

- (3) that in matters of recruitment and training the values of both linguistic communities be given full weight; and, finally,
- (4) that it should be a general objective to create a climate in which civil servants of both linguistic groups can work together towards common goals, using their own language, and on the basis of their own cultural values, while at the same time appreciating those of the other linguistic community.

I shall return in a few moments to the implications of these objectives for the foreign service. I should underline here, however, that they are not merely, or even primarily, a matter of achieving impressive statistics with respect to the percentage of fluent English- or French-speakers. They relate rather to the fundamental human concern of ensuring that every Canadian, and particularly those in the employ of the Federal Government, can feel fully at home working in his own language.

I said at a luncheon of the Reform Club in Montreal, when I was Minister of Finance, that "the aim of the present Government is to give every Canadian the right to express himself in either French or English and be understood when he deals with his Federal Government, at least in the capital of the country", I also went further, stating that "for the first time Canadians whose mother tongue is French will be able to compete on an equal footing with English-speaking Canadians". It is clear that these goals are of particularly fundamental importance within the Government service itself.

My immediate concern as Minister of External Affairs, and yours as members of the Department, must be to ensure that they are met as fully and as rapidly as possible both in Ottawa and abroad. For this reason, our Department anticipates meeting two important dead-lines in the Government's declaration of principles, which means that, by 1970 in the case of appointments from outside the service and by about 1975 in the case of promotions, bilingual proficiency or a willingness to acquire it at Government expense within a reasonable time, will normally be required.

For this reason also, the Department has established a number of practical procedures designed to develop a comprehensive approach to bilingualism in the foreign service. These procedures are already beginning to bear fruit. Last year's figures show that, among our foreign service and administrative officers, 28 per cent can be classed as bilingual, and a further 20 per cent have a good knowledge of both languages. It is also estimated that, during the past year alone, one-fifth of all departmental employees attended language courses.

These accomplishments must, however, be seen against the broader background of the basic requirements of Canadian foreign policy. If you read carefully the White Paper Federalism and International Relations and its supplement Federalism and International Conferences on Education, you will recognize that one of the main purposes for writing these papers was to outline the steps being taken by the Federal Government to frame and implement a policy which meets the requirements of the two major linguistic communities in Canada. In that way, the White Papers contribute to constructive consideration and