

Manitoba Garment Industry

which might be identified. The consultants fee was shared between the province and the Department of Manpower and Immigration, and the total cost was \$7,050. It was a condition of the contract that all results, including the final report, would be confidential to the clothing committee and its corporate members.

What has been the outcome? What improvements have been noted since the production of the report? The expansion of the Manitoba garment industry has been such that it has not been necessary to invoke the provision of the displaced textile workers adjustment assistance regulations. In other words, there is work for practically any displaced person who wants it in the textile industry of Manitoba and in the garment industry of Manitoba. The value of production has increased by more than one third since that study was carried out; exports have more than tripled and are now estimated to reach at least \$16 million a year. Recently, a new plant has been opened, one of the most modern and efficient in the world. This reflects great credit on the workers of Manitoba. It reflects great credit on that province and on the industry there. It says a great deal for the initiative which all have taken collectively.

The industry is a highly competitive one, and the fact that a Canadian province, situated where it is, could become so highly successful is, as I say, a credit to that province and to Canada. The expansion has taken place primarily into high quantity and high quality lines. This has resulted in a demand for increased skills at all levels. It is this growing demand, rather than turnover of staff, which is creating the current shortages in certain occupations. Some orders with respect to workers needed for occupations where labour is not available in Canada are being directed to our offices abroad, but this is only done when the Canada Manpower Centre is convinced that working conditions in the plant concerned are acceptable by general Canadian standards, that Canadian workers cannot be recruited in sufficient numbers and that suitable employment will be available to anyone recruited in this way. Naturally, all people so recruited must meet all other admission standards under our immigration regulations.

The following are some of the steps taken by the industry to improve worker opportunities since the clothing committee undertook this study in depth of the garment industry of Manitoba: one, establishment of personnel departments or the assignment of this function to a particular individual; two, establishment of good selection standards; proper applicant interviews and in-plant training systems to help employees maintain productivity; three, general improvement of work areas; establishment of adequate rest and recreation areas; provision of in-plant music; generally improved personnel relations; four, organization of a personnel management course in co-operation with University of Manitoba; five, organization of a management improvement course in co-operation with Department of Manpower and Immigration; six, establishment of an industry school for sewing machine operators to provide vestibule training for new entrants.

I should like to say a few words, now, about the positive thrust of manpower and immigration activities which these efforts reflect. Our department employs the services

[Mr. Perrault.]

of an aggressive, enthusiastic staff of 255 men and women serving Manitoba. Operating from 12 urban areas, staff members visit and serve people in a total of 114 communities. In the year 1971-72, they found work for almost 36,000 Manitobans. I was sorry to hear the leader of the New Democratic party attacking the Department of Manpower in the House the other day for failing, according to him, to provide the right jobs to people who have been trained to fill them. The record of success in many provinces has been an excellent one. The figure of 36,000 I have mentioned amounts to an increase of some 8,000 over the previous year. In the same period the employed labour force grew from 349,000 to 359,000. So Manpower and Immigration found work for about 80 per cent of this increase.

During the same period the number registering for employment dropped by 4,000 in spite of the growth in the labour force. This illustrates the success achieved in increasing job opportunities during a difficult economic period. In the same fiscal year 1971-72, the department purchased 757,270 training days from the province on behalf of clients. This was at a cost of \$3,712,000 for training and \$6,472,000 for allowances. A further 80,000 training days were purchased from employers under training in industry contracts and this cost an additional \$807,000. The word should not be "cost". The word should be "investment". Some people are critical of the program of the department of manpower but those members of parliament in all parties here realize the value of it. If we can turn out additional number of people with skills, such as unemployed people and, yes, taxpaying citizens, we will attain something in this department and these achievements are being reached every day. All in all, about 10,000 persons acquired improved or new skills as a result of these expenditures. During the winter just past, another 3,000 trainees were placed under the Canada manpower on-the-job training program at a further cost of some \$3 million, while 201 projects under the local initiative program found work for 3,000 more at a cost of some \$5,365,000.

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The garment industry, which is under discussion in this particular debate, has received its share of trainees under these programs as suitable firms were identified and over 1,400 persons have received training as operators since 1968 by training in industry, while a further 670 persons found employment this winter under training on the job.

In conclusion, Mr. Speaker, may I say that a number of recommendations made by the clothing committee which I discussed earlier were made to enable the industry to introduce programs and policies. I have just given some examples of how many firms have implemented these policies and these recommendations to reduce turnover through improved training and personnel policies. Should severe labour difficulties again arise in the sector, should the Department of Manpower and Immigration again consider it advisable to assist in such recruiting or training measures, its participation will be directed toward programs undertaken on behalf of those employers adopting the recommendations from the clothing committee. Because of the nature of the study; the type of information sought and received; and the commitments made to