



## Unilingual Canadians

There is an impression that the new Official Languages Policies are a barrier to entry and advancement in the public service for unilingual Canadians.

- As of March 31, 2004, 39.2% of positions in the public service were bilingual and most of these (94.9%) are in Ontario, Quebec and New Brunswick. In Western and Northern Canada, generally only positions needed to provide services to the public in both official languages where there is a significant demand are bilingual. In regions designated as bilingual for language-of-work purposes (the National Capital Region, New Brunswick and parts of Ontario and Quebec), some positions may also be bilingual in order to provide supervision or other services to employees in their preferred official language. There are no regions designated as bilingual for language-of-work purposes in Newfoundland and Labrador, Nova Scotia, Prince Edward Island and in Western and Northern Canada.
- There is ample opportunity for employment in the public service for unilingual Canadians. A rewarding career remains an option without leaving the West or the Atlantic provinces or without having to learn the other official language and this is true right up to the DG level; for example in the four western provinces, 80.1% of EX's positions still require the knowledge of English only.
- The proportion of bilingual positions is as follows (March 31, 2004):

Location	Total of PS positions	Bilingual Positions	Bilingual Positions (% of all PS positions)
Territories	972	47	4.8%
Western Canada	34,626	1,558	4.5%
Ontario	20,330	2,079	10.2%
National Capital Region	70,078	44,798	63.9%
Quebec	20,284	12,119	59.7%
New Brunswick	5,419	2,649	48.9%
Other Atlantic Provinces	13,217	1,368	10.4%

- According to the new official languages policies that took effect in April 2004, all positions at all levels for which competitions are open to the public may be staffed non-imperatively. In those cases, unilingual persons may be appointed and provided with language training at government expense. This approach was taken to allow unilingual Canadians equal opportunities for employment and advancement. In addition, when staffing from within the Public Service, executive entry level positions and other positions below this level may continue to be staffed non-imperatively when it is not indispensable that the position be filled with a bilingual candidate right away.
- The number of language training hours has been increased by up to 410 hours to provide time for those who have not been much exposed to the second official language. As well, language training becomes a development tool for employees who want to advance and eventually accede to bilingual positions. Institutions are called upon to promote language training and to integrate it into professional development plans.
- To become an Assistant Deputy Minister, a move to the National Capital Region is probably required since most positions at that level are in this area: as before, all Assistant Deputy Minister positions are designated bilingual at a superior level (CBC). Most senior positions are staffed from within the public service, by career public servants who have had years to develop the required expertise and to take the training required to meet all the qualifications, including linguistic requirements.

[www.hrma-agrh.gc.ca/ollo](http://www.hrma-agrh.gc.ca/ollo)