



INTERNATIONAL CENTRE FOR OCEAN DEVELOPMENT

FOR IMMEDIATE RELEASE

**ICOD announces first fellowships for studies by
foreign students in Canada.**

OTTAWA, November 5, 1985: Fellowships totalling C\$267,000 have been awarded by the International Centre for Ocean Development (ICOD) to students from developing coastal states for studies in Canada. Announced by ICOD President Gary C. Vernon, the awards are the first made by the Canadian organization under its fellowship program.

Awarded to 44 students from 17 developing countries the fellowships range in value from \$15,000 to \$1,000 and support studies in marine sciences, engineering and the social sciences at 15 universities and scientific institutions across Canada. Fifteen of the fellowships were awarded in the category of fisheries ecology and biology, 13 in oceanography and marine geology, 7 in engineering and 9 in the social sciences.

Created as a non-government organization in 1983 and established as a crown corporation this year, ICOD's mission is to assist developing coastal countries in the management and development of their fisheries and other ocean resources. The Centre pursues its goal by serving as an institutional link between developing countries and sources of scientific and



technical expertise in Canada. Its planned programs include technical advice and assistance, training, and dissemination of information.

Commenting on the awards, Mr. Vernon said "Canada is a maritime country, and some of the world's leading sources of expertise in ocean resource management are here. One of ICOD's goals is to help share this expertise with developing countries, and so help them build up their own reserves of trained people. These fellowships represent a first step in that direction."

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INTERNATIONAL CENTRE FOR OCEAN DEVELOPMENT

FOR IMMEDIATE RELEASE
January 13, 1986

ICOD SPONSORS PROJECT TO ASSIST SOUTH PACIFIC COUNTRIES

HALIFAX - The International Centre for Ocean Development (ICOD), a newly-formed Canadian Crown Corporation headquartered in Halifax, is undertaking a major fisheries development project in the South Pacific. Mr. Don Aldous of the Department of Fisheries and Oceans (DFO) in Halifax has been selected to advise the island states of the South Pacific Forum on surveillance requirements, techniques and equipment necessary to standardize the surveillance programs of the 14 member nations of the South Pacific Forum Fisheries Agency (FFA).

The FFA is an agency established by the independent nations of the South Pacific to advise the member states on fisheries law, fisheries management and fisheries development. Membership includes: Australia, Cook Islands, Fiji, Kiribati, Nauru, New Zealand, Niue, Papua New Guinea, Solomon Islands, Tonga, Tuvalu, Vanuatu, Western Samoa and the Federated States of Micronesia.

Canada's foreign fishing surveillance program is recognized by coastal states around the world as being very effective and for this reason the nations of the South Pacific approached ICOD for support. ICOD President, G.C. Vernon, noted that, "Canada has been a leading advocate for the adoption of the extension of economic and fisheries zones, at Law of the Sea Conferences, hence the Canadian government considers it is appropriate to provide some expert assistance to developing countries to assist them to manage the fish resources within these extended zones.

Mr. Aldous has had nine years experience in various positions within Fisheries and Oceans dealing with the surveillance of foreign fishing effort and enforcement of foreign fishing laws. He was employed by DFO as a fisheries surveillance officer at the time of extension of Canadian fisheries jurisdiction in January 1977. Since that time he has held a number of positions with Fisheries and Oceans, as Foreign

Licencing Administrator, Regional Surveillance Co-ordinator and Regional Foreign Fisheries Advisor. More recently, he worked as Senior Manager of Groundfish fisheries within the Scotia-Fundy Region. Mr. Aldous will be taking a leave of absence from Fisheries and Oceans to engage in the project.

Mr. Aldous stated that "I am looking forward to the challenge of assisting in the enhancement of surveillance and monitoring capabilities of these South Pacific nations. It will be a rewarding experience to help develop programs to manage the fishing effort of the 1600 vessels which are estimated to operate within this tuna-rich area. Foreign harvesting nations will only respect a country's fisheries jurisdiction if they have demonstrated that they have an effective surveillance program."

The project, funded by the International Centre for Ocean Development (ICOD) was specially designed to assist these small island states to effectively manage foreign fishing within their 200-mile fishing zones. ICOD is a federal crown corporation established in 1983 and based in Halifax. Its mandate is to assist developing countries realize its optimal return from extended fisheries jurisdictions. The Centre provides information, research, training and advisory services relating to ocean development, to coastal states in the Third World.

The corporation's President, Gary Vernon, stated, "the South Pacific project is of particular interest to ICOD due to the regional nature of the program. The government of Canada is getting maximum benefit from its 'aid dollar' since the project is designed to assist 14 different nations at once in their common desire to derive optimum return from extended economic zones."

Mr. Aldous, originally from Halifax, is married to the former Kathy Brawn and presently lives in Burlington, Hants County with their two children. The Aldous family will be leaving Canada this month for two year appointment with the FFA and will be based at the agency's headquarters in Honiara, Solomon Islands.

ICOD has also been involved in other projects to assist Third World nations. The Centre recently signed an agreement to support a "Fisheries Desk" within the Organisation of Eastern Caribbean States. This unit, located in St. Vincent

and the Grenadines, is designed to promote and coordinate regional cooperation in the development and management of the region's fisheries.

As part of its training programme ICOD recently announced the expenditure of 267,000 to provide post-graduate scholarships for students from developing coastal states conducting studies in marine-related fields in Canada. Over 40 students from eighteen countries are currently studying in Canada on ICOD fellowships.

FOR FURTHER INFORMATION ON THIS
OR OTHER ICOD PROJECTS, OR A
SCHEDULED INTERVIEW, CONTACT

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COPY OF PRESS RELEASE

ISSUED BY: CANADIAN HIGH COMMISSION BARBADOS

January 20, 1986

OECS AND ICOD ENTER INTO FISHERIES PROJECT

The Canadian High Commissioner to Barbados and the Eastern Caribbean, Mr. Noble E.C. Power, today announced a new programme of cooperation totalling approximately EC \$1.2 million between the Organisation of Eastern Caribbean States (OECS) and the International Centre for Ocean Development of Canada (ICOD). ICOD is a recently established Canadian crown corporation with a mandate to assist developing coastal and island states in the effective exploitation and management of their marine resources.

The programme, covered in a memorandum of understanding signed in St. Lucia by Dr. Vaughan Lewis, Director General of OECS and Mr. Gary Vernon, President of ICOD, provides for assistance over a four-year period to establish a "Fisheries Desk" within the OECS Secretariat which is to be located in St. Vincent and the Grenadines.

The Fisheries Desk, which will be staffed by a development officer, data management officer and support personnel, will promote and coordinate regional cooperation in the development and management of fisheries resources. Advisory services will be provided to member states of the OECS upon request, and a regional fisheries information and data bank will be established. The creation of ICOD as a public corporation in 1985 signified the Canadian Government's intention to better focus its development assistance efforts with respect to ocean resources and its belief that expansion of coastal states' jurisdiction over the oceans offers the single largest source of untapped wealth for many developing countries. In recognition of the long association between Canada's development assistance programme and the Commonwealth Caribbean, the agreement with OECS is the first external project undertaken by the new Centre. ICOD will draw upon the considerable reservoir of Canadian expertise in ocean development and management and in this way assist countries of the Eastern Caribbean to meet the challenges offered by the 1982 U.N. Law of the Sea Convention.



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For Immediate Release

April 30, 1986

NEW EMPLOYMENT EQUITY PROGRAM FOR FEDERAL CROWN CORPORATIONS

Treasury Board President Robert de Cotret today released a policy and reference guide for the implementation of Employment Equity in federal Crown corporations aimed at improving career opportunities for women, aboriginal peoples, persons with disabilities and members of visible minority groups. The document was made available yesterday at a dinner for senior executives of Crown corporations.

Implementation of Employment Equity is to begin immediately in the Crown corporation sector, and as early as June 1987 each corporation will begin submitting a detailed action plan for review and approval by Treasury Board Ministers.

Mr. de Cotret stated: "The objective of Employment Equity is to achieve equality in the workplace so that no one is denied employment opportunities or benefits for reasons unrelated to competence. It means removing barriers in employment systems, policies and practices which may adversely impact on the employment or career progression of these groups. It means implementing special steps to correct the effects of past employment disadvantages and promote the participation of designated groups."

The policy, in the form of a Treasury Board publication entitled Policy and Reference Guide on Employment Equity for Crown Corporations, applies to all parent Crown corporations and their wholly owned subsidiaries which have 100 employees or more. Corporations with fewer than 100 employees will still be required to implement Employment Equity, reporting annually to Treasury Board on the representation of designated groups and on Employment Equity activities within their organizations.

The policy was developed in close and continuing consultation with Crown corporation representatives, other federal departments and agencies and members of the designated groups. Mr. de Cotret is particularly optimistic that it will achieve the desired effect because of the invaluable assistance these groups have provided.

The policy is consistent with reporting requirements of Bill C-62, An Act Respecting Employment Equity, currently before Parliament. The policy requires an organized and results-oriented approach, similar to that of the Public Service's Affirmative Action Program. It aims to identify and remove attitudinal and systemic barriers in employment systems, policies, procedures and practices which adversely affect employment or career opportunities for these designated groups. It is designed to ensure equitable representation in the work force of the target groups, consistent with their abilities, qualifications and aspirations.

Mr. de Cotret said that the government's Employment Equity Program "reflect(s) a commitment to ensuring equality of treatment and opportunity in the federal public sector. By setting this example, as Canada's largest employer, I believe we pave the way for true equality."

In his address last evening to Crown corporation executives, Mr. de Cotret emphasized that the attainment of Employment Equity requires a strong commitment from the top ranks of the organization, and that it promises real rewards. He recalled a statement by Royal Bank of Canada Chairman Rowland Frazee that "The productivity of Canadian business might be greatly enhanced if we took better advantage of all of our human resources....We can no longer afford to waste the potential contributions of capable people for artificial reasons. The challenge of equality of opportunity for Canadian management is to put an end to this waste."

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le 30 avril 1986

NOUVEAU PROGRAMME D'ÉQUITÉ EN MATIÈRE D'EMPLOI DANS LES SOCIÉTÉS D'ÉTAT FÉDÉRALES

L'honorable Robert de Cotret, président du Conseil du Trésor, a annoncé aujourd'hui la publication d'une politique et d'un guide de référence concernant l'application du Programme d'équité en matière d'emploi dans les sociétés d'État fédérales, dont l'objectif est d'améliorer les possibilités de carrière des femmes, des autochtones, des personnes handicapées et des membres des groupes des minorités visibles. Le document a été remis hier aux cadres supérieurs des sociétés d'État au cours d'un dîner officiel.

La mise en oeuvre du Programme doit commencer immédiatement dans les sociétés; à partir de juin 1987, toutes devront soumettre un plan d'action détaillé à l'examen et à l'approbation des ministres du Conseil du Trésor.

M. de Cotret a précisé que l'objectif du Programme est d'établir l'égalité sur le lieu de travail pour que personne ne soit privé d'un emploi ou d'avantages pour des raisons sans rapport avec sa compétence. Le Programme signifie la suppression des obstacles inhérents aux systèmes, politiques et pratiques d'emploi pouvant nuire au recrutement ou à l'avancement des membres des divers groupes. Il signifie aussi l'adoption de mesures spéciales pour corriger les erreurs et promouvoir la participation des groupes désignés.

La politique, présentée dans une publication du Conseil du Trésor intitulée «L'équité en matière d'emploi dans les sociétés d'État - Politique et guide de référence», vise les sociétés d'État mères et leurs filiales à cent pour cent ayant plus de 100 employés. Celles de moins de 100 employés doivent également appliquer le Programme et présenter au Conseil du Trésor des rapports annuels sur la représentation des groupes désignés et sur les activités qu'elles entreprennent à ce titre.

M. de Cotret est certain que la politique, élaborée avec l'avis des représentants des sociétés d'État, des ministères fédéraux et des groupes désignés, atteindra son but étant donné le précieux concours de ces groupes.

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La politique est conforme aux exigences de la Loi concernant l'équité en matière d'emploi (projet de loi C-62), actuellement étudiée par le Parlement. Elle exige une approche organisée et axée sur les résultats, semblable à celle du programme d'action positive de la fonction publique. Elle a pour but, d'une part, de cerner et de supprimer les obstacles inhérents aux systèmes, aux politiques, aux procédures et aux pratiques qui compromettent le recrutement ou les possibilités de carrière des groupes désignés et, d'autre part, d'assurer la juste représentation des groupes cibles dans les effectifs fédéraux, en fonction de leurs capacités, de leurs qualités et de leurs aspirations.

Selon M. de Cotret, le Programme d'équité en matière d'emploi traduit la volonté du gouvernement de traiter équitablement tous les Canadiens dans la fonction publique fédérale. Le gouvernement, le plus grand employeur au Canada, donne ainsi l'exemple et ouvre la voie de l'égalité.

Dans son discours d'hier soir devant les directeurs des sociétés d'État, M. de Cotret a souligné que la réalisation du Programme exigerait l'engagement total des cadres supérieurs et aurait des retombées importantes. Il a également cité Rowland Frazee, président de la Banque Royale du Canada: «La productivité des entreprises canadiennes pourrait être nettement meilleure si nous utilisions mieux nos ressources humaines... Nous ne pouvons plus nous passer, pour des raisons arbitraires, de ce que des gens capables sont susceptibles de nous apporter. La direction des entreprises canadiennes se doit de mettre fin à ce gaspillage.»

Pour de plus amples renseignements, veuillez appeler Craig Lee au (613) 957-2428.