

manner, which would be temporary employment before the competition; but they would naturally benefit in the competition by the experience they had gained on the job.

The WITNESS: It is not regarded as something in itself that actual service qualifies a person, but by the experience he is better qualified to compete against all comers because of the fact of his temporary service.

Mr. MARQUIS: Consequently, if one man was a civil servant and had worked in the department for two or three years, he would not have any preference over the veterans who make application?

Mr. HEMSLEY: That is right.

Mr. JACKMAN: One occasionally hears the criticism, probably from uninformed sources, that the Department of External Affairs is pretty well staffed by ex-university dons and others and that there has been a very small infusion of business men. I am not speaking so much of the new young fellows because they have not had much chance to have experience except in the army, but in the case of some of the more senior appointments which have come up to the rank of minister, if you like. Occasionally the criticism is heard that the department is overloaded with professors and university people. I do not mean that they are not valuable, but there is no proportion of men who have had experience in negotiating in business and other fields of endeavour. Would you care to express an opinion—it could be your personal opinion—as to the fitness or background for the work of the department—that is university versus business training?

The WITNESS: Mr. Jackman knows that I can hardly accept an argument that academic training is a disqualification for the diplomatic service, because members of the committee may not know that Mr. Jackman was once a student of mine in the University of Toronto.

Mr. COTE: Mr. Jackman would be satisfied with the answer that not many business men would accept the salaries which university professors might accept.

Mr. BREITHAUPT: I think a happy combination of both classes would be desirable.

The WITNESS: I think we have drawn from both sources. We have several people with business and legal experience in the department now and some who were in that class of wartime assistant who I hope we take on permanently; and we also have several with some background in academic life. I think it is true to say that most of the senior officers of the service including, let us say, Messrs. Robertson, Pearson, Keenleyside and myself, although we all at one time or another had been associated with various universities, have spent many years in the service, and that such qualifications as we have acquired for the conduct of external affairs of Canada have been acquired as members of the Department of External Affairs rather than as the result of academic experience several years ago. I should like to say that we have been greatly assisted by the people from the universities who we have secured temporarily during the war. I do not think we could have carried on without them. On the whole, it was easier to get people from the universities because the university presidents in many cases co-operated with us. The number of undergraduates fell during the war and the pressure on the staffs at the universities diminished and the universities were able to keep their places open. Apart from that, a man could come temporarily and know that he would be able to go back to his position, a situation which does not normally hold good in business, and still less in the legal profession. Their background and knowledge of international affairs was very valuable, and particularly valuable in the work of the department.

Mr. COTE: Do the requirements of the Civil Service Commission call for university degrees in many of the positions in your department?