



UNDP JPO Retention Rate in the United Nations System

2001-2003 Statistical Study

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I. Introduction

During the 2003 Meeting of National Recruitment Services and UN Organisations on the AEs/JPOs/APOs Scheme, extensive talks were held between donor countries and UN agencies on the key issue of the JPO retention rate.

All participating UN agencies have pledged to come up in fall 2004 with precise retention figures for JPOs who ended their assignment in 2001-2003. In the case of UNDP and its affiliated UN agencies¹, **250 former JPOs were concerned**.

Following the recommendations made during the meeting in Bonn, the concerned population was divided into three categories:

- **“Current UN Staff Members”** groups former JPOs that still work in the UN System
- **“Former UN Staff Members”** groups former JPOs that worked for at least six months within the UN System after their JPO assignment but that currently have another professional activity or occupation
- **“Non Retained JPOs”** groups former JPOs that did not work at all, or worked for less than six months, within the UN System after the completion of their JPOship

Retained JPOs includes the “Current UN Staff Members” and the “Former UN Staff Members” categories. As presented and analysed in the current statistical study, **the retention rate reaches 43% for the 2001-2003 period.**

Participation rate: 75 %

¹ In 2001-2003: Inter-Agency Procurement Services Office (IAPSO), United Nations Capital Development Fund (UNCDF), United Nations Development Group Office (UNDGO), United Nations Development Fund for Women (UNIFEM) and United Nations Volunteers (UNV).

II. Key Findings

Out of 250 former JPOs who ended their JPOship in 2001-2003, 108 were retained within the UN System (43%), 77 of whom within UNDP or one of its affiliated agencies (31%).

With a **global retention rate of 43% for the period, as opposed to 16% for 1996-2000**, the results of this statistical study can be seen as very encouraging and positive.

The following findings can also be highlighted:

- the retention rate is still noticeably higher for male JPOs, but the gender balance in terms of retention rate dramatically improved between 1996-2000 and 2001-2003
- all 17 sponsored nationalities benefited from this increase in the retention rate
- chances to stay within the UN system in the long run are nearly tripled for JPOs who benefited from a third year extension
- close to two-thirds of all UNDP JPOs who separated in 2001-2003 still work in the fields of cooperation and development

Retention Rates within the UN System and within UNDP

Retention Rate within the UN System

	Grand Total (A+B+C)		A - Current UN Staff Members		B - Former UN Staff Members		Total A + B		C - Non Retained JPOs	
2001-2003	250	100%	81	32%	27	11%	108	43%	142	57%
<i>1996-2000</i>	480	100%	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	78	16%	402	84%

With a **retention rate of 43%** and roughly one former UNDP JPO out of three still currently working in the UN System, the global results of this statistical survey can be seen as very encouraging and positive.

In light of the results for the 1996-2000 period (an earlier study completed in 2002), the retention rate has nearly tripled. This trend can be explained by the resumption of the UNDP recruitment (in 1996-2000, nearly all recruitment of international staff was put on hold).

Retention Rate within UNDP and its affiliated agencies²

	Grand Total		A - Current UN Staff Members		B - Former UN Staff Members		Total A + B		Other retained JPOs		C - Non Retained JPOs	
2001-2003	250	100%	56	23%	21	8%	77	31%	31	12%	142	57%

Close to one former JPO out of three was directly retained within UNDP or one of its affiliated Agencies. Out of the 108 former JPOs retained within the UN System, 77 stayed with UNDP itself or one of its affiliated Agencies, representing 72% of the total of retained former JPOs.

² In the current study: Drylands Development Centre (DDC), Inter-Agency Procurement Services Office (IAPSO), United Nations Volunteers (UNV), United Nations Capital Development Fund (UNCDF) and United Nations Development Fund for Women (UNIFEM).