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is given the opportunity to work, then no amount of patchwork programming will resolve the problem.

There is a shortage of jobs in Canada. However, there is no shortage of work. If one were to look across the country, one would see that there are any number of tasks which need to be done. The question then becomes whether it is a matter of the policy of this Government to choose not to have that work undertaken and completed or whether it is that because of financial constraints, the Government feels that it is better to put the available capital into other things than the completion of that work. I think we must address that question.

When looking at the over-all picture, it is hard to imagine that within the traditional sense of the word "employment" we will suddenly be able to create a sufficient number of jobs for everyone who is presently unemployed as well as for everyone who is entering the workforce for the first time. We all know that the technological change that is taking place is by its very nature designed to reduce the participation of individuals in the workplace. The technological change, the computerization and the robotics that have become so much a part of the workplace in Canada will, out of necessity and by its very design and intent, eliminate jobs that were of a traditional nature.

In the 1950s and the 1960s, I can remember young people entering the workforce from the high schools and universities as there were no community colleges in Ontario at that time. They looked forward to entering into the traditional forms of employment, the forms of employment that their fathers had had before them and perhaps even their grandfathers. People in Hamilton looked to the Steel Company of Canada, Dominion Foundries and Steel, the International Harvester Company, Protor and Gamble and perhaps to the auto industry outside Hamilton for employment. In those days there was even the Studebaker Company but that has gone by the boards now. People in Hamilton looked to those companies and to others for employment. Over the years, as a result of technological change, those employers have, in my judgment wrongly in some cases, reduced the necessity for human effort in the workplace.

I believe we will be faced with a terrible dilemma. How can we create those traditional kinds of jobs? I frankly think that the answer is that we cannot. We will not be able to keep pace technologically and in terms of our productive and competitive capacity if we insist on having things which were once done by hand and foot continue to be done by hand and foot in Canada while they are being done by machines and technology elsewhere. Therefore, I think we are being confronted with a serious problem. We will not be able to keep the same numbers of people working in the steel companies any more. We will not be able to keep the same numbers of people working in the automobile manufacturing plants any more. We will not be able to keep the same numbers of people making bottles, cans and all of the other things that they once made any more. What, then, are we going to do, Mr. Speaker?

If technology has changed the workplace in such a way as to make traditional jobs fewer, then we must look at non-tradi-

tional employment. We must also look to ways of making it possible for people to enter non-traditional fields while at the same time not over-burdening the cost factors in the world economy.

There are those who think that all we need do is get more people to buy more things and everyone will automatically be put back to work. That is not so. We in Canada are operating now at something like 70 per cent of the productive capacity of the technology that is currently available. The fact of the matter is, Mr. Speaker, that even if people were prepared to buy more, the machinery that is already in place is capable of producing more with a very limited increase in manpower. That will not be the solution to the problem.

What is the real problem, Mr. Speaker? As I see it, the real problem is somewhat different. Why do people need jobs? Aside from all of the benefits of going to work and being part of the social structure of the workplace, the main reason people work is to receive income. That is why people keep working long after they should retire, that is why people work overtime and that is why people take jobs that, even by their own admission, are back-breaking or mind-bending jobs that provide very little in the way of self-fulfillment. They do that because they need an income.

We in Canada will have to take a look at ways of opening up job opportunities where young people enter the workforce. That may require that we make some serious decisions about such things as hours of work and the length of the work week. It may require that we look at the question of whether or not the pension programs currently available in Canada, private and public, are adequate enough to allow people to move out of the workforce at a time when the kind of work that they have been accustomed to doing is becoming more and more difficult for them to do. Either they must move on to a different kind of lighter or less strenuous work, without a loss of income which would cause all kinds of difficulties meeting financial commitments, or they must fall within a structure that we may create which will enable people to retire at an earlier age. This would open up many of the traditional jobs that are currently being held.

In the 1940s, the 1950s and the 1960s, we moved from a 60-hour work week to a 48-hour work week to a 40-hour work week. I frankly believe that we must again take a serious look at whether or not we have reached a point in time when a further reduction in the work week would perhaps make sense, given our productive capacity and our ability to consume.

The next thing I think we must do is take a look at how one qualifies for benefits in the event that one is available for work but there is no work available. When that young person leaves his or her educational facility and goes out into the workplace, even if he or she attends every single interview available, registers with Manpower and sends a resumé to every potential employer in the area, that young person will still find that there are just not enough jobs. And we are saying to these young persons that because they have never worked before, they are not eligible for any income. Not only can we not produce enough jobs for them, but if they are unfortunate