



The Hague, 1 May 1991

Excellency,

I have the honour to refer to the discussions between our officials concerning the employment of dependents and wish to propose an agreement between our two Governments in the following terms:

1. The two Governments agree that, on the basis of reciprocity, dependents of employees of one Government assigned to official duty in the other country as members of a diplomatic mission, members of a consular post, or members of a mission to an international organization will receive authorization to accept employment in the receiving State.
2. In this Agreement:
  - (i) "Diplomatic Convention" means the Vienna Convention on Diplomatic Relations of April 18, 1961;
  - (ii) "Employee" means diplomatic and consular personnel, other government personnel attached to diplomatic and consular missions and administrative, technical and support staff;
  - (iii) "Dependents" means (a) spouses; (b) unmarried dependent children under 21 or under 25 if in full-time attendance at a post-secondary educational institution; and (c) unmarried children who are incapable of self-support.
  - (iv) "Employment" means the carrying out by a dependent of work under a private contract of service, the independent practice of a profession or the independent operation of a private enterprise. Service of dependents in the Embassy or Consulates of the sending State is not covered by and is in no way affected by this Agreement.
3. No restriction will be placed on the type of employment that may be undertaken. It is understood, however, that in professions where particular qualifications are required, it will be necessary for the dependent to meet those qualifications. Further, authorization to accept employment may be denied in cases where, for security reasons, only nationals of the receiving State may be employed.
4. Before a dependent may accept employment in the receiving State, the Embassy of the sending State will make an official request to the Protocol Division of the Ministry of Foreign Affairs. Upon verification that the person in question falls within the categories defined in this Agreement, and after observing applicable domestic procedures, the Protocol Division will promptly and officially inform the Embassy that the person has permission to