

person or I as a Sikh living, say, in Vancouver which has the largest Sikh population outside Eastern Asia—

Mr. Speaker, I believe that what I am saying is relevant. Our pious wishes must be implemented. They must be enshrined in legislation in some other way, and they must not be just pious wishes but concrete action arising from the very foundation of the principles of our legislation.

[English]

Therefore I strongly recommend adoption not only of this amendment but all the amendments put forward by my colleague.

I cannot understand how this Bill can be effective if we do not target it regionally. There are regional differences across this country. The reality of multiculturalism can only be reflected properly if we consider how to apply this Bill in a concrete way across the country. I pointed out that Parliament, as a matter of balance, accepted multiculturalism in law, and as an official Government policy in 1971. It guaranteed not only cultural freedom but equality for all Canadians. Multiculturalism was entrenched in 1982 in the Charter. Officially we decided that it should be entrenched in all Government documents and in all Government publications, and hopefully the fallout would show up in the catalogues of large companies such as Sears, Eatons and The Bay; hopefully we would see reflected on the the screens and in the publications of this country the kind of people that we targetted, the kind of people that make up Canada. We are not a white country; we are a multicultural and multiracial country, and we need that reflected.

● (1240)

Mr. McDermid: When was the last time you looked at one of those catalogues. I have noticed a change in the last year.

Mrs. Finestone: I have noticed that as well. There has been a slow, ineffective change taking place. We should not have to wait for that normal slow rate of change. I suggest you reread, understand and have a commitment to the equality and employment report of Judge Rosalie Abella, who statistically examined the impact of that slow, non-mandatory, non-enforcement principles under the Crown Corporations and what they did. Believe me, the snail's pace at which the Government made changes to the multiracial, multicultural, bilingual nature of this country is truly reflected in Crown Corporations across this land. You should be ashamed to have even mentioned that. I bring to your attention the report. Go back and read it and understand why beautiful words never brought about change. We need change in law, and you need to learn how to be a leader. Read *Equality Now* and see the changes. You had nothing to do with that report, we brought that report in here. We have applied many of the principles in that report, and there's still a long way to go.

The Acting Speaker (Mr. Charest): Order, order.

We have run out of time. Debate.

Employment Equity

Mr. George Baker (Gander—Twillingate): Mr. Speaker, I want to perhaps complete the remarks the Hon. Member's started. I am really surprised that Government Members are not supporting this amendment proposed by the Hon. Member. What the Government of Canada is doing is, on the one hand it is saying to employers you must do this, you must do that, you must do something else, but really not telling them how they are supposed to do it.

If we look at Clause 4 that we are discussing, it says:

An employer shall—

That's how it starts out. Clause 5 starts out:

An employer shall—

What does the Government of Canada do to assist the employer? You have this very hazy formula laid down as far as designated groups are concerned, and then you have this incredible Clause 12 in which it says:

—the Minister may—

Now, the employer shall do this, the employer shall do that. Then it says the Minister may issue guidelines to assist in the implementation of the requirements of Sections 4 and 6. Proposed section 6, which is under discussion, says:

—the Minister may issue guidelines—

The employer shall do this, the employer shall do that, and here is a hazy formula; perhaps he will meet the intended guidelines of this Bill and perhaps he will not.

This amendment, which the Hon. Member has proposed here today is simply to add the words:

(c) having full access to, for the purposes of sub-sections (a) and (b), consultative services concerning employment equity as provided by the Department of Employment and Immigration.

The Hon. Member did not want to go as far as to say that the Minister of Employment shall provide these guidelines, shall assist the employer, must assist the employer. The Department of Employment and Immigration must assist the employer. The Hon. Member did not want to go that far because he figured the Government would not do that anyway. It would not want to impose something on the employees of the federal Government and the Cabinet Minister to assist the employers to meet the targets. It does not want to do that.

So the Hon. Member said, in a very nice way, to provide the assistance that would be available in the Department of Employment and Immigration. I cannot see why the Government would not approve that kind of an amendment, given the fact that it has already stated that the Minister has absolutely no responsibility whatsoever to the employers or the employees under this Bill. I am really shocked that Government Members would not support this amendment and at least go halfway and provide some source of information so the employers would not only have to follow it, but be held accountable to it.

I support the Hon. Member who introduced this amendment and the Hon. Member who just spoke, and I am sure that the Government Members, if they are really thinking about it, will