

the next two years; during the first year, CIDA and External Affairs worked to prepare and deploy personnel to five missions abroad. One result of this decentralization will be the virtual tripling in size of the development assistance stream, i.e., the group of Foreign Service officers in External Affairs who specialize in international development.

A new group was established in the Personnel Branch to be responsible for Foreign Service officer recruitment, employment equity, interchange with the provinces and the private sector, and international appointments. It will seek to recruit Foreign Service officers from additional regions of the country, to reach out to "non-traditional" disciplines as sources of candidates, and to encourage applications from Canadians of all ethnic origins. The Department's progress in meeting its Employment Equity targets is the subject of a continuing joint review with the Canadian Human Rights Commission. The program to increase placement of Canadians, particularly of women, in international organizations is proceeding.

A strong secondment program continues, with 371 officers from other departments serving in External Affairs during the past year and 119 from the Department serving outside it.

Departmental training policy provides for equitable distribution of efforts among all employees, rotational and non-rotational, regardless of rank or mother tongue, and is aimed at helping all employees, from new recruits to heads of mission, to obtain the skills necessary to perform their duties. The foreign-language training program continues to grow, with 750 employees and spouses receiving training in 38 languages during the year under review.

To ensure that its managers are of requisite calibre, the Department introduced a five-day in-residence colloquium for newly appointed directors of divisions, which is to be expanded. During the year the largest single training exercise in the Department's history was initiated to provide training to approximately 5 000 users, hundreds of technical support staff and managers of COSICS.

A new unit was established in the Personnel Branch to improve career management for employees who serve only in Canada. An improved career path system is intended to provide them with more opportunity for advancement within the Department.

Merit and suggestion awards were made to 66 employees, including those who made an outstanding contribution to the three summit meetings which were held in Canada during the past fiscal year.

The Department sought to improve occupational safety and health and to ensure compliance with the Canada Labour Code and other standards. In accordance with Treasury Board policy, smoking in the workplace has been banned. Priority was given to improving personal safety in many parts of the world through further development of security measures and contingency planning. A new departmental policy on the Employee Assistance Program was designed to assist employees and their families with a wide range of problems, some of which are often exacerbated during service abroad.

In view of the increasing number of two-career families and employee couples in the Department, Personnel Branch undertook a study of spousal employment in the career Foreign Service. In the meantime, the program of negotiating reciprocal employment agreements with countries in

which Canada has missions continued; the addition of Finland and of Trinidad and Tobago brought to 26 the number of countries with which such arrangements are in force and they cover almost half of External Affairs staff serving abroad.

Under the government's work force adjustment policy, the Department cut 65 positions from its establishment during the past year; the adverse effect on individual employees was greatly reduced through retirement and redeployment. At the same time, the Multilateral Trade Negotiations, the follow-up to the Free Trade Agreement and the establishment of International Trade Centres across Canada created new positions.

### **Protocol services and diplomatic, consular and other representatives in Canada**

Canada has diplomatic relations with 158 countries. In Ottawa there are 78 resident embassies and 23 resident high commissions. Outside Canada there are 35 non-resident embassies and 15 non-resident high commissions accredited also to this country. During the fiscal year, 28 newly arrived ambassadors and seven high commissioners were appointed to Canada. Other international offices located in Canada include the International Civil Aviation Organization with representatives from 50 countries, the Delegation of the Commission for the European Communities, the Inter-American Institute for Co-operation on Agriculture, the International Atomic Energy Agency, the International Labour Organization, the Northwest Atlantic Fisheries Organization, the Organization of Eastern Caribbean States, the International North Pacific Fisheries Commission, the United Nations Centre for Human Settlements, and the United Nations High Commissioner for Refugees.

During the year under review the Office of Protocol was responsible for maintaining liaison between the foreign missions and the RCMP concerning the physical protection of diplomatic and consular representatives and their premises. It also provided services and advice to all foreign missions in accordance with Canada's obligations under the Vienna Conventions and other international agreements and Canadian laws and regulations. These included the accreditation arrangements for foreign heads of missions in Canada and Canadian heads of missions abroad. The Office is also responsible for the arrangement of the ceremonial events associated with visits of foreign heads of state to Canada.

Canada's international obligations pertaining to privileges and immunities are set forth in the Vienna Conventions on Diplomatic and Consular Relations and in several conventions concluded within international organizations. The Office of Protocol is responsible for interpreting and applying the international obligations in Canada in relation to diplomatic and consular missions and international organizations. The Office administers and monitors the privileges and immunities accorded to some 8 500 members of diplomatic and consular missions in Canada, including their dependants and domestic servants. During the year Protocol continued its efforts to see that the privileges and immunities were used not to the personal advantage of individuals, but to permit the efficient performance here of the functions of the diplomatic and consular missions and international organizations. Similarly, the conventions grant reciprocal privileges and immunities to the diplomatic and