

# Hardship Postings and Posting Choice

Page

	Participants	DFAIT/CIC
Hardship postings	<ul style="list-style-type: none"><li>– 50% of countries require at least one hardship posting; 75% of other orgs don't require this</li></ul>	<ul style="list-style-type: none"><li>– No hardship posting requirement</li></ul>
Posting decisions	<ul style="list-style-type: none"><li>– <b><i>In 63% of countries</i></b> and 75% of other orgs, other factors override Officer's personal preference</li></ul>	<ul style="list-style-type: none"><li>– DFAIT/CIC can override personal preference</li></ul>
	<ul style="list-style-type: none"><li>– 25% of countries and 25% of other orgs allow officer to turn down posting without consequence</li></ul>	<ul style="list-style-type: none"><li>– Officer can turn down posting without consequence</li></ul>
	<ul style="list-style-type: none"><li>– Main reasons for turning down postings are local conditions, family responsibilities and spousal career</li></ul>	<ul style="list-style-type: none"><li>– Spousal/partner career, local conditions, inadequate compensation</li></ul>

July 18, 2002

Not for general distribution

PWC CONSULTING