

TABLE OF CONTENTS

Terms of Reference.....	i
The Process.....	v

PART I

THE CASE FOR EQUALITY

Chapter 1	Defining Equality in Employment.....	1
	Employment Equity/Affirmative Action	6
	Purpose of Employment Equity	7
	Equality in the Charter of Rights and Freedoms.....	11
	Economic Considerations	16
Chapter 2	The Designated Groups.....	19
	Women	24
	Native People.....	33
	Disabled Persons.....	38
	Visible Minorities.....	46
	Labour Force Profile	52
	Characteristics of the Male and Female Labour Forces.....	55
	Labour Force Growth by Gender, Age, and Marital Status	56
	Labour Force Trends	60
	Occupational Trends.....	62
	Distribution by Industry.....	70
	Male and Female Earning Differentials ..	71
	Effect of Union Membership	75
	Unemployment	77
	Labour Force Participation of Selected Groups	79
	Education Levels	84
	Employment Income	84
Occupational Structure of Selected Groups.....	85	
Chapter 3	The Designated Corporations.....	101
	Workforce Participation.....	103
	Levels of Representation	103
	Occupational Categories.....	104
	Occupational Distribution: 1978 and 1983.....	106

Hirings.....	109
Promotions.....	113
Terminations.....	113
Income Distribution.....	113
Part-Time Work.....	116
Summary.....	116
Employment Policies and Practices.....	122
Equal Opportunity as a Corporate Policy.....	122
Equal Opportunity Programs.....	123
Conclusion.....	125

PART II

IMPLEMENTING EQUALITY

Chapter 4	Education and Training.....	129
	Childhood Education.....	132
	Counselling.....	132
	Role Models.....	133
	Access to Education.....	134
	Post-Secondary Education.....	138
	Full-time Degrees and Diplomas.....	138
	Part-time Education.....	145
	Adult Basic Education: Literacy and Language Training.....	147
	Literacy Training.....	148
	Language Training.....	150
	Training.....	158
	National Training Act Programs.....	160
	Women.....	163
	Native People.....	166
	Disabled Persons.....	167
	Visible Minorities.....	169
	Delivery Systems.....	170
	Training Allowances and Benefits.....	172
	Education Leave and Training Programs in Industry.....	173
	Conclusion.....	175
Chapter 5	Childcare.....	177
	Childcare/Daycare.....	178
	Working Parents.....	183
	Elements of Childcare Systems.....	186
	Jurisdictional Issues.....	186
	Hours of Service.....	188

	Delivery Systems	188
	Location and Staff.....	189
	Funding.....	191
Chapter 6	Employment Equity: Eliminating Workplace Barriers.....	193
	Voluntary Versus Mandatory Measures.....	194
	Voluntary Programs	194
	Mandatory Programs.....	197
	The Canadian Experience	197
	The American Experience	199
	Instruments of Implementation	202
	Employment Equity	203
	Data Collection	206
	Enforcement Mechanisms.....	214
	Model 1	215
	Model 2.....	216
	Model 3.....	217
	Model 4.....	218
	Labour and Seniority	219
	The Private Sector.....	222
	Contract Compliance.....	226
	Equal Pay	232
	Equal Pay Laws	235
	International Commitments	239
	Equal Value	241
	Occupational Segregation	245
	Effect of Unionization.....	249
	Job Evaluations	250
	Conclusion.....	254
	Summary of Recommendations.....	255

APPENDICES

Appendix A	Requests for Participation.....	271
Appendix B	Submissions.....	277
Appendix C	Meetings and Consultations.....	293
Appendix D	Crown Corporation Meetings and Questionnaire.....	337
Appendix E	Research Documents.....	363
Appendix F	Commission Personnel	369
	A Selected Bibliography	371