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MANPOWER POLICIES AND AUTOMATION

The manpower policies of the Federal Government in a world of rapid technological change were described as follows in a speech read to the British Columbia Federation of Labour in Vancouver recently by Mr. John Munro, Member of Parliament, representing the Minister of Labour, Mr. Jean Marchand:

...The Department of Manpower and Immigration does not exist at the moment, of course. It will have no legal form until Parliament acts to approve its new name. But in the meantime, under the title of the old Department of Citizenship and Immigration, we are moving ahead rapidly on many fronts.

Let me say at the outset that we do not consider ourselves just another planning department. Planning is very useful and very necessary, and no government department should be without it. But plans are worth nothing if they are not implemented, and our basic philosophy is not so much to create new ideas and new programmes, but to implement those programmes which are needed to assist the growth of Canada by helping people to get better jobs, and to do better jobs.

Within this rather sweeping description of our objectives, there are some specific points I could outline. They include:

- (1) The adaptation and expansion of the role and functions of the National Employment Service to meet technological change;
- (2) the co-ordination of immigration policy and practices with the demands of Canada's labour market;
- (3) the education, training and re-training of the labour force;

- (4) research and the provision of more and better statistical information on a national scale, in order to plan and implement our programmes more effectively.

The key to the approach of the new Manpower and Immigration Department will be a new look in the old National Employment Service. Specifically, it will be the local, or area, office of this service where the basic action will take place. Here will be the "sharp end" of the battle. Here is where we will do our job for both employees and employers....

NEW EMPLOYMENT SERVICE

In the past, the National Employment Service has been mainly concerned with checking on and placing the unemployed. We are now in the process of broadening the functions of this agency to the point that, in the years to come, it will be unrecognizable both to the public and to those who now staff it.

In reorganizing and reconstituting the National Employment Service, our ultimate aim is to ensure that each area office comes to play a full and vital part in the life of the community. By this we mean it will be a professional consultative service to employees and employers alike. It will offer a whole spectrum of services to workers, and to management as well. It will continue to act in its traditional role as a source of supply of workers for the widest possible variety of professions and occupations. And it will offer a diverse range of services to employees, including job opportunities, counselling, assistance in training, and manpower mobility. There will be many more.

Broadly speaking, we intend that the newly-constituted, and probably re-named, National Employment Service will lose much of its traditional association with unemployment. It will become a brokerage house for skills - finding workers for jobs, and jobs for workers. And, when it appears impossible to bring the two together, we shall help the workers adapt to new jobs, or new locations - or perhaps help the job adapt to the available workers....

IMMIGRATION ROLE

The new National Employment Service will also play an important role in ensuring that immigration policy and practices are co-ordinated with the needs of the labour force. In other words, the Service will be concerned with the supply of workers not only from Canada but also from abroad.

Organized labour has traditionally looked on immigration with something less than enthusiasm. There have always been fears that immigration means only an over-supply of cheap labour that will result in fewer jobs for Canadians, at less pay, and with higher unemployment.

There have been many studies to show that immigration, properly managed, creates jobs, rather than loses them. Most labour officials have studied these figures and are fully aware of the theories involved. Many labour officials remain sceptical - or at least nervous. You do not have to look far to find pockets of unemployment and to realize that many immigrants have recently entered these areas seeking and finding employment....

It will be the job of the Department of Manpower and Immigration...to take every possible step to ensure that those immigrants who come to Canada bring with them the skills, the knowledge or the capital which will enable them to contribute to our national productivity, rather than become a drain upon it. It will be our job to funnel back information to the source countries on those areas where particular skills are needed - or where they are not needed - and ensure that our recruiting and screening operations are conducted accordingly.

As with job placement and employment, the important thing in immigration is counselling. We must do a good - perhaps a better - job of counselling would-be immigrants as to what they should expect in Canada, about working conditions, salaries, standards of living....

IMPACT OF AUTOMATION

Automation, or technological change - they may be subtly different things but their impact on the labour force is identical. What is this impact today, as opposed to 20 years ago? The answer is, of course, that there is no comparison.

When most of us started our working lives, we could safely assume that when we had been trained for a skilled job, we would be able to follow that occupation with security for the rest of our working lives. Many of us followed our fathers into a particular line of work. Many of us assumed that our sons would come along behind us in the same sort of job.

In the last ten years, all of this has changed completely. Now, not only do you not expect your son

to do the same work as you did - you may be lucky to be able to continue to follow your original trade until you are old enough to retire. Chances are, well before that time, your job will have changed so much that it will be unrecognizable - or perhaps non-existent....

What does all of this mean? It means simply that we must be prepared to train for new and different jobs part way through our working career. It means that adults must accept the idea that re-training is a normal part of a working life. It is not something for failures and drop-outs. It means that re-training must sever its traditional association with unemployment.

We have already taken the first steps to achieve this divorce. Last January I served notice in the House of Commons that we would ask Parliament for legislation to this effect. Under the new scheme, a man who goes on a training course will no longer be regarded as unemployed. He will cease drawing unemployment insurance and his rights to unemployment benefits will remain intact. He will be entitled to pay while in training and we hope that, with provincial agreements, this pay will total as much as \$90 a week for a man with a family....

Sometimes, however, the changes forced upon us by industrial advance cannot be dealt with by training. Sometimes, whole communities feel the impact of advancing technology. Sometimes, entire industries disappear beneath the hammer of new science.

MANPOWER MOBILITY

Such examples are not hard to find. There is the coal industry in Nova Scotia, iron ore in Belle Island - a dozen others. When such major changes take place, there is often nothing to do but move the people to where new jobs can be found. This is manpower mobility. This is a programme, national in scope, which provides for loans and grants to workers and their families to cover the cost of moving when such a move is in their own and the country's best interests.

Sometimes, we encounter workers who must be re-trained, or even moved and re-trained, whose educational level is low. For these people, training comes very hard indeed, as they do not have the basic education to take advantage of higher training.

In order to help this group, we are setting up pilot training projects designed to develop new methods of training such adults. They will be set up as joint ventures of the Federal Government and the provinces, but will be completely detached from any existing educational structure. They will be set up in areas of special difficulty, where there is substantial unemployment or under-employment, and a pressing need to raise the level of skills....

Labour leaders today recognize that, even if we could halt the changes in our industrial technology, this would only result in our industry rapidly becoming non-competitive with that of every other country. In the long run, we should be worse off, as other nations produced more efficiently, more cheaply, and better than we did. Our present standards of living could not long endure under these conditions....

NEW DEFENCE STAFF CHIEF

It was announced recently by the Minister of National Defence, Mr. Paul Hellyer, that the retiring Chief of the Defence Staff, Air Chief Marshal Frank R. Miller, would be succeeded by Lieutenant-General Jean V. Allard. The Minister gave the following capsule account of General Allard's career:

...In the Second World War, he commanded his regiment, the Royal 22nd, in Italy and Europe, and later commanded the 6th Canadian Infantry Brigade. For his services in action he was three times awarded the Distinguished Service Order.

In subsequent years, he held a number of important commands and appointments, including that of commander of the 25th Canadian Infantry Brigade Group in Korea. For two years, 1961-63, he commanded the 4th Division, British Army of the Rhine, the first Canadian army officer to command a British division.

On integration of the Canadian forces, he served for a year as chief of operational readiness on the defence staff, then was appointed commander of the newly-created Mobile Command in September 1965....

ITALY-CANADA IMMIGRATION TALKS

Senator Giorgio Oliva, Italy's Under-Secretary of State for Foreign Affairs (Emigration), and Mr. Paolo Savina, Deputy Director General for Emigration in the Ministry of Foreign Affairs, recently spent two days in Ottawa consulting with Canadian officials on immigration matters of mutual interest. During the meetings, the Italian officials exchanged views with Canada's Minister of Citizenship and Immigration Mr. Jean Marchand, and the Secretary of State for External Affairs, Mr. Paul Martin.

The Ottawa meetings followed similar discussions last summer in Rome, when the former Immigration Minister, Mr. J.R. Nicholson, met with officials of the Italian Government to discuss Italian migration to Canada.

TOPICS OF TALKS

Among the subjects discussed were: sponsored and unsponsored migration, educational and vocational qualifications of prospective immigrants, and social assistance measures for new immigrants.

Immigration from Italy to Canada has increased steadily in recent years, from 14,200 in 1961 to 26,000 in 1965, and Italy is now second only to Britain as a source of immigrants to Canada.

Mr. Marchand and Mr. Martin expressed appreciation for the contribution of Italian workers to the prosperity and progress of Canada. Senator Oliva noted the cordiality extended by the Canadian people to Italian newcomers, which assisted in their integration into the Canadian community and economy. Both parties agreed to further studies and meetings concerning Italian immigration to Canada.

Senator Oliva and Mr. Savina have now embarked on discussions of social welfare, labour and educational matters with officials of provincial governments. Before they leave Canada, they will visit Italian communities in Quebec, Ontario, British Columbia and Alberta.

ECOSOC DELEGATES

The Secretary of State for External Affairs, Mr. Paul Martin, announced recently that the Parliamentary Secretary to the Secretary of State for External Affairs, Mr. Donald S. Macdonald, would lead the Canadian delegation to the forty-first session of the Economic and Social Council of the United Nations, which will meet in Geneva from July 5 to August 5. The alternate delegates will be Mr. Jean-Louis Delisle, Canadian Ambassador to Turkey and Mr. J.O. Parry, Deputy Head of the United Nations Division, Department of External Affairs. The delegation will also include advisers from the Department of External Affairs.

Canada began its present three-year term on the 27-member Council in 1965, and has served three previous terms, the most recent being from 1956-1958.

DESIGN AWARDS

Designers and manufacturers from all parts of Canada received awards for excellence of design at a banquet held recently in Toronto to climax a nationwide effort to improve the quality of the country's industrial design.

The awards ceremony was the highlight of "Canada-Design '67", a programme launched by the Department of Industry and the National Design Council to encourage increased production and sale of well-designed Canadian products and stimulate the development of new designs for centennial celebrations and Expo '67. The programme was undertaken with the full co-operation of provincial governments, the Centennial Commission and Expo '67, as well as major business and professional associations.

More than 300 entries are on display at the Design Centre, Toronto, and many will later be exhibited elsewhere in Canada.

AWARDS AND DESIGNS

Fifty-eight special awards for new designs were made and awards were also presented to the manufacturers and designers of 23 existing products. A number took the form of financial grants to assist in the development of prototypes which might not otherwise have been undertaken.

Among the submissions were a trip-dial viewing-case to enable motorists to see maps conveniently and switch from one to another by turning a knob; a

"go-yo" toy for children to ride, consisting of a crank with wheels on each end; a fabric building supported by internal air pressure with a cable system to maintain configuration and permit wide areas to be covered; a concrete block that has joints to facilitate the building of arches and other curved structures.

One of the aims of "Canada-Design '67" was to alert manufacturers and designers to the large demand for giftware items expected during Canada's centennial celebrations and at Expo '67. Among the giftware winners were a "Technikard", which is made of paper and folds out to show views of the ten Canadian provinces, and an Eskimo doll of sealskin, representing a member of a legendary race said to have inhabited the Arctic before the coming of the Eskimos.

LABOUR FORCE

The Dominion Bureau of Statistics reports that the April-May employment advance was smaller than usual for this period. The increase of 186,000 during the month raised the total to 7,136,000. Unemployment decreased less, declining by 51,000 to 247,000.

Employment had shown a consistently upward trend from October to April. While a smaller-than-seasonal advance was registered during the past month, employment continued at a high level.

Compared to the figure for a year earlier, employment was up 278,000, or 4.1 per cent, and unemployment was down 18,000. The labour force, at 7,383,000 was 260,000, or 3.7 percent higher than in May 1965.

EMPLOYMENT

About two-fifths of the employment gain during April and May was in agriculture where the increase of 74,000 was about normal for the season. In non-farming industries, the increase was fairly widely distributed. Employment in construction, which had expanded rapidly over the past year, advanced somewhat less than usual during the past month.

The employment gain during April and May was distributed among all age groups. Men accounted for 157,000 of the total increase and women for 29,000.

Total employment in May showed a rise of 278,000, or 4.1 per cent, from the figure a year earlier. All regions contributed to the increase.

Non-farming employment, at 6,545,000, was up 342,000, or 5.5 per cent, from May 1965. The largest gains were in service, manufacturing and construction. Farm employment, at 591,000, was 64,000 lower than that recorded a year earlier.

UNEMPLOYMENT

Unemployment declined by 51,000 to 247,000 during April and May. The decline was less than usual for the season. The May estimate was 18,000 lower than the figure a year earlier. Of the 247,000 unemployed in May, 191,000 were men and 56,000 were women.

The age distribution of the unemployed showed little change from last year's figure.

Of the total number of unemployed, 168,000, or 68 per cent, had been unemployed for three months or less. Some 47,000 had been seeking work from four to six months, and 32,000 for seven months or more. Persons unemployed for four months or more accounted for 32 per cent of the total, compared to 36 per cent in the previous year.

Unemployment in May represented 3.3 per cent of the labour force, compared to 3.7 per cent in May 1965 and 4.2 per cent in May 1964. Unemployment rates were lower than those for a year earlier in all regions except British Columbia. Seasonally adjusted, the May unemployment rate was 3.7 per cent.

UK TROOPS TO TRAIN IN B.C.

Eighty parachute troopers of Britain's Special Air Services, Territorial Army, will carry out long-range training on Vancouver Island, British Columbia, from August 7 to 16. It will be the first time a unit of this British reserve force has exercised in Canada.

Seventy miles of rugged bush country between Port Alberni and Victoria will provide a test for the endurance and woodcraft of the British soldiers. A company of the 1st Battalion, Queen's Own Rifles of Canada, will attempt, as the "enemy", to capture or block the Territorials. For this exercise the British parachutists will be on foot, with no airdrop.

VETS GROUP TOURS WAR GRAVES

War cemeteries and memorials in France, Belgium, Holland, West Germany, Italy and Britain were recently inspected by the members of the Standing Committee on Veterans Affairs, who were also briefed by officials of the French Ministry of Veterans Affairs and War Victims, the British Ministry of Pensions and National Insurance, the Commonwealth War Graves Commission and others, on pensions, allowances, and the maintenance and improvement of cemeteries and war memorials.

The Committee attended ceremonies during June 30 to July 3 in the Arras-Amiens region of Northern France, marking the fiftieth anniversary of the Somme battles. In these events, delegations from Canada and the Province of Newfoundland joined official representatives from Britain, France and other countries.

AIMS

The principal aims of the tour were: to study the grounds on which disability and dependants' pensions, allowances and other benefits were provided to veterans in Britain and France and certain other countries; to observe the condition of the cemeteries and monuments maintained by the Commonwealth War

Graves Commission, of which Canada is a member and to which it contributes about \$530,000 annually; and to note the condition of the Vimy and Beaumont-Hamel Battlefield memorials, which are maintained directly by the Department of Veterans Affairs.

While in London, the Committee received representations from the Canadian Veterans Association in Britain on matters of particular concern to the large number of Canadian veterans living in that country, and visited the Imperial War Museum.

SAFEGUARDS PACT WITH JAPAN

The Secretary of State for External Affairs, Mr. Paul Martin, announced on June 21 that the Canadian Ambassador in Vienna, Miss B.M. Meagher, had signed on behalf of Canada an agreement under which the International Atomic Energy Agency assumed responsibility for administering the safeguards incorporated in the Canada-Japan agreement of 1960 for co-operation in the peaceful uses of atomic energy. These safeguards ensure that nuclear materials transferred between Canada and Japan are employed for peaceful purposes only. Similar provisions are a standard feature of all the agreements on this subject that Canada has with other countries.

AIR TRAFFIC COMPUTER

Transport Minister J.W. Pickersgill announced recently that Canada's first electronic computer for use in air-traffic control would be installed at Gander International Airport, Newfoundland. This automatic data-processing system will be used principally for the control of air traffic operating through the North Atlantic area.

The new system will augment the present facilities and methods, which are approaching their limit of capacity as traffic increases. In 1965, flights through the North Atlantic area, served by Gander, totalled more than 72,000, and it is believed that the annual total will reach 115,000 by 1972. While the present system provides for a safe flow of traffic, the human controller is often required to assume responsibility for solving extremely complicated traffic problems.

ADVANTAGES OF COMPUTER SYSTEM

The automatic data-processing system will increase significantly the controller's capability to make more effective use of the air-space available to aircraft in the North Atlantic and to improve the efficiency of the air-traffic control service supplied by Canada. It will provide the Gander air-traffic controllers with direct access to a "real-time" data-processing system that will relieve the controller of the task of computing elapsed times and estimates at geographical "fixes", provide better

access to meteorological data used in computing estimates and assist the controller by printing flight progress strips. It also will search for routes that are free from other aircraft on a requested route.

The net benefit of the system will be increased capacity through better scheduling and extension of the quality of air-traffic service through fewer re-routings of aircraft.

ELECTRONICS DEAL WITH GREECE

Trade and Commerce Minister Robert H. Winters announced recently that a financing agreement, worth \$4.8 million, had been made for the sale of Canadian equipment and services to expand the telecommunications system in Greece.

The order was won by the Northern Electric Company Limited, Montreal, which competed with major telecommunications equipment manufacturers from all countries. The buyer is the Organization of Telecommunications of Greece Limited, Athens, which controls the entire telecommunications network in Greece. It is believed that this contract will provide work for more than 200 Canadian firms involved in supplying raw materials and components.

STABLE FOR EXPO '67

Alexander Calder, a leading international sculptor, has been commissioned to create a gigantic stainless-steel stabile structure for Expo '67, the 1967 World Exhibition in Montreal. The stabile will be Mr. Calder's largest work, 67 feet high, 94 feet long and weighing about 46 tons. It will be called "Man", reflecting the theme of Expo '67, "Man and his World".

Announcement of the project was made recently by officials of the exhibition and the sponsor, the International Nickel Company of Canada, Limited.

"Man" will be fabricated in France of Canadian stainless steel produced by Atlas Steels Company, a division of Rio-Algom Mines Limited, Welland, Ontario, and Tracey, Quebec, and will be completed in 1967 for installation at the Expo site in March.

CONSULS TOUR ONTARIO PARKS

Consular officers from eight countries recently returned to Toronto after a three-day tour by plane, car and boat through some of northern Ontario's finest vacation areas, in the White River, Sault Ste. Marie, Chapleau, Gogama and Sudbury regions. The group, who were guests of Lands and Forests Minister A. Kelso Roberts, included members of the Consular Corps from Yugoslavia, Belgium, France,

Sweden, Colombia, Mexico, West Germany and Portugal, headed by the Vice-Dean of the Corps, Mr. Bozidar Stanic, Consul General of Yugoslavia.

Other members of the Consular Corps on the tour were: Mr. Georges Barthélémy, Consul General of Belgium; Mr. Pierre Morizot, Consul General of France; Mr. Georg Bohm, Trade Commissioner of Sweden; Mr. Eduardo Fuenmayor, Consul of Colombia; Mr. Luis Tejeda-Tejeda, Consul of Mexico; Mr. Rolf Horn, Consul General of Germany, and Dr. José Manuel Cornelio Da Silva, Consul of Portugal.

TOUR ITINERARY

The party visited the air-service headquarters of the Ontario Department of Lands and Forests and the federal insect biological laboratory at Sault Ste. Marie, stayed overnight at WaWa, fished in Rein Lake

(southwest of White River) and witnessed a fire-fighting course by trained Indian forest-fire fighters at Racine Lake in the Chapleau District. The visitors also saw the tubeling nursery, where 15,000 seedlings daily will shortly be lifted for planting and where half a million seedlings will be produced this season — one of 17 such units in operation across the North.

The consular party was particularly interested in an Indian Treaty Day held at Gogama, where they met the Chief and Council of the Ojibway tribe.

A helicopter took the sightseers to the lookout atop Silver Peak, which dominates a 4,025 square-mile region that has been set aside and is being planned and developed as the North Georgian Bay Recreation Reserve. Established by Act of the Ontario Legislature in 1962-63, this area was known previously as the Killarney Recreational Reserve.

AIR TRAFFIC COMPUTER

Transport Minister J.W. Pickersill announced recently that Canada's first electronic computer for use in air-traffic control would be installed at Gander International Airport, Newfoundland. This automatic data-processing system will be used principally for the control of air traffic operating through the North Atlantic area.

The new system will augment the present facilities and methods which are approaching their limit of capacity as traffic increases. In 1965, flights through the North Atlantic area served by Gander, totalled more than 7,000, and it is believed that the annual total will reach 112,000 by 1972. While the present system provides for a safe flow of traffic, the number of controllers is often required to assume responsibility for solving extremely complicated traffic problems.

ADVANTAGES OF COMPUTER SYSTEM
The automatic data-processing system will increase significantly the controller's capability to make more effective use of the airspace available to aircraft in the North Atlantic and to improve the efficiency of the air-traffic control service supplied by Canada. It will provide the Gander air-traffic controller with direct access to a "real-time" data-processing system that will relieve the controller of the task of computing elapsed times and estimates of geographical "lines", provide better