

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

	DEFAIT/CIC	NETHERLANDS	COUNTRY G	COUNTRY H	FRANCE	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C	ORGANIZATION D
	they will be posted?			on personal choice					
23.	Who makes the final decision regarding where an Officer will be posted?	Personnel or human resources department	Selection Board	Management Advisory Committee, consisting of Secretary General and Assistant Secretary level	Personnel or human resources department	Personnel or Human resources department	Head of relevant section at headquarters	Head of relevant section at headquarters	Head of relevant section at headquarters
24.	How much notice is given regarding posting location and starting date?	3 months	9 months	7.5 months	6 months	2 months	4 months	7 months	1.5 months
25.	What is the typical duration of a hardship posting, in years?	Easiest Hardship: 4 years Most difficult: 3 years	Easiest Hardship: 3 years Most Difficult: 1 year	Easiest Hardship: 3 years Most Difficult: 2 years	Easiest Hardship: 3 years Most Difficult: 10 months	Easiest Hardship: 3 years Most Difficult: 1 year	Other: Most Hardship posts: 3 years Most Difficult: 4 years	Easiest Hardship: 4 years Most Difficult: 4 years	Easiest Hardship: 2 years Most Difficult: 9 months
26.	How many hardship postings <i>must</i> an Officer take?	Not specified	None	None	None	None	None	None	One
27.	Reasons to turn down a foreign posting	1. Inability of spouse/partner to work at posting location AND inability of same sex/common-law partner to obtain visa 2. Local conditions 3. Inadequate compensation offer 4. Other: Does not meet	1. Inability of spouse/partner to work at posting location 2. Parental responsibilities 3. Local Conditions	1. Parental responsibilities 2. Inability of spouse/partner to work at posting location 3. Local conditions	4. Family situation (including rising concerns about the inability of spouse/partner to work at posting location) 5. Local conditions	6. Inability of spouse/partner to work at posting location 7. Parental responsibilities 8. Local Conditions 9. Inadequate compensation offer 10. Inability of same-sex/common-law partner to be included on the staff member's visa and/or	1. Parental responsibilities 2. Local Conditions 3. Poor fit of posting responsibilities with staff member's skills 4. Inability of same-sex/common-law partner to be included on the staff member's visa and/or passport 5. Inadequate compensation	1. Local Conditions 2. Inability of spouse/partner to work at the posting location 3. Parental responsibilities 4. Inability of same-sex/common-law partner to be included on the staff member's visa and/or passport 5. Inadequate compensation	1. Parental responsibilities 2. Inability of same-sex partner or common-law partner to be included on the staff member's visa and/or passport 3. Inability of spouse/partner to work at the posting location 4. Local Condition 5. Poor fit of assignment responsibilities

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