

**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
7.	Are your Foreign Service Officers represented for bargaining?	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A
Recruitment										
8.	What are the minimum criteria for consideration as a Foreign Service Officer recruit?	Undergrad 0 yrs work exp 0 languages Other: Minimum pass mark on personal suitability introduced in 2001	MA 2 years work experience 2 Foreign Languages	High School 0 years work experience 0 Foreign Languages	Undergrad 0 yrs work exp 1 language	Master 0 years work experience 2 Foreign Languages	Undergrad Degree 2 years work experience 2 Foreign Languages	Master's Degree 5 years work experience 2 Foreign Languages	PhD 9 years work experience 1 Foreign Language	Master's 3 years work experience 2 Foreign Languages Other: Driver's Licence
9.	In actual practice, what is the highest level of education possessed by most new recruits?	Undergrad degree	Master's degree	Undergrad Degree	Undergrad degree	Master's Degree PhD ENA (National School of Administration)	Master's Degree	Master's Degree	Ph. D.	Master's degree
10.	In actual practice, how many years of work experience do most new recruits have?	Two years or less	Two years or less	Two years or less	Two years or less	Two years or less	More than two years but less than five	Five years or more	Five years or more	More than two years but less than five
11.	To which of the following do you recruit? <i>Please check all that apply</i>	Recruited to the Foreign Service in general	Recruited to the Foreign Service in general. Recruited to a specific assignment abroad Recruited to a specific specialty or position	Recruited to the Foreign Service in general.	Recruited to the Foreign Service in general	Recruited to the Foreign Service in general.	Recruited to a specific specialty or position – Economists, Lawyers etc.	Recruited to a specific specialty or position – Sector Specialist (Finance, Natural Resources, Sanitation etc.)	Recruited to the organization in general Recruited to a specific assignment abroad Recruited to a specific specialty or position – Technical/Economic	Recruited to a specific specialty or position
12.	Are Officers compensated	Compensated as Foreign Service	Compensated as Foreign Service	Compensated as Foreign Service	Compensated as Foreign Service	Compensated as Foreign Service	Compensated based on the position	Compensated based on the position	Compensated based on the position	Compensated according to their

Note: Some of the respondents are not included in the table because they requested confidentiality. Their data are only included in Summary Results Table. II-2