

**DFAIT/CIC SURVEY OF FS TERMS AND CONDITIONS OF EMPLOYMENT**  
**Summary Results Table - July 18, 2002**

DFAIT/CIC	All Respondents	Countries	International Organizations	Private Companies
-----------	-----------------	-----------	-----------------------------	-------------------

16. Do you provide special financial assistance to Foreign Service Officers whose families remain in the home country temporarily and join them after the start of the posting?

(a)	No		48%	50%	50%	40%
(b)	Yes, home housing share/deduction delayed until family vacates home country residence.					
(c)	Other: _____		24%	19%	0%	60%
			28%	31%	50%	0%

**Other - Common Responses:**

Separate maintenance grant is provided

**Assistance with Host Country Housing (Abroad)**

17. Do you provide assistance for housing to Foreign Service Officers at the host location?

(a)	No		0%	0%	0%	0%
(b)	Yes, always		88%	100%	50%	80%
(c)	Only where housing costs are higher		8%	0%	25%	20%
(d)	Other: _____		4%	0%	25%	0%

18. Do you require the officer to pay a portion of the cost of housing at the host location?

(a)	No		44%	63%	0%	20%
(b)	Yes		56%	38%	100%	80%
(c)	Other: _____		0%	0%	0%	0%

19. Do you pay for host location utilities costs (excluding telephone)?

(a)	No		28%	31%	50%	0%
(b)	Yes, included in the housing/Cost-of-Living allowance		24%	19%	25%	40%
(c)	Yes, Foreign Service Officer reimbursed for actual costs		32%	38%	0%	40%
(d)	Yes, reimbursed in selected locations only		4%	0%	0%	20%
(e)	Other: _____		12%	13%	25%	0%

**Other - Common Responses:**

Officer contributes portion as well

**Employee Benefits Abroad**

20. Do you cover the additional costs of medical/dental care while on a foreign posting?

(a)	No		12%	6%	50%	0%
(b)	Yes, through the home country organization's standard private medical plan		28%	13%	50%	60%
(c)	Yes, through a special home country or international medical plan		28%	38%	0%	20%
(d)	Yes, through a host country group or individual medical plan		8%	0%	0%	40%
(e)	Yes, through a cash reimbursement		16%	25%	0%	0%
(f)	Other: _____		16%	25%	0%	0%

Common response: Through location allowance, According to special legislation