

Mr. BREWIN: Someone suggested to me there had been a decline in the number of people applying to go into the foreign service. Is that correct?

Mr. CADIEUX: It varies from year to year, but there is a large number of applicants.

Mr. BREWIN: But very much larger than there are opportunities, is that correct?

Mr. CADIEUX: That is correct.

Mr. BREWIN: What are the qualifications?

Mr. CADIEUX: I assume your question is directed to the officer level. From an age point of view, the candidate must be below 31 years of age. There is a residential requirement in addition to the citizenship requirement. The residential requirement is 10 years, and there is a requirement there should be a degree from some qualified university or academic institution. These are the major requirements and, of course, the candidates must apply and succeed.

Mr. BREWIN: There is an examination?

Mr. CADIEUX: There is what we call a competition, which consists of a number of stages. Would you like me to detail them? If you wish, I could give a short outline.

Mr. BREWIN: Yes, if you would give us a brief outline.

Mr. CADIEUX: First, there is an examination of the file of the candidate to make sure he meets the conditions set out, that is as to age and residence etc. Then, there is an "objective" examination which is used by the civil service commission to reduce the number of applicants to more manageable proportions. This is followed by a written test: an essay, and a number of questions. These tests are set up by the civil service commission in consultation with the Department of External Affairs and the Department of Trade and Commerce, as it is a joint competition for the two. If the applicant succeeds in the written part he then appears for an oral examination before a board, which travels across the country. This board travels to England, France and other places where there are groups of candidates, mostly post graduates. These boards are made up of representatives both from the civil service commission, Department of External Affairs and the Department of Trade and Commerce and, abroad, they have representatives from the academic and business communities. Those that are successful in these oral boards are put on an eligible list published by the civil service commission, and we draw from that. Successful candidates can indicate a preference either for external affairs or trade and commerce.

Mr. BREWIN: And the interest and the attractiveness of the job are such that you never fail to get adequate applicants?

Mr. CADIEUX: We do not have quite as many as we would like to have. I think it is just during the last few years we have had a good many openings in the department and, if there had not been an austerity program introduced, I do not think there would have been enough candidates. It is a problem for the service to attract a well qualified young man.

Mr. BREWIN: Has it anything to do with the remuneration available?

Mr. CADIEUX: Well, in this matter I can only give a personal opinion. The scale of remuneration is a factor; the conditions of service abroad is another, and the degree of competition you get from universities is still another one. These are some of the factors which tend to complicate to a certain extent the recruiting prospects. Also, the service is changed. There was a time when most of our employees were posted to countries similar to Canada; now we are expanding into Asia, Africa and other parts of the world, and the appeal of the service is directed perhaps to a slightly different type of person. The more intellectual type may not find himself working in as congenial surroundings as before. I know there are plenty of young Canadians who will be particularly attracted by this kind of life but, if you are in a country that is