



CANADA

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## BILINGUALISM IN CANADA'S PUBLIC SERVICE

Since it was the aim of the Government "to make the public service of maximum benefit to the people of Canada by attracting to it the most competent and qualified Canadians available in all parts of Canada", Prime Minister Pearson told the House of Commons on April 6 that the Government had for several years, "having regard to the character of our country... been taking practical steps to encourage bilingualism in the federal public service, as part of its fundamental objective of promoting and strengthening national unity on the basis of the equality of rights and opportunities for both English-speaking and French-speaking Canadians".

The Prime Minister went on to outline in the following words the Government programme for achieving the desired degree of bilingualism in the civil service:

### GUIDING PRINCIPLES

In developing measures to assist those now in the public service more effectively to achieve a reasonable proficiency in both official languages and to improve the recruitment of civil servants with this proficiency, the Government has been guided by the following principles:

- (a) The achievement of bilingualism is in itself a desirable objective for any Canadian citizen. Where the need for bilingualism clearly exists in practice, above all in the national capital, it should be recognized as an element of merit in selection for civil service positions.
- (b) In conformity with the merit system, which must remain unimpaired, the requirement for bilingualism should relate to positions, and not only to individuals.

- (c) Bilingualism must be introduced gradually over a period of years in a manner which will not lead to injustice or misunderstanding. The various measures should be integrated into a well defined, long-term programme.
- (d) It must, therefore, be a requirement of any programme that, in areas where a need for bilingualism exists, civil servants and prospective recruits must be provided with adequate time and opportunity to adapt themselves to new conditions in the service in a way that will increase their own possibilities for a successful and satisfying career.
- (e) For similar reasons of equity, the careers of civil servants who are not bilingual and who have devoted many years of their lives to the service of their country, must not be prejudiced in any way by measures to develop bilingualism.
- (f) The Government will consult from time to time with civil service associations concerning its policy on bilingualism in order to obtain their point of view, and to provide them with all reasonable assurances and remove any possible misunderstandings in regard to measures being proposed.

### PROPOSED MEASURES

On the basis of the above objectives of policy and principles of action, the Government has approved the following measures:

1. *In respect of civil service positions requiring prior university training*
  1. (a) Beginning in 1967, reasonable proficiency in the two official languages, or willingness to acquire it within a prescribed period of time

through appropriate training at public expense, will be an element of merit in the selection of university graduates recruited for administrative trainee positions where the need for bilingualism exists, as is already being done in the case of candidates for foreign service positions.

(b) In those centres where a need exists for reasonable proficiency in both languages, procedures will progressively be established for the filling of executive and administrative positions, so that by about 1970 in the case of appointment from outside the service, and by about 1975 in the case of promotions from within, bilingual proficiency or willingness to acquire it, will normally be a requirement for the positions in such centres.

(c) These procedures will not cover at this time the technical, professional and scientific positions in the civil service, nor the armed forces, nor federal Crown agencies, as these categories present special problems. The appropriate departmental and agency authorities are, therefore, being asked to submit a long-term programme of effective action in their respective areas of responsibility which takes these special problems and particular difficulties into account.

2. A special pool of positions will be established in the national capital to be used to facilitate the recruitment, and to accelerate the development of candidates of high potential who are proficient in both languages.

#### II. *In respect of senior executive officers*

A special programme for improving bilingualism among senior executive officers serving in the national capital will be undertaken. It is envisaged that each year some 20 English-speaking civil servants from the most senior categories, plus their families, will spend a 12-month period in a mainly French-speaking city, while some 10 French-speaking civil servants and their families will spend a similar period in a mainly English-speaking city, to study the other official language and gain an understanding of the cultural values of the group they are visiting.

#### III. *In respect of bilingual clerical and secretarial positions*

It has been agreed in principle that a higher rate of pay will be paid in future in respect of clerical and secretarial positions in which there is the requirement for a knowledge of both languages and where both are used in the performance of duties, providing the incumbents of such positions meet standards of competence established by the Civil Service Commission.

#### IV. *General measures*

1. The present programme of language training will be strengthened and expanded to make the most effective contribution to the development of proficiency in both languages in the public service in those centres where the need for proficiency exists.

2. The Federal Government will undertake discussions with the Ontario and Quebec Governments concerning the early establishment of a secondary school in the Ottawa area in which the

language of instruction will be French, in order to meet the requirements of those who wish to provide their children with secondary education in French, and concerning other joint measures that would directly or indirectly contribute to the improvement of the bicultural character of the civil service in the national capital.

3. A special secretariat on bilingualism is being established within the Privy Council Office under my direction. Working in close consultation and co-operation with the Civil Service Commission, the Treasury Board and all deputy ministers and heads of agencies, it will be responsible for ensuring the co-ordinated and progressive implementation of the Government's policy and programme regarding bilingualism in the public service....

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#### DIPLOMATIC MISSION FOR KENYA

The Secretary of State for External Affairs, Mr. Paul Martin, announced recently that the Canadian Government would open a resident diplomatic mission in Kenya early in 1967. This will serve to strengthen the friendly relations that have existed between Canada and Kenya since the latter achieved independence in 1963. Diplomatic relations were first established between Canada and Kenya early in 1964 through the dual accreditation of the Canadian High Commissioner in Dar-es-Salaam, Tanzania.

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#### NEW NATIONAL HISTORIC PARK

Fort Mississauga, a storied outpost commanding the mouth of the Niagara River, is to be developed as one of Canada's national historic parks early in the 1970s.

In announcing the plan, the Minister of Northern Affairs and National Resources, Mr. Arthur Laing, said: "For several years the Historic Sites and Monuments Board of Canada has strongly recommended the development of this site. Not only did Fort Mississauga play a significant role in the War of 1812, but it is an outstanding example of a most interesting type of military structure". The fort, of star-shaped design, includes a unique, square bomb-proof tower.

The plan calls for the full restoration and re-furnishing of the square tower and for substantial shore protection to combat erosion.

#### HISTORIC LANDSCAPING

The area outside the fort was once a site for military encampment and the location is, therefore, ideally suited for the Historic Parks System's major exhibit concerning the techniques of military encampment. It is proposed to develop a compound featuring a fully-operational military camp; several historical periods will be explored in order to enable changing the tent displays on a seasonal basis.

## NATIONAL WILDLIFE POLICY ANNOUNCED

Northern Affairs Minister Arthur Laing recently tabled in the House of Commons a national wildlife policy and programme, the purpose of which is to provide guide-lines for co-ordinated action by the federal and provincial governments for the conservation and protection of wildlife in Canada. Demands on wildlife resources by hunters and other recreationists are increasing and this trend is expected to continue as the population grows. A complicating factor is that wildlife habitat is being sacrificed steadily to human demands for more space.

The new policy and programme have been developed to meet needs expressed by conservationists and wildlife officials throughout Canada and in accordance with principles endorsed by the Canadian Council of Resource Ministers, the Federal-Provincial Wildlife Conference, and the Prime Minister's and Premiers' Conference in July 1965.

### PROGRAMME DETAILS

The Federal Government will undertake research on the relations between wildlife and forest and on factors affecting the health of wildlife populations; provide research services to the provinces on request; support research and management related to wide-ranging wildlife populations (problems sometimes cross provincial boundaries); where possible design its information programme on wildlife to serve the interests of provincial and territorial governments; act to improve the supply of professionally-trained wildlife biologists; try to prevent any animal from becoming extinct.

The programme and policy deal specifically with migratory birds and wildlife in national parks, and in the territories.

The importance of co-ordinating programmes and policies across the country is emphasized and the document provides for review and improvement of related research and management arrangements.

Mr. Laing also announced that, in recognition of the importance of the wildlife resource, the Government had decided to establish the Canadian Wildlife Service as a separate branch of his Department.

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## INCO LICENCES FOR DUCTILE IRON

New royalty-free licences for the production of ductile iron have been offered by the International Nickel Company, to its licensees producing the material.

The original U.S. patent covering magnesium-containing ductile iron expires toward the end of this year. However, International Nickel still owns more than 30 other ductile-iron patents covering various other aspects of its licensees' operations.

Under the new licensing arrangement, licensees in good standing are being offered a modified licence agreement to take effect January 1, 1967. The new agreement will be substituted for the existing royalty-

bearing licence, and will have the effect of eliminating royalty requirements with respect to ductile iron produced after December 31, 1966. The new arrangement covers operation under International Nickel patents currently in effect, and has been modified and simplified in a number of other respects.

International Nickel intends to continue research on ductile iron and activities aimed at developing markets for ductile iron containing nickel. The company also expects to continue to assist organizations devoted to improving the foundry industry and to disseminate technical and market information to licensees.

### YEARS OF GROWTH

Ductile iron, which was developed in the laboratories of International Nickel, has become a major product of the foundry industry. Produced by over 600 authorized foundries in 30 countries, the estimated tonnage for 1965 was 1,825,000 tons which is an increase of 30 per cent over the figure for 1964. This has been the approximate annual rate of increase over the last few years and it is expected to continue for a number of years in the future.

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## NEW HEAVY-WATER PLANT

Atomic Energy of Canada Limited announced recently that it had been authorized by the Government to enter into a contract with the Canadian General Electric Company Limited for the supply of heavy water from a new plant.

CGE had submitted a proposal for a plant with a capacity of 400 tons a year and a contract to guarantee the sale of 4,000 tons, as requested. It also made an alternative proposal for a plant of up to 500 tons a year and a guarantee of sale of 5,000 tons within a maximum delivery period of 12½ years. It is a contract related to this larger plant that has been approved.

### TERMS OF CONTRACT

The basic terms of the contract to be signed with Atomic Energy of Canada Limited are that: (a) CGE will be responsible for financing, designing, building and operating the plant. It will select a site before the middle of June 1966, and production will begin in 1969; (b) AECL will underwrite the sale of 5,000 tons of heavy water from a plant to produce up to 500 tons a year within a maximum period of 12½ years, at an average price of approximately \$18.15 a pound. The price for the initial production will be \$20.50 a pound and the price will decrease over the contract period to \$16.00 a pound.

AECL is also authorized to respond to any request from Deuterium of Canada Limited to negotiate a contract for the supply of a similar quantity of heavy water within the same contract period from an expanded plant at Glace Bay, Nova Scotia, provided assurances are received from that firm that adequate financing to build such an extension has been obtained.

## INDIANS OF CANADA AT EXPO

It was announced recently by Mr. Arthur Laing, Minister of Northern Affairs and National Resources, that Andrew Tanahokate Delisle, Chief of the Caughnawaga Indian Band Council, had been appointed Commissioner General of the Indians of Canada Pavilion at Expo '67. Mr. Laing said that Chief Delisle's primary responsibility would be to ensure that the Pavilion would represent the views and aspirations of the Indians and give visitors from Canada and other parts of the world a faithful picture of Indian life and culture.

"The Indians of Canada Pavilion is intended to be a genuine statement by the Indians to the people of Canada and the world", the Minister said. "Within the extremely limited time now remaining", he went on "every effort will be made to determine from the Indians what this statement is to be and how it is to be expressed. The role of the non-Indians involved in the Pavilion is simply to supply necessary skills and techniques that are not readily available in the Indian community."

The Pavilion idea was approved by the newly-established National Indian Advisory Board, which met in Ottawa in January; final Government approval was given a month later.

A site, 30,000 square feet in area, has been procured near the Canadian Pavilion, but the Indian project will be completed separate from the area to be occupied by the federal exhibit.

### RECRUITING PROGRAMME

A campaign will be launched shortly to recruit Indian girls to act as hostesses and guides for visitors to the Pavilion. About 20 girls will eventually be engaged, after an extended period of training that will include additional languages, Indian history and culture, grooming and deportment. The recruiting programme is under the direction of Bernard Lapierre Assiniwiw, an Indian actor and producer who is employed by the Cultural Affairs Section of the Indian Affairs Branch.

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## RECORD YEAR FOR NATIONAL HARBOURS

For the third successive year, new records have been established for cargo tonnage handled at Canada's national harbours. The aggregate volume of cargo registered a growth of nearly 3 per cent over the figure for the previous record year, 1964, and was accompanied by an increased number of vessel entries and registered tonnage. The thirtieth annual report of the National Harbours Board, tabled in Parliament by Mr. J.W. Pickersgill, the responsible Minister, indicated that all ports had a high level of business and produced a net profit in excess of \$680,000 for harbour operations.

Port business at NHB establishments in 1965 produced revenues of \$34 million, 13.2 percent

greater than the figure for the previous year, while expenses increased by 9.6 per cent. A net operating income of \$12.9 million at the end of the year was an improvement of more than \$2.1 million above the 1964 total. Income from investments and other sources brought total income to \$15.7 million.

After allowing \$9.4 million for interest to the Government and making provision of \$5.1 million for replacement of capital assets, 1965 port operations produced a net profit of \$681,131 compared to a loss of \$980,857 in 1964.

Operation of the two bridges over the St. Lawrence at Montreal resulted in a deficit of \$2 million. When this loss is included, the deficit for all units was \$1.3 million in 1965 compared to \$3.3 million the previous year.

### ASSETS AND EXPENDITURES

At the end of 1965, capital assets of the National Harbours Board at cost, or estimated cost, were in excess of \$446 million. Capital expenditures during the year totalled \$20.8 million and were financed by \$3.8 million from Government loans, \$10.3 million from revenues and \$3.1 million from the Board's replacement funds. Appropriations provided by the Government on a non-repayable basis to finance projects relating to Expo '67 at Montreal totalled \$3.4 million. The 1965 capital programme included new or improved wharves, new transit sheds and additions and improvements to grain elevator systems, cold storage facilities and harbour roadways.

Payments to the Government totalled \$4.6 million, of which \$4.1 million was interest on loans and \$500,000 was principal. Reserve funds for replacement, fire, and general insurance, workmen's compensation and special maintenance were increased by \$300,000.

### AREA FIGURES

Improved net operating incomes were reported for Chicoutimi, Quebec, Trois-Rivières, Montreal, Prescott and Churchill, while Halifax, Saint John, (New Brunswick) Port Colborne and Vancouver dropped from the previous year. Final figures show an improvement in the net profit position of Chicoutimi, Trois-Rivières and Prescott and a decrease in net profits at Port Colborne and Vancouver when compared to figures for 1964. The greatest financial improvement was recorded at Montreal where a net loss in excess of \$1 million the previous year was converted to a net profit of nearly \$930,000 for 1965. The new national harbour at St. John's (Newfoundland) showed a net operating income of \$141,366 and a net loss of \$45,131.

The increase in cargo volumes from 71,404,617 tons in 1964 to 73,313,834 tons included gains in such major commodities as fuel oil, gasoline, gypsum, newsprint, road motor vehicles, lumber and timber. Decreases reported included asbestos, wheat flour, sulphur, pulpwood and bituminous coal.

Exports decreased by 5.7 per cent and imports were up by 18.6 per cent. Inward domestic traffic decreased by 1 per cent and outward domestic movements rose by nearly 3 per cent.

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