

language units, and in each department major internal services (such as personnel, administration, libraries, public information, and legal services) function in both languages.

It also recommended:

— Employer-employee relations in the federal service and crown corporations should be in English or French, at the choice of the employee.

— Where appropriate, bilingual employees should be paid more than unilingual employees.

— The Federal Government should recruit more qualified people from France and other French-speaking countries. Appointments to posts of deputy ministers, associate and assistant deputy ministers should be more balanced, although without quotas or ratios unless a more voluntary system fails.

— The practice of routinely translating all letters and documents into French should cease, and original drafting of documents in French should be encouraged.

— A public service language authority should be created — a language ombudsman.

In July, 1969, after lengthy debate, Parliament passed the Official Languages Act, incorporating many of the Commission's legislable suggestions, including that for an ombudsman.

In late 1971, French language units began going into operation in the Federal Government, and some ships in the Navy became French language units.

In general there has been acceptance of the

movement. Some Anglophones worry that in spite of assurances to the contrary, their lack of French will handicap their careers; some Franco-phones think the encouragement to learn French is too little and too late. Some, in the West especially, feel it is irrelevant. An official close to the program, asked how efficient it will be, said, "You can get an argument on this. There are some who say bilingualizing the Public Service will make it radically less efficient. But they act as though this or any public service is already one hundred per cent efficient. Sure there are some slowdowns, but there's nothing impossible."

In his recent report, Commissioner Keith Spicer begins with some percentages: "In 1973, job openings in the Federal Public Service were still nearly seven times more numerous for unilingual English speakers than for unilingual French speakers: of 98,515 jobs filled that year under the Public Service Employment Act (and excluding the 7.6 per cent of these jobs requiring both languages) 76 per cent demanded only English, while 11.6 per cent called only for French."

Mr. Spicer's report is more critical than praising. He notes that 23.4 per cent of the students enrolled in the Public Service's official in-house language classes have dropped out and that only a few, roughly one-fifth, have done so because they felt they had "attained a level of bilingualism." Mr. Spicer suggested strongly that the Public Service improve these percentages.

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