

FINDING AID: 33-133

RECORD GROUP: RG 33, Royal Commission

SERIES: 133 - Commission of Inquiry on Equality in  
Employment, 1983

VOLUMES: 1-27

DESCRIPTION: The finding aid is a file list describing the  
submissions correspondence, research studies,  
recommendations and related material.

INSTRUCTIONS: The following information is required on a  
request form:

RG No.:  
Series No.:  
Vol. No.:

DATE: July 1997



F.A. 33-133

Vols 1-27

FINAL

(SERIES 133)

FA 33-133

BOXES ONE THROUGH SIXTEEN WERE SENT Dec. 7, 1984  
BOX NO. ONE:

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Submissions

VOLUME #	Women	DATE
1	Agricultural Institute of Canada, The Toronto, Ont.	1983
	Association des femmes collaboratrices St-Lambert, Que.	1983
	Association féminine d'éducation et d'action sociale, L' (AFEAS) Montreal, Que.	1983
	Battlefords Interval House Society, The North Battleford, Sask.	1983
	* B.C. Native Women's Society Kamloops, B.C.	1983
	* Black Women's Association of Alberta Edmonton, Alta.	1983
	Bobie, R.H.A. Saskatoon, Sask.	1983
	Bread & Roses Vancouver, B.C.	1983
	Business and Professional Women's Clubs of British Columbia and Yukon Marysville, B.C.	1983
	Canadian Advisory Council on the Status of Women Ottawa, Ont.	1983
	Canadian Association of Women Executives Toronto, Ont.	1983
	Canadian Association on Gerontology Winnipeg, Man.	1983
	Canadian Congress for Learning Opportunities for Women (CLOW) Toronto, Ont.	1983
	R Canadian Daycare Advocacy Association Saskatoon, Sask.	1983
	Canadian Federation of Business and Professional Women's Clubs (Submitted by the Business and Professional Women's Club of Calgary) Calgary, Alta.	1983
	Canadian Federation of University Women, Ontario Status of Women Committee Toronto, Ont.	1983
* Canadian Jewish Congress Montreal, Que.	1983	
* Canadian Psychological Association Ottawa, Ont.	1983	
Congress of Canadian Women, The Toronto, Ont.	1983	

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\* Indicates that a submission appears under more than one heading.







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DATE

- | VOLUME # | DESCRIPTION   | DATE |
|----------|---|------|
| 1        | 280 Commission on Equality  |      |
|          | * N.B. Native Indian Women's Council<br>Fredericton, N.B.   | 1983 |
|          | * Nova Scotia Native Women's Association<br>Halifax, N.S.   | 1983 |
|          | * THE NATIVE COUNCIL OF NOVA SCOTIA   | 1983 |
|          | * Ontario Native Women's Association (two submissions)<br>Thunder Bay, Ont.                                       | 1983 |
|          | Organized Working Women<br>Toronto, Ont.  | 1983 |
|          | Ottawa Women's Lobby, The<br>Ottawa, Ont.   | 1983 |
|          | Professional Secretaries International, Vancouver Chapter<br>Vancouver, B.C.                                      | 1983 |
|          | Progressive Conservative Women's Caucus of Peel-Halton<br>Mississauga, Ont.                                       | 1983 |
|          | * Quesnel Tillicum Society<br>Quesnel, B.C.   | 1983 |
|          | Redin, J. Estelle<br>Charlottetown, P.E.I.  | 1983 |
|          | Réseau d'action et d'information pour les femmes (RAIF)<br>Sillery, Que.  | 1983 |
|          | Ritchie, Laurell<br>Toronto, Ont.   | 1983 |
|          | * Status of Women, Justice and Public Services, Government of the Northwest<br>Territories<br>Yellowknife, N.W.T. | 1983 |
|          | Times Change Women's Employment Service<br>Toronto, Ont.  | 1983 |
|          | University Women's Club of Ottawa, Standing Committees for the Status of<br>Women and Legislation<br>Ottawa, Ont. | 1983 |
|          | Vancouver Women in Trades Association<br>Vancouver, B.C.  | 1983 |
|          | * Wallace, V. Jean<br>Yellowknife, N.W.T.   | 1983 |
|          | Windsor Women's Incentive Centre<br>Windsor, Ont.   | 1983 |
|          | Women in Science & Engineering (WISE), Ottawa Valley Chapter<br>Ottawa, Ont.                                      | 1984 |
|          | Women's Bureau, Labour Canada<br>Ottawa, Ont.   | 1983 |
|          | Women's Crisis Centre, The Elliot Lake Women's Group Inc.<br>Elliot Lake, Ont.                                    | 1983 |



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1

Women's Emergency Centre (Woodstock) Inc. 1983  
Woodstock, Ont.

DATE

- Yukon Indian Women's Association  
Whitehorse, Yukon.

1983

W

## Native People

Administration régionale Kativik  
Kuujuaq, Que.

1984

Algonquin Council of Western Quebec  
Val-d'Or, Que.

1983

Association of Iroquois and Allied Indians  
London, Ont.

Association of Métis and Non-Status Indians of Saskatchewan, Riel Local #33  
Regina, Sask.

1983

- B.C. Native Women's Society  
Kamloops, B.C. (missing)

1983

Council for Yukon Indians  
Whitehorse, Yukon

1983

Dene Nation, The  
Yellowknife, N.W.T.

- Department of Personnel, Government of the Northwest Territories  
Yellowknife, N.W.T.

Federation of Saskatchewan Indian Nations, Indian Governments of  
Saskatchewan  
Prince Albert, Sask.

1983

First Nations of South Island Tribal Council  
Mill Bay, B.C.

1983

Grand Council of the Crees (of Quebec)  
Val-d'Or, Que.

1983

Grande Prairie Friendship Centre  
Grande Prairie, Alta.

1983

Indian Business Development Group, Inc.  
Winnipeg, Man.

1983

Louis Riel Métis Association of B.C.  
(Joint submission with United Native Nations)  
Vancouver, B.C.

1983

Manitoba Keewatnowi Okimakanak Inc. (MKO)  
Thompson, Man.

1982

N'Amerind (London) Friendship Centre  
London, Ont.

1983

National Indian Brotherhood, Assembly of First Nations  
Ottawa, Ont.

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2	Native Counselling Services of Alberta Edmonton, Alta.	1983
	Native Inter-Agency Council Toronto, Ont.	1983
	Native Services Branch, Department of Advanced Education and Manpower, Government of Saskatchewan Regina, Sask.	1983
	* Native Women Pre-Employment Training Association (MISSING) Edmonton, Alta.	
	* Native Women's Association of the N.W.T. (MISSING) Yellowknife, N.W.T.	
	* N.B. Native Indian Women's Council (MISSING) Fredericton, N.B.	
	Nechi Institute on Alcohol and Drug Education Edmonton, Alta.	1983
	New Brunswick Association of Métis and Non-Status Indians (NBAMNSI) Fredericton, N.B.	1983
	Nishnawbe-Aski Nation Timmins, Ont.	1983
	NorSask Native Outreach La Ronge, Sask.	1983
	* Nova Scotia Native Women's Association (MISSING) Halifax, N.S.	1983
	O'Connell, Victor Calgary, Alta.	
	* Ontario Native Women's Association (two submissions) (MISSING) Thunder Bay, Ont.	
	* Quesnel Tillicum Society Quesnel, B.C.	
	Saskatoon Native Outreach Services Saskatoon, Sask.	1983
	* Status of Women, Justice and Public Services, Government of the Northwest Territories Yellowknife, N.W.T.	
	The Pas Friendship Centre Inc. The Pas, Man.	1983
	Thunder Bay Indian Youth Friendship Society Thunder Bay, Ont.	1983
	Tungavik Federation of Nunavut Ottawa, Ont.	1984
	Union of New Brunswick Indians Fredericton, N.B.	1983



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2

Union of Ontario Indians  
Toronto, Ont.

1983

United Native Nations  
(Joint submission with Louis Riel Métis Association of B.C.)  
Vancouver, B.C.

1983

• Wallace, V. Jean (missing)  
Yellowknife, N.W.T.

• Yukon Indian Women's Association (missing)  
Whitehorse, Yukon

Disabled Persons

Association des handicapés entre-amis du Temiscouata  
Notre-Dame-du-Lac, Que.

1983

Biggs, Joanne  
Willowdale, Ont.

1983

Canadian Association of Occupational Therapists  
Toronto, Ont.

1983

Canadian Co-ordinating Council on Deafness  
Ottawa, Ont.

1983

Canadian Council on Rehabilitation and Work  
Winnipeg, Man.

1983

Canadian Cystic Fibrosis Foundation  
Toronto, Ont.

1983

Canadian Hard of Hearing Association  
Vancouver, B.C.

1983

Canadian Hearing Society  
Toronto, Ont.

1983

Canadian Hearing Society, Ottawa District Regional Office  
Ottawa, Ont.

1983

Canadian Mental Health Association  
Toronto, Ont.

1983

Canadian National Institute for the Blind (CNIB)  
Toronto, Ont.

1983

Canadian National Institute for the Blind, Newfoundland and Labrador Division  
St. John's, Nfld.

1983

Canadian National Institute for the Blind, Saskatchewan Division  
Regina, Sask.

1983

Canadian Paraplegic Association  
Toronto, Ont.

1983

Canadian Paraplegic Association, Newfoundland Division  
St. John's, Nfld.

1983

• Canadian Psychological Association (missing)  
Ottawa, Ont.

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	DATE
Canadian Rehabilitation Council for the Disabled (CRCDD) 1983 Toronto, Ont.	
Centres Offering Independent Lifestyles Incorporated 1983 Saint John, N.B.	
Coalition of Provincial Organizations of the Handicapped (COPOH) Winnipeg, Man.	1983
Community Resources Consultants of Toronto Toronto, Ont.	
Disabled Individuals Alliance Halifax, N.S.	1983
Disabled Persons Employment Service Regina, Sask.	1983
Employment Services for the Physically Disabled (Edmonton) Edmonton, Alta.	1983
Epilepsy Association of Nova Scotia Halifax, N.S.	1983
Epilepsy Canada Dorval, Que.	1983
Excursions sans barrière inc. Quebec City, Que.	
Farley, Joanne Pointe-Claire, Que.	
Greater Vancouver Association of the Deaf Vancouver, B.C.	1983
Hard of Hearing Club of Ottawa Ottawa, Ont.	1983
Hayes, Jack Don Mills, Ont.	1983
Hogle, Randy Edmonton, Alta.	1983
Kellerman, John Toronto, Ont.	1983
Kenny, J.R. Calgary, Alta.	1983
Lethbridge Association for the Mentally Retarded Lethbridge, Alta.	
Line 1000 Placement Services Toronto, Ont.	

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		DATE
Low Vision Association of Ontario Toronto, Ont.	1983	
Metro Service for the Deaf Halifax, N.S.	1983	1983
Montreal Association for the Blind Montreal, Que.	1983	1983
Multiple Sclerosis Information Exchange, The Vancouver, B.C.		1983
Muscular Dystrophy Association of Canada, The Toronto, Ont.		1983
New Brunswick Amputee Association Inc., The Fredericton, N.B.		1983
Nova Scotia League for Equal Opportunities Halifax, N.S.		1983
N.W.T. Council for Disabled Persons Yellowknife, N.W.T.		1983
On Our Own: Ontario Patients' Self-Help Association Toronto, Ont.		1983
Ontario Association for the Mentally Retarded Toronto, Ont.		1983
Ontario March of Dimes (London Regional Office) London, Ont.		1983
Ontario March of Dimes (Provincial Office) Toronto, Ont.		1983
Ottawa-Carleton Council of the Disabled, The Ottawa, Ont.		1983
P.E.I. Outreach Employment Program for the Disabled Charlottetown, P.E.I.		1983
Prince Edward Island Council of the Disabled Inc. Charlottetown, P.E.I.		1983



Quebec Hospital Association Montreal, Que.	1983
• Quesnel Tillicum Society (MISSING) Quesnel, B.C.	
Regional Action Group of Edmonton Edmonton, Alta.	1983
Saskatchewan Co-ordinating Council on Social Planning Saskatoon, Sask.	1983
Saskatchewan Voice of the Handicapped Regina, Sask.	1983
Society for Crippled Children and Adults of Manitoba, The Winnipeg, Man.	1983
Stark, Marie and Chris Fredericton, N.B.	1983

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Steps — Special Training and Employment Placement Service Toronto, Ont.	1983
T & R Management Toronto, Ont.	1983
Vancouver Association for Children and Adults with Learning Disabilities Vancouver, B.C.	1983

Visible Minorities

Banerjee, C. Burnaby, B.C.	1983
Bhalloo, Ahmed H. Scarborough, Ont.	1983
• Black Women's Association of Alberta (MISSING) Edmonton, Alta.	1983
Calgary Vietnamese Canadian Association Calgary, Alta.	1983
Canadian Federation of Vietnamese Associations Ottawa, Ont.	1983
• Canadian Jewish Congress (MISSING) Montreal, Que.	1983
Canadian Multiculturalism Council Hull, Que.	1983
Centre for Research-Action on Race Relations (C.R.A.R.R.) Montreal, Que.	1983
Chinese Canadian National Council (CCNC) Toronto, Ont.	1983
Chinese Canadian National Council, Calgary Chapter Calgary, Alta.	1983
Committee for Racial Equality Toronto, Ont.	1983
Committee for Racial Justice, The Vancouver, B.C.	1983

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Confidential  
 Fernie, B.C.

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Council of Jamaicans in Ontario, The (Joint submission with the Emancipation 150 Committee) Pickering, Ont.	
Council of Muslim Communities of Canada Ottawa, Ont.	1983
Council of National Ethnocultural Organizations of Canada: Task Force on Visible Minorities	1983



	Emancipation 150 Committee (Joint submission with The Council of Jamaicans in Ontario) Downsview, Ont.	1983
✓	Federation of Ethnic Groups of Quebec, Inc. Montreal, Que.	1984
✓	Federation of Sikh Societies of Canada Ottawa, Ont.	1983
✓	• Focus on Black Women (Missing) Ottawa, Ont.	1983
✓	Group of Nova Scotia Black Organizations including: African United Baptist Association Bilalian Development Association of Nova Scotia Black Business Consortium Black Business & Professional Women's Group Black Educators' Association Black United Front of Nova Scotia Black Social Workers' Association East Preston Ratepayers' Association East Preston Lions Club East Preston Lioness Club Preston Area Churches	1983
	Guru Nanak Sikh Temple Society Williams Lake, B.C.	1983
✓	Immigrant Settlement Board, The Vancouver, B.C.	1983
✓	Inter Cultural Associates Toronto, Ont.	1983
✓	Inter-Cultural Association of Greater Victoria Victoria, B.C.	1983
	Jajalla, Paul Winnipeg, Man.	1983
	Japanese Canadian Citizens Associations, Toronto Chapter Toronto, Ont.	1983
	Joseph, Leonard Calgary, Alta.	1983
•	League for Human Rights of B'nai Brith, Canada Downsview, Ont.	1983
	Li, Peter S. Saskatoon, Sask.	1983
	Liber, Bruno Benjamin Malton, Ont.	1983
	Mayor's Committee on Community and Race Relations Toronto, Ont.	1983
	Members of Minority Elect (MOME) Downsview, Ont.	1983



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Multicultural Association of Nova Scotia  
Halifax, N.S.

1983

Multiculturalism Directorate, Secretary of State  
Ottawa, Ont.

1983

Muslim Society of P.E.I.  
Charlottetown, P.E.I.

1983

National Association of Canadians of Origins in India (NACOI)  
Ottawa, Ont.

1983

National Association of Canadians of Origins in India (NACOI), B.C. Chapter  
Vancouver, B.C.

1983

National Capital Alliance on Race Relations (NCARR)  
Ottawa, Ont.

1983

National Congress of Italian Canadians, Quebec Region  
Montreal, Que.

1983

North Preston Ratepayers Association  
Halifax County, N.S.

1983

Oliver, W. P.  
Halifax, N.S.

1983

Ontario Council of Agencies Serving Immigrants (OCASI)  
Toronto, Ont.

1983

Ottawa-Carleton Immigrant Services Organization  
Ottawa, Ont.

1983

Pilipino Bayanihan of Mississauga  
Mississauga, Ont.

1983

Pujadas, Eugene A.  
Edmonton, Alta.

1983

Quesnel Tillicum Society  
Quesnel, B.C.

*(missing)*

1983

Richmond, Anthony H.  
Downsview, Ont.

1983

Saskatoon Multicultural Council Inc.  
Saskatoon, Sask.

1983

Saskatoon Open Door Society  
Saskatoon, Sask.

1983

Service d'aide aux néo-Québécois et immigrants inc. (SANQI)  
Montreal, Que.

1983

Truster, Paul  
Toronto, Ont.

1983

United Calgary Chinese Association  
Calgary, Alta.

1983

United Council of Filipino Association in Canada  
Winnipeg, Man.

1983

Urban Alliance on Race Relations  
Toronto, Ont.

1983



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	Labour	
	Alliance of Canadian Cinema, Television and Radio Artists (ACTRA) Toronto, Ont.	1983
	Association of Television Producers and Directors (Toronto) Toronto, Ont.	1983
	Canadian Air Line Flight Attendants' Association (CALFAA) Toronto, Ont.	1983
	Canadian Air Line Pilots Association (CALPA) Brampton, Ont.	1983
	Canadian Labour Congress (CLC) Ottawa, Ont.	1983
	Canadian Union of Public Employees (CUPE) Toronto, Ont.	1983
Volume # 4	<p>Communications Workers of Canada (CWC), Local 3 Moose Jaw, Sask.</p> <p>Economists, Sociologists &amp; Statisticians Association Ottawa, Ont.</p> <p>Energy &amp; Chemical Workers Union, Petro-Canada Refinery Unit, Local 593 Oakville, Ont.</p> <p>International Association of Machinists and Aerospace Workers (IAM) Ottawa, Ont.</p> <p>International Union of Operating Engineers, Local 955 Edmonton, Alta.</p> <p>International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) Willowdale, Ont.</p> <p>National Radio Producers Association, The Toronto, Ont.</p> <p>Public Service Alliance of Canada (PSAC) Ottawa, Ont.</p> <p>R <span style="border: 1px solid black; padding: 2px;">Rail Canada Traffic Controllers (RCTC) Winnipeg, Man.</span> <span style="float: right;"><u>CONFIDENTIAL</u></span></p> <p>Syndicat des journalistes de Radio-Canada, Le Montreal, Que.</p> <p>United Transportation Union, Local 1233 Edmonton, Alta.</p> <p style="text-align: center;">Business</p> <p>Bell Canada Montreal, Que.</p> <p>Canadian Association of Geophysical Contractors Calgary, Alta.</p>	<p>1983</p> <p>1983</p> <p>1984</p> <p>1983</p> <p>1983</p> <p>1983</p> <p>1983</p> <p>1983</p> <p>1983</p> <p>1983</p> <p>1983</p> <p>1983</p> <p>1983</p> <p>1984</p> <p>1983</p>



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Canadian Chemical Producers' Association, The  
Ottawa, Ont.

1983

Canadian Construction Association  
Ottawa, Ont.

1983

Canadian Federation of Independent Business  
Toronto, Ont.

1983

Canadian Organization of Small Business  
Toronto, Ont.

1983

Conseil du patronat du Québec  
Montreal, Que.

1983

CP Rail  
Montreal, Que.

1983

Employers' Council of British Columbia  
Vancouver, B.C.

1983

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IBM Canada Ltd.  
Markham, Ont.

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1984

Imperial Oil Limited  
Toronto, Ont.

1983

Management Council for Responsible Employee Relations  
Montreal, Que.

1983

Organization Resources Counselors, Inc.  
New York, N.Y.

1983

Westinghouse Canada Inc.  
Hamilton, Ont.

1983



Agricultural Stabilization Board Ottawa, Ont.	1984
Air Canada Montreal, Que.	
Atlantic Pilotage Authority Halifax, N.S.	1984
Bank of Canada Ottawa, Ont.	1984
Canada Mortgage and Housing Corporation Ottawa, Ont.	1983
Canada Ports Corporation Ottawa, Ont.	1984
Canadian Centre for Occupational Health and Safety Hamilton, Ont.	1983
Cape Breton Development Corporation Sydney, N.S.	1984

Export Development Corporation Ottawa, Ont.	1983
Farm Credit Corporation Canada Ottawa, Ont.	1984
International Development Research Centre Ottawa, Ont.	1984
Livestock Feed Board of Canada Montreal, Que.	1984
Petro-Canada Calgary, Alta.	1983
Public Archives Canada Ottawa, Ont.	1983
Public Service Commission of Canada Ottawa, Ont.	1984
St. Lawrence Seaway, The Ottawa, Ont.	1984
Standards Council of Canada Ottawa, Ont.	1983
Teleglobe Canada Montreal, Que.	1984
Via Rail Canada Inc. Montreal, Que.	1984
War Veterans Allowance Board of Canada Charlottetown, P.E.I.	1984



## General

Association des enseignants francophones du Nouveau-Brunswick Fredericton, N.B.	1983
Beal, Elizabeth W. Scarborough, Ont.	1983
Bush, J. Scarborough, Ont.	1983
Campus Alternative Rexdale, Ont.	1983
Canadian Association for Free Expression Inc. (CAFE) Toronto, Ont.	1983
Canadian Teachers' Federation Ottawa, Ont.	1983
Communist Party of Canada, Central Committee Toronto, Ont.	1983
• Department of Personnel, Government of the Northwest Territories Yellowknife, N.W.T. (missing)	1983

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Frontier College Toronto, Ontario	1983
Hull, James P. Weston, Ont.	
• League for Human Rights of B'nai Brith, Canada Downsview, Ont. (missing)	1983
Manitoba Gay Coalition Winnipeg, Man.	
Nash, John C., and Baxter, Pamela Ottawa, Ont.	1983
Parkland Education Employment Co-ordinating Committee Yorkton, Sask.	1983
People First of Ontario Toronto, Ont.	1983
Ramkhalawansingh, Ceta Toronto, Ont.	1983
Richeson, Marian E. Saskatoon, Sask.	1983
Robinson, K. West Hill, Ont.	1983
Saskatchewan Association on Human Rights Saskatoon, Sask.	1983
Vancouver Island Human Rights Coalition Victoria, B.C.	1983
Webster, Milt W. Edmonton, Alta.	1983



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CANADIAN BROADCASTING CORPORATION 1984

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CBC : COLLECTIVE AGREEMENTS

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AF of M - AMERICAN FEDERATION OF  
MUSICIANS OF THE U.S. +  
CANADA.NABET. NATIONAL ASSOCIATION OF  
BROADCAST EMPLOYEES AND  
TECHNICIANS.CUPE (PRODUCTION) - CANADIAN UNION OF PUBLIC  
EMPLOYEES (PRODUCTION UNIT)CUPE (O&P) - CCBBU - CANADIAN UNION OF PUBLIC  
EMPLOYEES (OFFICE AND  
PROFESSIONAL UNIT) -  
COUNCIL OF CUPE  
BROADCASTING BARGAINING  
UNITSCWSG - CANADIAN WIRE SERVICE GUILD -  
LOCAL 213 OF THE NEWSPAPER GUILD

SEU - SERVICE EMPLOYEES UNION, LOCAL 204

CTPDA - CANADIAN TELEVISION PRODUCERS AND  
DIRECTORS ASSOCIATIONATPD. (TORONTO) - ASSOCIATION OF TELEVISION  
PRODUCERS AND DIRECTORSACTRA - ASSOCIATION OF CANADIAN TELEVISION  
AND RADIO ARTISTS.NRPA - NATIONAL RADIO PRODUCERS'  
ASSOCIATIONIATSE - INTERNATIONAL ALLIANCE OF  
THEATRICAL AND STAGE EMPLOYEES  
AND MOVING PICTURE MACHINE  
OPERATORS OF THE UNITED STATES  
AND CANADA, LOCAL 58NABET (BTG) - NATIONAL ASSOCIATION OF  
BROADCAST EMPLOYEES AND  
TECHNICIANS, LLC  
(BUILDING TRADES GROUP)STRF - LE SYNDICAT DES TECHNICIENS  
DU RÉSEAU FRANÇAIS DE RADIO-CANADASEPOA - LE SYNDICAT DES EMPLOYÉS DE  
PRODUCTION DU QUÉBEC ET  
DE L'ACADIE.



CBC.

COLLECTIVE AGREEMENTS

CUPE (OAP) - CSLDSF - CANADIAN UNION OF  
PUBLIC EMPLOYEES (OFFICE AND  
PROFESSIONAL UNIT, GUIDES AND  
CONTENT ANALYSTS) - CONSEIL  
DES SECTIONS LOCALES DE LA  
DIVISION DES SERVICES  
FRANCAIS

SJRC - LE SYNDICAT DES JOURNALISTES  
DE RADIO-CANADA

L'ASSOCIATION DES REALISATEURS

L'ASSOCIATION DES REALISATEURS DE LA  
RADIO

UDA - L'UNION DES ARTISTES  
- RADIO AND TELEVISION

SAADEC - LA SOCIETE DES AUTEURS,  
RECHERCHISTES, DOCUMENTALISTES ET  
COMPOSITEURS

- AUTHORS AND WRITERS  
- RESEARCHERS AND DOCUMENTALISTS

OTTAWA AREA

- IATSE . INTERNATIONAL ALLIANCE OF  
THEATRICAL AND STAGE  
EMPLOYEES AND MOVING  
PICTURE MACHINE OPERATORS  
OF THE UNITED STATES AND  
CANADA , LOCAL 471

HEAD OFFICE - FOREIGN CORRESPONDENTS'  
ASSOCIATION



REPLY TO QUESTIONNAIRE AND CORRESPONDENCE:

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1984

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- THE CANADIAN AIR LINE PILOTS ASSOCIATION
- INTERNATIONAL ASSOCIATION OF MACHINISTS + AEROSPACE WORKERS
  - 1. EMPLOYEES OF THE FINANCE BRANCH OF AIR CANADA - DISTRICT LODGE 148
  - 2. PRINTING BUREAU EMPLOYEES
  - 3. CAFETERIA EMPLOYEES
- CANADIAN AIR LINE FLIGHT ATTENDANTS ASSOCIATION
- CANADIAN AIR LINE DISPATCHERS ASSOCIATION AND SALES & SERVICE BRANCH EMPLOYEES.

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2. STATISTICAL GRAPHS
3. ATOMIC ENERGY FACT SHEET - PART I
4. ATOMIC ENERGY PART II - EMPLOYMENT PRACTICES
5. ATOMIC ENERGY SUMMARY OF QUESTIONNAIRE
6. INTERNATIONAL REPORT INC.
7. INTERNATIONAL REPORTING INC.
8. COLLECTIVE AGREEMENTS



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6. INTERNATIONAL REPORTING INC.

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5. SUMMARY OF QUESTIONNAIRE PART II
6. POSITION OF WOMEN IN THE EXPORT DEVELOPMENT CORPORATION; PRECIS BY LORRAINE WILSON
7. PRECIS OF EXPORT DEVELOPMENT CORPORATION BY CHRISTINE CAQUETTE
8. GUIDELINES FOR CROWN CORPORATIONS OFFICIAL LANGUAGES ANNUAL PLAN
9. SUMMARY OF GUIDELINES; ANNUAL REPORT
10. STAFF BREAKDOWN LIST.
11. EXPORT DEVELOPMENT CORPORATION OFFICIAL LANGUAGES ANNUAL REPORT
12. REPORT ON THE STATUS OF WOMEN, JULY 8/83
13. RAPPORT ANNUEL DES RESSOURCES HUMAINES 1983
14. INTERNATIONAL REPORTING INC. TRANSCRIPTION OF SESSION DATED DECEMBER 1ST, 1983, BETWEEN JUDGE ABELLA AND SYLVAIN CLOUTIER AND RICHARD LAW.

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4. EMPLOYMENT PRACTICES PART II
5. SUMMARY OF QUESTIONNAIRE DATA
6. FACT SHEET; PART I
7. A FULL-EMPLOYMENT FUTURE SUBMISSION TO COMMISSION
8. INTERNATIONAL REPORTING INC.

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2. STATISTICAL GRAPHS
3. INTERNAL SUMMARY FROM JOHN LYNCH
4. SUMMARY OF QUESTIONNAIRE
5. FACT SHEET PART I
6. INTERNAL SUMMARY - SITUATION FOR WOMEN BY CHRISTINE CAQUETTE
7. PRECIS OF SUBMISSION BY C. CAQUETTE.
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Agarwal, Naresh C. **53 PAGES**

*Economic Costs of Employment Discrimination.* A review of the occupational distribution and unemployment rates of women, native people, and visible minorities. Discusses the effects of discrimination on national output, employer costs, labour market efficiency, and the economic condition of the respective groups.

Bakker, Isabella **42 PAGES**

*The International Context: How do Canadian Women Fare Compared to Women in the Rest of the OECD Region?* An analysis of the economic situation of Canadian women compared to women in other Organization for Economic Co-operation and Development countries. Participation rates, equal pay measures, occupational segregation, and tax and pension policies are discussed.

Bankier, Jennifer **47 PAGES**

*Equality, Affirmative Action, and the Charter: Reconciling "Inconsistent Sections".* An analysis of apparently conflicting sections of the Charter of Rights and Freedoms and a proposal to reconcile these sections. Discrimination and equality are discussed with reference to the U.S. experience.

R Beck, J. Helen **235 PAGES**

*Target Groups and the Charter of Rights: Business Organizations, The Handicapped, and Women.* A summary of presentations made by selected groups representing business, the disabled, and women to the Special Joint Committee on the Constitution, with special emphasis on issues relevant to the Terms of Reference of this Commission.

Bellemare, Diane; Dussault, Ginette; Poulin-Simon, Lise **52 PAGES**

*Les femmes et l'économie.* A description of how the evolution of the paid labour force since the last century has affected women. Factors such as high unemployment, job segregation, and market trends are considered.

Blumrosen, Alfred W. **95 PAGES (PART 1) 47 PAGES (PART 2)**

o *Improving Equal Employment Opportunity Laws: Lessons from the United States Experience.* A discussion of the U.S. experience with contract compliance and affirmative action, and a description of what would constitute a model equal employment opportunity statute.

R o *Further Notes on the U.S. Experience.* An assessment of certain administrative aspects of establishing and maintaining an affirmative action plan, of the reporting system required of employers, and of the qualifications of corporate and government equal employment personnel.

Buckland, Lin **71 PAGES**

*Education and Training: Equal Opportunities or Barriers to Employment?* An analysis of training and education issues as they relate to inequality in employment. Reviews social and economic theories of education, empirical data relating to access to education, barriers to education, and the implications to the disadvantaged of changes in the economy and labour force.

Calzavara, Liviana **85 PAGES**

*Trends in the Employment Opportunities of Women in Canada.* A look at Canadian women in the labour force over the past 50 years, with data on male and female participation and unemployment rates, part-time work, earn-



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ings, and occupational and industrial distributions. Reviews current social and economic explanations for differences, particularly in earnings and occupational distributions.

R Chester, R. Simon G. 285 PAGES (PART 1) 114 PAGES (PART 2)

*Equality in Employment: Observations from International and Comparative Law.* A survey of the available literature on equality in employment in selected jurisdictions outside North America. Summarizes declarations, conventions, covenants, and recommendations of international organizations and provides an overview of employment legislation and practices relating to women, the disabled, and minorities, in Great Britain, West Germany, the Netherlands, France, Norway, Sweden, Australia, and Japan.

Cleveland, Janet 58 PAGES

*Implementation of Affirmative Action Programs in the Current Workplace Context.* An analysis of labour relations issues, including employment standards legislation and collective bargaining structures, and their impact on affirmative action programs.

Fichler, Margrit 29 PAGES (PART 1) 29 PAGES (PART 2)

① *Equality in Employment.* A discussion of the meaning for women of equality in employment when considered in the context of social policy development in Canada. Outlines measures to ensure equal access and equivalent working conditions for men and women.

② *The Connection between Paid and Unpaid Labour and its Implication for Creating Equality for Women in Employment.* A review of the debate on how to measure the value of unpaid work, given its importance to the maintenance of the paid labour force, and a discussion on how to distinguish between the public and private aspects of unpaid work.

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R Erin Research 168 PAGES

(Prepared by Kasia Seydegart and George Spears)

*"You'd Think You Were in Heaven": Federal Government Legislation, Policy, and Programs that Affect Equality in Employment of Four Target Groups.* A listing and evaluation of federal government legislation, programs, and policies — other than those under the jurisdiction of the Canada Employment and Immigration Commission — affecting women, disabled persons, native people, and visible minorities in employment.

Gold, Marc 55 PAGES

*The Constitutional Dimensions of Promoting Equality in Employment.* A consideration of constitutional dimensions of federal action to promote equality in employment, including consideration of the scope of federal legislative jurisdiction, the impact of the Charter of Rights and Freedoms and the effectiveness of litigation as a means of achieving a greater measure of equality in employment.

R Goldfarb Consultants 61 PAGES

*An Analysis of Canadian Women.* A compilation and discussion of data concerning certain attitudes and behaviours of Canadian women, based on material obtained from 1976 to 1983.

Gunderson, Morley 222 PAGES

*Labour Market Aspects of Inequality in Employment and Their Application to Crown Corporations.* A study of equality in employment in crown corporations, based on theoretical principles and empirical evidence, set in the con-



text of the labour market aspects of discrimination and inequality. Includes an analysis of the sources of discrimination as a basis for evaluating policy options to reduce discrimination and inequality.

Head, Wilson A. **17 PAGES**

*The Concept of Race and Racism in Human Societies*. An outline of the historical development of the concept of race as a means of identifying and categorizing peoples. Discusses problems in making such distinctions as either a biological or social phenomenon.

- Hughes, Patricia **82 PAGES (PART 1)** **53 PAGES (PART 3)**  
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- R ① *Determinants of Discrimination*. A survey of the psychological, socio-cultural, and economic determinants of prejudice and discrimination.
- R ② *Equality in Political Theory*. A review of selected writings of political theorists and philosophers from Aristotle to Rawls, with particular attention to the concept of equality in liberal and liberal-democratic theory.
- ③ *Issues under the Charter*. An analysis of whether or not actions may be brought against private individuals and crown corporations under the Charter of Rights and Freedoms, and whether, and to what extent, affirmative action programs would be compatible with the equality rights established by Section 15(1) of the Charter.
- ④ *Terms of Reference: Definitions*. An examination of the meaning of four concepts essential to discussions of equality: disability, discrimination, *bona fide* occupational qualification, and reasonable accommodation.

R Kaplansky, Marsha **98 PAGES**

*Target Groups and the Charter of Rights: Native Peoples, Visible Minorities, and Labour's Reaction*. Summaries of submissions relevant to equality issues made by native people, visible minority, and labour organizations to the Senate and House of Commons Special Joint Committee on the Constitution, the 1978 First Ministers' Conference on the Constitution, and the 1983 First Ministers' Conference on Aboriginal Constitutional Matters.

R Katz, Sharon **21 PAGES**

*CEIC and Target Group Members*. General descriptions of the training, job creation, and affirmative action programs and the employment information, counselling, and placement services offered by the Canada Employment and Immigration Commission. Data on current target group participation in the training programs are given along with information on the special services available to target group members.

Lampkin, Lorna **139 PAGES**

*Visible Minorities in Canada*. A summary of historical and socio-cultural profiles of visible minorities, including blacks, Chinese, Japanese, South Asians, Southeast Asians, and Latin Americans.

Mehoney, Kathleen **94 PAGES**

*Day Care and Equality in Canada*. An examination of how the provision of day care affects women's ability to achieve equality in employment. Considers the societal, legal, financial, and tax consequences of the different forms of day care.



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Monica Townson Associates Inc. 72 pp  
 prepared by Monica Townson)

*The Socio-Economic Costs and Benefits of Affirmative Action for Canada.* A review of the general employment situation of women, disabled persons, native people, and visible minorities. Evaluates affirmative action as a means of improving employment opportunities for these groups. Assesses the economic costs and benefits of this measure with reference to the American experience.

Mossman, Mary Jane 21 pp

*Gender, Equality and the Charter.* A discussion of various concepts of equality and ways in which equality may be achieved under the Charter of Rights and Freedoms in light of experience with the Bill of Rights and American constitutional law.

Phillips, D. Rhys 302 pp

*Equity in the Labour Market: The Potential of Affirmative Action.* A comprehensive report on the principles of affirmative action as a strategy for eliminating employment discrimination. The employment situation of women, native people, disabled persons, and visible minorities is described, as are objectives of federal labour market policy.

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→ Podoluk, Jenny

*Profiles of the Canadian Labour Market.* Profiles of the Canadian labour market based primarily on the 1981 census and focused on women, native people, visible minorities, and disabled persons.

Powless, Richard C. 108 pp

*Native People and Employment.* A review of the history and socio-economic conditions of native people and of the federal government's programs and policies.

Rioux, Marcia H. 197 pp

*Labelled Disabled and Wanting to Work.* An analysis of employment barriers facing disabled persons, including social and employment policies, disability income schemes, legislative barriers, education, and transportation. Reviews a variety of solutions proposed to eliminate barriers, including a model of independent living, vocational rehabilitation, alternative income schemes, anti-discrimination policies, economic incentives and employment programs.

R Schusheim, Evelyn R. 32 pp

*Federal-Provincial Cost Sharing Arrangements.* A review of two forms of cost sharing — block funding and conditional grants — as methods of financing equal opportunity measures administered by the provinces.

*Tax Incentives and Their Application to Equal Opportunity Measures.* A review of current tax incentives under the federal Income Tax Act and possible tax incentives to promote equal opportunity measures.

Swinton, Katherine 91 pp

*Restraints on Government Efforts to Promote Equality in Employment: Labour Relations and Constitutional Considerations.* An analysis of Canadian constitutional issues with particular emphasis on the Charter of Rights and Freedoms. Considers the implications of equal opportunity measures for labour relations, the collective bargaining process, and seniority systems.



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(Prepared by Edward B. Harvey and John H. Blakely)

*Strategies for Establishing Affirmative Action Goals and Timetables.* A technical study of the elements of an affirmative action program. Outlines the components of the U.S. model — including availability analysis, goal-setting with reference to the labour market, and monitoring and auditing — and their relevance for Canada.

R [ Weinfeld, Morton 114 pp  
*The Social Costs of Discrimination in Canada.* An assessment of the effects of discrimination in employment on individuals and on society, with particular reference to women, native people, disabled persons, and visible minorities.

R [ William M. Mercer Limited 76 pp  
(Prepared by Lynne Sullivan and David Alexander)  
*Non-Discrimination in Base Pay.* A compilation of federal legislation relevant to the issue of non-discrimination in income and a review of the Equal Pay Guidelines and interpretative material developed by the Canadian Human Rights Commission. Lists techniques for auditing bias in employment systems and guidelines for equitable job evaluation and salary administration.

R [ Women Associates Consulting Inc. 34 pp  
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- R - PETER BERNHARDT
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