

Recommendations

- Identify External Affairs and International Programs (EAIP) in the PSC as the GOC focal point and advocate for Canadians employed at IO.
- Make EAIP accountable for a database that would support recruitment, promote career development, and help IO employees on re-entry to Canada.
- Have EAIP manage with EAITC and CIDA for Canadians at IO to participate in briefings on postings and debriefs afterward.
- Give EAIP a communication mandate to deliver for Canadians at IO information across the range of interests including family rights, income taxes, pensions, and re-employment opportunities in Canada.
- EAIP, through EAITC and ICSA, should increase contacts with Canadians at IO in support of the department's responsibilities for intelligence gathering and service to Canadians abroad.
- EAIP should be responsible for GOC organizations developing practices which extends access to programs like CPP and unemployment insurance to Canadians at IO (and their families).

The GOC:

- must recognize the service to Canada by its nationals employed at IO through an EAITC and PSC communication program.
- should institute a practice whereby its relations with an IO includes routine consultations with Canadians employed at IO.
- should practice, strictly, its supplementary benefits policy, but it should increase—on behalf of Canadians employed at IO—activities related to their career development (promotions).

- should commit its IO recruitment to the same targets as are in the UN affirmative action program for women.
- should provide a mechanism whereby Canadians and eligible family members at IO can exercise their right to vote.
- should provide IO with the technical expertise to maintain competitive administrative practices including compliance with the Nobelmaire Principle and particularly within the UN system, increased training programs.
- in cooperation with the Government of Quebec, develop for employees of ICAO and their families a model arrangement that would accord them national treatment with regard to employment (work permits), education, social welfare, and health care benefits.
- IO should develop and adhere to a common set of terms and conditions of service, including those pertaining to the permanent status of employees, the vesting of pension rights, and eliminating certain discriminatory practices including those related to age.
- Family rights at IO must be the same priority as job content, salary, and benefits.
- IO should negotiate directly with host countries to obtain the right to work (spousal employment) for its employees' families basis.
- IO should introduce spousal (dependents) employment programs which have specific performance accountabilities.