

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

|     |  | DFAIT/CIC  | NETHERLANDS  | COUNTRY G   | COUNTRY H  | FRANCE   | ORGANIZATION A     | ORGANIZATION B     | ORGANIZATION C   | ORGANIZATION D   |
|-----|--|--|--|---|--|--|--------------------|--------------------|--|--|
| 32. | Of the Foreign Service Officers who leave at each level, please indicate the percentage leaving for each of the reasons below: | FSDP:<br>0% retirement or death<br>100% voluntary separation<br>FS-02:<br>58% voluntary separation<br>42% Retirement or death<br>EX-01:<br>69.6% retirement or death<br>30.4% voluntary separation             | Average of all level:<br>36% Retirement or death<br>43% Voluntary Separation<br>21% Forced Attrition | Entry level:<br>19% retirement or death<br>71% Voluntary Separation<br>10% Forced Attrition<br>Second Level:<br>52% retirement or death<br>33% Voluntary Separation<br>15% Forced Attrition<br>Third Level:<br>35% retirement or death<br>11% Voluntary Separation<br>54% Forced Attrition<br>Fourth Level:<br>81% retirement or death<br>2% Voluntary Separation<br>17% Forced Attrition | Entry level:<br>0% retirement or death<br>100% Voluntary Separation<br>0% Forced Attrition<br>Second Level:<br>100% retirement or death<br>0% Voluntary Separation<br>0% Forced Attrition<br>Third Level:<br>100% retirement or death<br>0% Voluntary Separation<br>0% Forced Attrition<br>Fourth Level:<br>100% retirement or death<br>0% Voluntary Separation<br>0% Forced Attrition | N/A  | Very low attrition | Very low attrition | Entry Level:<br>0% Retirement or death<br>95% Voluntary Separation<br>5% Forced Attrition<br>Second Level:<br>N/A<br>Third Level:<br>N/A<br>Fourth Level:<br>50% Retirement or death<br>40% Voluntary Separation<br>10% Forced Attrition | Entry Level:<br>0% Retirement or death<br>87.5% Voluntary Separation<br>12.5% Forced Attrition<br>Second Level:<br>0% Retirement or death<br>87.5% Voluntary Separation<br>12.5% Forced Attrition<br>Third Level:<br>100% Retirement or death<br>0% Voluntary Separation<br>0% Forced Attrition<br>Fourth Level:<br>100% Retirement or death<br>0% Voluntary Separation<br>0% Forced Attrition |
| 33. | Of those who leave due to voluntary separation, please rank the top three reasons for leaving at each level.                   | FSDP:<br>Family or spousal career<br>Compensation<br>Career Change<br>FS-02<br>Family or spousal career<br>Compensation<br>Career Change<br>EX-01<br>Family or spousal career<br>Compensation<br>Career Change |  | Entry Level<br>Other<br>Compensation<br>Career Change<br>Second Level<br>Other<br>Compensation<br>Career Change<br>Third Level<br>Other<br>Compensation<br>Career Change<br>Fourth Level<br>Other   | Entry Level<br>Career Change<br>Lifestyle<br>Compensation<br>Second Level<br>Career Change<br>Lifestyle<br>Compensation<br>Third Level<br>Career Change<br>Lifestyle<br>Compensation<br>Fourth Level<br>Career Change  | Very low attrition<br><br>Career change is the main reason for those who do leave. | Very low attrition | Very low attrition | Entry Level:<br>Career Change<br>Second Level:<br>Career Change  | Entry Level:<br>Lifestyle<br>Family or spousal career<br>Career change<br>Second Level:<br>Family or spousal career<br>Lifestyle<br>Career change<br>Third Level:<br>Family or spousal career<br>Lifestyle<br>Career change  |

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