

groups .....31 (34) 21 (22) 15 (13)

### *Income Taxes And Pensions*

1. Problems with income taxes:
  - yes ..... 19 (17)
  - no ..... 58 (67)
  - not applicable ..... 24 (16)
2. Are these tax problems:
  - federal ..... 20 (18)
  - provincial ..... 12 (7)
  - international ..... 3 (3)
  - other ..... 1 (2)
  - not applicable ..... 10 (8)
3. Upon your return to Canada, income tax problems:
  - yes ..... 9 (7)
  - no ..... 20 (19)
  - not applicable ..... 71 (74)
4. Were these tax problems:
  - federal ..... 10 (8)
  - provincial ..... 6 (4)
  - international ..... 1 (1)
  - other ..... -6 (1)
5. How does IO affect your pension plans:
  - improved ..... 28 (25)
  - stayed about same ..... 25 (26)
  - worsened ..... 17 (18)
  - don't know ..... 15 (14)
  - not applicable ..... 16 (16)
6. Which pension plans were affected:
  - Canada or QPP ..... 33 (32)
  - Old Age Security ..... 13 (14)
  - superannuation ..... 28 (29)
7. Is the pension plan at the IO portable:
  - yes after time ..... 19 (19)
  - yes immediately ..... 20 (19)
  - no ..... 22 (26)
  - don't know ..... 39 (36)

### *Benefits*

1. How does IO classify your position:
  - expatriate ..... 62 (86)
  - local (ltd. benefits) ..... 26 (3)
  - contract ..... 7 (7)
  - other ..... 5 (4)
2. Importance to accept an IO assignment:
  - family work visas ..... 91 (90)
  - dependents education ..... 81 (66)
  - health benefits ..... 85 (84)
  - relocation pay ..... 80 (73)
  - UI ..... 96 (96)
  - severance pay ..... 81 (75)
  - home leave ..... 86 (72)
  - hardship assignment ..... 79 (76)
3. Satisfied with your IO benefit package:
  - yes ..... 70 (69)
  - no ..... 30 (31)

5. Was your previous employment in Canada:
  - yes ..... 74 (74)
  - no, other IO ..... 8 (10)
  - no, other ..... 6 (2)
  - not applicable ..... 12 (14)

6. Are IO benefits competitive with your previous employer's:
  - yes, better ..... 47 (47)
  - yes, about same ..... 25 (26)
  - no, slightly less ..... 8 (10)
  - no, lot less ..... 6 (7)
  - not applicable ..... 11 (8)
  - don't know ..... 3 (3)

### *Re-entry To Canada*

1. Career development's importance:
  - critical ..... 22 (21)
  - important ..... 50 (50)
  - marginal ..... 16 (16)
  - neutral ..... 5 (5)
  - not important ..... 8 (8)
2. IO will enhance career prospects:
  - yes ..... 37 (37)
  - no ..... 22 (23)
  - don't know ..... 41 (41)
3. Opportunities for a satisfying career:
  - IO ..... 41 (42)
  - Canadian employer ..... 6 (6)
  - combination ..... 30 (31)
  - don't know ..... 23 (22)
4. Prior Canadian employer contact:
  - yes ..... 29 (33)
  - no ..... 38 (38)
  - not applicable ..... 34 (29)
5. If no, should there be:
  - yes! ..... 7 (20)
  - no ..... 21 (21)
  - not applicable ..... 62 (60)

### *Job Content*

1. How important is job content at IO:
  - most important ..... 62 (68)
  - important ..... 37 (31)
  - not important ..... 2 (1)
2. Job content attracted you to the IO:
  - yes ..... 88 (93)
  - no ..... 13 (7)
3. IO job content met your expectations:
  - yes ..... 76 (79)
  - no ..... 24 (20)
4. Work load at IO:
  - too light ..... 5 (5)
  - too heavy ..... 38 (43)
  - about right ..... 57 (52)
5. Compared to Canadian position, the job content is:
  - more satisfying ..... 49 (51)
  - about the same ..... 25 (27)