

Supply

policy for Canada. It would be a question, Mr. Chairman, so as not to frighten the chambers of commerce or the employers, not so much of protecting the employee's job but rather the employee's employment. Furthermore, I think that this type of leave should apply in cases of adoption.

I think that among the steps the Minister of Employment and Immigration should take to encourage the return to work of mothers, flexible hours can promote the harmonization of working conditions for the spouses, particularly for those who have children and who should finally lead a harmonious family life. Furthermore, economically, I think that those flexible hours make it possible to relieve traffic, reduce absenteeism and offer several other advantages which were demonstrated by numerous studies.

Another area the Minister of Employment and Immigration should reflect upon more deeply is time sharing. At the present time I think that there are many barriers as far as time sharing is concerned. We should first enable employers not to completely absorb the problems of fringe benefits twice and to have fiscal policies which would make that formula possible and which would enable families who need an additional salary, to have the additional income the second spouse can bring to the family without jeopardizing the education of children.

Mr. Chairman, having been deprived of this myself and having had to devote several years of great effort and spend especially a considerable amount of money, I suggest the government and particularly the Minister of Employment and Immigration should introduce fiscal measures related to training at the technical, college and university levels. I think discussions should be held with the Minister of Finance with a view to allowing working spouses to write off tuition fees incurred for the training of the spouse who must go back to school to further his or her education; I believe such a program is a necessary supplement to an employment policy. Indeed, I point out to the Minister of Employment and Immigration that such training leaves are recommended by the International Labour Organization, and also that in some countries, such as France, people are granted training leave every seven years. For a young country like Canada I am not asking for educational leave every seven years, but we must at least be favourable to the idea of facilitating the return to work of women who were denied secondary, collegiate and university education.

I now come, Mr. Chairman, to the types of programs recognized in the charter of rights the government is proposing in the resolution on the constitution. They are the affirmative action programs. I think both the public and private sectors should now insist on the implementation of such programs. Up to now three departments have agreed to implement affirmative action programs. They are the Secretary of State, the Public Service Commission and the Employment and Immigration departments. It is a very good and worthy undertaking but I think the department should let us know when other

departments will join in the program, when Crown corporations will have to carry on affirmative action programs. I would also like the minister to tell us when he is going to put pressure on his colleagues about the government's contracts with those who supply it with the goods and services it needs to the tune of \$6 billion each year. Those companies would not be forced—because I think that word is pejorative—but would have the advantage of participating in a positive action program. In other words the fallouts from projects like the F-18 and the frigates and all other federal government projects would also benefit women and all jobs in the field of advanced technology like aeronautics would not be reserved exclusively to men.

Furthermore, the federal government sets funds aside for the creation of jobs every year. This year the government will spend \$100 million to that end. I would like the minister to tell us how much of that sum will go toward the creation of jobs for women. On the other hand, Mr. Minister, I would say that one of the major difficulties experienced by women who want to go back to work or join the labour force is a certain lack of information within women groups or in private employment offices or in training centres.

● (1840)

I think the federal government should promote the hiring of women through good advertising programs, for instance, the program for on the job training in non-traditional trades. I think those programs are not readily accessible to women who are at home or who are looking for a job. Mr. Chairman, I would like to refer to my personal experience in that whole issue of on the job training and hiring which is very positive and in my own riding, which gives me a—

The Assistant Deputy Chairman: Order, please. I regret to interrupt the hon. member but her time has now expired.

Mrs. Hervieux-Payette: Mr. Chairman, may I conclude?

The experience of my own riding of Mercier has demonstrated that women can weld, do iron bending, to the satisfaction of employers, and also in Japan those experiences are very positive. I ask the minister whether he could answer my previous questions.

[English]

Mr. Hawkes: Mr. Chairman, could the minister give us a quick summary on the philosophical differences between Canada Manpower centres in Canada and the employment centres run by the state of California?

Mr. Axworthy: Not right away, Mr. Chairman.

Mr. Hawkes: Mr. Chairman, I think the minister might find that employment centre operations which are run by the provinces in Canada are more similar to those run by the state of California than they are to the ones run by Canada Manpower. Could the minister tell me what he feels is the major