

been made by employee representatives and also by managers. Indeed, the Government has also been concerned about some of the present policies and programs. For example, it was the Government which, in 1974, commissioned the independent review of the language training programs in the Public Service.

The Government has reviewed its experience to date and is aware of the importance of moving towards another phase in program implementation - from a phase of accelerated and directed development, the Government intends to move to a phase of consolidation and progressive integration. The next implementation phase will be one of more selective interventions better adapted to particular situations and, as such, more flexible both as to measures and the level of their application. In essence, if the former phase was characterized by a series of uniform and global measures, the next phase will be primarily one of adapting measures to a variety of particular situations.

While there is no doubt that a good deal of progress remains to be achieved in several sectors, the overall improvement is such that more flexibility should be introduced into the administrative procedures. Moreover, if the new approach consists of more flexibility and a greater sharing of decision-making power between