

# Internal Complaint Resolution Process (ICRP)

- Employee complains to supervisor
- If it is fixed, **no further action** is required
- If not, complaint goes to work place committee/rep for investigation
- If employer disagrees with results, fails to act or the investigating team is unable to agree, matter is then referred to HRSDC by the employer or the employee

# Hrsdc Work Place Committee Report

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## **Hrsdc Work Place Committee Report:**

**Employment Equity in Canada** Carol Agócs, 2014-01-01 In the mid 1980s the Abella Commission on Equality in Employment and the federal Employment Equity Act made Canada a policy leader in addressing systemic discrimination in the workplace More than twenty five years later Employment Equity in Canada assembles a distinguished group of experts to examine the state of employment equity in Canada today Examining the evidence of nearly thirty years the contributors both scholars and practitioners of employment policy evaluate the history and influence of the Abella Report the impact of Canada's employment equity legislation on equality in the workplace and the future of substantive equality in an environment where the Canadian government is increasingly hostile to intervention in the workplace They compare Canada's legal and policy choices to those of the United States and to the UN Convention on the Rights of Persons with Disabilities and examine ways in which the concept of employment equity might be expanded to embrace other vulnerable communities Their observations will be essential reading for those seeking to understand the past present and future of Canadian employment and equity policy

**Workplace Gazette**, 2004 *Women and Work* Richard Chaykowski, Lisa Powell, 1999-08-01 *Women and Work* offers analyses of women and the labour market with respect to a wide range of topics that include technological change skill requirements and training income security programs and work decisions of lone parents the dynamics of welfare participation school to work transitions equality legislation and collective bargaining remuneration and workplace benefits Contributors include Gordon Betcherman Canadian Policy Research Networks and Ekos Research associates Marie Therese Chicha Universit de Montr al Ross Finnie Queen's University and Statistics Canada John Greenwood Social Research and Demonstration Corporation Andrew Jackson Canadian Labour Congress Constantine Kapsalis Data Probe Economic Consulting Darren Lauzon HRDC and Statistics Canada Norm Leckie Ekos Research Associates Brenda Lipsett Human Resources Development Canada Mark Reesor Human Resources Development Canada Ted Wannell Statistics Canada Caroline L Weber Queen's University and I ik Urla Zeytino lu McMaster University

*Changing Work Relationships in Industrialized Economies* I?ik Urla Zeytino?lu, 1999-11-15 This book examines changing work relationships in industrialized economies within the context of economic restructuring and demographic variables The goal of this book is to examine experiences of industrialized economies in dealing with changing work relationships and discuss policy implications of creating such work relationships The thesis of the book is that non standard employment forms in restructuring economies affected all workers but particularly females and the youth Other demographic variables of education level race ethnicity immigrant status ability and economic class were also underlying forces in the construction and arrangements of non standard work Research shows both positive and negative effects of changing work relationships on workers though there is no conclusive result whether one or the other affect is stronger The discussion in this book pays attention to this debate and sheds light on it This book differs from others in its comprehensiveness of the coverage of work relationships referring to

part time temporary casual telework and self employment without employees in its examination of a variety of variables including gender age race ethnicity immigrant status ability education level and economic class in the analysis of the topic in relation with the economic restructuring and in its initiative in collaboration of researchers from a variety of backgrounds and regions of the world that have expertise on changing work relationships *Official Report of the Debates of the House of Commons* Canada. Parliament. House of Commons,2007-02 The Politics of Public Management David A. Good,Institute of Public Administration of Canada,2003-01-01 David Good s *The Politics of Public Management* is a textbook case in public administration it deals with the events and circumstances surrounding the scandal of the grants and contributions audit at Human Resources Development Canada HRDC More specifically Good argues that the HRDC scandal or crisis was the result of a complex series of factors which transformed a fixable administrative matter into media headlines alleging that the government had lost one billion dollars The author further contextualizes this scandal by analyzing the dichotomies and contradictions inherent in public administration and supporting the larger premise that certain trade offs must be made in the administration of any public organization Good skillfully weaves together into a coherent and comprehensible whole both theoretical or conceptual and practical considerations He draws on current scholarship throughout his analysis and captures for the reader the nuances and complexities of public administration The first and only extensive critical examination to date of the events surrounding the scandal at HRDC this text offers an original and groundbreaking contribution to current scholarship on public administration and management in Canada Info Source Canada,2006 Annual Report, Official Languages Canada. Canadian Heritage,2004 *House of Commons Debates, Official Report* Canada. Parliament. House of Commons,2007 **Hard Choices, Soft Law** John J. Kirton,Michael J. Trebilcock,2017-03-02 An important read for academics and policy makers alike *Hard Choices Soft Law* asserts that voluntary standards or soft law are an important supplement to international law in a number of areas This key work firstly outlines the approach taken to combining soft and hard law and trade environment and labour values in the WTO and NAFTA and in the prospective Millennium Round Then using the forestry sector a realm where formal international law remains largely absent the book provides a detailed examination of the role of soft law in action It demonstrates how soft and hard law can be combined to promote trade environmental and social cohesion in ways that also permit sustainable development The book presents a wealth of knowledge from a range of contributors familiar with the work of the G7 G8 the OECD the Biodiversity Convention and the Codex Alimentarius Integrating School and Workplace Learning in Canada Hans G. Schuetze,Robert Sweet,2004-04 In response to concerns that the educational system from public schools through colleges universities and apprenticeship programs cannot adequately prepare students for work in the new economy *Integrating School and Workplace Learning in Canada* proposes alternation a hybrid form of learning that by combining experiential and cognitive learning skills allows individuals to develop the relevant skills and intellectual capabilities to address and solve complex problems encountered in

the workplace Alternation involves not only a curricular balance between the theoretical and the practical but also two distinct venues for learning the classroom and the workplace The authors discuss cognitive and social learning its implementation in a variety of settings its role in smoothing the school work transition process and its potential to contribute to the knowledge and skills needed by the workforce They bring a wide range of disciplinary perspectives to bear in their analyses of the principles and practices of alternation providing historical theoretical and practical insights Their analysis contributes to and extends the current debate and discussion surrounding necessary changes in our education and training practices

**Gender, Governance and Feminist Analysis** Christine M Hudson, Malin Rönblom, Katherine Teghtsoonian, 2017-07-14 This edited volume presents critical scholarship analysing governance practices in diverse jurisdictions in Europe and North America at multiple scales and in relation to several different arenas of policy and practice The contributors address shortcomings in the mainstream literature on governance within the discipline of political science The volume as a whole is marked by geographical and topical diversity However what the individual chapters have in common is that each considers whether and how gender racialized identity and or other axes of marginalization are visible within the conceptualizations and or practices of governance under discussion Drawing together insights and conceptual tools from both feminist and post structuralist frameworks in analysing governance practices this volume will be of great interest to scholars and graduates who engage with feminist and or post structural analysis of policy and governance It will also be of use to critical policy scholars in anthropology geography sociology and women s studies

Employment Insurance, Monitoring and Assessment Report ,2004 Annual Report Headwaters Regional Development Commission (Minn.),1986

**Handbook of Rehabilitation in Older Adults** Robert J. Gatchel, Izabela Z. Schultz, Christopher T. Ray, 2019-02-27 This book discusses the state of the research and cutting edge practice with regard to chronic illnesses and rehabilitation in older adults It emphasizes biopsychosocial and culturally appropriate rehabilitation approaches to reduce the degree of disability and maximize independence in the activities of daily living among the burgeoning aging population Organized in four sections Introduction and Overview Major Illnesses and Problems in Aging Populations Evaluation of Functional Rehabilitation Approaches for Aging Populations and Future Clinical Research Needs the book includes chapters on the graying of the West with implications for increased chronic illnesses and disabilities a review of biopsychosocial rehabilitation approaches important aging issues such as slips and falls musculoskeletal pain chronic disabling conditions such as cancer and cardiovascular disease and work related factors to maintain work engagement in older workers The US Census Bureau projects that by the year 2030 about 20% of the U S population will be 65 or older contributing to the increased concern about healthcare and rehabilitation issues among older adults div This work will be of interest to healthcare rehabilitation vocational human resource and disability management professionals policy makers as well as researchers in areas of aging gerontology chronic illness disability rehabilitation social work medicine and psychology

**How Ottawa Spends 2008-2009** Allan Maslove, 2014-06-22 The twenty ninth edition of How Ottawa Spends focuses on the policies of the Harper government and the course of federal provincial relations Leading scholars of Canadian public policy explore several key policy areas including fiscal balance in the federation tax policy regulatory capacity the federal funding of territorial and northern Aboriginal governments child care policy higher education policy telecommunications policy and the rapid appearance and disappearance of the federal social economy initiative i e how Ottawa doesn't spend Contributors include Frances Abele Carleton IRPP Cheryl N Collier Carleton Geoffrey Hale University of Lethbridge Walter Hettich emeritus California State Edward T Jackson Carleton Rianne Mahon Carleton Allan M Maslove Carleton Clara Morgan Carleton Michael J Prince University of Victoria Richard Schultz McGill Robert Slater Carleton Barry Stemshorn University of Ottawa and Stanley L Winer Carleton

**How Ottawa Spends, 2009-2010** Allan M. Maslove, 2009 This is the thirtieth volume in the series How Ottawa Spends It is arguable that never in these years have Canadians faced such serious economic upheaval and political dysfunction as the current climate The dramatic and seemingly sudden changes in the economy occurred simultaneously with a political drama one that was largely disassociated from the real and pressing economic challenge Early Harper budgets delivered lower taxes for all Canadians partly through highly targeted but politically noticeable small tax breaks on textbooks for students tools for apprentices in skilled trades and public transit costs The needs of the beleaguered average Canadian and the swing voter in the swing constituencies of an already strategized next election were a key part of Conservative agenda setting In the 2007 budget alone there were twenty nine separate tax reductions and federal spending was projected to increase by 10 billion including a 5.7 percent increase in program spending A small surplus of 3.3 billion was planned almost all of which would go to debt reduction As Harper savoured his 14 October 2008 re-election with a strengthened minority government although without his desired majority he and his minister of Finance already knew that his surpluses were likely gone in the face of the crashing financial sector and a looming recession Future deficits were firmly back on the agenda Contributors include Malcolm G Bird Carleton University Chris Brown Carleton University G Bruce Doern Carleton University and University of Exeter Melissa Haussman Carleton University Robert Hilton Carleton University Ruth Hubbard University of Ottawa Edward T Jackson Carleton University Kirsten Kozolanka Carleton University Evert Lindquist University of Victoria Allan M Maslove Carleton University Peter Nares Social and Enterprise Development Innovations Gilles Paquet University of Ottawa L Pauline Rankin Carleton University Jennifer Robson Carleton University Robert P Shepherd Carleton University Richard Shillington Informetrica Limited and Chris Stoney Carleton University

Training the Excluded for Work Marjorie Griffin Cohen, 2003 In recent years job training programs have suffered severe funding cuts and the focus of training programs has shifted to meet the directives of funders rather than the needs of the community How do these changes to job training affect disadvantaged workers and the unemployed In an insightful and comprehensive discussion of job education in Canada Cohen and her contributors pool

findings from a five year collaborative study of training programs Good training programs they argue are essential in providing people who are chronically disadvantaged in the workplace with tools to acquire more secure better paying jobs In the ongoing shift toward a neo liberal economic model government policies have engendered a growing reliance on private and market based training schemes These new training policies have undermined equity In an attempt to redress social inequities in the workplace the authors examine various kinds of training programs and recommend specific policy initiatives to improve access to these programs This book will be of interest to policymakers academics and students interested in policy work equity gender and education

Making EI Work Keith Banting, Jon Medow, 2013-04-08 Since the inception and design of Canada's Employment Insurance EI program the Canadian economy and labour market have undergone dramatic changes It is clear that EI has not kept pace with those changes and experts and advocates agree that the program is no longer effective or equitable Making EI Work is the result of a panel of distinguished scholars gathered by the Mowat Centre Employment Insurance Task Force to analyze the strengths weaknesses and future directions of EI The authors identify the strengths and weaknesses of the system and consider how it could be improved to better and more fairly support those in need They make suggestions for facilitating a more efficient Canadian labour market and meeting the human capital requirements of a dynamic economy for the present and the foreseeable future The chapters that comprise Making EI Work informed the task force's final recommendations and form an engaging dialogue that makes the case for and defines the parameters of a reformed support system for Canada's unemployed Contributors include Ken Battle Caledon Institute of Social Policy Robin Boadway Queen's University Allison Bramwell University of Toronto Sujit Choudhry New York University School of Law Kathleen M Day University of Ottawa Ross Finnie University of Ottawa Jean Denis Garon Queen's University David Gray University of Ottawa Morley Gunderson University of Toronto Ian Irvine Concordia University Stephen Jones McMaster University Thomas R Klassen York University Michael Mendelson Caledon Institute of Social Policy Alain No 1 Universit de Montr al Michael Pal University of Toronto Faculty of Law W Craig Riddell University of British Columbia William Scarth McMaster University Luc Turgeon University of Ottawa Leah F Vosko York University Stanley L Winer Carleton University Donna E Wood University of Victoria and Yan Zhang Statistics Canada

Driven Apart Annis May Timpson, 2001 From the outset of second wave feminism in Canada women have advanced analyses of employment inequality that embrace their labour in both the public and domestic spheres Through campaigns task forces and direct engagement with government departments activists have argued that only when the Canadian state takes account of their roles as care providers can women's full potential as worker citizens be realized

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