

development facilities of the Commission are available to employees to train them for specific occupations or for promotion within the administrative and managerial ranks.

In order that departments may perform their functions effectively and serve the public in accordance with the Official Languages Act, the Commission ensures that employees appointed are qualified in the knowledge and use of English or French or both. The Commission exercises specific responsibilities in the areas of language training, research and the development of selection standards with regard to the linguistic requirements of positions and groups of positions within the federal Public Service. It must establish the method of assessing language knowledge and it must also establish the degree of language knowledge or proficiency possessed by candidates for positions.

The formulation of appropriate selection standards is to be determined in accordance with the decisions of the individual Deputy Heads with respect to the linguistic requirements of positions and groups of positions.

4.2.3 Immigration

The principal objective of Canada's immigration policy is to stimulate growth by admitting immigrants who can contribute to the economic, social and cultural development of this country. At the same time this policy recognizes the right of Canadian residents to facilitate the admission of their relatives and it also provides for participation in programs designed to assist refugees. Canada, as a major immigration country, has been deeply involved in refugee resettlement. More than 300,000 have been admitted since the end of World War II.

The Immigration Regulations introduced in October 1967 provide for admission of immigrants on the basis of either the individual's personal qualifications or his relationship to a Canadian resident, or a combination of both. The selection criteria, applied universally and without reference to the race, colour or geographic origin of applicants, are dictated not only by the attributes generally required for adapting to a new country but by the particular requirements for successful establishment in Canada's technological, industrial and urban society. Hence all applicants seeking to qualify on the basis of their own abilities are assessed on nine relevant factors: age; personal qualities such as motivation and adaptability; education and training; knowledge of English or French; occupational skill; current demand for their occupational skills in Canada; general employment prospects in the area in which they wish to reside; availability of pre-arranged employment; and presence of a relative willing to assist in their establishment.

A major feature of the 1967 Regulations is that they strike a balance between the needs of the Canadian economy and the need to follow a humanitarian policy with regard to the immigrant already in Canada and his family overseas. The Regulations also make a clear distinction between dependent relatives and relatives entering the working force. There are three categories of immigrants: sponsored dependants, nominated relatives (i.e., non-dependent relatives) and independent applicants who are neither sponsored nor nominated but who apply on their own merits. For nominated relatives, the selection criteria are appropriately modified if their successful establishment is reasonably assured by their own qualifications in conjunction with the assistance available from their nominators in Canada. Dependants joining their families in Canada are not subject to the assessment criteria; they are admitted subject only to the requirements that their admission not be to the detriment of public health or order.

The Canada Immigration Division of the Department of Manpower and Immigration administers the Immigration Act and Regulations. The Division has three main branches. The Programs and Procedures Branch is responsible for long- and short-range planning of immigration policies, co-ordination of immigration policies developed internally, functional support in respect of the transportation and initial reception of immigrants in Canada and liaison with transportation companies. The Home Services Branch is responsible for the disposition of difficult individual immigration cases, the provision of procedural guidance to field officers, the formulation of policies and guidelines on the enforcement aspects of immigration operations, and the provision of technical advice on procedures relating to the admission of immigrants and non-immigrants. The Foreign Branch is responsible for the management of the Overseas Service, uniform application of selection standards, promotional activities and implementation of approved programs abroad and the proper counselling and direction of immigrants.