

A number of basic indicators substantiate the progress made. On the basis of mother tongue, francophone participation has increased to 27.6% in July, 1977. (However, francophone participation in the officer categories, on the basis of preferred language of work, had only increased to 19.0% by July 1st, 1977.) The proportion of bilingual positions that are occupied by bilingual incumbents has risen from 40% in May, 1974 to 80% in September, 1977. The patterns of language use in the Public Service have also shifted significantly and there is an increased use of French by both anglophones and francophones.

The fundamental changes which have been affected in the nature of the Public Service in the recent past could not have been achieved had not individual public servants, and employee representatives, accepted and supported the objectives of the program to the extent that they have.

Policy Revisions

While there has been substantial progress in implementing the official languages principles in the Public Service, the central approach and uniform measures adopted by the Government have been the subject of criticisms. The Government is sensitive to these criticisms and recognizes their validity in many cases. These criticisms have