

Government Orders

persons" which is good, nor "to create new positions in its workforce", which is very good.

Also under the Employment Equity Act, section 33, the Canadian Human Rights Commission cannot impose a quota on the employer where quota is defined as "a requirement to hire or promote a fixed and arbitrary number of persons during a given period". This is very good. People say: "That makes a bit of sense to us. We could probably buy into this legislation".

What is not talked about by the Liberals is section 10. In circumstances where under-representation of designated groups has been identified the employer is required to prepare a plan in which short term numerical goals for hiring and promotion of the designated groups are established. We will be getting employers to look at short term numerical goals, but these are not quotas. Also longer term goals for increasing the representation of persons in designated groups are also established.

If in the opinion of a Canadian Human Rights Commission investigator—there is an investigator; hire him like the ethics counsellor who is not used either—an employer has not made all reasonable efforts to implement the employment equity plan, including the goals, the employer may, if negotiations fail, ultimately be subject to an action by an employment equity review tribunal for contempt of process similar in nature to contempt of court leading to imprisonment until the directive is complied with. This is from sections 25 and 31, mark it down.

An employer, believe it or not, can also be fined up to \$50,000 by the responsible minister, who is yet to be determined, for failure to file an employment equity report, for failure to include required information in the employment equity report, or for providing false or misleading information in the employment equity report. This is from section 36, write it down.

Tell me the Liberal government does not have quotas. Tell me this is all voluntary, completely voluntary. Then tell me what it means to have an investigator on staff checking them out.

• (1240)

Tell me what it means to force organizations to have short term numerical goals for hiring and promotion of designated groups and long term goals. If they tell the investigator they cannot make it or they cannot do this or that, then they negotiate. If that does not work, there will be a tribunal. If that does not work, they will be put behind bars.

Listen up. What is the government doing? This is not a fun exercise we are going through to get votes and spend money. What this government is legislating here is serious. It has nothing to do with racism but has everything to do with rights and privileges in this country.

Who will the government fine up to \$50,000? Why will it fine someone up to \$50,000?

What will the government do when it has a quota in a town where perhaps there are not the right number of people? Will it get its investigator to find somebody to take to a tribunal? What if someone is found who is absolutely not suitable for the job? Will that person be placed in the job anyway? That is a great way to get Canada competitive in the global market. The brilliance of social engineering.

Let us look at a couple of application forms. One of these forms was given to me by a backbench Liberal who is not very happy with what is going on here. Among the things asked on this application form is to self-identify. Look in the mirror or perhaps determine what kind of person you really are. Let us self-identify: cultural, racial or linguistic minority person. Explain that and define it. Lesbian, gay man or bisexual. What the heck does that have to do with employment? That is where social engineering hit. That is just one application.

Here is the government's application. The longest thing on the application is the group with which one has to self-identify: Black, Chinese, Filipino, South Asian, Indonesian, Pakistani, Japanese, Korean, Southeast Asian, Burmese, Cambodian, Laotian, Thai, Vietnamese, visible minority west Asian, North African, visible minority Latin American, Oceanic, Polynesian, Micronesian, Melanesian. What is the government doing to this country?

These are application forms. The government is intent on social engineering quota systems. If something is found wrong then it will get its investigator out. He will chase it down, much like the investigator it has under the Official Languages Act. He makes his report.

Mr. McClelland: That might answer the census question.

Mr. White (Fraser Valley West): Perhaps.

This is the politically correct Liberal government days in our Canadian society. Government members will impose on the rest of us those things we do not necessarily want. Do they really think in a community like mine that many visible minorities do not get jobs? In fact they are the majority of employees in many businesses in my community. Do they think other people say that is not fair? We have to try to employ everyone in society regardless of race, colour, creed, religion or sex.

• (1245)

We cannot engineer society through legislation, but the Liberals will do it because they have a majority government. The mess will be there, which they will leave behind when they are turfed out of office.