

2. The Full Participation of Both Linguistic Communities

The revised policies reflect the continuing concern of the Government to improve the participation of francophones and the use of French in the Public Service in order to achieve a more equitable or balanced participation of both linguistic communities. In addition, the Government will continue during the next phase two particular policies designed to assist the unilingual employee; namely, the 'conditional appointment' of unilinguals to bilingual positions and the provision of basic language training at Government expense.

Departments will be required to make special recruitment efforts in areas of their operations where francophone representation is found to be low. However, the new policies will permit more flexibility on the part of departments to undertake activities or select special measures which are suited to their particular circumstances.

Opportunities for francophones to work in French will be expanded through placing a greater emphasis on the use of unilingual French positions. The concept that certain units will work primarily in French will be retained but the decision as to where such units represent a viable means of encouraging the greater use of French as a language of work will rest with individual departments. The