

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

| | DFAIT/CIC | NETHERLANDS | COUNTRY G | COUNTRY H | FRANCE | ORGANIZATION A | ORGANIZATION B | ORGANIZATION C | ORGANIZATION D |
|---------------------------------|--|--|---|---|--|--|--|--|---|
| 18. | host location? Do you require the officer to pay a portion of the cost of housing at the host location? | Yes, Percentage of the net salary | No | No | Yes - varies depending on the case | Yes - At least 40% of the rent | Yes - 11-15% of base salary, based on salary range and size of housing (# of bedrooms) Employer pays up to 26% of salary but more if housing costs are higher. "Highest level" gets 20% more housing allowance | salary (up to the cap) Yes - 15% of salary and any amount above the rental ceiling | No |
| 19. | Do you pay for host location utilities costs (excluding telephone)? | Yes, Foreign Service Officer reimbursed for actual costs | Yes, Foreign Service Officer reimbursed for actual costs Other: Usually paid direct to utility | Other: Utilities are paid by all officers except Ambassadors | Yes, included in the housing/Cost-of-Living allowance | No | Yes, included in the housing/cost-of-living allowance | Other: Employee contributes 4% of pay and the rest is reimbursed | Yes, included in the housing/cost-of-living allowance |
| Employee Benefits Abroad | | | | | | | | | |
| 20. | Do you cover the additional costs of medical/dental care while on a foreign posting? | Other: through the location allowance | Yes, through a cash reimbursement | Other: The difference between the cost of private medical coverage by Ireland and the costs above | No | No | Yes, through the home country organization's standard private medical plan | No | Yes, through the home country organization's standard private medical plan |
| Perquisites Abroad | | | | | | | | | |
| 21. | Please indicate if you provide the following perquisites: Please check all those that apply. | Automobile: No Recreational Club Membership: No Representation allowance - Yes, with the Foreign Service Officer bearing a portion of the cost | Automobile - No Recreational Club Membership - No Representation Allowance - Only for Third Secretary | Automobile: Head of Mission only Recreational Club Membership: Representation allowance - Yes, without cost to Foreign Service Officer | Automobile: Ambassador, General Counsel (level 1 and 2) Recreational Club Membership: No Representation allowance - Yes, Ambassador, General Counsel (level 1 and 2) | Automobile - No Recreational Club Membership - No Representation Allowance - Only for D2 | Automobile: Representative only Recreational Club Membership: No Representation allowance - Representative only | Automobile: Only at specific locations, Eligible at Manager level Recreational Club Membership: No Representation allowance: Only at specific locations, Eligible at Manager level | Automobile: Only in accordance with host country norms for the posting being filled. Recreational Club Membership: No Representation allowance: Only at specific level - Chief of Mission |
| Education | | | | | | | | | |
| 22. | Do you pay for private | Elementary: Managed on a case- | Elementary: Yes, but only if | Elementary: Yes, but only if | Elementary: No | Elementary: Managed on a case- | Elementary: Yes, as a matter of course | Elementary: Yes, as a matter of course | Elementary: Yes, as a matter of course |

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