

APPENDIX C

Extracts from the Report of the Royal Commission on Bilingualism and Biculturalism, Volume III, p. 560.

42. We recommend that in the private sector in Quebec, governments and industry adopt the objective that French become the principal language of work at all levels, and that in pursuit of this objective the following principles be accepted: a) that French be the principal language of work in the major work institutions of the province; b) that, consequently, the majority of work units in such firms that until now have used English as the principal language of work in middle and upper levels become French-language units; and that such firms designate all management and senior positions as posts that require bilingual incumbents; c) that the majority of smaller or specialized firms should use French as their language of work, but that there should be a place for firms where the language of work is English, as there should be a place anywhere in Canada for such firms where the language of work is French; and d) that the main language of work in activities related to operations outside the province remain the choice of the enterprise.

43. We recommend that in the private sector throughout Canada, the Canadian head offices of firms with extensive markets or facilities inside Quebec develop appropriate bilingual capacities, including French-language units and bilingual senior executives.

44. We recommend that the government of Quebec establish a task force to consist of representatives of government, industry, the universities, and the major labour unions with the following general terms of reference: a) to launch discussions with the major companies in the province concerning the current state of bilingualism and biculturalism in their organizations and the means of developing institutional bilingualism more fully; b) to design an overall plan for establishing French as the principal language of work in Quebec and to set a timetable for this process; c) to initiate discussions with the federal government and with the governments of New Brunswick and Ontario, to discover areas of potential co-operation in implementing the plan; and d) to make recommendations to the provincial government for the achievement of the goal and for the establishment of permanent machinery of co-ordination.

45. We recommend that the government of New Brunswick establish a task force charged with suggesting steps to be taken in education, in the provincial public service, and in the private sector so that French can become a language of work like English, bearing in mind the economic and social conditions in the province.

46. We recommend that the government of Ontario establish a task force charged with preparing a programme of action with the objective of ensuring the progressive introduction of French as a language of work in enterprises in bilingual districts, on the basis of a co-operative and concerted effort by government and industry.

47. We recommend that the firms at issue in Recommendations 42 and 43 make an explicit policy commitment to establish institutional bilingualism in their operations;

and that they immediately designate certain units within their head offices and their operations in Quebec, and in bilingual districts, as future French-language units and designate those executive and senior positions that in the near future will require bilingual incumbents.

48. We recommend that, immediately after designating French-language units in their organizations, the firms also designate a substantial number of professional, technical, and managerial positions as French-language posts.

49. We recommend that the firms make every effort to interest Francophone students on business careers, by providing full information in career opportunities to the appropriate officials in French-language educational institutions and by sending recruiting teams to these institutions both within and outside Quebec.

50. We recommend that the firms make their internal training programmes fully available in the French language for their Francophone employees.

51. We recommend that, where internal training programmes are presently unavailable in French, the firms consult with French-language institutions of higher education in Canada and elsewhere about the possibilities of providing the needed programmes.

52. We recommend that the firms seek to equalize the opportunities for job transfers for their Francophone employees, while at the same time taking steps to minimize the difficulties that these transfers entail.

53. We recommend that all material relevant to the promotion process and the preparation for it be made fully available in French.

54. We recommend that all Francophone candidates have the option of expressing themselves in their own language in all oral and written examinations and interviews, and that the examiners take into account the difficulties that the candidate may have had to face during his previous work experience as a result of the obligation to work in a second language.

55. We recommend that where firms designate positions as bilingual posts they take steps to ensure that the required level of competence in French and English is clearly defined and that they use this factor as a criterion in promotions to these positions.

56. We recommend that all information relevant to federal government contracts and other services to private enterprise, including technical specifications and documents, be made available simultaneously in French and English, and that in all official relations among federal government personnel, business firms, and unions, appropriate action be taken to ensure that the French language is fully used in the appropriate circumstances.

57. We recommend that, as a matter of policy, the federal agencies concerned make available to private firms all the data arising from developments in translation services, bilingual lexicons, and language training that may be of assistance to the firms in their transformation process.