

language as appropriate.

- 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 will 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 deadlines 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