

THE PUBLIC OR PRIVATE SECTORS, JUST AS OTHER SKILLS ARE A PREREQUISITE FOR MANY TYPES OF EMPLOYMENT. WITH THIS STRAIGHT FORWARD CONCEPT, THE ONLY TEST WOULD BE WHETHER AN APPLICANT, FRANCOPHONE OR ANGLOPHONE, COULD MEET THE JOB DESCRIPTION. BUT IT IS NOT THAT SIMPLE.

BALANCE AND EQUITY

IN MANY CATEGORIES OF FEDERAL EMPLOYMENT, THERE CONTINUES TO BE A CLEAR IMBALANCE IN FAVOUR OF ANGLOPHONES, REFLECTING AN HISTORIC BIAS THAT MUST BE CORRECTED. GREAT CARE MUST BE TAKEN, HOWEVER, TO INSURE THAT FAIRNESS AND THE IMPORTANT MERIT PRINCIPLE ARE NOT SACRIFICED THROUGH THE INDIRECT APPLICATION OF A QUOTA SYSTEM. MUCH OF THE PRESENT UNEASE STEMS FROM A CONVICTION THAT THE NEW ZEAL FOR GREATER EQUITY FAVOURS FRANCOPHONES OVER ANGLOPHONES EVEN WHEN BOTH ARE EQUALLY BILINGUAL.

HOWEVER EXAGGERATED THIS CONCERN MAY BE, IT IS HEIGHTENED BY THE PERSISTENT DEMANDS, EVEN BY SOME FEDERALISTS, THAT JOBS IN QUEBEC BE RESERVED FOR QUEBECERS AND SPECIFICALLY FRANCOPHONES. THIS ATTITUDE MAY BE DEFENSIBLE ON THE STRAIGHTFORWARD GROUNDS THAT LOCAL APPLICANTS SHOULD GET PREFERENCE WHEN JOB OPPORTUNITIES OCCUR IN A REGION.