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A VITAL PROGRAMME OF DEVELOPMENT FOR CANADIAN LABOUR

Addressing the Kiwanis Club of Ottawa recently, the Minister of Labour, Mr. John R. Nicholson, discussed the labour policy of the Federal Government in general and the special relation of his Department to the Department of Manpower, shortly to be established by Parliament.

He prefaced his remarks with a brief review of the second annual report of the Economic Council of Canada:

...First among the economic and social goals which the Council has set for Canada is full employment. For the balance of the 1960s, the Council believes this can be interpreted realistically as aiming for an annual rate of 97 percent employment of the labour force, or a maximum of 3 percent employment for the economy as a whole.

As the Council noted, to attain effective growth of the Canadian economy we must make full and increasingly efficient use, on a sustained basis, of our growing productive resources, both human and material.

The very substantial decline over the past 30 odd months in the rate of unemployment, in spite of our rapidly expanding labour force, clearly indicates that we are moving towards much fuller use of the available manpower resources.

UNEMPLOYMENT DECLINES

Despite the increased use of automated processes in many sectors of business, we have seen a substantial decline in unemployment from upwards of 7 per cent in 1961 to approximately 4 per cent last year — the lowest level in eight years. At the same time, the labour force grew at a sharply accelerated

rate of more than 3.5 per cent over the past two years, the largest overall gain for any two consecutive years since the end of the Second World War.

But a further rapid growth of the labour force is anticipated through 1970. Consequently, there is no room for complacency but rather a need for continued and rapid growth in total employment, at an average annual rate of about 3 per cent.

Some further economic facts of life were also plainly evident in the report of the Economic Council. If we are to maintain our economy at its present level of progress, we must have the right amount of manpower, trained in the right skills, available at the right time and in the right place. Without this supply of manpower, our industrial and economic progress will suffer. Industry, labour, and the entire community will feel the impact of retarded growth....

We certainly cannot afford to attack manpower problems on a piecemeal basis. The Federal Government and the provinces have been concerned with education and training of young people, with retraining and upgrading of workers whose skills are becoming obsolete, with the mobility of workers whose job locations are changing, and with the recruitment of skilled workers through immigration.

MANPOWER DEPARTMENT

The creation of the new Department of Manpower will give us the opportunity of carrying out, for the first time, a full frontal attack on a national scale on the serious manpower problem. It will give the Government an opportunity to provide, in an efficient manner, a national organization that will serve the

needs of employers and workers alike, just as a bank serves its depositors and its clients.

The transfer of certain functions of the Department of Labour to the new Department of Manpower leaves the Labour Department free to concentrate on labour-management relations, labour standards and those allied matters that loom so large in the lives of most Canadians.

These two Departments, Labour and Manpower, will, I can assure you, be operating in close harmony toward the long-range objectives of a comprehensive and co-ordinated programme, covering all aspects of labour-management relations and all aspects of manpower development and utilization.

The two Departments will have a joint interest in such matters as the general upgrading of the skills of Canada's working force, and in the attraction of those immigrants whose skills are needed for the continued expansion of our economy....

LABOUR-MANAGEMENT RELATIONS

Speaking for my Department of Labour, we fully realize that there are many complex questions being raised by the continuing advance of technology and automation, questions which will call for the fullest whole-hearted co-operation between labour and management....

...It would be a sad commentary on this age if that new technology, which is designed to bring about a better life for mankind, was to create instead a state of anxiety and feeling of loss of security among great numbers of our people.

In the Department of Labour we intend to continue to expand our promotion of labour-management committees, of which there are now some 2,000 throughout Canada, involving more than 600,000 workers. We shall also continue to encourage these committees to deal with those questions of vital concern to employers and workers facing advancing technology.

We shall continue in our endeavours to improve the working conditions of all Canadians, not hesitating to give leadership where we feel leadership is needed. In this respect, we shall be introducing at this session of Parliament amendments to the Fair Wages and Hours of Work Act, and introducing a Canada Labour Safety Code, about which you will be hearing more in the near future.

We shall also continue with renewed vigour our efforts to ensure that discrimination due to race, sex, colour or religion has no place in the lives of Canadians.

YEAR OF PROGRESS

We have many reasons for viewing the year 1965 as one of great progress and prosperity for Canadians as a whole. Employment rose by the year end to roughly 7,000,000 - the highest level in our history, with an increase in the working force of 305,000 or 4.6 per cent over the previous year. As well, unemployment as of January 15 was at 5.1 per cent, the lowest rate for this period in more than a decade, and compared to a rate of 5.9 per cent in the year 1964.

Also 1965 saw a continuing upward trend in wages. In the first nine months, earnings were up

nearly 5 per cent above the comparable period in 1964. In other words, many more Canadians - hundreds of thousands of them, in fact - are now working in more jobs and at better wages and salaries than ever before in Canada's history.

Though unemployment remains a cause for concern, our attention must now be directed increasingly towards assistance measures for those sections of the country and those persons who, for whatever reason, are not receiving their full share of the national prosperity.

With the increase in job opportunities and the decline in unemployment, labour shortages in certain occupations exist in different parts of the country. These shortages may well be more critical this year especially within the construction industry.

Programmes have been initiated to help meet those particular shortages but, to a large extent, our more serious shortages are of skills rather than manpower.

With the enormous success of our programmes to encourage technical and vocational training at the secondary school level and beyond, we must now concentrate more on the training and retraining of adults, those who are unemployed, those who are at work in industry but whose skills are becoming obsolete, and those immigrants who need further education or training....

It is our intention as a Government to ensure that every Canadian, regardless of his social circumstances or place of residence, is given the fullest opportunity to work towards that greater tomorrow which is our heritage. We need and welcome your support and your full co-operation, gentlemen, in this gigantic but essential work.

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OIL-LIFT TO ZAMBIA

The Secretary of State for External Affairs, Mr. Paul Martin, recently made the following announcement:

On December 20, 1965, the Prime Minister announced that the Canadian Government had decided to participate in an airlift of oil supplies to Zambia. This decision was taken at the request of President Kaunda of Zambia, supported by Prime Minister Wilson of Britain. At the time, the Prime Minister said that Canada would provide four Royal Canadian Air Force *Hercules* aircraft for approximately one month. This was subsequently extended to the end of February.

Late in January, the Zambia Government expressed its gratitude for the assistance rendered by Canada, and in particular by the RCAF, and asked if Canada would be prepared to prolong its participation in the airlift until the end of April, should this be required. The Canadian Government recently agreed to do this but, because the air-transport resources of the RCAF will be heavily taxed in meeting other prior commitments, the Canadian contribution to the airlift will be reduced from four to two *Hercules* craft at the beginning of March.

FITNESS GRANTS

Mr. Allan MacEachen, Minister of National Health and Welfare, recently announced grants totalling nearly \$400,000 to national sports organizations under the Fitness and Amateur Sport Programme.

About a third of the total will help the various sports-governing bodies conduct regional, travelling and national leadership clinics for athletes, coaches and officials. Another \$100,000 will assist such bodies in holding national championships throughout the country and most of the remainder will be used to assist Canadian athletes competing in international competitions throughout the world.

ORGANIZATIONS INVOLVED

The Royal Canadian Legion has been awarded \$65,352 to continue its track and field programme by conducting an advanced coaching clinic, an advanced athletes' clinic and holding regional clinics across the country.

The Canadian Amateur Ski Association will receive \$62,646 to assist in staging Canadian alpine, cross country and jumping championships, and to help meet the costs of training the national ski teams and sending competitors to the World Championships in Europe. Part of the money is to be used to help cover the cost of conducting regional and travelling coaches' clinics during the current ski season. This brings up to more than \$80,000 the federal funds made available to the Canadian Amateur Ski Association to carry out its 1965-66 programme.

The Canadian Amateur Hockey Association has been granted \$52,450, of which \$48,950 is to be used for forming, training and sending the national hockey team to the World Championships in Yugoslavia in March.

The Canadian Amateur Basketball Association will receive \$31,740 to stage the Junior Canadian Championships, and to help hold the Senior Women's Championship and the Senior Men's Canadian Championships.

A grant of \$26,698 was made to the Canadian Yachting Association to help send crews to international championship sailing regattas in 1966 in preparation for the Pan-American Games and the 1968 Olympics. The grant will also go toward staging the National Championships in Quebec, and a national seminar for instructors and conducting a national instructional regatta.

The Canadian Figure Skating Association will receive a grant of \$14,576 to help cover the costs of the Canadian Championships in Peterborough and help send a team to the World Championships in Switzerland.

A total of \$82,403 was granted to the Amateur Athletic Union of Canada for various trials, championships, clinics, seminars and to assist teams competing in international competitions of the sports that come under the jurisdiction of the AAU of C. These include boxing, fencing, gymnastics, handball, track and field, weight-lifting and wrestling.

The Shooting Federation of Canada will receive \$9,457 to help towards the cost of holding trials for

World Championships and British Empire Games, and to help send teams to the World Trap-Shooting Tournament in Chile, and to the World Championships in Germany.

Other organizations receiving grants under the Fitness and Amateur Sport Programme include the Boys Clubs of Canada, the Canadian Swimming Association, the Canadian Archery Association, the Canadian Camping Association, the Canadian Lawn Bowling Council, the Canadian Table Tennis Association, the Canadian Women's Field Hockey Association, the Royal Canadian Golf Union, and the Rugby Union of Canada.

The total of the 18 grants announced by the Minister recently was \$388,404. This is the first group of federal grants to help sports-governing bodies in conducting their 1966 programmes.

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MONTREAL SYMPHONY ORCHESTRA

The Secretary of State for External Affairs, Mr. Paul Martin, announced recently that the Montreal Symphony Orchestra would give a series of concerts in France, Belgium and Switzerland in October. This tour will form part of the Canadian Government's programme of cultural exchanges with French-speaking countries. Among the places the orchestra will visit are Paris, Bordeaux, Marseilles, Berne and Brussels, where Canada has diplomatic or consular missions.

Mr. Martin expressed confidence that the visit of this important Canadian musical group to the three countries mentioned, just before the centenary of Confederation and the World Exhibition in Montreal would help draw the attention of the European public to these forthcoming major Canadian events.

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CENTENNIAL INTER-FAITH PROGRAMME

The Canadian Inter-Faith Conference has become an active member of the planning force for centennial celebrations. The Conference, first proposed at the autumn meeting in 1964 of the National Conference on the Centennial, brings together 28 denominations for the purpose of planning religious participation in the 1967 observances.

As a result of a first meeting of a representative group of religious leaders in Ottawa in July 1965, the Inter-Faith Conference has established a secretariat that will be supported over the next two fiscal years by an administrative grant of \$60,000 from the Centennial Commission. The secretariat will be responsible for co-ordinating and implementing religious activities for the centennial.

Governor-General and Madame Vanier have agreed to act as honorary patrons of the Canadian Inter-Faith Conference. A board of directors of 19 members and its executive committee are working out the details of the programme for 1967. Ten of the directors are official representatives of the

Anglican, Baptist, Jewish, Lutheran, Mennonite, Orthodox, Presbyterian, United Church and Catholic faiths. The other nine are members-at-large from across Canada.

PROJECTS UNDER REVIEW

Several centennial projects were suggested and about 15 are currently under examination, including the preparation of a booklet of prayers and hymns of universal acceptance to be used in houses of worship across the country; the planning of a "quiet room" in the Canadian Pavilion at Expo '67; the commissioning of words and music for a centennial hymn; the drafting of a proclamation with a religious tone that would express how Canadians feel about their country; the detailing of "demonstration days" to bring together people of all faiths in one centre to show unity through diversity; and the planning of ceremonies for important dates such as January 1, July 1, and Thanksgiving Day.

NORTHERN RESOURCE AIRPORTS

A new policy for the construction of resource-development airports in the Yukon and Northern Territories was announced recently by Northern Affairs Minister Arthur Laing. Formulated to encourage exploration and development of resources in the Territories, the policy refers to the construction of two kinds of airport.

The first consists of airports built for initial exploratory work on the location of minerals, oil or other natural resources. The Federal Government will contribute 50 per cent of the cost of building airstrips, to a maximum of \$20,000. Toward the cost of the second type - airstrips or airports built in connection with the "pre-production" or early production stage of the exploitation of natural resources - the Federal Government may contribute 50 per cent, to a maximum of \$100,000 for each airport. The private interests involved must contribute equal amounts and bear all costs in excess of \$200,000.

ELIGIBLE PARTNERS

Cost-sharing arrangements may be entered into by the Federal Government with companies engaged in natural-resource development, with private tourist or recreational enterprises, or with established airlines. Responsibility for operating and maintaining both kinds of airport lies with the private interests involved.

Airports in the "pre-production" or early production phase must be available for public use at all times. Should an airport in this category be reclassified, the responsibility for operation and maintenance will be determined by the terms of the new classification. All airports are to be built to minimum standards set by the Department of Transport.

The programme, which has been worked out in

co-operation with the Department of Transport, may be seen as an extension of the recently-announced northern roads construction programme Mr. Laing said. He explained that, under the terms of a Department of Transport programme, the Department, in conjunction with the Department of Northern Affairs, would give special consideration to the construction of airstrips serving remote northern communities.

TUBED TREE SEEDLINGS

Using a new reforestation technique, the Ontario Department of Lands and Forests plans to plant 27 million tree seedlings, each in suitable soil in a plastic tube about three inches long. The tubes are split down one side so that the young trees can shed them as they grow. They are open at the bottom.

The plan is to plant about 24,000 acres in this way in 1966. Present proposals for distribution of the seedlings call for planting 10,000 acres of white spruce, 8,000 acres of black spruce, 5,000 acres of red pine, 700 acres of jack pine and 500 acres of white pine, a total of 24,200 acres.

The technique has been in course of development by the Research Branch of the Department of Lands and Forests since 1957. Field plantings of 25,000, 75,000 and 130,000 forest-tree seedlings were made between 1963 and 1965 to test the prototype equipment.

Following the success of these trials, it was decided to proceed with an operational planting in the 1966-67 fiscal year. A tentative allocation of \$825,000 to this project will permit the planting of the 27 million tubed forest-tree seedlings proposed. This is in addition to the extensive tree planting and seeding programmes already existing.

ADVANTAGES OF NEW TECHNIQUE

The purpose of growing tree seedlings in tubes is to enable rapid production of planting stock on short notice. The extension of the planting season to include the summer months is a special advantage of the method.

Tube-grown seedlings are considered to be a supplement to normal planting and seeding operations. One of the results from the initial large-scale planting will be to determine on which sites this method provides an attractive alternative, in the way of costs and survival, to other regeneration methods.

The procedure has several desirable features. It is flexible, as the number produced can be rapidly adjusted to meet demand. In the long run, it lends itself to mechanization with the advantages of reduced costs. It permits a high planting rate at lower cost and, in extending the planting season, provides greater stability for trained planting crews. Also, a variety of treatments can be used to promote growth and survival and, since the seedling's soil environment goes with it in the tube, greater survival and juvenile growth result, researchers say.
