

## Spousal Employment

Champion - Marc Lortie

1. **Provide pensions for foreign service spouses who are unable to work while accompanying a Departmental employee on a posting abroad.**

**DEPUTIES' RESPONSE:** The Canadian workplace has indeed changed and a double income household is now the norm. While some choose not to work there is a percentage of spouses who are unable to work at missions abroad, either because the legal framework does not allow it or suitable opportunities do not exist. These spouses find themselves unable to contribute to a pension, which puts them at a disadvantage. We will personally approach the Deputy Minister of the Department of Finance and work with him to explore solutions to this problem.

2. **Enable foreign service spouses who have contributed to employment insurance to collect benefits when leaving a paid position to accompany a Departmental employee on a posting abroad.**

**DEPUTIES' RESPONSE:** Personnel from other Departments also face this situation. This is a case where the definition of residency is interpreted differently by different organisations. We will approach the Department of Human Resources Development and seek an amendment to their interpretation of the notion of residency to accommodate foreign service spouses.

3. **Work with the Public Service Commission to enable spouses to have access to public service jobs.**

**DEPUTIES' RESPONSE:** We will contact the PSC and ensure that foreign service spouses have as wide an access as possible and ensure that the information is available to them. We have noted however that the PSC is increasingly delegating to departments these responsibilities.

4. **Creation of an employment advisory position at Headquarters to help spouses find jobs during the pre-posting and return-from-posting seasons.**

**DEPUTIES' RESPONSE:** A dedicated position will be created as of the summer of 1999.