

**Recommendations and Conclusions of the 10th Meeting of
National Recruitment Services and UN Organizations
on the Associate Expert/JPO/APO Programmes,
28-30 April 2015, The Hague**

1) 10th Meeting of National Recruitment Services and UN Organizations on the Associate Expert/JPO/APO Programmes – Change of name of the Meeting

In the 10th Meeting of National Recruitment Services and UN Organizations on the Associate Expert/JPO/APO Programmes, the Meeting reiterates the importance of the inter-agency coordination as a key element to enhance and further develop the existing programmes and to strive to reach a high degree of harmonization. In line with this, the Meeting salutes the effort made by all partner countries and UN Organizations to strengthen their ties and their interaction in the context of continuously successful programmes.

Recalling recommendation no. 1 of the 9th Meeting held in Stockholm in 2013, the Meeting decides to rename itself as “Meeting of National Recruitment Services and UN Organizations on the JPO Programmes” starting with its 11th edition. The Meeting also recommends those UN Organizations that have not done so yet, to undertake all necessary steps to standardize the name of their Programme to JPO Programme.

2) Continuity in Change

The Meeting expresses its great interest in the presentation made by The Netherlands on the occasion of the 60th anniversary of the Dutch JPO Programme – Continuous investment in young talent and multilateral development cooperation.

The Meeting expresses its full satisfaction with the Programme that has remained relevant by virtue of its continuity in changing and its ability to constantly adapt to the needs of the UN Organizations for most of the 70 years of life of the United Nations, and recommends to all stakeholders to maintain the present excellent spirit of cooperation and the flexibility required to ensure continuous adjustment.

3) Outreach and building new partnerships

Recalling recommendation no.2 of 2013, the Meeting reconfirms the importance to establish new partnerships with additional member states, particularly middle income countries and countries from the South and therefore recommends to all participants to deploy any possible outreach efforts in order to build new bridges.

4) Integration support and mentoring programmes / buddy systems

Given the importance of a smooth start of assignment and its impact on a new staff member’s performance, receiving organisations should enhance the efficiency of on-boarding procedures of new JPOs. This includes on-arrival briefings and substantive and logistical measures. Further, the Meeting reaffirmed the importance of JPO focal points in providing coaching support to newly on-boarded JPOs, particularly during the first months.

Recognizing that mentoring programmes have become the state of the art for young professional programmes in the private sector, the Meeting suggests that organisations consider offering mentoring programmes and buddy systems to JPOs as a means to facilitate their integration and to support their career development.

5) Supervision guidelines and compact with supervisors

Recalling previous recommendations with regard to supervision guidelines and a compact with supervisors (2003, 2005, 2007, 2009, 2011), the Meeting reaffirms the importance of proper supervision to ensure the success of JPO assignments and urges all organizations not using such tools yet to adopt detailed supervision guidelines and to use a compact with supervisors to enforce them. Partner countries may consider the consistent application and compliance with supervision guidelines and compacts with supervisors as an important element for the selection of JPO positions.

6) Selection tools

The Meeting expresses great interest in the presentations made by different agencies concerning the use of innovative electronic tools for the pre-selection and selection of candidates. The Meeting recommends sharing evaluation results of these pilot projects.

7) Sponsorship of Developing Country Candidates: Implementation of the Voluntary Trust Fund

Recalling recommendation no. 7 issued in 2013 in support of the launch of a voluntary Trust Fund for sponsoring developing country candidates, the Meeting takes note with satisfaction that the Trust Fund has been established.

The Meeting recommends to all partner countries to actively explore the possibility of contributing to the voluntary Trust Fund. Appropriate outreach activities shall be undertaken by the participants to contact additional contributing partners to mobilize interest in the Trust Fund.

8) Cost estimates

Recalling previous recommendations concerning the standardization of cost estimates (1999, 2001, 2009, and 2011) and recommendation no.2 from 2013 alerting of possible future implications with regard to the share of some direct costs, the Meeting takes note of the fact that possible changes to the standardized version of the cost estimates for some organizations may arise. These changes may derive from compliance with: 1) IPSAS requirements, and 2) new financial regulations mandated by the Executive Boards/Governing Bodies. Such new financial regulations are related to the compliance with the classification of core and non-core costs. Thus, previously centrally-managed costs may be re-apportioned and charged as part of other direct costs related to the appointment and included in the cost estimate after due information has been provided to partner countries at the earliest possible occasion. The Meeting recommends that UN organizations keep these direct costs at a minimum in order to maintain cost effectiveness of the JPO Programme.

(For reference see GA Resolution 67/226 (paragraphs 43-56), UNDP/UN Women/UNFPA/UNICEF/UNOPS Executive Board documents DP/FPA/2012-1 & DP/FPA/2013-1 and related EB decisions, DP/2013/10.)

9) Facilitating ongoing communication

Recalling recommendation no. 9 issued in Stockholm in 2013 concerning the establishment of a dedicated JPO Programmes online platform, the Meeting takes note of the fact that a LinkedIn forum, managed by UNDP, France and The Netherlands, has been established in order to facilitate ongoing communication. The Meeting recommends all participants to join the platform to share issues of common interest. Among others, the platform may be used:

- a) To exchange best practices among stakeholders; for example between long-time partner countries and partner countries that recently joined the Programmes.
- b) To exchange any other relevant information that may enhance the Programmes.

10) Developing indicators to measure the quality of JPO Programmes

The Meeting recognizes the importance of having measurable indicators to monitor and evaluate the quality and the impact of the Programmes. For this purpose the Meeting proposes that by 31 December 2015 participants will suggest indicators that in their opinion are the most significant, using the established online platform. The results of this exercise will be reviewed and shared with all participants in the first quarter of 2016 by UN/DESA and discussed at the next meeting.

11) Assessment of the JPO Programmes

The Meeting greatly appreciates the results of the overall assessment of the JPO Programmes, presented by Switzerland and UN/DESA. Therefore, the Meeting suggests that appropriate measures be taken to continue the best practice of periodical surveys (possibly every 4 years) addressing all stakeholders (partner countries, organizations, JPOs, supervisors). UNDP volunteered to carry out the next survey before the 2017 Meeting.

12) Planning for the next meeting in 2017

The Meeting reaffirms the importance of constructive preparatory exchanges as a tool to enhance the effectiveness of the Biennial Meeting. The Meeting acknowledges the present best practice of requesting input from participants to build a meaningful agenda. In order to maximize the effectiveness of its conclusions, the Meeting suggests to add different formats for the debate such as introducing the use of voluntary working groups during the 11th Meeting and to allocate appropriate time in the agenda for this purpose.

Expressing once again deep appreciation to UN/DESA for its relevant substantive and technical contribution to the discussions as well as its excellent organizational efforts, the participants requested UN/DESA to begin planning for the next meeting and to explore with various countries, among them Germany, to consider the possibility of hosting the meeting in 2017.

Conclusion:

Acknowledgment to the host country

The participants expressed their deep appreciation to the Government of The Netherlands for its warm welcome to The Hague, its generous and warm hospitality and excellent logistical arrangements which facilitated the fruitful discussions and results of the deliberations.