

FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 2

		DFAIT/CIC	NETHERLANDS	COUNTRY G	COUNTRY H	FRANCE	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C	ORGANIZATION D
SECTION III - MANAGEMENT OF FAMILY, DUAL-INCOME AND DUAL-CAREER ISSUES										
1.	What is your policy regarding compensation for the loss of spousal income and pension while on foreign postings?	Allowances provided to the Foreign Service Officer include an amount for the spouse	Allowances provided to the Foreign Service Officer include an amount for the spouse Accompanying spouses are provided compensation or an allowance in recognition of their representational responsibilities	Allowances provided to the Foreign Service Officer include an amount for the spouse Compensation is provided for the loss of a spouse's public or private pension	Allowances provided to the Foreign Service Office include an amount for the spouse.	Allowances provided to the Foreign Service Officer include an amount for the spouse	No Assistance No Policy	Allowances provided to the staff member include an amount for the spouse \$1360/year at home or abroad	No policy yet, but currently under consideration	Accompanying spouse continue to accrue pension entitlement under the social security program while on foreign posting
2.	Do you assist the spouse to find employment at the posting and location and upon return from a foreign posting?	On posting: Employ at foreign/ home country as a local staff member if suitable position is available Canvass other organizations for available jobs Pay allowance to cover job search expenses Assist to obtain work permit Provide annual allowance to cover home country professional certification, continuing education, training or personal interest programs Other: Career counselling offered to spouses on return from posting; a series	On Posting: Assist to obtain work permit Upon Return: No	On Posting: No Upon Return: No	On Posting: Managed on case-by-case basis Upon Return: No	On Posting: No Upon Return: No	On Posting: No Upon Return: No	On Posting: No Upon Return: Employ at foreign/home location as a local staff member if suitable position is available Employ at home location as a professional staff member if suitable position is available Other: For spouses of HQ based staff, we have a service that provides advice about obtaining work for spouses	On Posting: No Upon Return: No	On Posting: No Upon Return: No

Note: Some of the respondents are not included in the table because they requested confidentiality. Their data are only included in Summary Results Table.