

1973-1977

The Parliamentary Resolution of 1973, followed by the publication of management objectives, guidelines and administrative procedures provide the principal components of the administrative regime up until now.

The situation in federal institutions at that time justified measures which would accomplish substantial progress in a short period of time. The measures adopted by the Government were those that were necessary when there is a significant gap to close and inequities need to be corrected; they were uniform and standard, applied at the same time and in the same way in all departments, and the policy guidelines and implementation procedures were under the control of central agencies. The Government felt that there was a need, at that time, for both continuity and comprehensiveness in implementation. The Government also recognized that there was a need to establish special measures to assist unilingual employees to adjust to these requirements.

The thrust of new policies in this period was to include not only initiatives to determine how the work of individual positions was to be carried out in terms of language, but also to increase the

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