



MANPOWER AND
RESERVE AFFAIRS

ASSISTANT SECRETARY OF DEFENSE
1500 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-1500

JAN 17 2025

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Dependent Employment Overseas and Host Nation Agreements

The Department of Defense (DoD) continues to make strides to improve accessibility of and opportunities for dependent employment in the United States and overseas, consistent with Executive Order 14100, *Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors*, dated June 9, 2023.

In furtherance of these efforts, and in response to questions and concerns by dependents and military family advocates regarding dependent employment overseas, all educational and informational materials provided to DoD personnel and dependents regarding accompanied assignments overseas should be reviewed and updated to make clear the following:

- No international agreement to which the United States is a party regarding legal status protections for DoD military and civilian personnel, and their dependents, deployed or otherwise assigned overseas, specially prohibits the employment of DoD-authorized dependents in the country where they are located.
- DoD-authorized dependents would not lose their status as dependents in the country where they are located under applicable international agreements as a result of their employment.

The Department is committed to improving employment opportunities overseas for DoD-authorized dependents, whether with U.S. forces, with U.S. government agencies or non-government entities, or in the local economy. The ease of doing so varies by country based upon applicable international agreements, the laws and policies of the United States, and, often most importantly, the laws and policies of host nation. The Department continues to identify and assess ways to facilitate dependent employment overseas and to inform DoD personnel and dependents of the available resources. The success of this overall effort requires the involvement of your staff to identify these potential avenues and ensure the proper messaging is relayed to DoD personnel and their dependents. I thank you in advance for your assistance on this very important topic.


Ronald T. Keohane