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***Native Women And Economic Development -  
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NATIVE WOMEN AND ECONOMIC.  
DEVELOPMENT - AN ANNOTATED  
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- An Annotated Bibliography

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- An Annotated Bibliography

*Aug/84*

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For: Industry Trade and Commerce  
and Regional Economic Expansion  
Native Economic Development Program  
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## ACKNOWLEDGEMENTS .

The author wishes to acknowledge the support and input of the staff of Native Organizations, government offices and libraries who greatly facilitated the gathering of the materials presented in the bibliography. Unfortunately these individuals are too numerous to mention here. However special thanks should be extended to the following: The Advisory Council on the Status of Women, Ottawa and Winnipeg; the Gabriel Dumont Institute of Native Studies and Applied Research, Regina; Dr. James Waldram, Department of Native Studies, University of Saskatchewan; and Candace Norton.

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## INTRODUCTION

The material in this bibliography consists of published and unpublished books, reports, papers, journal articles, magazine articles, and audio-visual materials. Where possible, sources for unpublished materials have been provided. Government reports can be obtained by contacting the appropriate government department. Master's and doctoral theses can be obtained from the issuing institution, or from the Library of Canada. Where appropriate, unpublished materials available at the Gabriel Dumont Institute Library (G.D.L.) are so indicated, and call numbers are provided.

Part one contains materials on "Native Women and Economic Development ." There has in fact been very little research and publication on contemporary Native women and economic development. Thus the materials presented here are more general to the topic of "Native economic development," and as such contain information relevant to the specific problems of Native women. What emerges then is a situation in which the special needs and concerns of Native women, as a distinct sub-group of the Native population, are not being adequately addressed.

Part two contains materials on "Women and Economic Development." As one might expect, the literature in this area is quite broad. Therefore I have focused primarily on the role of women in the **labour** force, and the circumstances peculiar to their employment or unemployment. I have also presented materials on the involvement of women in various business activities.

Part three contains audio-visual materials on the topics presented in parts one and two. It is evident that there is a dearth of materials on Native women and economic development and women and economic development and thus much work needs to be done in these areas.

Part four presents a list of resource materials and agencies on small business development that would be useful for both Native and non-Native individuals.

ADDRESS DIRECTORY FOR RESOURCE MATERIALS

Alternative Routes, Department of Sociology and Anthropology,  
Carlton University, Ottawa, Ontario, K1A 5B6

American Management Associations, Box 319, Saranac Lake, New  
York, U.S.A. 12983

Association of Metis and Non-Status Indians of Saskatchewan,  
1170 8th Avenue, Regina, Saskatchewan, S4R 1C9, Telephone:  
525-6721 [A.M.N.S.I.S. ]

Briar Patch, 2138 McIntyre Street, Regina, Saskatchewan S4P 2R7

British Columbia Native Women's Society, 116 Seymour Street,  
Kamloops, B.C. V2C 2E1

Canada Council on Rural Development, 161 Laurier Avenue West,  
Ottawa, Ontario, K1A 0M4

Canada Employment and Immigration Commission, Enquiries and  
Distribution, Public Affairs Division, 140 Promenade de  
Portage, Ottawa, Ontario, K1A 0J9

Canadian Advisory Council on the Status of Women, 66 Slater  
Street, Box 1541, Station B, Ottawa, Ontario, K1P 5R5

Canadian Dimension, St. 801, Princess Street, Winnipeg, Manitoba  
R3B 1K2

Canadian Research Institute for the Advancement of Women, Suite  
415, 151 Slater, Ottawa, Ontario, K1P 5H3

Department of Indian and Northern Affairs, Canada, Senior Public  
Liaison Officer, Public Inquiries Kiosk, Ottawa, Ontario,  
K1A 0H4, Telephone: (819) 997-0380.

Gabriel Dumont Institute of Native Studies and Applied Research,  
161 Broadway Avenue, Regina, Saskatchewan

Institute for Research and Public Policy, 2149 Mackay Street,  
Montreal, Quebec, H3G 2J2

Institute for Small Business, P.O. Box 1240, Kitchener, Ontario,  
N2G 4H1

Institute of Urban Studies, University of Winnipeg, 515 Portage  
Avenue, Winnipeg, Manitoba, R3B 2E9

Interprovincial Association on Native Employment, 410 Cumberland  
Avenue North, Saskatoon, Saskatchewan, S7N 1M6, Telephone:  
955-3500

Journal of Small Business Canada, Suite 725, 285 Victoria Street, Toronto, Ontario, M5B 1E8

Kermode Friendship Society, 3313 Kalum Street, Terrace, B.C. V8G 2N7, Telephone: 635-4906; 635-4907

KINEW, 820 Portage Avenue, Winnipeg, Manitoba, R3G 0N4

Labour Canada, Publications Distribution Centre, Ottawa, Ontario, K1A 0S2

McClelland and Stewart Limited, 25 Hollinger Road, Toronto, Ontario

Monthly Review Press, 62 West 14th Street, New York, N.Y. 0011

National Council of Welfare, Brooke Claxton Building, Ottawa, Ontario, K1A 0K9

Native Law Centre Library, University of Saskatchewan, Diefenbaker Centre, Saskatoon, Saskatchewan, S7N 0W0

New Breed Journal, Saskatchewan Native Communications, Suite 201-2505 11th Avenue, Regina, Saskatchewan, S4P 0K6

Womens Press, 280 Bloor Street West, Toronto, Ontario

One Sky, The Saskatchewan Cross Cultural Centre, 134 Avenue F South, Saskatoon, Saskatchewan, S7M 1S8

Ontario Native Women's Association, 278 Bay Street, Thunder Bay, Ontario, P7B 1R8

Regina Native Women's Association, 1102 Angus Street, 2nd Floor, Regina, Saskatchewan

Regina Plains Community College, 2708 12th Avenue, Regina, Saskatchewan, S4T 1J2

Saskatchewan Department of Industry and Commerce, 2025 Victoria Avenue, Regina, Saskatchewan, S4P 3V7

Saskatchewan Indian Magazine, P.O. Box 3085, Saskatoon, Saskatchewan, S7K 3S9

Saskatchewan Labour, Women's Division, 1914 Hamilton Street, Regina, Saskatchewan, S4P 4V4, Telephone: (306) 656-2452

Saskatchewan Native Women's Association, 1102 Angus Street, 2nd Floor, Regina, Saskatchewan

Saskatchewan Secretary of State, Room 200, 2181 Scarth Street, Regina, S4P 2H9

Studies in Political Economy, Box 4729, Station E, Ottawa,  
Ontario, K1S 5H9

Womens Press, 280 Bloor Street West, Toronto, Ontario



## I. NATIVE WOMEN AND ECONOMIC DEVELOPMENT

Abler, Thomas S., Sally M. Weaver. A Canadian Indian Bibliography 1960-1970. University of Toronto Press. 1974. 734 pp. ISBN 0-8020-2092-5.

This annotated bibliography lists materials between 1960 and 1970 on the Canadian Indian and Metis. Included in this book are chapters on Economics, Urbanization and the specific areas of the **Sub-Artic**, Northwest Coast, Plateau, Plains, Eastern Woodlands and the Metis.

Albers, Patricia, Beatrice Medicine. The Hidden Half: Studies of Plains Indian Women. University Press of America. Lanham, New York, London. 1983. 280 pp.

"This volume contains a collection of papers which are concerned with research and analysis on Plains Indian Women. . . . The volume presents a selection of case studies which focus on particular aspects of the female condition in Plains Indian societies. The book is primarily historical in focus, dealing with the conditions of Plains Indian women in the pre-reservation period. Two contributions, however, are concerned with the role and status of women in the modern reservation era." Author Text.

Association of Metis and Non-Status Indians of Saskatchewan. "Economic Development Workshop Kit" 1980. A.M.N.S.I.S. Regina or G.D.L. Regina CA6 AM35 80E 12.

The contents of this kit include information on the A.M. N.S.I.S. Economic Development Task Group Position Paper; Economic Impact Assessment; How To Assess A Community For Economic Opportunities and Community Economic Development. Included also are statistics showing the percentage of people of Indian ancestry, population forecasts, and labour force entrants from 1976-2001.

———"Native Employment Services Group Final Report September 1981 to March 31, 1982" 50 pp. Appendices. A.M.N.S.I.S. Regina or G.D.L. Regina. CA6 AM30 82N12.

The Native Employment Services Group objectives are to obtain employment and training for native people. The statistics in this report reveal that the majority of N.E.S.G. clients have few marketable skills, low educational levels, poor work performances, that 90 percent are young adults between the ages of 16 to 35 years and that in the future

as many as one in four new labour force clients will be of native ancestry.

Research and labour market prospects show that new jobs created in Saskatchewan will be highly qualified and highly skilled jobs, requiring post secondary education or more than one year of specific vocational training or experience. Thus there is an urgent need for programs to assist native people so that they can be competitive in the labour market.

———"Preliminary Socio-Economic Survey Of Metis and Non-Status Indian People of Saskatoon." 1979. 48 pp. A.M.N.S.I.S. Saskatoon or G.D.L. Regina 233. 3M74 P77C.2.

The results of this survey provide information on the living conditions of the Metis and Non-Status Indians of Saskatoon. Identified as areas of specific concern are the social, recreational, educational, employment, and housing, of this particular group of people.

———"Saskatchewan Training For Employment Program: A Proposal Under The National Training Act, Bill C-115." 206 pp. A.M.N.S.I.S. Regina or G.D.L. CA6 AM55 82 582 C.1.

"This report proposes an approach to post-school education and training for Native people. The two important factors outlined are 1) the general principles that apply to good training and 2) what is required to meet the needs of native people. The report examines the importance of skills and education to the economy and to individuals, the availability of skilled workers and the socio-economic costs and benefits of training." Text.

Association of Metis and Non-Status Indians of Saskatchewan; Government of Saskatchewan - Saskatchewan Industry and Commerce; Canada Employment and Immigration Commission. "Economic Development Planning Group: Proceedings." G.D.L. CA6 AM25 E12 C1.

The objective of this report is to assess and determine existing native labour force participation.

Beveridge, John and C. Roger Schindelka "Native Entrepreneurship In Northern Canada: An Examination Of Alternative Approaches." D.I.A.N.D. Ottawa. May 1978. 140 pp. G.D.L. Regina 338.04 B23 N12.

This report attempts to evaluate the strengths and weaknesses of existing approaches to entrepreneurial development,

to examine some of the problem areas, and to explore and develop alternative approaches. Included are chapters on: The Existing Approaches To Developing Entrepreneurial Activity; The Nature Of The Entrepreneurialship; Economics and Development; Alternative Strategies To Entrepreneurial Development; Toward A Total Development Strategy.

Bone, Robert M., Laurent Mougent. "A Demographic Study Of The Registered Indians Of Northern Saskatchewan." D.I.A.N.D. Ottawa. [P.R.C. , 78-08-2] November 1978, Vol. I - 75 pp. including 6 pages bibliography; Vol. II - 210 pp.

"This demographic study of the Registered Indian population in northern Saskatchewan examines population change in the following ways:

- (1) by compiling data from various federal and provincial sources,
- (2) by tabulating these statistics by age, sex, family size and residence,
- (3) by developing a time series for births and deaths,
- (4) by assembling statistics for a case example, namely the Stony Rapids Band at Black Lake,
- (5) by exploring new sources of data which will lead to a measure of Registered Indian migration.

The study includes maps, an explanation of terms, an outline of data sources and their limitations, detailed charts on population data, general conclusions, suggestions on future research, and a six-page bibliography. Volume 2 is a collection of statistics and charts, including: time series data, vital statistics and socio-economic statistics age-sex statistics for northern Saskatchewan Bands, and newspaper clippings on migrating natives." D.I.A.N.D. Summary.

Bourgeault, Ronald. "The Development Of Capitalism And The Subjugation Of Native Women In Northern Canada." In Alternative Routes, Ottawa. 1983 Vol. 6, pp. 106-140.

This article discusses "the subjugation of native women in northern and western Canada as a result of the institution of capitalism under the aegis of the fur trade. The racial, colonial and class divisions which were imposed upon native women resulted in a form of subjugation which needs to be differentiated from that affecting Euro-Canadian women." Abstract.

———"The Indian, The Metis and The Fur Trade: Class, Sexism And Racism In The Transition From "Communism" To Capitalism" In

Studies in Political Economy, Fall 1983 No. 12. pp.45-81.

"The object of this paper is to argue that the fur trade of the Hudson Bay basin, in what is now northern Canada, initially transformed Indian labour into that of a peasantry caught in the web of feudal relations of production. The paper will also show the nature of Indian women's subjugation, a subjugation undertaken to establish the fur trade." Author Text.

—— "Women In Egalitarian Society" and "Forced Inequality Between Women and Men." Native Women - The Doubly Denied, One Sky Report, Summer, 1983, Saskatoon, Saskatchewan. 6 pp.

These two articles briefly outline how native women's autonomy with the traditional Native society was intentionally destroyed. It states that within the overall structure of the old Indian or egalitarian society, all individuals were equally dependent upon the larger society as a whole. Both men and women had particular tasks which they were required to do for the general maintenance of the society. The subjugation of women started to take place when the collective economy was undermined or changed. Change of the collective economy occurred when labour became specialized in the production of goods, as opposed to the labour producing the goods in order to be used internally within the society. With the creation of a class society under the European colonization of the fur trade came the simultaneous creation of racist and sexist oppression of women.

Bowles, K. "Management Development In Small Business And Cooperatives In The North." D.I.A.N.D. [N.P.T.E.L.D. ; Card No. 231] Ottawa, Ontario, 1975.

"The paper details the special problems of doing business in the North, particularly those facing the small businessman and the managers of cooperatives. It explains that although obtaining financial assistance is a definite problem, management of the small business or the cooperative is of equal or greater importance. It explains the short term and long term problems in northern management development with occupational competence being a requirement before management training can be effective. Means of overcoming these problems are suggested." D.I.A.N.D. Summary.

British Columbia Native Women's Society. "Socio Economic Development and Indian Women" Paper presented to Mr. John Munroe, Minister of Indian and Inuit Affairs, by Mildred Gottfriedson, August 1, 1980. B.C.N.W.S. , B.C. 5pp.

This report states that Indian women must have participation in policy planning, developing and implementing programs that have far reaching implications on their lives and those of their children. Further, that all policy and program development must encompass the "total community approach." Simply employing Indians as wage earners is not sufficient. Social and human development are inseparable from economic development. This paper suggests that basic service outlets should be established on the reserves so that jobs can be created and so that money and income will be generated in the community instead of off the reserve.

Buckley, Helen, J.E.M. Kew and John B. Hawley. "The Indians And Metis Of Northern Saskatchewan: A Report On Economic And Social Development." Centre for Community Studies, Saskatoon, 1963; 115 pp. Appendices; or Native Law Centre, Saskatoon.

The report is divided into two parts. Part I presents the results of studies and offers predictions as to future prospects and possibilities for economic and social development in northern Saskatchewan. Included are chapters on: History, The North Today, Provincial Policy; Prospects For Economic Development And A Plan for Development. Part II contains recommendations to the Department of Natural Resources for future programs in the North.

Canada Employment and Immigration Commission and the Native Women's Association of Canada Working Group on Native Women's Employment. "Native Women Labour Force Development" July 1981. 73 pp.

This report, to the Minister of Employment and Immigration "outlines the historical development of Native women's labour force participation, barriers which currently impede their full integration into the labour market, and labour force entry patterns and the need for related support services at all stages - from the initial decision to seek employment through to post-placement counseling. Both short and long term recommendations are set out in the main body of the report for the Minister's consideration, with long term items for future consideration included as Appendix 1." Author Text.

Canadian Council on Rural Development A Development Strategy For The Mid-North of Canada. Ottawa, 1976. 119 pp. including Appendices X2 for English and French.

In 1974 the Canadian Council on Rural Development [CCRD] initiated its own examination of the problems and opportunities

of the Mid-North [the northern portion-of Ontario, Quebec and Newfoundland-Labrador. ]

"After considering various alternatives, the Council has opted for the locally-based development strategy. . .in attempting to detail the necessity of and the requirements for economic and social development.

The Review has been divided into 4 parts. Part A provides the background to the study and presents the major policy conclusions and recommendations. Part B gives some background information on the Mid-North as a whole.

Part C presents an alternative approach which is described as a "totally-based development strategy." The section gives the philosophy behind the strategy and outlines the necessary policy and organizational framework to accompany it.

Part D outlines the program content and indicates how those programs can be implemented." Text.

**Clatworthy, Stewart J.** "Demographic Composition and Economic Circumstances Of Winnipeg's Native Population" Institute of Urban Studies, University of Winnipeg, Winnipeg, Manitoba. 1980. 75 pp. including Appendices.

This report includes a statistical description of selected aspects of recent patterns of native migration to Winnipeg and of the demographic and socio-economic characteristics of the native population residing in Winnipeg's inner city area.

———"Effects Of Length Of Urban Residency On Native Labour Market Behavior." Institute of Urban Studies, University of Winnipeg, Winnipeg, Manitoba 1983. 43 pp.; Tables and Appendices.

"This study attempts to measure and identify the effects of length of urban residency on several dimensions of native labour market behaviour. In comparison to previous research, the methodologies employed in this study control more fully for the variations in the individuals ethno-demographic characteristics and allow more accurate estimate of length of residence differentials. Clatworthy also discusses some of the study's implications for employment policy and programme development." Publisher's abstract.

———"Issues Concerning The Role Of Native Women In The Winnipeg Labour Market." Institute of Urban Studies, University of Winnipeg, Winnipeg, Manitoba, 1981. 39 pp.; Tables and

## Appendices.

"This report attempts to consolidate and interpret the results of existing research into the employment circumstances and labour force activity patterns of Winnipeg's Native female population. The results clearly indicate that Native women experience great difficulties in the urban labour market due to factors such as low education and training levels, occupational segregation, and conflicts between workplace and family responsibilities. Employment policy and program development are also addressed." Publisher's abstract.

———"Patterns Of Native Employment In The Winnipeg Labour Market." Institute for Urban Studies, University of Winnipeg, Winnipeg, Manitoba. 1981. 68 pp. Tables and Appendices.

"This report involves four broad subject areas:

- (1) recent patterns of Native migration to the city;
- (2) the demographic composition of the Urban Native population;
- (3) patterns of employment and labour force activity among the Urban Native population;
- (4) Native incomes and sources of income.

The employment and income disparities identified in this report are sufficiently large to warrant the consideration of special policies and programmed to address the needs and problems of the urban native population." Publisher's abstract.

———"The Effects Of Education On Native Behaviour In The Urban Labour Market." Institute of Urban Studies, University of Winnipeg, Winnipeg, Manitoba. 1981. 27 pp.; Tables and Appendices.

This study attempts to estimate statistically, differentials in the performance of Native people in the urban labour market and the effects of education levels on performance patterns. In terms of policy development the findings suggest the need for renewal and expanded emphasis on education and skills development among the urban Native population. The results also raise questions about the effectiveness of educational upgrading programs on the labour market performance of Status Indian women.

Clatworthy, Stewart J. and Jeremy Hull. "Native Economic Conditions In Regina And Saskatoon." Institute for Urban Studies, University of Winnipeg, Winnipeg, Manitoba. 1983. 157 pp.; Tables and Appendices.

"This study has attempted to improve understanding of the demographic structures and economic conditions of the native populations residing in Regina, Saskatoon and Prince Albert, Saskatchewan . . .The study's results lead to the conclusion that a large segment of the native labour force is locked into low skill/low wage occupations which are characterized by high labour surpluses and few opportunities for advancement. . .the study's findings also appear to have implications for the establishment of priorities regarding target groups. Unemployment for example, was found to be most severe among young adults, status Indian males and females of both Indian and Non-Status Metis groups . . .Special attention also needs to be directed toward the situation of native females. The study's results suggest that a large portion (about 1/3) of urban females are single parents. As a group these women are responsible for the economic well-being of roughly one half of the total urban native population. For this reason, any strategy intended to enhance native economic conditions and levels of self-sufficiency in urban centres must include elements which are effective in reducing the barriers to labour force entry and employment which confront women." Author's Text.

Cruikshank, Julia M. "The Role Of Northern Canadian Indian Women In Social Change." M.A. Thesis. Department of Anthropology and Sociology, University of British Columbia. April 1969. 139 pp.

"This thesis examines the changing role of Indian women, particularly in northern Canadian communities where the pace of directed change has been compressed during the past twenty-five years . . . Since the building of the Alaska highway and the opening up of mines, an industrial economy has displaced the former hunting and trapping economy in the Yukon. Many Indian men are abandoning traditional economic pursuits and are expected to compete with non-Indians in activities for which they are often not technically or psychologically prepared. In the new cultural environment Indian women are presented with opportunities for independent activity which were traditionally not available to them. With new opportunities come new and often conflicting expectations, held both by Indians and by non-Indians, about ways in which Indian women should behave." Author Abstract.

Denton, Trevor. "Strangers In Their Land. A Study of Migration From A Canadian Indian Reserve." Ph.D. Thesis, University of Toronto. 1970. 460 pp.

This is a study of one Indian reserve, the individuals who have moved from the reserve to the city, and their adaptation to the urban environment. The author notes that since World War Two Indian migration to the city has increased



substantially. In most cases, the reason for migration is to search for employment, and the age group 16 to 25 appears to be the dominant group from which migrants emerge. The major reason for return migration to the reserve for these individuals is simply that "they never fully intended to stay."

Department of Indian Affairs and Northern Development. Annual Report, Ottawa, Canada.

Each year D.I.A.N.D. issues a report outlining the department's activities for the past year. Each report contains a section on Indian economic development policy and programs along with data relating to the subject.

———"Demographic Profile of Registered Indian Women." August, 1979. [P.R.C. No. 79-03-1] Ottawa. 31 pp. including 17 tables.

"The report presents an analysis of data with respect to registered Indian women. Where possible, data for the total Canadian female population have been included in order to provide a context and a basis for comparison.

The data have been organized in five sections: 1) demographic composition, including population structure by age and sex, and residence on- and off-reserve; 2) marital status, including the 1971 and 1976 trends for registered Indians and the total Canadian population, and the distribution by sex of marriages between registered Indians and non-registered persons; 3) birth rates, including the number of births, general trends, and birth rate by marital status, age and residence of mother; 4) selected socio-economic characteristics including 1971 Census data on head of household, employment status and income level; and 5) selected health characteristics including life expectancy and data on mortality.

The sources used are the Indian Register, Statistics Canada's Population Census and reports prepared by the Medical Services Branch of Health and Welfare Canada. The basic time period is 1966-1976.

It should be noted that the term "Indian" as used in this report refers only to those registered under the Indian Act, as they are the only ones for whom records are maintained by DIAND. It is recognized that this procedure limits the degree to which the profile is generalizable to women of native ancestry." D.I.A.N.D. Summary.

———"Demographic, Social And Economic Profile Of Registered Indians In Ontario." Ottawa. October 1979. [P.R.C.] 40 pp.

"This paper focuses on seven selected subjects to present a general picture of the demographic and socio-economic conditions of the registered Indian population of Ontario. The indicators developed within each subject are intended to provide information that would be useful in policy and program planning. Where appropriate, these indicators are compared to those of the Ontario population of Canada.

In the area of demographic characteristics, the size of current population and its expected growth are key indicators for planning the delivery of various services to registered Indians. So, this aspect is considered in some detail, backed up by statistical tables of previous years' (1966-76) birth and mortality rates and **future** Projections (1980-86). The conclusion reached is that the proportion of registered Indians in Ontario to the total population of the province will remain unchanged during the 1976-86 decade.

In the area of education, the indications are that the retention rate for Indian students in Ontario schools has remained virtually **static**, at 34 per cent, since 1973, and that the rate for all provincial students is twice as much.

This section on employment states that no statistical data are available on the employment or unemployment situation among registered Indians, but that a substantial majority of Indian families are receiving social assistance payments. The data gaps here have been identified for corrective action.

The indicators for housing show that future demand (to year 1986) for on-reserve housing will be very heavy because of a projected 53 per cent increase in the family formation age group.

The report concludes with brief reviews of chosen indicators for social services and justice, together with a listing of data gaps in all the seven subjects that it covers." D.I.A.N.D. Summary.

———"Equal Opportunities For Women." 1982-83 Annual Report To Treasury Board, 1983. 132 Pp. English and French.

This report details the distribution of men and women employed by the D.I.A.N.D. It shows the numbers of women employed by job category and by province. However, it does not differentiate between native or non-native employees.

———"Indian Conditions: A Survey." 1980. . 158 pp.

This report documents changes in Indian social, economic and political conditions during the past ten to twenty years. It is intended to provide a consolidation of information and a perspective that will be of interest to Indians, the general public and government.

The information in the report was collected from available governmental sources and is displayed in a way that shows trends and comparisons experienced by Canadians generally.

———"Indian Demographic Patterns and Trends And Their Implications for Policy and Planning." A workshop jointly sponsored by DIAND and Statistics Canada. June 1980. 100 pp.

"This report summarizes the proceedings of a workshop held 20 June 1980. Its objective; were threefold:

1. to inform users of demographic patterns and trends and their implications for policy and program development
2. to assess the available demographic data about Indians and to suggest needed improvements
3. to foster the pooling of resources for future demographic research.

There were seven formal papers presented at the workshop. This report summarizes each paper and includes **rapporteurs'** comments.

The papers themselves covered the following topics:

1. relationship of demography to policy and planning issues
2. demographic patterns and trends among registered Indians in Canada
3. decline in birth rates among Canadian Indians
4. mortality rates in Indian and Inuit communities
5. demographic and economic circumstances of Winnipeg's native population
6. overview of Indian demographic data
7. development of a data base for Canada's Indian population. " D.I.A.N.D. Summary.

———"Management Information Package. Indian, Metis, Non-Status Indian And Inuit Employment" 1977. 57 pp.; G.D.L. 331. 69 M13 155.

In 1977 The Honorable Robert Andreas, President of the Treasury Board announced that the federal government, in cooperation with Indian, Metis and Non-Status Indian and

Inuit representatives would develop a personnel management policy to increase the participation of these people in the federal Public Service.

The government has divided responsibility for developing the action plan between the Treasury Board, the Public Service Commission and federal departments and agencies, in cooperation with the various associations. This paper outlines the areas that each division will be responsible for along with information and statistics of natives in the area of employment.

———"Prediction Of The Secondary And Tertiary Side Effects Applied To The Training, Relocation And Employment Of Native People." Ottawa. 1975 [N.D.L.D. No. 237]

The purpose of this report is to identify projects specifically designed to place northern native people in pre-arranged employment situations in both northern and southern Canada. This study examines both government and industry relocation programs taking place during the past 15 years, describing each project and analyzing the success or failure for each in terms of length and number of relocations.

———"Regional Population Projections By Age, Sex And Residence For Canada's Registered Indian Population, 1976-1991. Ottawa. November 1979. [P.R.C.] 90 pp.

"These 90 tables, of a page each, depict population forecast figures for Canada's registered Indian population, year by year, for the 16-year period from 1976 to 1991. There are 9 tables per region and 10 regions: Canada as a whole, the Atlantic region, Quebec, Ontario, each of the four western regions, and the two northern territories.

Each table (page) is identically structured to show the annual population projections by age groups from birth to 75 plus, and the figures for each age group and year appear on the nine regional tables which are individually provided for the following nine classifications:

On reserve:	female, male, both
Off reserve:	female, male, both
By region, off and on reserve:	female, male, both

These projections are useful for Program Forecasts and other planning work within the Indian Affairs Program." D.I.A.N.D. Summary.

Deprez, P. and G. Sigurdson. "The Economics tatus of The Canadian Indian: A Re-examination." Centre for Settlement Studies, The University of Manitoba, 1969. 103 pp. Available from C.S.S. U. of M. or Education Library, U. of S. Saskatoon.

"The purpose of this first study is to examine the validity of assumptions most frequently made with respect to the economic dimensions of the Indian problem and to examine the premises on which the policy making at different levels is based." Author Text. Included are chapters on The Cultural Integrity of Economic Development; The Dynamics of Development; The Indian In The Context of a Non-traditional Enterprise.

Employment and Immigration Canada and Indian and Northern Affairs, Community Economic Development in Rural Canada: Handbook for Practitioners. Supply and Services Canada, Ottawa, 1981, 88 pp.

"This handbook was prepared to assist people who are or may be working on creating community based employment in small, non-urban communities across Canada. ..The handbook is divided into two parts: Community development and business development ."

The information is presented in "the form of questions that each community has to examine and answer for itself, rather than in the form of answers . . . . It is a book that lays out the kinds of questions you should ask yourselves as arguing through the process of developing a community based venture." Various checklists are provided throughout the book to aid the user to develop an organized approach.

Throughout the book are examples of development projects including:

Appendix I: gives the name and addresses of federal government and provincial departments and agencies that deal with economic development.

Appendix II: gives a useful list of suggested readings for those wanting more information on economic development.

This handbook would be useful to both native and non-native entrepreneurs.

Freeman, Milton M.R. and Peggy Martin. "Employment And Economic Roles Of Native Women In Inuvik Northwest Territories." 1980.; Contact M. Freeman, Department of Anthropology, University of Alberta, Edmonton.

The purpose of this report was "to ascertain the perceptions held by women in the Mackenzie Delta area as to women's roles in the changing social and political environment of the region. Preliminary analysis of the data suggests that women in these settings occupy a number of key economic and administrative roles and contribute importantly to the traditional and modern economic system. There were varying degrees of commitment expressed toward a redefinition and re-creation of the present community environment in response to widely recognized social, educational and political insufficiencies." D.I.A.N.D. Summary.

Fulham, Stanely. In Search Of A Future: 4th Edition. KINew, Winnipeg, 1981. 121 pp.

"In 1971, the first edition of "In Search of a Future" was published. It dealt with the serious social and economic problems of Native people, particular in urban centres, and included a series of recommendations for a comprehensive migration service that employs resources of both the government and the people in a positive program of assistance.

The 4th edition, completely revised, documents the efforts and the experience of Native people in trying to resolve these problems since 1970." Author Text.

Gabriel Dumont Institute of Native Studies and Applied Research. "Training Schedule 1984-85." Regina. 28 pp.

This document "summarizes the provincial labour demand identifying current and forecast demand. Second, the Training Schedule overviews a survey of the Metis and Non-Status Indian labour market looking briefly at the results of the survey. Third, it examines the Metis and Non-Status Indian labour supply as well as highlighting the socio-economic condition of Saskatchewan Metis and Non-Status Indians. Fourth, it lists a number of principles for training that were derived from past cultural conferences." Text.

Gonzalez, Ellice B. "Changing Economic Roles For MicMac Men And Women: An Ethnohistorical Analysis." Canadian Ethnology Service Paper No. 72. National Museum of Man, Mercury Series. Ottawa. 1981. 142 pp.

This report is basically the authors doctoral dissertation and examines the changing economic roles of MicMac males and females over a 400 year period. The author describes the growth of wage labour activities for MicMac men, beginning in the late 19th century, and a concomitant decline in the contribution of women to the MicMac economy. During

this period, women's roles are reduced. to activity in the domestic and subsistence sectors, and handicraft industries. Following World War Two, new opportunities for women developed in the service sector, but they remain largely excluded from high paying, non-service sector jobs.

Goodwill, Jean. "A New Horizon For Native Women In Canada." Citizen Participation: Canada. James Draper (cd.) Toronto: New Press, 1971. pp. 362-370.

This article briefly outlines the history of the native women's movement in Canada. Specific concern was expressed with regard to the problems of education, housing, alcohol, exploitation of crafts, childcare and welfare.

Grant, Gail. The Concrete Reserve: Corporate Programs For Indians In The Urban Work Place. The Institute for Research on Public Policy, Montreal Quebec. 1983. 134 pp.

"The objectives of this study were three-fold: to identify corporate policies and employment programs aimed at the accommodation of people of Indian ancestry; to examine the characteristics of the program, their objectives, their nature and their processes of implementation; and to identify emerging trends and changing attitudes relating to the employment of Native people. As Gail Grant states, the basic purpose was to "demonstrate the types of organizational arrangements that are conducive to the realization of a successful Native-employment program." The twenty-six suggestions set out in her concluding chapter are designed to help employers, managers and others concerned about the employment of Indian people in urban situations." Forward, Text.

Gurstein, Michael. "Urbanization And Indian People: An Analytical Literature Review." D.I.A.N.D. [P.R.C.] December 1977. 44 pp. including bibliography and tables.

"This study examines the literature on urbanization and Indian people to determine gaps in existing knowledge, significant research findings, and the implications of research findings for program and policy development. The author develops a distinction between four major types or groups of Indians in urban centres: Indian transients (short term and mobile) , Indian migrants (transitional from the rural reserve to the urban environment) , Indian residents (partially established in the urban environment) , and Indian settlers (permanent urban dwellers) .

The report discusses the **typology** of these groups (in terms of age, sex, marital status, education, home community and

motivation for moving to an urban centre) , their needs (in terms of shelter, social services, education, employment and cultural maintenance) , and the types of programs and agencies (governmental and non-governmental) which might best meet the different requirements of the four groups." D.I.A.N.D. Summary.

Hansen, Lise E. "Thirty Five Dollars: The Politics Of Economic Development On Nipissing Reserve." Canadian Journal of Native Studies. 1982. Vol. 2(2). pp. 269-283.

"For the people of Nipissing Reserve, thirty-five dollars symbolizes a fundamental change in their relationship with reserve land as a direct result of community resource development. The Band leasing program has enabled the community to participate in the regional economy on a new footing. This paper explores the development of reserve land as a community resource and what it represents to those responsible for its management and to the membership as a whole." Abstract.

Hawthorne, H.B. (cd.) "A Survey Of Contemporary Indians Of Canada: A Report On Economic, Political, Educational Needs And Policies." D.I.A.N.D. 1966 Vol. I - 409 pp.; Vol. II - 251 pp.

Volume I provides an analysis of a number of economic, legal, administrative and political issues. The topics of prosperity, poverty and welfare are examined, as is the Indian degree of participation as provincial and federal citizens, the provision of services for them, and the legal and constitutional position of their administration. Economic development and the responsibility for it receive major emphasis in the Report. Included are chapters on: The Concept and Goals of Economic Development; Comparative Economic Development Among Various Indian Bands In Canada; Socio-Economic Factors Affecting Economic Development; Socio-Cultural Factors Influencing Economic Development for Indians.

Volume II addresses itself to the issues of the adequacy of schooling for the Indian child and adult and to the leadership, organization and the direction of reserves. Economic development as it relates to these two issues is discussed.

Hickel, R.S.; B. Corbishley [Thorne, Stevenson & Kellogg Management Consultants] . "Strategies For The Socio-Economic Development Of Metis And Non-Status Indians In Saskatchewan." Final Draft: Government of Saskatchewan, Indian and Native Affairs Secretariat, Regina, Saskatchewan. January 31, 1984. 109 pp.



This strategic planning document ties four components together: (1) A definition of the current economic state of Metis and Non-Status Indians. (2) Identification of socio-economic development policy objectives and means recommended by Natives and others. (3) Description and assessment of a range of strategies for achieving the objectives. (4) Linking the agencies and strategies for achieving the stated policy objectives.

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Included are chapters on: The State of The Metis And Non-Status Indian Labour Force: The 1981 Census; Key Dimensions of Socio-Economic Change; The Existing Means of Achieving Government Objectives; Native Opinions On Development Strategies.

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Hill, Heather. "Women In Northern Saskatchewan: A Component Of The Prairie Northlands Study." Department of Regional and Industrial Expansion. Contract No. 1797. Saskatoon, 1973. 60 pp.

"The terms of reference of the study are as follows:

- a) To identify and describe the women's organizations operating in northern Saskatchewan, and to determine the factors having a negative influence on the involvement of women in the work force.
- b) To suggest means by which women can participate as equal partners with men in the socio-economic development of northern Saskatchewan.
- c) To evaluate the findings and make recommendations for the development of practical programs aimed at helping women (native and white) of northern Saskatchewan." Author's Text.

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At the conclusion of the paper is a list of recommendations summarized by the author. Included also are Appendix I: Employer Questionnaire; Appendix 2: Womens Study Organization Questionnaire; Appendix 3: Specific requests from the women of each of the following communities in northern Saskatchewan: Ile a la Crosse; Buffalo Narrows; La Loche; Turner Lake; Beauval; Green Lake; Cumberland House; Black Lake; Stony Rapids; Uranium City; Stanley Mission; Creighton; Pelican Narrows.

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Hobart, Charles. "Wage Employment And Cultural Retention: The Case Of The Canadian Inuit." International Journal of Comparative Sociology, 1982, 23 (1 & 2). pp. 47-61.

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"This paper is concerned with the ranges of types of

attitudes and feelings and their objective circumstances ... Findings have been organized under the headings of employment, education, child care, self-esteem and goals, labour market segmentation, social service agencies and young native women.

Hunter, David. "Legal Principles And Economic Development: General Considerations." D.I.A.N.D. [P.R.C.No. 77-07-2] October 1977. 47 pp.

"Indian Bands have expressed various objections to formal incorporation as a legal form for their business enterprises and economic development ventures. This paper is concerned with identifying principles for establishing appropriate legal forms for Indian economic development activities.

The author examines the legal nature of incorporation and partnership and the advantages and disadvantages of these as they relate to Indian Bands. This is accompanied by a discussion of the Indian Act, the relationship of the Band and the Band Council and the legal status of the Band as factors determining appropriate legal forms for economic development ." D.I.A.N.D. Summary.

Jenkins, J. "Preliminary Study Of Government Policy And Practice With Respect To The Encouragement Of Small Business Enterprises Among Native People Of The North." D.I.A.N.D. [N.S.R.D. Card No. 116] 1975.

This report consists of a preliminary evaluation of Government efforts to encourage entrepreneurship among Native people in the North.

Kermode Friendship Society. "Native Womens' Community Orientation Project." K.F.S. Terrace B.C. 10 pp.

This report presents the results of three surveys

- 1) to document the needs of 300 Native women in the Terrace community, in terms of employment, training and their aspirations and expectations.
- 2) to survey employers to ascertain what, in their opinion, are the problems facing the Native population in the area of employment and what can Native people do to become competitive in the job market: also if they have or ever did have Native employees, what kinds of problems did they encounter, if any.
- 3) to survey social service agencies in the Terrace area to find out what agencies were utilized by the Native population and how the Friendship Centre could better assist the agencies in helping the Indian people.

———"Native Women's Pre-Employment Program." Terrace, B.C.  
30 pp.

This report discusses the Kermode Friendship Society's Native Women's Pre-Employment Program whose goal is to enhance and develop Native Women's skills for seeking and obtaining long term employment.

Knight, Rolf. Indians At Work: An Informal History Of Native Indian Labour In British Columbia, 1858-1930. New Star Books , Vancouver, B.C. 1978. 318 pp.

This book "attempts to outline the history of B.C. native Indians as workers and independent producers in the primary resource and other industries of B.C. between 1858 and 1930." Chapters of particular interest include: Women's Work and Subsistence Economy; Cottage Industries; Reserve Enterprises and Indian Entrepreneurs; Commercial Fishing and Cannery Work and Logging, Sawmilling and Longshoring.

Legasse, Jean M. "The People Of Indian Ancestry In Manitoba: A Social And Economic Study." Vol. I - 178 pp. Vol. II 132 pp. Vol. III - 134 pp. 1959. The Department of Agriculture and Immigration, Winnipeg.

These three volumes are a study of the social and economic conditions under which the people of Indian descent are living in Manitoba. vol. I contains the main findings and recommendations of the study. vol. II is a study of the population of Indian descent living in Greater Winnipeg. vol. III is a study of the population of Indian descent living in rural Manitoba.

Lockhart, Alexander. "The Insider-Outsider Dialectic In Native Socio-Economic Development: A Case Study In Process Understanding." In Canadian Journal of Native Studies 2 (1) : pp " 159-168.

"The author was a consultant to the North Coast Tribal Council, for the evaluation of a socio-economic development program. He discusses the design and use of a methodology which gives as much credence to "insider" information and concerns as to those of the "outsider" consultants, in part by refusing to assume either fixed problems or an end-product solution in advance." Abstract.

Manitoba, Department of Agriculture and Immigration, Social and Economic Research Office. A Study of the Population of Indian Ancestry Living in Manitoba. Winnipeg, Manitoba, 1959. vol. 1 (179 pp.); Vol. 2, (132 pp.) Vol. 3 (134 pp.).

"This is a fairly exhaustive study on the Indians and Metis of Manitoba undertaken for the purpose of establishing a rehabilitation program.

vol. 1 concerns the Metis population in Manitoba and emphasizes contemporary issues such as employment, education, agriculture, community development, welfare and the law.

vol. 2 consists of a series of interviews with Metis and Indians concerning major areas such as housing, education and communication.

In Vol. 3, Metis and Indians voice their opinions on the problems of the native. All three studies were undertaken in order for the government to establish a plan covering the social integration and economic advancement of Metis and off-reserve Indians of Manitoba." Text.

Manitoba Metis Federation Submission on the Migration of Native People. In "Search Of A Future." January 1972. 81 pp. Appendices.

This paper outlines the major concerns of the M.M.F. with regard to urban migration of native people. Included are chapters on Economic Development; Job Options; Education and the Manitoba Native Development Corporation. Included also are recommendations for alleviating problems experienced and discussed.

McCaskill, Don. "Migration, Adjustment And Integration Of The Indian Into The Urban Environment." M.A. Thesis, Carleton University, Ottawa. 277 pp.

"This work is an analysis of the migration, adjustment and integration of the Canadian Indian and Metis into the urban setting. It is based on data collected in 1968 from a 64-item interview schedule administered to a sample of 71 families moving into the City of Winnipeg, Manitoba. The final section provides two possible answers for successful urban integration - the formation of an ethnic identity and community organization." Author Abstract.

McCaskill, Don. "Native Economic Development And Small Business Management Course: An Experimental Partnership Between A Native Association And A University." D. McCaskill, Department of Native Studies, Trent University, Peterborough, Ontario. May 10, 1983. 12 pp.

The Native Economic Development and Small Business Management course at Trent University was designed to train a

group of Ontario Native people in economic development and small business management. This paper reports on the two years of its operation including a description of its implementation goals, its progress and the final outcome of such a course for native people.

**McClean, Donald George.** "The Metis In Western Canada: A Study Of Structured Unemployment." M.A. Thesis, University of Regina, Division of Social Sciences, Regina. August 1981. 180 pp. Also found in Gabriel Dumont Institute library, Regina.

"This thesis attempts to understand the reasons for the chronic unemployment, and the alienation of significant numbers of the Metis from the mainstream of Canadian society. To this end, Karl Marx's concept of the generation of surplus population, as a consequence of the capitalist economic system's internal dynamics, is employed.

In presenting the background to the Metis rebellions of 1870 and 1885, an analysis of the relationship between the Metis proletariat and the fur trading companies that employed them is undertaken. Particular emphasis is placed on the economic processes of the companies that led to the concentration of capital through mergers, until the Hudson's Bay Company achieved a near perfect monopoly in 1821.

In the second part of the thesis, an attempt has been made to correlate these changes to the displacement of the Metis during, and after, the epoch when the fur trade was the dominant economy of what is now Western Canada." Author Abstract.

**McDonnell, Sheila.** "Problems Of Dependency In A Northern Native Community: Socio-Economic Activity In Paulatuk, N.W.T." D.I.A.N.D. Ottawa [No. 13321, 1980.

"The Inuit, formerly self-sufficient, have been increasingly incorporated into the modern, wage economy and are dependent on the south for employment, income, goods and services, technology and knowledge. The principle issues are control of, and access to land, resources and information. The purpose is to examine this dependency, describe the historical processes creating it and to study some of the alternatives proposed to stimulate self-reliance and economic development in northern native communities." D.I.A.N.D. Summary.

Mitchell, Marjorie Ruth. "Women, Poverty And Housing: Some Consequences Of Hinterland Status For A Coast Salish Indian Reserve In Metropolitan Canada." P.H.D. Thesis. Department Of Anthropology and Sociology, University of British Columbia. 1976. 428 pp.

"A perspective that focuses upon the development of a British Columbia Indian reserve as a dependent hinterland within the Canadian metropolis is used as a framework for an ethnographic description of reserve poverty. The results of Euro-Canadian economic intrusion upon a coast Salish village that was comparatively self-sufficient prior to contact are viewed in terms of the native inhabitants' diminishing access to traditional resources, their increasing reliance upon wages and metropolitan government transfer payments and their descent into poverty. . . . The economic position of native women is compared with that of their male counterparts on the reserve and with non Indian populations in selected census areas. Examination of employment patterns, employment alternatives, and income levels reveals that Indian women suffer more severe economic hardships than virtually any other segment of Canadian society." Author's Abstract.

Moosehunter, Freda. "Native Women's Problems." Unpublished paper. One Sky Cross Cultural Centre, Saskatoon, Saskatchewan. 12 pp.

Freda Moosehunter, a Saskatchewan Treaty Indian, outlines some of the difficulties she experienced as a result of having to leave the reserve and move to an urban centre where she then experienced problems with educational training, work discrimination and adjusting to urban life. Drawing on these personal experiences she documents the problems facing many native women in Canada today.

Nadeau, J.R. "A Report On The Relevance Of The Hawthorn Report To Current Indian Local Government Issues." D.I.A.N.D. [No. 1245] 1979.

"The project is designed to update the factual information relative to Indian local government in the Hawthorn Report, to compare the philosophy of the Report with current thinking on the subject of Indian local government and to examine the recommendations.

National Indian Brotherhood, "A Strategy For The Socio-Economic Development Of Indian People, National Report." October 1977. Ottawa, Ontario. 322 pp. Tables.

The report is a summation of Indian views across Canada with regard to the identification of a long-term socio-economic strategy for Indians. There is included provincial, territorial and national recommendations and proposed strategies and plans on which to implement socio-economic development for Native people.

Native Council of Canada and Canada Employment and Immigration Commission, Native Employment Division, "Survey Of Metis And Non-Status Indians: National Demographic And Labour Force Report." 1977, N.C.C. and C.E.I.C. Also available from the Gabriel Dumont Library, Mclean Hall, U. of S. Saskatoon. 69 pp.

The objectives of this report were: "1) to obtain information on the numbers, characteristics and locations of persons of native descent who are not registered with the Department of Indian Affairs; 2) to provide an accurate a picture as possible of their labour force status and employment situation; and 3) to develop basic approaches for surveying persons of native descent.

Native Outreach Association of Alberta. "Report Of The Conference On Native Employment In The 80's" held March 16-19, 1980 at Red Deer, Alberta. 118 pp.

The Native Outreach Association of Alberta hosted this conference for the purpose of bringing together all those persons involved in the Native employment and counseling field and to provide a platform for discussion on Native employment in Alberta. This report contains an extensive review of resolutions and responses from the 1979 and 1980 conferences.

Native Women's Association of Canada. "The Role Of Native Women In Economic Development: A Philosophical and Practical Approach." May 1981. 9 pp.

This paper discusses economic development from the perspective of Native women and attempts to answer the questions of how and why Native women should be involved. Taking a holistic approach, the general perspective advocated is that economic development for all Native people is directly related to the achievement of self-sufficiency, independence and complete sovereignty over Native political, physical natural and human resources.

Several issues that are of direct concern to Native women are discussed including: employment, training programs,

sexual and racial discrimination, and difficulty in obtaining venture capital or credit.

New Breed Journal. "The Regina Native Women's Association" Regina, Saskatchewan. May 1981. p.11-14.

In this article the Regina Native Women's Association describes the services and programs they have developed for native women and children. These include the Education Program, The Regina Native Women's Girls Home; The Regina Native Women's Resource Centre; Housing Program; Cultural Summer Camp Program; Healthiest Babies Possible Program; Daycare; Gardening Project.

Nixon, Robert. "A Study To Recommend Guidelines For Training Programs In Economic Development Projects" D.I.A.N.D. October 1977. 20 pP. G.D.L. 232. 46 N38 S88.

In this report the stated tasks of the project were  
 a) to assess the systems used to deliver the present skill development programs for Indian people in Economic Development Programs by identifying the strengths and weaknesses of a representative cross section of programs in several regions [Atlantic, Quebec, Ontario, Manitoba, Saskatchewan and British Columbia] particularly in remote areas.  
 b) to recommend guidelines for skill development programs for Indian people in Economic Development Projects, particularly in remote areas.

Ontario Ministry of Culture and Recreation. "Metis And Non-Status Indians Of Ontario: Community Profile and Demographic Study." 1980 O.M.C.R. Part I - 32 pp., Part II - 163 pp.

This report documents the results of a demographic study of 5 regions comprised of 66 communities and over 5000 Metis and Non-Status Indians in Ontario from October 1978 to August 1979. In addition to the demographic information collected community profiles for each of the 66 localities were developed. These profiles include information on transportation, housing, government and non-government services, community programs and developments, organizational affiliations, major employers and the MNSI population. Statistical tables present an analysis of the total population group on such factors as educational achievement, employment, social welfare assistance and housing conditions.

Ontario Native Women's Association. Ontario Native Women: A Perspective, O.N.W.A. Thunder Bay, Ontario, 1980. 125 pp. Appendices.



This report is the product of research-with Native women in Ontario. Included are the Status, Non-Status, Metis, people who live on and off the reserve, in urban and rural areas of Ontario. From the data collected, native women's self-identified needs are described along with recommendations and strategies for action with regard to cultural and economic development programmed.

**Pelletier, Emile.** A Social History Of The Manitoba Metis. Manitoba Federation Press. Winnipeg, Manitoba. 150 pp.

This book deals with a number of specific cultural and economic activities of the Metis of Manitoba. It illustrates how many of the traditional economic activities such as hunting, fishing, limestone production, salt mining and wild rice harvesting have been undermined.

**Pinay, Donna.** Editorial, One Sky Report: Native Women The Doubly Denied, Summer 1983, Saskatoon, Saskatchewan. 1 p.

This editorial discusses the problems that Native women often encounter when moving into urban centres. These include difficulties in obtaining housing, financial assistance, unemployment, inadequate child care, poverty and lack of support services.

**Pinay, Donna.** "The Saskatchewan Native Women's Association: The Problems Posed By Double Discrimination." Briar Patch Magazine, June 1983, -Regina, Saskatchewan. 2 pp.

This article outlines some of the problems faced by the Saskatchewan Native Women's Association, such as dealing with government policies, child care, employment opportunities, better living conditions, sexism and discrimination.

**Poelzer, D. and I. Poelzer.** "Resident Metis Women's Perceptions Of Local Social Reality In Seven Northern Saskatchewan Communities." Report No. 1. 1982. 167 pages. Copies available from author, Department of Educational Foundations, University of Saskatchewan, Saskatoon or the University of Saskatchewan Book Store, Saskatoon, Saskatchewan.

Seven northern Saskatchewan communities with a Metis majority were chosen from representative geographical regions. They are Cumberland House; Ile a La Crosse; La Loche; La Ronge; Sandy Bay; Stoney Rapids and Turner Lake. The intent of the report is to give a general overview of certain life perceptions held by native women in these communities. This overview indicates generally the basic values expressed

by the women in each community, the problems of the community and solutions as they perceive them. Information gleaned from the interviews, including the frequency and diversity of various suggested solutions to community needs and problems are illustrated graphically.

Preston, Sarah. "Women's Roles In Cree Society." Canadian Ethnology Service, 1980. Contact Sarah Preston, Department of Anthropology, McMaster University, Hamilton, Ontario.

The purpose of this report was "to record, transcribe and translate life histories of traditional Cree women from Rupert House, James Bay, Quebec and to compare these with those of younger Cree women at Val d'Or, Quebec in order to:

- 1) determine the changes that have occurred in the traditional women's roles in Cree Society; and
  - 2) to collect additional ethnographic data on Cree culture."
- D.I.A.N.D. Summary.

Proceedings of AMAMAWI-ATOSKEWIN: Working Together Conference held November 22-25, 1981, Regina, Saskatchewan. 137 pp. Available from Native Law Centre, Saskatoon.

Two thousand "delegates were drawn from all sectors of the Saskatchewan community-business, labour, all levels of government, Indian and Native organizations, and community and special interest groups. This cooperative spirit directly resulted in recommendations and conclusions aimed at improving the social, economic, educational and political future of Indian and Native people and, thereby of all Saskatchewan people. . . The results of their effort are found in these proceedings." Text

Saskatchewan Cabinet Committee on Social Policy. "Urban Indian/ Native Program Review: An Evaluation Of The Native Package And Policy Development Process." Regina. April 1981.

This report describes the efforts of the Department of Continuing Education, through the Office of Native Career Development, to establish a special employment program for Native people which concentrates on on-the-job training in the government and large private sectors. Problems in coordinating the activities of unions, Native organizations, federal agencies and provincial government departments, to ensure a successful employment program are discussed.

Saskatchewan Department of Industry and Commerce. "Manual Of Economic Development Programs And Services Available To

People of Indian Ancestry In Saskatchewan." Regina. 1981. 198 pp.

"This manual was compiled for the Saskatchewan Department of Industry and Commerce as a reference for those organizations and individuals working for the economic development of people of Indian ancestry in this province. Programs and services are grouped into nine broad categories: Economic Development; Employment and Training, Agriculture; Housing; Legal Services; Culture; Recreation; Support Services; Information/Research.

Saskatchewan Report of The Task Force On Indian And Native Employment: Appointed by the Federal Minister of Employment and Immigration. December 1980. 61 pp.; Available from the Education Library, Vertical Files. University of Saskatchewan, Saskatoon.

This report has "attempted to assess, evaluate and review the existing Federal Government employment programs presently in place for Indian and Native people in the Saskatchewan region. The Task Force Review specifically includes: (1) An assessment of social and economic effectiveness of the LEAP and Outreach programs in relation to their stated purposes and objectives. (2) A review of the role of Indian and Native people in the development, approval, delivery and implementation of these programs through their provincial organizations and local authorities. (3) An examination of the relationship between CEIC programs and services offered by other departments of the federal government or by the Government of Saskatchewan and municipal authorities. (4) An identification of new areas where job creation programs could be usefully undertaken to increase Indian and Native opportunities for permanent employment." Text.

Schindelka, Roger; Mervin Hey, Nancy Howse. "Native Entrepreneurship In Northern Canada: An Examination Of Alternative Approaches." D.I.A.N.D. [No. 1189] 1978.

"The purpose of this report was to examine alternative approaches to the development of native entrepreneurship in northern Canada. particular attention is given to achieving greater and more lasting entrepreneurial benefit from the proposed gas pipeline in the Yukon. Literature search dealing with the kinds of entrepreneurial activity in which native people have participated; an evaluation of which activities have been successful and the reasons for their success; speculation as to the types of business activities native people are most likely to succeed in given present education and experience levels." D.I.A.N.D. Summary.

Sealey, Margaret. Six Metis Communities. Winnipeg: Manitoba Metis Federation Press 1974, 91 pp.

This book describes the history, livelihood, and concerns in six Metis communities in Manitoba: Matheson Island, St. Laurent, Traverse Bay, Berens River, Camperville and St. Lazare. The chapters are based on discussions and interviews with local people, and cover such topics as housing, education, employment and economic development.

Secretary of State. Speaking Together: Canadian Native Women, The Hunter Rose Co., Toronto. 1975. 125 pp.

This book is comprised of a series of personal views and biographies outlining the involvement and achievements of several native women across Canada.

Sharp, Henry S. "The Null Case: The Chipewyan." In Women The Gatherers, Francis Dahlberg (ed.) New Haven and London, Yale University Press. 1981. pp. 2-243. ISBN 0-300-02572-6; 0-300 02989-6 (pbk).

The author states that in the Chipewyan society men obtain virtually all the food and women have "no significant role in the actual production of food." To answer the question of how is the sexual division of labour in food production, the basic interdependence of human society, preserved in the face of this imbalance, the author shows that "the problem is solved by creating a distinction between food production and food processing that is part of the basic male-female symbiotic complementarily that orders Chipewyan culture." Text.

Siggnner, Andrew J. "An Overview Of Demographic, Social And Economic Conditions Among Canada's Registered Indian Population." September 1979. D.I.A.N.D. 48 pp. including 24 tables and charts.

"This report provides an overview of selected demographic, social and economic conditions of Registered Indians in Canada in comparison with those of the general population of Canada. A variety of indicators are chosen to measure these conditions and they are discussed in the following sections: demographic characteristics (i.e., population size and growth, fertility and mortality trends, age composition, on-and-off reserve population distribution, and geographic distribution of bands), health, education, employment, social services, housing and justice. The basic time period covered is 1966-1976. A summary of the major findings and some of the possible implications completes the report." D.I.A.N.D. Summary.

- Siggner, Andrew J. and Chantel Locatelli. "An Overview Of Demographic, Social and Economic Conditions Among Alberta's Registered Indian Population." January 1980. D.I.A.N.D. [P.R.C. ] 49 pp.
- "An Overview Of Demographic, Social And Economic Conditions Among British Columbia's Registered Indian Population." December 1980. D.I.A.N.D. [P.R.C. ] 44 pp.
- "An Overview of Demographic, Social and Economic Conditions Among Manitoba's Registered Indian Population." December 1980. D.I.A.N.D. [P.R.C.] 49 pp.
- "An Overview Of Demographic, Social And Economic Conditions Among Saskatchewan's Registered Indian Population." December 1980. D.I.A.N.D. [P.R.C.] 39 pp.
- Siggner, Andrew J., Changel Locatelli and Giles Y. Larocque. "An Overview Of Demographic, Social And Economic Conditions Among Quebec's Registered Indian Population." 1982. D.I.A.N.D. 39 pp. including tables and maps.
- Siggner, Andrew J., David Perley and Debra Young. "An Overview Of Demographic, Social And Economic Conditions Among New Brunswick's Registered Indian Population." 1983. D.I.A.N.D. 44 pp. including tables, charts, maps.
- "An Overview Of Demographic, Social And Economic Conditions Among Nova Scotia's Registered Indian Population." 1982. D.I.A.N.D. 44 pp.

Each of the above reports are "part of a series of provincial reports based on the model used in the national study; it covers the same ten-year period, 1966-1976. It provides an overview of trends in selected demographic, social and economic conditions of registered Indians in comparison with those of the general population of Nova Scotia. These conditions are discussed in detail with accompanying statistical tables."

In general each of the "population indicators reflect a steeper decline in the Indian birth rate than in that of the province as a whole. The Indian mortality rate has also declined, although it remains considerably higher in most age groups than that of the provincial population. Each study compares population characteristics by age groups and makes certain forecasts for the 1980's, including growth trends in the off-reserve Indian population." D.I.A.N.D. Summary.

Included also are sections on educational attainment, employment forecasts, and housing requirements. Where available information is also given on health conditions.

Siggner, Andrew J., D. Perley, D. Young and P. Turcotte. "Regional Comparisons Of Data On Canada's Registered Indians." 1982. D.I.A.N.D. 62 pp. including 23 charts.

"This report synthesizes statistical information found in the overview series of provincial reports based on the model used in the national study: An Overview of Demographic, Social and Economic Conditions Among Canada's Registered Indian Population. It is analagous in terms of the topics treated and covers the same period (1966-1976), with projections for 1981 and 1986. 'In contrast to the overview series, however, it focuses on regional comparisons rather than on one selected INAC region.

The purpose of this report is to provide researchers, policy makers, planners and evaluators with information on the **socio-demographic** and economic conditions of registered Indians by regions and on trends in these conditions.

Eight demographic, two health, four education and two housing variables as well as a dependency ratio are examined for various years between 1966 and 1986. Different years have been used for these variables as the time coverage or geographical breakdown of existing data precluded a consistent standardization approach.

In addition, a section on the quality of life provides a broader perspective on the regional comparisons. This is done by selecting a number of the **socio-economic** and economic indicators to measure the "quality of life" of registered Indians in Canada. Among the indicators chosen are the infant mortality rate, other age-specific death rates, the percentage distribution of deaths by cause, the incidence of tuberculosis, participation in education and on-reserve growth rates, birth rates and age distribution.

The conclusion of the report states that the 1980's should be challenging for Indian people and those organizations that serve them. Demographic changes will create greater needs for housing, education and health care. Social support programs, including social assistance and affirmative action, also will be affected.

Data are presented graphically to illustrate regional patterns in conditions among registered Indians." D.I.A.N.D. Summary.

Spence, Ahab and C. Ralph Scharf. "Successful Native Employment Projects In Canada." 1980. 71 pp. Thunder Bay: Confederation College of Applied Arts and Technology.

The purpose of this report is to provide case materials and models on Native employment for use by Native people, industry, business and funding agencies. The ability of various employers to accommodate the different culture and lifestyles of Native people is discussed. While presenting ten case studies the report's significance is weakened by the anonymous Presentation of data in which corporate names, provinces, and-Native organizations are omitted.

Stanbury, W.T. Success And Failure: Indians In Urban Society. University of B.C. Press. Vancouver, 1975.

This study focuses on the social and economic conditions of British Columbia Indians living off reserves in urban centres. The focus is on status Indians.

Statistics Canada. "Canada's Native People." 1981 Census Information, Statistics Canada, Ottawa, Ontario 1984. Also available on microfich from most universities including Government Publications, University of Saskatchewan, Saskatoon.

The information consists of the results of the 1981 Census. It shows that there is a gap between natives and non-natives on virtually every measure of social and economic well-being, with the native people invariably suffering by comparison especially in the areas of employment, income, and education.

Status of Women, Canada. "Towards Equality For Women." supply and Services, Ottawa, 1979. 42 pp. English, 42 pp. French.

This report describes the responsibilities of various federal departments and how the Status of Women proposes changes for women in the areas under federal jurisdiction. Included are employment and economic development, sex role stereotyping; native women, taxation, human rights and women in the Public Service.

Stewart, D. and P. Jull. "Socio-Economic Forecasts For Registered Indians In Canada; 1976-77 To 1989-90." September 1977. D.I.A.N.D. [No. 77-06-2] 62 pp. including tables and graphs.

"This report examines demographic trends in the Canadian Registered Indian population in relation to two major program areas, education and housing.

The analysis of educational activities. forecasts:

- a) enrolment and retention of Registered Indian students in primary and secondary levels by grade for federal and non-federal schools; and
- b) financial requirements by selected education activities (e.g., guidance, transportation, lunches) of the Indian-Inuit Program.

The analysis of housing activities projects:

- a) the number of Registered Indian family formations by age and residence (on reserve/Crown land and off-reserve) ;
- b) housing requirements based on new family formations, housing backlog and existing housing stock." D.I.A.N.D. Summary.

Svenson, Ken. "Indian And Metis Issues In Saskatchewan To 2001." Department of Regional and Economic Expansion. December 1978, 25 pp.; G.D.L. Regina; Native Law Centre, Saskatoon.

"The most important demographic trend in Saskatchewan for the next 25 years is the growth in the Indian ancestry population both in absolute terms and also as a proportion of the total population. . . Solutions to the problems of Indian\ non-Indian relationships are not easy and are not likely to be found in one package. . . It is the intention and purpose of this paper to begin to develop a framework for a basic understanding of the issues and a framework for the development of compatible objectives." Author Text.

Tarasoff, Koozma, J. "Some Trends In The Development Of Canadian Indian Handicrafts: A Resume Of Select Sources," Department of Regional Economic Expansion, Winnipeg, Manitoba. 1969.

This material comprises a resume of reports concerning Canadian Indian handicraft developmental problems and prospects. The resume is presented in the form of an extended bibliography based on original reports.

Of particular interest is the article on "The Role of Crafts and Cottage Industries In Economic Development: A Preliminary Study Of The Possibilities In Canada With Special Reference To The Indian Population" Department of Citizenship and Immigration, Economic and Social Research Division, Ottawa, 1960. This article includes chapters on: The Present State of Home Crafts and Arts Among Canadian Indians; The Potential Economic Value of Home Arts and Crafts to the Indian population; and the Economic Importance of Home Arts and Crafts to the Eskimo population.



Two other reports included in the main. Resume that are of interest are "How Can Indian Handicraft Development Complement Socio-Economic Development" and "Indian Craft Production and Marketing."

The Indian and Metis Friendship Center, and the Institute of Urban Studies (Winnipeg) . "The Indian-Metis Urban Probe." 1971. 57 pp. University of Winnipeg, Manitoba.

The "Indian-Metis Urban Probe" seeks to study the problems facing Native people who migrate to urban centers in search of employment, and to examine ways of facilitating their adjustment to urban life. A process of "self-development" is seen as a viable solution. The Kinew Corporation, an experimental, non-profit housing corporation for Native people in the city, is described as one example of this process.

The Native Council of Canada and Canada Employment and Immigration Commission, Native Employment Division. "Survey of Metis And Non-Status Indians: National Demographic And Labour Force Report." December 1977. 70 pp. Also G.D.L. 306.3 S95 N12.

"The general purpose of the survey was to obtain basic information relating to Metis and Non-Status Indians in Canada. The specific objectives were:

- 1) to obtain information on the numbers, characteristics and locations of persons of native descent who are not registered with the Department of Indian Affairs.
- 2) to provide as accurate a picture as possible of their labour force status and employment situation; and
- 3) to develop basic approaches for surveying persons of native descent. . .

This report is mainly descriptive and contains demographic and employment characteristics of Metis and non-status Indians at the national level. Statistical reports which contain intensive information on the particular communities surveyed are not included in this report. They have been prepared separately and are to be distributed to the concerned parties such as the Native Council of Canada, the Regional Offices, individual communities and those Manpower Centres where the survey was administered and conducted." Text.

The Social Planning Secretariat. "Attacking Urban Native Poverty: Alternative Government Response." Saskatchewan, 1979. 40 pp.: G.D.L. C.A. 25A SP3 79 A89.

The rationale and program elements of **the** proposed policy directions presented are intended to provoke discussion concerning what actions the government might take in response to the problems identified in "Dimensions Of Indian And Native Urban Poverty In Saskatchewan."

Three factors of primary importance in the urban and native poverty cycle are: 1) unemployment, underemployment and low wage employment; 2) lack of education and/or training and 3) racial discrimination.

Related factors identified as a secondary importance include inadequate housing, poor health, low levels of social participation and high crime rates.

From these findings, three broad policy directions can be constructed. They focus on economic development, social development, and education.

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"**The** Dimensions Of Indian And Native Urban Poverty In Saskatchewan." 1979. 39 pp.

The purpose of this paper was to develop a framework for understanding Indian and native poverty in an urban setting that would facilitate analysis and prescription. The second objective was to develop a descriptive profile of Indian and native poverty in urban Saskatchewan based on that framework.

The results indicate that there is an obvious deterioration of the inner city in Saskatchewan's larger urban centres; Regina in particular. In terms of employment, education, housing and related issues, these people form the most disadvantaged sector of Saskatchewan society. The conditions of people of Indian ancestry in larger Saskatchewan cities demand particular attention.

Union of Nova Scotia Indians. "I. A Framework For Community-Centered Development Planning; **II. Five Year Programme For Research And Action.**" February 1979. 18 pp.

This report outlines how development for Nova Scotia Indians must begin at the band level, what conditions for development are necessary and how a five year plan for this would operate.

Valentine, V.P. and R.G. Young. "The Situation Of The Metis Of Saskatchewan In Relation To His Physical And Social Environment." Native Law Library, Saskatoon, Sask. 15 pp.; G.D.L. 323.3 V18 475.

One of the purposes of this paper was to outline the economic situation among the Metis people of Northern Saskatchewan.

The author advocates that the process of transition from a hunting and trapping way of life to a more technological one must be such that the people are given an opportunity of weighing the facets of their culture and the invading one. They must be given the opportunity of selecting, rejecting or modifying the new values which are being presented to them. Thus the problem is not simply one of insufficient resources."

Waldram, James B. "A "Localized" Approach To Northern Development." Department of Native Studies, Saskatoon, Saskatchewan. March 1981. 17pp.

This paper assesses the "realities" of economic development for northern Native people, and proposes a strategy of "localized" development which acknowledges these realities. The problems of alternative development within the Canadian political context are discussed, as well as the problems created by a small population base, usually lacking industrial skills, and usually a great distance from major markets. The formation of local and regional economies, which service the needs and consumer demands of the northern Native people first, is viewed as a positive step in their economic development. The strategy is best summarized as "local production" for "local consumption."

Wesley United Church. "Indian And Metis Employment In Regina: Employment Statistics And Comments By Firms Hiring Native People." Regina, Saskatchewan. June 30, 1977. 26 pp.; G.D.L.

This paper presents the results of a study done on native employment and hiring practices of business firms in Regina. It also provides the reasons given by the firms who responded about why they employ native people at the low level that they do.

Williams, Paul. "Indian Economic Development Handbook." Union of Ontario Indians. 1976. 123 pp. Appendix.

This is primarily a handbook to assist those persons who wish to plan and implement a native community based enterprise. Information is given on funding and expertise required and sources of information. The primary objective is to "help provide an alternative to continued dependency on the government for the money, the services, the welfare and the opinions that run Indian communities and to place these tools in the hands of the communities themselves." Text.

## II. WOMEN AND ECONOMIC DEVELOPMENT

Armstrong, Pat and Hugh Armstrong. A Working Majority: What Women Must Do For Pay. Canadian Advisory Council on the Status of Women. February, 1973. 280 pp.

"This book is about the nature and conditions of the work women do for pay; about the structures, relations and ideas that keep women in their place; and about change and lack of change. Labour force data, studies and interviews outline the ways women are systematically structured into female job ghettos." Author Text.

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The Double Ghetto: Canadian Women And Their Segregated Work. McClelland and Stewart. Toronto. 1979. 199 pp. ISBN 0-7710-0805-8.

This book discusses and analyzes the work women do, the structural factors which limit their alternatives, and the effects of this work on their consciousness. Drawing primarily on existing research, the authors document the sex segregation of work in Canada and describe women's work in the home. Placing an emphasis on economic factors, the authors argue that the way our society is organized encourages and maintains the unequal position of women.

Bennett, James E. and Pierre M. Loewe. Women In Business: A Shocking Waste Of Human Resources. Maclean-Hunter Ltd., 1975.

This book was designed to inform the senior management reader about what is going on in terms of women's quest for equal opportunity, particularly within larger Canadian business organizations, and to persuade these male decision-makers that action should be taken to right some of the wrongs to women that currently exist.

Bossen, Marianne. "Employment In Chartered Banks: 1969-1975." Sponsored by the Advisory Council on the Status of Women and the Canadian Bankers' Association. May 1976. 71 pp.

In this report "Chapter I explains the research methodology and describes changes in the Banking Industry since 1969 which have implications for its manpower and utilization. Statistics are given showing the growth of full-time and part-time employment. Chapter II describes and analyzes the occupational structure of the banking industry in 1975. Chapter III deals with employee development. Chapter IV

looks at fringe benefits, especially income maintenance programs. Chapter V puts it all together, and sums up the author's view of women's position in the banking system today."

The author advises that "this report must be read in conjunction with Special Study No. 4 for the Royal Commission on the Status of Women, entitled "Manpower Utilization in Canadian Chartered Banks, 1969" because "explanations concerning the role of the banking industry in the economy and of banking occupations, and definitions of concepts are not repeated in this up-date study except insofar needed to understand the new data." Author Text.

Canada: Council on Rural Development. "Rural Women: Their Work, Their Needs, And Their Role In Rural Development." Ottawa. January 1979. 117 pp.

"The report opens with a discussion of how the term 'work' is used in our society and what consequences this has for the status of women. This discussion is followed by an analysis of how rural women allocate their time. Attention is focused on the kinds of work they do, the amount of time spent in various kinds of work, the types of changes that have occurred in women's work, and the degree of satisfaction women derive from their work-activities.

The following section examines the degree to which women feel their needs are being met. These 'needs' include: access to the labour force and to further education, sufficiency of recreational facilities, acceptable level of basic services, and adequate opportunities for achievement. The obstacles encountered by women who want to join the labour force or pursue further education are also reviewed.

The final section of the analysis looks at the contribution women make to their communities by being active in voluntary organizations. The chief factors affecting their participation rates in these organizations are described." Text.

Canada. Department of Labour, Women's Bureau. "Women At Work." Ottawa. 1967. 108 pp.

This report outlines the trends in women's employment in Canada, including a historical review of women in the labour force since 1891, a general overview of trends in women's employment, characteristics of women workers, women's occupations and training.

Canadian Advisory Council on the Status of Women. "Brief Presented To The Royal Commission On The Economic Union And Development Prospects Of Canada." Ottawa. November 1983. 64 pp.

"The first part of this submission seeks to put the economic history of Canadian society into perspective by tracing the evolution of women's economic status. This part will make it possible to identify national objectives to be pursued and economic policies to be adopted with respect to women. The second and third parts describe a full employment policy, institutional facilities and various measures to be implemented for effective pursuit of these objectives: the welfare of individuals and a strong competitive economy. Part four shows how the proposed objectives, policies and developments will make it possible not only to solve the problems of women, but also to answer other questions before the Commission. Part five lists all of our proposals." Text.

———"Microtechnology And Employment: Issues Of Concern To Women." Ottawa. July 1982. 27 pp.

This brief concerns itself with the impact of **microtechnology** on the work lives of women. Thus it concentrates on the problems facing women which arise out of the increasing automation of **labour** market activity. Included are chapters on: **Microtechnology** and Unemployment; New Employment Possibilities for Women; Technology and the Quality of the Work Environment and Summary and Conclusions.

———"Women And Jobs: The Impact Of Federal Government Employment Strategies On Women." Ottawa. June 1980. 161 pp. Appendices.

This report "is divided into three parts. The first part looks at historical employment creation patterns and suggests implications of continuing traditional labour market policies in the future. In particular, the comparative role of the private and public sectors in creating employment opportunities is examined. The second part analyzes federal government employment programs and policies and their impact on women. Part three briefly explores employment strategies appropriate for women by looking at the special requirements of women in this regard, traditional and non-traditional solutions, future developments and other related societal concerns." Author Text.

———"Women In The Public Service: Barriers To Equal Opportunity." Ottawa. January 1979. 81 pp.

This report focusses "first, on a review of the status of

women in the Public Service to demonstrate the disjunction between the realities of women's lives and the current employment practices in the Public Service." Secondly, the report assesses "some of the major social and bureaucratic factors contributing to the government's failure to meet its commitment to the proportional representation of women in the Public Service." Text.

———"Women In The Public Service: Overlooked And Undervalued." Ottawa. October 1980. 64 pp.

This report "does not merely substantiate the currently unequal situation of women in the Public Service, it also looks at the likelihood of a significant improvement in the status of women within the organization in the near future. Government restraint in particular, is analyzed for its current impact on women and because it presents a new obstacle to their progress. What is revealed is that unless remedial or special measures are instituted to force the pace of proportional representation, then the future for women as public servants is very, very bleak indeed." Text.

Cohen, Leah. "A Review Of Women's Participation In The Non-Traditional Occupations." Labour Market Development Task Force. Technical Study 8. 1981. 27 pp; G.D.L. Regina CA1 MI13 81W56.

Despite an increase in the participation of women in the labour force, "occupational segregation" nevertheless continues. Further, the wage difference between men and women continues to increase, while the unemployment rate for women remains higher than for men. Programs implemented by the CEIC to facilitate the employment of women in "non-traditional" areas have been impeded by the stereotypical attitudes of CEIC job counselors and an unnecessarily narrow definition of available "non-traditional" jobs. The resolution to this problem must begin with the recognition of discrimination against women, the expansion of training allowances and programs, and even the implementation of legally enforceable "contract compliance" to hire women.

———"The Barriers To Women Seeking Non-Traditional Jobs." Canadian Women's Studies. 1981. Vol 3(1) , pp.40-43.

Women entering "non-traditional" job areas tend to cluster in small, non-unionized firms and are therefore more vulnerable to low pay, layoffs, and unemployment. Further, stereotypical and discriminatory attitudes concerning women still prove effective barriers to employment and

advancement. Cohen indicates that women entering non-traditional employment as a cohort, with extensive physical and psychological training should be more successful.

Collins, Sue. "Women And Chips." One Sky Report, Summer 1981. p. 11-14 (4 pp.) , Saskatoon.

Discusses the effects that the word processors will have, on women, in the future. The main sector to be affected will be in the clerical and administrative area; the one in which most women work.

Connelly, Patricia. Last Hired, First Fired: Women And The Canadian Work Force. The Women's Press, Toronto 1978. 122 pp. ISBN 0-88961-044-4 pbk.

This book examines the structural and institutional factors which lead women into wage work thus contributing to the understanding of the functioning of women in the economy and in the society as a whole. Included are chapters which discuss: Womens Work; Do women meet the Pre-conditions of a Reserve Labour Force; Demand for Female Labour: Changes in the Industrial Sector.

Cook , Janet T. "Women: The Best Entrepreneurs." Canadian Business. June 1982. pp. 68-73.

Women are deemed to be the "best" entrepreneurs because they recognize their lack of expertise in many related areas, seek assistance freely, and move cautiously in business decisions. In comparison to men, women appear to be more interested in the challenge of business and job satisfaction than in money.

Council on the Status of Women. "Women Of Quebec: Towards Equality And Autonomy." Quebec. Ministry of Communications. 1979.

This five-chapter study of Quebec women includes information on socialization, the labour market, the family, recreation and biological differences. Seven appendices, thirty-nine tables and two charts support the statements made in the text.

Daley, Pat. "The Ottawa Women's Credit Union - A Banking Alternative." Perception. November - December 1980, pp.32-33.



This paper describes the development of a credit union by a group of poor single mothers living in public housing in Ottawa. The credit union was designed to meet the banking needs of these women, who are often unsuccessful in loan applications to major chartered banks. The credit union was also designed to provide women with training in the area of finance. The credit union was supported for a three-year period by a LEAP grant.

Davis, Walter. "The Productivity Myth And Effects On Women." One Sky, Saskatoon. September 1982. 7 pp.

In this article, the author discusses how the growth of automation is closing the door of job opportunities by narrowing job tasks to routine boredom and by eliminating the lower levels of supervisory jobs where women had made some of their few gains. Thus those fields where women were supposed to have greater opportunities thanks to automation are not living up to the promise.

Diffley, Judy High. "Important Business Competencies For The Woman Entrepreneur." Business Education Forum. April 1983, pp. 31-33.

This paper explains that the major causes of business failure among self-employed women in the United States were the lack of management skills, lack of understanding of the steps involved in starting a business, and a lack of knowledge of the information resources available to new businesses. Few opportunities to obtain these skills and knowledge are presently available to women.

Dominion Bureau of Statistics. "Married Female Labour Force Participation: A Micro Study." Special Labour Force Studies, Series B. No. 4. December 1970. 102 pp.; Available from Government Documents University of Saskatchewan, Saskatoon.

The purpose of this study was to investigate the role of several important factors in terms of their influence on the supply of married women in Canada's labour force. A framework for the analysis of the determinants of their labour force participation along with a description and analysis of the national study upon which the current study is based is provided.

———"Women Who Work. Part I: The Relative Importance Of Age, Education And Marital Status For Participation In The Labour Force." Special Labour Force Series No. 5. September 1967. 26 pp.

This study is based on special tabulations of the 1961 Census data. It provides an evaluation of the relative importance of age, marital status, and education as factors influencing the participation of women in Canada's work force.

Ellis, Diana, and Sharon McGowan. Women and Economic Development. 1980. Unpublished handbook. Available from Diana Ellis, 11-1820 Bayswater Street, Vancouver, B.C. V6K 4A4.

This handbook provides an introduction to the issues of women and economic development, concentrating on women in company towns or single industry towns. The important contribution to the economy of women both within and outside of the home is stressed. A short bibliography on women and economic development is provided.

Hunt, Sallie. "More Women Entering Non-Traditional Jobs." Briar Patch. December 1980. pp.7-9.

In many cases, women feel the need to obtain more money than that offered by the "traditional" women's jobs, and therefore find the "non-traditional" industrial jobs attractive. This paper describes a **CEIC** training program in Saskatchewan designed to facilitate the movement of women into these new jobs. Physical fitness training, job search skills, assertiveness training, occupational health issues, and the problems of sexual stereotypes, discrimination, and harassment are included in the program.

Institute for Saskatchewan Studies. "Women In The Saskatchewan Economy." Saskatoon. September 1975. 12 pp.

The first article "Women in the Saskatchewan Economy," is a summary of a speech by Alison Hayford, a member of the Saskatchewan Government's Budget Bureau. Drawing together all the statistics on women's work in Saskatchewan, Hayford analyzes the benefits to capital in having women's work unrecognized and/or cheaply available.

"Women on Trial," the second article, is a satirical court battle with the "attorney" bringing to the court seven charges against women - those most often used to justify sexual discrimination.

"The Great Debate: Should Housewives Be Paid" is a transcript of a very serious debate on this topic with both sides of the argument articulately and interestingly argued.

"Can Saskatchewan Afford to Liberate Women?" is the report

of a discussion group which considered the possible economic impact of women's liberation.

Journal of Small Business-Canada published by the International Council for Small Business. Canada.

This quarterly publication is designed to publish a broad range of works in the area of small business management and entrepreneurship development. For example, Vol. 1, No. 1 Summer 1983 includes papers on the topics of: A Concept of Strategy for Small Business; Entrepreneurship in Canada; Making Sense of Banking Terms and Jargon; Research and Development in Small Business. vol. 1, No. 2 Fall 1983 includes papers on: An Approach to Educating Entrepreneurs; Financing Small Business; When Interest Costs Become a Burden. vol. 1, No. 3 Winter 1983/84 includes papers on: Competition and Small Business; Advertising Management Practices in Small Business Enterprises.

Judek, Stanislaw. Women in the Public Service: Their Utilization and Employment. Ottawa: Department of Labour, 1968. 142 pp.

This study was commissioned in 1965 by the Canada Department of Labour in order to examine the employment and utilization of women in the federal government. Information was gathered from several federal ministries and from a survey of Utilization of Employees in the Public Service of Canada conducted in 1967 by the Canada Department of Labour in the Ottawa-Hull metropolitan area.

The author's findings are not surprising. Women are concentrated in the lower grades, lower paid positions, and generally earn less than men. They have less opportunity for training and educational advancement and certain policies of the Public Service of Canada are discriminatory to women. There are fourteen recommendations which, if implemented, would improve the position of women in the federal public service.

Labour Canada, Women's Bureau. "Women In The Labour Force: Part II Earnings Of Women And Men." Ottawa 1981. 78 pp.

This publication consists of statistical data reflecting the earnings of women and men in the labour force. There are 5 main sections each containing tables which illustrate a different comparison and includes statistics such as: Average earned income of full year workers by occupation and sex, 1972 and 1977, 1973 and 1978; Average income of individuals by age and sex, and by education and sex, 1977 and 1978; Average hourly wages for women and men in similarly

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described occupations; Percentage distribution of individuals by income group, sex and marital status; and Average weekly wage rates for women and men on similarly described office occupations in all industries.

It should be noted that this publication only furnishes the data and does not contain an analysis of the level and extent to which job related factors influence women's earnings differently than that of men.

Leacock, Eleanor Burke. Myths Of Male Dominance. Monthly Review Press, New York, London, 1981. 334 pp. ISBN 0-85345-537-6; 0-85345-538-4 (pbk).

This book is comprised of collected articles on women cross-culturally. Included are chapters on Part I - Women in an Egalitarian Society: The Montagnais-Naskapi of Canada. Part II - Social Evolution - From Egalitarianism to Oppression. Part III - Myths of Male Dominance: Discussion and Debate. Part IV - Conclusion: Politics and the Ideology of Male Dominance.

Lutes, Carol. "Room At The Top - A View Of Women In Management." Optimum. 1971. Vol 2(1). pp. 49-52.

Both the "Royal Commission on the Status of Women" and the Public Service Commission's study, "Sex and the public Service" have described the changing attitudes towards women. However, it is apparent that the inequitable treatment of women in business and in government still exists. Even though overt discrimination against women has been outlawed, the existence of prejudicial and stereotypical attitudes towards women remains an effective form of covert discrimination.

Menzies, Heather. "The Future Is Now: Women And The Computer Age." Conference on Women and the Computer Age. November 19-21, 1982. Available from Regina Plains Community College.

Heather Menzies, Ottawa Journalist and author of Computers on the Job states that the majority of working women have support or service jobs and it is this segment of the work force that the implementation of microtechnology is having the most detrimental effects. Women must take action so that it works for their benefit.

———"Women And The Chip: Case Studies Of The Effects Of Informatics On Employment In Canada." Institute for Research on Public Policy. 1981. 97 pp.

An introduction to the effects of **microtechnology** on women's employment in Canada. Four case studies: corporate head office, major insurance company, bank, and supermarket are followed by analyses and predictions. The conclusion contains recommendations.

Menzies, S. June. "New Directions For Public Policy: A Position Paper On The One-Parent Family." Ottawa: Advisory Council on the Status of Women, 1976. 29 pp.

"That 78% of the one-parent families in Canada are headed by women makes this report essentially about women in the Canadian economy. Menzies argues that so many one-parent families live in poverty precisely because they are **female-headed**. Women are exploited and discriminated against in the paid labour market and their unpaid work in the home goes unrecognized. Menzies suggests some basic principles for change in legislation concerning the economy, social security, taxation, and family: "(1) The proper focus in establishing social security is the individual, not the family unit, (2) Women engaged in child/dependent care have a right to full, independent economic security because they have earned it, even though they are not permanently attached to the paid **labour** force, or their attachment is interrupted, (3) Every person has a right to a recognition of his or her economic contributions to society whether or not the labour is paid in the **labour** market or unpaid in the home/dependent care sector, (4) Every person has a right to equal opportunity in employment without discrimination." Text.

National Council of Welfare. "Women And Poverty." Ottawa. 1979. 59 pp.

"The objectives of this report are to describe poor women, to examine why they are poor, and to recommend ways of improving their situation. By presenting new statistical information on low-income women, it will show how they differ from other Canadians. By following women through the various stages of their **lives**, it will demonstrate that the majority of Canadian women, whatever their backgrounds, are very vulnerable to becoming poor overnight." Introduction Text.

Ontario Status of Women Council. "Employment Strategies For Women In The 1980's: Recommendations For Action: A Brief To The Government Of Ontario." Ontario. April 1980.

This Brief outlines the statistics of Ontario women's participation in the **labour** market and outlines recommendations

to the Ontario government to improve the condition of women in the labour force.

Phillips, D. Rhys. "Affirmative Action As An Effective Labour Market Planning Tool For The 1980's." July 1981, 69 pp. Available from Enquiries and Distribution, Public Affairs Division, Canada Employment and Immigration Commission, 140 Promenade du Portage, Ottawa. K1A 0J9 or G.D.L. Regina CA1 M113 81 A21.

"This paper examines affirmative action as an effective labour market planning tool for dealing with the problem of employment discrimination. To provide a conceptual framework it starts with a comprehensive definition of the problem, defines an effective response in terms of affirmative action, describes the labour market environment on which the response will impact and summarizes the implications for the labour market. Canadian experiences with affirmative action initiatives to date are also reviewed. Based on this analysis, the basic components of a labour market policy designed to influence demand for target-group workers are examined.

Based on a "bottom line" impact on three socio-economic variables -- unemployment, job status and incomes -- the paper outlines the movement from an intention-based understanding of employment discrimination to one that considered the apparently impartial application of employment systems that adversely affected certain groups. This "systematic discrimination" is defined as an employment system that disproportionately excludes women and minorities based on standards unrelated to job performance or the safe operation of business.

Affirmative action is then outlined as a comprehensive planning and implementation cycle in line with standard corporate problem-solving and planning approaches." Abstract

Saskatchewan Advisory Council on the Status of Women. "Annual Report 2 (1975076):" 44 pp.

A very good overview of the problems facing women in Saskatchewan today, there are recommendations made by all of the eight committees working under the umbrella of the Saskatchewan Advisory Council on the Status of Women. There are reports on some major studies undertaken by the Council in the areas of abortion, women and credit, and International Women's Year, as well as a brief to the Saskatchewan Pension Plan Committee which suggests the adoption of a Saskatchewan Pension Plan which would not discriminate on the grounds of sex or marital status.

———"Working Women." Women's Division. Regina. March 1982. 12 pp.

This report includes statistics on Saskatchewan working women and includes the participation rate of adult women, the marital status, the female labour force by occupation and sex; average income of individuals by sex, and occupation.

Shack, Sybil. "Saturday's Stepchildren: Canadian Women In Business." The Governing Council of the University of Toronto. 1977.

The author relates the feelings, thoughts and experiences of business women and sometimes their employers. The women described here, come from many areas of the business world. Discussed are issues such as equal pay of equal value, pension and insurance benefits comparable to those of men, recognition of dignity and worth, and advancement of qualified women to positions of authority.

Small Business Administration, The Starting And Managing Series. "Starting And Managing A Small. .." Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

This series issued by the American Small Business Administration discusses key aspects of starting and managing a specific kind of small business. Each volume details the types of concerns and methods of starting the business that a prospective small business person should know and understand before beginning.

Includes volumes on:

Starting and Managing: Vol. 1: A Small Business Of Your Own  
 Vol. 3: Service Station  
 vol. 9: Restaurant  
 Vol.14: Carwash  
 Vol.15: A Swap Shop or Consignment Sale Shop  
 Vol.16: A Small Shoe Service Shop  
 Vol.18: Retail Flower Shop  
 Vol.20: Small Retail Music Store

Smith, Arthur W. "Affirmative Job Placement." Canadian Employment and Immigration Commission, Affirmative Action Division. March 1980. 31 pp. Appendices. Also available from G.D.L. Regina. CA1 M175 80A21.

The purpose of this report is to assess the potential for people to be placed into jobs for which their backgrounds (cultural, educational, training or work experience) , sex,



or physical handicap may be considered. inappropriate by traditional job placement or occupational classification systems. Additional objectives are to identify job skill deficiencies for job placement and to identify and remove artificial barriers to placement.

**Task Force Report** on the Status of Women in Saskatchewan. Saskatchewan Women '73. Prepared by Arleen N. Hynd [Department of Consumer Affairs] and Mary Rocan, [Women's Bureau, Department of Labour] November 1973. 78 pp. Schedules I-IV. Also available from Education Library, University of Saskatchewan, Saskatoon.

"On April 17, 1973, Cabinet approved the establishment of a Task Force to undertake a study of the recommendations of the Report of the Royal Commission on the Status of Women as they affect the government of the Province of Saskatchewan. The purpose of the **Task Force** was to indicate which recommendations of the Royal Commission had already been implemented by the Province and how the government might proceed to implement those recommendations outstanding." Text.

**Trans** National (Magazine) "Women And Work," Brief No. 3, November 1980. 28 pp. Also available from One Sky, Cross-Cultural Centre, Saskatoon.

This issue was produced by the Women's Employment Rights Campaign and the Trans National Co-operative with the assistance of Women in Trade Unions and migrant and womens groups.

Several articles in this magazine analyze the economic trends and what they mean for women working with new technology.

Van Der Merwe, Sandra. "A Portrait Of The Canadian Woman Manager." The Business Quarterly, Autumn 1978, p.45.

This brief paper explains that women who have become successful in business have done so without the support of legal anti-discrimination and affirmative action programs. These women constitute an invaluable resource of knowledge and experience who should be utilized by corporations wishing to make better use of their female employees.

———"Women As Managers - The Current Attitudes And Programs Of Canadian Businessmen." The Business Quarterly, Spring 1979, pp. 35-40.

This paper describes the results of a survey of 100 businessmen from Canadian corporations concerning their attitudes towards women in management positions. Although many of the common stereotypes still persist, in general most businessmen surveyed were supportive of women as managers. The need for top management support, inevitably male, is seen as essential for the progress of women in management.

Vancouver Status of Women, Womens Research Team. "Update On The Status of Women In British Columbia." Vancouver, 1978. 104 pp.

A comprehensive report on the status of women in British Columbia, it examines and documents the response of the provincial government, and the degree of provincial implementation of recommendations made by the Royal Commission on the Status of Women in 1970.

Watson, Albert. "Women Work In Smelters Too: The Alcan Training Program For Women At Kitimat, B.C." Adult Training 1976, Vol. 2(2). pp.31-33.

Due to a high employee turnover rate, Alcan decided to implement a program to train and employ women in its smelter. The program included an on-the-job assessment by a female personnel employee of factory tasks appropriate for women, and factory education and physical exercise programs for the trainees. Male attitudes that a smelter is "no place for women" remain despite the relative success of the program.

Women's Studies Department. Future Technology And Women: Proceedings of the Conference on Future Technology and Women. March 6-8, 1981, San Diego State University, U.S.A. 1981.

This book contains a compilation of the speakers topics including "Women's Work And The Impact of Automation"; "Making Money: Women in the Economy"; "Making Choices: Women in Technical Policy Making"; "Making Changes: Tomorrow as a Women's Issue."

Saremba, Sue. "Caught In The Squeeze - Women's Credit Union." Broadside 1982. Vol. 2(4) p.4.

A federal LEAP grant allowed the "Metropolitan Toronto Women's Credit Union" to develop by financing employee training and salaries, and most expenses. However,

participation by this government agency resulted in an inflated organizational base and high expenses which the Credit Union was unable to deal with when LEAP funding ceased. A new entity, the Ontario Share and Deposit Insurance Corporation, stepped in to direct operations with some success. The Credit Union was designed to give women increased access to credit and to provide training in finance.

Zimmerman, Lillian. "Women In Transition: The Social And Economic Needs Of Women Returning To The Labour Force." M.A. Thesis University of British Columbia, School of Social Work, Vancouver. June 1979. or G.D.L. Regina 331. 4234 W58. 162 pp.

"The subject of this paper is women who are seeking to re-enter, or enter the **labour** force after years spent working in the home. In Chapter One the structural origins of re-entry women are sought in the separation of the domestic from the economic spheres. A relationship is suggested between the work women do in the **labour** force and that which they do in the home. The consequences to them of performing the latter are examined. Because of the paucity of studies on the subject, a field study conducted directly with re-entry women suggested itself. Chapter Two reports on a survey-interview of forty-four women currently seeking employment through the Canada Employment and Immigration Commission. A profile of the re-entry respondents is presented, as are their own perceptions of the objective and subjective barriers they face in obtaining employment. Chief among these are lack of skills and support services. Chapter Three is a case study of Prime Time, a three-year demonstration project focussing on women in their middle years, in Victoria B.C. Chapter Four examines those aspects of the wage-related Canadian social security system which are based on the continued assumption of women's dependence on a male breadwinner." Author Abstract.

Zimmerman, Lillian and Marsha Trew. "A Report On Non-Traditional Learning Programs For Women At British Columbia Post-Secondary Institutions." British Columbia Ministry of Education. Vancouver. 1979. 57 pp. Also available at G.D.L. Regina. CA2 BC ED10 79N57.

"The educational needs of women and the viability of **post**-secondary institutions are inextricably bound. Women are in transition. Changes have occurred in society which make it necessary for increasing numbers of women to enter the **labour** force. They are primarily participating in segregated, low paying occupations. They require skills,

training and other educational opportunities to adapt to these new requirements.

Women see post-secondary institutions as a means to accomplish new occupational goals. They are the majority of post-secondary students and as such constitute a recent phenomenon. Because of their age, part-time status and large numbers this population is non-traditional.

The increase in women's participation at post-secondary institutions in B.C. does not necessarily mean that their non-traditional needs are being met. Further, several barriers inhibit potential women learners from accessing needed learning opportunities.

Recognition by post-secondary institutions in B.C. of this population and their educational needs is necessary. Thus guidelines for planning and implementing an institutionally based Women's Access Program. are outlined." Abstract.

### III AUDIO-VISUAL MATERIALS

#### National Film Board of Canada:

Like The Trees (motion picture) 15 min.; 16 mm. color. 1974.

This film is about a Metis woman from Northern Alberta who after much anguish, rediscovered her roots among the Woodland Cree.

Mother of Many Children (motion picture) 58 minutes, 16 mm. color. 1975.

Through Agath Marie Goodine, a member of the Hobbema tribe, the contrasts and conflicts that many Indian and Inuit women face today are illustrated.

The Annanacks (motion picture) 29 min.; 16 mm. color. 1964.

This film describes how an Inuit community formed a successful cooperative that included a saw-mill, a fish freezing plant and a small boat building industry.

#### Multi Media Corporation: Toronto, N.C.

Bread And Roses: The Struggle of Canadian Working Women (film-strip)

The filmstrip discusses the changing social, political, and economic status of women in Canada from the turn of the century to the present. It examines the major figures in the struggle for women's suffrage and equality in the work force.

Public Service Commission of Canada: Office of Equal Opportunities For Women. Filmography July 1979.

The Filmography is an index of audio visual material about women. The following titles are reproduced as written by the P.S.C. Included also are the distributors and addresses where the material can be obtained:

The Legal Status of Women. "This program examines the unique problems experienced by native peoples in Canada and especially by women in these groups." film; 1972. Secretary of State, Citizenship Branch, Ottawa, Ontario, K1A 0M5

Women Business Owners. "Various women in business discuss personal experiences, questions of ethics, self-development, self-respect and personal creativity. .." tape. Britania Films, c/o Visual Education Centre, 75 Horner Avenue, Etobicoke, Ontario

Women In Business: A Management View. "Designed to encourage employers to promote their women in professional and executive positions." color film. 1978. 12 min. C.E.I.C. Special Programs Branch, Ottawa.

Women In Middle Management. "Martha Stuart and a group of women at the middle management levels consider how it feels to succeed in a man's world. They discuss their career development and what understanding they want from men." color video tape. 30 min. Concordia University.

Regina Plains Community College. 2708 12th Avenue, Regina, Saskatchewan, S4T 1J2:

The Future Is Now: Women And The Computer Age. Conference on Women and the computer age. November 19-21, 1982. Tape.

Margaret Benston, Associate Professor of Computing Sciences and Chemistry at Simon Fraser University, B.C. warns women not to blindly accept the advent of **microtechnology**. If **microtechnology** continues to be used as it is at present it will perpetuate the present inferior positions of women in the workplace. Thus it is important that women decide what future they can and should demand of technology and begin to immediately work for that future.

Y.W.C.A. Sudbury Ontario:

A Womens Place (slide tape) 18 min.

This slide-tape looks at the unemployment/employment situation for women. Reasons for high unemployment among women, women's weakness in the **labour** force, women's salaries, women in non-traditional jobs and myths concerning working women are examined.

## IV RESOURCES IN SMALL BUSINESS ENTERPRISES

### BOOKS

Archer Maurice and Jerry White. Starting And Managing Your Own Small Business. Toronto: A Financial Post Gage Book. Gage Publishing. 1980.

This book is a primer on small business startup and management. It is the first of ten books in the Canadian Small Business Series by the publisher.

Beckman, M. Dale: Walter S. Good and Robert G. Wyckham. Small Business Management: Cases And Concepts. Toronto. John Wiley and Sons. 1982.

It provides an overview of the main issues that should be addressed in starting and managing a small business.

Bockus Dennis (cd.) A Guide To Small Business Management. 2nd edition. Toronto. Project Self-Reliance. Funded by the Canadian Federation of Independent Business, Co-Sponsored by Ryerson Polytechnical Institute. 1981.

Obtainable without charge from Project Self-Reliance. c/o Professor Raymond W.Y. Kao, Ryerson Polytechnical Institute, 285 Victoria Street. Toronto, Ontario M5B 1E8.

Colfman, Michael M. Franchising In Canada, Pros and Cons. Vancouver International Self Counsel Press, 1982.

This book is written primarily for the entrepreneur who wishes to start her own business franchise.

James, Jack D. Starting A Successful Business In Canada. 6th edition. Toronto. International Self Counsel Press, 1980.

This basic "how-to-manual" is part of the Self-Counsel Series on legal concerns in Canada. Several books in the series deal with enterprise entrepreneurship.

Kao, Raymond, W.Y. Small Business Management: A Strategic Emphasis. Toronto. Holt, Rinehart & Winston, 1981 (2nd edition).

This book presents a **unige** model that encompasses several aspects of small business management and decision-making.

Knight, R.M. Small Business Management In Canada: Text and Cases.  
Toronto. McGraw-Hill, Ryerson, 1981.

This book shows the reader how to prepare a business plan for start-up and/or operation of a small business.

#### BOOKLETS. PAMPHLETS\BROCHURES

##### Bank of Montreal - "Small Business Problem Solver" Series

There are eight brochures in this ongoing series. Each problem solver is written in a clear and concise manner. Students and small businesspersons can both benefit from this series.

1. The Cycles of Your Business
2. Using Other People's Help
3. Sources of Capital
4. Developing Your Business Plan
5. Making Sense of Terms and Jargon
6. Cash-Flow Planning
7. Measuring Performance
8. Managing Your Cash.

The series is available without charge from local branches of the Bank of Montreal.

##### Federal Business Development Bank - "Minding Your Own Business" Series.

There are 20 titles in this series. They deal with a variety of topics of interest to Canadian entrepreneurs. The pamphlets in this series represent a pioneering effort in Canadian small business literature.

1. Reference Booklets for Small Business
2. Giving Credit to Your Customers
3. Presenting Your case for a Term Loan
4. Forecasting for an Existing Business
5. Managing Your Current Assets
6. Forecasting for a New Business
7. Managing Your Fixed Assets
8. Managing Your Cash
9. Working Capital



10. Changes of Ownership
11. Planning a Motel
12. Equity Capital for Small Companies
13. Paying Your Employees
14. Personnel Records
15. Planning the Start of Your Retail Business
16. Financing for Your Retail Business
17. Retail Pricing
18. Managing Your Retail Inventory
19. Attracting and Keeping Your Retail Customers
20. Buying a Franchise

These pamphlets may be obtained in English and French without charge from any FBDB office in Canada.

Industry, Trade and Commerce Canada - "Doing Business In Canada" Series.

Topics in this series are intended mainly as outlines of basic government legislation and regulations affecting the conduct of business in Canada. There are 10 titles in the series.

1. The Canadian Environment
2. Forms of Business Organization
3. Canadian Custom Duties
4. Taxation-Income, Business, Property
5. Labour Legislation
6. Construction and Equipment
7. Federal Incentives to Industry
8. Patents, Trademarks, Industrial Designs and Copyrights
9. Tariff Preferences for Canadian Goods Abroad
10. Financing Canadian Industries

Manitoba Department of Economic Development

Two series are available without charge from the Department's Small Business Assistance Centre.

Entrepreneurs' Handbooks Series

1. The Handicraft Business
2. Form of Business Organizations
3. Starting a Retail Clothing Store
4. Starting a Book Store
5. Starting a Convenience Food Store
6. Starting a Gift Store
7. Starting a Sporting Goods Store

Small Business Management Systems Series

1. Construction Business Plan
2. Retail Business Plan
3. Manufacturing Business Plan

4. Manufacturing Business Plan
5. Small Business Finance Plan

Royal Bank of Canada - "Your Business Matters" Series

This series was first introduced to Canadians in 1975. The 19 titles in this series encompass a wide spectrum of knowledge and methods which can be kept together for handy reference and cross-reference. This series is prepared in conjunction with the Manitoba Institute of Management, Inc.

1. A Guide to "Your Business Matters"
2. Starting a Business
3. Market Planning
4. How to Finance Your Business
5. Planning and Budgeting
6. Control Over Direct Costs and Pricing
7. Good Management - Your Key to Survival
8. Advertising and Sales Promotion
9. Financial Reporting and Analysis
10. Credit Management and Collection
11. Evaluation and Management of Fixed Assets
12. Management of Liabilities and Equities
13. Pointers to Profit
14. Taxation
15. Management Audit
16. Managing Time for Profit and Growth
17. Exporting-Importing
18. Managing the Future
19. Time Management

Copies of any of these publications may be obtained without charge from any branch of the Royal Bank of Canada.

JOURNALS, MAGAZINES, NEWSPAPERS and NEWSLETTERS

Business Review

This 6-page monthly newsletter published by the Bank of Montreal offers clear, concise information on economic issues, policies, and developments in the Canadian economy. It is available without charge.

Canadian Business

A popular monthly magazine reporting on the Canadian business scene. Entrepreneurs and small business managers

can benefit from the publication. **There** is a regular column devoted to small business in each issue.

#### The Business Quarterly

This publication is one of Canada's leading quarterlies. It covers a broad range of topics of interest to businesspersons, published by University of Western Ontario.

#### The Financial Post

The Financial Post is one of Canada's finest business newspapers. The editors take an interest in articles on small business management, entrepreneurship, and innovations. Special Reports on Small Business are issued regularly.

#### Journal of Small Business-Canada

A quarterly publication, designed to publish a broad range of works in the area of small business management and entrepreneurship development. It includes research; **research-**related and research-based works; works of a conceptual nature but based on well-founded and developed argument; **and** works of practical value that are able to provide direct benefit to small business operators or consultants. It is published by the International Council for Small Business-Canada.

#### The Magazine That's All About Small Business

A monthly publication, published by the Financial Post, includes features on entrepreneurial profiles, close-ups on current issues on small businesses; small business strategies; and other topics which are of interest to small business owner/managers.

#### Report on Small Business

This newsletter is published by the Manitoba Dept. of Economic Development and Tourism. It contains news items and articles of interest to Manitoba entrepreneurs. It is available without charge.

#### Spectrum

This monthly newsletter is published by the Canadian Imperial Bank of Commerce.

## Small Business News

This newsletter is available without charge from the Federal Business Development Bank. It focuses on current developments of interest to its market.

### CANADIAN GOVERNMENT

#### Department of Industry Trade and Commerce:

Distribution and Publications, 2nd floor west, 235 Queen Street, Ottawa, Ontario, **K1A 0H5**

#### Government of Alberta:

Department of Business Development and Tourism, 19th floor, Capital Square, 10065 Jasper Avenue, Edmonton, Alberta.

#### Government of British Columbia:

Ministry of Industry and Small Business Development, Suite 315 Robson Square, 800 Hornby, Vancouver, B.C. V6Z 2C5

#### Government of Manitoba:

The Small Business Centre, Department of Industry and Commerce, 115 Carleton Street, Winnipeg, Manitoba R3C 3H8

#### Government of New Brunswick:

Department of **Commerce** and Development Information Office, Box 6000, Fredericton, New Brunswick, E3B 5H1

#### Government of Ontario:

Ministry of Trade and Tourism, Market Research Section, Industry And Analysis Branch, 900 Bay Street, Hearst Block, Toronto, Ontario, M7A 1S8

#### Government of Saskatchewan:

Economic Development of Communities, Department of Tourism and Small Business, 410 22nd Street, **Saskatoon**, Saskatchewan