



Association (FSCA) in exploring options to create spousal pensions, to enable spouses returning from post abroad to collect Employment Insurance and to compensate spouses for representational work abroad. Despite sincere good will, repeated efforts have failed to resolve the many complicated issues surrounding these three initiatives. In this document, we concentrate on other initiatives that will help spouses find work. Progress on these other initiatives will be swifter than on the spousal compensation and spousal pension issues, which are extremely complicated, expensive and may require legislative change.

4.3.4.2.1 Proposed Initiatives

Accordingly, we will look at the following ways to help spouses find suitable employment, at headquarters and abroad:

At Headquarters

- We will ensure that all headquarters managers are aware of the spousal employment data bank and encourage them to use it when staffing.
- We will explore, in consultation with CIDA, FSCA, and PAFSO, the possibility of establishing a standing offer with an employment agency to place qualified spouses in appropriate jobs.
- The spousal employment issue increasingly is cited in attrition surveys. We must address this issue as it is a strategic and long-term HR problem. For the first time we will flag the issue in our Business Plan so Treasury Board Ministers become aware of the dimensions of the problem and its financial and human resource implications.

Abroad

- We will ensure that the pre-posting training for Heads of Mission and Mission Administrative Officers includes a full discussion of spousal employment issues.
- We will research multi-national/Canadian/EU etc. databanks and establish permanent links to these databases, entering into some kind of formal relationships on a reciprocal basis as required.
- We will monitor existing reciprocal agreements and look into extending the number of such agreements.

Review of Spousal Training Policy

Departmental training is related to departmental work, is supportive of departmental business objectives and is available to DFAIT employees. At present, DFAIT operates under a special exemption from Treasury Board enabling it to provide non-employees, such as spouses of rotational employees, foreign language training to facilitate adaptation to the local linguistic environment abroad and to participate in representational functions. The current departmental Human Resources policy suggests that DFAIT may provide training related to DFAIT programs to spouses of rotational employees to increase their