

*National Training Act*

represent. We cannot afford a ghetto philosophy toward women in our society. They must have the opportunity to enter new jobs and professions on an equal footing with their male counterparts.

I ask myself whether this is going to happen. By itself, it is unlikely. I again refer to the work done by Heather Menzies in her studies in this field. She followed the process of automation through one Canadian corporation that was operating in the transportation and communications field. She found that expansion occurred in the professional and managerial levels of that firm, but there was a reduction in the clerical as automation took place. The number of clerical jobs phased out amounted to some 130 placements, all held by women. The only persons to move into the managerial ranks from that group of 130 women were two who were able to be trained and carry out the up mobility that brought them new positions. The other 128 were literally dropped from the work force.

I do not think it will automatically happen throughout our work force that women will be moved into the higher jobs. Opportunities have to be provided for them. Indeed, it is critical that these women who are going to be displaced have the opportunities to train for the new jobs which the new technologies will create.

Certain skills will be required more than others, skills such as engineering, technical work and computer program analysis. These are the areas where there will be new openings. Job opportunities in the eighties will be in these sectors. I am sure the minister is aware of the statistics which show an insignificant movement of women into these areas. Current training programs still concentrate on channelling women in the very fields where the jobs are now being phased out. Indeed, 75 per cent of women in Canada manpower retraining programs today are still being trained as stenographers, bank tellers, typists and clerks, that kind of traditional female ghetto. Only 12 per cent of the women presently in Canada manpower industrial training programs are registered in non-traditional job training.

● (1520)

I asked the minister earlier for these figures. The latest reports I had from his department were that 2,000 women in all of Canada were now in retraining programs in non-traditional roles. When we consider that one million women are in jeopardy of losing their jobs, that 2,000 who are being retrained is a pitifully small number. The most recent statistics I have from Canada Employment and Immigration for apprenticeship programs, another area where we have to expand, show that 3 per cent of the total enrolment of Canadians in the apprenticeship program are women—3 per cent only. In Ontario, the statistics I have show that only four out of a total of 1,500 people enrolled in apprenticeship programs were women.

I notice that the number of young women who are enrolled in Ottawa technical high schools number only 40 out of 850 pupils. So even at the educational level we can see that there is not a very bright future for women if these present trends continue. In other words, our educational system, our training

and retraining programs are not at present geared to relocate women in the work force, to adapt them to the new technology to provide them with opportunities which they are going to have to have as we move further into the decade of the 1980s. Yet as we consider that decade of the 1980s, two-thirds of all the new entrants coming into the work force will be women. It is not just those who are presently in the work force that we have to be concerned about, the one million women who might be displaced or could be displaced; it is the additional one million women who will be coming into the work force in the 1980s and who will certainly make up the highest number of entrants to the work force.

Obviously, therefore, the needs of women in employment, placement, and in training programs, must be given the highest priority, the highest consideration, in the government's training program. Yet the present programs are really of little benefit to women. That is a major concern and it is one that has to be addressed.

There is another concern that I have, Mr. Speaker, that I would like to point out to the minister. Women must be prepared to make the changes that will take them into the new technology and into the non-traditional roles. A great many Canadian women are not yet prepared to do so. That is a concern that I have had, in talking to many women across the country. It is the fear that they have about making a move from the positions they now hold, from the roles that they now know, from the areas where they feel secure, into a field of new technology for which they do not feel adequately equipped. I had an opportunity to look at data from a recent national survey. It shows a high degree of hostility among certain groups of women, women who are at the lower end of the salary scale, women who have a lesser amount of education. They have a great degree of hostility towards the new technology. Unfortunately, this hostility finds its concentration among the very people whose jobs are the most vulnerable. It is among the sales clerks, the bank tellers, the telephone operators and the typists that there is a great degree of reluctance to come to grips with this new technology.

There is no doubt that the greatest challenge facing women in the 1980s is the challenge of the chip. Not only will training and retraining programs have to be directed towards opening up new opportunities for women, but there must as well be public educational and information programs which show in a positive way the advantages that this new technology will have for women and thus encourage them to enter into the training programs that will be made available to them, I would trust, as we approach this new technology.

I would point out to the minister that such public information programs particularly geared towards women in the work force are already being carried out in France and Japan and have had a very significant impact on the attitudes of women towards these programs. Women in particular must accept the inevitability of the microchip revolution. They must see it as an opportunity to improve their economic position in the work force.