

common law arrangements. As host to ICAO, in conjunction with the encouraging approach the government of Quebec has taken to attract IO, the GOC could take the lead and respond to the growing fourth dimension of family rights, starting with work permits.

Relations Between Governments and IO Employees

The controversy over this section was not unexpected. Supplementary payments remain among the most sensitive issues the GOC must contend with in its policy to promote Canadian employment at IO. GOC digressions from *de facto* and *de jure* support of UN policy with regard to supplementary payments are but a handful.

After at least 2 years of consultation and several more years of prodding from the Treasury Board, an official policy has been agreed to by Ministers. This policy delimits its application to, in general, the senior levels of IO.²³ The GOC's intent is *not* to create or to provide for different classes of Canadians, but to ensure that Canadian candidates can be attracted to senior posts in IO.

Canada must be prepared to compete on as level a playing field as dictated by the practices of those equally interested in promoting their nationals' employment. Respondents had no easier time than their government with regard to supplementary payments. Indeed, their responses to questions in the survey and their written comments were often ambivalent if not contradictory in this section. Perhaps encouraged by the invitation to provide concluding remarks, nearly 1 in 3 did so. For many, this was the only area on which they chose to comment. The difficulty in addressing the issues raised in this section may be indicated by the generally high number—39 to 62 per cent—of 'don't know' or 'not applicable' responses, especially to the questions related to supplementary payments.

Respondents said 3:2 that other governments treated their nationals better than Canada does its own. About 7:1 said other countries made supplementary payments to their

²³. That is to say, policy is restricted to housing and at higher rent shares than applicable to public servants.