

Order Paper Questions

specific occupational groups and levels and (i) if not, for what reason (ii) if so, in what manner and how often is this done and what process is used to ensure equal contact with all language groups?

15. Does each department and the corporation listed in part 4 develop resource pools for language groups other than Francophones and (a) if not, for what reason (b) if so, for which language groups?

16. Does each department and the corporation listed in part 4 make full use of other language group resource pools at every opportunity when hiring public servants and (a) if not, for what reason (b) if so, how many persons from each language group were hired in each year 1970 to 1981?

17. Does each department and the corporation listed in part 4 identify persons in all language groups other than Francophones who are capable of ascending to intermediate and senior level positions and (a) if not, for what reason (b) if so, how many persons from each language group ascended to an intermediate or senior position in the department in each year 1970 to 1981?

18. In each department and the corporation listed in part 4, by year from 1982 to 1990, what are the projections for each language group's recruitment proportions and how many persons from each group will be hired?

19. What will be the government's over-all employment in the public service, including Crown corporations and the military, in 1990 and what projected proportion will be made up by each language group?

20. For each department and the corporation listed in part 4, are training and development needs determined for all language groups through employee evaluation reports and (a) if not, for what reason (b) if so, how often and can samples of the evaluations be made available to Members of Parliament?

21. For each department and the corporation listed in part 4, is use made of all language group pools for special assignments and (a) if not, for what reason (b) if so, what are all the types of assignments?

22. For each department and the corporation listed in part 4, does the department encourage all language groups with suitable potential to participate in departmental exchange programs and, if not, for what reason?

Mr. David Smith (Parliamentary Secretary to President of the Privy Council): I am informed by Treasury Board Canada and Transport Canada as follows:

The Official Languages Program in the Public Service of Canada is founded on the principle that whether in dealing with the federal government, or in pursuing a career within it, Canadians of each of the two major linguistic communities would have equal opportunities to use their first official language. The equal status of both languages in federal institutions is an explicit objective of both the Official Languages Act of 1969 and of the new Constitution. It is also the objective of the Official Languages Resolution passed in 1973 by Parliament, with the support of all parties, which calls for achieving, within the merit principle, the "full participation in the public service by members of both the Anglophone and the Francophone communities".

It is important to note that where the linguistic composition of the public service is concerned, the terms "Anglophone" and "Francophone" are not limited to people whose mother tongue is English on the one hand, or French on the other. Thus "Francophones" include all Canadians of different ethnic origins and mother tongue (such as Polish, Italian, Portuguese, etc.) who are more at home in French than in English. In terms of the official languages policy, French is their first official language. Clearly then, to contact, recruit or train Francophones or Anglophones is also to do so for the above groups as a matter of course.

One of the means approved by the resolution for achieving the participation objective was "further recruitment efforts . . .". Where in any federal department or agency, the participation rate is significantly different from either the general population figures or the more specific labour force statistics, the department concerned is expected to review its situation to ensure that its recruitment practices do not discriminate against qualified Anglophones or qualified Francophones, and within the merit principle, progressively eliminate the disparities observed.

In the Department of Transport's Ontario region, as in various parts of some other departments and agencies, it is the Francophone participation rate which is low. Where this is so, departments are expected to build up contacts with French language educational and professional institutions, resource pools and other sources in order to complement existing Anglophone sources upon which the federal public service has traditionally relied and which it continues to use.

Where Francophones are contacted for availability to fill positions, these positions are not closed to Anglophones, who may and do also apply, and are given equal consideration with Francophone applicants. The decision to employ a particular candidate is then based on his or her ability to meet the qualifications of the position.

"Training programs offered in the French language" are another means approved by the parliamentary resolution. Accordingly, training and development are among the measures proposed in the memorandum to which the question refers. Since these measures are also mentioned in the question itself, notably in part 20, it should be particularly remembered that training and development courses in French are open not only to Francophones but also to bilingual Anglophones, and the converse is true of courses in English.

Since, as stated, the policy makes no distinction between Anglophones whose mother tongue is English and those with other mother tongues, or between Francophones of French mother tongue and those with others, further distinctions between the specific language groups on which data are requested in the question are not relevant to the implementation of the official languages policy. Except as provided above, the following numbered parts of the question are therefore not applicable: 3, 4, 5, 6, 7, 8, 9, 10, 11 (b), 12, 13, 14, 15, 16, 17, 18, 20, 21, 22.

1. No. Although a statement to this effect was mentioned in the supporting paper as a possible recruitment strategy, it has not been implemented.

2. No.

11. (a) As required, the Department of Transport promotes career opportunities in educational institutions in all provinces and these campaigns are directed towards all Canadians.

19. The government has established no such projections for 1990.