

non-rotational is responsible for about 75% of the salary inequality. A relatively low level of representation in certain high salary groups in the Scientific and Professional and Technical categories was identified as the second most important factor. The third factor is the low proportion of Francophones at the higher levels of certain occupational groups.

As the principal causes of salary inequalities are especially related to the disproportionate representation of the two linguistic communities in certain employment categories, it is felt that, through recruitment we will gradually be able to improve this situation (see revised plan, Goal 5.1 and 5.2, p. 43). Professional development programs, as well as measures favouring the promotion of Francophones to higher levels will not by themselves substantially change the present variation in salaries.

3. Appointments, promotions and departures

The analysis of the data on appointment of employees from outside the Public Service, on internal promotions and on departures, indicates that the representation of the two linguistic communities changes very little. Between August 1, 1979 and July 31, 1980, Francophones were selected for 34% (53 out of 156) of the appointments from outside the Public Service. This rate, superior to the 31% level of Francophone representation within the Department of a year ago, is counterbalanced by a higher rate of departures among Francophones. In fact, between August 1, 1979 and July 31, 1980, 5% of the Francophone employees left the Department against 4% of the Anglophones. The rate of departure among Anglophone employees has remained fixed for a year, while that of Francophone employees has gone from 3% to 5%. This trend, if it were to increase, could become worrisome. It is important to note that, with respect to promotions, 5% of the Francophone employees against 4% of the Anglophone employees were promoted between August 1, 1979 and July 31, 1980.

4. Conclusion

On the whole, the efforts made by the Department enabled the maintenance of an equitable representation of both linguistic communities. However, special attention will have to be given to recruitment in order to increase the representation of Francophones in the Scientific and Professional, and Technical categories, and the establishing of a better balance in the Administrative Support categories.