intention more adequately. I would ask the House to consider that, please.

Madam Deputy Speaker: Is the House ready for the question?

Some hon. members: Question.

Madam Deputy Speaker: Is it the pleasure of the House to adopt the motion?

Some hon. members: Agreed.

Motion agreed to.

Mrs. Marlene Catterall (Ottawa West) moved:

Motion No. 4

That Bill C–34 be amended in Clause 9 by striking out lines 28 to 30 at page 4 and substituting the following therefor:

"Chair, there are

(a) equal numbers of persons who are employed in the public service and persons who are not so employed;

(b) of the governors employed in the public service, equal numbers of persons who are managers and persons who are not managers;

(c) persons who reflect the diversity of Canadian society."

She said: Madam Speaker, let me thank you for allowing the motion on the basis of its exceptional significance.

I thank my colleagues on the committee who took the time to listen to a number of witnesses, many of whom were focusing particularly on this issue. They were invited to speak to the committee on the issue of employment equity and the important role the centre will play in the future management of the Public Service and in the advancement of some significant public policy objectives. Employment equity is one. Though only one, it certainly is one of them.

A few amendments were accepted by the committee. I am grateful for the patience and understanding of my colleagues who served on the committee, in adopting some of those amendments put forward, both by myself and my colleague the hon. member for Ottawa—Vanier.

I want to make it quite clear that the wording in the motion, is taken exactly from the Employment Equity Act which applies to all employers federally regulated in Canada. It has applied now for a number of years so that private employers as well as Crown corporations and other federally regulated agencies must live by the

principles established in this motion. It is of such significance that it is placed at the very beginning of the Employment Equity Act before even the titles or the definition in the bill.

● (1020)

The motion ensures that in all of its operations, the Canadian Centre for Management Development conveys to all employees at all levels the fundamental principle that the Public Service of Canada recognizes people for their merit. This applies to selection for training, what the training incorporates, and staffing and is the message to be communicated by all levels of managers who have undergone training and skill development.

We appoint, hire and promote people based on what they can do, their talents and abilities, and nothing else. Superficial consideration such as gender, colour, disability, or whether one is or is not an aboriginal Canadian, will not be a factor in the management and the progress of people who work for the Public Service of Canada.

I cannot stress how important I feel the attitudes of managers are, and this is a centre we are setting up specifically to train managers. This centre will, in the words of the legislation brought forward by the government, foster the values and traditions of the Public Service.

What has become evident through a number of things that have become public, most strikingly and most particularly the report of the task force on barriers to women in the Public Service, is that people do suffer a disadvantage because of characteristics which have absolutely nothing to do with their ability to do a job, that in fact women are not represented in the management category in proportion to their representation in the public service. They are drastically under—represented, as aboriginal Canadians are. People of colour do not have the same opportunities to be hired or promoted, and people with disabilities certainly do not.

That is not the vision we have of our nation, but the values that many of us carry with us are that only certain kinds of people are really capable and able to do certain things. It is going to take a long time to get rid of those attitudes and values. We have seen from the statistics on