

ASSOCIATE EXPERTS AND JUNIOR PROFESSIONAL OFFICERS PROGRAMME

**A Statistical Overview
1973 – 2004**

December 2004

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The term “country” as used in the text of this publication also refers, as appropriate, to territories or areas.

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The study was coordinated and edited by Gherardo Casini and Marco De Andreis.

In 1973, adhering to a 1961 resolution of the UN Economic and Social Council, Italy recruited the first Junior Professional Officers, to be associated to United Nations initiatives of technical cooperation. Continued year after year ever since, the Associate Experts and Junior Professional Officers Programme is now one of the most important and visible commitments of the Italian Development Cooperation.

After thirty-one years from its inception, with the overall number of participants having reached 1,352, we considered it appropriate to undertake a statistical study, together with the United Nations Department of Economic and Social Affairs, that could objectively assess the results achieved so far by the Programme.

The study contains a wealth of data on the Programme and its participants. It is of great significance to the Directorate General for Development Cooperation of the Italian Ministry of Foreign Affairs that 70% of Italian JPOs had their first assignment in developing countries, and particularly in Africa, a top priority in our country's development cooperation policy.

It is equally important that almost nine out of ten Italian JPOs currently on duty are convinced that the Programme meets its stated political and social development objectives in the developing countries.

In addition, the study highlights how the professional and academic profile of those recruited to take part in the Programme has been qualitatively increasing over the years. The candidates selected in the most recent years often hold a second Laurea and/or a Master's degree or a PhD and possess significant experience in technical cooperation activities. This implies that the majority of selected candidates deliberately aimed, in the course of their academic and professional formative years, at participating in the JPO Programme.

Throughout the years, the Associate Experts Programme of the United Nations has had a crucial impact on the technical cooperation work of the United Nations System. Thousands of young professionals, financed by various donor countries, have in fact contributed to support development aid activities with great dedication and motivation, and have grown professionally in the spirit of this unique experience.

The role of Italy in this framework has been, and continues to be, of great significance. Not only has Italy been among the first countries to develop a truly selective and highly competitive programme at national level, but it has also supported during the years those young applicants from developing countries whose governments could not afford to invest in human resources development to the same extent.

As Director in a United Nations Department dealing with technical cooperation, I can also confirm how well the Italian Programme is regarded in the international system, particularly in view of the academic and professional level of the Associate Experts and Junior Professional Officers selected by the different organizations.

It is also evident, as one can notice from the data contained in the study, that these high standards have enhanced the Associate Experts and Junior Professional Officers future career opportunities. Many Italians, who later joined the international civil service in different institutions, have in their cultural background the JPO Programme and had the opportunity to share this experience, which still represents a common denominator in their daily work. Moreover, by becoming tutors for the new generations, some of them have had another chance to reflect on their past assignments.

I take the opportunity offered by this study to thank once more on behalf of the United Nations System the Italian Government for the thirty-year long support ensured through the Associate

Upon their exit from the Programme, the Italian JPOs have been absorbed by the national and international labour markets, so much so that the unemployment rate among them is close to zero. Moreover, some six out of ten have undertaken a career in International Organizations to which Italy is a member party.

The overall evaluation of the Programme appears positive for all the actors involved: the Italian government, as sponsor and donor, which can closely follow the career developments of Italian professional officers; the recipient countries and the international technical cooperation, which receive an important contribution towards the achievement of common development goals; the international organizations, which benefit from the services of the JPOs in their first tour of duty and have the opportunity to select the best for recruitment; and, most of all, the JPOs themselves who undertake, through the Programme, a crucial experience in personal and professional terms.

In conclusion, this study reinforces our confidence on the importance of the Programme as an instrument of technical cooperation and of training, as well as of dialogue with the United Nations system and international organizations.

Experts and Junior Professional Officers Programme. The Department of Economic and Social Affairs renews its commitment to continue with enthusiasm the effective collaboration with the Italian Development Cooperation in order to satisfy in the best manner the thousands of requests from young graduates who want to find their way in the international system.



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The Programme

The Associate Experts and Junior Professional Officers (AE/JPOs) Programme is a multilateral technical cooperation initiative sponsored by the Directorate General for Development Cooperation of the Ministry of Foreign Affairs of Italy.

The Programme enables Italian citizens in possession of a university degree and under the age of 30 (33 for graduates in medicine and surgery) to gain in-field training and experience with international organizations for a period of two years¹. The Programme is also open to citizens from developing countries.

The purpose of the Programme is two-fold. On the one hand, it assists the international organizations in their technical cooperation activities by providing AE/JPO services in development initiatives. On the other, it allows young people wishing to pursue an international career to acquire on-the-job professional experience, which may lead to future career development within the organizations or in the international field.

The Programme originates from a United Nations Economic and Social Council resolution adopted in 1961 which approved and encouraged the collaboration of young professionals, financed by their respective countries of origin, in implementing development cooperation initiatives and programmes.

Italy joined the scheme in the early seventies, and after a few years developed it into a full Programme, extending its sponsorship to the Secretariat of the United Nations and relative organs and to a number of specialised agencies in the UN system and other international organizations with which the Italian Government stipulated specific agreements.

An agreement signed in 1984 with the Commission of the European Communities has allowed the assignment of Italian young experts to delegations of the Commission in ACP (Africa, Caribbean, Pacific) countries.

To date, the Italian development cooperation has sponsored through the Programme 1,352 Associate Experts and Junior Professional Officers, 48 of whom from developing countries.

Purpose of the study

The main purpose of the study was to identify in a statistically significant manner the orientation and professional careers developed by former Italian AE/JPOs after their assignment.

With a population scattered over three decades of recruitment (from 1973, the first year in which Italy took part in the programme, to 2004), “after their assignment” may have meant an unmanageable number of possibilities, since any individual might have taken up several different jobs in his/her lifespan career. Hence, the focus fell on two points in time: the participant’s immediate follow-up to the programme on the one hand, and his/her current position at the time of the survey on the other.

The study also wanted to find out to what extent the Italian economy had managed, through the years, to employ former Italian AE/JPOs who had not continued with international organizations or otherwise chosen to settle abroad.

Furthermore, the study concentrated on a group of current AE/JPOs with the aim of analysing their perceptions of and satisfaction with the Programme.

Finally, the study reviewed recent data in order to highlight the emerging trends of the Programme.

¹ In exceptional cases, upon request from recipient organizations and on the basis of their commitment to the AE/JPO further career development, Italy may grant extensions of up to twelve months. For example, with regard to the 1999 recruitment year, 62% of AE/JPOs were granted an average extension of 9 months; for 2000, 50% of AE/JPOs were granted an average extension of 7.5 months; for 2001, 72% of AE/JPOs were granted an average extension of 7.5 months; and, in 2002, 55% of AE/JPOs were granted an average extension of 8 months.

1.1 Population and survey

For the first part of the study, the following choices helped determine the population under analysis.

Between 1973 and 2004, 1,352 AE/JPOs were recruited to take part in the Programme. Those recruited from 2000 onwards were liable to be still involved in the Programme and therefore excluded, as it was felt that in order to have a fair indication of former AE/JPOs career development, a minimum of three years had to have elapsed since their exiting from the Programme.

This reduced the potential population to those selected between 1973 and 1998, a total of 1,048 former AE/JPOs. For 16 of them from the early years of the programme no information was available and 8 former AE/JPOs had deceased over the years. Moreover, given the focus on Italian participants and the Italian economy, 38 non-Italian former AE/JPOs were excluded from the study.

Thus, the overall number of the population decreased to a total of 986, those selected between 1973 and 1998, who were the target of a questionnaire-based survey.

The Programme database contained information on the population such as gender, place and date of birth, place of residence at the time of application, field of studies and academic level, date of entry on duty, country and international organization of first assignment. In this light, to both shorten and streamline the questionnaire, it was decided not to request information already available – with the exception of family name, first name and date of birth for the obvious reason of verifying the eligibility of respondents.

Given the high degree of dispersion of the population over time, a major challenge was to contact the 986 former AE/JPOs. The research effort was geared to reaching former participants with the questionnaire by electronic means to the largest possible extent. The reasoning was that, in view of their education and presumed status, the study population ought to make a fairly large use of both e-mail and the Internet. It followed from this assumption that the attempt at tracing down current addresses focused predominantly on finding e-mail addresses.

In the end, the assumption proved quite correct. Out of a total of 560 responses, only 2 questionnaires were filled in paper form and sent by ordinary mail, whereas no more than 11 respondents, although reached by e-mail, decided to contact the Programme by phone. On the other hand, 325 filled the questionnaire online through a dedicated web page and 222 sent their responses as e-mail attachments.

At the beginning of the research effort, in early April 2004, the Programme database contained 196 updated e-mail addresses. By the end of June that number went over the 800 mark through a combination of means: telephone, including calls to former AE/JPOs' parents and relatives, telephone directories, contacts with UN offices around the world, the data banks of the Italian Ministry of Foreign Affairs and, above all, Internet search engines. The questionnaire was sent out in waves of e-mail messages six times: on 19 July, 19 August, 6, 13, 16 and 20 September 2004. As responses to the questionnaire were being received, 250 of the first respondents were requested to help in the search by circulating the list of their former colleagues of whom there were no addresses.

All in all, the number of explicitly wrong e-mail addresses was limited to 14. By the time the final call for responses was sent out (20 September 2004), 844 e-mail addresses of former AE/JPOs had been reached, representing 85.5% of the study population of 986.

Of these, 560 questionnaires returned correctly filled, representing 56.8% of the study population.

The 284 former AE/JPOs who failed to respond to the questionnaire either chose to do so, or missed the deadline of 30 September 2004.

1.2 The questionnaire

The questionnaire was structured to serve the main purposes of the first part of the study, namely to appraise the career development of Italian former AE/JPOs and the responsiveness of the Italian economy to their different experiences. A further requirement, common to any survey of this kind, was to keep it concise in order to maximise responses.

Moreover, questions were posed in a way as to ensure that the resulting data could be comparable to those of the Statistical Overviews of the AE/JPO Programme undertaken by the United Nations Secretariat over the years², thus embracing a recommendation made at the “Meeting of National Recruitment Services and UN Organizations on the Associate Experts/JPOs/APOs Schemes” held in Bonn from 7-10 April 2003.

The report of the meeting states: “Participants, finding the quality publication presented by UNDESA (Statistical Overview 1996-2000) very useful, recommended all other agencies to take necessary steps to provide the most recent and relevant figures [...] consistent with those presented by UNDESA for comparison purposes”.

The questionnaire for this study and the one used by the United Nations Secretariat for its Statistical Overviews are reproduced in Appendixes III and IV respectively. Taking as terms of reference the questions listed in the latter, one may note the following:

- Questions from 1 to 4 were not included: it was either information already available, or obvious (mother tongue)
- Question 5 corresponds to Question 1
- Question 6 was not included as scarcely relevant in the Italian context where the current ratio between applicants and available posts is roughly 80:1
- Question 7 corresponds to Question 2
- Question 8 corresponds to Question 3, although the latter was adapted by adding the options of a neutral or negative work experience
- Question 9 was not included as in this study the interest in the participants’ after-programme career did not depend on whether they had completed their assignments or not
- Question 10 corresponds to Question 7, although adapted with the additional options of “EU institutions”, “unemployment”, “university and research” (thus merging “teaching and studying” in the former), plus a distinction, where relevant, between Italian and non-Italian employers. Most important of all, the question focuses on current positions at the time of responding to the questionnaire
- Question 7bis, unique to this study’s questionnaire, aims at gauging the pace of career development of those former AE/JPOs who stayed over with the UN system, the EU or other international organizations
- Question 11 corresponds to Question 5
- Question 12 was not relevant to the objectives of this study
- Question 13 corresponds to Question 4, with the same amendments as in Question 7 and a different time-span (a year in this case as opposed to six months)
- Question 14 was not relevant to the objectives of this study.

² *Associate Experts Programme. A Statistical Overview.* United Nations Department of Economic and Social Affairs (New York: 1996, 2002, 2004).

Given the scope of the present document, which looks at how the careers of former Italian AE/JPOs have developed at national and international level, Questions 6 and 8 focused on their job locations. Subsequent questions in Part 2 of the questionnaire addressed the issue of career developments outside international organizations to find out: how did respondents find their first job; whether their previous experience had helped them in finding it; whether they felt that more should be done to make the Programme better known to potential employers and, if yes, by whom.

1.3 Measuring the survey against the population

Two variables were used to measure to what extent the survey was aligned with the population: gender and selection years. As can be seen in the table below, taking into consideration the whole period 1973–1998, male participants are over-represented by 2.9 percentage points in the survey with respect to the population. As for selection years, in the earliest period, 1973–1981, population and survey are practically aligned. The period 1982–1987 is noticeably under-represented in the survey, whereas the most recent ones, 1988–1993 and 1994–1998, are over-represented. This was to be expected, as the likelihood of receiving responses from recent participants is higher than from AE/JPOs that benefited from the Programme in the earliest years. It must also be noted that women’s failure to respond to the questionnaire concentrates in the two earliest periods.

In any event, within these discrepancies, the survey’s data can be considered representative of those of the population as a whole.

Selection Years	'73 - '81	'82 - '87	'88 - '93	'94 - '98	'73 - '98
Survey	(figures are % points)				
Female	1.3	11.8	13.2	10.9	37.2
Male	8.7	29.1	14.1	10.9	62.8
Total	10.0	40.9	27.3	21.8	100.0
Population	(figures are % points)				
Female	2.1	15.3	12.6	10.1	40.1
Male	8.2	28.4	13.4	9.9	59.9
Total	10.3	43.7	26.0	20.0	100.0

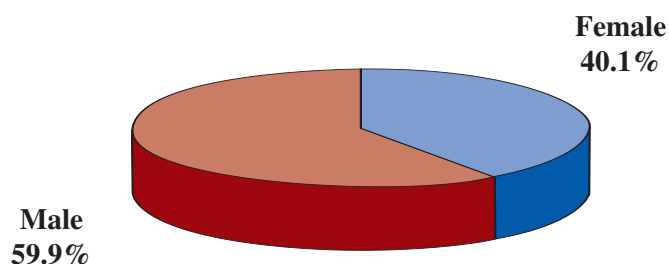
1.4 Population data

This section of the document presents basic information on the whole population compiled using the Programme database. The aim is to describe the Programme main characteristics and trends.

1.4.1. Gender

Overall, the female/male ratio in the population is 4:6. Between 1973 and 1998, in fact, 591 men were selected through the Programme as opposed to 395 women.

Gender	No.	%
Female	395	40.1
Male	591	59.9
Total	986	100.0



Over the years, however, as the Programme developed, a clear tendency towards gender equality became discernible, particularly when participation is analyzed by age groups. In fact, in the youngest group of those born between 1966 and 1973, the female/male ratio turns around and approaches 6:4.

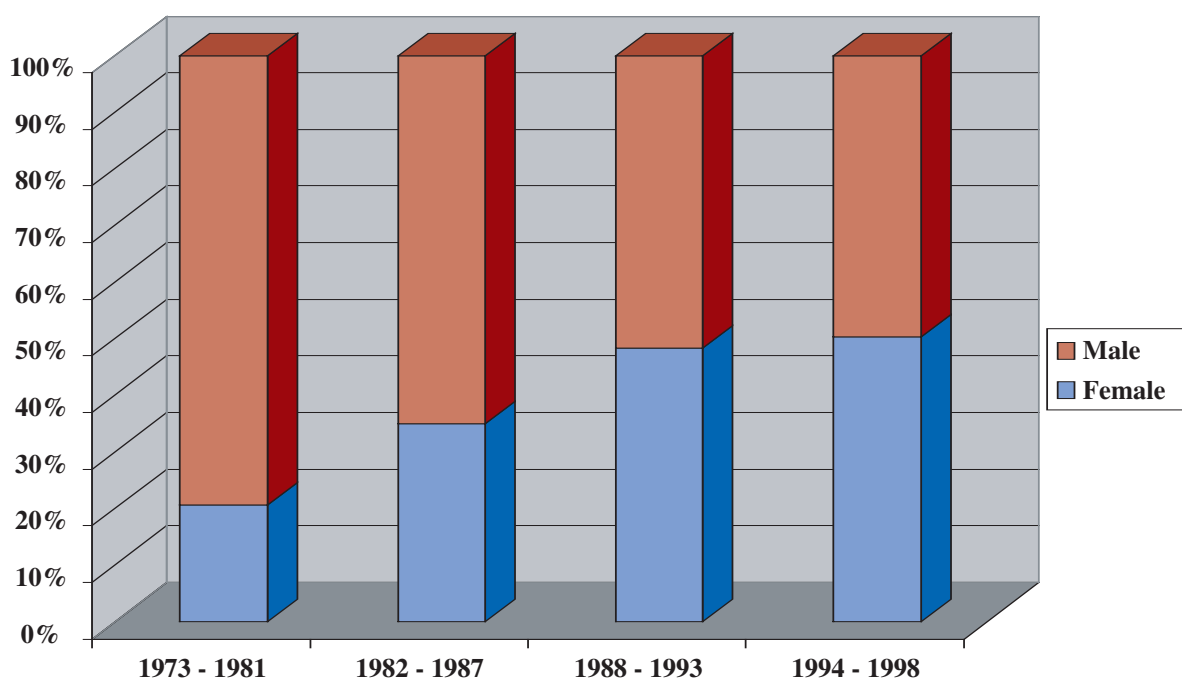
Gender by age

Age group	Total	Female		Male		%
		No.	%	No.	%	
born between 1945 and 1951	30	5	16.7	25	83.3	100%
born between 1952 and 1958	344	102	29.7	242	70.3	100%
born between 1959 and 1965	416	175	42.1	241	57.9	100%
born between 1966 and 1973	196	113	57.7	83	42.3	100%
Total	986	395	40.1	591	59.9	100%

The same trend can be observed from a different angle, by distributing participants over four periods of selection years. In the last decade (1988-1998), the female/male ratio eventually stabilized around an ideal 5:5. This is a significant improvement from the early years (1973-1981), when the ratio was 2:8. This trend towards overall gender equality was confirmed in the selection years 1999-2004, as shown in the last section of this study.

Gender by selection years

Selection years	Total	Female		Male		%
		No.	%	No.	%	
1973 - 1981	102	21	20.6	81	79.4	100,0
1982 - 1987	431	151	35.0	280	65.0	100,0
1988 - 1993	256	124	48.4	132	51.6	100,0
1994 - 1998	197	99	50.3	98	49.7	100,0
1973 - 1998	986	395	40.1	591	59.9	100,0

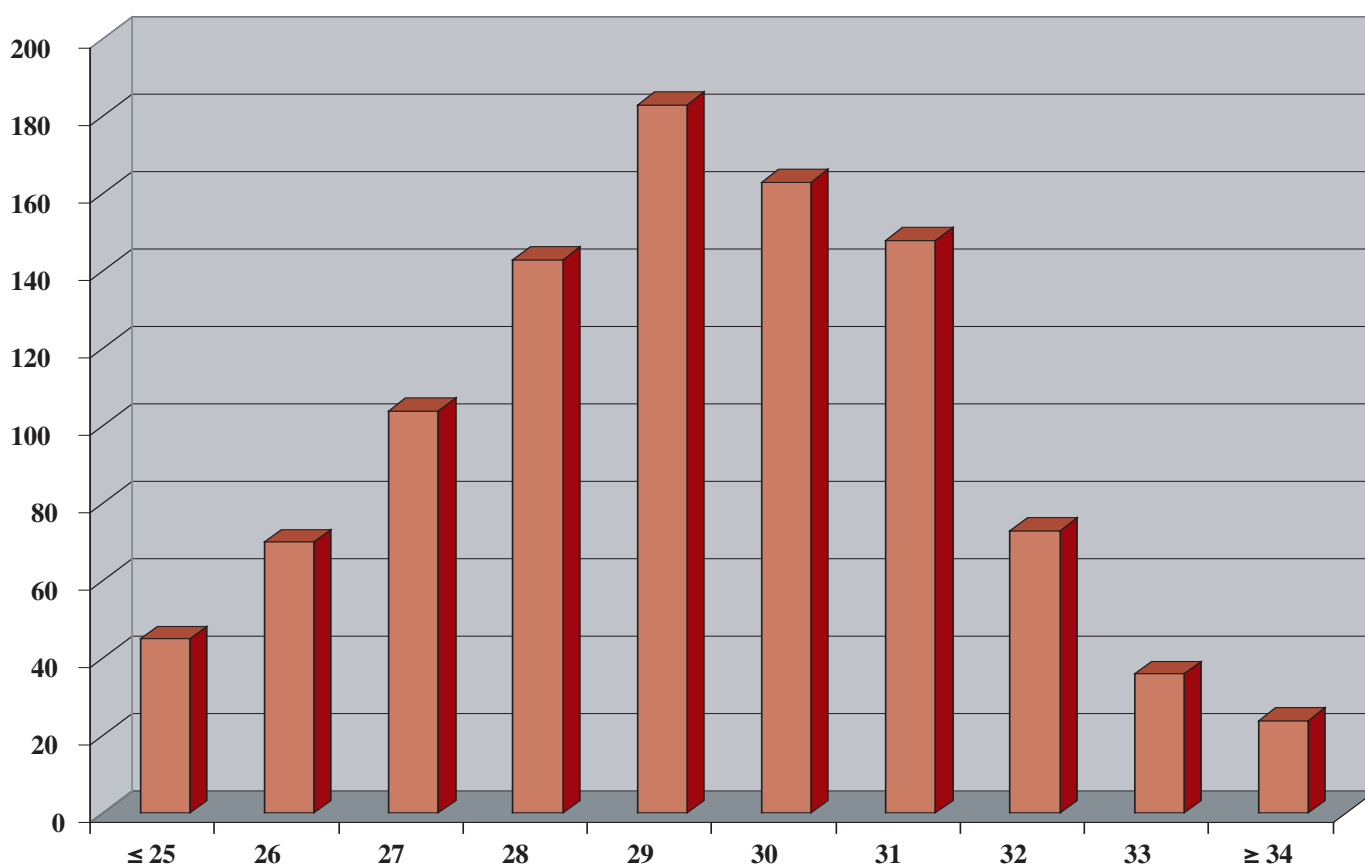


1.4.2 Age of entry into the Programme

The average age of entry into the programme for the population as a whole is 29. Both the mean and the median, however, tend to move up over time. Note that most candidates apply in their late twenties and have a waiting time before assignment of up to one year. In addition, the fact that medical doctors are allowed to apply up until their 33rd year of age – three more years with respect to the other candidates' age limit of 30 - may have contributed to push higher the relevant values.

Age of entry into the programme	Mean	Median
Selection years 1973-1981	28.5	28
Selection years 1982-1987	28.9	29
Selection years 1988-1993	29.5	29
Selection years 1994-1998	29.7	30

Population distribution by age of entry on duty



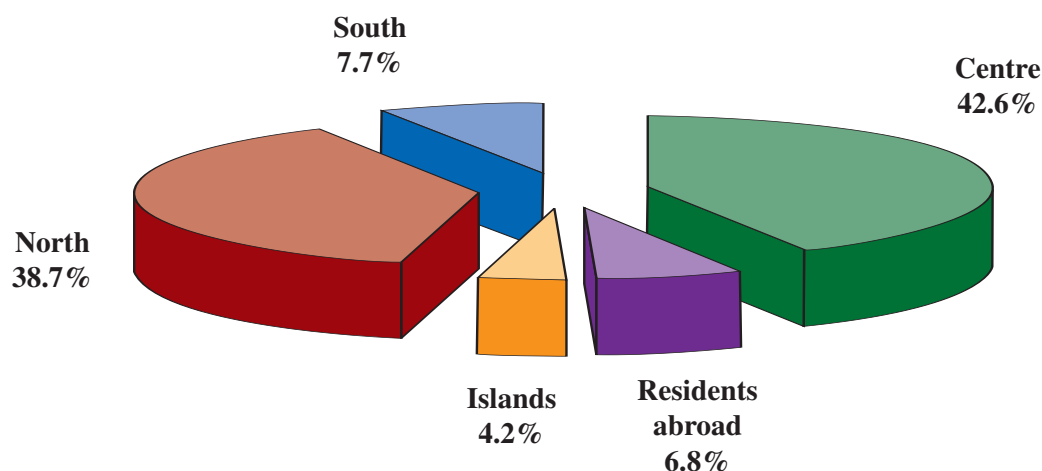
1.4.3 Geographical origin at selection

The bulk of the population of former Italian AE/JPOs originates from the Northern and Central regions of the country (81.3%). The North, the South and the Islands are all underrepresented³, with the South very acutely so. Only to a limited extent, this can be explained by a lower incidence of higher education in the South. The Centre, on the contrary, has a share in the Programme more than double that of the general population.

³ For this study purposes, the regional grouping is: *North*: Valle d' Aosta, Piemonte, Liguria, Lombardia, Veneto, Trentino Alto Adige, Friuli Venezia Giulia, Emilia Romagna; *Centre*: Toscana, Lazio, Umbria, Marche, Abruzzi; *South*: Molise, Campania, Puglia, Basilicata, Calabria; *Islands*: Sardegna, Sicilia.

Geographical origin at selection

Origin	No.	%	Italian general population ⁴ %
Residence abroad	67	6.8	
Italy			
Centre	420	42.6	19.0
Islands	41	4.2	11.0
North	382	38.7	45.0
South	76	7.7	25.0
Total	986	100.0	100.0



1.4.4 Duty station and organization of first assignment

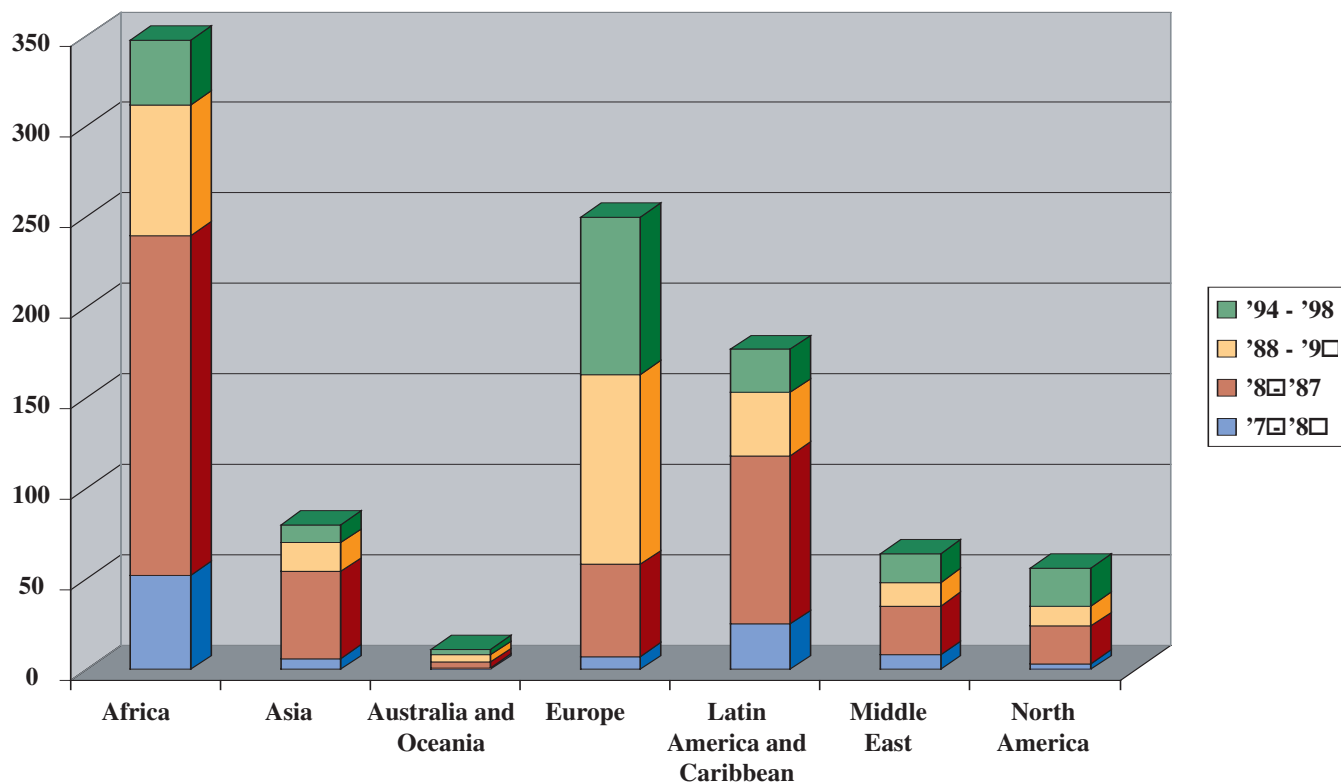
For the population as a whole, throughout the years, Africa was the most frequent region of assignment (35.3%), followed by Europe (25.4%) and Latin America (18.0%). However, a clear-cut majority of the overall assignments (almost 70%) were in the developing regions of the world.

A different picture emerges by subdividing the population into four different periods of selection. The trend is clearly indicating a shift away from the developing regions in favour of Europe and North America. These two regions together, in the most recent period (1994-1998), account for more than half of the duty stations (54.9%). This finding is consistent with the tendency of the United Nations system of increasingly welcoming AE/JPOs in headquarters in Europe and North America.

Population by region of duty station and selection years

Region	'73-'98	%	'73-'81	%	'82-'87	%	'88-'93	%	'94-'98	%
Africa	348	35.3	52	51.0	188	43.6	72	28.1	36	18.3
Asia	80	8.1	6	5.9	48	11.1	16	6.3	10	5.1
Australia and Oceania	11	1.1	1	1.0	3	0.7	4	1.6	3	1.5
Europe	250	25.4	7	6.9	51	11.8	105	41.0	87	44.2
Latin America and Caribbean	177	18.0	25	24.5	93	21.6	35	13.7	24	12.2
Middle East	64	6.5	8	7.8	27	6.3	13	5.1	16	8.1
North America	56	5.7	3	2.9	21	4.9	11	4.3	21	10.7
Total	986	100.0	102	100.0	431	100.0	256	100.0	197	100.0

³ Istat, Statistics on Italy's Resident Population on 1st January 2003.



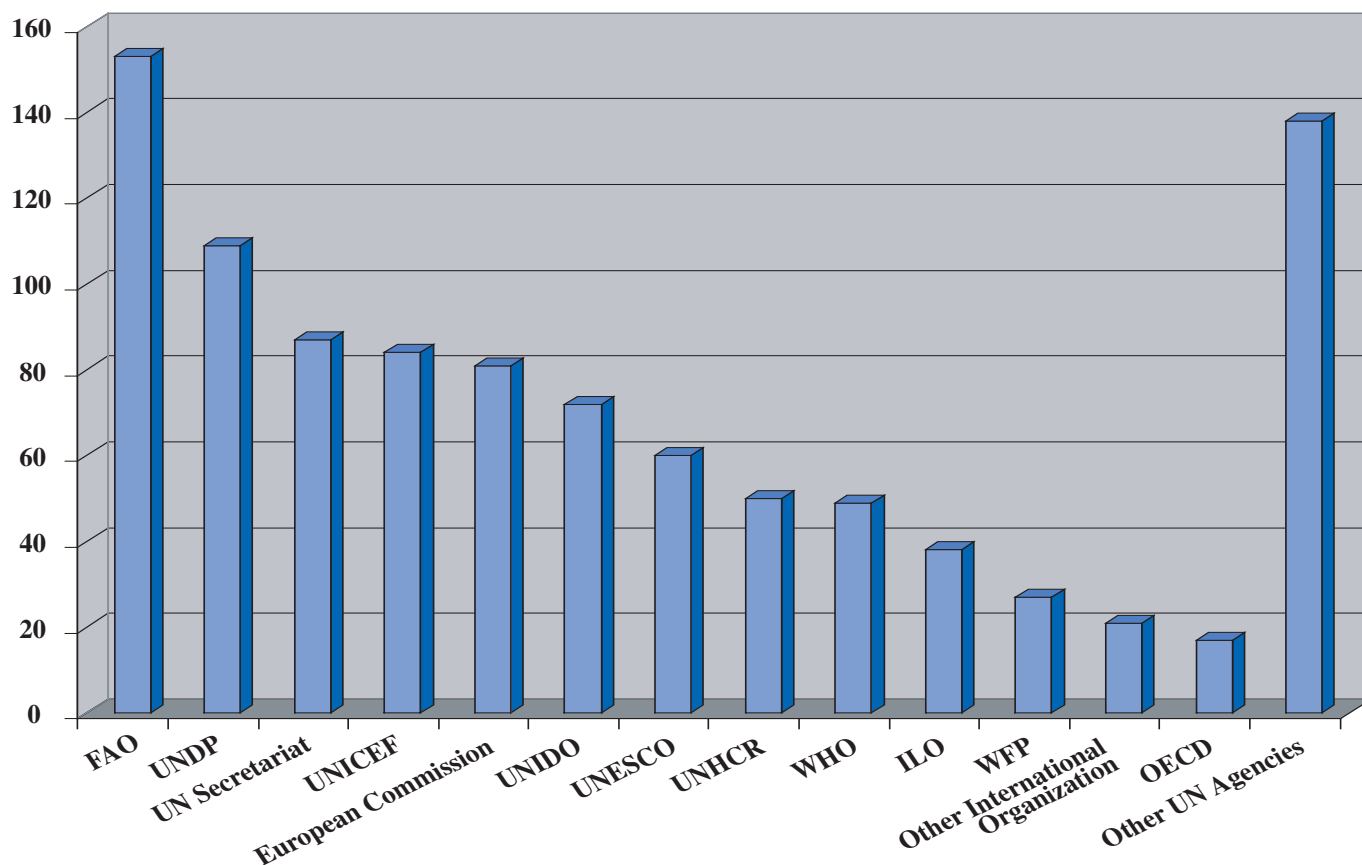
Among international organizations, FAO is the leading recipient of Italian AE/JPOs (15.5% of the population's total), followed by UNDP, the UN Secretariat as a whole and UNICEF.

Since 1984, when it joined the programme, the European Commission employed 81 Italian AE/JPOs (8.2% of the total) who were sent to its delegations in ACP (Africa, Caribbean and Pacific) countries.

Population by organization of first assignment

Organization	No.	%
FAO	153	15.5
UNDP	109	11.1
UN Secretariat	87	8.8
UNICEF	84	8.5
European Commission	81	8.2
UNIDO	72	7.3
UNESCO	60	6.1
UNHCR	50	5.1
WHO	49	5.0
ILO	38	3.9
WFP	27	2.7
Other International Organizations	21	2.1
OECD	17	1.7
Other UN Agencies ⁵	138	14.0
Total	986	100.0

⁵ Among these IFAD, IOM, ITC, ITU, UNEP.



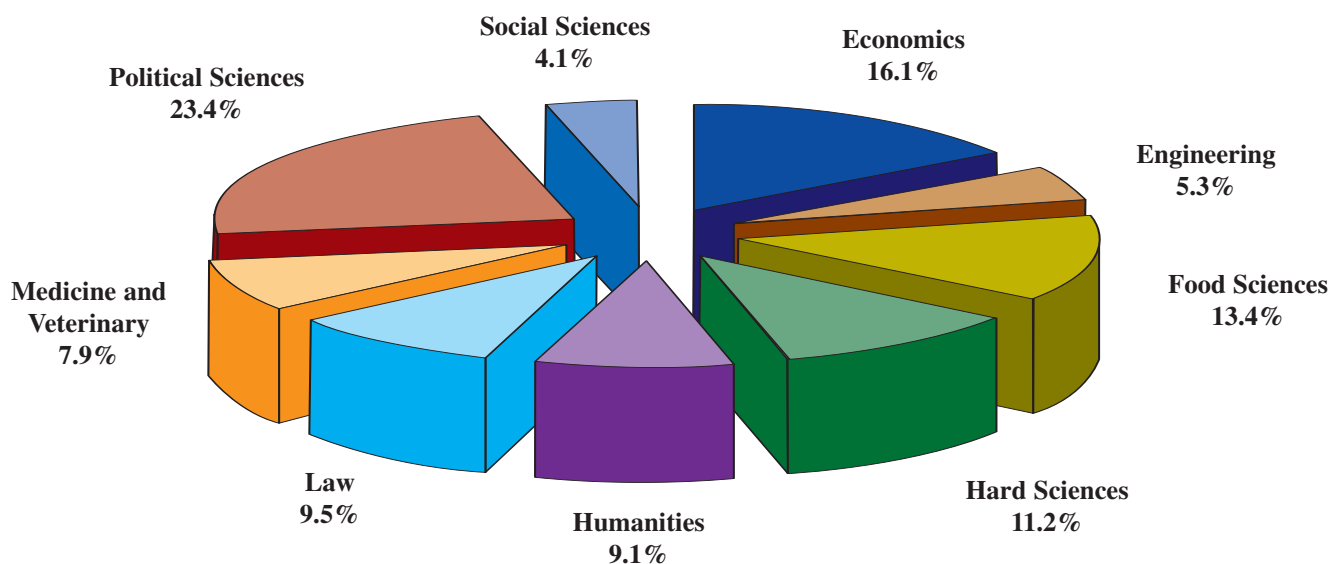
1.4.5 Academic field and academic level

Almost one fourth of former Italian AE/JPOs have an academic background in political sciences (23.4%). The second most numerous group is made up of those trained in economics (16.1%). Food sciences, hard sciences, humanities and law have almost equal shares of a further 40% of the population⁶.

Population by academic field

Academic field	No.	%
Political Sciences	231	23.4
Economics	159	16.1
Food Sciences	132	13.4
Hard Sciences	110	11.2
Law	94	9.5
Humanities	90	9.1
Medicine and Veterinary	78	7.9
Engineering	52	5.3
Social Sciences	40	4.1
Total	986	100.0

⁶ For the purpose of this study “Economics” includes business administration, marketing, statistics and management disciplines; “Food Sciences” includes agriculture, nutrition and food studies; “Hard sciences” includes math and all the natural sciences; “Humanities” includes architecture, literature, journalism, philosophy, history and foreign languages; “Social sciences” includes sociology and anthropology.



As for the academic level, although holding a Laurea or a Master's degree is a precondition to apply to the Italian AE/JPOs Programme, a significant number of former AE/JPOs possessed at the time of application more than one degree (either a second Laurea or MA, or a PhD). Women were more likely both to hold a second Master's degree and a PhD than men.

By considering the same data on the basis of selection years, it is evident that the tendency of the population to apply to the Programme holding a second degree (either a second Laurea or MA, or a PhD) has increased in recent years – i.e. from 8.9% to 28.9%.

Through a reform approved in 1999, Italy has moved to a system of academic degrees modelled after the Anglo-Saxon one, whereby a “Laurea breve” corresponds to a Bachelor's degree, a “Laurea specialistica” corresponds to a Master's degree and a “Dottorato” corresponds to a PhD. However, this study's population, having being selected into the Programme up to 1998, was clearly not affected by this reform.

Academic degree	Total	%	Female	%	Male	%
Laurea/Master	986	100.0	395	100.0	591	100.0
of whom:						
2 nd Laurea/Master	128	13.0	69	17.5	59	10.0
Dottorato/PhD	23	2.3	13	3.3	10	1.7

Selection years	Laurea/Master				2 nd Laurea/Master				Dottorato/Phd			
	F	M	Tot	%	F	M	Tot	%	F	M	Tot	%
1973 - 1981	21	81	102	10.3	-	7	7	6.9	1	1	2	2.0
1982 - 1987	151	280	431	43.7	17	19	36	8.4	2	1	3	0.7
1988 - 1993	124	132	256	26.0	27	14	41	16.0	4	1	5	2.0
1994 - 1998	99	98	197	20.0	25	19	44	22.3	6	7	13	6.6
1973 - 1998	395	591	986	100.0	69	59	128	13.0	13	10	23	2.3

1.5 Survey data

This section presents the results of the survey obtained through the questionnaire. In addition to touching upon the participants' leading-up to the Programme, the content of the following paragraph mainly focuses on career development issues.

1.5.1 Reasons for applying to the Programme [Questions 1, 2 and 3]

Almost half of former Italian AE/JPOs had pre-programme international experience in technical cooperation activities (48.9%) at the time of selection. Moreover, 31.4% had it for more than one year. However, it must be noted that 51.1% had no specific technical cooperation experience before joining the Programme, although they might have had some other experience relevant to the assignments.

However, by dividing the population in selection periods, it is interesting to see that between 1994 and 1998, the most recent years taken into consideration, only 33.6% of former Italian AE/JPOs had no previous experience in technical cooperation activities, while 42.7% indicated one or more years of pre-Programme experience, with a further 23.8% with experience of less than one year.

International work experience	AE/JPOs	%
No	286	51.1
Yes, less than one year	100	17.8
Yes, between one and two years	76	13.6
Yes, two years or more	98	17.5
Total	560	100.0

Selection years	Total	%	No	%	≤1 year	%	>1 & ≤2 years	%	>2 years	%
1973 - 1981	56	100.0	37	66.1	4	7.1	3	5.4	12	21.4
1982 - 1987	229	100.0	137	59.8	33	14.4	24	10.5	35	15.3
1988 - 1993	153	100.0	71	46.4	34	22.2	25	16.3	23	15.0
1994 - 1998	122	100.0	41	33.6	29	23.8	24	19.7	28	23.0
1973 - 1998	560	100.0	286	51.1	100	17.9	76	13.6	98	17.5

When asked about the reasons behind their application, an absolute majority of former Italian AE/JPOs responded that the programme was very relevant to their backgrounds (52.3%), with another 28.4% maintaining that it was one of the best programmes for technical cooperation activities.

Reason for applying	AE/JPOs	%
One of the best programmes for technical cooperation activities	159	28.4
Programme very relevant to my background	293	52.3
It was the only opportunity available at that time in my area of expertise	29	5.2
It was suggested by friends/family	79	14.1
Total	560	100.0

The above considerations were reinforced by the positive attitude shown towards the Programme by an overwhelming majority (98.4%) of former Italian AE/JPOs, who indicated that it was either the first step of an international career (52.7%), or the opening of new and wider opportunities (25.9%), or an additional asset in their curricula vitae (19.8%).

Evaluation	AE/JPOs	%
Plus to my résumé	111	19.8
First step in my international career	295	52.7
Opening for new and wider career opportunities	145	25.9
Work experience as any other	7	1.2
A negative experience	2	0.4
Total	560	100.0

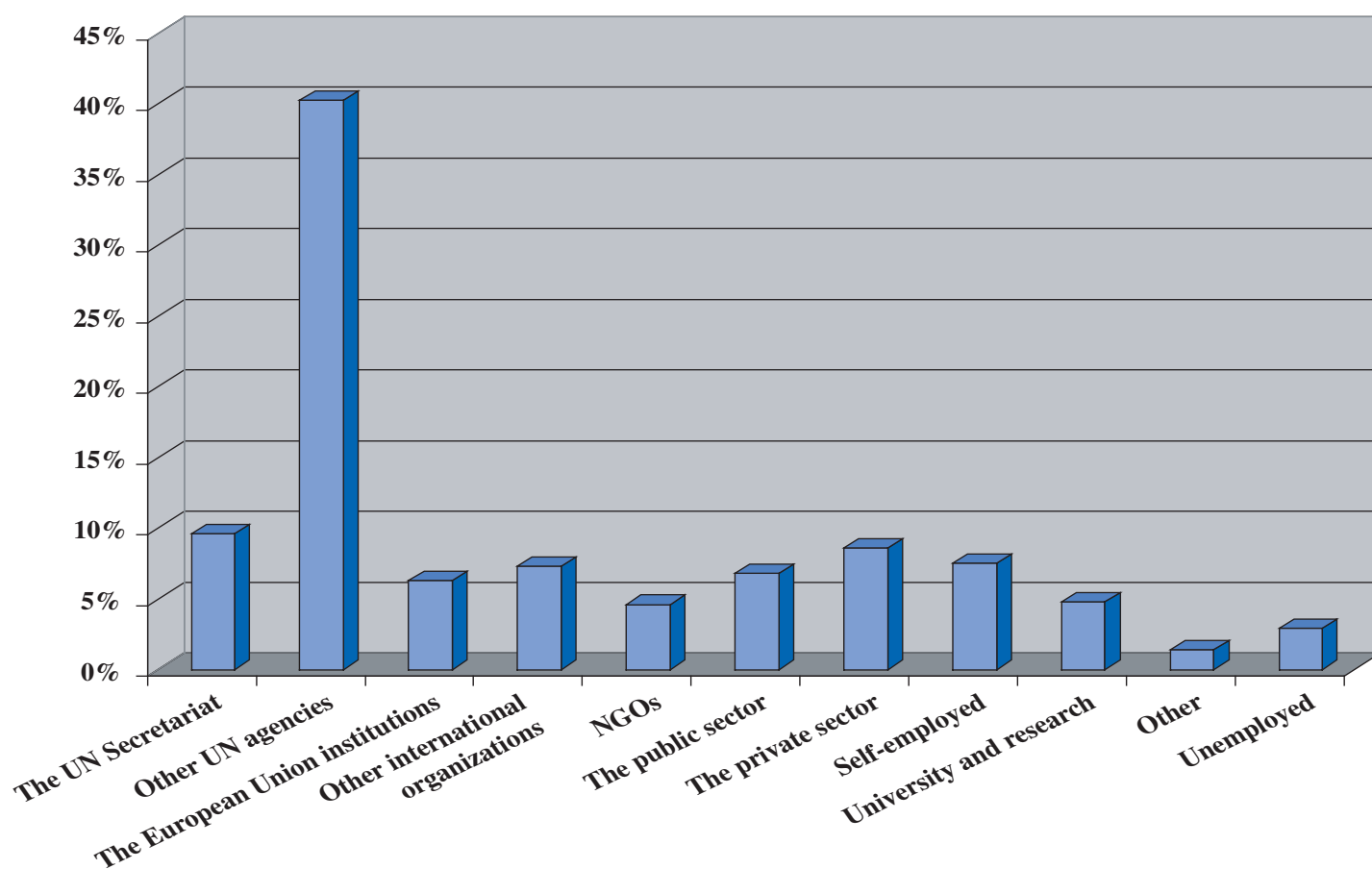
1.5.2 Career development after the Programme

[Questions 4 to 8]

In the first year after exiting the Programme, almost two-thirds of former Italian AE/JPOs found their job within the UN system, the EU or other international organizations (63.4%). A further 4.6% went to work with non-governmental organizations (NGOs). These, most probably, were active in the development and/or humanitarian fields. The remaining third of former Italian AE/JPOs was distributed in all the other categories, the most numerous being the private sector (8.6%) and the self-employed (7.5%). The rate of unemployment within the first year after exiting the Programme is acceptably low (2.9%) and consistent with physiological levels of friction on the job market.

Overall, all categories considered, seven out of ten former Italian AE/JPOs (71.3%) found their first job after the Programme outside Italy.

Position in the 1st year by sector	EA/JPOs	%	Location	
			Abroad	Italy
The UN secretariat	54	9.6	52	2
Other UN agencies	225	40.2	189	36
The European Union institutions	35	6.3	34	1
Other international organizations	41	7.3	36	5
NGOs	26	4.6	18	8
The public sector	38	6.8	9	29
The private sector	48	8.6	18	30
Self-employed	42	7.5	17	25
University and research	27	4.8	14	13
Other	8	1.4	3	5
Unemployed	16	2.9	9	7
Total	560	100.0	399	161



Most of the former Italian AE/JPOs either found a job immediately after exiting the Programme (61.6%) or within the first six months (23.4%). Note, however, that the numbers of “Unemployed” in the previous table (2.9%) does not coincide with the “more than 12 months” in the following one (5.7%) – as it should.

But the gap (2.8%) seems acceptable in light of the long time-span covered by the survey and the attendant difficulties in recollections, especially for early AE/JPOs.

Waiting time	AE/JPOs	%
0-1 month	345	61.6
1-6 months	131	23.4
7-12 months	51	9.3
> 12 months	32	5.7
Total	559 ⁷	100.0

Looking at the retention rate of AE/JPOs in the international system from a longer term perspective – i.e. beyond the first year of exiting from the Programme – it shows that more than half of the former Italian AE/JPOs still work for international organizations (56.9%).

In addition to highlight the Programme success in terms of AE/JPOs training and experience building, this retention rate can be read as a broad measure of the programme’s overall contribution to the participation of Italian nationals in the workforce of international organizations. Comparing these data with those presented above, one may note that over time the UN system and “other international organizations” have decreased in their retention rate, whereas the EU institutions show the opposite trend⁸.

Italian and non-Italian NGOs do not seem to be appealing or to offer great career opportunities, in quantitative terms (2.8%), to former Italian AE/JPOs - the more so as time passes after their exiting from the Programme if a comparison is made with the above results.

Surprisingly – and thus perhaps a major finding of this research – the second ranking category is that of self-employed: 15% of the total. However, from the numerous comments enclosed to the responses, it is clear that within this category the incidence of the liberal professions (lawyers, architects etc.) is very limited. Most of the self-employed are international cooperation experts on consultancy contracts with international organizations and/or NGOs, as confirmed also by the fact that almost half of the self-employed were based abroad at the time of the survey. A comparison with the results concerning the “position in the 1st year after the Programme” points to the same direction: the decrease in the international organizations’ jobs (-6.5%) and NGO’s jobs (-1.8%) over the years is almost entirely matched by the increase in self-employed jobs (+7.5%).

With 10% of the total, the Italian public sector represents the third ranking employment opportunity for Italian former AE/JPOs. Donor countries, such as Italy, often have the implicit goal of training, through the Programme, young nationals for successive recruitment in their foreign ministries. This turned out to be the case for less than half of those employed in the public sector, i.e. 4.6% of the whole survey. The remaining former AE/JPOs working for the Italian public sector were medical doctors, schoolteachers, local institutions’ officials, and fonctionnaires in ministries other than Foreign Affairs. Only one in seven of those working for the Italian public sector was based abroad at the time of the survey.

No more than 5% of former Italian AE/JPOs joined the Italian private sector. It appears that there is a great opportunity missing here, either on the part of the potential employers, or on the part of the potential

⁷ One respondent did not answer this question.

⁸ Appendix I shows in detail the affiliation of respondents working for international organizations (UN System, the EU or others).

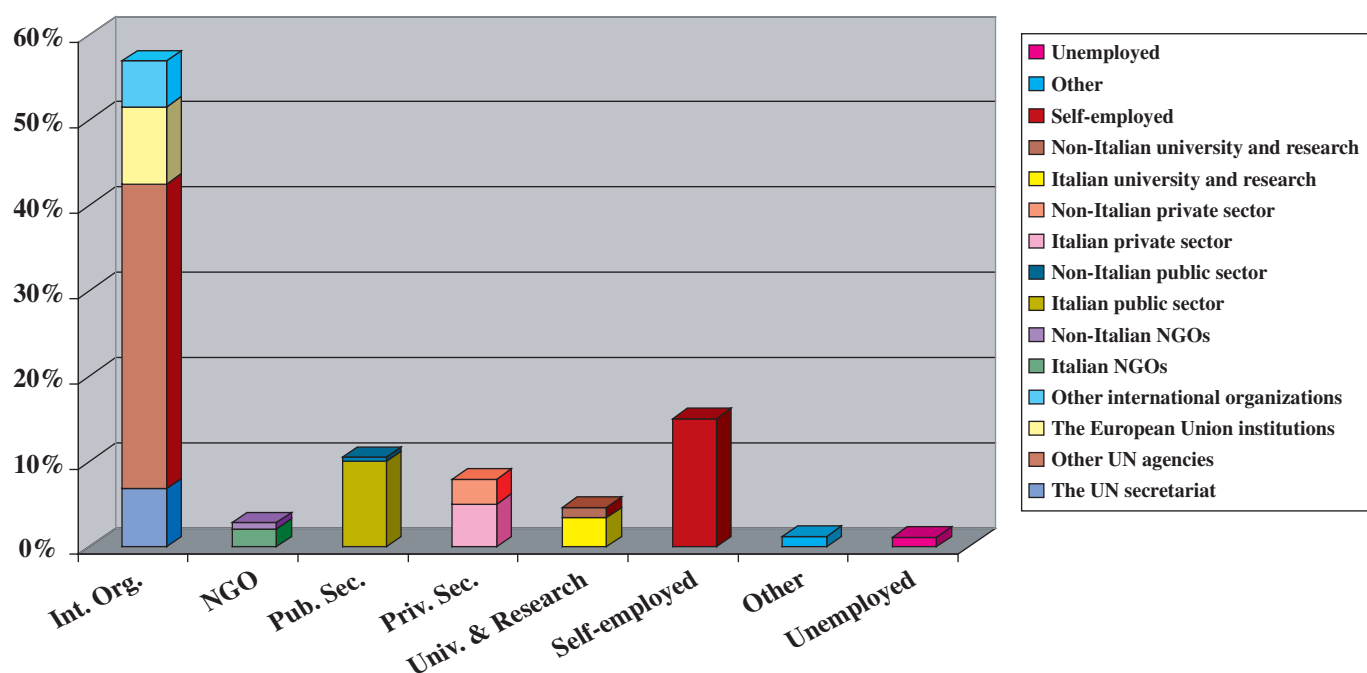
employees. The result is hard to explain satisfactorily without embarking upon an analysis of Italy's private industry and service sectors, their degree of dependency on international trade, the relevant companies' average dimensions and their recruitment policies – an analysis, in sum, that is well beyond the scope of this study. It is also noticeable that almost all of the former Italian AE/JPOs working for the Italian private sector were based in Italy at the time of the survey.

University and research centres, in Italy and abroad, do not seem to offer substantial work opportunities over the long term to former Italian AE/JPOs (4.6%).

In any event, the Italian economy - all sectors included except “self-employed”, “other” and “unemployed” - managed to absorb 20% of former Italian AE/JPOs.

Finally, an unemployment rate of just 1.1% is testimony to the high quality of the programme in terms of professional training and largely meets any economic definition of full employment.

Current position by sector	EA/JPOs	%	Location	
			Abroad	Italy
The UN secretariat	38	6.8	36	2
Other UN agencies	200	35.7	146	54
The European Union institutions	50	9.0	49	1
Other international organizations	30	5.4	24	6
Italian NGOs	12	2.1	8	4
Non-Italian NGOs	4	0.7	4	-
Italian public sector	56	10.0	8	48
Non-Italian public sector	3	0.5	3	-
Italian private sector	28	5.0	2	26
Non-Italian private sector	16	2.9	12	4
Italian university and research	19	3.4	1	18
Non-Italian university and research	7	1.2	7	-
Self-employed	84	15.0	40	44
Other	7	1.2	4	3
Unemployed	6	1.1	2	4
Total	560	100.0	346	214



With regard to international organizations, the questionnaire also addressed aspects related to the career development of AE/JPOs in terms of grades and ranking levels. In order to obtain coherent and comparable data, the study took into consideration only those respondents working for the European Union institutions - grades A4 to A8 in descending order of seniority - and for the UN System - grades P(L)2 to P(L)5 and D1(L6) to D2(L7) in ascending order of seniority. The table below shows how the sub-set of 247 respondents thus defined is distributed along the EU and UN ranks and the average numbers of years necessary to former Italian AE/JPOs to reach each grade since their exit from the Programme. No former Italian AE/JPOs reached the highest grades of the EU institutions (A2, director, A1 director general), while 16 made it in the UN System (D1 and D2).

Grade	AE/JPOs	Avg years after Prog.
United Nations System		
D2	3	12.0
D1	13	16.0
P5	55	12.0
P4	74	8.0
P3	64	5.0
P2	6	3.0
European Union institutions		
A4	2	13.5
A5	19	11.0
A6	5	11.5
A7	5	8.0
A8	1	3.5
Total		
	247	

1.5.3 Career development outside international organizations

[Questions a) to e)]

As mentioned above, part 2 of the questionnaire (five questions) was reserved to those who had found their first job after the Programme outside international organizations. The analysis wanted to focus on how respondents managed to deal with the job market, how they and their employers valued their previous experience as AE/JPOs and if they felt more should be done to make the Programme known to potential employers.

The responses collected from former Italian AE/JPOs indicated that 205 of them had found their first job after the Programme outside international organizations and were therefore eligible to fill the second part of the questionnaire. Of these, 191 did it.

More than half of the respondents (58.1%) found a job due to their own initiative, meaning presumably personal contacts developed before or during their experience as AE/JPOs. Even among those who obtained a job in the private sector, 48 in all, relatively few made it through a public call (19).

Modality	AE/JPOs	%
Took up a previous job	25	13.1
Public competition	22	11.5
Answered ad on a private sector position	19	10.0
Own initiative	111	58.1
Position suggested by family/friends	14	7.3
Total	191	100.0

A clear-cut majority of the respondents found their experience in the Programme useful for finding a new job (77.5%). On the other hand, the same experience was of marginal importance for a further 15.2% and outright irrelevant for 7.3%.

Assessment	AE/JPOs	%
Very important	56	29.3
Valuable	92	48.2
Marginally important	29	15.2
Irrelevant	14	7.3
Total	191	100.0

A majority of the employers of those who found their first job outside international organizations had some knowledge of the Programme (55.0%), which is perhaps a confidence vote on its reputation, even though most respondents still think more should be done to make the Programme known (see 1.5.4 below).

Knowledge	AE/JPOs	%
Yes	105	55.0
No	86	45.0
Total	191	100.0

Also, according to the respondents, a majority of their employers had a positive assessment of their experience as AE/JPOs (73.3%), whether they knew it beforehand or not. More than one fourth, however, found the Programme only marginally important (19.9%) or irrelevant (6.8%).

Assessment	AE/JPOs	%
Very important	48	25.1
Valuable	92	48.2
Marginally important	38	19.9
Irrelevant	13	6.8
Total	191	100.0

1.5.4 Need of further initiatives to make the Programme known to employers [Question e)]

A very large majority of the respondents felt that more should be done to make the Programme known to potential employers. Half of them (50.8%) thought that the sponsor of the Programme, the Italian Ministry of Foreign Affairs, should take the lead in this effort, with another third (36.7%) rather seeing the Italian Government as a whole as the most appropriate subject to take the initiative.

Need	AE/JPOs	%
No	15	7.5
Yes by the UN	19	10.0
Yes, by the Italian Ministry of Foreign Affairs	97	50.8
Yes, by the Italian Government as a whole	70	36.7
Total	191	100.0

1.5.5 Gender and academic background: a brief analysis

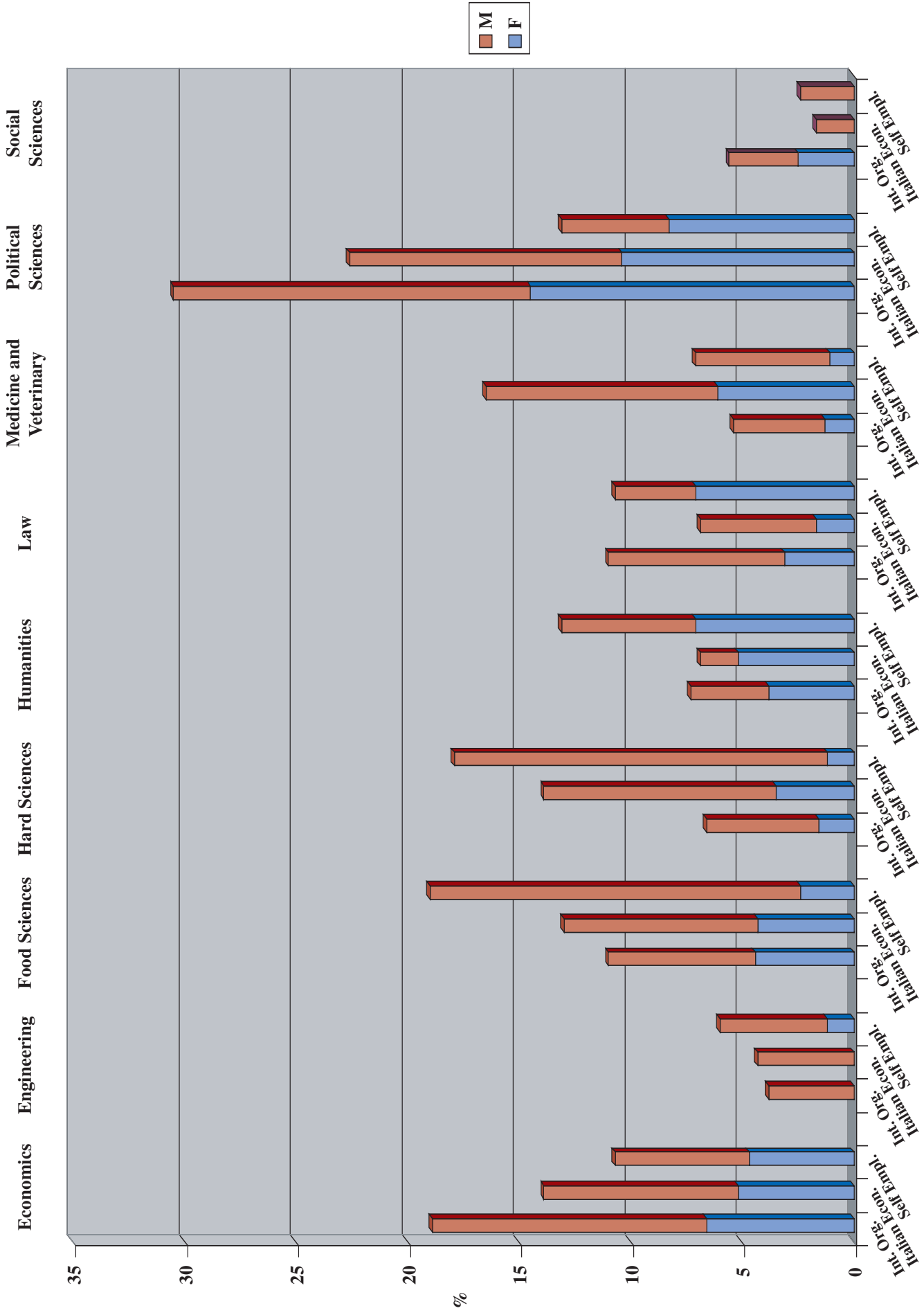
Among the many directions taken by the professional careers of former Italian AE/JPOs, there were two on which the study intentionally focused: international organizations and the Italian economy. In addition to these two, a third professional avenue emerged from the survey as quantitatively relevant, that of the self-employed. The three sectors absorb respectively 56.9%, 20.0% and 15.0% of

the participants in the Programme and the study proceeded to analyze in detail how these sectors broke down by gender and academic background.

In both international organizations and the Italian economy, the overall female/male ratio is very close to that of the survey as a whole, which is 37.2/62.8. Sharper differences appear when it comes to the fields of studies. The Italian economy seems substantially less interested than international organizations in former AE/JPOs who hold degrees in economics, law, political sciences and social sciences. On the contrary, it seems more welcoming to those who hold a degree in hard sciences, medicine and veterinary, and food sciences. Within these two sectors, the distribution by gender also shows some imbalances: relative to men, women are better represented in the Italian economy than in international organizations in the fields of economics, humanities, medicine and veterinary, while they loose ground in food sciences, law and social sciences. Women engineers are absent from both sectors and no woman social scientist appears to have found a job in Italy.

The self-employed sector deserves particular attention. First of all, the incidence of male AE/JPOs is 4.1 percentage points higher than in the survey as a whole. In other words, two thirds of the self-employed are men former participants in the Programme. Second, the distribution according to fields of studies bears very little resemblance to either of those emerged in international organizations and the Italian economy. Among the self-employed, AE/JPOs with backgrounds in food sciences, hard sciences and humanities prevail, leaving behind those trained in political sciences and economics. The incidence of engineers is also substantially higher than that found in both international organizations and the Italian economy. It would thus seem, from these data, that the profession of international consultants, prevalent among the self-employed, attracts, more than in other sectors, the opposite ends of the technical specialization spectrum: on the one hand, humanities, i.e. low technical specialization; on the other hand, hard sciences, food sciences and engineering, i.e. high technical specialization.

Field of studies	International organization			Italian economy			Self employed		
	F	M	Total	F	M	Total	F	M	Total
	(figures are % points)								
Economics	6.6	12.3	18.9	5.2	8.7	13.9	4.7	6.0	10.7
Engineering	0.0	3.8	3.8	0.0	4.3	4.3	1.2	4.8	6.0
Food Sciences	4.4	6.6	11.0	4.3	8.7	13.0	2.4	16.6	19.0
Hard Sciences	1.6	5.0	6.6	3.5	10.4	13.9	1.2	16.7	17.9
Humanities	3.8	3.5	7.2	5.2	1.7	7.0	7.1	6.0	13.1
Law	3.1	7.9	11.0	1.7	5.2	7.0	7.1	3.6	10.7
Medicine and Veterinary	1.3	4.1	5.3	6.1	10.4	16.5	1.1	6.0	7.1
Political Sciences	14.5	16.0	30.5	10.4	12.2	22.6	8.3	4.8	13.1
Social Sciences	2.5	3.1	5.7	0.0	1.7	1.7	0.0	2.4	2.4
Total	37.7	62.3	100.0	36.5	63.5	100.0	33.1	66.9	100.0



2.1 Population and survey

The second part of the study focused on the group of 254 AE/JPOs selected in the Programme from 1999 to 2004. The Programme database contained information on this population such as gender, place and date of birth, place of residence at the time of application, field of studies and academic level, date of entry on duty, country and international organization of first assignment. Most of this information is briefly analysed and discussed below.

This part of the study also made use of a questionnaire-based survey, which in this case was designed to measure the perceptions of, and the degree of satisfaction with, the Programme on the part of current Italian AE/JPOs.

The 1999 and the 2004 cohorts, however, were excluded from our target population for the survey. The first group because its participants had already left the Programme⁹, and the second because its participants had not been assigned yet to their duty stations at the time of the survey.

The target population for the survey was thus made up of the 150 AE/JPOs recruited between 2000 and 2003.

The Programme database contained the e-mail addresses of all 150 and there was no difficulty in reaching them with a questionnaire.

The questionnaire was sent out in four waves beginning on 29 September 2004. The deadline for receiving responses was set on the following 27 October. By that date 135 responses had been obtained. The survey thus covers 90.0% of the target population.

2.2 The questionnaire

The questionnaire used in the survey is reproduced in Appendix 3. It aimed at gauging how current Italian AE/JPOs perceive the Programme, both per se and in light of their future careers; how they perceive the work assigned to them, at both a personal and a general level; to what extent they are interested in pursuing a career in international organizations.

2.3 Measuring the survey against the target population

One variable, gender, was used to measure to what extent the survey was aligned with the target population (150 AE/JPOs recruited in 2000-2003). As can be seen in table below, men are over-represented in the survey by 0.5 percentage points, a discrepancy acceptable to consider the survey aligned with the target population.

Gender	Population	%	Survey	%
Female	92	61.3	82	60.8
Male	58	38.7	53	39.2
Total	150	100.0	135	100.0

2.4 Population data

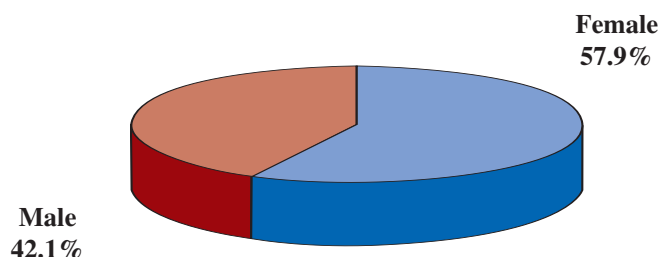
2.4.1 Gender

The female/male ratio in the population of Italian AE/JPOs selected between 1999 and 2004 approaches 6:4. There is, therefore, a clear tendency to redress the mirror imbalance (4:6) registered between 1973 and 1998.

⁹ Note that those of the 1999 cohort had been excluded also from the first survey because, although having already left the Programme, their experience was too recent to give a fair idea of their professional careers. To date, however, 16.8% of those selected between 1999 and 2002 have already found a position in International Organisations.

This can also be explained, at least partially, by looking at the applications received by the Programme in recent years. Between 1999 and 2003, in fact, the female/male ratio in applications was 6:4.

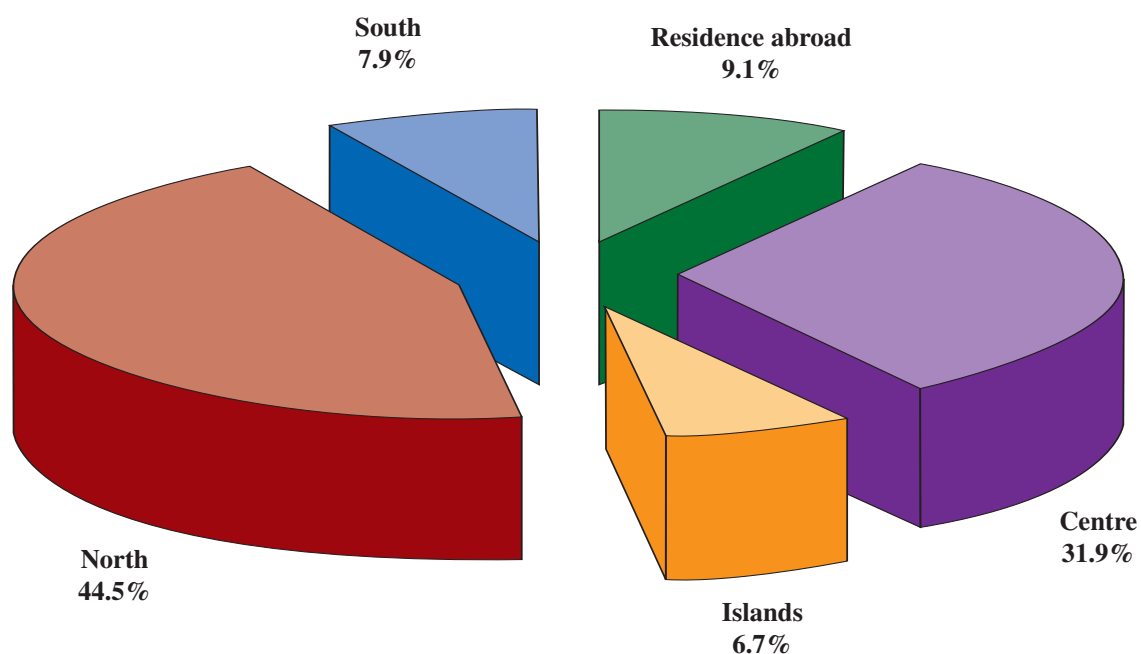
Gender	No.	%
Female	147	57.9
Male	107	42.1
Total	254	100.0



2.4.2 Geographical origin at selection

While the number of AE/JPOs from Northern Italy appears aligned with the region's weight on Italy's general population, participants in the Programme from the Islands and from the South are under-represented. Those from the Centre are, on the contrary, markedly over-represented. Note that in this part of the study, the category "Residence abroad" includes not only Italians resident abroad, but also participants from developing countries.

Origin	No.	%	Italian general population %
Residence abroad	23	9.1	
Italy			
Centre	81	31.9	19.0
Islands	17	6.7	11.0
North	113	44.5	45.0
South	20	7.9	25.0
Total	254	100.0	100.0

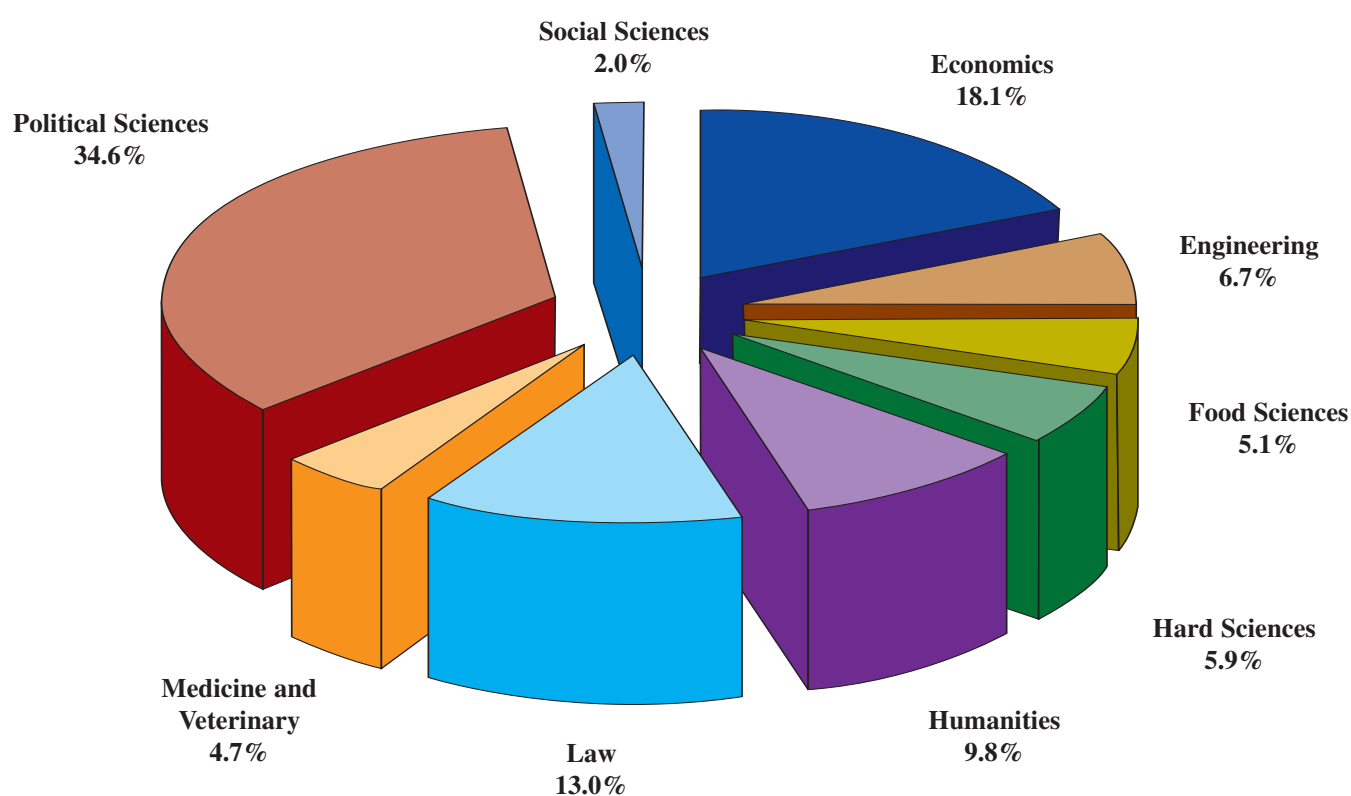


2.4.3 Academic field and academic level

In comparison with their colleagues of 1973-1998, Italian AE/JPOs come increasingly from the fields of political sciences, economics and law, which together account for 65.7 %, almost two thirds of the entire population. This trend seems to point towards a new profile of Italian AE/JPO, who deliberately pursues

an international career since his or her formative years of higher education. Correspondingly, however, steep reductions – by half or more -, in comparison with 1973-1998 data have interested the fields of food sciences, hard sciences and social sciences.

Academic field	No.	%
Political Sciences	88	34.6
Economics	46	18.1
Law	33	13.0
Humanities	25	9.8
Engineering	17	6.7
Hard Sciences	15	5.9
Food Sciences	13	5.1
Medicine and Veterinary	12	4.7
Social Sciences	5	2.0
Total	254	100.0



The trend towards more specialization and better qualification of Italian AE/JPOs is confirmed by a higher incidence, with respect to 1973-1998, of second Master's degrees and PhDs, which respectively triple and double in percentage. Again, women are more likely both to hold a second Master's degree and a PhD than men.

Academic degree	Total	%	Female	%	Male	%
Laurea/Master	254	100.0	147	100.0	107	100.0
of whom:						
2 nd Laurea/Master	107	42.1	72	49.0	35	32.7
Dottorato/PhD	10	3.9	7	4.8	3	2.8

2.5 Survey data

2.5.1 Perceptions on the Programme

Asked whether they feel the Programme fulfils its stated goals of helping social and political development in developing countries, most of the current Italian AE/JPOs (88.1%) respond in the affirmative, although some of them (49.6 % of the survey) show slight reservations. Beyond the 4.4% who have no opinions, note the 7.5% of the respondents who think more should be done to align the Programme with its own official objectives.

Programme's coherence with its development goals

Responses	AE/JPOs	%
Yes, absolutely	52	38.5
Yes, partially	67	49.6
Don't know	6	4.4
No, not enough	10	7.5
No, not at all	-	-
Total	135	100.0

On the other hand, very few (2.3%) current Italian AE/JPOs have doubts or reservation on how beneficial the Programme is on their own cultural and professional backgrounds. Not surprisingly, the overwhelming majority of participants in the Programme who consider it as a cultural and professional enhancer, also expect to benefit from it in their future careers – overall, the responses to Questions 2 and 6 are almost perfectly aligned.

Programme as a cultural and professional enhancer

Responses	AE/JPOs	%
Yes, absolutely	104	77.0
Yes, partially	28	20.7
Don't know	1	0.8
No, not enough	2	1.5
No, not at all	-	-
Total	135	100.0

Programme as an asset for future work and experience

Responses	AE/JPOs	%
Yes, absolutely	101	74.8
Yes, partially	27	20.0
Don't know	3	2.2
No, not enough	4	3.0
No, not at all	-	-
Total	135	100.0

2.5.2 Perceptions on the assignment

Overall, current Italian AE/JPOs have a very high degree of satisfaction with their assignments. Responses become, however, less enthusiastic when one moves from the personal/general to the technical/professional level, where 15.6% of the participants in the Programme are, on the contrary, dissatisfied with it.

Satisfaction with assignment at personal/general level

Responses	AE/JPOs	%
Yes, absolutely	81	60.0
Yes, partially	44	32.6
Don't know	1	0.8
No, not enough	6	4.4
No, not at all	3	2.2
Total	135	100.0

Satisfaction with assignment at technical/professional level

Responses	AE/JPOs	%
Yes, absolutely	56	41.5
Yes, partially	57	42.1
Don't know	1	0.8
No, not enough	17	12.6
No, not at all	4	3.0
Total	135	100.0

In a similar vein, perceptions on the immediate working environment are overwhelmingly positive. Most of the current Italian AE/JPOs feel that they play an important, substantive role in their duty stations and that they are recognized professionally. However, there is a significant 11.1% who feels insufficiently recognized professionally.

Contribution to substantive work

Responses	AE/JPOs	%
Yes, absolutely	95	70.3
Yes, partially	31	23.0
Don't know	2	1.5
No, not enough	6	4.4
No, not at all	1	0.8
Total	135	100.0

Professional acknowledgment

Responses	AE/JPOs	%
Yes, absolutely	80	59.3
Yes, partially	39	28.8
Don't know	1	0.8
No, not enough	11	8.1
No, not at all	4	3.0
Total	135	100.0

2.5.3 Interest in a career with international organizations

In light of the above, most current Italian AE/JPOs have increased their interest in pursuing a career with international organizations (73.3%), even though more than one in five (21.5%) is undecided and one in twenty (5.2%) shows less enthusiasm for it than at the beginning of her or his experience.

Interest in a career with the UN¹⁰

Responses	AE/JPOs	%
Clearly increased	34	25.2
Increased	65	48.1
Don't know	29	21.5
Decreased	7	5.2
Clearly decreased	-	-
Total	135	100.0

¹⁰ This question should have more correctly referred to international organizations rather than the UN alone, since AE/JPOs are assigned also to EU delegations in ACP countries and to other international organizations. Respondents, though, appear to have well understood the spirit of the question.

The study shows that initially the gender ratio of Italian AE/JPOs was strongly in favour of men, particularly in the early years of the Programme. Since the '90s, however, this imbalance has been redressed. In the latest years the gender ratio moved in favour of female participants, also due to the increasing number of applications received from well-qualified women, currently outnumbering those of men. It is also to be noted that the rate of women employed in international organizations is slightly above the overall rate of women in the survey. That in the Italian economy is slightly below.

The findings concerning the age of entry into the Programme and the academic levels of selected AE/JPOs clearly indicate an increasing competitiveness among applicants, which resulted in the selection of stronger candidates with higher academic levels – i.e. a second Laurea or Master's Degree, or a PhD – and experience in technical cooperation activities. In addition, the study suggests that the majority of selected candidates aimed intentionally at the Programme, or at a career in international organizations, while developing their academic and professional backgrounds. This tendency is in line with the demands of international organizations concerning professionalism and technical background, as well as with the evolution of the overall AE/JPO Programme. Accordingly, Italian AE/JPOs perceive the Programme as a cultural and professional enhancer and expect the experience to be a clear asset for their future career development.

Overall, the Programme is perceived as complying with its stated development goals and as a tool to assist international organizations in their technical cooperation activities. At the same time, it is recognized that the Italian AE/JPOs have acquired, through the Programme, professional experience leading to satisfactory careers either in the international arena or in the Italian economy.

The study shows an overall retention rate of former Italian AE/JPOs in international organization of 63.4% in the short term and of 56.9% in the long term. As already noted, this can be read as a broad measure, in positive terms, of the Programme's overall contribution to the participation of Italian nationals in the workforce of international organizations. International organizations show a strong preference for former Italian AE/JPOs with backgrounds in political sciences, economics and law.

The second ranking employment opportunity for former Italian AE/JPOs is self-employment: 15.0% of them were in this position at the time of the study. Most were international cooperation experts on consultancy contracts with international organizations. From a different perspective, former Italian AE/JPOs in this group could be considered potential, well-qualified candidates for vacant positions in the international system, including the bilateral cooperation. In this sense, the Italian authority could consider establishing a closer relationship with this group for further developments.

The study shows that so far NGOs have offered scant employment opportunities to former Italian AE/JPOs (only 2.8% of them work in this sector), which decreased over time after their exit from the Programme. The limited interaction between the Programme and the Italian NGO sector should be addressed in the future to look at the reasons behind this result and at possible mechanisms of closer collaboration.

Overall, the Italian economy manages to employ 20.0% of former Italian AE/JPOs, especially among medical doctors and hard scientists. In particular, the Italian private sector does not go beyond an absorption rate of 5.0%. This result calls for a stronger effort of information towards the main organizations of Italian employers.

A majority (58.1%) of those who found their first job after the Programme outside international organizations did it on their own initiative. It's no surprise, then, that 92.5% of them believe more should be done, particularly by the Italian Ministry of Foreign Affairs, to make the Programme better known to potential employers – even though more than half of their employers knew it beforehand. Within this group, a clear-cut majority (77.5%) thinks that the experience with the Programme was helpful in finding a new job.

Finally, more should be done by the Programme to attract candidates from the underrepresented Southern regions of Italy and to address the negative reactions of respectively the 15.6% and the 11.1% of current AE/JPOs not satisfied with assignments and professional recognition.

APPENDIX I - Respondents by International Organization

International Organization	No.
European Agency for Reconstruction	1
World Bank	10
Caribbean Agriculture and Fisheries Programme	1
Centre for the Development of Enterprise	1
European Commission	42
Council of Europe	3
Council of the European Union	1
CTBTO	1
ESA	2
European Training Foundation	1
EUROPOL	1
FAO	32
International Monetary Fund	2
IAEA	1
ICCROM	1
ICGEB	3
IDB	3
IDEA	1
IDLO	1
IFAD	7
ILO	17
IOM	7
ITC	2
NATO	1
OECD	5
European Parliament	1
Technical Centre for Agricultural and Rural Cooperation	1
UN/DESA	12
UN/DPKO	6
UN/ECA	1
UN/ECE	2
UN/ECLAC	2
UN/HABITAT	1
UN/OCHA	3
UNCCD	2
UNCTAD	6
UNDP	13

International Organization	No.
UNEP	3
UNESCO	14
UNFCCC	1
UNFPA	2
UNHCHR	2
UNHCR	19
UNICEF	19
UNICRI	1
UNIDO	8
UNODC	10
UNOG	2
UNOPS	2
UNSSC	1
UNV	2
WFP	14
WHO	15
WIPO	3
WMO	1
WOSM	1
WTO	1
Total	318

APPENDIX II - List of acronyms of International Organizations

CTBTO = Comprehensive Test Ban Treaty Organization
ESA = European Space Agency
FAO = Food and Agricultural Organization
IDB = Inter-American Development Bank
IAEA = International Atomic Energy Agency
ICCROM = International Centre for the Study of the Preservation and Restoration of Cultural Property
ICGEB = The International Centre for Genetic Engineering and Biotechnology
IDEA = International Institute for Democracy and Electoral Assistance
IDLO = The International Development Law Organization
IFAD = International Fund for Agricultural Development
ILO = International Labour Organization
IOM = International Organization for Migration
ITC = International Trade Centre
NATO = North Atlantic Treaty Organization
OECD = Organization for Economic Cooperation and Development
UNCCD = United Nations Convention to Combat Desertification
UNCTAD = United Nations Conference on Trade and Development
UNDP = United Nations Development Programme
UN/DESA = United Nations Department of Economic and Social Affairs
UN/ECA = United Nations Economic Commission for Africa
UN/ECE = United Nations Economic Commission for Europe
UN/ECLAC = United Nations Economic Commission for Latin America and the Caribbean
UNEP = United Nations Environment Programme
UNESCO = United Nations Educational, Scientific and Cultural Organization
UN/DPKO = United Nations Department of Peacekeeping Operations
UNFCCC = United Nations Framework Convention on Climate Change
UNFPA = United Nations Population Fund
UNHCHR = United Nations High Commissioner for Human Rights
UNHCR = United Nations High Commissioner for Refugees
UNICEF = United Nations Children's Fund
UNICRI = United Nations Interregional Crime and Justice Research Institute
UNIDO = United Nations Industrial Development Organization
UN/OCHA = United Nations Office for the Coordination of Humanitarian Affairs
UNODC = United Nations Office on Drugs and Crime
UNOG = United Nations Office in Geneva
UNOPS = United Nations Office for Project Services
UNSSC = United Nations System Staff College
UNV = United Nations Volunteers
WFP = World Food Programme
WHO = World Health Organization
WIPO = World Intellectual Property Organization
WMO = World Meteorological Organization
WOSM = World Organization of the Scout Movement
WTO = World Trade Organization

Survey 1973 - 1998

First Name: _____ Family Name: _____ Date of birth(d/m/y): ____/____/____

PART 1

- 1) Had you had a previous international experience in technical cooperation activities at the time of recruitment?
 - No
 - Yes, less than one year
 - Yes, between one and two years
 - Yes, two years or more

- 2) Why did you choose to apply to the AE/JPO Programme?
 - One of the best programmes for technical cooperation activities
 - Programme very relevant to my background
 - It was the only opportunity available at that time in my area of expertise
 - It was suggested by friends/family

- 3) What did your experience with the Programme mean for your career development?
 - Plus to my résumé
 - First step in my international career
 - Opening for new and wider career opportunities
 - Work experience as any other
 - Not a good experience

- 4) What direction has your career taken in the 1st year after exiting the AE/JPO Programme?
 - The UN Secretariat
 - Other UN agencies
 - The European Union institutions
 - Other international organizations
 - NGOs
 - The public sector
 - The private sector
 - Self-employed
 - University and research
 - Other
 - Unemployment

- 5) How long did you wait before beginning a new job after exiting the AE/JPO Programme?
- Between 0 and 1 month
 - Between 1 and 6 months
 - Between 7 and 12 months
 - More than 12 months
- 6) Where was this new job based?
- Italy
 - Abroad
- 7) To which area does your current position (i.e. at the time of filling this questionnaire) belong?
- The UN Secretariat
 - Other UN agencies
 - The European Union institutions
 - Other international organizations
 - Italian NGOs
 - Non-Italian NGOs
 - Italian public sector
 - Non-Italian public sector
 - Italian private sector
 - Non-Italian private sector
 - Italian University and research
 - Non-Italian University and research
 - Self-employed
 - Other
 - Unemployed

7bis) If you work for the UN system, the EU institutions or an international organization, please add the following information

Name of organization _____

Your current rank _____

Years taken to reach your current rank since the end of the AE/JPO Programme

- 8) Where is your current position based
- Italy
 - Abroad

PART 2

(ONLY FOR THOSE WHO FOUND/CHOSE A JOB OUTSIDE INTERNATIONAL ORGANIZATIONS AFTER EXITING THE AE/JPO PROGRAMME)

- a) How did you find a job after exiting the AE/JPO Programme?
- Took up a previous job
 - Public competition
 - Answered advertisement on a position available in the private sector
 - My own initiative
 - Position suggested by friends/family
- b) In finding your first job after exiting the AE/JPO Programme, the experience you made as AE/JPO was,
- very important
 - valuable
 - marginally important
 - irrelevant
- c) Did the employer of your first job after exiting the AE/JPO Programme know about the Programme?
- Yes
 - No
- d) Do you feel that the employer of your first job after exiting the AE/JPO Programme considered your experience,
- very important
 - valuable
 - marginally important
 - irrelevant
- e) Do you feel that further initiatives should be taken to make the AE/JPO Programme better known to potential employers?
- No
 - Yes, by the UN
 - Yes, by the Italian Ministry of Foreign Affairs
 - Yes by the Italian Government as a whole

Survey 2000 - 2003

First Name:_____ Family Name:_____ Date of birth(d/m/y):____/____/_____

- 1) In its resolution 849 (XXXII) of August 8th 1961, which established the AE/JPO/APO Programme, ECOSOC stated that “volunteer technical personnel provided in response to requests from governments and agencies can play an important role in the economic and social development of developing countries”.

In view of your experience, do you feel the Programme plays such a role?

- Yes, absolutely
- Yes, partially
- Don't know
- No, not enough
- No, not at all

- 2) Do you feel that the JPO Programme as a whole enhances the cultural and professional background of its participants?

- Yes, absolutely
- Yes, partially
- Don't know
- No, not enough
- No, not at all

- 3) Overall, are you satisfied with your JPO assignment on a personal/general level?

- Yes, absolutely
- Yes, partially
- Don't know
- No, not enough
- No, not at all

- 4) Overall, are you satisfied with your JPO assignment on a technical/professional level?

- Yes, absolutely
- Yes, partially
- Don't know
- No, not enough
- No, not at all

- 5) In view of your experience, your interest in a career with the UN has?

- Clearly increased
- Increased
- Don't know
- Decreased
- Clearly decreased

- 6) Do you feel that you will benefit from your current work and experience in the future?
- Yes, absolutely
 - Yes, partially
 - Don't know
 - No, not enough
 - No, not at all
- 7) Do you feel that you are contributing to the substantive work of your office?
- Yes, absolutely
 - Yes, partially
 - Don't know
 - No, not enough
 - No, not at all
- 8) Do you feel that you are perceived as a Professional Officer in your office?
- Yes, absolutely
 - Yes, partially
 - Don't know
 - No, not enough
 - No, not at all

Please check **only one** of the options in **each question**.

Your Name

Last: _____ First: _____ Middle _____

Question 1

What was your academic level or equivalent when you started the AEP?

- BA/BS
- Master
- Ph.D.

Question 2

What was your total number of years of study, after age 6, at the moment of recruitment as an Associate Expert?

___ years (number of years. e.g. 18 years)

Question 3

In what field was your main degree?

- Law/Legal
- Political Affairs/ International Relations
- Economics/Public Policy
- Business/Management/Finance
- Other Social Sciences (specify) _____
- Information Technology
- Other Engineering
- Statistics/Math
- Other Natural Sciences (specify) _____

Question 4

What is your mother tongue (specify)

Please evaluate your language proficiency at the time of recruitment.

1— know nothing about the language 2 — beginner 3 — medium 4 — good 5 — excellent

English ___ 1 ___ 2 ___ 3 ___ 4 ___ 5

French ___ 1 ___ 2 ___ 3 ___ 4 ___ 5

Spanish ___ 1 ___ 2 ___ 3 ___ 4 ___ 5

Other ___ 1 ___ 2 ___ 3 ___ 4 ___ 5

Question 5

Had you had previous international experience in Technical Cooperation Activities at the time of recruitment?

- No
- Yes, less than one year
- Yes, between one and two years
- Yes, two years or more

Question 11

How long did you wait before beginning a new job after exiting the AEP?

- Between 0 and 1 month
- Between 1 and 6 months
- Between 7 and 12 months
- More than 12 months

Question 12

What type of contract did you have for the new job after exiting the AEP?

- Between 1 and 6 months
- Between 7 and 12 months
- More than 1 year
- Permanent

Question 13

What were you doing exactly 6 months after the end of your assignment as an Associate Expert?

- Work for the UN Secretariat
- Work for other UN agencies
- Work for other international organizations
- Work for NGOs
- Work in the public sector
- Work in the private sector
- Self-employed
- Teaching
- Studying
- Unemployed
- Other (specify)_____

Question 14

If you did not continue to work with the UN, what is the specific reason?

- Better work opportunities elsewhere
- Return to education or teaching
- Personal or family reasons
- Did not want to continue to work abroad
- Option of continuing with the UN was not available
- Did not find the work at the duty station interesting
- Other reasons (specify)_____