

Increasing the representation of francophones will involve recruitment from outside the Public Service to a considerable extent. In this connection, where appropriate, departments, in consultation with the Public Service Commission, should consider opportunities available through general recruitment programs as well as through special recruitment programs which are in existence, or which could be developed.

POLICY II.2:      INCREASING OPPORTUNITIES FOR WORKING IN FRENCH

*Departments and agencies will be expected to increase the number of opportunities for working in French through increasing the number and percentage of French-essential positions.*

INTERPRETATION

The number of French-essential positions has remained too low to allow a reasonable number of francophones to make a career in the Public Service while remaining unilingual or while working exclusively in French.

Where opportunities for working and pursuing careers in French remain low, departments and agencies will be expected to increase the number and percentage of "French-essential" positions.