FICSA Federation of International Civil Servants' Associations

# COMMUNICATION

## *Online Surveys from the Human Resources and Management Standing Committee (HRM) for Staff Representatives*

**14/26**
**Geneva**
**16 October 2026**

To: FICSA Members (Full, Associate, Consultative, Observers)

From: Cristina Pierini, FICSA General Secretary

Dear Members,

**Background**

In support of Recommendations 8 and 9 endorsed by the 79th FICSA Council, the Standing Committee on Human Resources and Management (HRM) invites you to complete two surveys.

The information gathered will support a comparative analysis of current practices and form the basis of the Committee's continued work on these subjects. FICSA will share the key findings with FICSA members and use them as a practical resource for staff representatives across organizations, as well as to support FICSA Officers during inter-agency discussions. For detailed analysis and further information, be sure to join the HRM Standing Committee's next sessions.

Each survey would only take a few minutes of your time.

- **Survey 1: *Staff Associations Models***

  Take the survey here: *Ask FICSA Secretariat*

  ***Recommendation FICSA/C/79/D/8***

  *The FICSA ExCom should support the Standing Committee on Human Resources Management in conducting a comparative review of existing association models through surveys, taking into consideration integration, parallel association, observer status, and hybrid approaches.*

- **Survey 2: *Survey on Non-Staff Contractual Arrangements in International Organizations***

  Take the survey here: *Ask FICSA Secretariat*

  ***Recommendation FICSA/C/79/D/9***

  *Building on the work of consecutive FICSA councils on the misuse of consultancy contracts and the application of non-regular employment modalities and taking account of relevant recommendations of the Joint Inspection Unit (JIU/REP/2023/8), HRM requested that FICSA should develop guidance for*

*member associations to engage management constructively to address the excessive use of consultant contracts and the misuse of non-staff contracts for staff positions, and to advocate for social protection mechanisms and representation.*

*Such tools should include structured data collection and comparative analysis based on targeted feedback surveys, market benchmarking and the identification of best practices among members. The ExCom should further guide members' engagement with the non-regular workforce, including approaches to inclusion within staff associations and modalities for representation and collective bargaining, with a view to strengthening evidence-based advocacy and promoting contractual integrity across the UN common system.*

Thank you in advance for your engagement and continued support of the HRM Standing Committee's work.

In Solidarity,

**Deadline: 30 October 2026**