

of new officers speaking French as their mother tongue. In the last 3 years, close to one-third of the new entrants have been French-speaking. Because these groups, taken together, involve some 140 officers, they have improved the linguistic balance in the service as a whole. This is of vital significance, for bilingualism cannot possibly flourish unless both groups are well represented.

In promoting this policy it is important to keep in mind that French-Canadian diplomats, in the same way as English-speaking officers, should be assigned to a great variety of functions in all our missions and divisions. It is not the policy of the department to have one or other group specialize in particular fields, or particular geographical areas, to the exclusion of others. There should be no functional or geographical area where either French or English speaking officers cannot be asked to serve. This in itself will entail for the future a solid competence in both languages for all our officers.

Some recent developments in departmental practice will perhaps give you a more graphic idea of the effort we are pursuing: - You are aware, for example, of our language training programme. It is still not entirely adequate, but it has begun to make its contribution to the general level of proficiency in the two official languages. To improve this proficiency the government school of languages is now in the process of testing all officers to determine their rating in order to facilitate future training of the individual officer.

- An increasing proportion of our stenographers are bilingual. Any of you who has ever tried to draft a memorandum or a telegram in French will know what an important advance this represents.

- Last year, following the recommendations of an ad hoc departmental committee on bilingualism, regulations covering the use of the official languages were included in our departmental Manual of Procedures. The two languages have been set on an equal footing where transmission of general policy information to our posts abroad is concerned. Concrete results have been obtained in devising and publicizing equivalent terminology in the two languages for a wide range of