

Out of a total of thirty-two departments included in the study, those listed above ranked 11th, 22nd, 15th, and 31st respectively in departmental representation of visible minorities.⁶ These results are testimony to the Federal Government's lack of commitment to achieving employment equity within its own work force. It is the opinion of the Liberal Party that the lack of Government progress sets a poor example, not only to the public service, but to the Canadian public as well.

The Liberal Party holds the Federal Government responsible for allowing, by a demonstrated lack of leadership and commitment to the principle of employment equity, the continued discrimination of designated group members in the work force. By excluding the federal public service, as well as many departments, agencies and commissions, from the Act, and by failing to establish effective internal departmental policies to eliminate employment barriers, the Government has conveyed the message that the achievement of equality in the work place is a principle that it is willing to support on paper only.

The Liberal Party of Canada rejects this philosophy in its entirety and condemns the Government for the continued discrimination of designated group members in the Canadian work force.

Grant Recipients

The Federal Government must be the vanguard for implementing progressive employment practices in Canada. Again, the message must be that if you want to do business with the Government, you must commit to the principle of employment equity. Federal grant recipients represent an appropriate and available vehicle through which the Government can relay this message.

The Liberal Party recommends grant recipients with 15 or more employees be subject to a process similar to the Federal Contractors Program. This would include signing a Certificate of Commitment and establishing a procedure for monitoring and enforcing compliance. Excluding federal grant recipients from the *Employment Equity Act* undermines the goal of achieving the attitudinal change essential for effective employment equity implementation.

Political Parties

Politicians and political parties also play the role of employer. In order to reinforce the significance of the *Employment Equity Act*, it is essential that politicians and political parties show leadership through their own internal employment practices. Many witnesses who appeared before the Committee legitimately criticized the Government for not including the Public Service in the current *Employment Equity Act*. We believe that it is equally hypocritical for federal politicians passing legislation to exclude their own employees.

The Liberal Party is very pleased that the Committee unanimously agreed to adopt our recommendation requiring political parties to submit annual employment equity reports to Parliament. These reports should detail employee statistics according to the specifications of the *Employment Equity Act*. Any party failing to comply with these requirements will be revealed in the Minister's Annual Employment Equity Report, and ultimately held responsible for their deficiencies by their constituents.

⁶ *Ibid.*, table 1.