

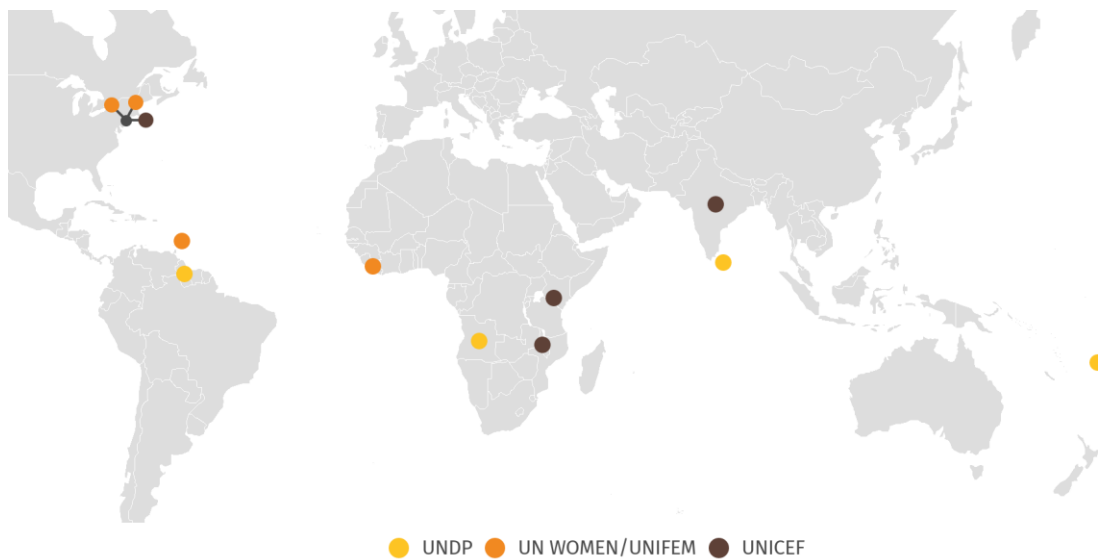
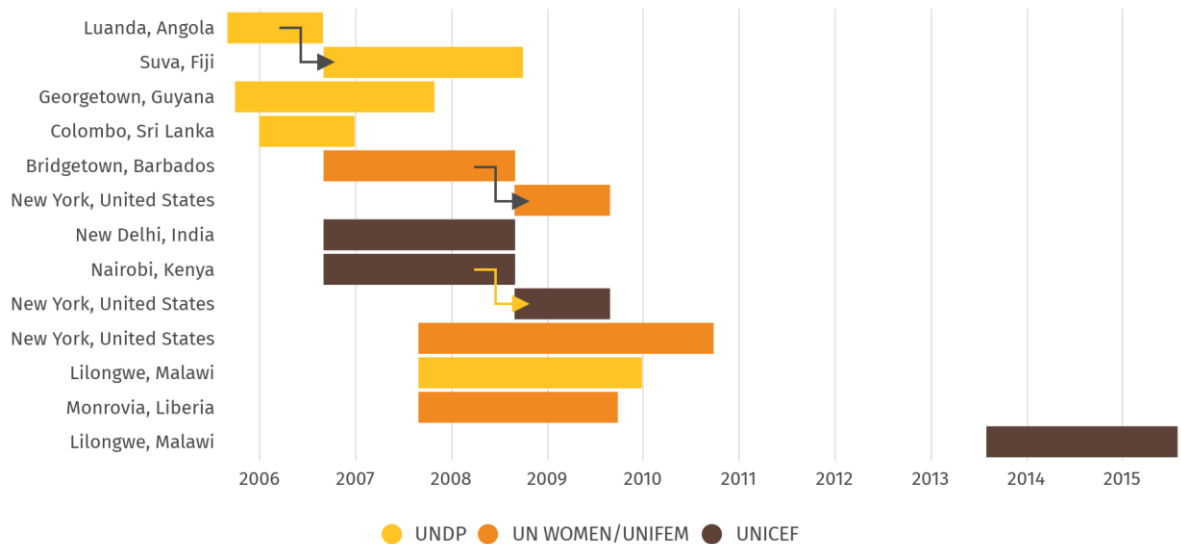


Summary of the results

Internal review of Iceland's participation in the UN JPO Program 2005-2015

Iceland participated in the United Nations (UN) Junior Professional Officers Programme during the period of 2005 to 2015. Ten young professionals were hired by the United Nations Development Programme (UNDP), the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women, UNIFEM at that time) and the United Nations Children's Fund (UNICEF).

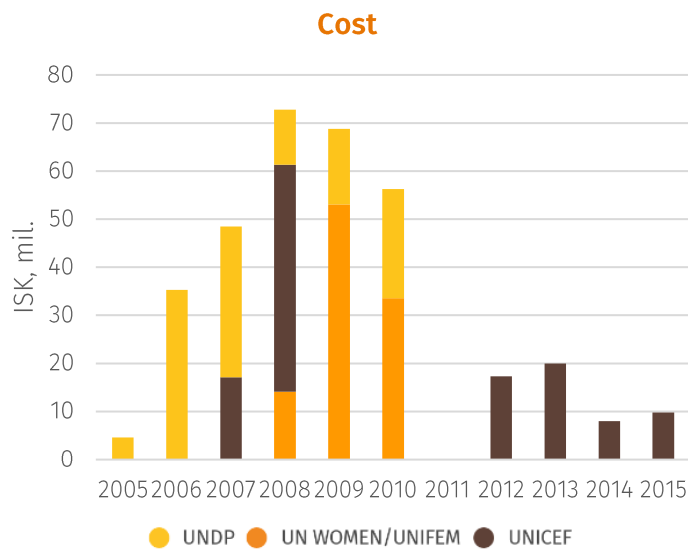
Location of the Icelandic young professionals



The main results of the review are that participation in the JPO Program is a viable option for Iceland, as long as funds are available and participation does not exceed reasonable limits, it is based on a holistic view of the development of human resources within international development cooperation, and that the modus operandi and implementation of the project are operated in a professional manner.

In order to maximize the benefits of Iceland's participation in the JPO Program, it is important that the Ministry for Foreign Affairs (MFA) create a quality, professional framework for the project. This includes, among other things, that the Ministry set clear goals and seek to learn from the participation of neighbouring countries in the Program, as well as to evaluate the results of participation as time goes on.

Division of Results and Evaluations, 23 April 2021



During these 11 years the total cost amounted to ISK 341,3 million, which corresponds to ISK 425 million at 2020 prices.

As a part of the review, interviews were conducted with Icelandic participants in the JPO Program. Two former participants still work within the UN system, two work at the Ministry for Foreign Affairs and three within academia with an emphasis on international matters. Finally, three former participants work on international projects for NGOs in the field of development cooperation.

The following suggestions are made:

1. Iceland define the goals of participating in the JPO Program, which can be multifaceted.
2. Participation in the JPO Program be based on Iceland's policy in development cooperation.
3. The framework for the project and procedures within the ministry be clarified.
4. A strong, continued, emphasis be placed on the open, transparent, and objective selection process.
5. The MFA prepare the candidates selected for an interview by introducing the UN systems and institutions, as well as emphasizing the importance of multicultural literacy, resilience, and initiative.
6. Iceland take learnings from the frameworks of neighbouring countries on JPO projects.
7. The MFA carry out an extensive promotion of the JPO Program.
8. The MFA support the network of Icelandic participants.
9. The MFA consider the possibility of supporting representatives from developing countries to participate in the JPO Program, in the long-term.
10. The MFA consider participation in the JPO Program in a holistic way and put in context with other ways used to build a human resources base for international- and development cooperation. Consequently, other opportunities be employed to provide young Icelanders opportunities to become acquainted with jobs in the international forum.
11. The MFA carry out an evaluation on the development of Iceland's human resources base when it comes to international relations and development cooperation in 2025.



Photo: Eva Harðardóttir

The review focused on Iceland's participation in the JPO Program from 2005-2015 and was based on interviews with Icelandic participants, data from the Ministry's *Málaskrá* and the evaluations of neighbouring countries. Efforts were made to shed light on and draw lessons from the results gained from Iceland's support, and the value-added for both the Icelandic participants, as well as for the UN agencies.

The results indicate that Iceland's participation in the JPO Program has yielded multifarious successes, both for participants and the agencies that they worked for.