

and through the services of the Women's Bureau Reference Centre. The Bureau also administers a modest grants program designed to support non-governmental projects dealing with women's employment issues.

In 1987-88, in addition to its regular statistical and legislative publications, the Women's Bureau released the proceedings of a seminar for union representatives on equal pay for work of equal value and the background paper *Equal Pay, Collective Bargaining and the Law* prepared for the same seminar. Two video presentations were also released. *Working for Equality* deals with the role of the Women's Bureau and the situation of women in the labour force from 1954 to 1988. *Sexual Harassment in the Workplace* explores the issue, clarifies misconceptions and provides information on prevention and redress. The Bureau participates in women's business and educational events as part of its ongoing promotional program.

5.1.2 Employment and Immigration Canada

The main objective of Employment and Immigration Canada (EIC) is to further the attainment of national economic and social goals by realizing the full productive potential of human resources, while supporting initiatives of individuals within the public and private sectors to meet their economic needs and in the pursuit of satisfactory work. EIC also administers Unemployment Insurance, immigration and Social Insurance Numbers.

Its activities are carried out in 470 Canada Employment Centres (CECs) and 105 Canada Immigration Centres in 10 regions. As well, services are provided to 187 remote or isolated communities. More than 100 CECs serve students on university campuses and 285 outreach projects provide additional services to clients.

The Canadian jobs strategy programs and services are administered through CECs. The programs focus on workers in need and on the requirements of the labour market, emphasizing small business and entrepreneurship. The flexible programs and services can meet changing regional and local needs and invite innovation.

The Canadian jobs strategy recognizes the shared responsibilities of the federal government, the provinces and the private sector. It is based on a commitment by the government to the provision of equal opportunities for all Canadians, particularly those at a disadvantage in the labour market. These include the four groups designated in the Employment Equity Act: women, persons with disabilities, aboriginal peoples and visible minorities, as well as long-term unemployed persons, young people, workers whose jobs are threatened by labour

market changes and others facing barriers to employment.

The industrial adjustment service provides a forum for employers and employees to solve employment problems. It may help laid-off workers find new jobs, help floundering businesses to recover or seek solutions to economic problems within communities. It also provides a number of other services to employers.

Local advisory councils, working in collaboration with CECs, encourage local business, labour and community groups to meet with government representatives to discuss local employment issues and ways to respond to the needs of local labour market conditions.

The immigration group is responsible for the selection and reception of immigrants who will be able to establish themselves economically, culturally and socially. They include those whose skills are required by the Canadian economy, relatives of Canadian residents and refugees. The immigration group is also responsible for the entry of visitors and for enforcement and control measures to prevent admission of undesirable persons or to have them removed. (See also Chapter 2, Demography.)

All visitors entering Canada to take temporary work must have an employment authorization from a Canadian diplomatic mission outside the country. Most applicants must have a job offer from a Canadian employer, certified by a Canada Employment Centre. This regulation protects the labour force against unwarranted use of foreign labour.

The Unemployment Insurance (UI) program is administered by Canada Employment and Immigration and comprises labour, management and government, the three partners in financing the UI program. Funded by employers and employees, the UI premium account pays for 80% of program costs. Government general revenue pays for the balance.

The Social Insurance Number (SIN) originated in 1964 as a file identifier for the Canada Pension Plan. The Canada Employment and Immigration Commission (CEIC) issues and monitors SIN cards through its central index.

Every worker must have a Social Insurance Number (SIN). It is used as an account number for government administration and on company payrolls. Applicants must provide proof of their identity and their status under the law governing citizens and immigrants. They apply for Social Insurance Numbers through the mail directly to the central index or to Canada Employment Centres across Canada.