



Employment and
Social Development Canada

Emploi et
Développement social Canada

Canada



PART VII LENS IN PRACTICE

Official Languages Act • Part VII Centre of Expertise
Employment and Social Development Canada

Official Languages Symposium, November 2025



ADVANCEMENT OF EQUALITY OF STATUS AND USE OF ENGLISH AND FRENCH



OLA Part VII Commitments

41(1)(a)

Enhance the vitality of the English and French linguistic minority communities in Canada, and support and assist their development

Foster the full recognition and use of both English and French in Canadian society

41(1)(b)

41(1)(2)

Protect and promote French taking into account that French is in a minority situation in Canada and North America

Advance learning opportunities for members of English and French linguistic minority communities in their own language throughout their lives

41(1)(3)

To implement the government's commitments, a federal institution must conduct an impact analysis, take positive measures based on a thorough analysis, and evaluate and monitor positive measures.

Federal institutions have an obligation to avoid negative impact or mitigate any future negative impacts of their decisions.





EMBEDDING THE PART VII LENS



OL Lens Overview

- Promotes and explains the legal framework of Part VII of the *Official Languages Act*
- Describes the needs and issues of the Official Language Minority Communities (OLMCs)
- Highlights the Official Languages Comparative Analysis
- Explains Part VII requirements for the design and delivery of transfer payment programs, and the drafting strategic documents, such as MCs and TB Submissions.



Positive Measures

Positive measures taken by federal institutions must:



- Be concrete



- Be taken with the intention of having a beneficial impact on the vitality OLMCs



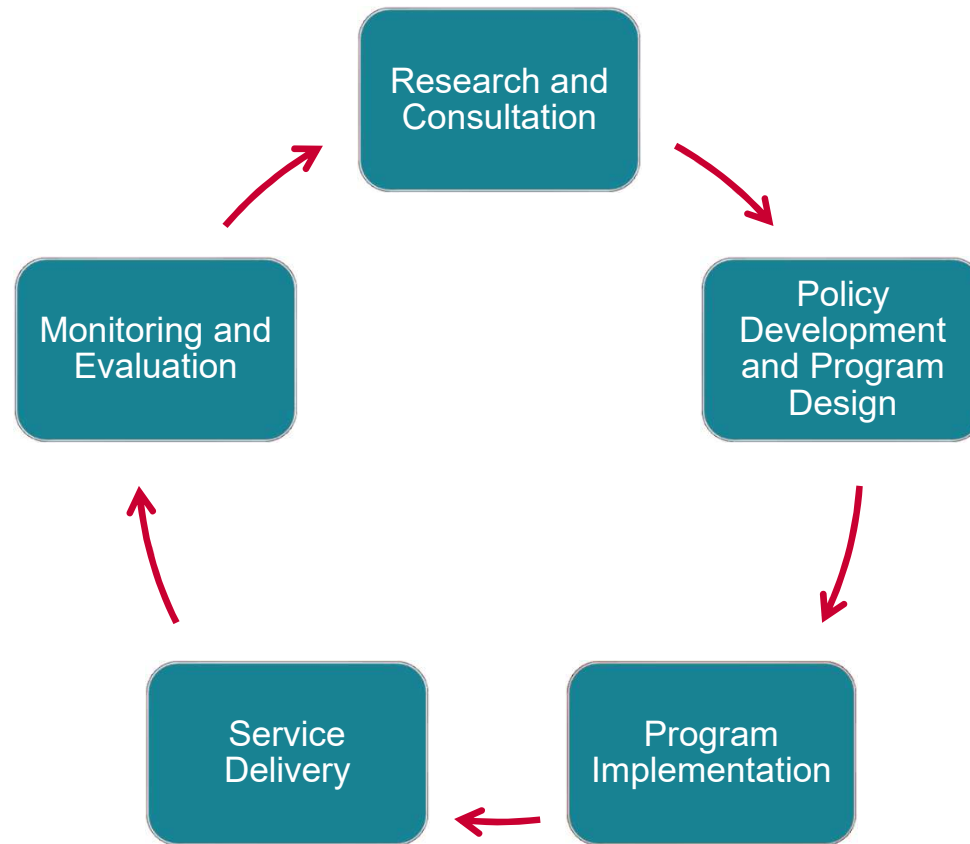
- Respect the necessity of protecting and promoting the French language



- Consider the specific needs of each official language community



Applying the Part VII Lens



When to Use the Lens?

Awareness of OLMC needs is necessary at all stages of the policy development to service delivery continuum.



PART VII IN ACTION: ESDC PROGRAM HIGHLIGHTS



Research and Consultation

Evidence-based research and consultations with OLMCs inform analyses that guide the identification of priorities and the development of positive measures under the *Official Languages Act*.

Early Learning and Child Care (ELCC)

- ESDC engaged broadly on the Canada-wide ELCC, including with targeted consultations OLMCs, to inform future policy design and development, including on the Budget 2024 measures announced in the spring and the next generation of CWELCC Agreements with provinces and territories.

Enabling Fund for OLMC

- The Enabling Fund engaged OLMC stakeholders to align the initiative with community needs and legislative obligations, informing the first Employment Assistance Services call for proposals in 2024-2025.



Policy Development and Program Design

Assess the relationship between the policy or program's objectives and the OLMCs' needs.

Enabling Fund for OLMC

- The Enabling Fund engages OLMC stakeholders regularly. In 2024-2025, it hosted virtual sessions and joined consultations led by ESDC's Centre of Expertise for Part VII.
- These discussions clarified objectives, funding, and proposal processes, shaping the new Employment Assistance Services stream to reflect OLMC realities and support economic and workforce development through culturally and linguistically appropriate services.



Program Implementation

The OLCE for Part VII assists programs across the ESDC by providing advice on program implementation, including OL clauses.

National School Food Program

- The Program negotiated OL clauses in agreements and secured commitments from provinces and territories to consider the unique needs and circumstances of OLMCs in the development and delivery of school food programs. These commitments include consulting with OLMCs and reporting on key findings and follow-up activities stemming from those engagements.

Student Work Placement Program

- The Program supports the creation of work-integrated learning opportunities for students in any post-secondary education program in Canada. OLMCs were included as a priority group in one of the Program's Call for Proposals.



Service Delivery

Delivery of programs and services to the Canadian public implemented with the needs of OLMCs in mind.

Enabling Fund for OLMC

- Between 2021 and 2023, \$500,000 in funding was secured to implement bilingual tourism routes and develop ÉCONOMUSÉEs designed to showcase artisans. Alberta now boasts six ÉCONOMUSÉE locations.

Early Learning and Child Care (ELCC)

- ESDC received \$64.2 million from Budget 2023 for Francophone minority ELCC initiatives: \$14.2 million for early childhood educator training and access to inclusive childcare, and \$50 million to create a national network coordinating initiatives across Francophone minority communities.



Evaluation and Monitoring

Federal institutions are required to establish evaluation and monitoring mechanisms to verify that measures taken have had a concrete impact on the implementation of the government's commitments to Part VII.

Enabling Fund for OLMC

- The program monitors funded projects through ad-hoc meetings and sessions, and evaluates them via document reviews, questionnaires, and interviews. These findings guide program improvements and inform future policy development.

Canada Youth Service

- Over 800 youth co-created the program during its design phase. The evaluation used seven evidence sources: document and data reviews, participant and applicant surveys, interviews with internal and external stakeholders, youth focus groups, and web analytics to assess effectiveness.



Contact Us!

Resources

- [OL Lens - Part VII of the OLA](#) (ESDC link)
- [OL Lens Summary](#) (available on GCCollab)

Contact Information

- For more information on the OL Lens, please contact ESDC's OLA Part VII Centre of Expertise:
ESDC.SSPB.OLPartVII-LOPartieVII.DGPSS.EDSC@hrsdc-rhdcc.gc.ca

