

*Supply*

that concern them specifically and for those that affect society as a whole. They are also prepared to face the consequences of their decisions.

Mr. Speaker, they also have many complaints about the educational system. They say that schools are dehumanizing. They complain about the lack of proper career guidance and course packages that lack flexibility. Young people also want to be given more latitude in their choice of educational institutions, especially those going to university. Many of them feel their schooling does not prepare them fully to join the labour force. On the other hand, most of them are against an overly selective specialization which undermines the basic thrust of education by gearing it exclusively to the requirements of a labour force planned by Governments and the private sector.

In that respect, young Canadians blame employers for failing to provide adequate on-the-job training. That is especially true of the most underprivileged among those who have quit school too early, many of whom unfortunately become drop-outs.

Young people also complain about the lack of information on programs designed to help them and, in that respect, my colleague might give me a hand. A good many feel that those programs do not meet their expectations and they would like to see better coordination in the various programs or Government services, the private sector and youth-oriented agencies.

Young people are also asking for more worker mobility at the national and international levels. They want the kind of work which will help them improve their skill and knowledge. In that sense, they hope that the International Year of Youth in 1985 will give them an exceptional opportunity to participate fully in the review of their personal problems and in the decision-making process that concerns them.

Youth-oriented agencies are also advocating an over-all policy. Those agencies have pointed out that young people feel alienated from the consumer society and that they feel the need for commitments towards social institutions. We have been reminded as well that a good many well motivated and ambitious youths drop out because the future looks very bleak. Even though the search for employment and a guaranteed income are among their priorities, the agencies think that we must take more notice of the young people who are struggling to find a place under the sun and come to grips with their own worries about international political issues. Governments are urged to make every effort to help the most underprivileged youths. Since educational institutions and employers alone cannot solve their many problems, the most underprivileged youths, particularly native Canadians, need special services and more counselling.

Mr. Speaker, spokesmen for employers generally feel that the current economic situation is a barrier between youths and the labour market, and that the situation is not made any better because they lack the skills or training required to be hired. Employers emphasize that low productivity is now one

of the most serious problems of the industrial community. In an effort to boost productivity and compete on international markets, most industries now stress high technology, which in its initial stages often leads to lay-offs. Whenever there is an opening, an employer will give priority to a worker who has been laid off, and that does not make it any easier for young people in search of employment.

Employers believe that the key to the problem is related to how people are prepared for the labour market. According to them, young people need better training. They also recommend that school authorities provide a great deal more information on the requirements of the labour market and possible careers.

Businesses also need more specific information on the programs which make it easier to hire and train young people. For instance, it is suggested that the governments set up a consultation network involving employer organizations and school boards to determine the qualifications that are mostly in demand and facilitate the planning of human resources.

The business community is aware that unless the youth employment situation improves, society as a whole will suffer in a short time. However, businessmen are convinced that young people will make few gains on the labour market before there is a general economic recovery. Businessmen ask that the governments be very careful in passing legislation relating to the labour market. The private sector would like the state to interfere less often or, if this is not possible, to show more adaptability to the needs in certain sectors of the industry and certain areas of the country.

As a general rule, finally, employer representatives have agreed to reconsider the issue of how working time should be organized. If we decide on a policy of redistributing working time, they believe that emphasis should be placed on extending the schooling and training period. They suggest in this regard that tax incentives be provided to encourage workers to continue their training or to accept working time arrangements which would bring about a more equitable distribution of the time spent working.

Employers also admit that the situation is not easy for the governments and they recommend that emphasis be put on programs such as Career Access and international exchange programs. These programs and the support given to new businesses enhance our competitiveness and therefore the performance of the Canadian economy.

From the point of view of organized labour, Mr. Speaker, there is a dilemma where the offer and the supply of jobs are concerned. Union leaders wonder whether they must help young people enter the labour market or else protect the workers who are fighting against possible lay-offs as a result of the coming of new technologies. They note that there is now a problem of adults being pitted against young people in the workplace, especially in industries which choose to hire