JPO Programme & JPO Service Centre Activities

2018 JPO/SARC/SDP Client Satisfaction Survey
# Table of Contents

I – Introduction ........................................................................................................................................... 3

II – Key findings .......................................................................................................................................... 5

III – Participation ......................................................................................................................................... 6

IV – JPO/SARC Satisfaction Results ........................................................................................................... 12

   Section 1 – Recruitment and Entry on Duty procedures .............................................................. 12

   Section 2 – Your assignment .............................................................................................................. 32

   Section 3 – Training and Learning ................................................................................................. 42

   Section 4 – Administrative Follow-up ............................................................................................ 61

   Section 5 – Harassment .................................................................................................................... 77

   Section 6 – JPO/SARC information needs ...................................................................................... 96

   Section 7 – Career Development .................................................................................................. 104

   Section 8 - Well-being & Special Accommodation Needs ............................................................. 115
I – Introduction

The Junior Professional Officer (JPO) Service Centre is part of the United Nations Development Programme’s Office of Human Resources, Bureau for Management Services.

At the time this questionnaire was distributed in October 2018, the JPOSC administered 203 Junior Professional Officers (JPOs), 19 Special Assistants to the Resident Coordinator (SARCs) and 7 Development Programme Specialists (SDPs) serving in 62 duty stations worldwide and working for the following agencies:

- Joint United Nations Programme on HIV/AIDS (UNAIDS)
- United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)
- United Nations Development Programme (UNDP) and its affiliated funds/programmes:
  - United Nations Capital Development Fund (UNCDF)
  - United Nations Development Operations Coordination Office (UNDOCO)
  - United Nations Volunteers (UNV)
- United Nations Population Fund (UNFPA)
- United Nations Office for Projects Services (UNOPS)
- United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA)
- United Nations World Tourism Organization (UNWTO)
- World Health Organization (WHO)
- World Intellectual Property Organization (WIPO)

In 2018, 16 partner countries sponsored the JPO Programmes of the above-mentioned agencies:

<table>
<thead>
<tr>
<th>Belgium</th>
<th>France</th>
<th>Kuwait</th>
<th>Republic of Korea</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada</td>
<td>Germany</td>
<td>Luxembourg</td>
<td>Sweden</td>
</tr>
<tr>
<td>Denmark</td>
<td>Italy</td>
<td>Norway</td>
<td>Switzerland</td>
</tr>
<tr>
<td>Finland</td>
<td>Japan</td>
<td>Portugal</td>
<td>The Netherlands</td>
</tr>
</tbody>
</table>
When it comes to the UNDP JPO Programme, the JPOSC functions as a “one-stop-shop”, covering every issue related to the management and administration of the UNDP JPO Programme including recruitment, appointment, reassignment, separation from service, learning and career development. The JPOSC provides learning and career support services to UNDP and affiliated JPOs, including the JPO Induction Programme – which covers the pre-departure briefings in Copenhagen as well as virtual, online trainings and the Programme Policy and Operations (PPO) induction course in New York —, career counselling and coaching sessions, feedback on CVs and cover letters, Mentoring Programme, interview preparation sessions and a dedicated Career Management Website.

When it comes to the JPO Programmes of partner UN agencies, the JPOSC aims at providing a package of human resources support services to JPOs and at streamlining work processes and procedures to reduce response time and enhance quality of services. The overall objective is to better serve and support JPOs, who are making a significant contribution to the UN’s efforts towards the achievement of the Sustainable Development Goals.

Due to its background, the annual collection of survey results is vital to ensure that the JPOSC is kept abreast of all the major developments that have a direct bearing on the performance and well-being of the JPOs, as well as to receive feedback regarding the recent track of the JPOSC itself.

As in previous years, the summarised results of the questionnaire will be disseminated to all stakeholders – JPOs/SARCs/SDPs, partner countries, partner agencies and hiring units. All the questionnaires received have been treated in strict confidentiality to avoid respondents from being identified.

The present document is a synthesis of the answers obtained in the 2017 JPO/SARC survey.

The JPO Service Centre would like to take this opportunity to express its gratitude to all JPOs/SARCs/SDPs, and especially those that have taken time to complete this survey, for their continuous support.
II – Key findings

Overall
Overall, this year’s JPO/SARC participation in the survey was high, with 181 respondents out of 255, equalling a total of 71%. Satisfaction with the services provided by the JPOSC, the administrative clarity and the responsiveness is very high. Besides, satisfaction with the assignment also continues to be very high. Besides, while the 2018 figures are positive, there is still room for improvement when it comes to the respondents’ experience in the preparedness of their hiring unit, access to supervision, and full use of the respondents’ skills and expertise.

Recruitment and Entry on Duty Procedures
Out of the respondents who have started their assignment within 2018, the majority of respondents were very satisfied or satisfied with the support provided by the JPOSC throughout the year. In particular, the satisfaction with the information received upon entry on duty and the responsiveness of the JPOSC continue to be very high.

Some improvements could be made in terms of preparedness of the duty station upon arrival: respondents were the least satisfied with the degree of logistical support provided by the duty station during their settling-in period. Commonly mentioned difficulties relate to a missing introduction or induction, limited availability of supervisors, as well as setting up housing and a local bank account.

Assignment
75% of all respondents are satisfied or very satisfied with their assignment, while 14% are dissatisfied or very dissatisfied with their assignment. These figures can be perceived as positive. However, only 59% of the respondents think that their skills and experience are fully utilised.

Learning and Training
In terms of training, close to two-thirds of respondents are either very satisfied or satisfied with the training opportunities available as part of the assignment. Only 40% of the respondents have used their DTTA in the last year, a decrease compared to 2017. The main reasons for not using the DTTA was indicated to be Future training planned, as well as lack of time.

Harassment
The number of respondents who answered having experienced/witnessed sexual harassment in their work place in the last 12 months remained stable in in 2018 (5%). However, in absolute figures this is still a very concerning situation: 9 respondents have experienced sexual harassment and 10 have witnessed sexual harassment. 8 cases of sexual harassment targeted female respondents. The number of respondents having experienced/witnessed workplace harassment throughout 2018 is quite high: 14% and 18% respectively. However, only 25% of the respondents who having experienced/witnessed sexual or workplace harassment have taken action towards it.

Well-being
42% of the respondents answered having felt tense or stressed out during their workday. This figure reaches 56% for female respondents against 32% for male respondents. The experience of loneliness is also higher among female respondents (64% against 47%).

Career prospects
89% of the respondents would definitely (66%) or probably (23%) pursue a career in international development upon the end of one’s assignment. 58% of the respondents answered that their current assignment has contributed to strengthening their competencies, while 14% answered negatively.
III – Participation

The questionnaire was distributed among 255 persons (current and recently-separated JPOs/SARCs/SDPs). 181 answers were received.

Global participation

Participation rate in 2018 (181/255): 71%

Anonymous answers:

As in previous years, respondents were offered the possibility to answer basic information questions on their name and duty station optionally.

Below are the numbers of anonymous answers to these optional questions:

First and/or last name: 77 anonymous respondents – 43%

Duty station: 61 anonymous respondents – 34%

Confidentiality

All replies were treated with the strictest confidentiality.

The survey is meant to provide the JPOSC, its management and stakeholders with trends. All elements of identification (nationality, place of assignment, name when mentioned in the answers, etc.) have been rendered anonymous before the data was collated.

Should you have any question or concern about the information, please do not hesitate to contact Jean-Luc Marcelin, Programme Specialist (jean-luc.marcelin@undp.org).
### Participation by Programme

The response rate per programme was calculated based on the distribution of JPOs, SARC and SDPs per programme as of the date the survey was launched.

<table>
<thead>
<tr>
<th>Programme</th>
<th>2018</th>
<th></th>
<th>Response rate per programme</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of invitations sent out</td>
<td>Responses</td>
<td></td>
</tr>
<tr>
<td>JPO</td>
<td>224</td>
<td>160</td>
<td>71%</td>
</tr>
<tr>
<td>SARC</td>
<td>24</td>
<td>14</td>
<td>58%</td>
</tr>
<tr>
<td>SDP</td>
<td>7</td>
<td>7</td>
<td>100%</td>
</tr>
<tr>
<td>Total</td>
<td>255</td>
<td>181</td>
<td>71%</td>
</tr>
</tbody>
</table>

The participation in the survey per programme was calculated based on the distribution of responses received by JPOs, SARC and SDPs as of the date the survey was closed.

<table>
<thead>
<tr>
<th>Programme</th>
<th>2018</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Respondents</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Distribution of responses</td>
</tr>
<tr>
<td>JPO</td>
<td>160</td>
<td>88%</td>
</tr>
<tr>
<td>SARC</td>
<td>14</td>
<td>8%</td>
</tr>
<tr>
<td>SDP</td>
<td>7</td>
<td>4%</td>
</tr>
<tr>
<td>Total</td>
<td>181</td>
<td>100%</td>
</tr>
</tbody>
</table>

Participation in the survey, overall distribution of answers per programme

![Respondents by Programme](Image)
The participation in the survey per gender was calculated based on the distribution of responses received by JPOs and SARCs as of the date the survey was closed.

<table>
<thead>
<tr>
<th>Gender</th>
<th>2018</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Respondents</td>
<td>Distribution of responses</td>
</tr>
<tr>
<td>Female</td>
<td>125</td>
<td>69%</td>
</tr>
<tr>
<td>Male</td>
<td>54</td>
<td>30%</td>
</tr>
<tr>
<td>Other/Prefer not to say</td>
<td>2</td>
<td>1%</td>
</tr>
<tr>
<td>Total</td>
<td>181</td>
<td>100%</td>
</tr>
</tbody>
</table>
## Participation by Agency

The participation per agency was calculated based on the distribution of JPOs, SARCs and SDPs per agency as of the date the survey was launched.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UNAIDS (6/11)</strong></td>
<td>55%</td>
<td>54%</td>
<td>77%</td>
<td>91%</td>
<td>25%</td>
</tr>
<tr>
<td><strong>UNDP and affiliated (82/103)</strong></td>
<td>80%</td>
<td>82%</td>
<td>77%</td>
<td>95%</td>
<td>56%</td>
</tr>
<tr>
<td><strong>UNDP (76/93)</strong></td>
<td>82%</td>
<td>82%</td>
<td>75%</td>
<td>99%</td>
<td>52%</td>
</tr>
<tr>
<td>* <strong>UNCDF (3/5)</strong></td>
<td>60%</td>
<td>100%</td>
<td>75%</td>
<td>75%</td>
<td>80%</td>
</tr>
<tr>
<td>* <strong>UNDOCO (1/1)</strong></td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>50%</td>
</tr>
<tr>
<td>* <strong>UNV (2/4)</strong></td>
<td>50%</td>
<td>67%</td>
<td>80%</td>
<td>67%</td>
<td>100%</td>
</tr>
<tr>
<td><strong>UNFPA (31/42)</strong></td>
<td>74%</td>
<td>77%</td>
<td>77%</td>
<td>68%</td>
<td>60%</td>
</tr>
<tr>
<td><strong>UNIDO (0/0)</strong></td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
<td>50%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>UNOPS (4/5)</strong></td>
<td>80%</td>
<td>100%</td>
<td>80%</td>
<td>78%</td>
<td>56%</td>
</tr>
<tr>
<td><strong>UNRWA (9/10)</strong></td>
<td>90%</td>
<td>67%</td>
<td>62%</td>
<td>55%</td>
<td>64%</td>
</tr>
<tr>
<td><strong>UN Women (14/23)</strong></td>
<td>61%</td>
<td>93%</td>
<td>72%</td>
<td>69%</td>
<td>73%</td>
</tr>
<tr>
<td><strong>WHO (22/35)</strong></td>
<td>63%</td>
<td>82%</td>
<td>81%</td>
<td>66%</td>
<td>63%</td>
</tr>
<tr>
<td><strong>WIPO (0/1)</strong></td>
<td>0%</td>
<td>100%</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>SARC Programme (14/24)</strong></td>
<td>58%</td>
<td>69%</td>
<td>85%</td>
<td>74%</td>
<td>80%</td>
</tr>
<tr>
<td><strong>SDP Programme (7/7)</strong></td>
<td>100%</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Participation by Partner Country

The participation per partner country was calculated based on the distribution of JPOs/SARCs per partner country as of the date the survey was launched.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Belgium (6/7)</td>
<td>86%</td>
<td>100%</td>
<td>100%</td>
<td>78%</td>
<td>78%</td>
</tr>
<tr>
<td>Canada (6/7)</td>
<td>86%</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Denmark (21/23)</td>
<td>91%</td>
<td>72%</td>
<td>78%</td>
<td>78%</td>
<td>68%</td>
</tr>
<tr>
<td>Finland (9/15)</td>
<td>60%</td>
<td>88%</td>
<td>74%</td>
<td>74%</td>
<td>47%</td>
</tr>
<tr>
<td>France (0/2)</td>
<td>0%</td>
<td>75%</td>
<td>80%</td>
<td>80%</td>
<td>55%</td>
</tr>
<tr>
<td>Germany (18/34)</td>
<td>53%</td>
<td>75%</td>
<td>77%</td>
<td>77%</td>
<td>70%</td>
</tr>
<tr>
<td>Italy (16/20)</td>
<td>80%</td>
<td>100%</td>
<td>89%</td>
<td>89%</td>
<td>80%</td>
</tr>
<tr>
<td>Japan (26/43)</td>
<td>60%</td>
<td>95%</td>
<td>72%</td>
<td>72%</td>
<td>56%</td>
</tr>
<tr>
<td>Kuwait (3/3)</td>
<td>100%</td>
<td>33%</td>
<td>82%</td>
<td>82%</td>
<td>20%</td>
</tr>
<tr>
<td>Luxembourg (3/6)</td>
<td>50%</td>
<td>78%</td>
<td>78%</td>
<td>78%</td>
<td>20%</td>
</tr>
<tr>
<td>Norway (8/11)</td>
<td>73%</td>
<td>77%</td>
<td>73%</td>
<td>73%</td>
<td>74%</td>
</tr>
<tr>
<td>Portugal (3/3)</td>
<td>100%</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Republic of Korea (2/2)</td>
<td>100%</td>
<td>50%</td>
<td>57%</td>
<td>57%</td>
<td>25%</td>
</tr>
<tr>
<td>Sweden (38/46)</td>
<td>83%</td>
<td>82%</td>
<td>81%</td>
<td>81%</td>
<td>76%</td>
</tr>
<tr>
<td>Switzerland (11/13)</td>
<td>85%</td>
<td>56%</td>
<td>75%</td>
<td>75%</td>
<td>17%</td>
</tr>
<tr>
<td>The Netherlands (10/15)</td>
<td>67%</td>
<td>73%</td>
<td>89%</td>
<td>89%</td>
<td>67%</td>
</tr>
<tr>
<td>United Kingdom (1/5)</td>
<td>20%</td>
<td>50%</td>
<td>100%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Distribution of current year of assignment among respondents

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1st YEAR</td>
<td>44%</td>
<td>25%</td>
<td>41%</td>
<td>37%</td>
<td>38%</td>
</tr>
<tr>
<td>2nd YEAR</td>
<td>27%</td>
<td>41%</td>
<td>33%</td>
<td>37%</td>
<td>32%</td>
</tr>
<tr>
<td>3rd YEAR</td>
<td>21%</td>
<td>27%</td>
<td>22%</td>
<td>20%</td>
<td>24%</td>
</tr>
<tr>
<td>4th YEAR</td>
<td>8%</td>
<td>7%</td>
<td>4%</td>
<td>7%</td>
<td>6%</td>
</tr>
</tbody>
</table>
IV. Satisfaction Survey Results

Section 1 - Recruitment and Entry on Duty procedures

I. Recruitment and Entry on Duty procedures

This first section was visible only for those who reported to be in their first year of assignment – 44% (80 respondents). The graphs are based on 79 responses which number is considerably higher than last year’s 45 responses.

1. Satisfaction with the information received from the JPOSC in the preparation for entry on duty
2. Satisfaction with the responsiveness of contacts in the JPOSC in the course of the recruitment process

Overall satisfaction

Breakdown

UNAIDS
UNDP
UNFPA
UNOPS
UNRWA
UNV
WHO
UN Women

Male
Female
Other/Prefer not to say

JPO Programme
SARC Programme
SDP Programme
3. **Satisfaction with the timeliness of payments made with respect to travel and shipment prior to departure for one’s duty station**

**Overall satisfaction**

**Breakdown**

- **UNAIDS**: 33% Very Dissatisfied, 3% Dissatisfied, 4% Neither/Nor, 3% Satisfied, 67% Very Satisfied
- **UNDP**: 3% Very Dissatisfied, 3% Dissatisfied, 21% Neither/Nor, 33% Satisfied, 63% Very Satisfied
- **UNFPA**: 3% Very Dissatisfied, 3% Dissatisfied, 3% Neither/Nor, 5% Satisfied, 90% Very Satisfied
- **UNOPS**: 0% Very Dissatisfied, 5% Dissatisfied, 5% Neither/Nor, 21% Satisfied, 74% Very Satisfied
- **UNRWA**: 31% Very Dissatisfied, 33% Dissatisfied, 21% Neither/Nor, 20% Satisfied, 57% Very Satisfied
- **UNV**: 100% Very Satisfied
- **WHO**: 61% Very Satisfied
- **UN Women**: 67% Very Satisfied

**Male**

- 4% Very Dissatisfied, 50% Dissatisfied, 36% Neither/Nor, 3% Satisfied, 3% Very Satisfied

**Female**

- 3% Very Dissatisfied, 24% Dissatisfied, 51% Neither/Nor, 3% Satisfied, 66% Very Satisfied

**Other/Prefer not to say**

- 0% Very Dissatisfied, 0% Dissatisfied, 0% Neither/Nor, 0% Satisfied, 0% Very Satisfied

**Programme Breakdown**

- **JPO Programme**: 61% Very Satisfied
- **SARC Programme**: 41% Satisfied, 51% Very Satisfied
- **SDP Programme**: 100% Satisfied, 100% Very Satisfied
4. Satisfaction with the timeliness of payments made with respect to one’s assignment grant and DSA
5. Satisfaction with the timeliness of payments made with respect to one’s first salary (actual salary or salary advance)
6. Satisfaction with the degree of logistical support provided by the duty station during the course of one’s settling-in period

Overall satisfaction

Breakdown

UNAIDS
UNDP
UNFPA
UNOPS
UNRWA
UNV
WHO
UN Women
Male
Female
Other/Prefer not to say
JPO Programme
SARC Programme
SDP Programme
Overview on ‘Recruitment and Entry on Duty procedures’

The weighted average of the Likert-scale shows that participants were the least satisfied with the degree of logistical support provided by the duty station during their settling-in period (3.42).
II. Pre-departure briefing organized by JPOSC

64 respondents out of 79 participated in the pre-departure briefing organized by JPOSC in Copenhagen prior to arriving at their duty stations.

1. The perceived extent to which the pre-departure visit to the JPOSC covered all information needs

![Graph showing overall perception and breakdown by agency, gender, and programme.

- Overall perception:
  - 8% None at all
  - 2% A little
  - 33% A moderate amount
  - 39% A lot
  - 19% A great deal

- Breakdown by agency:
  - UNAIDS: 8%, 2%, 33%, 39%, 19%
  - UNDP: 2%, 13%, 41%, 17%
  - UNFPA: 12%, 10%, 21%, 15%
  - UNOPS: 2%, 4%, 16%, 12%
  - UNRWA: 3%, 11%, 20%, 13%
  - UN: 9%, 5%, 10%, 33%
  - WHO: 2%, 13%, 33%, 20%
  - UN Women: 2%, 3%, 100%

- Breakdown by gender:
  - Male: 11%, 30%, 33%, 35%
  - Female: 7%, 30%, 100%

- Breakdown by programme:
  - JPO Programme: 8%, 24%, 39%, 18%
  - SARC Programme: 8%, 69%, 1%
  - SDP Programme: 8%, 1%]
2. The perceived extent to which the pre-departure visit to the JPOSC supported the JPO taking up their assignment

![Overall perception diagram](image)

![Breakdown diagram](image)
Overview on the ‘Pre-departure briefing organized by JPOSC’

1. The perceived extent to which the pre-departure visit to the JPOSC covered all information needs
   - Weighted average: 3.66

2. The perceived extent to which the pre-departure visit to the JPOSC supported the JPO taking up their assignment
   - Weighted average: 3.53
III. Duty station

We asked participants to assess the level of preparedness of their duty station for their arrival from certain aspects.

1. *Preparedness of the duty station for one’s arrival in terms of office space and equipment available*

![Overall assessment chart]

![Breakdown chart]

![Count chart]
2. Preparedness of the duty station for one’s arrival in terms of planned introduction rounds in the office
3. Preparedness of the duty station for one’s arrival in terms of clear expectations from the supervisor

Overall assessment

Breakdown

JPO Programme
SARC Programme
SDP Programme

Male
Female
Other/Prefer not to say

Not at all | A little extent | Some extent | A great extent | A very great extent
IV. Changes in the Terms of Reference (ToR)

24 participants indicated that their ToR has changed within the first few months following their arrival at the duty station.

1. **Extent to which one’s Terms of Reference changed**

![Pie chart showing the extent of changes in terms of reference](chart.png)

- A little extent, 1, 4%
- Some extent, 8, 33%
- A great extent, 15, 63%

![Bar chart showing breakdown by agency](chart2.png)

- UNDP
- UNFPA: 3 (A little extent), 12 (A great extent)
- UNOPS: 2 (A great extent)
- WHO
- UN Women

- A little extent
- Some extent
- A great extent
- A very great extent
2. Satisfaction with the way/extent to which they were consulted in the process

- Overall assessment

- Breakdown by organization and gender

- Breakdown by programme
4. Satisfaction with the changes

Overall assessment

![Overall assessment chart]

Breakdown

- UNDP
- UNFPA
- UNOPS
- WHO
- UN Women
- Male
- Female
- JPO Programme
- SARC Programme
- SDP Programme

![Breakdown chart]
5. *Time elapsed from the starting date until one had a clear agreement with their supervisor on their tasks*

![Breakdown by agency chart]

- **UNAIDS**: 2 (Less than 1 month), 1 (5 or more months)
- **UNDP**: 10 (Less than 1 month), 13 (1-2 months), 8 (3-4 months), 8 (5 or more months)
- **UNFPA**: 5 (Less than 1 month), 6 (1-2 months), 6 (3-4 months), 2 (5 or more months)
- **UNOPS**: 2 (Less than 1 month)
- **UNRWA**: 1 (Less than 1 month), 1 (1-2 months), 1 (5 or more months)
- **UNV**: 1 (Less than 1 month)
- **WHO**: 2 (1-2 months), 2 (3-4 months), 1 (5 or more months)
- **UN Women**: 1 (Less than 1 month), 3 (1-2 months)
Breakdown by gender

Male
- Less than 1 month: 5
- 1-2 months: 8
- 3-4 months: 7
- 5 or more months: 3

Female
- Less than 1 month: 16
- 1-2 months: 20
- 3-4 months: 10
- 5 or more months: 8

Other/Prefer not to say
- Less than 1 month: 1

Breakdown by programme

JPO Programme
- Less than 1 month: 18
- 1-2 months: 27
- 3-4 months: 16
- 5 or more months: 9

SARC Programme
- Less than 1 month: 1
- 1-2 months: 1
- 3-4 months: 1
- 5 or more months: 1

SDP Programme
- Less than 1 month: 2
- 1-2 months: 1
- 3-4 months: 2
- 5 or more months: 2
Overview on ‘Duty station’

Respondents were least satisfied with their duty station’s preparedness for their arrival regarding clear expectations from their supervisor (3.14) followed closely by the planned introduction rounds in the office (3.23).
Section 2 – Your Assignment

I. The assignment

For the following question we have received 175 answers, meaning only 6 persons skipped it. No data available for UNIDO and WIPO.

1. Rate of the average monthly work load

Breakdown by agency

- Too little work
- Just right
- Too much work

**UNAIDS**
- Too little work: 2
- Just right: 4
- Too much work: 0

**UNCDF**
- Too little work: 3
- Just right: 1
- Too much work: 5

**UNDOCO**
- Too little work: 1
- Just right: 4
- Too much work: 10

**UNDP**
- Too little work: 10
- Just right: 43
- Too much work: 23

**UNFPA**
- Too little work: 4
- Just right: 18
- Too much work: 9

**UNOPS**
- Too little work: 1
- Just right: 2
- Too much work: 1

**UNRWA**
- Too little work: 2
- Just right: 4
- Too much work: 3

**UNV**
- Too little work: 2
- Just right: 2
- Too much work: 2

**WHO**
- Too little work: 1
- Just right: 17
- Too much work: 4

**UNWTO**
- Too little work: 1
- Just right: 1
- Too much work: 4

**UN Women**
- Too little work: 1
- Just right: 7
- Too much work: 6
Breakdown by gender

- Male:
  - Too little work: 6
  - Just right: 39
  - Too much work: 8

- Female:
  - Too little work: 15
  - Just right: 63
  - Too much work: 42

- Other/Prefer not to say:
  - Too little work: 2

Breakdown by programme

- JPO Programme:
  - Too little work: 20
  - Just right: 93
  - Too much work: 43

- SARC Programme:
  - Too little work: 7
  - Just right: 6

- SDP Programme:
  - Too little work: 4
  - Just right: 1
2. Satisfaction with the assignment

**Overall satisfaction**

- Very Dissatisfied
- Dissatisfied
- Neither/Nor
- Satisfied
- Very Satisfied

**Breakdown**

- UNAIDS
- UNCDF
- UNDOCO
- UNDP
- UNFPA
- UNOPS
- UNRWA
- UNV
- WHO
- UNWTO
- UN Women

**Count**

**Breakdown by Gender**

- Male
- Female
- Other/Prefer not to say

**Programme**

- JPO Programme
- SARC Programme
- SDP Programme
3. Satisfaction with the way and degree to which one’s pre-JPO/SARC/SDP skills and experience are utilized

Overall satisfaction

Breakdown

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</table>
4. **Satisfaction with the level of decision-making authority one has in their area of responsibility**

![Overall satisfaction chart]

![Breakdown chart]

- **UNAIDS**
  - Very Dissatisfied: 17%
  - Dissatisfied: 10%
  - Neither/Nor: 25%
  - Satisfied: 23%
  - Very Satisfied: 29%

- **UNCDF**
  - Very Dissatisfied: 16%
  - Dissatisfied: 6%
  - Neither/Nor: 25%
  - Satisfied: 23%
  - Very Satisfied: 31%

- **UNDOCO**
  - Very Dissatisfied: 13%
  - Dissatisfied: 18%
  - Neither/Nor: 36%
  - Satisfied: 21%
  - Very Satisfied: 17%

- **UNDP**
  - Very Dissatisfied: 29%
  - Dissatisfied: 25%
  - Neither/Nor: 25%
  - Satisfied: 25%
  - Very Satisfied: 25%

- **UNFPA**
  - Very Dissatisfied: 12%
  - Dissatisfied: 20%
  - Neither/Nor: 22%
  - Satisfied: 22%
  - Very Satisfied: 25%

- **UNOPS**
  - Very Dissatisfied: 15%
  - Dissatisfied: 22%
  - Neither/Nor: 50%
  - Satisfied: 15%
  - Very Satisfied: 50%

- **UNRWA**
  - Very Dissatisfied: 15%
  - Dissatisfied: 25%
  - Neither/Nor: 29%
  - Satisfied: 29%
  - Very Satisfied: 26%

- **UNV**
  - Very Dissatisfied: 15%
  - Dissatisfied: 10%
  - Neither/Nor: 33%
  - Satisfied: 23%
  - Very Satisfied: 30%

- **WHO**
  - Very Dissatisfied: 17%
  - Dissatisfied: 33%
  - Neither/Nor: 20%
  - Satisfied: 23%
  - Very Satisfied: 14%

- **UN Women**
  - Very Dissatisfied: 15%
  - Dissatisfied: 13%
  - Neither/Nor: 23%
  - Satisfied: 38%
  - Very Satisfied: 33%

**Breakdown by Gender**

- **Male**
  - Very Dissatisfied: 15%
  - Dissatisfied: 26%
  - Neither/Nor: 30%
  - Satisfied: 33%
  - Very Satisfied: 17%

- **Female**
  - Very Dissatisfied: 23%
  - Dissatisfied: 33%
  - Neither/Nor: 31%
  - Satisfied: 33%
  - Very Satisfied: 23%

**Breakdown by Programme**

- **JPO Programme**
  - Very Dissatisfied: 17%
  - Dissatisfied: 14%
  - Neither/Nor: 23%
  - Satisfied: 39%
  - Very Satisfied: 29%

- **SARC Programme**
  - Very Dissatisfied: 15%
  - Dissatisfied: 31%
  - Neither/Nor: 28%
  - Satisfied: 15%
  - Very Satisfied: 5%

- **SDP Programme**
  - Very Dissatisfied: 15%
  - Dissatisfied: 25%
  - Neither/Nor: 23%
  - Satisfied: 34%
  - Very Satisfied: 23%
5. Satisfaction with the access to and quality of supervision

Overall satisfaction

Breakdown

UNAIDS  UNCDF  UNDOCO  UNDP  UNFPA  UNOPS  UNRWA  UNV  WHO  UNWTO  UN Women

Male  Female  Other/Prefer not to say

JPO Programme  SARC Programme  SDP Programme
6. Satisfaction with the support received from colleagues

Overall satisfaction

Breakdown

UNAIDS
UNCDF
UNDOCO
UNDP
UNFPA
UNOPS
UNRWA
UNV
WHO
UNWTO
UN Women

Male
Female
Other/Prefer not to say

JPO Programme
SARC Programme
SDP Programme
In connection with their assignment respondents were most satisfied with the support they received from their colleagues while the least satisfied with the level of decision-making authority in their area of responsibility followed by the extent to which their pre-JPO/SARC/SDP skills and experience are utilized.
II. Changes in the assignment

62 respondents (61%) indicated that their tasks and/or responsibilities has changed within the last year. This question was visible for those who are currently in their second year of assignment or further.

1. Satisfaction with the way/extent to which the respondent was consulted in the process
2. Satisfaction with the changes in one’s tasks and responsibilities

Overall satisfaction

Breakdown

UNAIDS
UNCDF
UNDOCO
UNDP
UNFPA
UNOPS
UNRWA
UNV
WHO
UNWTO
UN Women

Male
Female

JPO Programme
SARC Programme
SDP Programme
Section 3 – Training and Learning

I. Duty-related Travel and Training Allowance (DTTA) usage

1. We asked participants whether they have used their DTTA budget for training/learning purposes in the last 12 months

![Pie chart showing Yes, 70, 40% and No, 105, 60%]

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Breakdown by agency
### Breakdown by Gender

- **Male**: 22 Yes, 31 No
- **Female**: 48 Yes, 72 No
- **Other/Prefer not to say**: 2

### Breakdown by Programme

- **JPO Programme**: 64 Yes, 92 No
- **SARC Programme**: 6 Yes, 7 No
- **SDP Programme**: 6 Yes, 6 No
2. Reasons for not having used DTTA

Reasons mentioned under “Other”: joined the Programme recently; due to specific work arrangements no DTTA; training approved was cancelled; no DTTA for 3rd/4th year; have not found the right course, yet.

Breakdown by agency

UNAIDS
- 2, 40%
- 3, 60%

UNCDF
- 1, 50%
- 1, 50%

UNDOCO
- 1, 100%

UNDP
- 14, 22%
- 19, 30%
- 6, 9%
- 15, 24%

UNFPA
- 6, 20%
- 8, 27%
- 2, 7%
- 2, 7%
- 2, 7%
- 1, 3%
3. **Competencies and skills, one has developed due to their training/learning opportunity/ies**

“Other competencies” mentioned in the survey include: project and programme management; leadership; theory of change, community engagement; facilitation and negotiation; gender mainstreaming; humanitarian trends; procurement; training and learning methodologies; innovation.

**Breakdown by agency**

**UNAIDS**

- Communication: 1, 14%
- Teamwork: 1, 15%
- Planning & Organizing: 2, 29%
- Accountability: 1, 14%
- Client-orientation: 1, 14%
- Creativity: 1, 14%
- Technological awareness: 1, 14%
- Commitment to continuous learning: 1, 14%
- Technical competencies: 42
- Other competencies (e.g. audit, conflict prevention, …): 33

**UNCDF**

- 2, 100%
UNWTO

1, 100%

UN Women

- Communication
- Planning & Organizing
- Client-orientation
- Technological awareness
- Technical competencies
- Teamwork
- Accountability
- Creativity
- Commitment to continuous learning
- Other competencies

Breakdown by gender

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Breakdown by programme

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II. DTTA support

1. Rating of support given by one’s supervisor in the use of the DTTA
2. Satisfaction with the available training/learning opportunities

Overall satisfaction

Breakdown

UNAIDS
UNCDF
UNDOCO
UNDP
UNFPA
UNOPS
UNRWA
UN
WHO
UNWTO
UN Women
Male
Female
Other/Prefer not to say
JPO Programme
SARC Programme
SDP Programme

Very Dissatisfied
Dissatisfied
Neither/Nor
Satisfied
Very Satisfied
3. Top 3 support needs for one’s learning continuum

In the “Other” category the following suggestions were made among others: support on the CV/P-11/resume/PHP writing; complete modules of distance learning; use of DTTA for language learning purposes; stretch assignments; training available on the fundamentals - e.g. how to write good summaries, speeches, talking points, concept notes, how to organize and prioritize a heavy workload, advanced excel skills etc.; leadership training; learning on organisational change management.

Breakdown by agency
Breakdown by programme

1. Workshops on relevant thematic areas: 95%, Career counseling/coaching: 12%, Webinars on competency development: 75%, Webinars on career development topics: 7%, Online career management resources: 22%, Mentoring programme for career and professional development: 72%, Flexible use of DTTA for coaching: 16%, Networking: 42%, Other: 50%, Internal: 21%

2. Workshops on relevant thematic areas: 7%, Career counseling/coaching: 5%, Webinars on competency development: 1%, Webinars on career development topics: 2%, Online career management resources: 7%, Mentoring programme for career and professional development: 2%, Flexible use of DTTA for coaching: 3%, Networking: 3%, Other: 3%, Internal: 1%

3. Workshops on relevant thematic areas: 3%, Career counseling/coaching: 1%, Webinars on competency development: 1%, Webinars on career development topics: 4%, Online career management resources: 1%, Mentoring programme for career and professional development: 3%, Flexible use of DTTA for coaching: 4%, Networking: Other: Other (please specify)
4. **Most developed competencies/skills on-the-job**

Other skills/competencies mentioned include: conflict prevention, stakeholder engagement, coordination, diplomacy, governance, project- and financial management, policy making, leadership, decision making, UN system, reporting, monitoring and evaluation, audit, budgeting, cooperation, political skills.

**Breakdown by agency**

**UNAIDS**

**UNCDF**
WHO

UNWTO

UN Women

Communication
Accountability
Technological awareness
Other

Teamwork
Client-orientation
Creativity
Planning and organizing
Commitment to continuous learning
Technical competencies
Section 4 – Administrative follow up

I. Communication with the JPOSC

1. Frequency of communicating with the JPOSC within the last 12 months

- Never, 6, 4%
- Weekly, 5, 3%
- Monthly, 42, 24%
- Quarterly or less, 86, 50%
- Once or twice a year, 33, 19%
- Never, 6, 4%
- Weekly, 5, 3%
- Monthly, 42, 24%
- Quarterly or less, 86, 50%
- Once or twice a year, 33, 19%

Breakdown by agency

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61
2. Satisfaction with the overall timeliness of the response (taking into consideration the 3 working days response time policy)
3. Satisfaction with the clarity of administrative guidance provided by the JPOSC
II. Reassignment

1. We have asked participants whether they have been reassigned or in the process of being reassigned in the past 12 months.

![Pie chart showing reassignment statistics](chart.png)

<table>
<thead>
<tr>
<th>Agency</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNAIDS</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>UNCDF</td>
<td>3</td>
<td>147</td>
</tr>
<tr>
<td>UNDOCO</td>
<td>1</td>
<td>147</td>
</tr>
<tr>
<td>UNDP</td>
<td>8</td>
<td>68</td>
</tr>
<tr>
<td>UNFPA</td>
<td>6</td>
<td>25</td>
</tr>
<tr>
<td>UNOPS</td>
<td>4</td>
<td>147</td>
</tr>
<tr>
<td>UNRWA</td>
<td>1</td>
<td>8</td>
</tr>
<tr>
<td>UNV</td>
<td>2</td>
<td>147</td>
</tr>
<tr>
<td>WHO</td>
<td>5</td>
<td>17</td>
</tr>
<tr>
<td>UNWTO</td>
<td>5</td>
<td>9</td>
</tr>
<tr>
<td>UN Women</td>
<td>5</td>
<td>9</td>
</tr>
</tbody>
</table>

Breakdown by agency
2. Satisfaction with the information and services received from the JPOSC on one’s reassignment

Overall satisfaction

Breakdown

UNDP

UNFPA

UNRWA

WHO

UN Women

Male

Female

Other/Prefer not to say

JPO Programme

SARC Programme

SDP Programme
3. Satisfaction with the experience of the new assignment

**Overall satisfaction**

<table>
<thead>
<tr>
<th>Count</th>
<th>-5</th>
<th>0</th>
<th>5</th>
<th>10</th>
<th>15</th>
<th>20</th>
<th>25</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4%</td>
<td>12%</td>
<td>40%</td>
<td>40%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Breakdown**

- **UNDP**
  - Very Dissatisfied: 21%
  - Dissatisfied: 21%
  - Neither/Nor: 42%
  - Satisfied: 62%

- **UNFPA**
  - Very Dissatisfied: 17%
  - Dissatisfied: 17%
  - Neither/Nor: 30%
  - Satisfied: 26%

- **UNRWA**
  - Very Dissatisfied: 10%
  - Dissatisfied: 31%
  - Neither/Nor: 59%

- **WHO**
  - Very Dissatisfied: 12%
  - Dissatisfied: 31%
  - Neither/Nor: 57%

- **UN Women**
  - Very Dissatisfied: 5%
  - Dissatisfied: 60%
  - Neither/Nor: 35%

- **Male**
  - Very Dissatisfied: 15%
  - Dissatisfied: 41%
  - Neither/Nor: 44%

- **Female**
  - Very Dissatisfied: 15%
  - Dissatisfied: 16%
  - Neither/Nor: 33%
  - Satisfied: 42%

- **Other/Prefer not to say**
  - Very Dissatisfied: 15%
  - Dissatisfied: 16%
  - Neither/Nor: 33%

- **JPO Programme**
  - Very Dissatisfied: 15%
  - Dissatisfied: 14%
  - Neither/Nor: 40%
  - Satisfied: 22%

- **SARC Programme**
  - Very Dissatisfied: 100%

- **SDP Programme**
  - Very Dissatisfied: 100%
4. The extent the new assignment benefited one’s JPO experience

The extent the new assignment benefited one’s JPO experience:

- **A little extent, 1**, 4%
- **Some extent, 3**, 12%
- **A great extent, 6**, 24%
- **A very great extent, 15**, 60%

Breakdown by agency:

- **UNDP**: 1 (A little), 7 (A great)
- **UNFPA**: 1 (A little), 2 (A great)
- **UNRWA**: 1 (A great)
- **WHO**: 1 (A little), 4 (A great)
- **UN Women**: 2 (A little), 2 (A great)
Breakdown by gender

- Male:
  - A little extent: 2
  - Some extent: 3
  - A great extent: 1
  - A very great extent: 1

- Female:
  - A little extent: 1
  - Some extent: 4
  - A great extent: 11
  - A very great extent: 1

- Other/Prefer not to say:
  - A little extent: 0
  - Some extent: 0
  - A great extent: 0
  - A very great extent: 0

Breakdown by programme

- JPO Programme:
  - A little extent: 1
  - Some extent: 3
  - A great extent: 6
  - A very great extent: 12

- SARC Programme:
  - A little extent: 0
  - Some extent: 0
  - A great extent: 0
  - A very great extent: 2

- SDP Programme:
  - A little extent: 0
  - Some extent: 0
  - A great extent: 0
  - A very great extent: 1
III. Separation

1. *We have asked participants whether they have been or are in the process of being separated*

![Pie chart showing separation status](chart.png)

<table>
<thead>
<tr>
<th>Agency</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNAIDS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UNCDF</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>UNDOCO</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>UNDP</td>
<td>6</td>
<td>70</td>
</tr>
<tr>
<td>UNFPA</td>
<td>1</td>
<td>30</td>
</tr>
<tr>
<td>UNOPS</td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>UNRWA</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>UNV</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>UNWTO</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>UN Women</td>
<td>5</td>
<td>17</td>
</tr>
<tr>
<td>WHO</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Breakdown by gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>8</td>
<td>45</td>
</tr>
<tr>
<td>Female</td>
<td>7</td>
<td>110</td>
</tr>
<tr>
<td>Other/Prefer not to say</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

Breakdown by programme

<table>
<thead>
<tr>
<th>Programme</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>JPO Programme</td>
<td>13</td>
<td>141</td>
</tr>
<tr>
<td>SARC Programme</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>SDP Programme</td>
<td>2</td>
<td>4</td>
</tr>
</tbody>
</table>
2. Satisfaction with the information and services received from the JPOSC in connection with the separation

Overall satisfaction

Breakdown

<table>
<thead>
<tr>
<th>Organization</th>
<th>Very Dissatisfied</th>
<th>Dissatisfied</th>
<th>Neither/Nor</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNCDF</td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>UNDP</td>
<td>17%</td>
<td>50%</td>
<td>17%</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>UNFPA</td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>UNRWA</td>
<td></td>
<td>50%</td>
<td>50%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WHO</td>
<td></td>
<td>20%</td>
<td>20%</td>
<td>60%</td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td>13%</td>
<td>13%</td>
<td>38%</td>
<td>38%</td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td>14%</td>
<td>43%</td>
<td>14%</td>
<td>29%</td>
</tr>
<tr>
<td>JPO Programme</td>
<td></td>
<td>15%</td>
<td>31%</td>
<td>23%</td>
<td>31%</td>
</tr>
<tr>
<td>SDP Programme</td>
<td></td>
<td></td>
<td>50%</td>
<td>50%</td>
<td></td>
</tr>
</tbody>
</table>
3. If applicable, possible areas of improvement in the separation process

![Bar chart showing areas of improvement]

Breakdown by agency

**UNCDF**
- 1, 100%

**UNDP**
- 2, 22%
- 1, 11%
- 2, 22%
- 4, 45%
Breakdown by programme

- **JPO Programme**
  - Communication/response from the JPOSC: 3
  - Guidance regarding the separation process: 5
  - Communication regarding completion of forms: 4
  - Nothing: 4
  - I don't know: 2
  - Other (please specify): 1

- **SDP Programme**
  - Communication/response from the JPOSC: 1
  - Guidance regarding the separation process: 2
  - Communication regarding completion of forms: 2
  - Nothing: 2
  - I don't know: 2
  - Other (please specify): 2
Section 5 – Harassment

1. Sexual harassment*

We asked respondents whether they have experienced/witnessed sexual harassment in their work place in the last 12 months

Breakdown of those who answered ‘Yes’ or ‘Prefer not to answer’ for experiencing sexual harassment

<table>
<thead>
<tr>
<th>Agency</th>
<th>Yes</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNAIDS</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>UNFPA</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>UNDOCO</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>UNDP</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>WHO</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
Breakdown of those who answered ‘Yes’ or ‘Prefer not to answer’ for witnessing sexual harassment

### Breakdown by agency

<table>
<thead>
<tr>
<th>Agency</th>
<th>Yes</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNDOCO</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>UNFPA</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>UNDP</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>UN Women</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>WHO</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

### Breakdown by gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Yes</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Female</td>
<td>9</td>
<td>1</td>
</tr>
</tbody>
</table>
"Sexual Harassment [...] is understood as any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature (including pornography, sexually-coloured remarks) that has or that might reasonably be expected or be perceived to cause offense or humiliation to another."

2. Workplace harassment**

*We asked respondents whether they have experienced/witnessed workplace harassment in their workplace in the last 12 months*

**Breakdown of those who answered ‘Yes’ or ‘Prefer not to answer’ for experiencing workplace harassment**

**Breakdown by agency**

<table>
<thead>
<tr>
<th>Agency</th>
<th>Yes</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNDOCO</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>UNFPA</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>UNDP</td>
<td>14</td>
<td>1</td>
</tr>
<tr>
<td>UNRWA</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>UN Women</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>WHO</td>
<td>4</td>
<td>1</td>
</tr>
</tbody>
</table>
Breakdown of those who answered ‘Yes’ or ‘Prefer not to answer’ for witnessing workplace harassment

### Breakdown by agency

<table>
<thead>
<tr>
<th>Agency</th>
<th>Yes</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNAIDS</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>UNDOCO</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>UNFPA</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>UNDP</td>
<td>15</td>
<td>4</td>
</tr>
<tr>
<td>UNOPS</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>UNRWA</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>UN Women</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>WHO</td>
<td>6</td>
<td>1</td>
</tr>
</tbody>
</table>

### Breakdown by gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Yes</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Female</td>
<td>28</td>
<td>3</td>
</tr>
</tbody>
</table>
Workplace harassment is any improper and unwelcome conduct by a staff member or non-staff personnel against another staff member or non-staff personnel or a group thereof that has or that might reasonably be expected or be perceived to cause offense or humiliation to another.

3. Abuse of authority***

We asked respondents whether they have experienced/witnessed abuse of authority in their work place in the last 12 months

Breakdown by agency

Breakdown of those who answered ‘Yes’ or ‘Prefer not to answer’ for experiencing abuse of authority
Breakdown of those who answered ‘Yes’ or ‘Prefer not to answer’ for witnessing abuse of authority

### Breakdown by agency

- **UNDOCO**: 1 Yes, 1 Prefer not to answer
- **UNFPA**: 2 Yes, 2 Prefer not to answer
- **UNDP**: 16 Yes, 5 Prefer not to answer
- **UNRWA**: 1 Yes, 3 Prefer not to answer
- **UN Women**: 6 Yes, 1 Prefer not to answer
- **WHO**: 5 Yes, 3 Prefer not to answer

### Breakdown by gender

- **Male**: 4 Yes, 4 Prefer not to answer
- **Female**: 27 Yes, 8 Prefer not to answer
*** "The abuse of authority is the improper use of a position of influence, power or authority by a staff member or non-staff personnel against another staff member or non-staff personnel or a group thereof. This is particularly serious when the person in question uses his or her influence, power or authority to arbitrarily influence the career or employment conditions (including, but not limited to, appointment, assignment, contract renewal, performance evaluation or promotion) of another staff member or non-staff personnel."

4. If someone responded "yes" to at least one of the above questions, we asked them whether they have taken any action towards reporting the incident they experienced and/or witnessed.

![Breakdown by agency chart]

<table>
<thead>
<tr>
<th>Agency</th>
<th>Yes</th>
<th>No</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNAIDS</td>
<td>1</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>UNCDF</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>UNDOCO</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UNDP</td>
<td>9</td>
<td>15</td>
<td>42</td>
</tr>
<tr>
<td>UNFPA</td>
<td>2</td>
<td>2</td>
<td>17</td>
</tr>
<tr>
<td>UNOPS</td>
<td>1</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>UNRWA</td>
<td>2</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>UNV</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UN Women</td>
<td>1</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>WHO</td>
<td>1</td>
<td>5</td>
<td>12</td>
</tr>
</tbody>
</table>

The chart above shows the breakdown of responses by agency, with Yes in blue, No in orange, and N/A in gray.
5. We asked respondents whether they felt their organization addressed the matter.
Breakdown by gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>10</td>
<td>3</td>
</tr>
<tr>
<td>Female</td>
<td>22</td>
<td>6</td>
</tr>
</tbody>
</table>

Breakdown by programme

<table>
<thead>
<tr>
<th>Programme</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>JPO</td>
<td>30</td>
<td>9</td>
</tr>
<tr>
<td>SARC</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>SDP</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>
6. Familiarity with the policies on Standards of Conduct of one’s organization

Overall familiarity

Breakdown

- UNAIDS
- UNCDF
- UNDOCO
- UNDP
- UNFPA
- UNOPS
- UNRWA
- UNV
- WHO
- UNWTO
- UN Women
- Male
- Female
- Other/Prefer not to say
- JPO Programme
- SARC Programme
- SDP Programme
7. **Extent to which respondents agree with the following statements**

“I have someone that I would feel comfortable talking to if I experienced harassment in my office.”

---

**Overall agreement**

- **94**: 5%
- **70**: 35%
- **3**: 53%
- **1**: 1%
- **0**: 5%

---

**Breakdown**

<table>
<thead>
<tr>
<th>Organization</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither/Nor</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNAIDS</td>
<td>1%</td>
<td>3%</td>
<td>1%</td>
<td>4%</td>
<td>93%</td>
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<td>UNCDF</td>
<td>6%</td>
<td>2%</td>
<td>1%</td>
<td>91%</td>
<td>2%</td>
</tr>
<tr>
<td>UNDOCO</td>
<td>1%</td>
<td>0%</td>
<td>1%</td>
<td>99%</td>
<td>0%</td>
</tr>
<tr>
<td>UNDP</td>
<td>4%</td>
<td>61%</td>
<td>32%</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>UNFPA</td>
<td>1%</td>
<td>61%</td>
<td>32%</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>UNOPS</td>
<td>3%</td>
<td>61%</td>
<td>32%</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>UNRWA</td>
<td>2%</td>
<td>54%</td>
<td>3%</td>
<td>91%</td>
<td>2%</td>
</tr>
<tr>
<td>UNV</td>
<td>50%</td>
<td>3%</td>
<td>1%</td>
<td>9%</td>
<td>4%</td>
</tr>
<tr>
<td>WHO</td>
<td>5%</td>
<td>59%</td>
<td>32%</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>UNWTO</td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>UN Women</td>
<td>74%</td>
<td>41%</td>
<td>3%</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>Male</td>
<td>4%</td>
<td>51%</td>
<td>39%</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>Female</td>
<td>7%</td>
<td>5%</td>
<td>53%</td>
<td>33%</td>
<td>3%</td>
</tr>
<tr>
<td>Other/Prefer not to say</td>
<td>7%</td>
<td>5%</td>
<td>53%</td>
<td>33%</td>
<td>3%</td>
</tr>
<tr>
<td>JPO Programme</td>
<td>5%</td>
<td>6%</td>
<td>52%</td>
<td>35%</td>
<td>3%</td>
</tr>
<tr>
<td>SARC Programme</td>
<td>5%</td>
<td>7%</td>
<td>91%</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>SDP Programme</td>
<td>1%</td>
<td>1%</td>
<td>85%</td>
<td>12%</td>
<td>3%</td>
</tr>
</tbody>
</table>

---

**Count**

- **-15**: 1%
- **5**: 1%
- **25**: 1%
- **45**: 1%
- **65**: 1%
- **85**: 1%
- **105**: 1%
- **125**: 1%

***Legend***:
- **Strongly disagree**
- **Disagree**
- **Neither/Nor**
- **Agree**
- **Strongly agree**
“I believe there is a need to be more active in informing about the policies on my organization’s Standards of Conduct related to harassment and abuse of authority.”
Section 6 – JPO/SARC/SDP Information needs

I. The JPOSC website

1. Frequency of using/visiting the JPOSC website over the last 12 months

![Pie chart showing frequency of using/visiting the JPOSC website over the last 12 months]

- Weekly, 1, 1%
- Monthly, 18, 11%
- Quarterly or less, 80, 47%
- Once or twice a year, 54, 32%
- Never, 16, 9%

![Breakdown by agency]

<table>
<thead>
<tr>
<th>Agency</th>
<th>Weekly</th>
<th>Monthly</th>
<th>Quarterly or less</th>
<th>Once or twice a year</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNAIDS</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>UNCDF</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>UNDOCO</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>UNDP</td>
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<td>24</td>
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<td>8</td>
</tr>
<tr>
<td>UNFPA</td>
<td>3</td>
<td>14</td>
<td>11</td>
<td>3</td>
<td>3</td>
</tr>
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<td>UNOPS</td>
<td>3</td>
<td>11</td>
<td>3</td>
<td>1</td>
<td>1</td>
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<td>UNRWA</td>
<td>1</td>
<td>5</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>UNV</td>
<td>1</td>
<td>5</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>WHO</td>
<td>1</td>
<td>3</td>
<td>9</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>UNWTO</td>
<td>1</td>
<td>3</td>
<td>9</td>
<td>6</td>
<td>3</td>
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<td>UN Women</td>
<td>1</td>
<td>8</td>
<td>4</td>
<td>1</td>
<td>1</td>
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</tbody>
</table>
2. Satisfaction with the JPOSC website

Overall satisfaction

Breakdown

UNAIDS
UNCDF
UNDOCO
UNDP
UNFPA
UNOPS
UNRWA
UNV
WHO
UNWTO
UN Women
Male
Female
Other/Prefer not to say
JPO Programme
SARC Programme
SDP Programme

Very Dissatisfied | Dissatisfied | Neither/Nor | Satisfied | Very Satisfied

Count

Very Dissatisfied | Dissatisfied | Neither/Nor | Satisfied | Very Satisfied

Count
3. Suggested improvements regarding the JPOSC website

Suggestions mentioned under ‘Other’ relate to the following topics: specific information on reassignment- and separation process; clarity (visuals differ on first page and subpages), information regarding maternity leave, family benefits and other HR related information; provide networking option; constant/more frequent updates; detailed information on recommended courses.

Breakdown by agency

UNAIDS

UNCDF
Breakdown by programme

<table>
<thead>
<tr>
<th>Programme</th>
<th>Navigation</th>
<th>Content</th>
<th>Connectivity (compatibility with your system)</th>
<th>Website’s structure</th>
<th>Everything is fine as it is</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>JPO</td>
<td>32</td>
<td>44</td>
<td>8</td>
<td>21</td>
<td>58</td>
<td>16</td>
</tr>
<tr>
<td>SARC</td>
<td>1</td>
<td>3</td>
<td>3</td>
<td></td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>SDP</td>
<td>1</td>
<td>3</td>
<td></td>
<td></td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>
4. Satisfaction with the JPO/SARC/SDP-Net and the information circulated

**Overall satisfaction**

- Very Dissatisfied: 6%
- Dissatisfied: 35%
- Neither/Nor: 48%
- Satisfied: 9%

**Breakdown**

- UNAIDS: 17% Very Dissatisfied, 33% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
- UNCDF: 8% Very Dissatisfied, 29% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
- UNDOC: 4% Very Dissatisfied, 29% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
- UNDP: 4% Very Dissatisfied, 29% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
- UNFPA: 16% Very Dissatisfied, 23% Dissatisfied, 32% Neither/Nor, 10% Satisfied, 7% N/A
- UNOPS: 25% Very Dissatisfied, 26% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
- UNRWA: 25% Very Dissatisfied, 22% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
- UNV: 16% Very Dissatisfied, 22% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
- WHO: 26% Very Dissatisfied, 22% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
- UNWTO: 10% Very Dissatisfied, 29% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
- UN Women: 43% Very Dissatisfied, 30% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A

- Male: 17% Very Dissatisfied, 35% Dissatisfied, 18% Neither/Nor, 41% Satisfied, 7% Very Satisfied, 16% N/A
- Female: 5% Very Dissatisfied, 30% Dissatisfied, 8% Neither/Nor, 41% Satisfied, 7% Very Satisfied, 16% N/A
- Other/Prefer not to say: 17% Very Dissatisfied, 7% Dissatisfied, 10% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A

**Programme Breakdown**

- JPO Programme: 5% Very Dissatisfied, 30% Dissatisfied, 17% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
- SARC Programme: 17% Very Dissatisfied, 13% Dissatisfied, 41% Neither/Nor, 26% Satisfied, 7% Very Satisfied, N/A
- SDP Programme: 5% Very Dissatisfied, 30% Dissatisfied, 17% Neither/Nor, 40% Satisfied, 7% Very Satisfied, N/A
Section 7 – Career development

I. Career prospects

1. *Intention to pursue a career in international development upon the end of one’s assignment*

![Pie chart showing the distribution of responses.]

<table>
<thead>
<tr>
<th>Agency</th>
<th>Definitely would not</th>
<th>Probably would not</th>
<th>Probably would</th>
<th>Definitely would</th>
<th>I don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNAIDS</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UNCDF</td>
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<tr>
<td>UNDOCO</td>
<td></td>
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<td>UNDP</td>
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<tr>
<td>UNFPA</td>
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<td>UNOPS</td>
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<td>UNRWA</td>
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<td>UNV</td>
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<tr>
<td>WHO</td>
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<tr>
<td>UNWTO</td>
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<tr>
<td>UN Women</td>
<td></td>
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</tr>
</tbody>
</table>

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

- Definitely would not
- Probably would not
- Probably would
- Definitely would
- I don’t know

Numbers in the chart represent the count of responses.
Breakdown by gender

- **Male**:
  - Definitely would not: 2
  - Probably would not: 12
  - Probably would: 31
  - Definitely would: 6

- **Female**:
  - Definitely would not: 3
  - Probably would not: 28
  - Probably would: 78
  - Definitely would: 7

- **Other/Prefer not to say**: 2

Breakdown by programme

- **JPO Programme**:
  - Definitely would not: 4
  - Probably would not: 36
  - Probably would: 99
  - Definitely would: 12

- **SARC Programme**:
  - Definitely would not: 3
  - Probably would not: 9
  - Definitely would: 9

- **SDP Programme**:
  - Definitely would not: 1
  - Probably would not: 1
  - Definitely would: 3
  - I don't know: 1
2. *Intention to pursue a career with one’s current organization upon the end of their assignment*

![Pie chart showing the distribution of responses to the question: 'Intention to pursue a career with one’s current organization upon the end of their assignment.'

**Breakdown by agency**

<table>
<thead>
<tr>
<th>Agency</th>
<th>Definitely would not</th>
<th>Probably would not</th>
<th>Probably would</th>
<th>Definitely would</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNAIDS</td>
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<td>2</td>
<td>1</td>
<td></td>
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<td>UNCDF</td>
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<td>UNDOC</td>
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<tr>
<td>UNDP</td>
<td>1</td>
<td></td>
<td></td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>UNFPA</td>
<td>2</td>
<td>9</td>
<td>15</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>UNOPS</td>
<td>1</td>
<td></td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>UNRWA</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>UNV</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WHO</td>
<td>1</td>
<td>9</td>
<td>10</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>UNWTO</td>
<td></td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UN Women</td>
<td>2</td>
<td></td>
<td>2</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

*Note: The percentages for each agency vary depending on the number of responses.*
**Breakdown by gender**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Definitely would not</th>
<th>Probably would not</th>
<th>Probably would</th>
<th>Definitely would</th>
<th>I don't know</th>
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</thead>
<tbody>
<tr>
<td>Male</td>
<td>1</td>
<td>4</td>
<td>22</td>
<td>12</td>
<td>10</td>
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<td>Other/Prefer not to say</td>
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<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

**Breakdown by programme**

<table>
<thead>
<tr>
<th>Programme</th>
<th>Definitely would not</th>
<th>Probably would not</th>
<th>Probably would</th>
<th>Definitely would</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>JPO Programme</td>
<td>2</td>
<td>14</td>
<td>60</td>
<td>48</td>
<td>23</td>
</tr>
<tr>
<td>SARC Programme</td>
<td>1</td>
<td>6</td>
<td>4</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>SDP Programme</td>
<td>2</td>
<td></td>
<td>1</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>
3. From those who answered “Definitely would not” or “Probably would not” for the previous question (17 respondents), we asked the reason why they would not stay with their current organization.

Reasons listed under ‘Other’: no P or above position in COs except for Director; lack of fund; interest of working with donors; lack of suitable job opportunities; working for an organization that is less donor-driven/ “starving” for funding; stressful working environment.
4. The perceived extent to which one’s assignment has contributed to strengthening their competencies

![Overall assessment chart]

![Breakdown chart]
5. The perceived extent to which one’s assignment has contributed to strengthening their chances of getting a job with an international development organization

---

**Overall assessment**

- Not at all: 7%
- A little extent: 33%
- Some extent: 44%
- A great extent: 16%
- A very great extent: 1%

---

**Breakdown**

- UNAIDS: 34% Not at all, 42% A little extent, 20% Some extent
- UNCDF: 3% Not at all, 10% A little extent, 11% Some extent
- UNDOCO: 67% Not at all, 100% A little extent
- UNDP: 3% Not at all, 43% A little extent, 20% Some extent, 33% A great extent, 10% A very great extent
- UNFPA: 33% Not at all, 100% A little extent
- UNOPS: 22% Not at all, 14% A little extent, 25% Some extent, 11% A great extent, 35% A very great extent
- UNRWA: 25% Not at all, 14% A little extent, 17% Some extent, 5% A great extent, 39% A very great extent
- UN Women: 17% Not at all, 14% A little extent, 25% Some extent, 7% A great extent, 50% A very great extent
- Male: 43% Not at all, 37% A little extent, 38% Some extent
- Female: 1% Not at all, 28% A little extent, 47% Some extent, 10% A great extent
- Other/Prefer not to say: 1% Not at all

- JPO Programme: 34% Not at all, 43% A little extent, 15% Some extent
- SARC Programme: 33% Not at all, 42% A little extent, 25% Some extent
- SDP Programme: 25% Not at all, 33% A little extent, 27% Some extent
6. Have you already undertaken any actions in terms of career management?
Section 8 – Well-being & Special Accommodation Needs

1. How much do you agree or disagree with the following statement? "During my workday, I feel tense or stressed out".

![Bar chart showing the distribution of responses to the statement.](chart.png)

- **Very Dissatisfied**: 16%
- **Dissatisfied**: 41%
- **Neither/Nor**: 14%
- **Satisfied**: 16%
- **Very Satisfied**: 0%
- **N/A**: 4%

**Breakdown**

- UNAIDS: 30%
- UNCDF: 30%
- UNDOCO: 41%
- UNDP: 41%
- UNFPA: 42%
- UNOPS: 42%
- UNRWA: 25%
- UNV: 41%
- WHO: 37%
- UNWTO: 17%
- UN Women: 17%
- Male: 16%
- Female: 17%
- Other/Prefer not to say: 0%

**Programme Breakdown**

- JPO Programme: 16%
- SARC Programme: 9%
- SDP Programme: 17%
2. How often since starting your assignment have you experienced feelings of loneliness?
3. In the past year in your work, did you feel the need to consult a staff/stress counsellor on personal or work-related issues?

Agency Breakdown

- **UNWTO**: 69% responded Yes, 5% Yes, but I did not because counseling services were not available.
- **WHO**: 11% Yes, 5% Yes, but I did not because counseling services were not available.
- **UNV**: 7% Yes, 5% Yes, but I did not because counseling services were not available.
- **UNRWA**: 13% Yes, 10% Yes, but I did not because counseling services were not available.
- **UNOPS**: 12% Yes, 10% Yes, but I did not because counseling services were not available.
- **UNFPA**: 12% Yes, 10% Yes, but I did not because counseling services were not available.
- **UNDP**: 12% Yes, 10% Yes, but I did not because counseling services were not available.
- **UNDOCO**: 12% Yes, 10% Yes, but I did not because counseling services were not available.
- **UNCDF**: 12% Yes, 10% Yes, but I did not because counseling services were not available.
- **UNAIDS**: 12% Yes, 10% Yes, but I did not because counseling services were not available.
- **UN Women**: 12% Yes, 10% Yes, but I did not because counseling services were not available.

Responses include:
- **Yes**: 80%
- **Yes, but I did not for reasons not listed**: 20%
- **No**: 0%
- **Yes, but I did not because I did not feel comfortable**: 0%
- **Yes, but I did not because counseling services were not available**: 0%
Gender Breakdown

Programme Breakdown
4. In general, which areas do you think would be most helpful for us to improve staff well-being? (Multiple answers allowed.)

<table>
<thead>
<tr>
<th>Agency Breakdown</th>
<th>Other (please specify)</th>
<th>More education around mental health issues</th>
<th>Greater job security</th>
<th>Better managerial support</th>
<th>More information about medical insurance</th>
<th>Greater work-life balance</th>
<th>Greater availability of staff counselors</th>
</tr>
</thead>
<tbody>
<tr>
<td>UN Women</td>
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<td>UNWTO</td>
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<td>UNV</td>
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</table>
Gender Breakdown

<table>
<thead>
<tr>
<th>Gender</th>
<th>Greater availability of staff counselors</th>
<th>Greater work-life balance</th>
<th>More information about medical insurance</th>
<th>Better managerial support</th>
<th>Greater job security</th>
<th>More education around mental health issues</th>
<th>Other (please specify)</th>
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<tr>
<td>Female</td>
<td>76</td>
<td>71</td>
<td>25</td>
<td>19</td>
<td>19</td>
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<tr>
<td>Male</td>
<td>85</td>
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<td>25</td>
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<td>Other</td>
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</table>

Programme Breakdown

<table>
<thead>
<tr>
<th>Programme</th>
<th>Greater availability of staff counselors</th>
<th>Greater work-life balance</th>
<th>More information about medical insurance</th>
<th>Better managerial support</th>
<th>Greater job security</th>
<th>More education around mental health issues</th>
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<td>19</td>
<td>21</td>
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</tr>
<tr>
<td>SARC</td>
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<td>25</td>
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<tr>
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<td>25</td>
<td>19</td>
<td>19</td>
<td>21</td>
<td>0</td>
</tr>
</tbody>
</table>

Other (please specify): 0
5. Please indicate whether you have any long term or permanent physical, sensorial (hearing, visual), cognitive and/or mental condition or disability?

Agency Breakdown

Gender Breakdown
6. **7. and 8. More details on the JPOs’ condition**

Two JPOs answered they have a physical mobility condition. Both answered that their supervisors were aware of their condition. Both answered positively to the question whether they would benefit from any work-related accommodations to enable them to achieve your best performance at work.