

Conclusion

As emphasized in the introduction, the purpose of this statement has been not only to highlight the major revisions to policies affecting the federal Public Service, but to place them in perspective. They have therefore been described in relation to the changes that have taken place during the past decade and the anticipated future dimensions of the official languages policy. They have also been described in terms of their particular importance at this present stage of evolution in the Public Service.

It cannot be too frequently stated that the Government seeks, through its official languages policy, to maintain and improve the intricate balance between the obligations, needs, and rights of the various individuals, groups, regions and organizations which comprise the Public Service and those it serves. To do so, the policies and administrative measures sometimes appear in specific situations to be complex, constraining or arbitrary. When placed in the perspective of the objectives which they are meant to achieve over the coming few years, they may appear less so. Nevertheless, the successful implementation of the official languages policy within the Public Service will require a great deal of understanding, commitment, cooperation and open discussion of problems among managers, employees and employee representatives.