

but are only slightly under it and category C refers to those employers that have no members employed in the designated groups, or very few.

Let us look at some of these firms. The National Bank of Canada ranks C with respect to aboriginal peoples, C with respect to disabled peoples, C with respect to visible minorities. The Royal Bank of Canada, C with respect to aboriginal peoples, C with respect to disabled people, C with respect to visible minorities. Air Canada ranks C with respect to disabled people and C with respect to visible minorities. Gray Coach Lines ranks C in all categories. That means it has none of the designated categories. It ranks C with respect to women, aboriginal people, disabled people and visible minorities. The same was true with Greyhound Lines. Interprovincial Pipe Line ranks C in all four categories. Loomis Armored Car Services ranks C in all four categories. Maritime Ontario Freight Lines ranks C in all categories. Northern Transportation, a Crown corporation, ranks C with respect to women, disabled people and visible minorities and only ranks B with respect to aboriginal peoples, even though it is a company which operates in the north. Reimer Express ranks C in all four categories. Time Air ranks C in three categories out of four. Voyageur ranks C in all categories.

I will bring this to a close but there are some very important companies here, Mr. Speaker. Bell Canada ranked C in three out of four categories. Two Canadian Crown corporations, Canada Post Corporation and the CBC, ranked C at the bottom of the list in all four categories with respect to women, aboriginal peoples, disabled peoples and visible minorities. It goes on and on. Canada Council ranked C in three out of four categories.

If the government were really serious about employment equity and affirmative action it would bring in amendments to this legislation immediately and we would co-operate in seeing these amendments passed. This law needs a sanction. These companies will continue to drag their feet with respect to employment equity unless there is a sanction in the law. It is no good simply to say: "You must do it in legislation," and then let it pass just as if nothing happened. Let us see some action. Let's have amendments to that law as soon as possible.

Routine Proceedings

Ms. Dawn Black (New Westminster—Burnaby): Mr. Speaker, I listened with interest to the minister tabling this second report. I am sorry to say that the improvement is really rather pathetic. Native peoples' representation has increased by only 0.06 per cent. It is only 0.73 per cent in all of the federally regulated industries.

Natives make up in our society 2.1 per cent of the Canadian population, and this meagre improvement is just not satisfactory. The improvement for visible minorities is 0.7 per cent. The percentage of visible minorities employed under the act is 5.69 per cent, and yet their representation in the Canadian workforce where we know that they are represented already is 6.3 per cent.

With disabled persons, the improvement is only 0.12 per cent. The percentage of disabled persons employed under the act is 1.71 per cent, and in the percentage of the Canadian workforce disabled people total 5.4 per cent.

For women, the improvement is 2.2 per cent. The percentage of women employed under federally regulated industries is 42.12 per cent and the percentage of Canadian women employed in the Canadian workforce, in general, is 44 per cent. We know that the majority of these jobs are at the lower echelons of the federally regulated industries.

The enforcement mechanism in the legislation is very weak. It is so weak that it is criticized universally by a variety of organizations. It has been criticized by immigrant and visible minority women's organizations. Under the legislation it is up to individuals to lodge a complaint to the Human Rights Commission, or the overtaxed Human Rights Commission must conduct a review on its own after seeing the reports. We know that the Human Rights Commission does not have the resources to do this effectively. There should be mandatory work plans. There must be mandatory work plans. That has been brought up in this House before. The New Democratic Party brought it up in the committee and the government's response is always that we have to wait until the review of the Employment Equity Act in 1991.

The people of Canada are not satisfied with that answer. Women, native people, people with disabilities and visible minority Canadians are all tired of waiting. They have waited now for over a century. They are tired of waiting. They want action from this government. They want enforced timetables and a mandate for fairness for