

permanently from offices or pulp mills have little about which to rejoice unless some changes are made.

Our proposal is to embark upon a planning process in each sector of the economy which will find ways to manage the introduction of new technologies so that workers are protected, the gains of automation are shared and the needs of people are a top priority.

This means that the federal Government must set the example through changes to the Canada Labour Code. We cannot afford to throw away valuable human resources and the talents of the people represented in the 1.5 million unemployed in favour of corporate profits and high technology which benefits only a few. We must introduce ways of alleviating the impact of high-tech change on workers. We must also develop alternate areas of meaningful and useful work to use the talents of our people, since there will never be enough jobs for everyone in the high-tech field.

Our Leader has proposed several initiatives which will help to alleviate the impact upon workers and create an additional and new area of high-tech jobs. Very briefly, they are as follows. First, employers must provide for employee consultation in the introduction of technological change. In federal jurisdictions, this right to consultation should be built into the Canada Labour Code with a review process by an independent board when major changes are proposed.

Second, we should encourage flexible work arrangements to minimize job losses and maintain adequate incomes. For example, shorter hours of work, more flexible retirement options, flexible work arrangements for shared parenting, sabbatical and educational leave and longer holidays. In many countries in Europe, five weeks is now the average.

Third, the corporate sector must pay a fair share of the costs of technological change through longer pre-notification periods and improved severance pay. We believe that six months to one year of notice should be required under the Canada Labour Code when there will be a major technological change and displacement of workers. As I said earlier, we favour prorated benefits for part-time workers.

● (1125)

Canada must establish a deliberate strategy to develop micro-technology in ways that will create new jobs. We propose that 2 per cent of the GNP go to research and development to bring us into line with other countries. Much of this should be targeted to the development of high-tech in new products and new industries, thus creating new jobs.

A micro-electronic investment fund should be established to act as an industrial development tool for private, public and co-operative ventures. It should provide aid to small businesses which are willing to go into economically disadvantaged areas.

The domestic market for Canadian products should be exploited. When I visited workers' co-ops in Mondragon, Spain, I was interested to see that the co-ops were building classroom computers to be shipped to Canada. We should be doing this at home. Most important, we must have a strong

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affirmative action program and policy which is more essential than ever to ensure that women have equal access to all jobs that are created.

I would like to make an additional point which I call alternate areas of work in human services and communities. I would add a further area of job development which I believe is essential to compensate for the dehumanizing effects of the high-tech world as well as to meet essential human needs. There are many alternate areas of work. As we find with our Canada Works proposals, there are all kinds of ideas for jobs that are needed in communities. Jobs in child care and with the elderly, to name just two. These should be expanded with government assistance, not cut back as at present.

The Canadian Council on Social Development says that many more workers are needed in non-profit organizations. Why put people on welfare and unemployment insurance when they are needed to help each other? The Vanier Institute has studied work options in the informal economy which are very interesting. Workers' co-operatives should be expanded in Canada as a means of creating new and interesting jobs.

It is essential that Canada not sacrifice the rights and livelihood of its workers as we embrace a new age. We must protect our present workers while opening up new opportunities for the unemployed. Our goal must be full employment which provides meaningful work for all potential workers in Canada. Young people must have a future. Women must have equal opportunities. We believe it is possible to achieve this goal in Canada.

Mr. Blenkarn: Mr. Speaker, I have a question for the Hon. Member. She indicated that perhaps the Hon. Member for Central Nova (Mr. Mulroney) was wrong, that perhaps because of the improvement of the chip women would be out of work and would be hurt. As she pointed out, the Hon. Member for Central Nova indicated that this is a revolution that will help women, one that will give them more meaningful and highly paid jobs.

Has that not been the experience with every other technological change? The Hon. Member spoke of Spain. When I was in Portugal, I saw rows of women with hoes working the land. It was almost a slave-gang type mentality. Across the street from my farm, a woman just jumps on a large tractor and plows acres and acres in a day. Is that not the experience with every form of technological change that we have had? People have better paying jobs. Jobs are easier. The drudgery has been taken away. They no longer pound away at a manual typewriter in offices; they went to the electric typewriter and now the computer. Does that not produce better wages and a better standard of living? Surely we cannot believe that our standard of living will stay frozen in stone and that jobs and opportunities will not expand as they have in the past.

● (1130)

Ms. Mitchell: Mr. Speaker, I believe the facts would not bear out the wishful thinking of the Hon. Member. One would hope that women will have an equal opportunity to be in the