



# Reasons why Swiss Professionals Join, Remain in or Exit Multilateral Organisations

Symposium cinfo – Taking off on another plane

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# Objective

What are reasons for Swiss Professionals to **join**, **remain in** or **leave** a career in Multilateral Organisations?



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What are reasons for Swiss Professionals to **join**, **remain in** or **leave** a career in Multilateral Organisations?

- Offer informed responses and provide accurate services to support
- professionals working and planning their career in MOs
  - professionals considering to pursue a career in a MO

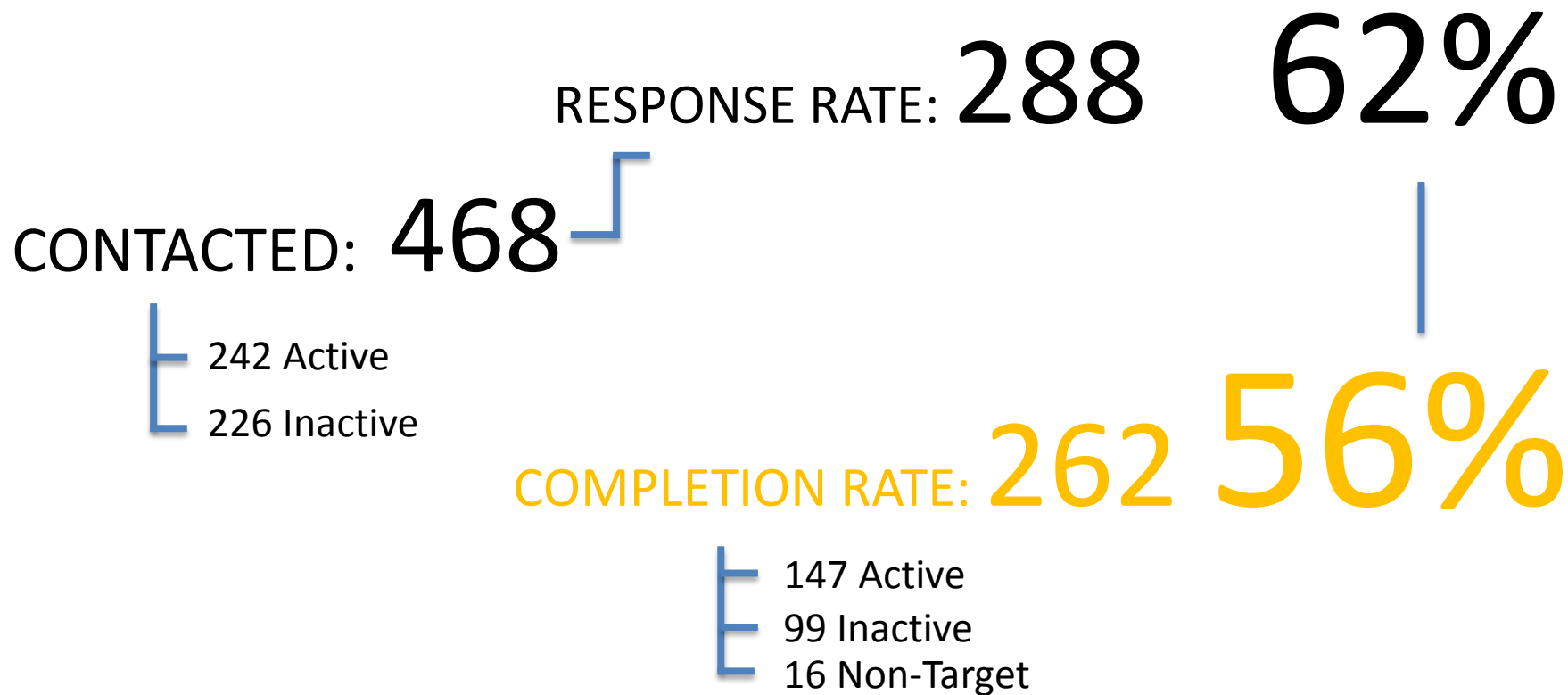
# Survey Design:

## Swiss Professionals in 16 Multilateral Organisations





# Response Rate





## 6 Areas & 5 Reasons

How important is/was the reason... when joining, remaining, leaving

Job Conditions	Financial Aspects	Institutional Framework	Quality of Life	Family	Individual Reasons
Challenging job environment	Salary	Personal identification	Restrictions by organisations	Children	Non-conventional or adventurous task
Multi-faceted interesting job content	Fringe benefits / allowances	Professional development perspectives	Social situation	Career aspects	Cultural environment
Travelling for the job	Pension schemes	Networking	Security situation / freedom of movement	Social situation	Opportunity to live and work abroad
Management responsibility	Tax exemptions	Prestige	Environmental situation	Travelling for the job	Personal career perspective
Multicultural environment	Currency benefits	Contractual framework	Public services	Parents	Meaningful work



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# 6 Areas & 5 Reasons

Most important

Least important

How important is/was the reason... for you to “**remain**”

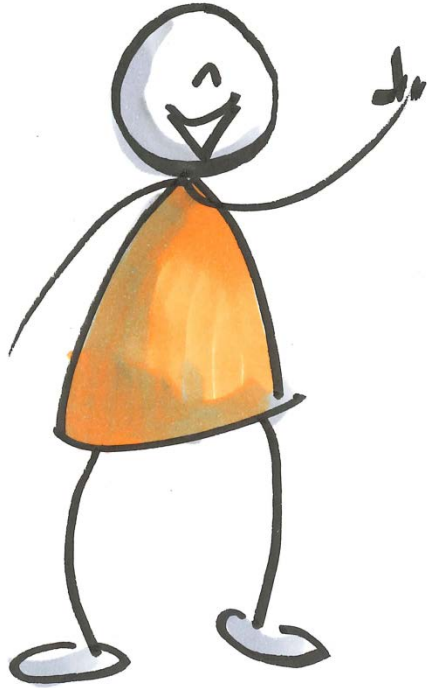
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# Conclusions

- Key drivers for joining/remaining > *ideological driven reasons for individuals. Conviction, job and career.*
- Key drivers for leaving > *missing professional development perspectives, career aspects (e.g. dual career) and contractual framework*
- Finances are not a driving force in any phase



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