



COMMUNICATIONS

JIU REVIEW OF THE USE OF NON-STAFF PERSONNEL AND RELATED CONTRACTUAL MODALITIES TO STAFF OF THE UNITED NATIONS SYSTEM ORGANIZATIONS

07/24

**Geneva
7 March 2024**

To: All FICSA Members

From: FICSA Secretariat

Dear colleagues,

We are pleased to share the JIU Report (JIU/REP/2023/8) **on the** Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations This report is a follow-up report to the [2014 JIU review](#) on the same topic.

As the issue of non-staff contracts has been subject to debate in FICSA Council for many years, FICSA would like to encourage all members to use the pertinent recommendations in 2024 JIU Report in related discussions with your administrations. FICSA will also ensure that there is follow-up on the relevant recommendations at the meetings of the High-Level Committee on Management (HLCM) and the Human Resources Network (HRN) and all other relevant fora.

The JIU review found that non-staff personnel constitute a significant portion of the total workforce of the United Nations system organizations. Basically, the United Nations system has a dual workforce: regular staff and non-staff. Regular staff have the legal status of an employment relationship with the organization, while non-staff have the legal status of an independent contractor relationship. Regular staff have predictable contracts and enjoy full staff rights, benefits and entitlements, while non-staff have precarious contracts and no or limited benefits and entitlements.

The review includes 7 recommendations, of which one is addressed to the legislative and/or governing bodies and 6 to the executive heads. The review also contains 15 informal recommendations.

[To read the review highlights and appendix, click here](#)

[To read the full report, click here](#)

Please share this information with your membership
