

POLICY II.I: THE PARTICIPATION OF BOTH OFFICIAL LANGUAGE
COMMUNITIES IN THE PUBLIC SERVICE OF CANADA

Official languages objectives cannot be properly achieved without the full participation of both official language communities. Therefore, progress will be particularly required from those departments and agencies where francophone participation is low.

Special recruitment officers are to be directed towards raising the level of francophone participation in those employment groups and categories, and departments and agencies where it is low.

INTERPRETATION

Each department and agency will undertake a detailed analysis of the representation of members of the two official language groups in its establishment. In cases where representation of an official language group is low, whether by occupational group, hierarchical level and/or geographic area, the department of agency will establish objectives and undertake measures to redress these imbalances over a reasonable length of time.