

skills is more portable (i.e. their work is performed "in-house" rather than requiring official contacts within the host government and lack of continuity is not so disruptive) the usual tours of duty for SCYs are 2 years. At a number of very difficult posts the tour is only 13 months, with an option to extend to the full 2 years. Part of the preparation for assignments in some countries includes foreign language training for employees and spouses.

Other advances are occurring as the Department responds to the changing lifestyles and expectations of employees, such as non-traditional family structures, two-career families, etc.

Early in 1973, the Department issued a policy which agrees to the employment at posts abroad of spouses, usually wives, and other dependents, frequently daughters, barring negative regulations in the recipient country affecting security implications, diplomatic immunity, local customs and laws, where such employment would affect the employee in the performance of his or her duties, etc.

Although the lack of mobility in occupations engaged in by both men and women causes difficulties for many employees, the Department seeks to ensure that the principle of equal treatment will be applied to all. The assignments of rotational employees in Ottawa and at posts abroad continue to be made on the basis of the individual's expertise, potential and personal preference, and how these attributes meet the requirements of the position.