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CONTENTS

- The Challenge of Technological Change 1
- Sabin Immunization Deferred 3
- Writing and Publishing Grants 3
- Air Traffic 3
- Yukon Tourist Agency 3
- NATO Naval Exercise 4
- Iron Ore Shipments 4
- Amy Tactics Board 4

- Exhibitions at the National Gallery 4
- Commercial Failures 4
- Naval Education Project 5
- Consumer Price Indexes 5
- ICAO Meets in Vancouver 5
- Traffic Accidents 5
- National Library Start 6

THE CHALLENGE OF TECHNOLOGICAL CHANGE

The following is a partial text of an address by the Minister of Labour, Mr. Michael Starr, to the United Brotherhood of Carpenters and Joiners of America in Washington, D.C. on September 18:

"...Both in Canada and the United States today, a major effort of Government is directed to increasing growth in the economic field. In the United States you are taking measures to advance your rate of economic growth. In Canada we are doing the same thing....

"Automation remains the number one problem in industry today. When we talk about automation, we are not merely talking about the replacement of men by machines. We are talking about the whole field of technological change - the adoption of new processes, new materials, new techniques that tremendously augment our capacity to produce but at the same time require the use of fewer hands.

"There is no doubt about our capacity to produce. The problem is to produce at costs that will make our goods competitive in the markets of the world. This problem is particularly acute in Canada, where we have a small home market, too small by itself to promote the economies of large-scale production.

"You would think that, with a population of 18,000,000, automation would not be a problem. But it is no less a problem in Canada than in the United States. All these things are relative.

"And productivity is a problem. What we mean by productivity is not merely increasing production

per man or per worker, but producing at a price that the maximum number of people can afford to pay.

TRAINING THE DISPLACED WORKER

"Automation must be able to assist in achieving this advance and at the same time to maintain a reasonable wage level. Those who are displaced by automation must be trained for new jobs. In simple terms, this means that we must create enough new jobs each year to take care of the increase in the labour force and the number of those who are displaced by automation and other causes. In Canada, this has been estimated at 200,000 new jobs a year....

"In Canada and, above all, in the United States, an infinite variety of new jobs and new types of jobs have come into being in the last few years as a result of technological change, jobs that did not even exist a few years ago. In electronics, in communications, in transportation, in broadcasting, vast new fields of opportunity have opened up.

"The problem has been, of course, to find the skilled and trained people to fill these jobs. The other problems has been to create enough new jobs to take care of those who have been displaced by these advances. In order to provide new training, we have embarked in Canada upon a massive programme of vocational-school building, which has seen the construction of some 200 new institutes undertaken in a period of approximately 18 months.

New schools and additions to existing schools will provide facilities for some 130,000 new students.

THE NORTHERN WINTER

"We in Canada have a problem that doesn't bother the U.S.A. too much. That problem is the northern winter. Winter weather is something that affects just about our whole country and our whole economy. As you can imagine, the building trades, including carpenters, are the largest group affected, because so much of their work is outdoors. For a long time, we in Canada took it for granted that winter meant a slowdown in outside activity. But a modern country can't spend half the year sitting indoors by the wood stove, and we are learning to beat winter by attacking it on many fronts.

"For a good number of years the Federal Government has run what we call the 'Do-It-Now' campaign. We have been persuading home and business owners not to put off their inside jobs until spring, the traditional time for cleaning up and redecorating. We have pointed out that men and materials are more readily available in the slack season for all kinds of inside repair and renovation jobs. The Federal Government examines all its own contracts to insure that the maximum of work is done in the winter. Labour and management have co-operated wholeheartedly in these campaigns. We have learned how to keep on building in the winter - homes, office buildings, bridges, dams, are all being constructed on a year-round basis.

WINTER-BUILDING TECHNIQUES

"Sometimes this can be done simply by planning the job schedule properly. Sometimes we close in structures with tents or plastic enclosures and use heaters. We have learned that jobs can often be done better under controlled winter conditions than in the summer.

"To encourage this kind of winter activity, we have introduced another federal plan - the Municipal Winter Works Incentive Programme, which last year put into motion works projects totalling \$200 million. The plan encourages Canadian cities and towns to undertake public works projects in the winter months. The Federal Government pays half the direct payroll cost. Labour-management co-operation, initiative and research are paying off in more winter employment. In this case, we are not only talking about the weather, we are doing something about it. These programmes are not the answer to the whole problem, but they provide an essential and fundamental part of the answer. At the same time, we have unemployed training programmes going in all of the provinces.

A COMBINED OPERATION

"We are going very thoroughly into this whole problem of displacement as a result of automation and we expect to come up with some very concrete answers in the near future. The answers will take the form of co-operative effort on the part of the Federal Government, the provinces, industry and labour to meet the problems caused by technological advances. It is only by this kind of combined operations' approach that results can be accomplished.

The time is past when industry can afford to take the attitude that labour's problems belong to labour alone, and when labour can take action without regard to the effect on industry in general. Everybody has a stake in economic prosperity today.

"Nevertheless, there is at least an encouraging awareness of the necessity of industry, government and labour working today for the general public benefit. I would point to a recent railway settlement in Canada, which I think marks a step forward in labour-management relations. I refer to the settlement involving the non-operating employees of the Canadian National Railways. For the first time, there was acceptance by management of the principle of job security in Canadian railway operations.

"This is particularly important as one of the ways in which the advance of automation can be encountered by management and labour sitting down together and arriving at a mutually satisfactory conclusion. We all know that neither side can always get everything it feels it is entitled to. Nevertheless, there is usually an area where mutual agreement can be effected. Acceptance of the job-security principle in the Canadian National Railways' settlement means that railway employees, instead of being rendered obsolete by automation, will have an opportunity of being re-trained for other jobs.

OBJECTS OF TRAINING PLAN

"The objectives of this programme, which were approved by both employee and management representatives, were as follows:

1. To mitigate hardships suffered by long-service employees when their jobs are eliminated.
2. To enable long-service employees who are being replaced and who need to be retrained to qualify for new jobs available with the same employer and to enjoy a means of support while so engaged. (Everyone will recognize the importance of this feature).
3. To revise and adapt seniority and other rules to facilitate reasonable mobility of workers.

"To accomplish these objectives, a special joint committee will be set up with equal representation from both labour and management.

"An important provision of the job-security programme is the establishment, by the various companies involved, of a fund equivalent to an amount of one cent per hour for all employees covered by the collective agreements. The fund will be administered by a joint committee and will provide benefits such as severance pay, supplementary unemployment benefits, re-training programmes, re-allocation of employees and other measures to alleviate the dislocations arising from automation. I feel that the job-security provisions, if satisfactorily applied in practice, may well come to present a pattern for settlement in the future.

"If we are to achieve success in providing a reasonable level of social security for those whose hands and brains are directed to the service of industry, there must be more than lip-service to the principle of co-operation. There comes a time when differences must be set aside, when some of us will have to climb down from our little pedestals and

(Continued on P. 6)

SABIN IMMUNIZATION DEFERRED

The Technical Advisory Committee on Live Poliovirus Vaccine, which met in Ottawa on September 11 and 12, is composed of Canadian experts in various fields and is consulted by the Minister of National Health and Welfare on the use of the Sabin vaccine.

The primary purpose of the meeting was to appraise Canadian experience with live poliovirus vaccine. This year, four million "feedings" have been carried out across Canada. It was reported to the Committee that only one case in about a million of those "fed" Sabin vaccine developed clinical reactions involving some degree of paralysis. Although this incidence is extremely low, it was considered that the oral vaccination programme should be held up for a while, to permit a full investigation of all cases of polio occurring in Canada during the current period.

In support of this proposal, it was pointed out that the number of paralytic polio cases in Canada during the present year is one of the lowest on record, and that the Salk vaccine has effectively protected a large part of the Canadian population. It was recommended that the Salk programme should continue vigorously.

The recommendation that the oral vaccination programme be temporarily deferred emphasized that this product was very valuable and, indeed, the only one at present available that might lead to the eradication of polio in Canada. The Committee believed that the Sabin vaccine should continue to be used, if necessary, to control local outbreaks.

WRITING AND PUBLISHING GRANTS

An important contribution to the spread of knowledge about Canada and its literature, *The Oxford Companion to Canadian Literature*, will be published by the Oxford University Press with the assistance of a Canada Council grant. A sum of \$4,500 will provide Miss Norah Story of Ottawa, who will write and edit the book, with travel and clerical assistance for three years. The new volume in the "Companion" series will be half the thickness of previous ones (on music, theatre, English literature, classical literature, etc.). It will place more emphasis on history and geography, so that it might almost be regarded as a one-volume encyclopaedia of Canada with a literary bias. It is expected that publication of the *Companion* will take place during 1967, Canada's centennial year.

Yves Theriault's *Agaguk* will soon be available to English readers. With the aid of a Council grant of \$750 to pay for translation, the Ryerson Press will publish an English version of the novel that won the Quebec Province Literary Competition in 1958.

The Council also announced a grant of \$600 to Editions HMH Ltée to provide for the translation and adaptation of Professor W.J. Eccles' *Frontenac, the Courtier Governor*. This will be one in a series of Canadian biographies published by Editions HMH under the title "Figures Canadiennes" six of which are now available to readers. The original manuscript of the work by Professor Eccles received a Council publication grant in 1958.

The Phoenix, the journal of the Classical Association of Canada, whose membership includes almost all classical scholars in Canada, will continue publication with the help of a Council grant of \$2,500.

The Canadian Association of Geographers will receive \$2,000 to help produce the bilingual journal *The Canadian Geographer*. In keeping with the Association's aims of encouraging the exchange of ideas among geographers in Canada and fostering geographical scholarship and research, the journal publishes professional papers and information pertaining to geography.

AIR TRAFFIC

Toronto International Airport (Malton), with 8,334 take-offs and landings involving scheduled and other itinerant air operations, was Canada's busiest for June in that category. Included in the itinerant classification were scheduled and non-scheduled flights, government, civil and military flights and the movements of private aircraft other than local, as well as some training and other flights.

Montreal International Airport (Dorval) ranked second, with 7,885 movements in the same category. Others, in order, were Vancouver International (6,977), Winnipeg International (6,505), Ottawa (5,819), Calgary (5,089), Edmonton Municipal (4,656), Toronto Island (4,453), Montreal Cartierville, (4,042) and Regina (3,500).

In total aircraft movements, including local flights leaving and returning to the airport and simulated approaches by training aircraft, Cartierville Airport had the highest figure, with 25,735 movements handled by the Department of Transport's air-traffic controllers. Toronto Island Airport was second, with a total of 19,816 movements of all kinds; Vancouver International had 19,191 and Montreal International (Dorval) was fourth, with a total of 17,170.

YUKON TOURIST AGENCY

One of the most important developments in Canadian travel circles this year has been the opening of the Yukon Government's Department of Travel & Publicity, an event of significance for several reasons. It meant that, for the first time, all Canadian provinces and territories were represented by official agencies in the highly competitive field of tourism. It meant that Canada's mighty Northland had taken a further progressive step in its economic development. And it meant that the number of tourists flocking into the famous "Gold Rush" country had increased to the point where a government travel department was not only warranted but necessary, to cope with the complexities of tourist development and promotion.

Immediate plans call for: A comprehensive tourist survey to provide the new department with information to enable it to programme its activity; the formation of community tourist associations to conduct promotions at the local level; and an extensive study of the resources offered by the Yukon Territory as tourist attractions.

(Over)

NATO NAVAL EXERCISE

Six ships of the Atlantic Command will take part in a NATO anti-submarine and fleet exercise centred on the western approaches to Britain from October 2 to 18. The ships involved in the operation, which has been named "Sharp Squall Six", are HMCS "Bonaventure" (aircraft carrier) and HMCS "Nootka", "Micmac", "Cayuga", "Crescent", and "Athabaskan" (destroyer escorts). The destroyers are units of the First Canadian Escort Squadron. Forces from Britain, Denmark, The Netherlands and Norway, with a squadron of RCAF Maritime aircraft, will also participate.

IRON ORE SHIPMENTS

Shipments of iron ore from Canadian mines during the first six months of this year amounted to 10,167,952 tons, nearly double last year's corresponding tonnage of 5,501,272. Gains were posted in all months except January. June shipments were up sharply to 4,108,083 tons from 2,668,671. Stocks at the month's end were smaller, at 3,229,736 tons compared to 4,010,684.

Ore shipped for export rose in the six-month period to 9,074,083 tons from 4,446,620 in the same 1961 period, while shipments to Canadian consumers increased to 1,093,869 tons from 1,054,652. June shipments comprised 3,786,036 tons for export (2,374,282 a year ago), and 322,047 tons for Canadian consumers (294,389).

All producing provinces shared in the heavier movement in the half-year period. Shipments from Quebec mines increased to 4,541,199 tons from 1,435,562 in the same 1961 period. For the other provinces concerned the figures were: Ontario, 2,641,185 (1,527,512); Newfoundland, 2,423,861 (2,006,475); and Alberta and British Columbia, 561,707 (531,723).

June shipments by provinces: Quebec, 1,804,135 tons (719,724 a year ago); Newfoundland, 1,185,540 (1,239,258); Ontario, 1,039,279 (581,794); and Alberta and British Columbia, 79,111 (127,895).

ARMY TACTICS BOARD

The Army Tactics and Organization Board, announced by Defence Minister Douglas S. Harkness earlier this year, came into physical being at Camp Petawawa, Ontario, early in September. It is under the command of Major-General Roger Rowley of Ottawa, formerly Vice Adjutant-General.

The new organization will carry out studies and supervise field tests in the major Army training centres across Canada. Rapid progress in the development of new weapons and equipment calls for reorganization in field units and consequent adjustment in tactics and control. The Board's main

concern will be the correlation of these new developments to ensure a proper balance of equipment and manpower. If required, the Board will be available to form the nucleus of a divisional headquarters and the commander will become General Officer Commanding (designate) of 1st Canadian Infantry Division.

EXHIBITIONS AT THE NATIONAL GALLERY

The 1962-63 exhibition schedule of the National Gallery of Canada will include European avant-garde paintings, sculpture, architectural sketches, drawings by "old masters", and full-size reproductions of medieval frescoes. Several of the displays planned have not been seen before in Canada.

The first will be a selection of paintings from the collection of Walter P. Chrysler Jr., entitled "Controversial Century, 1850-1950", which will enable viewers to contrast the traditional styles of the nineteenth century with the foreshadowings of abstract art to be detected in the Impressionist paintings of the latter part of the century.

Facsimiles of some of the wall paintings in the medieval churches of Yugoslavia will come to the Gallery in late October. These copies are identical in size and colouring to their originals, some 6,000 of which have been rediscovered and evaluated during the first half of the twentieth century.

A sample of the work of Dutch artists affected by the experience of the Second World War will be seen as part of a display from the Stedlijk Museum, Amsterdam, entitled "The Dutch Contribution".

A number of individual artists will receive special attention during the season, among them Julio Gonzalez (1876-1942), a leading experimenter in new materials and new techniques for sculpture, Edvard Munch (1863-1944), the first important Expressionist produced by Norway, the great Romantic painter Eugene Delacroix (1798-1863), and the contemporary Canadian Jean-Paul Riopelle, winner of a UNESCO prize for painting at the 1962 Venice "Biennale".

The Chatsworth collection of drawings by old masters, a display of major importance, will visit Ottawa in April. It includes work by Raphael, Rembrandt, Rubens, Van Dyck, Holbein and the architect Inigo Jones. Another display will feature drawings by Belgian artists. Architectural drawings dating from the time of Palladio to the present will be shown at the Gallery in February.

COMMERCIAL FAILURES

Business failures recorded under the provisions of the Bankruptcy and Winding Up Acts in this year's second quarter increased 5 per cent to 724 from 684 in the corresponding period last year, while defaulted liabilities were almost a third higher at \$35,714,000, compared to \$27,138,000. In the first six months of this year there were 1,562 failures, 7.8 per cent more than in the same period last year,

when 1,448 were reported, while defaulted liabilities rose 14.1 per cent to \$69,647,000 from \$61,057,000.

The largest number of failures occurred in the trade sector during the second quarter, with the total up to 349 from 314 a year ago. Insolvencies in construction increased to 138 from 116, while failures in manufacturing fell to 73 from 82, and in service industries to 102 from 108. Half-year totals: trade, 745 (657 in 1961); construction, 283 (257); service, 216 (229); and manufacturing, 161 (169).

There were 369 bankruptcies in Quebec during the second quarter of 1962, compared with 363 in the same 1961 period. For the other provinces, the bankruptcy figures (1961 in brackets) were: Ontario 268 (258), the Prairie Provinces 45 (28), British Columbia 34 (17), and the Atlantic Provinces 8 (18). Half-year totals: Atlantic Provinces, 15 (28 a year ago); Quebec, 805 (798); Ontario, 571 (509); Prairie Provinces, 94 (57), and British Columbia, 77 (56).

NAVAL EDUCATION PROJECT

Thirty-two high-school graduates from across Canada have been enrolled in the Royal Canadian Navy as officer cadets, under the "Venture" Plan, which is open to students having junior-matriculation standing or better. Successful candidates enter the Navy on seven-year appointments and begin a two-year course at HMCS "Venture", located in HMC Dockyard, Esquimalt, British Columbia.

In June, at the end of their first year, which parallels the senior-matriculation course authorized by the B.C. Education Department, cadets write the provincial examinations.

Half-way through the second year, having completed studies in naval subjects such as leadership, naval history, pilotage and navigation, the class divides, "surface" graduates going to sea for further training and those selected for naval aviation reporting to Royal Canadian Air Force flying schools, where they receive their wings about one year later.

Cadets who complete their first year successfully may apply for transfer to the permanent force under terms of the Regular Officer training Plan and, if accepted, continue at one of the Canadian service colleges or at a university.

CONSUMER PRICE INDEXES

Consumer price indexes rose in eight of the ten regional cities in July and August. Indexes in Winnipeg and Vancouver declined slightly. Increases ranged from 0.1 per cent in Edmonton-Calgary to 1.2 per cent in St. John's Newfoundland.

Food indexes rose in eight cities and decreased in two. Housing indexes were higher in five cities,

unchanged in three and lower in the other two. Clothing indexes showed no change in five cities and declined in five. Transportation indexes were constant in eight cities, increased in one and decreased in one. The health-and-personal-care index fell in all cities except St. John's, where it increased. Unchanged indexes for recreation and reading are noted in six cities, with increases in three and a decrease in one. Indexes for tobacco and alcohol rose in four cities, remained constant in five, and declined in one.

ICAO MEETS IN VANCOUVER

On 25 September 1962, delegates from states whose airlines operate over the Pacific or provide air-navigation services in the area gathered in Vancouver, British Columbia, for a conference of several weeks, to discuss important matters affecting international civil aviation in the entire Pacific region.

The chief concern of this Second Pacific Regional Air Navigation Meeting, convened by the International Civil Aviation Organization, is the up-dating of the Regional Plan, that is, the requirements for air-navigation facilities and services throughout the Pacific Region. The need for this regional-plan revision has been created largely by the growing density of air traffic in the Pacific and also by the large rate use of the long-range jet airliner by most airlines. In particular, the delegates are considering new requirements along the air routes which connect the major population areas along the Asian seaboard and in the Southwest Pacific.

TRAFFIC ACCIDENTS

Motor-traffic accidents on Canada's streets and highways in June claimed 329 lives, compared to 265 in the corresponding month last year. This brought the January-June total to 1,338, virtually unchanged from the 1,343 fatalities during this period in 1961.

The June death toll by regions was: Newfoundland, 1 (1 in June 1961); Prince Edward Island, 4 (nil); Nova Scotia, 21 (7); New Brunswick, 13 (10); Quebec, 96 (78); Ontario, 124 (108); Manitoba, 10 (6); Saskatchewan, 13 (11); Alberta, 18 (19); British Columbia, 27 (22); and the Yukon and Northwest Territories, 2 (3).

January-June totals by regions: Newfoundland, 8 (21 in 1961's first half); Prince Edward Island, 7 (2); Nova Scotia, 76 (61); New Brunswick, 55 (52); Quebec, 359 (339); Ontario, 520 (523); Manitoba, 52, (41); Saskatchewan, 48 (63); Alberta, 79 (95); British Columbia, 132 (142); and the Yukon and Northwest Territories, 2 (4).

NATIONAL LIBRARY START

Mr. E. Davie Fulton, Minister of Public Works, recently announced that tenders would shortly be called for the construction of the National Library in downtown Ottawa. The contract, which should be awarded before the end of the year, will also call for the demolition of No. 1 Temporary Building on Wellington Street, three blocks west of the Parliament Buildings, the site of the \$12-million Library.

DESIGN AND CAPACITY

Designed in classical proportions, with exterior walls faced in Canadian granite, the National Library will have a 300-foot frontage on Wellington Street and a depth of 210 feet. There will be four air-conditioned storeys above ground and three floors below ground built into the cliffside overlooking the Ottawa River.

The Library will be capable of handling some two million volumes, as well as many manuscripts, on its 15 stack levels. One of the many features of the building will be a theatre and an assembly hall large enough to accommodate 300 persons.

The ground floor will contain the exhibition halls and offices of the National Library and also offices for the Royal Society of Canada. Reading rooms and rare-book displays will be on the second floor, while the third floor will be occupied by the Dominion Archives.

Plans call for the building to be in operation in time for Canada's centennial celebration in 1967. Actual construction is expected to be completed in advance of that date to allow sufficient time for the cataloguing of books and documents.

TWILIGHT OF THE TEMPORARIES

Demolition of No. 1 Temporary Building should commence directly the contract is awarded. This will be the first of the eight wartime "temporary buildings"

to be demolished. Built during a three-month period from November 1939 to January 1940, No. 1 Temporary Building cost \$147,711.

THE CHALLENGE OF TECHNOLOGICAL CHANGE (Continued from P. 2)

come to grips with these problems which affect the day to day livelihood of men and women in the shops and plants of the North American continent.

LABOUR NOT A COMMODITY

"...Abraham Lincoln once pointed out that labour is not a commodity. There are too many people who still hold to the view that labour is precisely that, something that can and should be bought and sold in the open market at prevailing prices. Labour is more than that. It is men and women — the citizens who make up your country and mine, who keep community wheels turning, who buy homes and support schools and make and unmake the laws of the nation — and sometimes the lawmakers. Labour is the guy up the street; the kid next door who goes out in the morning with a lunch pail in his hand...."

"I have never subscribed to the theory that people do not want to work. People want to work and they are happy to work and to contribute to the growth of their country and their own personal advancement. People have a right to expect that governments will take action to see to it that they are enabled to realize that ambition. That is why, in our country, we have run up a series of deficit budgets in order to put people back to work and keep the economy rolling. People are more important than money. We are providing jobs in Canada, we will provide more jobs and we will continue to provide jobs until such time as every single Canadian who wants to will be able to work at the job he is fitted for...."

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TRAFFIC ACCIDENTS
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January-June totals by region: Newfoundland 22 (22 in 1961); Prince Edward Island 7 (7); Nova Scotia 36 (31); New Brunswick 25 (22); Quebec 359 (339); Ontario 520 (523); Manitoba 152 (141); Saskatchewan 48 (48); Alberta 99 (95); British Columbia 132 (142); and the Yukon and Northwest Territories 2 (2).

Consumer Price Indexes
Consumer price indexes rose in eight of the ten regional cities in July and August. Indexes in Winnipeg and Vancouver declined slightly, increases ranged from 0.1 per cent in Edmonton-Calgary to 1.2 per cent in St. John's Newfoundland.
Food indexes rose in eight cities and decreased in two. Housing indexes were higher in five cities.