

Government Orders

employment, on hiring and firing, and on promotion that in reality we are a long way from achieving those values.

The centre has a budget this year of \$11.5 million to develop our managers. That is three times what the budget for executive training was just a few years ago, in fact just a year ago. It is vital that if one is talking about values and traditions, respect for the individual, regardless of their superficial characteristics, be fundamental to that training. The Commissioner for Canadian Human Rights said when he appeared before the committee that this is integral to everything the centre does.

As the task force on barriers to women also said this is a management problem because there is a large pool of people from whom to choose for various positions for promotions to management. If one only looks at a portion of that pool, generally the non-female, non-native Canadian, non-coloured and non-disabled population, one is overlooking good talent. One is failing to promote and to use the best that our quarter of a million public service employees have to offer.

The committee, in its deliberations, heard from a number of organizations. We heard from three members of the task force on barriers to women in the Public Service, the Employment Equity Network, native Canadians, the National Action Committee on the Status of Women, and the Commissioner of the Canadian Human Rights Commission.

I would like to refer to some comments of the commissioner of human rights before the committee, which he was kind enough to provide us in writing. He said if the Canadian Centre for Management Development is to be effective in promoting excellence in the Public Service, it must incorporate full recognition of all these changes—and we have been talking about human rights and the importance we give to human rights—into its operations, every bit as much as it tries to incorporate the latest management theory or economic model. Human rights principles must be an integral part of a manager's approach to problem solving, not an add-on to be trotted out for inspection on appropriate occasions.

He goes on to say that employment equity has been government policy for some years. Successive governments' commitments to the ideas of employment equity and multiculturalism has never wavered and now appears stronger than ever. At the same time, despite

commitment to these ideas, progress in their implementation has been discouraging.

Further, he says that the over-all result is not satisfactory. He goes on to quote figures as to why the performance in the Public Service is not satisfactory.

How can the Canadian Centre for Management Development play a part in dealing with this situation. Again, I am quoting from the commissioner of human rights. "I submit that employment equity can be incorporated into the operation of the centre in several ways: as one of the objects of the centre in the composition of the board, in the staffing of the centre itself, in the research program and course offering for the centre and, finally, in the rules which govern access to the training offered by the CCMD."

The motion before the House today is based exactly on that statement from the Canadian human rights commissioner. It incorporates the fundamental principles of employment equity as only one of the objects of the centre as it relates specifically to all the areas mentioned by the human rights commissioner in his statement to the committee and reaffirmed in our discussions with him. He goes on to say that the centre must therefore orient managers toward an appreciation of the importance of employment equity and must reinforce the idea of service to a diverse population. I would like to close by saying that about five years ago the Government of Canada decided that employment equity was a valid thing that should be imposed by legislation on private sector employers. I think this morning is the time to recognize that in the training of our managers, the Public Service of Canada is prepared to impose the same standards on itself.

Mr. Jim Hawkes (Calgary West): Madam Speaker, I want to compliment the member opposite for her concern about the principles inherent in the motion.

It is my understanding that in committee the motion was originally withdrawn in favour of other motions which were unanimously agreed to by committee members.

I have in my possession the minutes of the committee for May 3 where the whip of the Official Opposition said, "and I can vouch to you we will not reintroduce motions that have been withdrawn in this committee". So, alluding to the fact that we have another debate in the House, once the motion is withdrawn, it is withdrawn. I do not want to hold anybody to that statement although generally those kinds of things are held to in the House. I