

*Supply—Secretary of State*

concern on the part of those who fear they may not have the opportunity to get into the civil service but also on the part of those who are already in the service and fear they cannot get promotions.

I say again we must find some practical way of approaching this problem. It is quite clear that for many positions in the civil service people must be bilingual. I think we all agree with that. On the other hand, there are clearly some positions where it should not be necessary at all and between the two extremes, of course, there are other positions where it is a little harder to define whether or not it is necessary. Again I say it is a fact of life, whether one likes it or not, that if one lives in a part of Canada where it is not easy to find the opportunity to speak French it becomes very difficult for one to do so. If the Secretary of State would lay down some policy in this regard on behalf of the civil service commission I think there would be a lot less worry and concern because people would then know what was going to happen.

In concluding this subject may I say it is quite clear that in the part of the country from which I come it would not be necessary for persons working in the national employment office for example, to speak French because I do not believe there are half a dozen people in the whole area with a reasonably fluent approach to the language. On the other hand, it is quite clear that people must speak French fluently in many parts of Ontario, particularly in the Ottawa area. I should like to hear a definite statement of policy in this regard because the matter is causing concern among those already in the civil service and also among those who will perhaps be applying for positions at some time in the future.

I think that covers most of the questions and remarks I have in mind and we would like to hear some replies from the Secretary of State as to these matters.

**Mr. Francis:** Mr. Chairman, I too should like to say a few words at this point with regard to the matters raised by the hon. member who has just spoken, and his predecessor, the hon. member for Joliette-L'Assomption-Montcalm. I am concerned about the application of bilingualism in the public service, recognizing that this is one of the declared objectives of the government toward which we are all trying to work as consistently, fairly and equitably as possible.

When we look at the stock of bilingual persons in Canada we see according to the 1961 census that one out of every eight persons declared himself or herself to be bilingual in

the two official languages, English and French. Sixty per cent of the persons who so declared themselves resided in one province, the province of Quebec. Four out of five of the persons who claimed to be bilingual can be found in the few contact areas of English and French culture, the Ottawa valley, metropolitan Montreal and northern New Brunswick.

The recruitment of an adequate stock of bilingual persons in the public service does raise serious problems of regional discrimination in the selection process. We must recognize that this is merely the measurement of the challenge because many parts of Canada have simply not faced the problem of teaching the second language adequately. This is a provincial responsibility in the first instance. A great deal could be done at the provincial level if the provincial departments of education would undertake measures to encourage competent teachers in the second official language to come from the parts of Canada where they can be recruited and to teach within the school systems of those provinces where such persons are lacking in supply.

I think for example, of the provinces of western Canada and the province of Ontario. They could make a very great contribution to national unity by encouraging people to join the elementary school systems of those provinces who have lived and have been trained in the province of Quebec. Such persons whose native tongue is French or who were perhaps unilingual people in the first instance, could go into other parts of Canada and make a contribution toward a better quality of French, a better understanding of French in the elementary schools. The problem has to be met in the school system and has to be persistently followed up through such instruments as the C.B.C., the film board, the television programs and so on which are available to us.

Having said that, Mr. Chairman, I do feel there is one area in which the civil service commission is to be criticized at the present time, and very sharply criticized. I refer to the determination of proficiency in two languages amongst bilingual applicants. The procedures for the measurement of language proficiency are not consistent, they are not objective. They lead to results which cannot be equivalent from one instance to another. In my opinion there is only one obvious remedy, and I would be anxious to hear the opinion of the minister on this matter. The remedy lies in the application by the civil service commission of methods of testing language