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## 18. Advanced Language Training

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This training is designed for employees motivated and capable of reaching a high level of proficiency in their second official language. Additional information, including selection criteria, may be obtained from the Official Languages Division.

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## 19. Equitable Representation

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One of the three objectives of the Government is that members of both official language communities should, within the merit principle, be represented equitably in the federal Public Service. This is to say, representation of anglophones and francophones should correspond to their proportion in the general population or in the labour force. To achieve this objective, the Department of External Affairs undertakes quantitative measures aimed at ensuring equitable representation of both English and French speaking employees and qualitative measures aimed at providing a work environment that permits anglophones and francophones to make a maximum professional contribution at all hierarchical levels.

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## 20. Conclusion

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For more detailed information on the contents of this brochure, you may consult the **Official Languages Policy** of the Department, **Official Languages at Work** published by the Treasury Board or contact the Official Languages Division. The Division will provide any additional information on request.