

opportunities for unilinguals to become proficient in their second language. The 'position base' emerged as an important necessity, and involved the adoption of a wide range of policies governing the definition of positions, their language requirements, and the rights and obligations governing their staffing.

This stage, which dates from the series of directives issued in 1973, attempted to alter very rapidly the patterns of language use and staffing in the Public Service. The target date of 1978 was established as the time by which substantial reform should be accomplished. Further, because of the importance attached to the implementation of the policies and programs, the Government took an explicit decision to centrally control the formulation of its policies and the procedures for their application.

The special measures and programs introduced by the Government to attain official languages objectives have resulted in substantial progress. Government services have become increasingly available to the public in both official languages. Public servants are able increasingly to work in their own official language and movement toward the full participation of both official language communities in the Public Service has gained considerable momentum.