

market would best be served by a prudent and gradual approach to sales.

As for Canadian importers, some of whom have been known to bring in footwear for the sole purpose of establishing a high base for the allocation of future quotas, I will make it abundantly clear to them that such practices will not be rewarded in the future.

Mr. Speaker, Canadians across the country will benefit as consumers from this decision. But the government also recognizes that a period of adjustment for workers in the industry may well result from the removal of quota controls. We are, therefore, adopting a pro-active approach to anticipated challenges. Rather than react with band-aid measures after the fact, we are proposing a strategy that recognizes the particular dynamics of the industry. Altogether, the footwear industry comprises approximately 175 companies and employs 15,000 workers. Most companies are fairly small, with the average work force 86 people.

To assist those affected, the government has planned a three-pronged attack. We will provide aid to companies, to communities and to individual workers in the footwear industry.

Companies anticipating human resource problems can go to the government's Industrial Adjustment Service, which can make available up to \$100,000, on a cost-shared basis, for a variety of purposes, including joint research into alternate business proposals and the adjustment needs of employees who may become vulnerable to market forces.

Employees are also eligible for the Government's skill investment and skill shortages programs for professional retraining, and we will bring into play the Labour Adjustment Bene-

fits program to assist older workers unable to take advantage of new job opportunities.

A further level of assistance will be applied when disruption in footwear employment might affect a whole community. Affected communities can take advantage of the Industrial Adjustment Service, on much the same terms as affected companies. In addition, the Community Futures Program will be well placed to provide direct assistance to communities that have been dependent on the footwear industry. This assistance would come in the form of program options designed to encourage new entrepreneurial activity and new employment, or, if necessary, helping workers to relocate.

These are programs with a high degree of flexibility. We are confident they will enable us to promote the Canadian footwear industry's growing ability to compete, both at home and in international markets, and to do so without causing great upheaval in the lives of Canadians employed in the footwear sector.

Mr. Speaker, if we have learned anything from the past decade, it is that the real source of our wealth is the ingenuity, the intelligence and the hard work of the Canadian people. But we have also learned that, if we are to preserve our wealth and increase it, we must be competitive at home and abroad, and that if we are to be competitive we cannot impede change -- we must embrace it.

One year ago, the Agenda for Economic Renewal summed up the challenge in one sentence. It said, "the art of progress is to preserve order amid change and to preserve change amid order."

That, Mr. Speaker, is the intention of the action I am announcing today.