

Employment Equity

The Acting Speaker (Mr. Charest): All those opposed will please say nay.

Some Hon. Members: Nay.

The Acting Speaker (Mr. Charest): In my opinion, the nays have it.

And more than five Members having risen:

The Acting Speaker (Mr. Charest): Pursuant to Standing Order 114(11), the recorded division on the proposed motion stands deferred.

We will now debate Motions Nos. 24, 25A, 26A and 27A and vote on them separately.

Mr. Lorne Nystrom (Yorkton—Melville) moved:

Motion No. 24

That Bill C-62, be amended in Clause 6 by striking out line 22 at page 3 and substituting the following therefor:

"ance with the duties imposed on the employer under sections 4 and 5 and further in accordance with prescribed instructions indicating."

Hon. Warren Allmand (Notre-Dame-de-Grâce—Lachine East) moved:

Motion No. 25A

That Bill C-62, be amended in Clause 6 by striking out line 39 at page 3 and substituting the following therefor:

"moted, trained, transferred, demoted and terminated and the degree of".

Motion No. 26A

That Bill C-62, be amended in Clause 6 by adding immediately after line 41 at page 3 the following:

"(e) the number of individuals in designated groups who apply for specific openings."

Motion No. 27A

That Bill C-62, be amended in Clause 6 by adding immediately after line 41 at page 3 the following:

"(e) a list of those acts undertaken by the employer pursuant to section 4 of this Act."

He said: Mr. Speaker, I have presented three amendments here, all of which amend Clause 6 of the Bill, the reporting clause. This clause at present is the only clause which can be considered a sanction. It says that employers who must introduce employment equity must report certain information about their workforce. I presume that the purpose is, as it should be, that once you know what is going on in your workforce, you will be able to tell whether employment equity or affirmative action programs are necessary, whether there has been a lack of progress and so on. My amendments are meant to improve Clause 6, the reporting section. Since these amendments are all grouped together for purposes of debate I will go through them one by one. Amendment 25A is an amendment to sub-clause (d) of Clause 6. At the present time Sub-clause (d) says that the employer must report:

The number of employees hired, promoted and terminated and the degree of representation in those numbers of persons in designated groups.

Mr. Speaker, that is good as far as it goes. You have to report the numbers of native people, visible minorities, women

and disabled people who have been hired, promoted and terminated. My amendment would add to these three categories of those who are hired, promoted and terminated. We would add those who are trained, transferred and demoted.

• (1550)

The reasoning is as follows. If you do not train the women at the bottom of the ladder in your labour force, or the visible minorities, they are not going to get into middle management, they are not going to get to the top. If you are aiming for a situation where you have good representation of these target groups, not only at the bottom of your labour force but in the middle and at the top, we should know who is being trained.

The next amendment concerns those who are transferred. Transfers are used by employers to punish or to reward employees. Those whom they want out of their hair they send to places like—now, I have to be careful here. If they want to reward them they certainly send them to Notre-Dame-de-Grâce—Lachine East and Montreal, in general, and to the Province of Quebec, that is natural. If they want to punish them they will send them to some part of the country which is not too enjoyable.

Mr. de Corneille: Overseas.

Mr. Allmand: Well, I don't know. In any case we all know that employers do that, and it is a way of getting target groups out of their hair. It is a way, by the way, of sidetracking them from promotions and participation in the firm.

Finally, I ask that we add those who are demoted. If you ask that the employer reports on those who have been promoted we should also note who has been demoted. You can be promoted in one month and demoted six months later. Sometimes what appears to be a lateral transfer in the firm ends up, in fact, to be a demotion. I am asking that this information be added to the report, it being Motion No. 25A.

Motion No. 26A adds a Subclause (e) to Clause 6, the reporting section which would require the employer to report on:

(e) the number of individuals in designated groups who apply for specific openings.

If we simply get reports from these employers on what is happening in their static labour force and we do not know how many people from the designated groups are applying for employment, we do not know how many disabled people are sending in applications that are being turned down. We do not know how many visible minorities are sending in applications and being turned down, and so on. That is important in judging whether that firm is serious about improvement in its employment equity program. I am asking in Motion No. 26A that that sort of information be added to the report.

My Motion No. 27A is probably the key one of them all in this clause because it will act as an improvement on the sanctions in this Bill. This Bill needs sanctions. As we all know the only legal sanction in the Bill at the present time is a