

### **73.1 Affirmative Action Plans for Employment Opportunities**

Whereas, Recent studies on the employment of women in Canada's federal public service have disclosed gross inequalities in opportunity for employment, pay, training, promotions, pensions and insurance; and,  
Whereas, Other recent studies have disclosed equally serious limitations on women's employment opportunities in the private employment section; and,  
Whereas, There is a direct responsibility to government to ensure equality for women within the economy; therefore,

RESOLVED, That the National Council of Women of Canada request the Government of Canada to establish an affirmative action program to improve the economic opportunities of women in Canada, and that this affirmative action program include the following steps:

1. To establish in each government department, agency and crown corporation a goals and guidelines policy, designed to bring about a greater utilization of women within the public sector; and,
2. To establish guidelines for the private and corporate business sector to encourage a more effective utilization of women within the private sector; and,
3. To attempt to increase the effectiveness of equal pay and employment standards legislation by withholding government contracts from businesses which do not comply with the regulations, or fall below the standards established by the goals and guidelines policy for more effective utilization of women in employment.