

RECOMMENDATION

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PROHIBIT FEDERAL USE OF EMPLOYMENT AGENCIES WHICH ACCEPT REQUESTS FOR "WHITES ONLY"

Obliging: Witnesses appearing before the Committee raised the issue of the willingness of private employment agencies to comply with client requests to refer "whites only" for job vacancies. In 1980, the Canadian Civil Liberties Association found that 17 agencies out of 25 surveyed nation-wide would oblige such orders. Similar practices are reported for taxi firms, housekeeping services and real estate agencies.

Human Rights Goals: The Committee calls upon all federal departments, agencies and Crown corporations to prohibit the use of any employment agencies which carry on such a practice. At the same time, it urges the provinces and municipalities to undertake an investigation of the situation and to consider using their licensing powers to further human rights goals. The granting of licenses to real estate and employment agencies could be conditional on the inspection of relevant company records by Human Rights Commissions prior to the renewal of licenses. Agencies found in violation should be subject to loss or suspension of business licenses.

RECOMMENDATION:

Government departments, agencies and Crown corporations should not use services of employment agencies which accept requests for "whites only".

ESTABLISH CROSS-CULTURAL TRADE AND COMMUNICATION CENTRES WITHIN BUSINESS SCHOOLS TO ENCOURAGE MULTICULTURAL BUSINESS SKILLS

Asset: The Committee sees the cultural diversity of Canada as a national asset, particularly in its potential for opening up foreign markets to Canadian goods and services. Canadian missions and exhibitions abroad should reflect the multicultural reality of Canada. The cultural richness coupled with business expertise can provide extraordinarily useful information and advice to Canadian businesses regarding opportunities and practices in other countries. It is a fact that business opportunities can and will be lost to Canadians in foreign markets due to misunderstanding and ignorance of local market conditions and customs. A number of joint Canada-Japan fishing ventures ultimately failed because of poor communication and other misunderstandings.

RECOMMENDATION:

The Federal Government should establish, in co-operation with the provinces, universities, and private industry, cross-cultural trade and communication centres within schools of business of several Canadian universities, in order to develop business and marketing skills within a multicultural environment.

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