

*Adjournment Debate*

jobs; and, third, the employer accepts, if deemed appropriate by the Commission, to have foreign workers train Canadians.

These criteria are valid for small and large businesses alike and each employer must prove compliance in order to be authorized to hire one or more foreign workers. The application made in 1982 by the Bank of Montreal was accepted in principle under this policy. In fact, only 26 persons were admitted to Canada even though approval in principle was granted for 42.

The Bank spent \$8.5 million in 1981 to train Canadians, emphasizing the chances for promotion and self-improvement of its own workers. In Canada, they hired a very large number of new employees, first on campuses, through the CEC's and the other college and university employment services, and also elsewhere by advertising in the media to attract qualified applicants, and through the National Employment Bank and 18 private employment offices. In spite of all its efforts, the Bank was unable to find and hire Canadians with the required qualifications and international banking knowledge for certain management and analysis positions.

Contrary to what the Hon. Member for Winnipeg North has stated, the Bank of Montreal was not favoured in this specific instance. In fact, a number of other similar applications were approved, similar in the sense that the jobs involved are very specialized and require unusual experience and exper-

tise. Approval of such application promotes the planning of human resources by the industry, which operation stabilizes in return the employment sector and creates career opportunities for Canadians.

With respect to the hiring method used by the other banks or other employers in the same situation, it depends on the needs of each one. Some employers prefer to decentralize their international activities. On the other hand, the Bank of Montreal seems to have decided on centralizing its national and international operations in Toronto, and this requires the presence in Canada of experts in international banking operations, as well as specialists in banking systems and advanced techniques, and international economists with a detailed knowledge of certain areas of the globe. Their presence contributes to the transfer of technical knowledge and provides for a greater number of opportunities for Canadians, both here and abroad.

As I have just explained in answer to the question raised by the Hon. Member for Winnipeg North, the Bank of Montreal was not given more privileges than other institutions.

**The Acting Speaker (Mr. Guilbault):** The motion to adjourn the House is now deemed to have been adopted. Accordingly, this House stands adjourned until tomorrow at 11 a.m., pursuant to Standing Order 2(1).

At 6.30 p.m., the House adjourned, without question put, pursuant to Standing Order.

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