

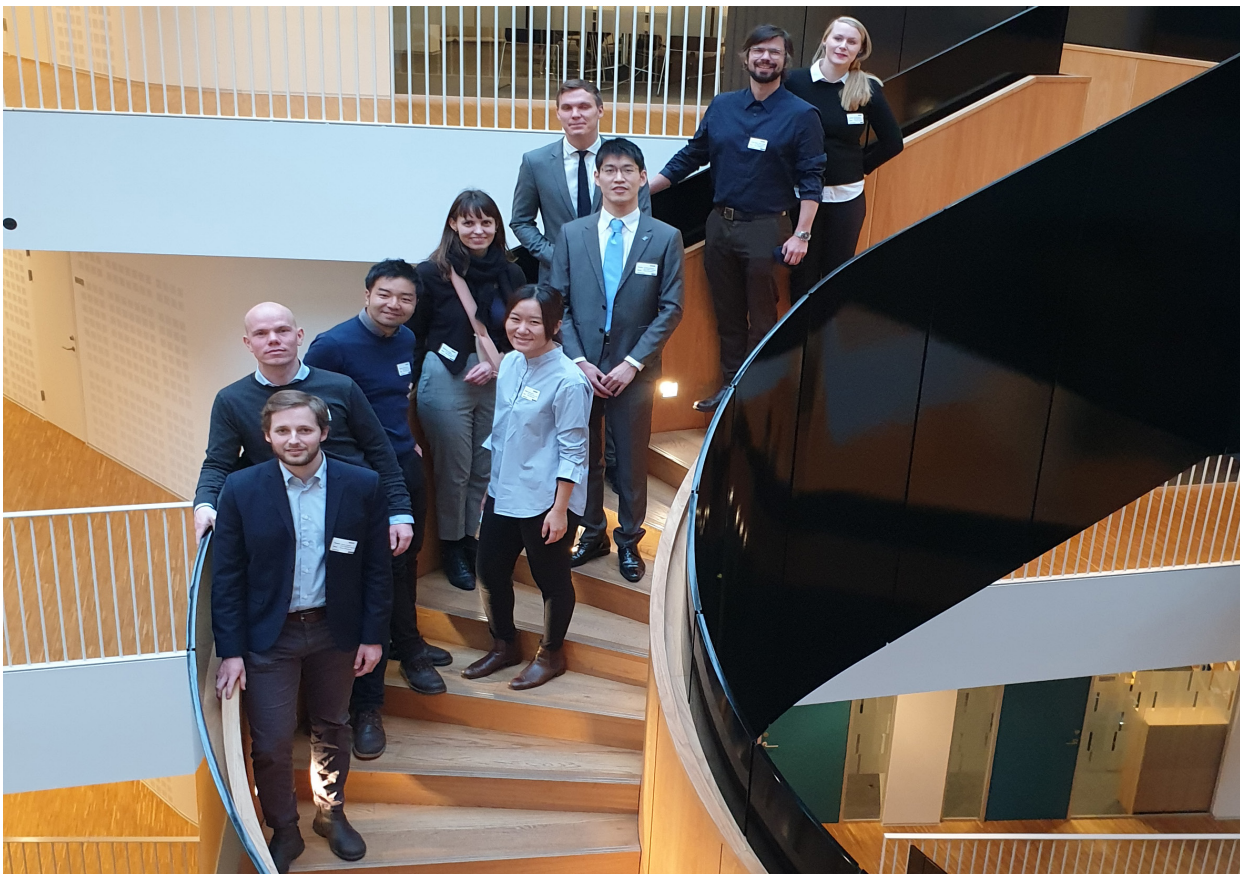


UNDP JPO Service Centre

*Empowered lives.
Resilient nations.*

News and Activities Bulletin

1st Quarter 2019



New JPOs attending the JPOSC predeparture briefing in Copenhagen, February 2019

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NEWS FROM THE JPO SERVICE CENTRE

UN Coordination JPO and SARC Programmes Changes

In Resolution A/RES/72/279 of 31 May 2018, the General Assembly of the United Nations has mandated a reform of the UN development system in response to the vision of the UN Secretary-General to reposition the UN development system to deliver on the 2030 Agenda. The reform will deliver among others a reinvigorated Resident Coordinator system with an independent and empowered Resident Coordinator at its centre.

On 1 January 2019 all Resident Coordinators took over their new functions as the highest-ranking development representative of the UN system, leading 131 United Nations Country Teams (UNCTs) serving 164 countries and territories, to deliver collective responses to national needs and ensure system-wide accountability on the ground. As a result of the reform process the functions of the Resident Coordinator are separated from the those of the UNDP Resident Representative, and the Resident Coordinators will report directly to UN Secretary-General.

The above reform also has an impact on the UN Coordination JPO and Special Assistant to the Resident Coordinator (SARC) Programmes. The UNDP JPO Service Centre will continue to administer all current JPOs assigned to Resident Coordinator Offices (UNRCO) and the UN Development Coordination Office (UNDCO) and current SARCs. However, the UN Secretariat, through UNDESA, has started administering all new JPO recruitments for UNRCOs and UNDCO as of 1 January 2019, and all new SARC recruitments as of 1 February 2019.



News from the team



Ms. Volda Eshankulova (Uzbekistan) has moved to another UNDP unit after working for 4 years as an HR Assistant. During this time she completed her HR certification. We would like to wish her the all best in her new post at GSSU/BES.

Ms. Karola Takács (Hungary) has ended her internship with the JPO Service Centre. We would like to thank her for her hard work in designing, disseminating, and reporting on the JPOSC global surveys, as well as all other supporting tasks. We wish her the best.



The JPO Service Centre welcomed several new members in the last quarter



Ms. Lu Kong (China) joined the JPO Service Centre Team as a Business Partnership Coordination Intern. Lu has recently gained her MSc in International Human Resource Management at University of Edinburgh and is currently studying for another master programme of International Organization at Beijing Foreign Studies University.

Mr. Aitor Rubio Latorre (Spain) joined the UNDP JPO Service Centre as a Communication and Reporting Associate. He will work on the Partnerships/ Business development area, supporting the implementation of the JPO Service Centre communications, outreach and branding activities and assisting also with the maintenance of websites, databases and online networks.



Mr. Mikko Mykkänen (Finland) started in January with the JPO Service Centre as an Human Resources Intern. Mikko recently acquired his Master's degree from the University of Tampere, Finland on Administrative Science.

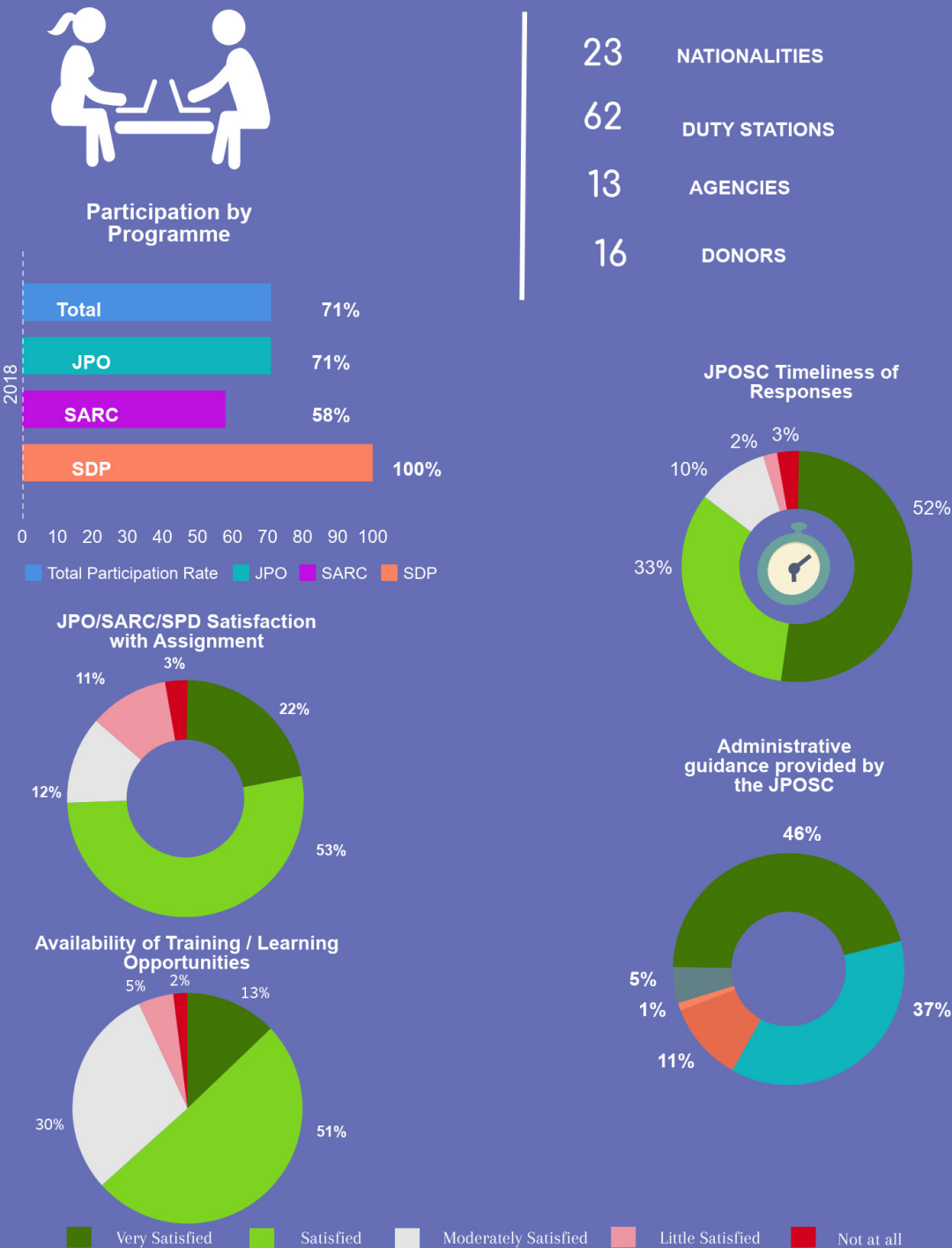
Mr. András Bereczki (Hungary) joined the JPO Service Centre Team as a Communication, Partnership and Outreach Intern. Andras has recently completed his BSc in International Business and Politics.



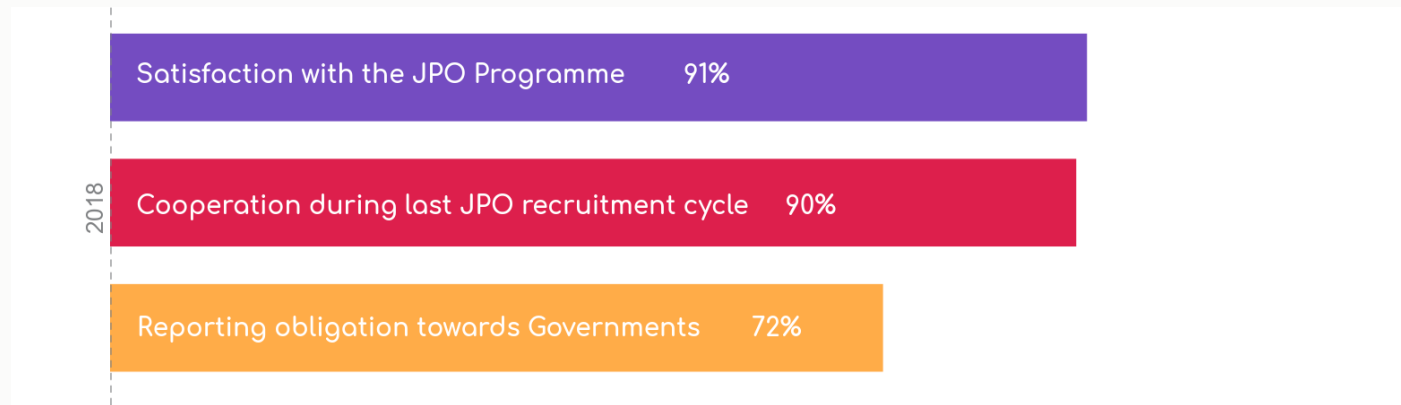
2018 Satisfaction Survey Results



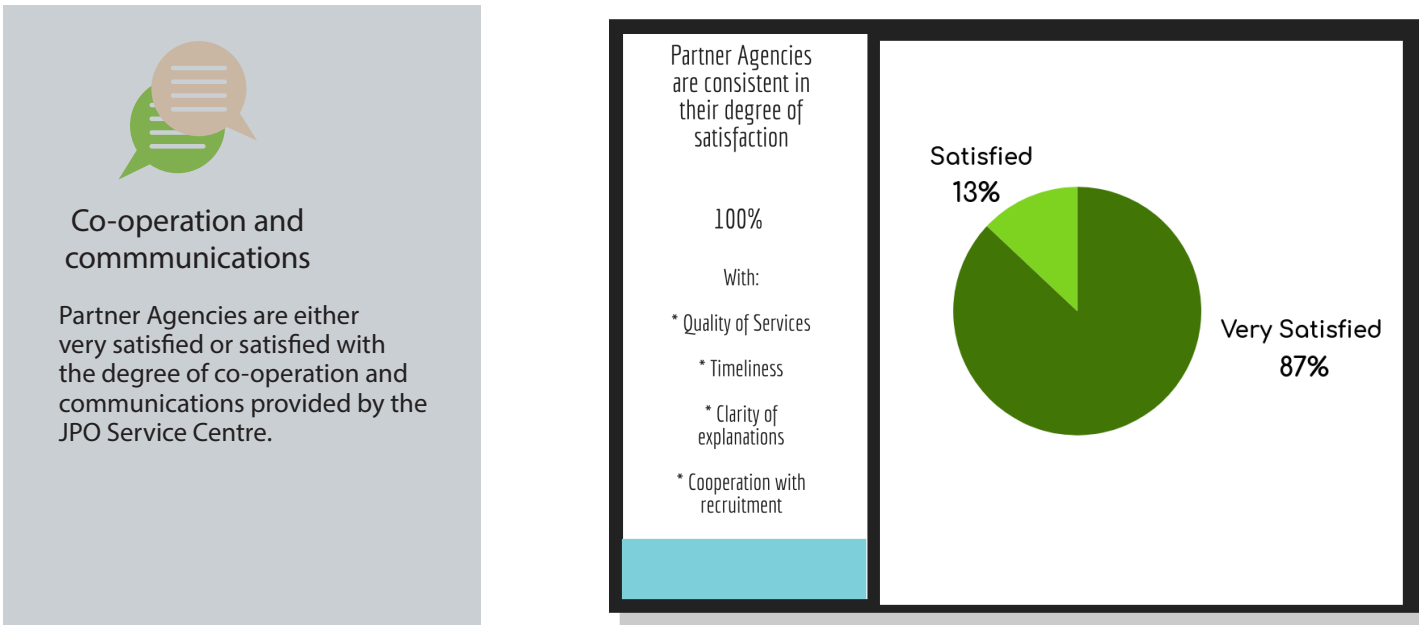
Results of the 2018 JPOSC Client Satisfaction Survey



2018 JPO and SARC Donor Countries Survey



2018 UN Partner Agencies Survey



All surveys are available on the JPO Service Centre website by clicking :

- [JPO/SARC/SDP Satisfaction Survey](#)
- [JPO Partner Country Satisfaction Survey](#)
- [Partner Organization Satisfaction Survey](#)
- [SARC Partner Country Satisfaction Survey](#)



JPO Service Centre 2018 Achievements



131 

NON-UNDP JPOs

PROGRAMME ACTIVITIES

89 
UNDP JPOs

21 
UN SARCs

5 
UNDP SDPs

8 
Secondments


Internship initiatives


UNDP-UNV Young Talent with
Disabilities Programme



SUSTAINABLE DEVELOPMENT GOALS

RECRUITMENT AND HR ACTIVITIES

New hires	93	2017: 137	▲ 47%
Extensions	186	2017: 164	▼ 12%
Reassignments	29	2017: 25	▼ 14%
Separations	106	2017: 82	▼ 23%

77
Recruitments

36 Home leave requests
150 Rental subsidies
32 Education grants

LEARNING AND CAREER ACTIVITIES

Tailored learning and career support for
UNDP JPOs/SDPs and UN SARCs

- 10 JPO pre-departure briefings in Copenhagen
- 2 Webinars on UN development system reform
- 1 UNDP JPO induction workshop in New York
- 1 Career development webinar
- 1 Competency-based interview training workshop

OUTREACH ACTIVITIES

284

JPO Alumni Association members

13

outreach events

"LIFTing" our Programmes through LinkedIn, Instagram, Facebook and Twitter



FINANCIAL ACTIVITIES

\$36.5 million

Revenue created

\$5.6 million

Payments processed and approved outside payroll

\$30 million

Expenditures (excluding support costs)



PARTNERSHIP ACTIVITIES



16

Active partner countries

11

Active partner UN organizations



WIPO outsourced category 1 donor JPO recruitment to JPOSC

CLIENT SATISFACTION

100%

- with quality of information received from JPOSC (JPO donor survey)
- with overall quality of services provided by JPOSC to their JPO Programme (Partner agency survey)

84%

with overall timeliness of JPOSC's response

83%

with clarity of administrative guidance provided by JPOSC

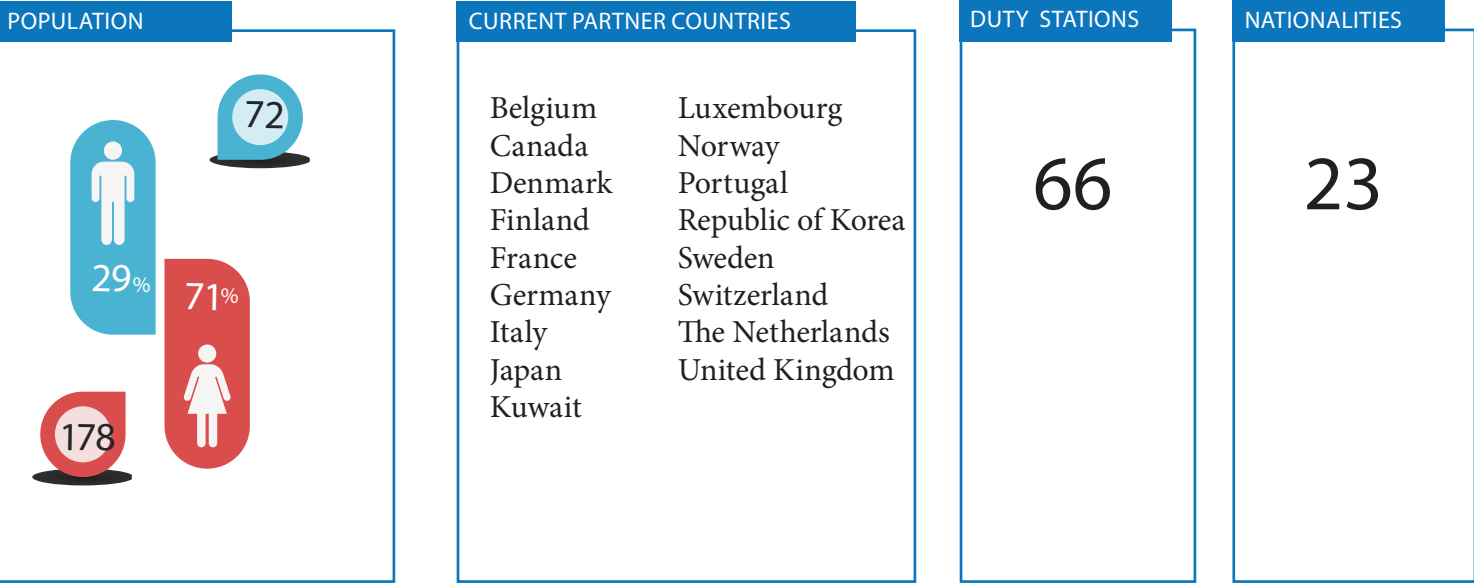
95%

overall client and partner satisfaction on key interactions with JPOSC



STATISTICS on Young Talent Programmes managed by the JPO Service Centre

As of February 2019, the UNDP JPO Service Centre (JPOSC) administers 224 JPOs assigned to 12 UN entities, 21 SARCs and 5 SDPs.

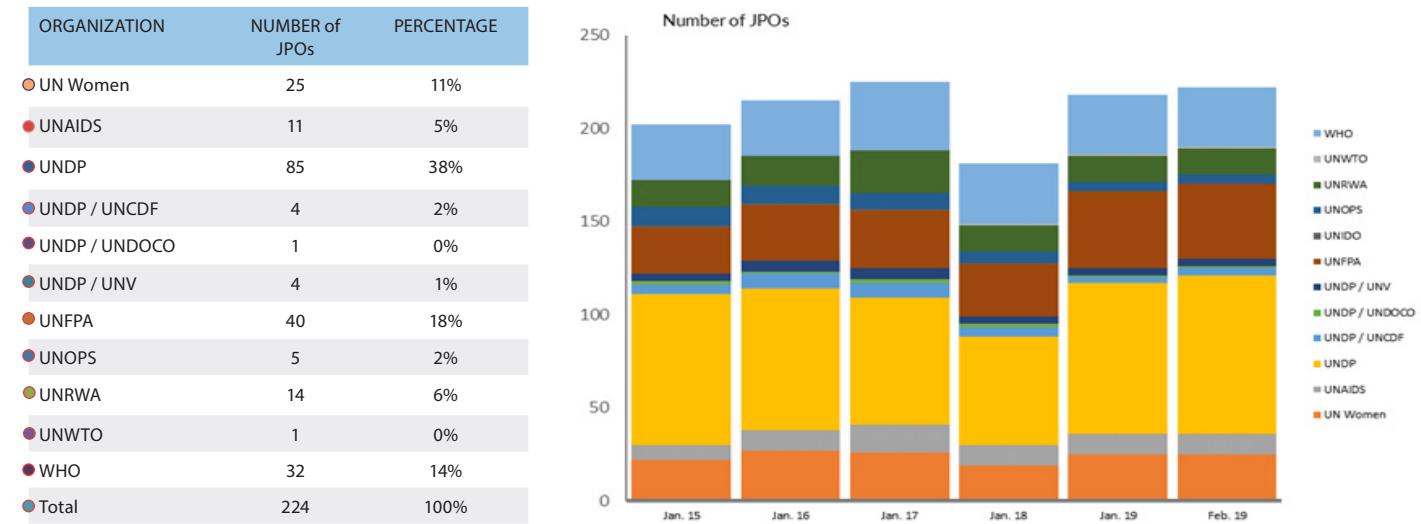


17 donor countries participate in the JPO Service Centre Programmes sponsoring JPOs, SARCs and SDPs from 23 different nationalities.

Only The Netherlands, Belgium and Italy currently sponsor participants from developing countries, with 4 JPOs sponsored by The Netherlands 1 JPO sponsored by Belgium and Italy.

FOCUS ON THE JPO Programmes managed by the JPO Service Centre

The number of UNDP and affiliated funds and programmes JPOs (UNCDF, UNDOCO and UNV) represents 42% of the total JPO population serviced by the JPO Service Centre.



JPOs at the pre-departure briefing in Copenhagen, February 2019.

Current partner countries and JPOs

PARTNER COUNTRY	UNDP & affiliated JPOs	NON UNDP JPOs	TOTAL BY PARTNER COUNTRY	PERCENTAGE
Belgium	1	6	7	3%
Canada	3	4	7	3%
Denmark	17	5	22	10%
Finland	0	10	10	4%
France	0	2	2	1%
Germany	13	19	32	14%
Italy	6	21	27	12%
Japan	24	13	37	17%
Kuwait	2	1	3	1%
Luxembourg	2	5	7	3%
Norway	3	5	8	4%
Portugal	2	1	3	1%
Rep. of Korea	2	1	3	1%
Sweden	12	19	31	14%
Switzerland	5	8	13	6%
The Netherlands	5	8	13	6%
United Kingdom	1	0	1	0%
Total	94	130	224	100%

Upcoming Activity

As of February 2019, 101 JPO positions have been selected by the community of partner countries and are in the process of being filled.

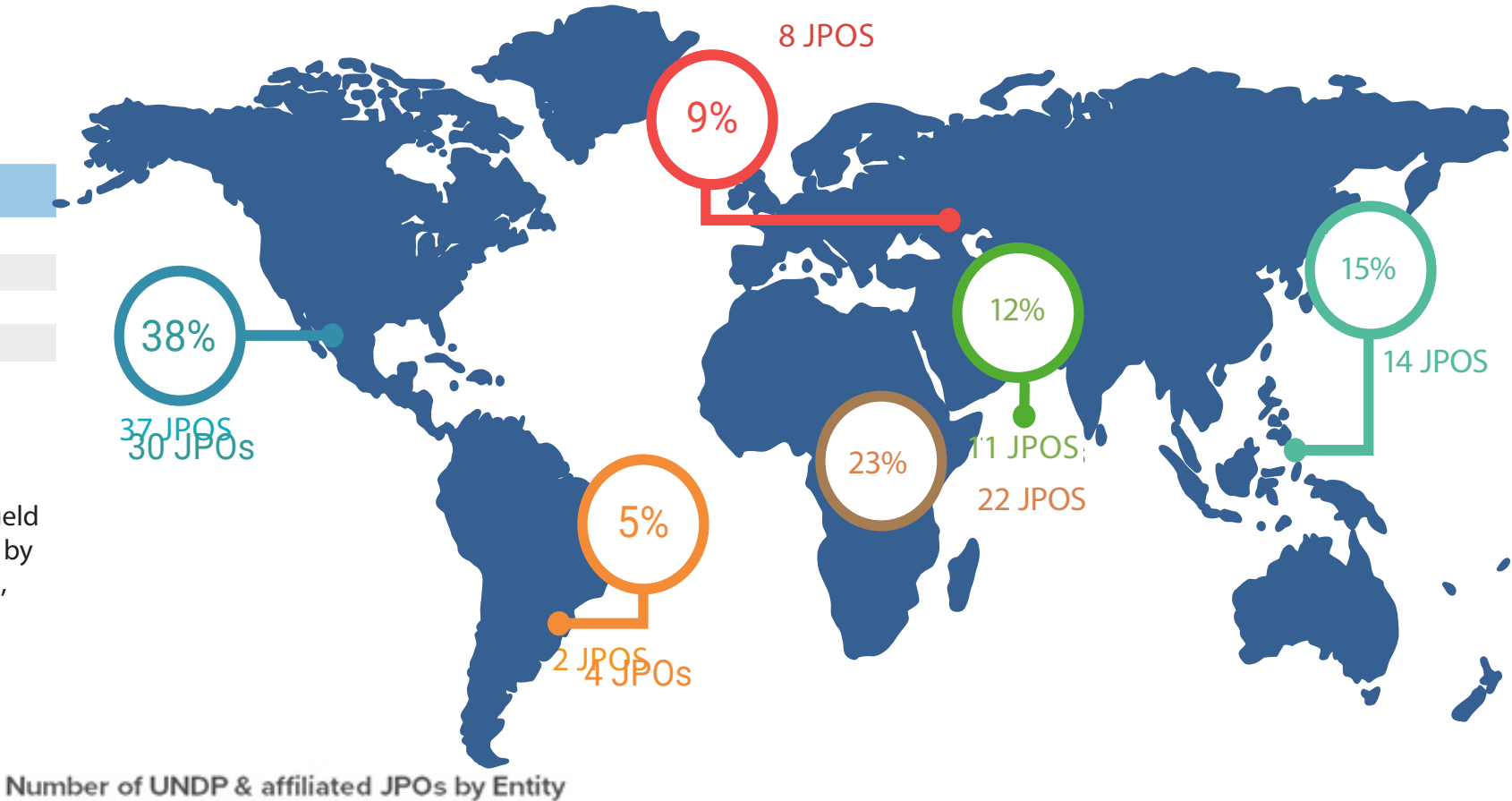
PARTNER COUNTRY	UNDP & affiliated JPOs	NON UNDP JPOs	TOTAL BY PARTNER COUNTRY	PERCENTAGE
China	24	4	28	25%
Denmark	1	1	2	2%
Finland	1	4	5	4,5%
France	0	2	2	2%
Germany	5	8	13	12%
Italy	1	4	5	5%
Japan	9	7	16	14,5%
Kuwait	4	3	7	6%
Luxembourg	2	0	2	2%
Norway	0	3	3	3%
Rep. of Korea	2	3	5	4,5%
Sweden	5	0	5	4,5%
Switzerland	2	0	2	2%
The Netherlands	0	14	14	13%
Total	56	53	109	~100%

FOCUS ON THE UNDP JPO Programme

The UNDP JPO population includes JPOs directly assigned to UNDP, as well as to UNCDF, UNDOCO and UNV.

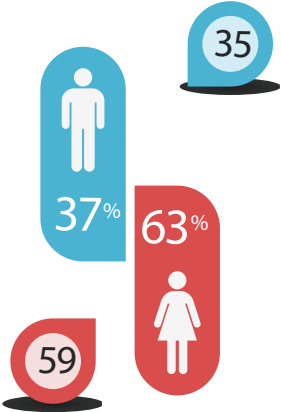
ENTITY	Number of JPOs	PERCENTAGE
UNDOCO	1	1%
UNV	4	4%
UNCDF	4	4%
UNDP	85	90%
Total	94	100%

20% of all UNDP and affiliated JPOs work in the field of Sustainable Development and SDGs, followed by Governance and Human Rights, Crisis Prevention, Business and Administrative Management.

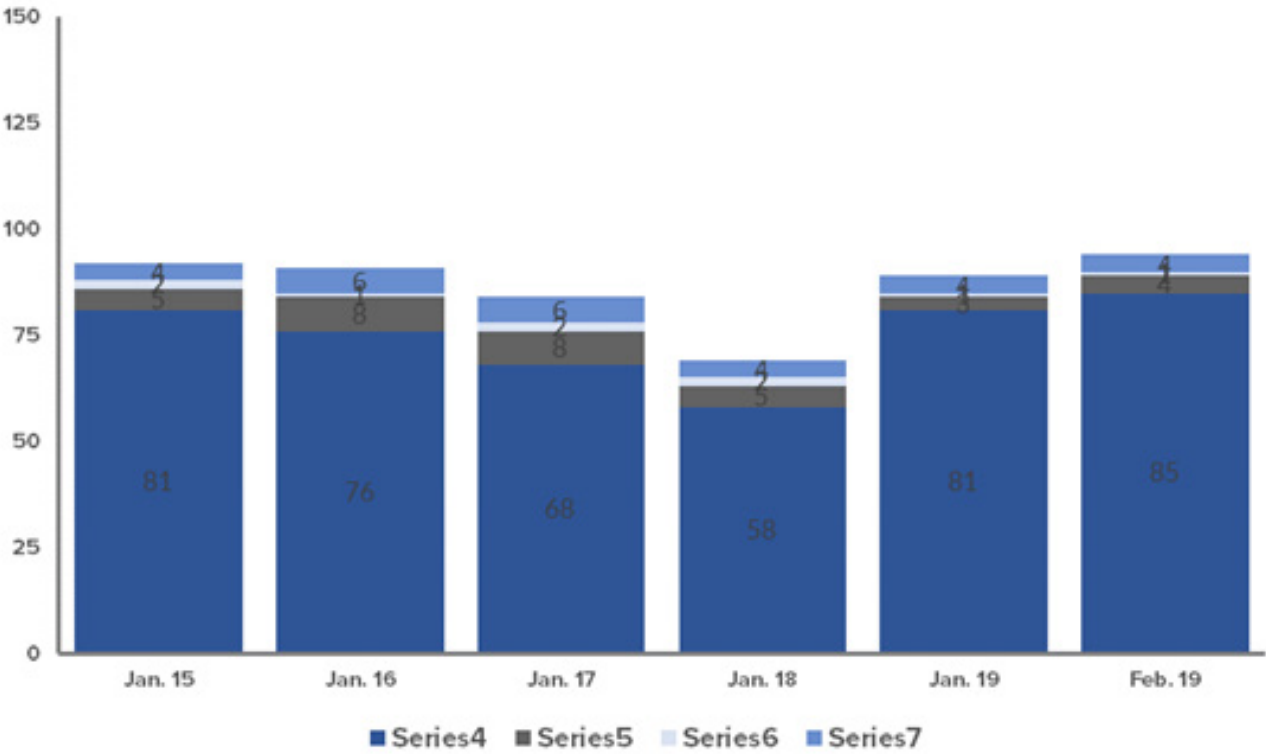


39% of all UNDP JPOs are assigned to Headquarters locations. Africa follows with 23%.

The majority of UNDP JPOs are female. Currently, the female JPO population represents more than half of all the JPOs.



Number of UNDP & affiliated JPOs by Entity



Current Partner Countries and Regions

PARTNER COUNTRY	Africa	Arab States	Asia Pacific	Europe & CIS	Headquarters	Latin America & Caribbean	Total by Partner Country
Belgium	1	0	0	0	0	0	1
Canada	0	1	1	0	0	1	3
Denmark	5	2	2	1	7	0	17
Finland	0	0	0	0	0	0	0
France	0	0	0	0	0	0	0
Germany	2	0	0	0	11	0	13
Italy	3	1	0	0	2	0	6
Japan	3	5	6	3	7	0	24
Kuwait	0	0	0	0	2	0	2
Luxembourg	0	0	0	0	2	0	2
Norway	2	0	1	0	0	0	3
Portugal	2	0	0	0	0	0	2
Rep. of Korea	2	0	0	0	0	0	2
Sweden	0	2	3	2	5	0	12
Switzerland	1	0	1	2	0	1	5
The Netherlands	1	0	0	0	0	0	1
United Kingdom	0	0	0	0	1	0	1
Total	22	11	14	8	37	2	94

JPO & SARC story: working towards achieving the SDGs.



Shinobu Sasaki, a current Japanese funded JPO.

Shinobu currently works with UNDP at the UN Headquarter in New York as a Gender and Diversity Analyst. Here, she shares her JPO experience.

Background

I was brought up in a liberal family and taught that it is a good thing to be ambitious and to believe in possibilities. Family values led me to become a feminist. After completing my doctoral studies, I obtained a job working on inclusive education for children with disabilities at an international NGO.

Motivation for becoming a JPO and SARC

When I was doing my Ph.D in Gender Studies, I had the opportunity to undertake a three-month internship with UNDP's Asia-Pacific Regional Centre in Thailand, and this experience confirmed my desire to be part of the UN mission.

I currently work as a Gender and Diversity Analyst, with a core focus on gender parity by nurturing women's leadership inside the organisation and by raising an awareness of LGBTI colleagues as well as on the inclusion of persons with disability in the workplace. UNDP strives to create an inclusive organisational culture and the agenda on diversity and inclusion is very important to us.

Additionally, I worked on the UNDP's commitment to promote the inclusion of persons with disabilities in our offices. I worked closely with JPOSC and UNV to launch and implement the [Talent Programme for Young Professionals with Disabilities](#).

Challenging and fulfilling experience

I very much enjoy working with my colleagues from other sister agencies here. In New York, I have the opportunity to co-lead the inter-agency workshop called [UN for All: Dignity and Inclusiveness at a UN workplace](#), working closely with UN Cares, UNFPA, UN Women, UNICEF and the Secretariat. This workshop is a full day workshop for UN personnel and their significant other and attempts to ensure our workplaces are inclusive, regardless of our gender, disability, sexual orientation, health conditions, etc. I am trained to be a facilitator and to deliver sessions every month, together with co-facilitators from other agencies. This has helped me to learn new things and constantly reminds me of why I work for the UN. Every time I facilitate, I get inspired by my colleagues who are knowledge-able, willing to share their experiences, respectful and committed to the full realisation of human rights! I really appreciate being part of this team and activity.

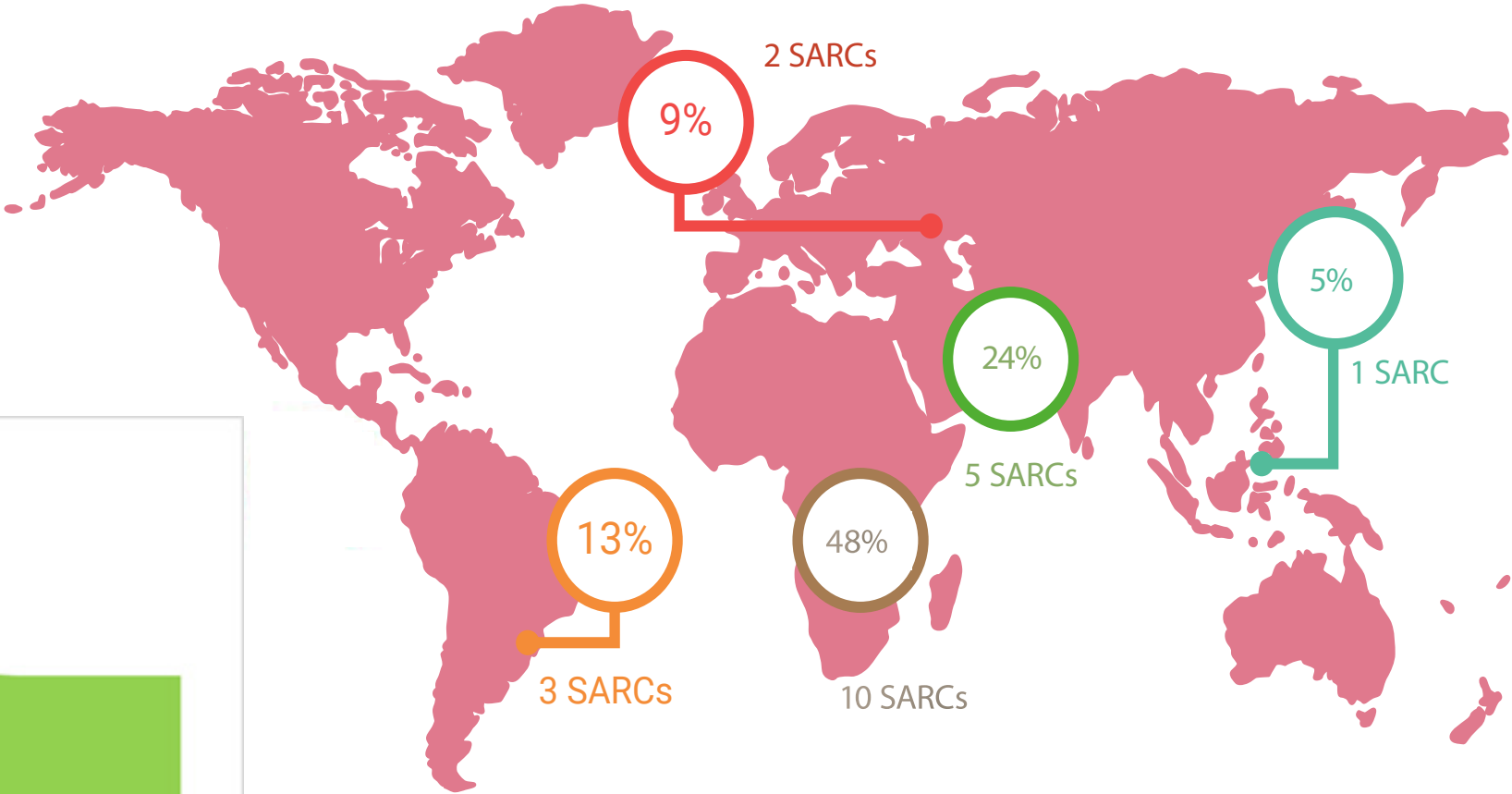
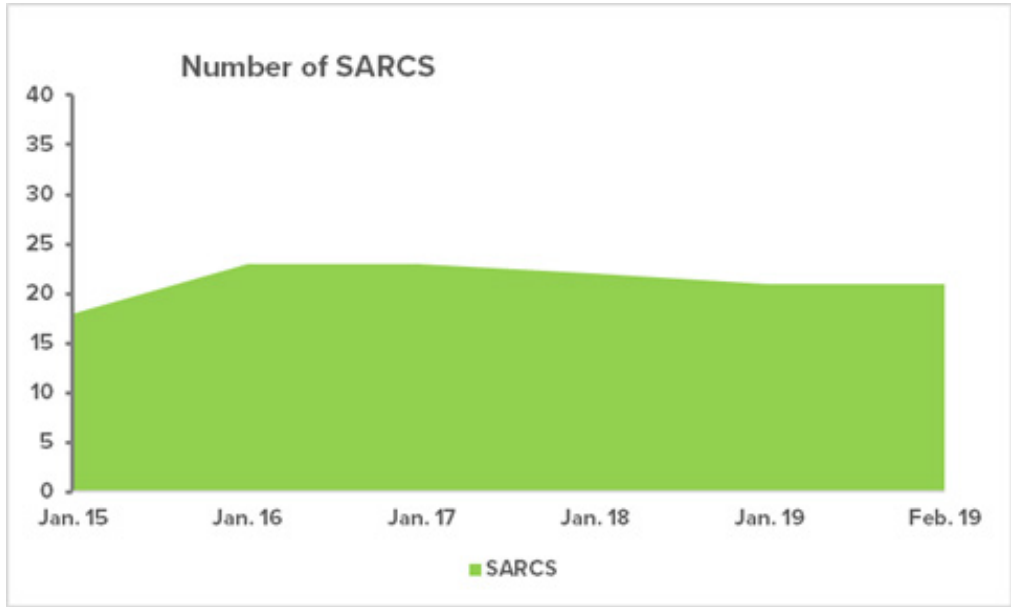
Advice to prospective candidates

If you want to grow as a diversity and inclusion professional, UNDP is a great place to work, so go for it! Being a JPO not only provides you with the opportunity to contribute to the work on global issues and the SDGs, but also supports your continuous learning. In my case, my current work on gender parity within the organisation pushed me to think deeper about my life-long questions on the relationship between women and men. By moving towards established, concrete steps, I am learning and improving practical and implementation skills. Above all, I believe our passion for the agenda should shape our work and careers.

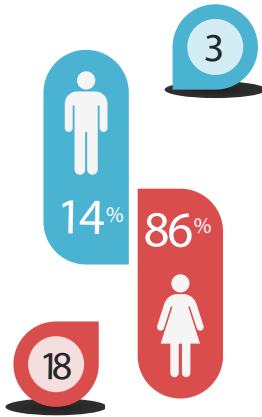


FOCUS ON THE SARC Programme

As of February 2019, the JPO Service Centre administers 21 SARCs from five different donors: Denmark, Finland, Japan, Norway and Sweden.



Like with the JPO Programme, the majority of SARCs are female.



Current Partner countries and Regions

PARTNER COUNTRY	Africa	Arab States	Asia-Pacific	Europe and Central Asia	Latin America & Caribbean	Headquarters	Total by Partner Country
Denmark	2	0	0	0	0	0	2
Finland	3	0	1	0	0	0	4
Japan	0	0	1	0	0	1	2
Norway	1	0	0	0	0	0	1
Sweden	4	0	3	2	3	0	12
Total	10	0	5	2	3	1	21

Upcoming SARCs

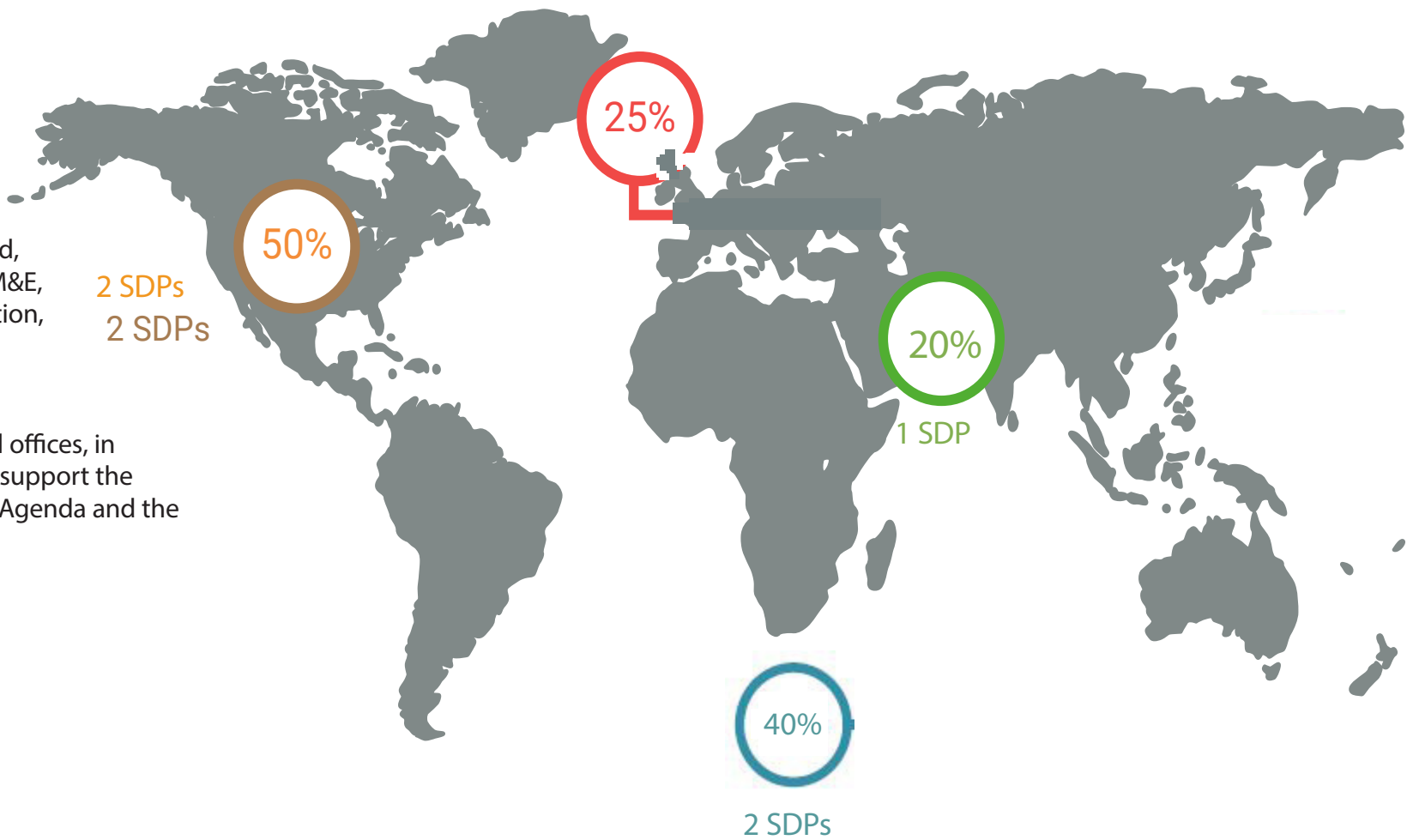
As of February 2019, 3 SARC positions have been selected by the community of partner countries and are in the process of being filled.

PARTNER COUNTRY	SARCS	Percentage
Sweden	3	100%
Total	3	100%

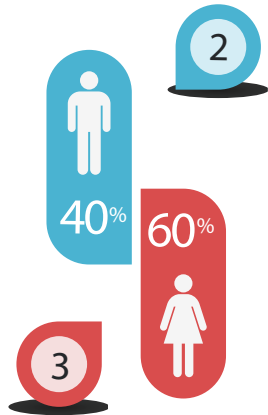
FOCUS ON THE SDP Programme

The SDP Programme is a partner funded programme implemented within the framework of the JPO Programme. It includes two roles, both at the P3 level:

- Specialist to the UNDP Country Director in the field, in areas related to results-based management and M&E, partnership and resource-mobilization, communication, or in management areas such as finance, human resources and procurement
- Specialist for the SDGs in headquarters or regional offices, in UNDP priority thematic areas related to the SDGs to support the greatest possible contribution by UNDP to the 2030 Agenda and the SDGs.



The SDP is the newest of the JPO Service Centre managed programmes. It was launched in 2017. Sweden was the first partner country to fund this Programme followed by Denmark and Norway.



Current Partner countries and regions

PARTNER COUNTRY	Africa	Arab States	Asia-Pacific	Europe and Central Asia	HQ Locations	Latin America & Caribbean	Total by Partner Country
Denmark	0	0	0	0	1	0	1
Norway	0	0	1	0	0	0	1
Sweden	2	1	0	1	1	0	5
Total	2	1	1	1	2	0	7

FOCUS ON Partner Agencies





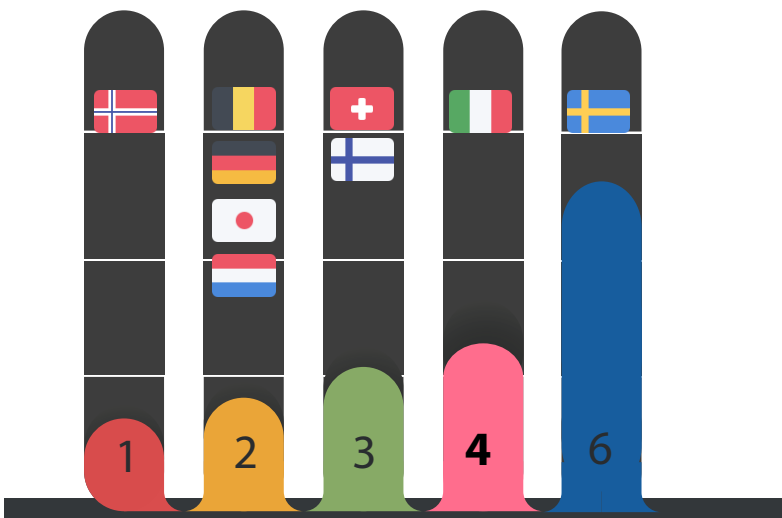
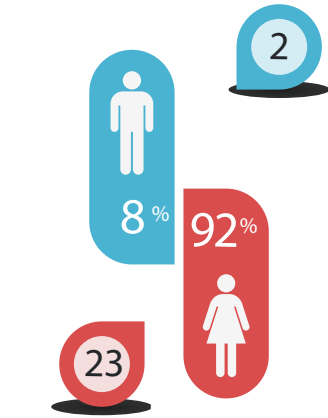
- 25 JPOs
- 9 Donor countries
- 16 Duty stations

Regions



JPO Population

Donor Countries



Catherine Wolf, Programme Analyst with UN Women's Fund for Gender Equality, and Zabel Hayruni of Green Lane talking to beneficiaries in the community of Aghavnadzor. Photo: Green Lane/Armen Sarukhanyan

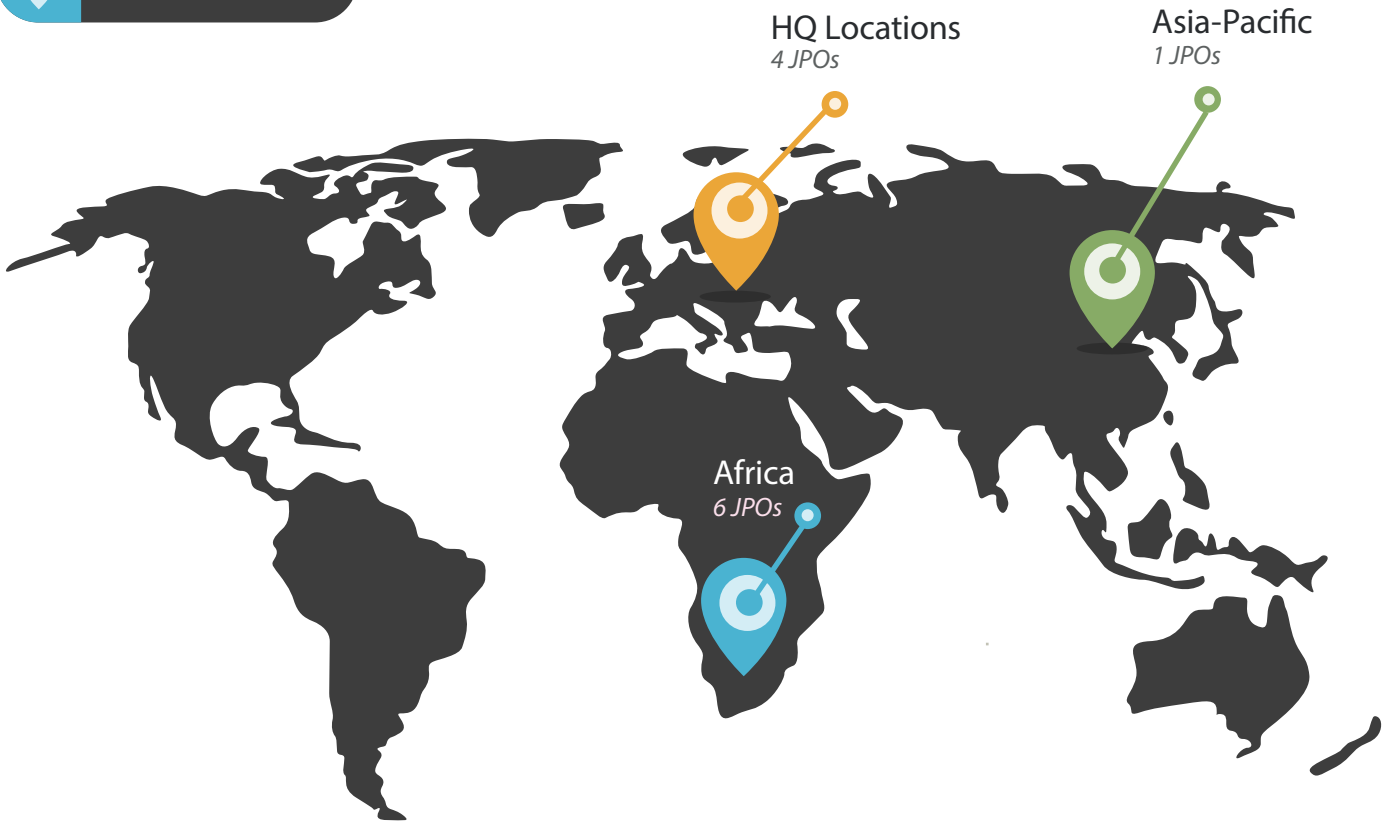
Distribution

Donor Country	Africa	Arab States	Asia-Pacific	Europe and Central Asia	HQ Locations	Latin America & the Caribbean	Total
Belgium	1	1	0	0	0	0	2
Finland	1	0	0	0	2	0	3
Germany	1	0	0	1	0	0	2
Italy	1	0	0	1	2	0	4
Japan	0	0	1	0	1	0	2
Norway	0	0	0	0	1	0	1
Sweden	1	2	0	0	2	1	6
Switzerland	0	0	0	1	2	0	3
The Netherlands	0	0	0	0	2	0	2
Grand Total	5	3	1	3	12	1	25

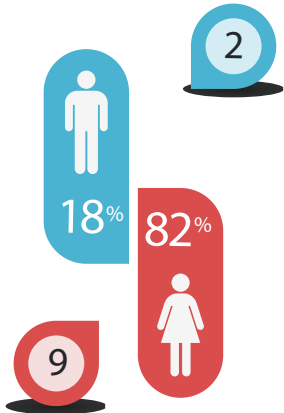


- 11 JPOs
- 8 Donor countries
- 8 Duty stations

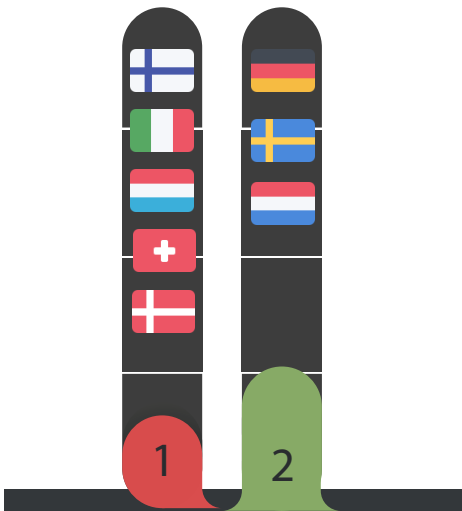
Regions



JPO Population



Donor Countries



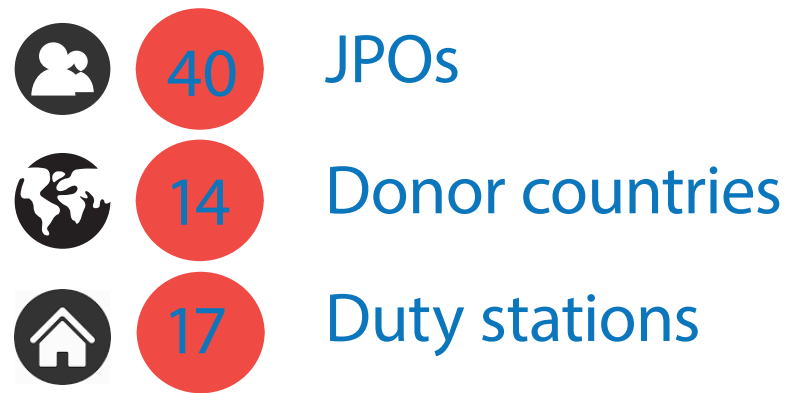
Elani Nassif

Finnish funded UNAIDS' JPO on the 2017 World Aids Day



Distribution

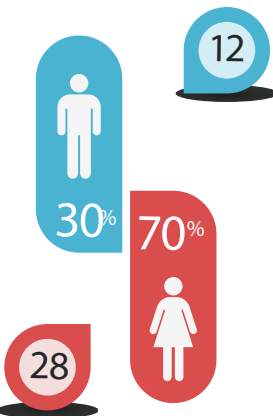
Donor Country	Africa	Asia-Pacific	HQ Locations	Total
Denmark	1	0	0	1
Finland	0	0	1	1
Germany	0	0	2	2
Italy	1	0	0	1
Luxembourg	1	0	0	1
Sweden	2	0	0	2
Switzerland	0	0	0	1
The Netherlands	1	1	0	2
Total	6	1	4	11



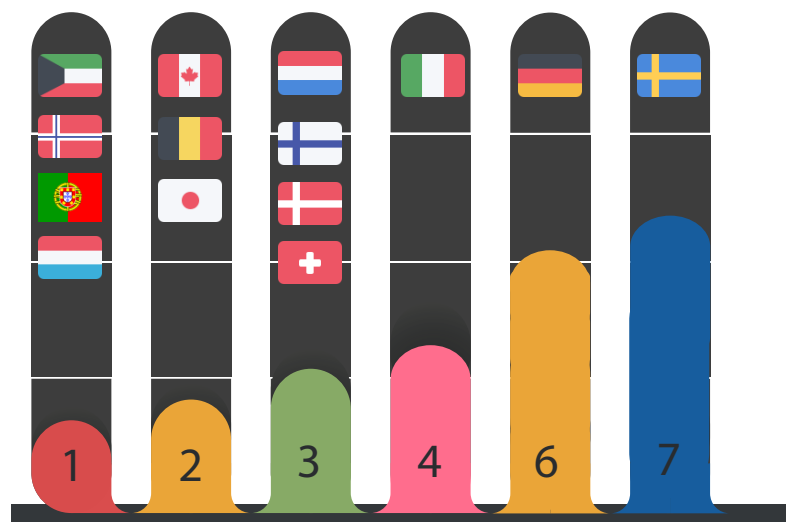
Regions



JPO Population



Donor Countries



© UNFPA Sierra Leone

UNFPA JPOs

work mainly in the following sectors:

- Business and Administrative Management
- Sexual and Reproductive Health
- Gender

Distribution

Donor Country	Africa	Arab States	Asia-Pacific	Europe and Central Asia	HQ Locations	Total
Belgium	1	1	0	0	0	2
Canada	1	0	0	1	0	2
Denmark	1	2	0	0	0	3
Finland	1	0	1	0	1	3
Germany	0	0	0	0	6	6
Italy	0	0	0	1	3	4
Japan	0	0	1	0	1	2
Kuwait	0	0	0	0	1	1
Luxembourg	1	0	0	0	0	1
Portugal	0	0	1	0	0	1
Norway	0	0	0	0	1	1
Sweden	2	1	3	0	1	7
Switzerland	0	0	1	0	2	3
The Netherlands	3	0	1	0	0	4
Grand Total	10	4	8	2	16	40

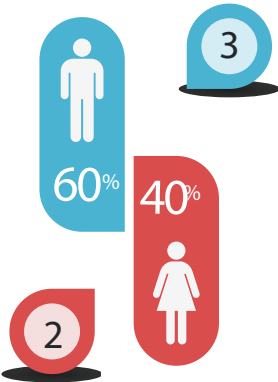


- 5 JPOs
- 4 Donor countries
- 5 Duty stations

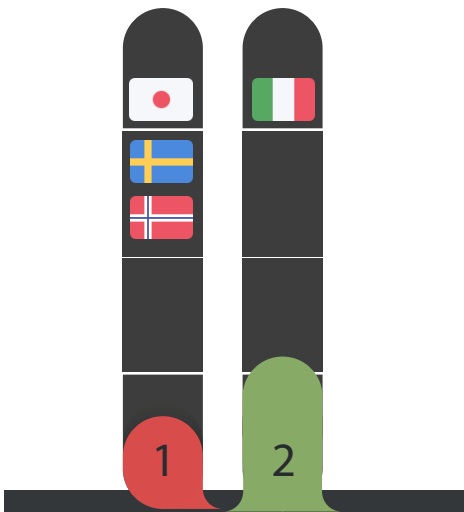
Regions



JPO Population



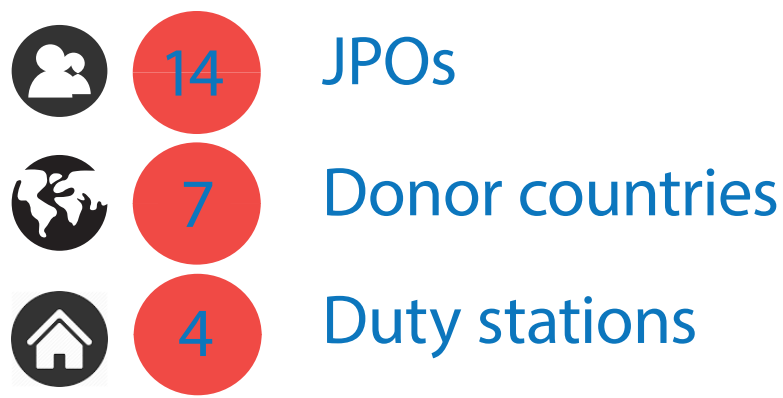
Donor Countries



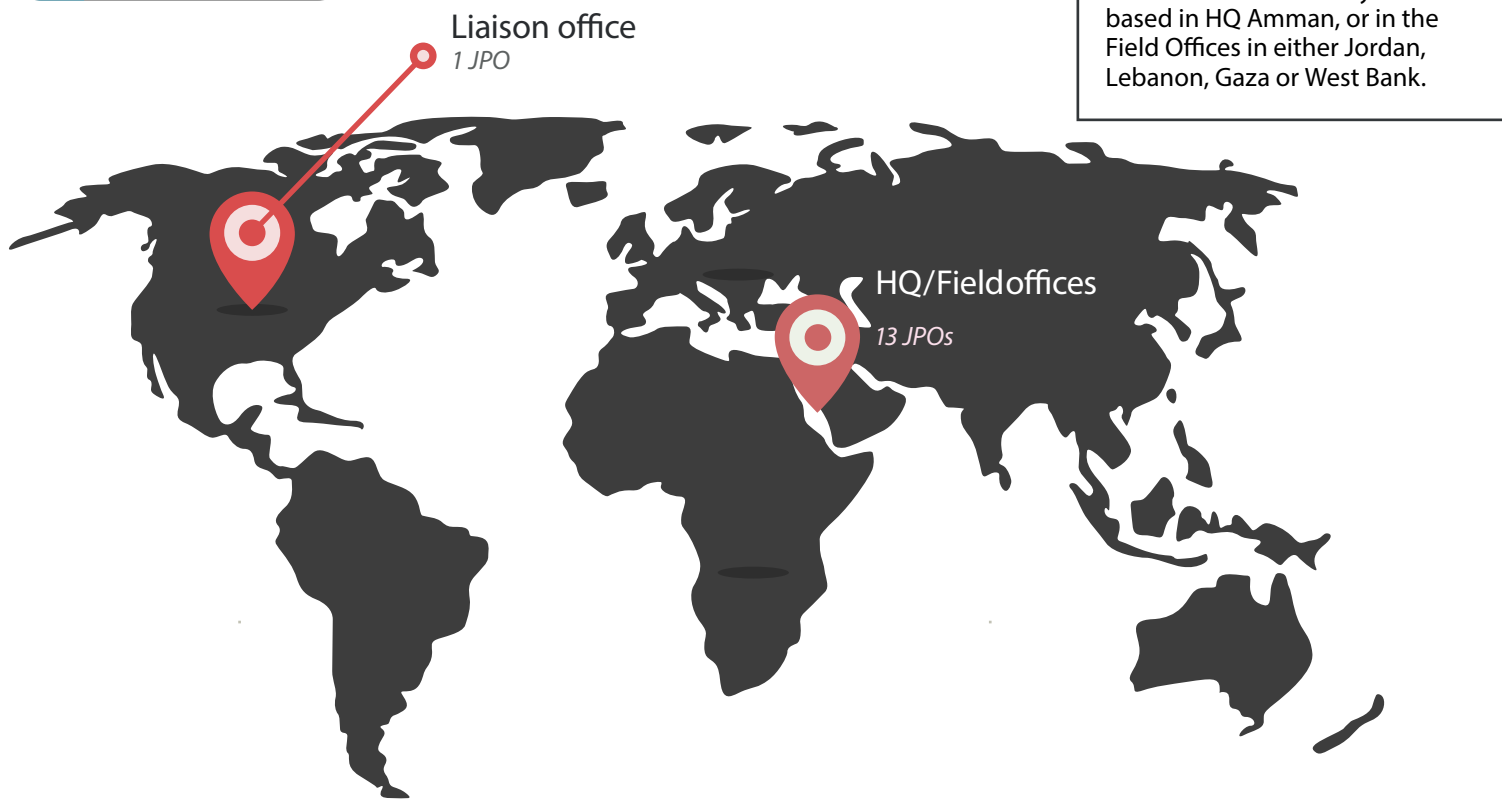
Pierre Jullien started his career as a JPO.
He is currently the Director for the UNOPS Regional Hub in Senegal.

Distribution

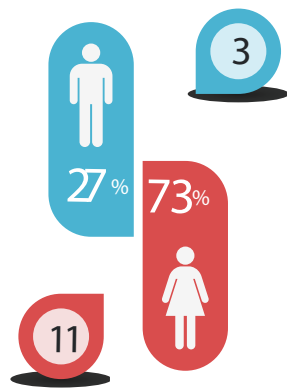
Donor Country	Africa	Asia-Pacific	HQ Locations	Total
Italy	1	0	1	2
Japan	1	0	0	1
Norway	0	1	0	1
Sweden	0	0	1	1
Grand Total	2	1	2	5



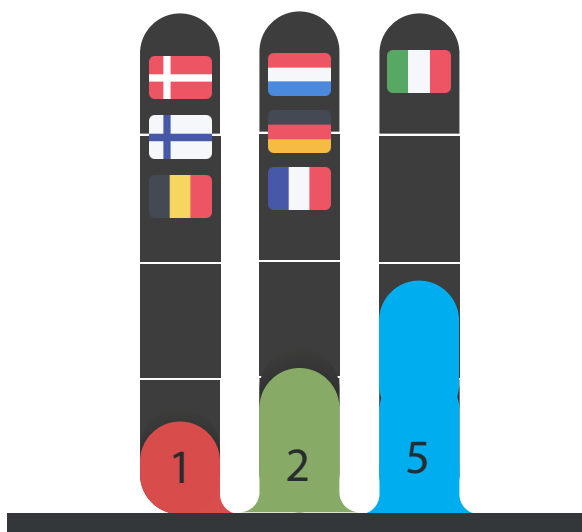
Regions



JPO Population



Donor Countries

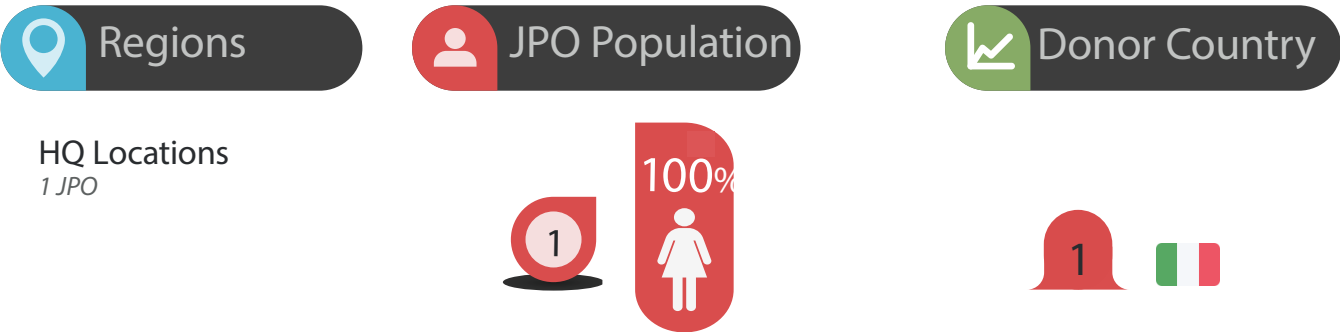


When I first joined UNRWA as a JPO, revealed rich, insightful yet challenging journey. I grew personally through working closely with top management and interacting with staff members as well as Palestine refugees. And I also enhanced my professional experience and competencies in organizational and managerial support, communication skills, UN system, protection and other aspects. While concluding my JPO assignment, I take one key message, first UN experience is not easy, yet we shall believe that challenges and mistakes also entail unique opportunities to learn, grow and contribute towards a better world.

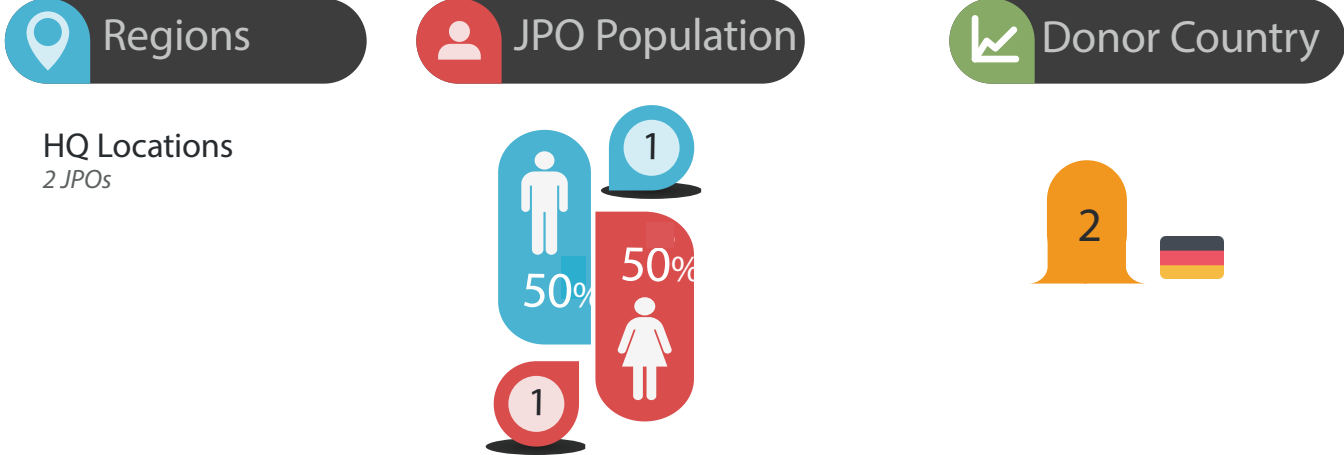
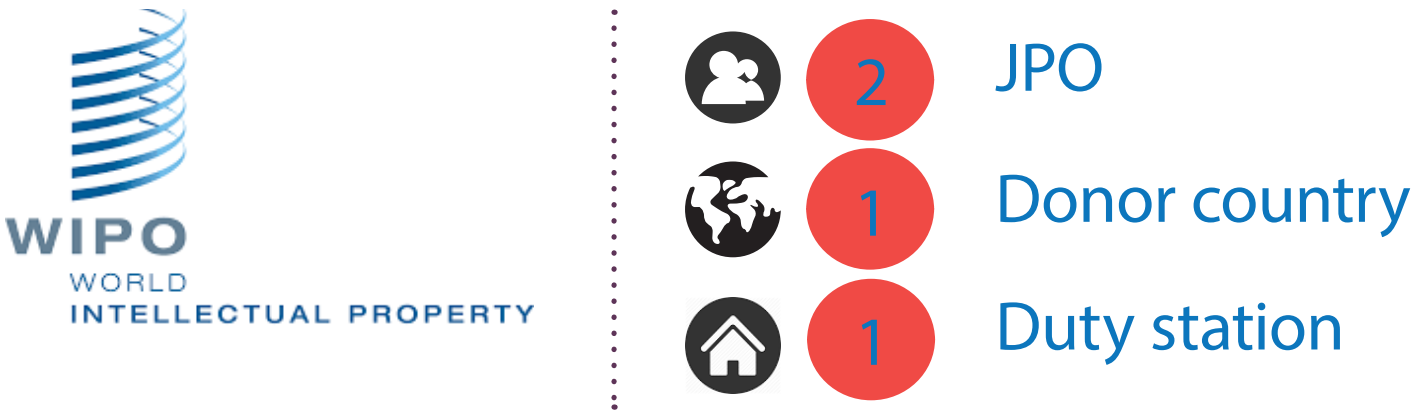
Yasmin Rabah, UNRWA JPO funded by The Netherlands

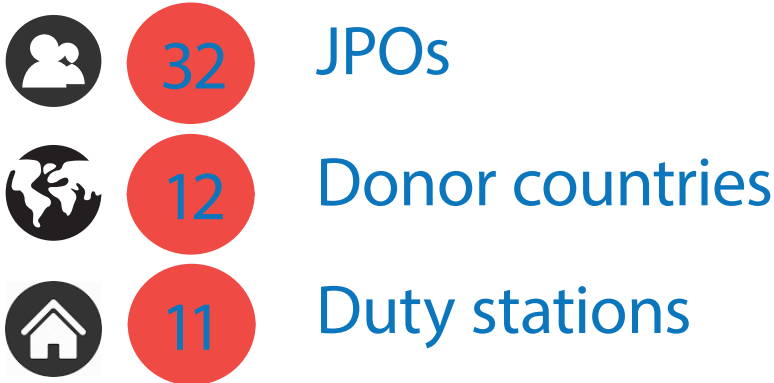
Distribution

Donor countries	HQ /Field Offices	Liaison office	Total
Belgium	1	0	1
Denmark	1	0	1
Finland	1	0	1
France	2	0	2
Germany	2	0	2
Italy	4	1	5
The Netherlands	2	0	2
Grand Total	13	1	14

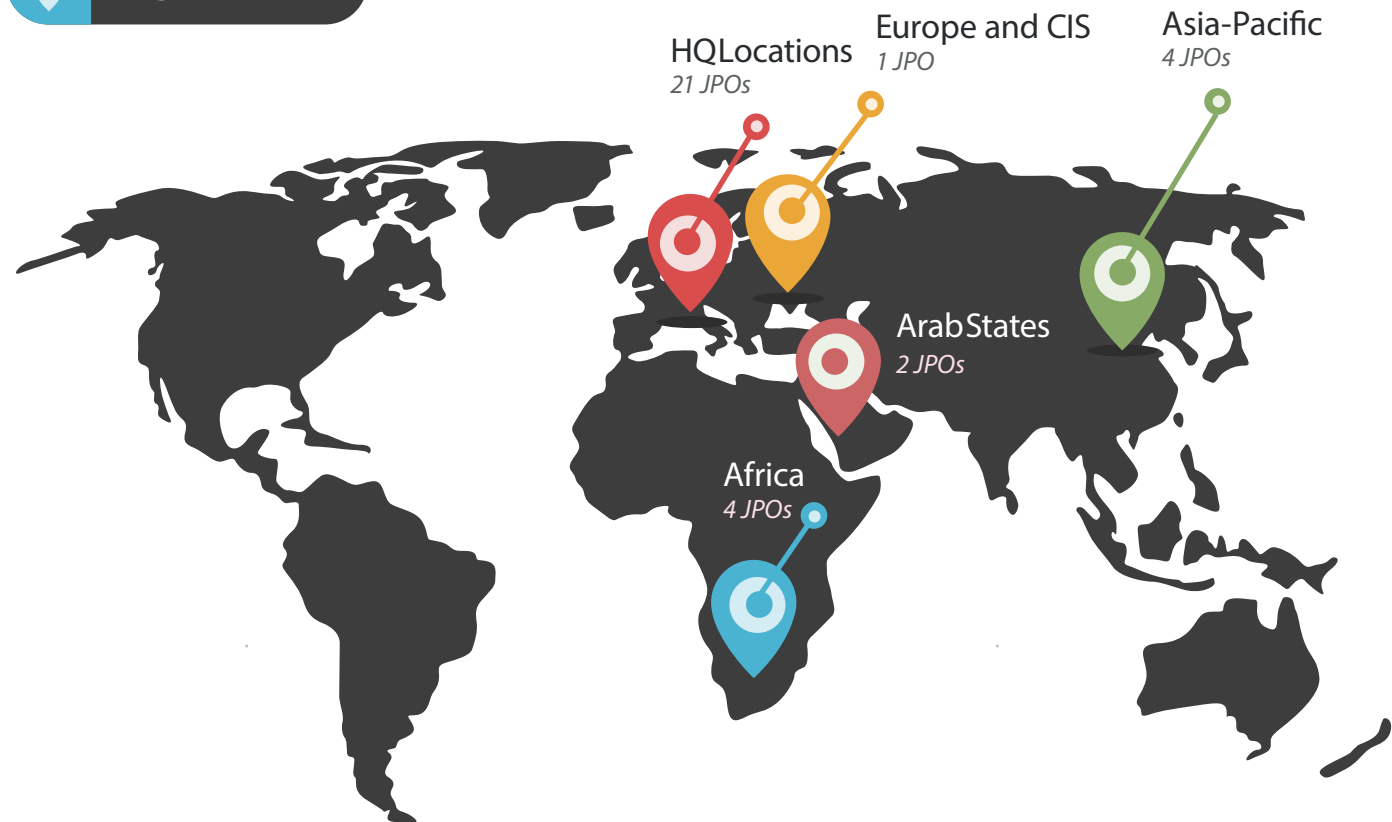


UNWTO is the latest partner agency joining the JPO Programme. The first UNWTO JPO started her assignment in October 2017 sponsored by Italy.

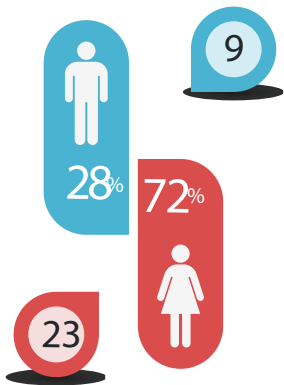




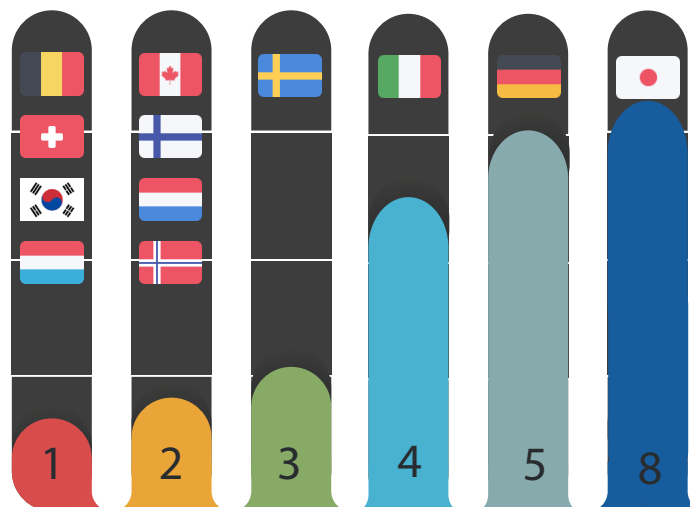
Regions



JPO Population



Donor Countries



I started my appointment as JPO in October last year in WHO Regional Office for Europe through the Migration and Health Programme. I have been interested in serving the mission of the UN since my internship in Geneva in 2012. That was the first time I have heard about the JPO Programme. Since the very beginning of my career as medical doctor I have been involved in public health, and, more specifically, in the migration aspect. First from a researcher point of view, then as a professional on the frontline, and now at the WHO Regional Office for Europe, I am combining my technical expertise with my humanitarian beliefs and interests in social sciences in a broader way.

Palmira Immordino, WHO JPO funded by Italy

Distribution

Donor countries	Africa	Arab States	Asia-Pacific	Europe and Central Asia	HQ Locations	Grand Total
Belgium	1	0	0	0	0	1
Canada	1	0	0	0	1	2
Finland	0	0	0	0	2	2
Germany	0	0	0	0	5	5
Italy	0	0	0	1	3	4
Japan	1	1	4	0	2	8
Korea, Republic of	0	0	0	0	1	1
Luxembourg	0	0	0	0	1	1
Norway	0	0	0	0	2	2
Sweden	1	1	0	0	1	3
Switzerland	0	0	0	0	1	1
The Netherlands	0	0	0	0	2	2
Grand Total	4	2	4	1	21	32



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