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nated under the act to have equal access, the jobs that are accessible to them must be full-time and permanent, just like most of the jobs held by white men. Why? Let us take a look at the statistics.

A study carried out by Statistics Canada and published in the autumn of 1994 revealed that for the period between 1980 and 1993, most of the people working part-time against their wishes, I stress against their wishes, were women. In 1993, some 510,000 women in Canada held part-time positions, twice the number of men in the same category. Therefore, it is women who are having to deal with the problem of part-time work. The effect of this, as you might have guessed, is first on salary and then on advancement possibilities and thus on the possibility of attaining a better standard of living.

Likewise, permanent jobs are essential. Women are in the unfortunate position of being the leaders in casual, seasonal and badly paid jobs.

We have already referred to the march organized by Quebec women to demand that the government act to reduce poverty among women. The organizers of the "bread and roses march" are demanding, on behalf of the women of Quebec, what they have combined under the heading of social infrastructure, which includes the resources to be put in place to help improve the quality of life in their communities.

I refer here to resources for self-help initiatives, help for the disadvantaged, popular education, day care, literacy programs and integration of new arrivals. These resources, in addition to providing obvious support for social organization also give rise to many jobs for women where their particular skills are recognized. These resources must be strengthened and supported. This is a measure promoting women's access to jobs.

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When it comes to job access, the immediate stumbling block for many women is child care. We must continually remind ourselves that real access to child care services is often the first step women must take on the road to work. If they run into a wall at this stage, there is no point in talking about job access. And we are still waiting for the government to move on this, as it promised to do in the red book, and provide day care spaces.

Similarly, it is hard to talk about equal access to employment when individuals lack the training required to hold the jobs that are still available. Women have always been disadvantaged in this regard. The "bread and roses" marchers have drawn attention to the problems of women without cheques, women who are excluded from subsidized training programs, because they receive neither UI nor welfare

The figures are alarming. Forty-four per cent of the adult population have not completed high school or professional studies. However, jobs created in the year 2000 will require 17

years of education. When you do not have a diploma, it is hard to talk about equal opportunity.

To conclude this overview of the prerequisites to access to employment, we must not forget women's access to non-traditional jobs, because they are for the most part the new jobs being created. As an example, I would like to mention the proposal made last week to the Conseil régional de concertation et de développement de Québec by the Regroupement des groupes de femmes du Québec and the Comité régional des partenaires pour l'accès et l'intégration des femmes aux secteurs d'emplois non traditionnels.

This proposal asked that the Conseil régional establish an equal opportunity policy and enforce it in the implementation of projects submitted by sponsors. This is what is innovative about it: in order to promote the access of women to non-traditional employment, sponsors who wish to have a project approved by the Conseil régional will have to develop and implement an equity program within their business. Now that is taking the bull by the horns. It is also the sort of concrete action target groups need if they are to have equal access to employment.

Let us now move on to the second stage of the process, the working environment per se, which brings us to some statistics. We will assume that there are measures to promote access to employment and that they are effective. Women and other groups therefore have jobs. Is there still a need for employment equity measures? As you will have guessed, the answer is yes.

Who gets the jobs that pay well and that are higher up the ladder? Unfortunately, the statistics in no way back up the Reform Party's motion. First of all, with respect to salary, we know that women, even those with university diplomas, are still earning 73 per cent of what men earn. This is an inequality that is partially explained by the fact that women are concentrated in the lower ranking, and therefore less well remunerated, jobs.

In the Public Service of Canada, 84 per cent of women occupy such jobs. However, women represent only 16.1 per cent of the executive group of this same employer. And yet, I would point out, the Public Service of Canada is governed by an employment equity act.

In Quebec City, which has adopted an equity policy, women account for 81 per cent of employees earning less than \$41,000. Imagine the situation when employers are not subject to this legislation. Women therefore occupy jobs that pay less and carry no decision making authority. They must also contend with the highly disturbing phenomenon of sexual harassment.

We know that sexual harassment prevents women from attaining equality since victims often end up leaving their jobs or suffering the consequences when they file a complaint. The problem is a major one. It has been hardly a year since the daily newspaper *Le Droit* reported that, according to a Statistics Canada survey, 25 per cent of women said they had experienced harassment in the workplace, that is one woman in four. Of this