

*Private Members' Business*

Asian, non-white Latin American, non-white West Asian, Inuit, Métis, First Nation, or mixed race and colour.

If anyone except this Liberal government had asked for such a survey, they would be labelled as racist and accused of planning some sort of racial persecution. As it happens, all available statistics indicate that young Caucasian men are the ones who are in the disadvantaged group.

When we take a look at the employee make-up of several prominent groups that promote employment equity, we find some very disturbing situations. The Ontario government's office of employment equity in 1994 had a workforce made up of 90.5 per cent women, 52.9 per cent racial minorities, 5.6 per cent aboriginals, and zero able-bodied white males.

The workforce of the Ontario Rights Commission is 67 per cent women, 38 per cent minorities, even though these minorities represent just 9 per cent of the general population; there are no white males in the senior management group or the policy branch of this commission.

In an article she wrote for the August 26, 1994 edition of *The Toronto Sun*, Christie Blatchford said: "It is quite clear that if the commission is a glimpse of the future for Ontario under employment equity, the face of the future is female and non-white".

The Employment Excellence Organization asks whether the only difference between the racist agendas of the Heritage Front and the Ontario Rights Commission is that the latter is funded with taxpayers' money. That is a pretty extreme statement, but that is the sort of thing these employment equity provisions are making people say.

The government does not want to hear these things because their entire argument is based on emotion rather than facts. The fact is that one cannot fix discrimination by imposing a different type of discrimination.

The Sri Lankan-born author and economist of a 1992 report from the Economic Council, Arnold deSilva, found no correlation between wage levels and a person's country of origin. He also concluded that there is no significant discrimination against immigrants in general and that there is no systematic employment discrimination on the basis of colour.

Another study done for the Government of Canada in 1992 by Daniel Boothby involving a sample size of 115,000 people and entitled "Job Changes, Wage Changes and Employment Equity Groups", concluded that: "Visible minority status had no significant effect on the probability of job loss and, all else being equal, women are less likely to lose jobs than men".

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In 1992 Statistics Canada reported that 56 per cent of all undergraduate degrees earned at Canadian universities go to women. In 1990 they took 45 per cent of the degrees in traditional male territories of business management and commerce. They accounted for 47 per cent of the law degrees, 46 per cent of medical diplomas and 63 per cent of those in veterinary medicine. Fazil Mihlar, a senior policy analyst with the Fraser Institute says that evidence of discrimination in the workplace is scant and isolated.

In my riding of North Vancouver I have been unable to confirm a single case, even though each time someone has called or written to me in support of employment equity, I have asked for any specific example of discrimination in North Vancouver so that I could make that situation public.

I challenge other members of the House to do the same before they support the ongoing use of employment equity programs or the inclusion of those requirements on government employment and training forms.

Bell Canada falls under the Federal Employment Equity Act of 1986. In 1989 Bell Canada had 61 more female employees than males. On a numbers basis that is pretty well balanced. Just two years later there were 2,058 more females than males employed by Bell Canada and the number of males employed had dropped by almost 2,000. No one could possibly argue that women are not adequately represented at Bell Canada but the trend in male employment with that company should be a cause for grave concern for believers in forced employment equity. They had better start insisting that Bell Canada place a special category on employment forms for the under-represented group, in this case males.

While I am talking about job loss I should mention that a number of my constituents have been asking me whether there will be affirmative action firing practices during the downsizing of the civil service announced in the budget. Will this whole exercise end up distorting the civil service employee base with enforced equity quotas that fail to recognize individual skill levels and the value to the taxpayers that are picking up the cost?

I already receive complaints from constituents who say that some employees at the front counters and on the phones at federal government departments hardly speak English and cannot be understood. Some of the members opposite will not like hearing that message but I have an obligation to pass on the concerns of my constituents to the House.

The federal government in the United States is considering the introduction of legislation to end affirmative action and an initiative has been started in California to place affirmative action on the ballot at the next election.

Polls indicate that affirmative action is going down to defeat in the United States in the interest of a fair and open market-