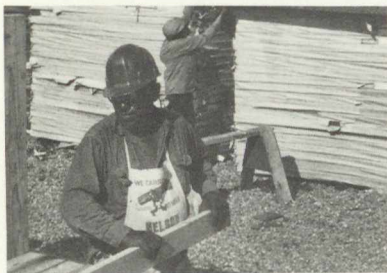


THREE



PROVIDE RESOURCES TO THE "JOINT COUNCIL", TO IMPROVE IMPLEMENTATION OF POLICIES TO HIRE NATIVE PERSONS IN THE FEDERAL SERVICE.

In the OBSTACLES report, released last February, the Special Committee clearly established that increasing employment opportunities should be the central strategy by which disabled persons can help themselves. Among those disabled persons who are Native Canadians, this need for more jobs is even greater because the entire Native population faces high unemployment. Before the special needs of disabled persons can even be addressed in this matter, attention must first be focused on increasing employment for all Native persons. The Federal Government has already recognized this objective in principle; the time has now come to back up words with actions, especially as they relate to increased employment opportunities within the Federal public service itself.



Federal Policy: On November 15, 1978, Treasury Board and the Public Service Commission jointly issued a policy statement intended to increase the participation of Indian, Metis, Non-Status Indian and Inuit people in the Federal public service. That policy was developed with the assistance of several Federal departments, as well as the National Indian Brotherhood, the Inuit Tapirisat of Canada, and the Native Council of Canada. Among the actions that the policy statement calls for are the following:

- **Identify positions:** Federal departments with program responsibilities for Native people were to identify staff positions which related to the delivery of services to Native people. At the time, this applied to approximately 60 organizations. The long-term intent was to staff the identified positions with qualified Native people. Each department was to devise an action plan on a tight time schedule, so that the goals of increasing the quantitative and qualitative employment status of Native persons would be achieved. In other words, hire more Native

persons in general, and ensure that more of those who are hired are promoted to management positions. If the intent of this policy was to develop a participation rate that is consistent with the percentage of Native people within the general Canadian population, then 12,000 Native persons should be employed eventually throughout the Federal public service.

- **Special Responsibility:** The Office of Native Employment, which was established in 1971 within the Public Service Commission, was given special responsibility to facilitate this activity and ensure that the intent of the policy was understood and acted upon within the entire public service.
- **Joint Council:** Following the release of the policy statement, the Government formally established a Joint Council to advise on the best way to implement the policy initiatives. This Council was comprised of senior representatives of Treasury Board and the Public Service Commission, and also from five associations which represent Native persons in Canada: The National Indian