

**An AAFSW Presentation by
JEWELL FENZI and ANNA DWORKEN**

for the

Global Women's Task Force

of the

**Woman's National Democratic Club
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Foreign Service Spouse Oral History Series

of the

Associates of the American Foreign Service Worldwide

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Foreign Service Spouse Oral History Series

DEED OF GIFT

I, JEWELL FENZI, do hereby grant all rights to the tape recordings and/or transcripts of my presentation on July 10, 2008 at the Woman's National Democratic Club to the Foreign Service Spouse Oral History Series, at the Association for Diplomatic Studies and Training (ADST), 4000 Arlington Boulevard, Arlington, VA 22204-1500. I authorize ADST to use the tapes and transcript in such manner as may best serve the educational and historical objectives of its oral history program. In making this gift, I voluntarily convey ownership of the tapes and transcripts to the public domain.

A handwritten signature in cursive script that reads "Jewell Fenzi". The signature is written in black ink on a white background.

August 2, 2008

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Participants:

JF -- Jewell Fenzi, Chair, WNDC Oral History and AAFSW Spouse Oral History

EO -- Ellen Overton, Co-Chair, WNDC Global Women's Task Force

AD -- Anna Dworken, former New Zealand foreign service officer, married to a retired United States FSO

EW -- Elsa Williams, WNDC

DD -- Dorothy Dillon, retired FSO, USIS

EN -- Elaine Newman, WNDC

ES -- Edith Scott, FS offspring, WNDC

[BEGIN PRESENTATION]

JF: This is Thursday, July 10, 2008. I am joined by Anna Dworken and we're speaking on the role of the spouse in the foreign service, at the meeting of the Global Woman's Task Force, at the Woman's National Democratic Club, in Washington, DC.

EO: Ruth [Nadel, GWTF co-chair] and I have been interviewing, and so has the Club, been interviewing old folks like us.

JF: Don't put it that way! [laughter]

EO: And then Ruth and I expanded it to involve people who served overseas, either as a spouse or as an employee. Sue Whitman spoke. Mary Lee McIntyre spoke, and Andrea Singh. She has lots of ideas and when we have time, I want to see what we can plan next. So now we came to Jewell Fenzi, who was not a foreign service employee, but a spouse for 30 years. And she will tell us about her role, and she's been very active, I know, at least since she's been in Washington, in the AAFSW oral history program.

JF: AAFSW used to stand for Association of American Foreign Service Women. Now it stands for Associates of the American Foreign Service Worldwide, because we have about 900 spouses, or do we have more now?

AD: I would say no more.

JF: Male spouses.

EO: And Anna Dworken, whom we haven't met, who was kind enough to accept Jewell's invitation to tell us what it's like to be a foreign service spouse today. And I just want to mention that based on what the State Department did, in terms of helping foreign service spouses -- we started it with the CIA -- women who got divorced and had been overseas didn't have a clue about whether they could get medical care, relief money of any kind. It was all top secret because they didn't know what their husbands did. They didn't know what rank they had, and it was based largely on what status the officers had. . . .

JF: That was in 1972, in the early '70s.

EO: Well, right. Anyway, I'm not going to say any more because we have two very good speakers, so I'll hand over to Jewell.

JF: We hope we're good speakers. [laughter] Thank you, Ellen. And Anna, thank you very much for joining us today too I have a speech that I've given so many times that I know some of you have heard it. I'm going to skip through it very quickly, and start by saying there is actually a tie between the woman who built this house and the first career foreign service spouse and the first foreign service spouse who went abroad and documented her experiences; and that, of course, is Abigail Adams. And Louisa Adams, John Quincy Adams's spouse, is often referred to as the first career spouse, because he went right from one ministerial posting to another because that was the path, that was the road to the presidency in those days. And Sarah Whittemore, who built this house in 1892 to 1894 as an Adams. So there's our connection. Thin though it may be, it does exist. And I always like to point out that the way I got started interviewing foreign service spouses was somehow I came across this quote from Arthur Schlesinger Jr., and this was right after my husband had retired. "Women constituted the most spectacular casualty of traditional history. They have made up at least half of the human race, but you could never tell that by looking at the books historians write. The forgotten man is nothing compared to the forgotten woman."

So I went to the Library of Congress, and this was long before the days of googling. So I'd trudge over to the library and I found that there was no comprehensive history of the American foreign service spouse. There was nothing. There were some vanity press publications and there was a play that was based on Abigail Adams's introduction to the Court of St. James in the 1790s, I think it was. So I thought this definitely needs updating.

And I was so lucky because all the lions of the American oral history world were in Washington at that time. That's why I went to the Senate historian's office, and I went to the library again, and also to The Smithsonian, and adapted their guidelines and didn't realize at the time how privileged I really was, because if I had been in Butte, Montana, I couldn't have done what I did here. But I didn't really appreciate it until later.

Gradually, what I discovered was that there were milestones in the history of the spouse, and I'm going to discuss a couple of them today, very quickly. Independence, 1776, of course, was the first, because that's when Abigail Adams went abroad, in 1784. Another woman claims to be the first spouse. She went before Abigail, with six children, and sat in Paris waiting for her husband to receive his credentials to represent our new country to the Dukes of Tuscany, in Florence; and that never came through. He had a fight with Benjamin Franklin while he was in Paris, sailed home to clear his name, leaving Mrs. Izard with six children and a retinue of servants to get back to the United States on her own on sailing ships, and she did it.

Abigail Adams arrived in Paris. There was no housing. She finally found a house, she said, that had 40 beds to be made up. She didn't think she needed them, but she soon found that everybody who visited from the United States stayed with the Adamses. And she actually did much the same thing in her time that we did in the 1960s and '70s, and even into the '80s.

Quickly, I'll go ahead. Louisa Adams had 12 miscarriages abroad. At least a dozen miscarriages, the death of a child, death of family members thousands of miles away, long separation from spouse and family at an isolated post, depression (not surprising), financial hardship. Napoleon's envoy in St. Petersburg had a salary that was four or six times what John Adams's was, and so Louisa sewed her own gowns, made do. She had a lengthy search for housing also. Untrustworthy domestics. John grouched all the time, wondering why he had to pay for 14 servants. And she was left alone. He went on to become minister to Paris, and she was left to pay, pack, and follow on her own. And that was her classic sleigh trip across the frozen steppes of Russia just ahead of Napoleon's retreating army.

That's the story that Charles Adams has left posterity. There's no question that maybe he embroidered it a little bit. But I'm going to skip way ahead, to the early 20th century, when you had to have an independent income to be a foreign service officer.

I was very fortunate in being able to interview all three of Joseph Grew's daughters. Now, Joseph Grew was Mr. Foreign Service for years and years and years. And he resented very much, in 1924, when the consular corps and the diplomatic corps were joined as the modern foreign service. And one of the things that came out of that was, in 1932, Joseph Grew wasn't really sure that these young men coming out of Ivy League schools -- because you had to have some financial . . . you had to be financially independent almost to be an officer, even in those days And a woman named Miss Cornelia **Bassel**, who rented from the Club this very room you're sitting in -- she lived here -- and she was hired to instruct these young men in how to be diplomats, the social side of diplomacy. Well, she also instructed their wives, on a volunteer basis, and the women would come to the Club and she would fold calling cards and write in pencil -- never in ink, ladies -- and straighten their stocking seams and show them how to pour tea. And they were all delighted! I think today we'd be offended as all get out, but it was great for them, at the time.

I'm going to skip way ahead now to World War II, which made the greatest difference in the foreign service than anything else because a lot of other agencies came in and women went abroad who had no real diplomatic role. They just went abroad because their husbands went abroad, and picked up what they could do at AID or at the embassy. And, as Sue Whitman could tell us, there was a lot to do. We had AID, USIS, Treasury, Labor. Esther Peterson, who was a great force in this Club, was one of the first Labor wives overseas. And these women, who didn't have a real diplomatic duty, just set about creating an American home away from home. And there are wonderful, wonderful interviews with the women who were the first AID wives abroad. It wasn't even AID then; it was Point Four. They went to Greece. The Greeks were very happy to rent them their summer homes in the wintertime because housing was very, very tight. When summer came along, the Greeks made them move out because the Greeks wanted them. Or, if you could imagine moving in and out and in and out. Finally, our mission put its foot down and said, look! We are sending funding and people here to restore your country. Our people want to stay in those beach houses. But it took a while, but they did it.

These are just examples of what women really endured. I'm going to skip the '50s. Women had Wristonization, which brought even more women into the foreign service who never expected to go abroad, who never expected to be spouses. I came in. My

husband was an economic officer for his entire career. I thought I knew what I was getting into, but more about that later.

And then, in 1960, June Byrne Spencer, a lovely woman who I had lunch with just a few weeks ago, decided that the foreign service wives in Washington needed to be organized. She started AAFSW. There's a wonderful picture of her committee and a wonderful picture of Mrs. Christian Herter talking to Mrs. Dean Rusk. Very well dressed. Stockings. Jewelry. Today, they come to these meetings in flip flops and jeans and t-shirts. [laughter]

There was controversy about setting up a wives' organization because management at State felt threatened that we were getting organized, like a union maybe. And some of the senior wives didn't want organization, because, when I arrived, if I hadn't known somebody who took me to the monthly foreign services wives' luncheon, I would never have known about it because there was no organization. You just knew that you were supposed to go. Absolutely amazing.

Well, this was the '60s, and that was about to change very, very quickly. I'm going to mention one more milestone, which is -- and then I think Anna will speak more about that later . . . What do you think the latest milestone is? We've had independence. We've had World War II. We've had the foreign service being created out of two distinct forces. The latest one is the Internet. It has made a huge difference in the attitudes of foreign service wives today because many of them . . . We have 700 posts where the wives cannot go. Wives and children cannot go. Seven-hundred positions, not 700 posts. Sorry. Seven-hundred positions. Well, the Internet is absolutely essential to these women. They can be in contact with their husbands daily. There are also telephone arrangements so they can talk to one another. But these men . . . It's not the women, because the women have to stay here. They're so busy taking care of children, doing the second job because you can no longer send children to college and buy a house in Washington on a foreign service salary these days. More about that later.

I really have skipped ahead amazingly. And I just want to interject here my own experience. And I'm going to read -- bear with me -- I'm going to read a few pages from my interview that Mary Louise Weiss, who maybe some of you know, did with me a number of years ago. And we were talking about your identity as a spouse in the service. And Mary Louise asked me, when you did your cookbooks -- because I did do two cookbooks abroad -- were they done in English or in the local language? And my response was, well, for the Recife book I gathered the original materials in Portuguese, translated them into English, discussed them with my cook in Portuguese, wrote the recipes in English, and then had them formally translated into Portuguese. The book was bilingual basically so that the American women could read recipes in English on one page and their cooks could read in Portuguese on the facing page. Virtually everybody had a cook in Brazil, and in Brasilia, many of the cooks could read, and in São Paulo and Rio and also in Porto Alegre. It was basically in the northeast, where we were, and Recife where the cooks couldn't read.

Our butler's pantry was enormous, and had a huge conference table. It was just wonderful for spreading things out for big receptions. I moved my typewriter there, before computers, to a corner of the huge table, and Josefa, the cook, being unable to read and write, couldn't understand why I had to know exactly what she put into a recipe. She couldn't comprehend measurements. When she lifted the lid of a pot, I shrieked from the

butler's pantry, Josefa! What are you doing now? Oh, nothing, señorha! Josefa, what are you doing? And I would rush in and she'd say, oh, a little of this, and I'd thrust a tablespoon or a teaspoon or a measuring cup, or something, underneath the ingredient, and she'd grumble and say, you know, what is this all about? She said, I cook by feel! And why does anyone need all these things? And she couldn't understand why I needed exact measurements because she cooked by feel. The salt went in. The herbs went in. And she would rub things together with her fingers. And then she would taste. She'd been taught very carefully by previous consulezas. as we were called. You'd drop a little bit from the spoon into your hand and then you'd test it like that. You never put the spoon in your mouth. I didn't have to teach her that, thank goodness. [laughter]

So Josefa, the cook; José, the driver; Aluizio, the maître d'; Manuel, Marcello, and Morais, the guards; Paulinho, the house boy; Inácio, the jack of all trades, helped with the book. All of them really did help. And I gave them all copies. All of them could read except Josefa, the cook. Josefa liked the drawing of her -- she was a tiny little woman -- up on a stool, reaching over, stirring a big pot for one of the big receptions, or something.

We had a jambo tree in the quintal [service area]. Now, the jambo fruit is like a pear without much flavor, but it has a beautiful pink skin. And this crew would harvest the jambo; they'd peel the fruit; and I would have them save the skins, and we'd boil them first so the fruit would look like a beautiful pink cinnamon pear when poached. And the dish was called **doce de jambo**. I got extremely interested in their fruit, and that became my identity thing.

I always maintained that you had to have your own identity. When I reread my letters from Freetown, Sierra Leone -- my nice mother-in-law saved them all -- I found great concern in them for the children -- their playmates, the language, the adaptation, the fear of disease and the water being boiled, losing their friends who left Freetown. The concerns were for family. We were still in temporary quarters. Our household goods hadn't arrived. The air freight had. My letters were full of that sort of thing.

And when I got to Curaçao and my son was in prep school and Ruthie was in college, with that, plus the 1972 directive, which declared us private individuals who were no longer beholden to the Department of State, I found that my concerns were different. The local people had certain expectations of you as the wife of the economic officer or the principal officer, and fortunately, an interest in their cuisine was more than acceptable. The Curaçaoenos talked a lot about their dishes. The Brazilian women talked about their foods all the time, and also talked about going down to Rio for their plastic surgery, which I never did.

EO: In the '70s?

JF: Yes, yes. So I began going to cocktail and dinner parties with a little notepad and jotting down recipes. Then I would call friends and ask if I could come over and look at a recipe. They all had handwritten cookbooks, handwritten cookbooks in this day and age. Both in Curaçao and in Recife, those were their principal cookbooks. So that's what I could do as a spouse in these small, out-of-the way -- well, Curaçao is not so out-of-the-way -- but small posts. I did bring some things along. I brought my 1966 agenda, just to give some idea of how we went to two and three things a day. I brought my 4th of July,

the 4th of July reception in Recife. On one page, and how we lived there and how we lived when came home on leave a few months later.

In Recife we arrived just before the hostages were taken, so I went out and bought yellow ribbon, and I had the staff wear yellow ribbons until that plane took off from Algeria, bringing the hostages home.

There's more to the foreign service than these funny little stories, which are wonderful. We could sit here and talk about them all morning. But that was the foreign service of the past. And my husband retired 23 years ago, so I wanted someone to update the service for you, and that's why I asked Anna to come.

Your husband retired four years ago.

AD: Yes. He's still working on a WAE. He works on a part-time basis.

JF: What is a WAE?

AD: "When actually employed." It's a State Department terminology meaning that under the provisions of your pensions, you can't work for more than a few months each year. So you work for those few months in all sorts of different . . .

(Request from audience to talk a bit louder.)

AD: I'm sorry. I'll talk louder.

Yes, I married in 1980 into the U. S. Foreign Service, but I had been a foreign service officer myself in the New Zealand foreign service for 10 years. So I've had both being an officer and a spouse, and was aiming to join the U. S. foreign service and passed the exams, but never did actually join.

I'm a post-'72 spouse, which did make a huge difference in the foreign service, but I think there's more things that have changed it now. I consider myself more in transition. I did not have the requirements as many of you when you began as spouses.

EO: I thought you were in the U. S. Foreign Service?

AD: I wasn't in the U. S.; I was in the New Zealand foreign service. I'm a New Zealand-born

EO: Oh, excuse me.

AD: And the term that's used in the U. S. foreign service today is "foreign-born spouse." And about a third of spouses, because of privacy issues that can't be given in actuality, but the general agreement is that about a third of spouses now in the U. S. foreign service are foreign-born. That's a pretty big number. From all over. From lots of different countries. Much less in the military than it is in the foreign service, or in the agency. There's some proportion in the agency, but not as high as that.

I came into knowing what foreign service life was going to be, that it was constant moves, the disruption; but that was part of the joy of it, and I had no regrets about the hassles that went along with that, which, of course, is the constant moving, the getting children into school. And I did take, as my major role all these years, was settling and

organizing of the family, and all the financial side of things. So that's one thing that my husband hasn't done.

Now, there were different parts of it, like buying and selling cars constantly. And we lived in 23 homes, I figured now, in 27 years of marriage, for more than a month. Now that includes short-term periods and language training in Oakwood Apartments, and temporary housing as you arrived at a post, because your housing wasn't ready. So, 23 homes for more than a month is quite a few! [laughter] And I expect we'll go on doing it because we are not going to stay where we are for a long time either. [laughter]

JF: Could I interrupt? I don't think we ever specified I think some of you are familiar with the 1972 policy on spouses, but some of you may not be. And that was the State Department mandate that we were individuals; we were no longer beholden to State. Before that, the embassy could make demands on us. I called it "enforced volunteerism." After that, they couldn't make the demands, but we sort of went on doing the same things.

AD: But you weren't graded in your husbands' efficiency reports each year, and that was the big difference. The military, to some extent, still has this part of their wives, their spouses It's still a concern, to some extent, I think.

At any rate, I was part of that transition generation where it wasn't as hard to give up my career. I didn't want to give up my career, but the U. S. Foreign Service said, No, [my husband] just simply couldn't get a clearance if his spouse was working for a foreign government. So my husband couldn't have maintained his own clearance if I continued to work. So that was just something I accepted, but I did regret losing my career; so I can understand how difficult it is for younger spouses now, the decision to go overseas and lose a career, or the difficulties of juggling it. And that is major issue for me all the way through, and I think it is even more so for younger persons now because of the total expectation of dual careers. And it's very hard to juggle overseas.

Now, there are jobs in the embassies, and over the last 20 years I've worked in a number of jobs in the embassies, both employed and as a contractor. So you had different capacities too complicated to go into. But the pay when you're overseas as a spouse is always tied to the GS rates in the U. S. A. Most of the positions are GS-6 to -8, very middle level positions. And there's no way you can get any salary other than that. So, when you're in a place like Tanzania or Bangkok, or something or other, your salary is quite good. But you get to London, and when I was living in London in the last few years, had quite a bit of work in London, but I was earning less than I paid my cleaning lady! And I had a six-bedroom home in London, which was fantastic, which the embassy has now sold, and we didn't have 40 beds -- we had only nine -- we could sleep nine and that was enough people -- which was true a lot of the time

So there's been big changes. Employment is one of the big things, because the younger spouses simply can't give up their jobs as easily. Everybody juggles it. It's much better if you have a career such as being an artist or a translator or some kind of skill that can work. Sometimes teaching and nursing transfer easily. Generally, they have a lot of difficulties, too. So there's more and more complications with that.

But then there's less requirement for things like the entertaining. Now, when I was beginning in the New Zealand foreign service, I was required to do a great deal of entertaining as a single junior officer. That's the posting I had when I was in Bangkok and

Los Angeles, and then San Francisco and Athens as a New Zealand foreign service officer. And in San Francisco and Athens I had to do a lot of entertaining, so I knew about the requirements of entertaining. It was part of my job as the officer. Whereas in the U. S. foreign service then, it was just part of what you were expected to do rather than a requirement. It varied a lot over the years, but it always took a lot of time. And that has gone now, with the younger spouses. There's no recompense for it except for the cost of the food. Certainly no recompense for the labor. But that's the sort of thing that has changed.

Now, in some posts, I think, it's still terribly important to do the entertaining because, I think, it is really a support aspect, supporting your spouse in the job, both for men and women. It's part of getting to know the communities, getting entree into different people in the community, in a way that the officer stuck within the rooms of these highly secure embassies often can't do. The spouses can have a lot more entree into the world. But it is not made easy at all. I mean, our last post, in London, again the cost factor was such that it was just impossible to entertain in the home because there was just no money for it; you had to do it all We did a lot, but we did it totally low key, but we couldn't do formal dinners at home because the costs were much higher than the amount that you were given for eating out, which was 40 pounds a head, but you couldn't entertain in the home and get caterers in for anything remotely near the allowance. So that meant that we didn't use the provisions we had, a very large kitchen, and so on, anywhere as much as we could have because there just wasn't the money for it. So these things are all changing, and in a city like London, of course, the distances everybody's commuting, you know, the entertaining changed. But at the senior level -- my husband was minister-counselor there -- and that was a big part of our lives, but we got to do all sorts of things, so I shouldn't divert to that. But London was absolutely superb, with an ambassador who didn't want to do anything, he was just not very keen on the entertaining side at all. And the number two in the embassy was so busy with doing everything else, the DCM [Deputy Chief of Mission], that the number three level, all the counselors of embassy, got to do some fantastic entertaining in London .

EO: When was this?

AD: 2000 to 2003, so we got to go to a number of events and functions which were sort of a cap on a career where we'd also been to postings like Papua, New Guinea, where you had to learn to eat pig that had been cooked, not by some good chef in Recife, but had put in a pot and boiled with green vegetables, and that was the way you ate it. [laughter] Less than satisfactory. But don't get me wrong: Papua, New Guinea, one of our early postings and where one of my children was born, was a fantastic posting for other reasons, but the cuisine was not one of them! [laughter]

But the new spouses today, the entertaining has changed, the support structure That is one thing that is way better than in the past. The State Department now has the Family Liaison Office, which was established by the works of Jewell and others of your generation did to establish the Family Liaison Office within the State Department, which covers spouse issues, covers the whole family's issues. Not only things like education, housing, employment, mental areas. They also work on I mean, support structure such as in cases of evacuation, divorce, and so on. Huge structure that just simply didn't

exist many years ago. In some ways, the foreign service women's group now has had its *raison d'être* taken away from it. And it is now operating, like many women's organizations I'm wandering all over the place here. I'm sorry. I should have a structure.

But the foreign service women's association is now very sort of low key, in terms of the number of people attending meetings, number of people actively involved in their major fundraisers and things like that; but they have an extremely active Internet site, where people can get information, swap information. So it's all done internationally: how do you get your pet in and out of Montevideo? or what's the car regulations for Asmara? And all of this can be done on the Internet now, in a way that means that meetings of people are nowhere near significant as they were.

Some groups are still strong within this foreign service women's group, such as the foreign-born spouses group. It's still very active. And young mothers of young children have a very active group. My age, our age, there's not very many who are active. They may pay their membership, but they're not active, say, in going to monthly meetings.

JF: May I add something there? One of the things I did years ago, when I began interviewing people, I noticed the people who came into the service in the '30s lived in one area, the people who came in in the '40s lived somewhere else. And State had not done this before, but the demographics are right there in front of you: the foreign service has moved out, out, out. We're no longer the cohesive organization that we were, even in the 1950s when we came in.

I used to speak to spouses at FSI [Foreign Service Institute], and I've been replaced by computers, by "Livelines", this invitation only chat line. And one woman had driven from Fredericksburg up to bring her husband to State -- they only had one car. She had then driven back to Fredericksburg to take her children to school. She then drove back to FSI, in Arlington, to hear me speak. I almost felt guilty. Today, she couldn't afford to do that with an SUV and the price of gas. So, it's the dispersion of the foreign service that is partly responsible for this lack of cohesiveness. And that started in Well, when I interviewed a group of women in Georgetown, in the 1980s, they were their own support group. They gave each other rides. They went to the theater together. They went to Dumbarton Oaks to concerts together. And they helped each other out if they needed. They all could have groceries sent in from Neams. And that's all changed. And people are now living as far away as Spotsylvania. That means that some officers are putting in 14-hour days: 2 hours up, 2 hours back, if they're lucky, sometimes 3 hours on the road. That has to have an effect on diplomacy of some sort. The stress.

AD: And overseas the posts vary so much in what is required of the spouse and what the staff can do. Huge differences in various foreign posts we have been in. But the biggest issue for young spouses, I think, is the managing the dual career couple. And there isn't any easy answer, because the State Department has not yet done -- as many foreign services abroad have done -- given allowances to spouses, or the equivalent of Social Security benefits to kind of make it easier for the spouse to give up a career to go overseas.

JF: Is somebody working on that now?

AD: I don't think there's anything going on on that. No. It's hard enough to get officer positions, because the State Department is so small, comparatively, to some of the other government departments. It's very tiny. So there's not enough work being done on it.

There was, a few years ago, a very good program called "The Consular Associates," where you actually had the training. And I've had the consular training, to work with consular officers overseas, and good money, and get your Social Security benefits and proper pay and you are part of the system, even though you were only overseas and you weren't a foreign service officer. But they employed a whole new group of young diplomats a few years ago -- this was about 4 years ago -- and suddenly, they had to put all these young diplomats into the positions, so that the program was dropped. Now they need it again because they're screaming for staff overseas, so, hopefully, that will be resurrected, the Consular Associates Program. But it's still only employment at the low level, GS levels, overseas. In many cases, such as in London, it wasn't enough to pay childcare! And so we had a friend who wanted to work. She had a position in the embassy. She couldn't afford to do it because She was an officer herself and she was on leave without pay for that posting. She couldn't do it because she couldn't pay for her childcare. It was cheaper for her to stay home and look after the children.

JF: So, to sum it all up: Spouses are chronically underemployed.

AD: Well, there are still, fortunately, people doing good volunteer work. There is an excellent program in the State Department called "SOSA," which is privately supported, to give grants each year to persons doing small projects overseas. It varies, of course, depending on the country, and generally more in less developed parts of the world; but there's also an award given to individuals. They apply each year and they have a good number of people who are doing

JF: SOSA stands for Secretary of State Awards.

AD: It's a volunteer Volunteers are given an award, and they bring them in, one from five different continents, and they bring them in each year to get this award, which is a nice plus in itself.

JF: On Foreign Service Day.

AD: On Foreign Service Day, yes.

EO: Does the State Department, like other government agencies, contract out jobs? Do they do that abroad? Hire local types?

AD: Yes, yes. Lots of local hire.

EO: That also takes away from

AD: Oh, yes, yes. And that's always an issue, too, because the spouses come in without the language, but you're in the foreign country and the embassy wants somebody to be bilingual in whatever the local language is. The spouse can't do it. They are supposedly given preference, but the job description can be written so that it has to have a bilingual spouse, and there's not much you can do about it.

Now, it is good that the State Department now gives language training, almost as much to spouses as to officers. It's always on a space-available condition, but a number of spouses can certainly use it. And it's been very, very important.

But then you have the problem. I remember way back, when in Turkish language training, we had our childcare paid for. But that isn't done now, so I don't know how I don't think it's done now.

EO: I think you're right.

JF: Are there other questions?

EW: I think it's very strange that spouses can only work for the embassies.

AD: Oh, no, you can work in the community depending on which country it is, and I think forty-something countries

JF: Some have bilateral agreements. But, you can't get a job.

EW: Well, but now, with the Internet, I would think a lot of jobs could be done, and that would be okay. It isn't that you *have* to work for the embassy.

AD: No, no, no. It's just the easiest way. It depends on the job.

EO: We had a speaker on that subject. The husband stayed home, his wife was in the Foreign Service, and he did his work all on the Internet, he said, even if he sat in an office somewhere.

AD: And there is much more of that, so that is a plus. But, as Jewell said, there are 700 unaccompanied positions at the moment; but that doesn't necessarily mean 700 spouses. I don't know what the proportion of spouses would be, but there's an awful lot of spouses who are remaining behind, and, as well as the unaccompanied, there's many spouses going to posts who choose . . . whose spouses choose to stay back. And there is a financial benefit. It isn't huge, but Separate Maintenance Allowance, which is much better than it used to be, but well, I just think it's tough. I think it's very difficult

DD: You know, if you read the *Foreign Service Journal*, you realize the extent of the problems today that are even worse than in the past.

AD: Different. Different.

DD: You know, two careers now. The other thing is that you have now several hundred posts abroad where spouses and families can't go.

AD: Seven-hundred positions at the moment, but

JF: They're called "UTs."

AD: Yes, "unaccompanied tours."

EN: Could you tell us, give us some ideas. We know about the danger spots perhaps. Is that where they can't go?

AD: Well, mainly the danger spots.

EN: You said there are 700 posts.

JF: No, no, no. Seven-hundred positions.

AD: So some of them may be filled by single officers.

JF: In our day, when we were in Holland, I mean, it was wonderful. We didn't have any of this financial stress, but now London and Paris and Rome and Madrid, they're not the fun posts they used to be. The only advantage is you can get back and forth quicker. But that means that you no longer have 7-day voyages to London. I sailed with two children on board, having to dress every night for seven nights! [laughter]

ES: I have a question about the cocktail parties. Foreign service people were sometimes known as "cookie pushers," I think. Whatever happened to parties that were less than full dinners. You spoke about the difficulties

AD: It just depends totally on the country. And you could give descriptions We went to a friend's dinner last night, and the New Zealand ambassador was there. And he'd just come from a wine and cheese. And he said, you can't get anybody -- this is an example of Washington and how it works in Washington -- you can't get anybody to come to his beautiful house in northwest Washington, just by Observatory Circle. . . . It's difficult to get the senior people. So what does he do last night? He went up to the Hill, they took a room in the congressional building, and had a New Zealand wine and cheese tasting. Got 30-something congressmen. He was really pleased by it. He came to this dinner afterwards. So you go to where the people are to do the work, rather than use his residence. Now, he uses his residence for a great deal of other functions, too. We were at a Fulbright one, a big Fulbright one, a month ago there.

Cocktails still serve the purpose, but they to be where the people are, and the same was done in London. You did it close as possible Don't expect staffers to go to cocktails and things any more. Not as much. Any way near. But in a post like London, because everybody's got these giant commutes, it is a good idea to do a straight after

work function if it's got a purpose and a reason, but they're not necessarily bringing their spouses.

ES: I was in a Foreign Service family as a child in the Depression. People didn't have dinner parties, but there was a lot of . . . Foreign service people tend to be very sociable, and they want to keep up their contacts. I remember toddling around the room with the hors d'oeuvres.

AD: Yes, we did a lot of it, but it varied considerably. Now, in Papua, New Guinea, for instance, you could have a big party, but the locals couldn't be . . . You couldn't . . . You could have a party that you didn't know how many people were coming. Also, they didn't show. You couldn't have a dinner party and expect Papua New Guineans to show. So, for a sit-down dinner for ten, you'd get an acceptance for ten and all of them might not show. So it tended to be the foreigners that you would have sit-down dinner parties. And that was in the days when we didn't have any decent cooks in Papua, New Guinea. [laughter]

EO: But even here, I gave dinner parties and I got the table arrangements, and I would memorize all the names, people at the table, and, of course, half of them didn't show. So, you know, the habit was not to accept and to show up for a cocktail, but dinner was . . .

AD: Gosh, I've just about forgotten. I wrote a paper in Australia, paid for under a spousal employment project, on the entertaining assistance packet for the foreign service. I'd just about forgotten because that . . . I mean, it was setting out how you do dinners, what things you've got to have. The continuation from that book that used to be published years ago where you filled in all the details of your dinner parties. And they were marvelous. I mean, I've always kept full records. I can go back now and . . . [laughter] Try to remember all the people who came to _____.

JF: That's what I found looking in that . . .

AD: But we did a tremendous . . .

JF: I cannot remember who they are. I can't remember the names. I can't put a face to the names. We had the opposite problem in Recife. The Brazilians whom you would invite, the head of the military or something like that, would he bring his wife? We would invite an officer to a luncheon, or something, and he would turn up with four or five extra people. But our staff had been there, you know, for a long time. The maître d' had been there for 23 years, and he knew to set, and he knew the people, and he knew who was likely to bring three or four relatives, too. And one time at lunch Guido purposely wouldn't ask the number 1 man, because he wanted to talk to his deputy, and, of course, the number 1 man found out about it, the deputy came to lunch, and in trotted the number 1. So it destroyed the whole purpose of Guido's carefully crafted lunch. But they tended to come and bring family members without letting you know.

AD: Every post has huge differences in the entertaining, but I think this is something that the younger spouses are not given anywhere near as much advice on and it is still necessary to learn those basics. Not the folding of the cards. That one I didn't have to do. But the requirement to be at the ambassador's [ahead of time]

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