

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

Assistance with Home Country Housing

DFAIT/CIC	All Respondents	Countries	International Organizations	Private Companies
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13. Do you have a housing assistance program designed to help a Foreign Service Officer maintain a residence in the home country?

(a)	No	84%	94%	100%	40%
(b)	Yes, pay all expenses for third party home management services	12%	0%	0%	60%
(c)	Yes, pay third-party home management services to a set maximum	0%	0%	0%	0%
(d)	Yes, but organization reimburses for only specific fees	4%	6%	0%	0%
(e)	Yes, organization pays a flat amount	0%	0%	0%	0%
(f)	Yes, organization reimburses on an ad hoc basis	0%	0%	0%	0%
(g)	Other: _____	0%	0%	0%	0%

14. Do you guarantee to a Foreign Service Officer reimbursement of a loss from the rental of the home country principal residence?

(a)	No	92%	94%	100%	80%
(b)	Yes, with a cap of a specified monetary amount or number of months rent	4%	0%	0%	20%
(c)	Yes, organization absorbs the loss without limit	0%	0%	0%	0%
(d)	Will stop housing share/deduction for a period	0%	0%	0%	0%
(e)	Reduce housing share paid by the Foreign Service Officer to offset this loss	0%	0%	0%	0%
(f)	Managed on a case-by-case basis	0%	0%	0%	0%
(g)	Other: _____	0%	0%	0%	0%

15. Do you provide assistance with the sale and/or purchase of the home country principal residence?

		DFAIT/CIC	
		Sale	Purchase
(a)	No	0%	0%
(b)	Yes, once per posting	0%	0%
(c)	Yes, based on a different frequency		
Frequency		One buy and one sell per career	

		All Respondents	
		Sale	Purchase
(a)	No	80%	84%
(b)	Yes, once per posting	20%	12%
(c)	Yes, based on a different frequency	0%	4%
Frequency			

		Countries n= 16	
		Sale	Purchase
(a)	No	100%	94%
(b)	Yes, once per posting	0%	0%
(c)	Yes, based on a different frequency	0%	6%
Frequency			

		International Organizations n= 4	
		Sale	Purchase
(a)	No	100%	100%
(b)	Yes, once per posting	0%	0%
(c)	Yes, based on a different frequency	0%	0%
Frequency			

		Private Companies	
		Sale	Purchase
(a)	No	0%	40%
(b)	Yes, once per posting	100%	60%
(c)	Yes, based on a different frequency	0%	0%
Frequency			