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**GIVE AFFIRMATIVE ACTION BOARD POWER NEEDED  
TO MAKE PROGRAM EFFECTIVE**


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**RECOMMENDATION:** That the Federal Government establish an Affirmative Action Compliance Board, or designate an existing agency, to exercise authority in the following areas:

**Federal Affirmative Action:**

- Develop guidelines and procedures for implementing and enforcing the affirmative action programs described in Recommendations 19 and 25.
- Provide consultation and technical assistance to employers carrying out these plans.
- Approve plans and monitor implementation.
- Report discriminatory practices to the Canadian Human Rights Commission.

**Contractors Affirmative Action:**

- Develop guidelines for contract compliance, and provide for exemptions where necessary, as described in Recommendation 26.
- Provide consultation and technical assistance as required.
- Receive and investigate complaints, and refer them for action to the agency of government involved in the contract, or the appropriate human rights agency.

**NOT  
IMPLEMENTED**



**Monitoring Mechanism:** The concept of contract compliance, as outlined in recommendation 26 has not been accepted by the Government. Therefore, this recommendation describing a mechanism to monitor compliance has not been implemented either. The Government response in December 1981 said that the Compliance Board was seen as “inopportune, difficult and costly to implement, if at all feasible”.

**No Review:** The Committee disagrees with this assessment and feels that the Government has misunderstood the recommendation. The Board’s purpose is not to review all contracts, but to deal with complaints. Contract compliance, if implemented as suggested in recommendation 26, would exist because of a standard clause written into each contract. No review would be necessary.

**Technical Assistance:** This recommendation also referred to the provision of technical assistance to Federal departments, agencies and Crown corporations, and to private contractors, about affirmative action programs. The affirmative action office at Canada Employment and Immigration has been fulfilling this function. The critical aspects of this recommendation were the approval of affirmative action plans and the monitoring of their implementation. These actions have not been carried out.