

Government Orders

cally and to adapt them to position requirements as established by the Public Service Commission. I understand that this change will mainly affect native people and recent immigrants who are a visible minority and did not attend high school in Canada. It will bring support staff and officers together in one and the same group, general services. This will make it easier for support staff to move up. This group is now called the administrative support category, and women represent 80 per cent of its members.

• (1730)

The elimination of such structural barriers will greatly contribute to do away with the "pink collar" ghetto of women civil servants. Bill C-26 gives legal basis to a deployment system with which managers are to meet more readily the career needs of every employee, in particular those in the employment equity target group.

It will be possible to make deployments between same level positions to allow employees to gain experience and be better qualified for another position or for promotion to the next level. I believe that doing the same job for 35 or 40 years is not the best way to get promoted and to respond successfully to job offers. That is what this part of the bill does.

Deployments will also enable managers to assign civil servants in such a way as to meet the operational needs of government. It must be emphasized that most deployments will require the consent of the employee. This would allow managers to transfer employees who are no longer able to perform jobs they are better suited for.

Certainly, members of this House will agree with me that all these changes are necessary so that the Public Service of Canada can reflect the diversity of the people it serves. I am also convinced that they will agree that the public service legislation should reflect the very best values currently recognized as such in our society. This does not mean everyone should be treated in the same way, but that equal opportunities be offered to everyone by accommodating differences.

This bill shows how much this government is in favour of change. Status quo does not allow us to meet the many national and international challenges facing us, and I am proud of my involvement in this bill.

[English]

Mr. Dennis Mills (Broadview-Greenwood): Mr. Speaker, I would like to just make a couple of points to the member.

First of all, the member should not think that in any way, shape or form the spirit of the Liberal Party is low over bad. We are in pretty good shape over here right now.

I listened intently to the member speak. A lot of the things he said I agreed with. When he talked about employment equity, opportunities for minorities and new systems, I did not have any problem with what he said, but how does that square with the actions of the government with all of this contracting out? What good is it if I am a minority? What good is it if you say you are concerned about employment equity and I am working in a particular division within a department of government and then all of a sudden the deputy comes along and says: "Listen, I am going to contract this whole department out"? The government's words are inconsistent with its track record and its actions and that is what is driving the Public Service of Canada crazy. That is why there is no trust or very little trust. You say you talk to people and you do not get the sense that the morale is low. You could not have missed the demonstrations that we had across the country a few months ago.

My specific question, Mr. Speaker, for the member is does he not think that contracting out to the degree the government has—and again I am not against all contracting out, but it seems that this government is possessed by contracting out—is a deliberate dismantling of the Public Service of Canada? It is consistent with the dismantling of many other national institutions that we have had in Canada, all in the name of debt and deficit. Quite frankly, some of this dismantling has cost us more money than it has saved us. Again, does he not think it is a bit contradictory?

[Translation]

Mr. Harvey (Chicoutimi): Mr. Speaker, I thank my colleague for his question. There are reasons that our government has been able to maintain employment in the Public Service at the same level as in 1973, and we do not hide what we are doing. It is obvious that our government believes that the private sector can some-