

attitude toward Canada Manpower Centres are many. The Department must acknowledge them and seek out ways to correct them.

Outside the Division: Use of Consultative Committees

A beginning has been made in the extension and increasing use of consultative committees in relation to many programs. At the national level there is the Canada Manpower and Immigration Council. On the provincial level there are the Manpower Needs Committees on training programs and the Agricultural Needs Committees on farm employment problems. At the local level the Constituency Advisory Groups have been formed to assist in the selection of Local Initiatives Projects. All of these Committees have been subjected to some form of public criticism, some because they are seen as having too much representation from federal and provincial civil servants, or as partisan politically.

But these Committees do provide a means for the Division to receive the comments of those outside the Division on how program targets of the Division are being met. The direct participation of interested people, representative of different sections of the community, is an important support in program development and policy making. Mr. Gotlieb, the Deputy Minister of the department, explained that in fact the concept of consultative committees has been fostered by the Division, first in the establishment of the Farm Labour Pools.

We developed, and in fact invented, the concept as an administrative and planning tool for dealing with manpower problems in the agricultural area. It was done precisely to encourage this notion of organizations which in a way were at arms' length with the government, which stood between the bureaucracy *per se* and the individual, because of their roots in the community....basically to involve these people in helping solve manpower problems....(26:23)

The Canada Manpower and Immigration Council has been established in law and has a continuing secretariat within the Division. It has been given general duties under the Act "to advise the Minister on all matters pertaining to the effective utilization and development of manpower resources in Canada, including immigrants..."²

This Council could be used more effectively as a means of improving communications about manpower programs with the working community at large. The examples of the National Labour Board of Sweden, the German Federal Institute of Labour, and the National Commission for Manpower Policy in the United States could be studied as models for the greater utilization of this Council in the interests of the development of effective manpower policy in Canada and effective communication with involved Canadians about that policy.

In more closely defined occupational areas one-day seminars have been held for several associations of employers at which Manpower programs were discussed and the recruitment problems of the members of the association examined. This is a particularly worthwhile technique and should continue to

² Canada Manpower and Immigration Council Act, 1967-68, para. 11(a).