

**FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 2**

	DEAIT/CIC	NETHERLANDS	COUNTRY G	COUNTRY H	FRANCE	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C	ORGANIZATION D
	career aspirations 5. Parental responsibilities 6. Poor fit of posting responsibilities with officer's skills	included on the officer's visa and/or passport 5. Inadequate compensation offer				11. Poor fit of posting responsibilities with staff member's skills	to work at the posting location 6. Inadequate compensation offer	offer 6. Poor fit of posting responsibilities with staff member's skills	with staff member's skills 6. Inadequate compensation offer
Career Progression									
28.	What criteria are used to determine if an individual will be promoted?	Promotion to 2 nd level: Performance Appraisal Existence of an opening at the next level	Promotion to 2 nd level: Simulation Exercise	Promotion to 2 nd level: Performance appraisal Years of experience in grade Postings abroad Existence of an opening at the next level	Promotion to 2 nd level: Performance appraisals Existence of an opening at the next level	Promotion to 2 nd level: Performance appraisal Years of experience in grade Existence of an opening at the next level	Promotion to 2 nd level: Performance appraisal Years of experience in grade Existence of an opening at the next level	Promotion to 2 nd level: Performance appraisal Existence of an opening at the next level	Promotion to 2 nd level: Performance appraisal Interview Postings abroad
		To 3 rd level: Performance Appraisal Existence of an opening at the next level	To 3 rd level: Performance appraisal	To 3 rd level: Performance appraisal Existence of an opening at the next level	To 3 rd level: Performance appraisals Existence of an opening at the next level	To 3 rd level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 3 rd level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 3 rd level: Performance appraisal Existence of an opening at the next level	To 3 rd level: Performance appraisal Interview Years of experience in grade Postings abroad
		To 4 th level: Performance appraisal Existence of an opening at the next level	To 4 th level: Performance appraisal Simulation exercise	To 4 th level: Interview Existence of an opening at the next level	To 4 th level: Performance appraisals Existence of an opening at the next level	To 4 th level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 4 th level: Performance appraisal Years of experience in grade Postings Abroad Existence of an opening at the next level	To 4 th level: Performance appraisal Existence of an opening at the next level	To 4 th level: Performance appraisal Interview Years of experience in grade Postings abroad
		To 5 th level: Performance appraisal Existence of an opening at the next level	To 5 th level: Simulation exercise	To 5 th level: Interview Existence of an opening at the next level	To 5 th level: Performance appraisals Existence of an opening at the next level	To 5 th level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 5 th level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 5 th level: Performance appraisal Existence of an opening at the next level	To 5 th level: Performance appraisal Interview Years of experience in grade

Note: Some of the respondents are not included in the table because they requested confidentiality. Their data are only included in Summary Results Table.