

NETWORKNEWS

ENGAGING WILLS TO FIND WAYS

NUMBER 15

FALL 2001

Canadian Children with Disabilities

The status of children with disabilities and their parents in Canada falls far short of full citizenship, and there is no apparent national vision to change that.

That's a major conclusion of a two-volume analysis of the state of the country's policies for children with disabilities and their families published by Canadian Policy Research Networks.

In ***Enabling Citizenship: Full Inclusion of Children with Disabilities and their Parents***, Fraser

Valentine provides an inventory and analysis of policies available to children with disabilities (up to the age of 18) and their families across Canada. The results point to a lack of coherence in approaches and vision, both within provinces and nationally.

Governing in an Integrated Fashion: Lessons from the Disability Domain, by Michael J. Prince, finds some of the reasons for the inadequacies of

policies for children with disabilities in the governance and accountability of this policy sphere. Prince's paper calls for better integration between decision-making and service



Michael Prince and Fraser Valentine at the Roundtable If "All Children" Truly Meant All Children: Children with Disabilities in Policy and Processes.

delivery and greater clarity regarding the roles of policymakers in the public, commercial, Aboriginal, voluntary and personal/informal sectors.

In the *Canadian Charter of Rights and Freedoms* and the *Canadian Human Rights Act* on the domestic front, and the *United Nations Convention on the Rights of the Child* internationally, Canada commits

itself to fostering full citizenship for persons with disabilities.

Full citizenship entails rights and responsibilities, both of which can only be made real by

ensuring *all* citizens have access to education, work, technology and social protection. Only then, will they experience the true sense of belonging that comes with inclusion.

"Despite their rhetoric, Canadian governments fail to provide to *all* children with disabilities and their families such essential supports as inclusive child care, education, recreational

programs and accessible architectural environments," says Valentine.

In this issue

- Children with Disabilities 1
- Jane Jenson Wins Appointment 2
- Ageing Population 3
- Acute Care to Home Care 3
- Rethinking the Canadian Way 4
- Who Cares? 4
- Plan for Learning 5
- Innovation in Workplaces 5
- People 6
- In the Media 6
- Sponsor Corner 7
- President's Commentary 8

CPRN is a national not-for-profit research institute whose mission is to create knowledge and lead public debate on social and economic issues important to the well-being of Canadians, in order to help build a more just, prosperous and caring society.

“The effect is to deny the citizenship rights of the children as well as those of their parents and families, on whom the burden of care falls so inequitably.”

The Family Network’s research on the *Best Policy Mix for Children* has identified three “enabling conditions” to ensure positive outcomes for children: adequate income, effective parenting, and supportive community environments.

“These are also essentials of full citizenship,” Valentine says. “On all three counts, children with disabilities and their families are short-changed.”

Prince describes what he calls the “déjà vu discourse” – the circular repetition of analysis, advocacy and evaluation without progress – that has characterized disability policy over the past twenty years.

The current papers advocate a *disability perspective* for policy in this sphere. Unlike the old *medical perspective*, with its emphasis on disability as a deficit, the authors stress an approach that seeks to enable persons with disabilities to participate in and contribute to society in accordance with their aspirations.

“This requires far better integration of policies and activities of governments and public agencies, voluntary organizations, commercial firms, Aboriginal communities, families and informal support networks, than we have seen to date,” says Prince.

Judith Maxwell, President of CPRN, sees this as another example of the challenge that lies ahead for Canadians as they work together to fashion a new inclusive citizenship for the 21st century.

“This country’s future success will depend on its ability to make it possible for all citizens to achieve their goals and attain that sense of belonging that comes from being a part of our common enterprise.”

Jane Jenson Wins Prestigious Appointment

Jane Jenson, Director of CPRN’s Family Network and Professor of Political Science at the Université de Montréal, has been appointed to a Tier 1 Canada Research Chair at the Université.



The Canada Foundation for Innovation funds Canada Research Chairs at universities across the country. According to the Foundation, the objective of the program is “to enable Canadian universities...to achieve the highest levels of research excellence and to become world-class research centres in the global knowledge-based economy. Excellence is the defining criterion for all Chairholder appointments.”

Tier 1 Chairs are “awarded to experienced researchers whose peers acknowledge them as world leaders in their field.” The appointments are for seven years and are renewable.

Dr. Jenson won the appointment after nomination by her university and the further recommendation of an international college of reviewers comprised of experts from all disciplines.

CPRN’s President, Judith Maxwell, expressed delight at the news.

“We at CPRN are thrilled to see Jane’s talents recognized in this way. She is at the top of her field in the academic world and has demonstrated, at the same time, a remarkable capacity to bridge to the world of policy.”

For more information on the Canada Research Chairs program and the Canada Foundation for Innovation visit www.chairs.gc.ca

News on Your Desktop

Canadian Policy Research Networks updates at your desktop, instantly as releases are made public. Subscribe to our free weekly updates by sending an e-mail to:

JOIN-E-NETWORKS@LISTS.CPRN.ORG

YOU CAN ACCESS OR DOWNLOAD FULL REPORTS AND PRESENTATIONS REVIEWED HERE FROM OUR WEB SITE AT WWW.CPRN.ORG

Ageing Population Means Fewer Youth and Major Labour Shortages

Canada's population is ageing both because there are more older people AND because there are fewer youngsters.

In 2006, the front end of the Baby Boom population cohort will reach the age of 60. Add to this the fact that the average retirement age of Canadians is declining, and you have a problem in the making.

By 2010, the retiring cohort (54-64 years of age) will outnumber the youth cohort entering the market. Simply put, the retirees will leave behind more jobs than there are new people to fill them.

This means there will be increasing competition for a shrinking supply of younger workers. That competition will draw more attention than ever to the quality of work issues that Canadian workers say are important to their choice of a job and that enlightened employers know are critical to a stable and productive workforce.

Employers will also have to pay more attention to ageing workers, whose labour force participation rates are falling just when they are needed most. Employers will need to devise strategies to keep them trained, engaged, satisfied and less inclined to retire early.

While there are some differences in what older and younger workers look for in a job, there is a surprising amount of agreement. Strategies to enhance the quality of the work experience will serve employers well both in attracting new workers and in holding on to the older and more experienced.

Graham Lowe, Director of CPRN's Work Network underlines the importance of the quality of work in this and other contexts in two recent presentations:

"Quality of Work – Quality of Life" was the keynote talk at the Work/Life Balance and Employee Wellness Strategies Conference in Edmonton, 14 May 2001.

"Job Quality: The Key to Attracting, Developing and Retaining Workers of All Ages" was Graham's keynote address to the IPMA-Canada National Training Conference in Fredericton, 16 May 2001.

From Acute Care to Home Care: What's the Hitch?

With hospitals under pressure of finances, early discharge policies, emergency backlogs and admission waiting lists, quality home care becomes critically important. Still, a variety of barriers, or blockages, not least of them the capacity of the home care system itself, stand in the way of efficient transfer of hospital clients to home care.

"An Analysis of Blockage to the Effective Transfer of Clients from Acute Care to Home Care" by the former Director of CPRN's Health Network, Sholom Glouberman, and researcher, Caryl Arundel, identifies the key problems related to transferring clients from hospitals to home care and lists best practices for overcoming such difficulties.



The CPRN report is one of 15 studies conducted across Canada by the National Evaluation of the Cost-Effectiveness of Home Care research program funded by Health Canada. The program seeks to

determine whether home care is a cost-effective alternative to institutional care.

The Glouberman/Arundel paper is based on a series of interviews and focus groups with hospital and home care-based practitioners in seven jurisdictions in Canada. The seven locations demonstrate a range of barriers to effective patient discharge.

The paper employs a systems perspective to show how roles, relationships and structural boundaries between the home care and hospital sectors affect patient discharge. And the authors identify eleven factors important to making discharge to home care work effectively.

New Economy: Opportunity to Rethink the Canadian Way

“The new technologies have shrunk the world and made us a part of the interdependent global economy,” says Judith Maxwell, President of Canadian Policy Research Networks. “But the same technologies open up new possibilities on the domestic front, possibilities that can enhance our distinctiveness as Canadians. We have the freedom. It is up to us to use it.”

Maxwell made her comments while delivering the H.D.Woods Address at the annual conference of the Canadian Industrial Relations Association in Quebec City.

Maxwell outlined some of the contradictions raised by the New Economy; between globalization and the desire for community; between newly liberated knowledge workers and marginalized low-skill workers; between those who access and employ the new global communications technologies and those who are excluded; between the role of government as international actor and its role as builder and defender of domestic communities.

“Governing in this new global environment brings with it new and complex challenges,” says Maxwell. “Some have wrongly described these as insurmountable. What they forget is that while the global economy is characterized by interdependence, it is also diversified, specialized and regionalized. Therein lies our opportunity.”

Maxwell calls for “a new synergy between social and economic policies” in Canada, one that;

- recognizes the vital role of families in raising healthy adjusted children and caring for the elderly
- recognizes the role of public education in the knowledge economy and the creation of a mobile, skilled labour force
- recognizes the importance of jobs that pay enough to support the self-reliance of its citizens, and,
- requires a new era of coordination between all levels of government – national, provincial and municipal to ensure a high quality of life for Canadians.

“Too much of the current discourse on globalization and the New Economy is in terms of a kind of ‘either/or’ pessimism”, says Maxwell. “I am convinced the New Economy represents an opportunity, a chance to work together on a new national project that will meet both the economic and social goals of Canadians in the new century.”



Childcare and Gender Roles: Lessons from Abroad

The Director of CPRN's Family Network, Jane Jenson, is the co-editor of a new book. “Who Cares? Women’s Work, Childcare, and Welfare State Redesign” is published by the University of Toronto Press.

The book includes a collection of case studies of the development of childcare policies over the past three decades in Belgium, France, Italy, Sweden and the European Union. Many countries have now designed policies to reconcile family and work. Some encourage parents to provide their own childcare. Others encourage parents to stay at work by supporting childcare services.

In “Who Cares?” the contributors examine how public policy choices have been shaped by contemporary understandings of the gendered division of labour. They place specific childcare strategies within the larger context of state approaches to women’s roles. They also argue that examining the form of social spending during the recent period when such spending has been under attack contributes to our understanding of new principles of citizenship developed and articulated by governments.



Jane Jenson, who is also a professor of political science at the University of Montreal, collaborated on the book with Mariette Sineau, Director of Research at the Conseil national de la recherche scientifique and Chercheure at the Fondation nationale des sciences politiques in Paris.

To order by e-mail (utpbooks@utpress.utoronto.ca), fax (1-800-221-9985), or telephone (1-800-565-7832).

Time for a National Co-ordinated Plan for Learning

Everybody's talking about it, and everyone may be doing something about it, but not necessarily together.

It has become commonplace to speak of the importance of learning and skills development to success in today's global economy. But the number of interested actors, the diversity of needs of groups as different as pre-school children and ageing veterans of the labour force, not to mention jurisdictional and constitutional divisions of roles and responsibilities, have hampered development of a national learning agenda.

Last March, CPRN brought together 45 participants from a wide range of organizations and backgrounds in a National Roundtable on Learning. The Roundtable was one of three on learning and skills issues sponsored by Human Resources Development Canada. The purpose of the CPRN roundtable was to tackle three major themes:



Judith Maxwell, Graham Lowe and the Hon. Jane Stewart at the National Roundtable on Learning.

- assessing learning and skill needs
- removing barriers and accessing opportunities, and
- identifying learning outcomes.

There was a surprising degree of consensus. While thorny issues like the appropriate role of the private sector in the educational system, the best ways to improve access to post-secondary education, the right balance between

individual and social responsibility for learning, and who should take the leadership role on a national agenda were unresolved, participants agreed on a "Vision for Learning" that addressed their concern that Canada is not moving fast enough to remove barriers to, and to increase opportunities for, learning.

The "Vision" has four priorities:

- 1) Support for universal early childhood education
- 2) High quality, universal, publicly delivered primary and secondary education
- 3) Excellence, equitable access and program diversity within Canada's higher education system with a balance between the humanities and science and technology
- 4) Enabling all adults to have on-going opportunities to maintain and enhance literacy and learning skills.

Graham Lowe, Director of CPRN's Work Network prepared both the Background Paper for the Roundtable, "Learning in the 21st Century: Key Issues and Questions", and the report on deliberations, "Report on the National Learning Roundtable". You can learn much more about this event and its conclusions by downloading them from our Web site.

Innovation in Government Workplaces

"The incidence of flexible job designs in the government sector is triple that reported for the private sector in Canada."

That's just one conclusion to be found in "Changing Government Workplaces", a new report from CPRN's Work Network by Anil Verma and Zsuzsanna Lonti of the Centre for Industrial Relations at the University of Toronto. It speaks to the evident change underway in the public sector.

The report is based on the Survey of Workplace Issues in Government

(SWIG) carried out in Alberta, Manitoba, Nova Scotia and Ontario as well as five in-depth case studies. It provides, for the first time, systematic empirical evidence on the extent of change in workplace practices in government. That evidence points to significant transformation.

The authors conclude that many of the changes in public sector workplaces are driven by external pressures such as budget constraints, public accountability pressures and shifting government priorities. These have led to

adoption of such practices as performance measurement, divestiture of service functions and concentration of knowledge work, flexible job designs and a greater emphasis on training and employee involvement.

These changes, many claim, have led to enhanced quality and productivity (though these are often difficult to measure). At the same time, the changes have led to fewer jobs, but jobs that are better paid and that may need enhanced, or completely new, skills.

PEOPLE



CPRN Staff at a farewell lunch for Terry Albert, Joe Peters and Louise Séguin-Guénette.

Al MacKay, Vice-President, Operations.

Al has senior management experience in the broadcasting business – as General Manager of CPAC (from 1997 to 2001) and as Vice-President and Station Manager for CJOH TV (from 1985 to 1995). He has also worked as a Policy and Communications consultant to a wide variety of clients and is highly regarded for his leadership as senior policy strategist for the broadcast industry on the “violence on television” dossier. Al has been involved in social policy issues throughout his career and currently volunteers as a member of the Board of Directors of the Vanier Institute for the Family and the Media Awareness Network.

He brings to CPRN extensive hands-on experience, in the for-profit and the not-for-profit sectors, with finance, human resources, information systems and legal issues. He has also led strategic planning exercises.

Pamela Miles, Vice-President, Development.

Pamela comes to us from Carleton University where she was the assistant director in the development office. Pam managed a team that raised \$3-5 million a year from individuals towards an overall annual goal of \$10 million. She also provided strategic direction for Carleton’s \$50 million *Capital Campaign* that has raised over \$110 million since it was launched in the fall of 1996.

Pam gained her fundraising knowledge during her nine years with the development office at the University of British Columbia. She was part of a team that raised \$250 million over five years for UBC’s *World of Opportunity Campaign* and gained extensive experience in major gift solicitations, primarily to individuals and corporations.

Deepjot Singh Sethi has joined CPRN as a co-op student. He has completed his second year of computer science at Carleton University. He will be working on the Web site and the document management system.

Louise Séguin-Guénette has accepted a new position with the Commission on the Future of Health Care in Canada. Louise was the Secretary-Treasurer and she was the co-founder of CPRN. She built the CPRN systems brick-by-brick – she found the office space, did the incorporation, opened the bank account, developed the design of the publications, organized the early Board meetings, developed the Human Resources systems and hired the staff. She was always the cheerleader, always the problem solver. Louise helped to create The CPRN We Want. We will miss her.

Joe Peters has accepted a new position as Director, Electronic Service Delivery with Systemscope. Joe started at CPRN as a student, and joined us as a researcher after he finished his MBA. For a while, he worked part time on research and part time in creating the current Web site. In April 1999 he accepted the assignment of Manager of Information Services. His mandate was to build us a system that would support seamlessly both Ottawa and virtual workers in other locations. Having done that he then moved on to create the Document Management System. We wish him well with his new challenge.

Shafiullah Jan has returned to Carleton University to continue his studies in Business Administration.

In the Media – Judith Maxwell’s contribution to the Ottawa Smart Growth Summit in June was the subject of 3 articles in the *Ottawa Citizen*, and 3 articles in the *Ottawa Sun*. Mrs. Maxwell was also featured in the *Corporate Ethics Monitor* on the subject of multi-sector partnering. She was interviewed by CTV’s business show on Canada’s options, and by the *Toronto Star* with regard to the federal government’s policies on innovation.

Two Family Network reports on the situation of Canadian children with disabilities; *Enabling Citizenship: Full Inclusion of Children with Disabilities and their Parents* by Fraser Valentine, and *Governing in an Integrated Fashion: Lessons from the Disability Domain* by Michael Prince, received good coverage. The authors were interviewed by **CBC Radio** stations in **Victoria, Windsor, Saint John, Halifax, Charlottetown, Montreal, Sydney, Sudbury** and **Winnipeg**, while articles ran in **La Presse, the Toronto Star, Victoria Times-Colonist, and Westlock News**. Rianne Mahon, author of the CPRN report on policies for school-aged children was interviewed by the **CTV** affiliate, **CJOH**, on the subject of child care.

In the Work Network, Graham Lowe’s *Report on the National Learning Roundtable* was featured in articles in the **National Post, Toronto Star, Victoria Times-Colonist, St. John’s Telegram, The North Bay Nugget, Kenora Daily Miner and News**, and the **Welland-Port Colborne Tribune**. Grant Schellenberg and Graham Lowe’s report, *What’s a Good Job?* also continues to get attention. Articles ran in the **Montreal Gazette, Brantford Expositor, Victoria Times-Colonist, North Bay Nugget, Prince George Citizen, and Workplace Today**. A column by Judy Rebick in **Elm Street** referred to data in the report. In addition, Graham Lowe was featured in an article in **Alberta Venture** on workplace incentive and reward systems.

Finally, a column by Bruce Little in the **Globe and Mail** referred to CPRN’s Quality of Life Indicators Project.

Sponsor Corner

Alberta Human Resources and Employment

Alberta Human Resources and Employment provides a continuum of services that assists people in need, helps individuals succeed in the workforce, and fosters safe and healthy workplaces. Human Resources & Employment



contributes to the Alberta Advantage by working with partners to:

- Assist Albertans to reach their full potential in society and the economy

- Foster safe, fair, productive and innovative workplaces
- Support those in need

Human Resources and Employment also:

- Provides individual and income support
- Assists Albertans in preparing for, obtaining and maintaining employment
- Provides the information Albertans need about careers, workplaces, the labour market and department services
- Promotes positive workplace environments and the establishment of professional and workplace standards

Alberta Human Resources and Employment is one of 10 sponsors of *The Quality of Employment Indicators Project*.

Visit [The Quality of Employment Indicators Project's Web site](http://TheQualityofEmploymentIndicatorsProject.ca) jobquality.ca where we feature the latest data on conditions in Canada's workplaces.



Board of Directors

<i>Jalynn Bennett</i>	<i>Arthur Kroeger, Chair</i>
<i>Gordon Betcherman</i>	<i>Avrim Lazar</i>
<i>Robert Brown</i>	<i>Judith Maxwell</i>
<i>Michèle Thibodeau-DeGuire</i>	<i>Peter Meekison</i>
<i>Denis Gauthier</i>	<i>Courtney Pratt</i>
<i>Robert Greenhill</i>	<i>Allan Shaw</i>
<i>Andromache Karakatsanis</i>	<i>Edward Waitzer</i>

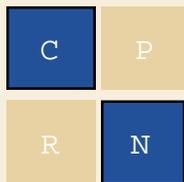
CPRN is pleased to announce the appointment of **Andromache Karakatsanis** to CPRN's Board of Directors.

Andromache Karakatsanis, Secretary of the Cabinet and Clerk of the Executive Council brings more than 18 years of experience in law, policy development, negotiations, public consultation and community service. She served as Deputy Attorney General. Appointed in December 1997, she played a key leadership role in the development and implementation of justice reform initiatives.



Ms. Karakatsanis has also been actively involved in administrative justice, education and reform issues. From 1992 to 1995, she chaired the Circle of (Ontario Tribunal) Chairs. Ms. Karakatsanis was the recipient of the Society of Ontario Adjudicators and Regulators (SOAR) Medal in 1996 for outstanding service to the administrative justice system of Ontario.

Canadian Policy Research Networks



600-250 Albert Street
Ottawa, ON K1P 6M1
Tel: (613) 567-7500
Fax: (613) 567-7640
Web site: www.cprn.org

NetworkNews is published quarterly by the Canadian Policy Research Networks, an independent policy research think tank.

Subscriptions rates for **NetworkNews**:

Category	Price per subscription	
	1 year	3 years
Student	\$10	n/a
Individual	\$60	\$150
Corporate	\$120	\$320

For discussion purposes, this newsletter can be photocopied.

ISSN 1 488-343

President's Commentary

New Economy = New Society?

Success in the “new” economy demands investment in the people who will design, build and use the new technologies. This creates a whole new set of questions about the way our society is organized – especially for education, family and work.

Education

The purpose of public education is to build an inclusive society with informed citizens and productive workers. Yet, over the past decade, we have been shifting the cost of education to families and individuals.

In the face of persuasive evidence of the benefits of developmental child care, only one province – Quebec – has responded with accessible, affordable care. Despite concern about the availability of highly qualified workers, eight provinces have permitted university tuition fees and student debt to soar in the past decade. And the growing focus on life long learning is met with cuts in federal and provincial support for adult education.

My first big question is: What aspects of education should be universal and public? And what aspects should be privately financed, given that there are clearly personal benefits from learning?

Family

While the family continues to evolve, its core functions of care and mutual support do not. We all

have a need for the intimacy and connection which family (however defined) can provide. Yet two-thirds of Canadian children have both their parents working. And governments are shifting more of the responsibility for caring (for children and others in need) back to families.



At the same time, workplace stress and work-family conflict have increased significantly in the past decade. The New Economy makes it possible to work 24 hours a day and seven days a week, and there are many of us who seem to take a perverse pleasure in doing so. But work is speeding up, people are burning out, and families are being short-changed.

So, my second question is: How do we plan to reconcile the many roles of the family in the New Economy?

Employment

The New Economy rewards the people with education and skill, and punishes those without by paying low wages and limited benefits in sporadic employment. It is actually possible for two adults to work at minimum wage for most of the year and not be able to support a family of four in one of our largest cities.

My third question is: What is society's responsibility when large numbers of jobs do not pay a living wage? Should we offer income supplementation or earned income tax credits to make work pay, for example? Or, should we resign ourselves to the costs to human health and future human development created when families cannot cope?

Canada has the room to make its own choices on these three questions. The answers will not be dictated by “global forces.”

Unfortunately, many of the choices we are making go the wrong way. Learning is becoming a private responsibility. Social supports seldom are designed to build self-reliance. Too few work arrangements support family responsibilities. Health and other systems are shifting responsibilities back to families.

In short, current policy choices too often fail to create the much needed synergy between the economic and the social.

President
Canadian Policy Research Networks