c) remain in the position until the expiration of the time allowed for meeting the second language proficiency. At that time you must be transferred to another position for which you are qualified in all respects.

22. Access to Developmental Language Training Courses

You may take linguistic development courses to improve a particular aspect of your second official language.

To be eligible you must:

- satisfy the prerequisites of the course;
- have sufficient training time in your entitlement of hours;
- identify your needs; and
- determine future opportunities to use your second official language.

23. Equitable Participation

One of the three objectives of the Government is that members of both official language communities should, within the merit principle, be represented equitably in the federal Public Service. This is to say, representation of anglophones and francophones should correspond to their proportion in the general population or in the labour force. To achieve this objective, the Department of External Affairs undertakes quantitative measures aimed at ensuring equitable representation of both English and French speaking employees and qualitative measures aimed at providing a work environment that permits anglophones and francophones to make maximum professional contribution at all hierarchial levels.