

and beneficial relationship between two large linguistically and culturally distinct groups within a democratic framework has relevance not only for other countries where the population is not entirely homogeneous but also for the conduct of friendly relations among states.

A country's foreign service is really only a reflection of the country itself. During the postwar decades, Canada enjoyed a preferred position. We had emerged from the war materially unscathed and militarily, economically, stronger than ever. Our relative power in the world community was far greater than it had ever been, and this was reflected in the active part played by Canada through its foreign service in contributing to European recovery and the establishment and development of multilateral bodies such as the United Nations and NATO. It was, however, not a position that could be sustained. The rehabilitation of Europe, the growth of Japan, the re-emergence of China and the independence of colonial territories have all contributed to making the world of today far different from what it was only a decade or so ago. Accordingly, the Canadian foreign service has had to adapt to the new world situation and the Government's perception of Canada's place in it. I should like, therefore, against the hastily-sketched background I have given, to focus on the make-up of the Canadian foreign service, particularly those elements that, if not unique, tend in total to make it somewhat different from other foreign services.

First of all, the Canadian foreign service is relatively new. An illustration of this is that there is no shelf of memoirs or personal reminiscences equivalent to the various "Farewells to Foggy Bottom" written by United States foreign service officers. Even if such a library of Canadian memoirs existed, the content would probably not be very dramatic, because Canadian diplomats in the two decades after the Second World War tended to work diligently but quietly out of public view trying to find solutions, to act as the "honest broker" between competing powers. This role has been categorized in the recent foreign policy review as that of the "helpful fixer" and is a role dismissed as no longer relevant.

The Department of External Affairs was set-up by an Act of Parliament in 1909. Its mandate was described in sufficiently broad terms to permit an empirical approach to the development of the Department's functions within the Government. The service only really began in the 1920s, and then in a rather halting way. The expansion of representation to major countries continued until the outbreak of the Second World War. The really significant expansion began after the War, and at present Canada is represented in well over 100 countries. One result of this rapid expansion in recent years has been a general lowering of the average age of members of the foreign service. There are at present about 725 foreign service officers, about 500 in the Department of External Affairs and 225 in the Department of Industry, Trade and Commerce. With regard to the Department of External Affairs, approximately 55 foreign service officers were recruited in 1971, somewhat more than 10 per cent of the total strength, and a like number is anticipated for the current year. Apart from 1970, which was a year of particular austerity, the average intake of officers over the past six or seven years has been between 35 and 40. You will appreciate that, despite resignations, retirements and so on, such relatively large intakes over a short period into a numerically small service inevitably result in a general lowering of the average age of the service.