

**FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 3 – May 3, 2002**

		DFAIT/CIC	COMPANY - A	COMPANY - B	COMPANY - C	COMPANY - D
		<p>professional certification, continuing education, training or personal interest programs</p> <p>Other: Career counselling offered to spouses on return from posting; a series of workshops are provided to spouses</p>				<p>cover home country professional certification, continuing education/training programs</p> <p>Upon Return: Pay allowance to cover job search expenses</p>
3.	What is the trend with respect to spouses <i>not</i> accompanying staff on posting due to career-related issues?	<p>Upon return: Employ at foreign/ home country as a local staff member if suitable position is available</p> <p>Employ at foreign/home location as <i>Foreign Service Officer</i> if suitable position is available</p> <p>Pay allowance to cover job search expenses</p> <p>Provide annual allowance to cover home country professional certification, continuing education, training or personal interest programs</p> <p>Other: Career counselling offered to spouses on return from posting; a series of workshops are provided to spouses</p>	No Assistance No Policy	There has been no substantial change in the number of spouses not accompanying staff members on foreign assignments due to career-related issues.	There has been no substantial change in the number of spouses not accompanying staff members on foreign assignments due to career-related issues.	Fewer spouses are accompanying staff members on foreign assignments due to career-related issues
4.	Are unaccompanied staff provided with special Home Leaves or family visits to the host location?	Yes, two extra trips per assignment year	When Assigned: Pay allowance to cover job search expenses (e.g. curriculum vitae preparation, translation, employment agency fees)	No	No	No

Note – Some of the respondents are not included in the table – data are only included in aggregate report.