

It is the Committee's strong belief that the elimination of age discrimination ought now to become a priority for Canadians. Two decades ago statutes solely directed to the proscription of age discrimination were in effect within several provinces, and the federal Department of Manpower and Immigration maintained a Section dedicated to the problems of the older worker, including the prevalence of misinformed attitudes about aging and productivity. The Committee does not recommend a reversion to earlier legislative and administrative arrangements, but it would like to see a revival of the priorities which these arrangements suggest.

The realities experienced by the aging and elderly in Canada pose human rights challenges that Canadians can no longer afford to ignore. As part of our contribution to meeting these challenges, we offer the recommendations listed immediately below. While these recommendations reflect the major focus of this study on employment issues, we wish to emphasize that the human rights challenge posed by our treatment of the aging has implications for all sectors of government. The changes to employment programs recommended below should therefore be seen as illustrative of broader changes which are now needed.

TABLE OF RECOMMENDATIONS

1. That Canada assume a leadership role at the United Nations in the development of a specific human rights instrument on age and age discrimination. (See page 17.)
2. That those provinces which have not already done so be encouraged to remove age discriminatory definitions of age from their human rights statutes. (See page 17.)
3. That the Canadian Human Rights Commission investigate and act in respect to age discrimination, including that experienced by employed as well as unemployed older workers, with vigour. (See page 28.)
4. That Employment and Immigration Canada designate older workers (especially those older worker groups prone to long-term unemployment, if such groups can be identified) as a target group for the purposes of the Canadian Jobs Strategy. (See page 29.)
5. That Employment and Immigration Canada undertake an immediate and thorough review of options available for providing special