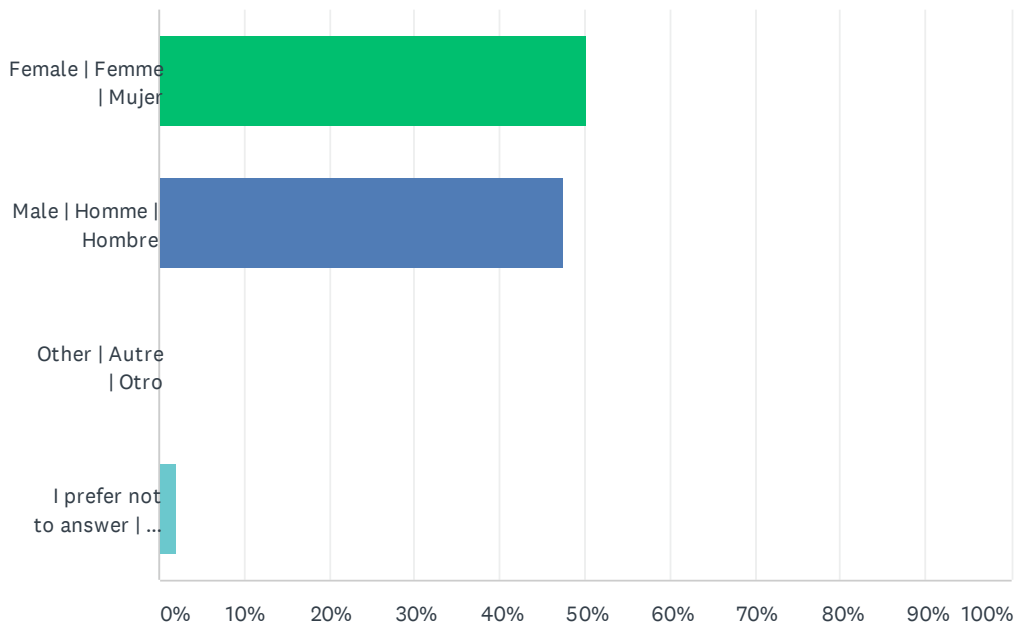


Q1 You are: | Vous êtes : | Usted es:

Answered: 6,263 Skipped: 31



ANSWER CHOICES	RESPONSES	
Female Femme Mujer	50.28%	3,149
Male Homme Hombre	47.53%	2,977
Other Autre Otro	0.19%	12
I prefer not to answer Je préfère ne pas répondre Prefiero no responder	2.00%	125
TOTAL		6,263

Q2 What is your official duty station? | Dans quel lieu d'affectation travaillez-vous ? | ¿Cuál es su lugar de destino oficial?

Answered: 6,221 Skipped: 73



Bolivia
(Plurinational...

Bosnia and
Herzegovina

Botswana

Brazil

Brunei
Darussalam

Bulgaria

Burkina Faso

Burundi

Cabo Verde

Cambodia

Cameroon

Canada

Central
African...

Chad

Chile

China

Colombia

Comoros

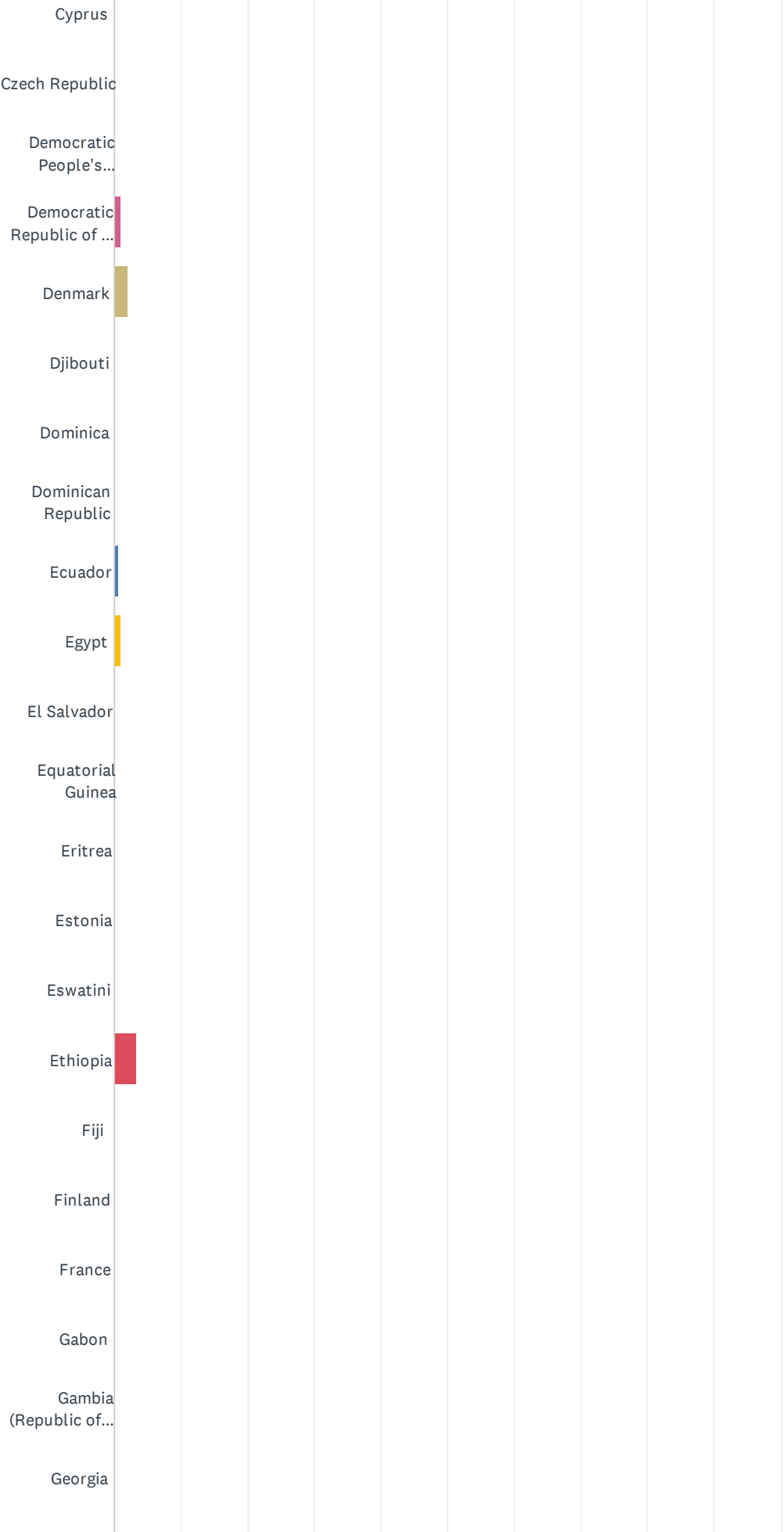
Congo

Costa Rica

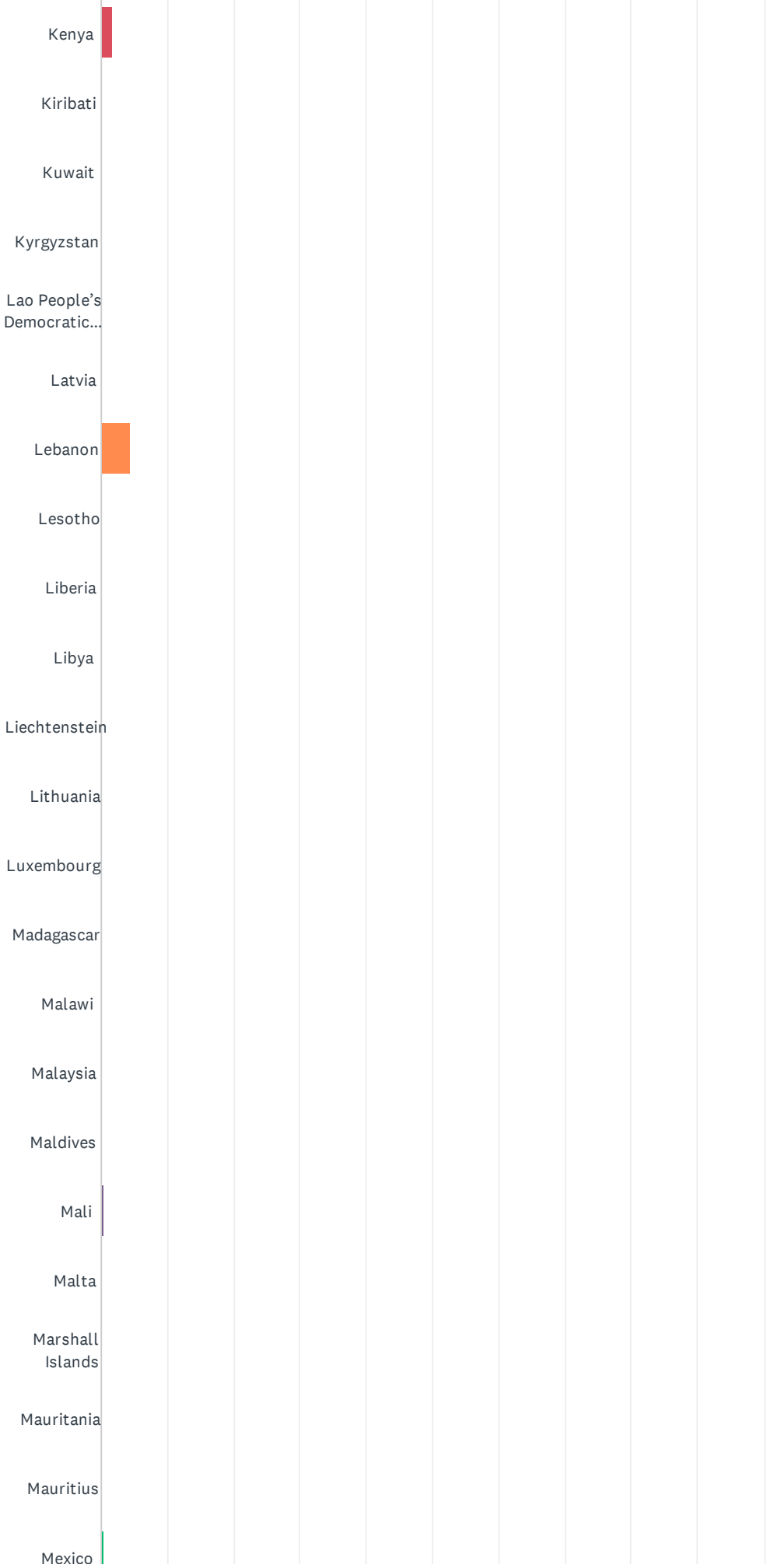
Côte D'Ivoire

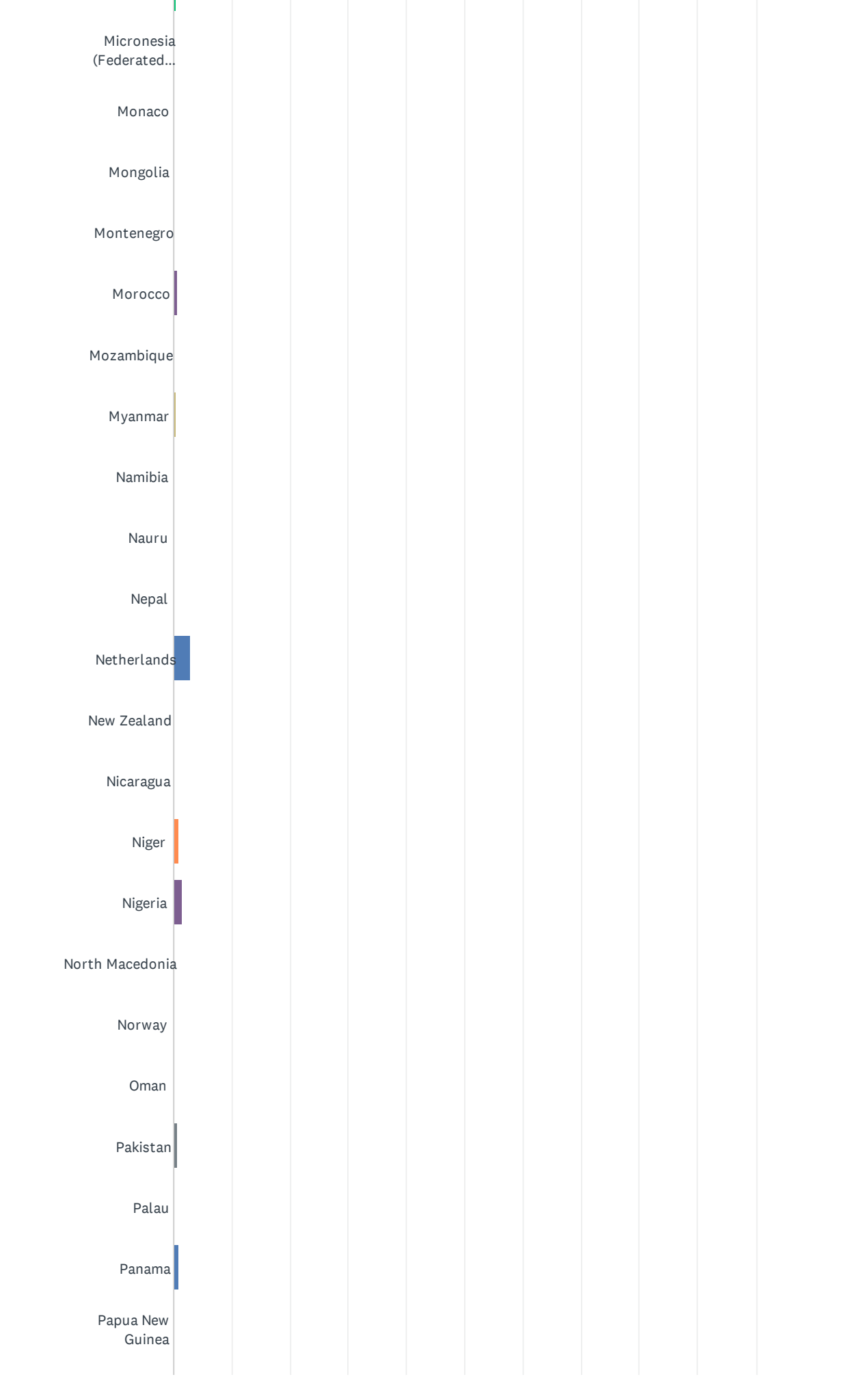
Croatia

Cuba

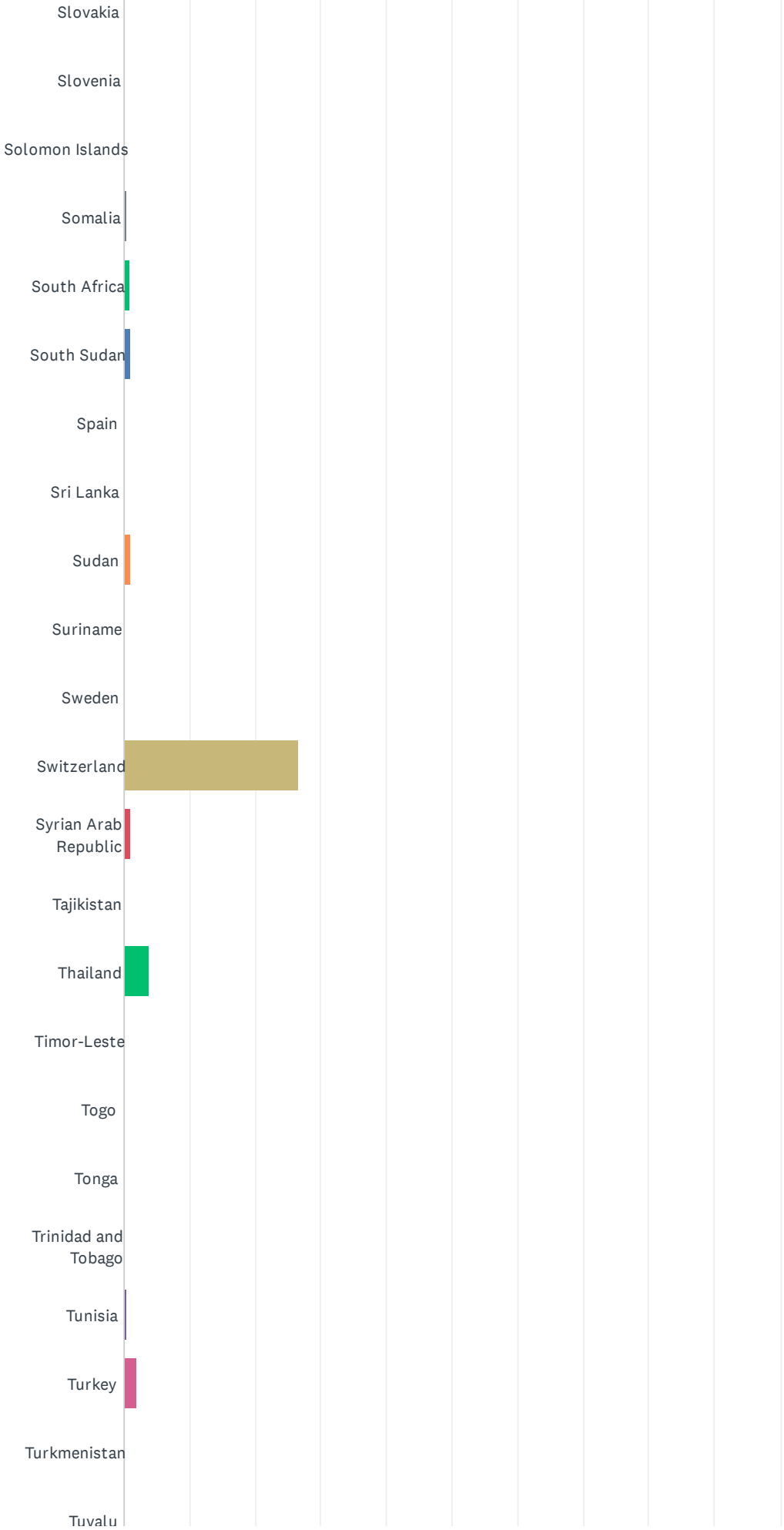


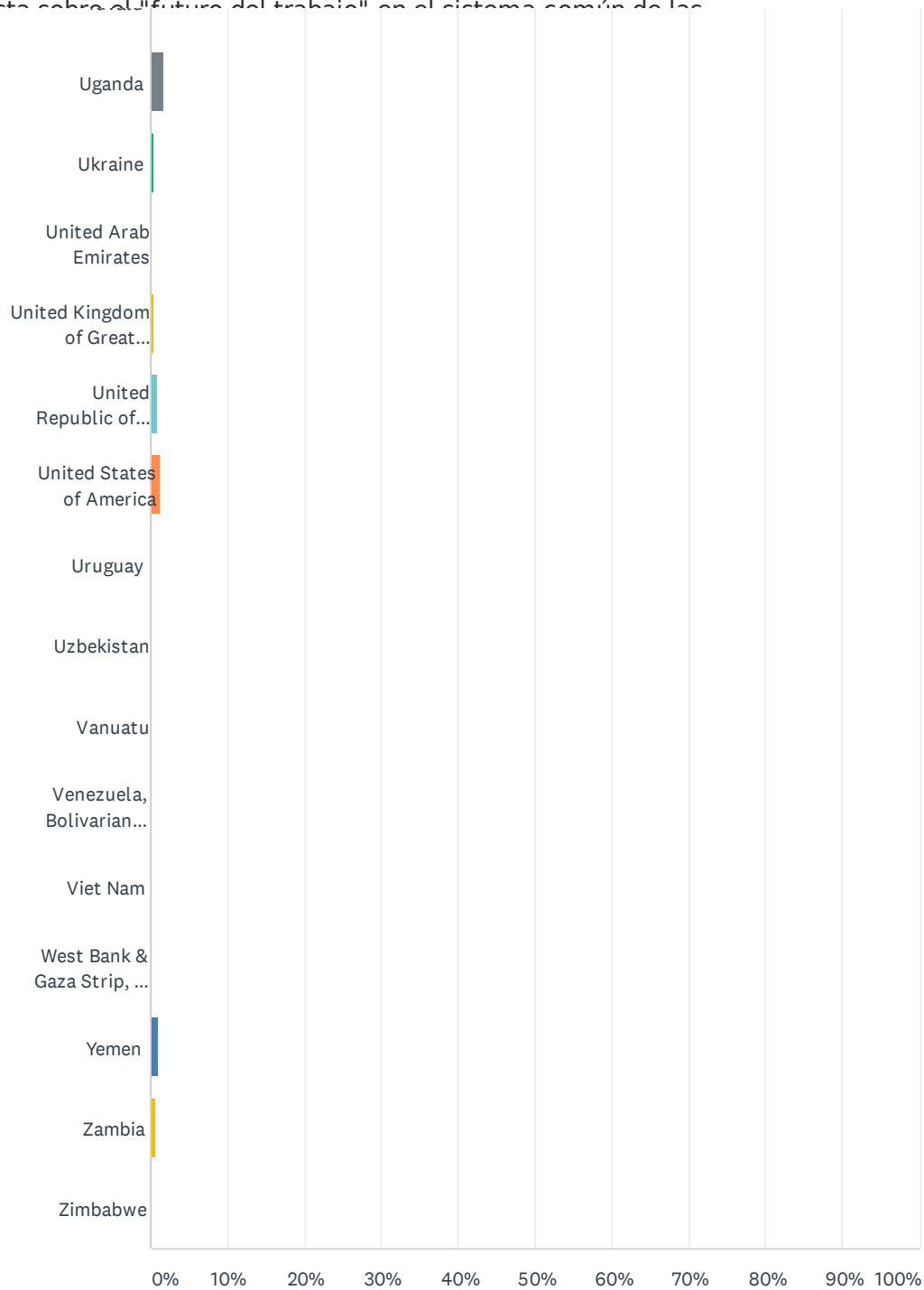












ANSWER CHOICES	RESPONSES	
Afghanistan	0.35%	22
Albania	0.06%	4
Algeria	0.31%	19
Andorra	0.00%	0
Angola	0.06%	4
Antigua and Barbuda	0.02%	1
Argentina	0.47%	29
Armenia	0.05%	3
Australia	0.02%	1
Austria	0.16%	10
Azerbaijan	0.05%	3
Bahamas	0.00%	0
Bahrain	0.00%	0
Bangladesh	1.43%	89
Barbados	0.02%	1
Belarus	0.00%	0
Belgium	0.47%	29
Belize	0.02%	1
Benin	0.03%	2
Bhutan	0.02%	1
Bolivia (Plurinational State of)	0.02%	1
Bosnia and Herzegovina	0.19%	12
Botswana	0.02%	1
Brazil	0.55%	34
Brunei Darussalam	0.00%	0
Bulgaria	0.05%	3
Burkina Faso	0.37%	23
Burundi	0.34%	21
Cabo Verde	0.02%	1
Cambodia	0.03%	2
Cameroon	1.17%	73
Canada	0.13%	8
Central African Republic	0.47%	29
Chad	0.88%	55
Chile	1.30%	81
China	0.18%	11

Survey on the 'Future of Work' in the UN common system Enquête sur «
l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las

SurveyMonkey

Colombia	0.76%	47
Comoros	0.00%	0
Congo	0.43%	27
Costa Rica	0.53%	33
Côte D'Ivoire	0.43%	27
Croatia	0.03%	2
Cuba	0.05%	3
Cyprus	0.02%	1
Czech Republic	0.00%	0
Democratic People's Republic of Korea	0.02%	1
Democratic Republic of the Congo	1.08%	67
Denmark	2.12%	132
Djibouti	0.14%	9
Dominica	0.00%	0
Dominican Republic	0.03%	2
Ecuador	0.56%	35
Egypt	1.06%	66
El Salvador	0.08%	5
Equatorial Guinea	0.00%	0
Eritrea	0.03%	2
Estonia	0.02%	1
Eswatini	0.03%	2
Ethiopia	3.31%	206
Fiji	0.08%	5
Finland	0.00%	0
France	0.21%	13
Gabon	0.02%	1
Gambia (Republic of The)	0.03%	2
Georgia	0.08%	5
Germany	0.10%	6
Ghana	0.08%	5
Greece	0.61%	38
Grenada	0.00%	0
Guatemala	0.48%	30
Guinea	0.02%	1
Guinea Bissau	0.02%	1

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas	SurveyMonkey	
Guyana	0.10%	6
Haiti	0.05%	3
Honduras	0.34%	21
Hungary	3.01%	187
Iceland	0.02%	1
India	0.39%	24
Indonesia	0.42%	26
Iran (Islamic Republic of)	0.21%	13
Iraq	1.41%	88
Ireland	0.02%	1
Israel	0.08%	5
Italy	4.82%	300
Jamaica	0.00%	0
Japan	0.13%	8
Jordan	1.86%	116
Kazakhstan	0.31%	19
Kenya	1.61%	100
Kiribati	0.00%	0
Kuwait	0.08%	5
Kyrgyzstan	0.29%	18
Lao People's Democratic Republic	0.08%	5
Latvia	0.00%	0
Lebanon	4.42%	275
Lesotho	0.06%	4
Liberia	0.11%	7
Libya	0.14%	9
Liechtenstein	0.02%	1
Lithuania	0.00%	0
Luxembourg	0.00%	0
Madagascar	0.10%	6
Malawi	0.13%	8
Malaysia	0.26%	16
Maldives	0.00%	0
Mali	0.45%	28
Malta	0.05%	3
Marshall Islands	0.00%	0

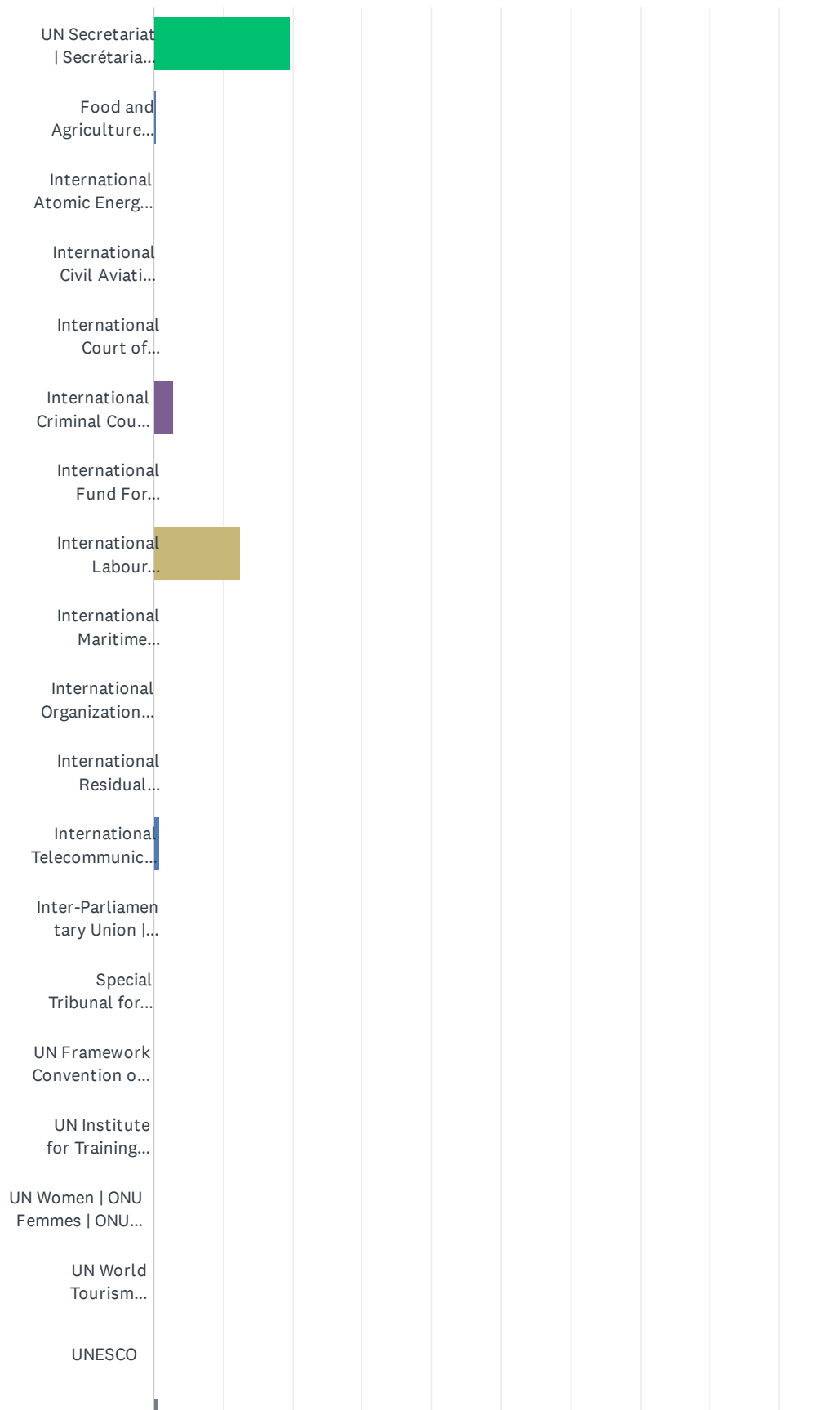
Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las	SurveyMonkey	
Mauritania	0.29%	18
Mauritius	0.02%	1
Mexico	0.50%	31
Micronesia (Federated States of)	0.00%	0
Monaco	0.00%	0
Mongolia	0.02%	1
Montenegro	0.05%	3
Morocco	0.58%	36
Mozambique	0.14%	9
Myanmar	0.32%	20
Namibia	0.02%	1
Nauru	0.00%	0
Nepal	0.11%	7
Netherlands	2.93%	182
New Zealand	0.02%	1
Nicaragua	0.03%	2
Niger	0.77%	48
Nigeria	1.56%	97
North Macedonia	0.08%	5
Norway	0.00%	0
Oman	0.00%	0
Pakistan	0.71%	44
Palau	0.00%	0
Panama	0.79%	49
Papua New Guinea	0.02%	1
Paraguay	0.03%	2
Peru	0.35%	22
Philippines	0.48%	30
Poland	0.06%	4
Portugal	0.00%	0
Qatar	0.05%	3
Republic of Korea	0.18%	11
Republic of Moldova	0.02%	1
Romania	0.05%	3
Russian Federation	0.11%	7
Rwanda	0.84%	52
Saint Kitts and Nevis	0.00%	0

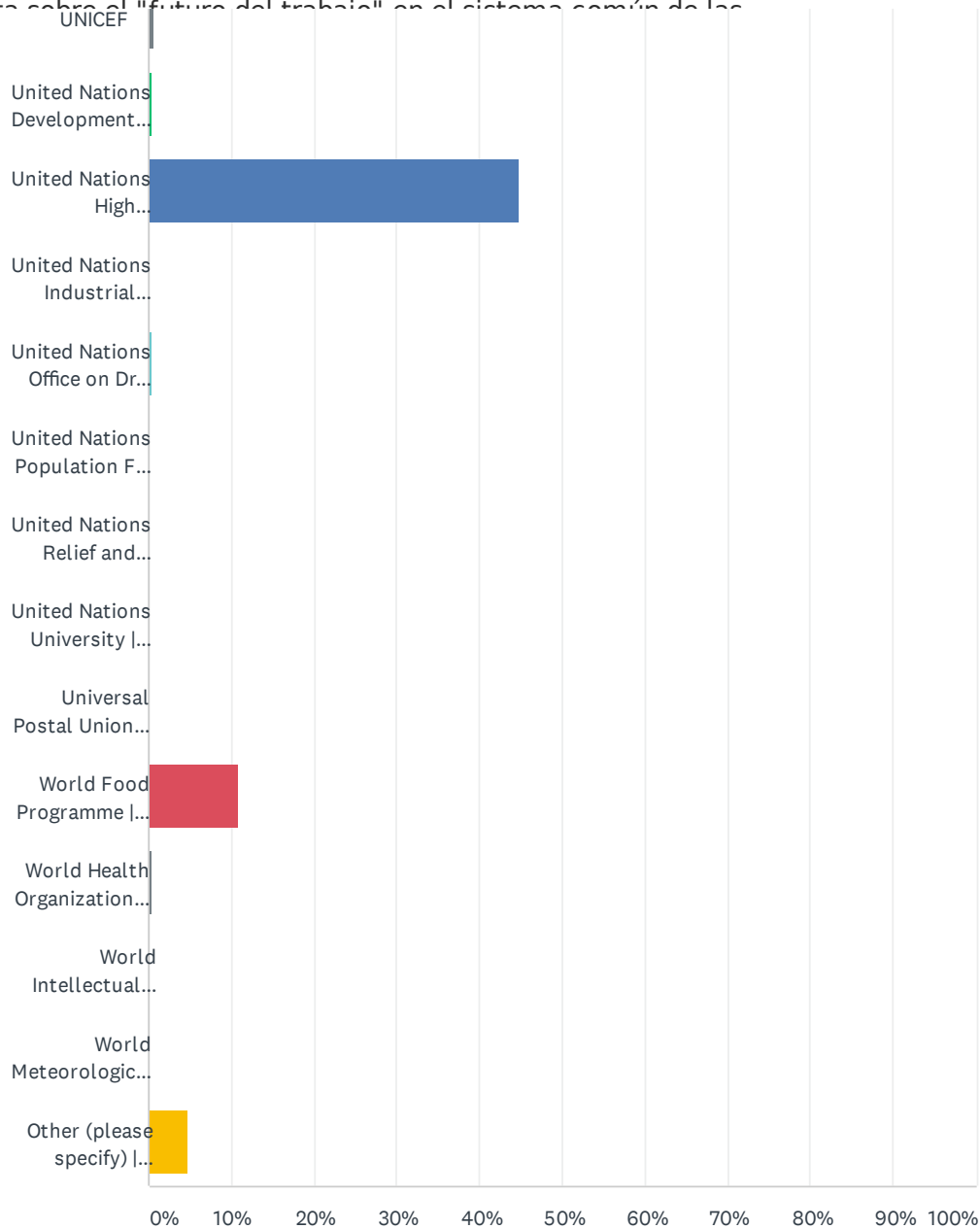
Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las	SurveyMonkey	
Saint Lucia	0.02%	1
Saint Vincent and the Grenadines	0.00%	0
Samoa	0.02%	1
San Marino	0.00%	0
Sao Tome and Principe	0.03%	2
Saudi Arabia	0.05%	3
Senegal	1.19%	74
Serbia	0.27%	17
Seychelles	0.00%	0
Sierra Leone	0.02%	1
Singapore	0.00%	0
Slovakia	0.02%	1
Slovenia	0.00%	0
Solomon Islands	0.00%	0
Somalia	0.34%	21
South Africa	0.82%	51
South Sudan	0.98%	61
Spain	0.08%	5
Sri Lanka	0.18%	11
Sudan	1.08%	67
Suriname	0.00%	0
Sweden	0.10%	6
Switzerland	26.60%	1,655
Syrian Arab Republic	1.11%	69
Tajikistan	0.18%	11
Thailand	3.84%	239
Timor-Leste	0.02%	1
Togo	0.02%	1
Tonga	0.00%	0
Trinidad and Tobago	0.21%	13
Tunisia	0.34%	21
Turkey	1.96%	122
Turkmenistan	0.00%	0
Tuvalu	0.02%	1
Uganda	1.67%	104
Ukraine	0.40%	25
United Arab Emirates	0.16%	10

United Kingdom of Great Britain and Northern Ireland	0.32%	20
United Republic of Tanzania	0.77%	48
United States of America	1.21%	75
Uruguay	0.03%	2
Uzbekistan	0.02%	1
Vanuatu	0.00%	0
Venezuela, Bolivarian Republic of	0.29%	18
Viet Nam	0.11%	7
West Bank & Gaza Strip, The (Occupied Palestinian Territory)	0.00%	0
Yemen	1.11%	69
Zambia	0.55%	34
Zimbabwe	0.16%	10
TOTAL		6,221

Q3 Please select your organization: | Veuillez préciser l'organisation dans laquelle vous travaillez: | Por favor seleccione la organización para la cual trabaja:

Answered: 5,982 Skipped: 312





ANSWER CHOICES	RESPONSES	
UN Secretariat Secrétariat de l'ONU Secretaría de la ONU	19.73%	1,180
Food and Agriculture Organization Organisation des Nations unies pour l'alimentation et l'agriculture Organización de las Naciones Unidas para la Agricultura y la Alimentación	0.33%	20
International Atomic Energy Agency Agence internationale de l'énergie atomique Organismo Internacional de Energía Atómica	0.05%	3
International Civil Aviation Organization Organisation de l'aviation civile internationale Organización de Aviación Civil Internacional	0.00%	0
International Court of Justice Cour internationale de justice Corte Internacional de Justicia	0.02%	1
International Criminal Court Cour pénale internationale Corte Penal Internacional	2.99%	179
International Fund For Agricultural Development Fonds international pour le développement agricole Fondo Internacional de Desarrollo Agrícola	0.02%	1
International Labour Organization Organisation internationale du travail Organización Internacional del Trabajo	12.52%	749
International Maritime Organization Organisation maritime internationale Organización Marítima Internacional	0.07%	4
International Organization for Migration Organisation internationale pour les migrations Organización Internacional para las Migraciones	0.25%	15
International Residual Mechanism for Criminal Tribunals Mécanisme international résiduel pour les tribunaux pénaux Mecanismo Residual Internacional para los Tribunales Penales	0.05%	3
International Telecommunication Union Union internationale des télécommunications Unión Internacional de Telecomunicaciones	0.77%	46
Inter-Parliamentary Union Union interparlementaire Unión Interparlamentaria	0.00%	0
Special Tribunal for Lebanon Tribunal spécial pour le Liban Tribunal Especial para el Líbano	0.02%	1
UN Framework Convention on Climate Change Convention-cadre des Nations unies sur les changements climatiques Convención Marco de las Naciones Unidas sobre el Cambio Climático	0.02%	1
UN Institute for Training and Research Institut des Nations unies pour la formation et la recherche Instituto de las Naciones Unidas para la Formación Profesional e Investigaciones	0.13%	8
UN Women ONU Femmes ONU Mujeres	0.08%	5
UN World Tourism Organization Organisation mondiale du tourisme des Nations unies Organización Mundial del Turismo de las Naciones Unidas	0.00%	0
UNESCO	0.08%	5
UNICEF	0.69%	41
United Nations Development Programme Programme des Nations unies pour le développement Programa de las Naciones Unidas para el Desarrollo	0.32%	19
United Nations High Commissioner for Refugees Haut Commissariat des Nations unies pour les réfugiés Alto Comisionado de las Naciones Unidas para los Refugiados	44.72%	2,675
United Nations Industrial Development Organization Organisation des Nations unies pour le développement industriel Organización de las Naciones Unidas para el Desarrollo Industrial	0.28%	17
United Nations Office on Drugs and Crime Office des Nations unies contre la drogue et le crime Oficina de las Naciones Unidas contra la Droga y el Delito	0.32%	19
United Nations Population Fund Fonds des Nations unies pour la population Fondo de Población de las Naciones Unidas	0.15%	9
United Nations Relief and Works Agency Office de secours et de travaux des Nations Unies pour les réfugiés de Palestine dans le Proche-Orient Organismo de Obras Públicas y Socorro de las Naciones Unidas para los Refugiados de Palestina en el Cercano Oriente	0.05%	3

United Nations University Université des Nations Unies Universidad de las Naciones Unidas	0.02%	1
Universal Postal Union Union postale universelle Unión Postal Universal	0.00%	0
World Food Programme Programme alimentaire mondial Programa Mundial de Alimentos	10.97%	656
World Health Organization Organisation mondiale de la santé Organización Mundial de la Salud	0.35%	21
World Intellectual Property Organization Organisation mondiale de la propriété intellectuelle Organización Mundial de la Propiedad Intelectual	0.07%	4
World Meteorological Organization Organisation météorologique mondiale Organización Meteorológica Mundial	0.05%	3
Other (please specify) Autre (veuillez préciser) Otro (por favor especifique)	4.90%	293
TOTAL		5,982

#	OTHER (PLEASE SPECIFY) AUTRE (VEUILLEZ PRÉCISER) OTRO (POR FAVOR ESPECIFIQUE)	DATE
1	ACNUR	3/15/2021 9:53 PM
2	UNHCR	3/12/2021 3:54 PM
3	UNOPS	3/11/2021 11:47 AM
4	HCR	3/10/2021 6:39 AM
5	UNHCR	3/10/2021 2:16 AM
6	ACNUR / UNHCR	3/9/2021 5:53 PM
7	UNHCR	3/9/2021 4:06 PM
8	ACNUR	3/9/2021 3:27 PM
9	Unhcr	3/9/2021 3:08 PM
10	UNV	3/9/2021 2:35 PM
11	Affiliate organization	3/9/2021 2:05 PM
12	UNV	3/9/2021 12:47 PM
13	UNHCR	3/9/2021 12:04 PM
14	UNOPS	3/9/2021 11:14 AM
15	UNHCR	3/9/2021 10:45 AM
16	UNHCR	3/9/2021 10:41 AM
17	Unhcr	3/9/2021 10:39 AM
18	ESCWA	2/26/2021 8:43 PM
19	UN Environment	2/24/2021 12:26 AM
20	International Trade Centre (ITC)	2/16/2021 2:55 PM
21	ITCILO	2/16/2021 1:42 PM
22	ITC	2/15/2021 6:58 PM
23	UNOG	2/15/2021 9:33 AM
24	UNCTAD	2/13/2021 10:26 AM
25	International Trade Centre	2/12/2021 11:39 AM
26	ICC	2/12/2021 9:23 AM
27	UNESCAP	2/12/2021 3:39 AM
28	Organisation Internationale du Travail	2/11/2021 4:29 PM
29	ITC	2/11/2021 12:40 PM
30	ICC	2/11/2021 10:54 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las

SurveyMonkey

31	ITC	2/11/2021 9:24 AM
32	UNEP	2/11/2021 9:13 AM
33	ESCAP	2/11/2021 8:46 AM
34	UN ESCAP	2/11/2021 8:08 AM
35	UNEP	2/11/2021 6:11 AM
36	UNEP	2/11/2021 5:28 AM
37	UNEP	2/11/2021 5:18 AM
38	UNESCAP	2/11/2021 4:56 AM
39	International Trade Centre	2/11/2021 4:16 AM
40	CNUCED	2/10/2021 7:54 PM
41	IIIM-Syria	2/10/2021 3:41 PM
42	UN-WTO International Trade Centre	2/10/2021 10:41 AM
43	OCHA	2/10/2021 8:53 AM
44	ITC	2/9/2021 8:56 PM
45	UNOPS	2/9/2021 6:17 PM
46	UNECE	2/9/2021 4:53 PM
47	UNEP	2/9/2021 4:21 PM
48	International Trade Centre	2/9/2021 3:32 PM
49	UNCTAD	2/9/2021 3:10 PM
50	ITC	2/9/2021 2:58 PM
51	UNCTAD	2/9/2021 2:57 PM
52	ITC	2/9/2021 2:56 PM
53	International Trade Centre	2/9/2021 2:54 PM
54	International Trade Centre (ITC)	2/9/2021 2:32 PM
55	International Trade Centre	2/9/2021 2:31 PM
56	CEB	2/9/2021 2:01 PM
57	International Trade Centre	2/9/2021 1:34 PM
58	International Trade Centre	2/9/2021 1:25 PM
59	UNOG	2/9/2021 1:10 PM
60	UNOG	2/9/2021 1:04 PM
61	OCHA	2/9/2021 12:39 PM
62	OCHA	2/9/2021 12:37 PM
63	ITC	2/9/2021 12:36 PM
64	International Trade Centre	2/9/2021 12:31 PM
65	International Trade Centre	2/9/2021 12:30 PM
66	International Trade Centre	2/9/2021 12:19 PM
67	UNECE	2/9/2021 12:19 PM
68	IIMM	2/9/2021 12:18 PM
69	IIIM-Syria	2/9/2021 12:14 PM
70	ITC	2/9/2021 12:10 PM
71	IIIM SYRIA	2/9/2021 12:09 PM
72	UNCTAD	2/9/2021 12:07 PM

73	UNEP	2/9/2021 12:06 PM
74	UNECE	2/9/2021 12:05 PM
75	UNEP	2/9/2021 12:05 PM
76	IIIM-Syria	2/9/2021 12:04 PM
77	UNECA	2/8/2021 3:49 PM
78	ITC	2/5/2021 10:37 AM
79	ITC	2/4/2021 2:37 PM
80	UNECA	2/3/2021 11:01 AM
81	ITC	2/3/2021 10:44 AM
82	United Nations Economic Commission For Africa	2/3/2021 9:24 AM
83	UNAIDS	2/3/2021 7:42 AM
84	UNAIDS	2/3/2021 6:56 AM
85	UNAIDS	2/3/2021 6:20 AM
86	ECA	2/2/2021 9:06 PM
87	International Trade Centre	2/2/2021 5:01 PM
88	cfs	2/2/2021 4:45 PM
89	International Trade Centre (ITC)	2/2/2021 11:48 AM
90	UNAIDS	2/2/2021 11:21 AM
91	Economic Commission for Africa	2/2/2021 10:58 AM
92	ITC	2/2/2021 10:10 AM
93	International Trade Centre	2/2/2021 9:47 AM
94	International Trade Centre	2/2/2021 9:21 AM
95	ITC	2/2/2021 8:13 AM
96	United Nations Environment Programme	2/1/2021 10:48 PM
97	ITC	2/1/2021 9:57 PM
98	ECLAC	2/1/2021 8:43 PM
99	United Nations Economic Commission for Africa	2/1/2021 8:33 PM
100	ITC	2/1/2021 6:53 PM
101	ITC	2/1/2021 6:12 PM
102	ITC	2/1/2021 5:57 PM
103	International Trade Centre	2/1/2021 5:23 PM
104	International Trade Centre	2/1/2021 5:10 PM
105	International Trade Center	2/1/2021 4:37 PM
106	ITC	2/1/2021 4:23 PM
107	International Trade Centre (ITC)	2/1/2021 4:14 PM
108	ITC	2/1/2021 4:13 PM
109	International Trade Centre	2/1/2021 4:05 PM
110	ITC	2/1/2021 4:00 PM
111	ITC	2/1/2021 3:57 PM
112	International Trade Centre	2/1/2021 3:57 PM
113	ITC	2/1/2021 3:57 PM
114	ITC	2/1/2021 3:57 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
115	ITC: International Trade Centre	2/1/2021 3:55 PM
116	International Trade Centre	2/1/2021 3:54 PM
117	ITC	2/1/2021 3:54 PM
118	ITC	2/1/2021 3:53 PM
119	International Trade Centre	2/1/2021 3:53 PM
120	International Trade Centre	2/1/2021 3:52 PM
121	ITC	2/1/2021 3:52 PM
122	International Trade Centre	2/1/2021 3:51 PM
123	International Trade Centre	2/1/2021 3:50 PM
124	International Trade Centre	2/1/2021 3:49 PM
125	UN International Trade Centre	2/1/2021 3:47 PM
126	ITC	2/1/2021 3:47 PM
127	Internatonal Trade Center	2/1/2021 3:44 PM
128	ITC	2/1/2021 3:44 PM
129	International Trade Centre	2/1/2021 3:44 PM
130	International Trade Centre	2/1/2021 3:44 PM
131	International Trade Centre (ITC)	2/1/2021 3:43 PM
132	International Trade Centre (ITC)	2/1/2021 3:43 PM
133	International Trade Centre	2/1/2021 3:43 PM
134	ITC	2/1/2021 3:43 PM
135	ITC	2/1/2021 3:41 PM
136	WFP	2/1/2021 2:40 PM
137	United Nations Humanitarian Aviation Services	2/1/2021 1:35 PM
138	UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA	2/1/2021 1:32 PM
139	WFP	2/1/2021 1:27 PM
140	UNECA	2/1/2021 12:11 PM
141	UN-IDEP	2/1/2021 11:56 AM
142	Economic Commission for Africa	2/1/2021 11:31 AM
143	UNECA	2/1/2021 10:19 AM
144	UNECA	2/1/2021 10:11 AM
145	eca	2/1/2021 9:21 AM
146	UNECA	2/1/2021 7:45 AM
147	United Nations Economic Commission for Africa (UNECA)	2/1/2021 6:51 AM
148	UN- Economic Commission for Africa	2/1/2021 6:36 AM
149	ITCILO	1/29/2021 3:34 PM
150	International Training Centre of the ILO	1/29/2021 12:18 PM
151	OCHA	1/29/2021 11:41 AM
152	OIT	1/29/2021 11:02 AM
153	ESCAP	1/28/2021 4:19 PM
154	International Trade Centre (ITC)	1/28/2021 3:27 PM
155	UNEP	1/27/2021 1:48 PM
156	UNOPS	1/26/2021 1:10 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
157	United Nations Environment Programme (UNEP)	1/25/2021 8:57 PM
158	UNMIK	1/25/2021 7:20 PM
159	International Trade Centre	1/25/2021 7:17 PM
160	International Trade Centre	1/25/2021 5:02 PM
161	ECLac	1/25/2021 2:52 PM
162	UNOPS	1/25/2021 2:12 PM
163	UNOPS	1/25/2021 1:55 PM
164	unep	1/25/2021 1:41 PM
165	International Trade Centre	1/25/2021 1:09 PM
166	International Trade Centre	1/25/2021 12:45 PM
167	UNEP	1/25/2021 12:00 PM
168	UNEP	1/25/2021 10:39 AM
169	Multiple UN Agencies in Geneva	1/25/2021 10:14 AM
170	UN ESCWA	1/25/2021 8:40 AM
171	unog	1/25/2021 8:25 AM
172	UNEP	1/25/2021 5:26 AM
173	eclac	1/24/2021 5:15 PM
174	UNEP	1/22/2021 10:40 PM
175	eclac	1/22/2021 9:25 PM
176	UNESCWA	1/22/2021 7:51 PM
177	UNOPS	1/22/2021 7:35 PM
178	Unops	1/22/2021 6:16 PM
179	Cepal	1/22/2021 5:23 PM
180	ECLAC, Santiago	1/22/2021 4:58 PM
181	unitar	1/22/2021 4:24 PM
182	CEPAL	1/22/2021 4:08 PM
183	CEPAL	1/22/2021 4:08 PM
184	CEPAL	1/22/2021 4:06 PM
185	ECLAC	1/22/2021 4:00 PM
186	UNCTAD (UN Secretariat)	1/22/2021 3:26 PM
187	UNDRR	1/22/2021 2:30 PM
188	UNIDIR	1/22/2021 12:24 PM
189	UNESCWA	1/22/2021 12:11 PM
190	Escwa	1/22/2021 12:02 PM
191	UNCTAD	1/22/2021 11:50 AM
192	OCHA	1/22/2021 11:40 AM
193	UNEP	1/22/2021 11:27 AM
194	Escwa	1/22/2021 11:14 AM
195	United Nations Economic Commission for Europe	1/22/2021 10:57 AM
196	UNEP (Pourquoi il n'est pas dans la liste!?)	1/22/2021 10:08 AM
197	Office of the UN High Commissioner for Human Rights	1/22/2021 9:39 AM
198	UNITAR	1/22/2021 9:36 AM

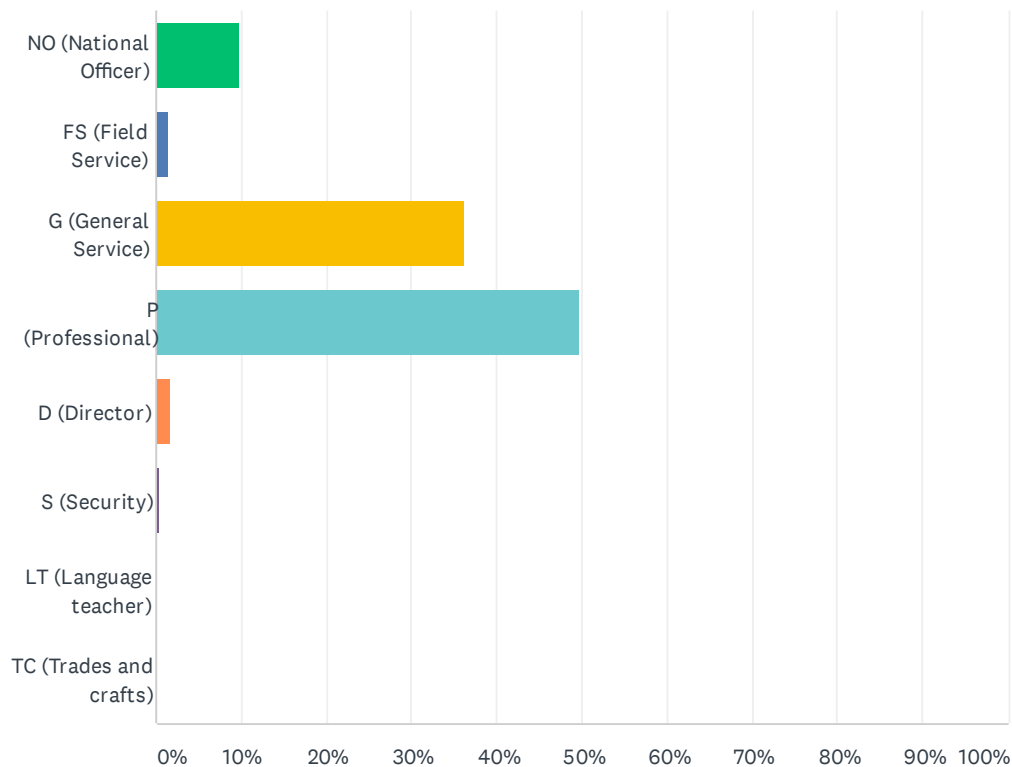
Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
199	ESCWA	1/22/2021 7:51 AM
200	UNESCWA	1/22/2021 7:12 AM
201	Unog	1/22/2021 7:10 AM
202	Escwa	1/22/2021 3:21 AM
203	ESCWA	1/22/2021 12:33 AM
204	ESCWA	1/21/2021 10:37 PM
205	UN Economic and Social Commission for Western Asia (ESCWA)	1/21/2021 9:32 PM
206	UN-ESCWA	1/21/2021 9:20 PM
207	UNESCWA	1/21/2021 8:45 PM
208	UNECE	1/21/2021 8:29 PM
209	UNCTQD	1/21/2021 8:17 PM
210	UNEP	1/21/2021 8:10 PM
211	UNESCWA	1/21/2021 7:30 PM
212	UNOPS	1/21/2021 7:28 PM
213	UN-ESCWA	1/21/2021 7:26 PM
214	ESCWA	1/21/2021 7:25 PM
215	Escwa	1/21/2021 6:53 PM
216	Security and safety	1/21/2021 6:50 PM
217	UNOPS	1/21/2021 6:49 PM
218	UNESCWA	1/21/2021 6:46 PM
219	Office of the High Commissioner for Human Rights	1/21/2021 6:36 PM
220	escwa	1/21/2021 6:29 PM
221	UNEP	1/21/2021 6:22 PM
222	International Trade Center	1/21/2021 6:21 PM
223	UNCC	1/21/2021 6:20 PM
224	IIMM	1/21/2021 6:12 PM
225	IIIM Syria	1/21/2021 5:44 PM
226	UNCTAD	1/21/2021 5:13 PM
227	ITC	1/21/2021 5:12 PM
228	IIIM	1/21/2021 5:09 PM
229	OIOS	1/21/2021 5:02 PM
230	OHCHR	1/21/2021 5:00 PM
231	International Trade Centre	1/21/2021 4:50 PM
232	Department of Political and Peacebuilding Affairs	1/21/2021 4:41 PM
233	International Trade Centre	1/21/2021 4:32 PM
234	UNCTAD	1/21/2021 4:28 PM
235	International Trade Centre	1/21/2021 4:25 PM
236	UNDRR	1/21/2021 4:23 PM
237	OHCHR	1/21/2021 4:17 PM
238	International Trade Centre UNCTAD/WTO	1/21/2021 4:10 PM
239	International Trade Centre (ITC)	1/21/2021 4:10 PM
240	International Trade Centre	1/21/2021 4:06 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
241	International Trade Centre	1/21/2021 4:02 PM
242	International Trade Centre	1/21/2021 4:00 PM
243	International Trade Centre	1/21/2021 3:59 PM
244	UNep	1/21/2021 3:58 PM
245	UNDRR	1/21/2021 3:56 PM
246	UNEP-CITES	1/21/2021 3:54 PM
247	Unog	1/21/2021 3:54 PM
248	International Trade Centre	1/21/2021 3:45 PM
249	International Trade Centre	1/21/2021 3:45 PM
250	International Trade Center	1/21/2021 3:44 PM
251	International Trade Centre (ITC)	1/21/2021 3:42 PM
252	UNOG	1/21/2021 3:38 PM
253	ITC	1/21/2021 3:35 PM
254	OHCHR	1/21/2021 3:34 PM
255	UNIDIR	1/21/2021 3:34 PM
256	International Trade Center	1/21/2021 3:33 PM
257	OHCHR	1/21/2021 3:33 PM
258	International Trade Centre	1/21/2021 3:33 PM
259	UNEP	1/21/2021 3:30 PM
260	International Trade Centre (ITC)	1/21/2021 3:29 PM
261	OCHA	1/21/2021 3:28 PM
262	OCHA	1/21/2021 3:27 PM
263	International Trade Centre	1/21/2021 3:26 PM
264	UNOPS	1/21/2021 3:24 PM
265	United Nations Institute for Disarmament Research	1/21/2021 3:23 PM
266	IIIM	1/21/2021 3:23 PM
267	UNOPS	1/21/2021 3:23 PM
268	Office of the UN High Commissioner for Human Rights	1/21/2021 3:22 PM
269	Office of the Special Envoy for Syria	1/21/2021 3:21 PM
270	International Trade Centre	1/21/2021 3:20 PM
271	UNEP	1/21/2021 3:20 PM
272	International Trade Centre	1/21/2021 3:20 PM
273	United Nations Environment Programme	1/21/2021 3:19 PM
274	UNSJPF	1/21/2021 3:19 PM
275	UNCTAD	1/21/2021 3:19 PM
276	UNITAR	1/21/2021 3:19 PM
277	International Trade Centre	1/21/2021 3:19 PM
278	UNOG	1/21/2021 3:18 PM
279	UNEP	1/21/2021 3:18 PM
280	International Trade Centre ITC	1/21/2021 3:15 PM
281	DPKO	1/21/2021 10:21 AM
282	UNOPS	1/21/2021 10:15 AM

283	International Trade Centre (ITC)	1/21/2021 9:37 AM
284	UNJSPF	1/21/2021 1:57 AM
285	ICSC	1/20/2021 11:24 PM
286	International Trade Centre	1/20/2021 6:30 PM
287	IIIM	1/20/2021 3:07 PM
288	UNLB	1/20/2021 2:52 PM
289	OHCHR	1/20/2021 2:18 PM
290	United Nations Environment Programme	1/20/2021 2:06 PM
291	UNS	1/20/2021 11:38 AM
292	DPKO	1/20/2021 11:02 AM
293	UNEP (why was it left off?)	1/20/2021 10:45 AM

Q4 What is your category? | Quel est votre catégorie ? | ¿Cuál es su categoría?

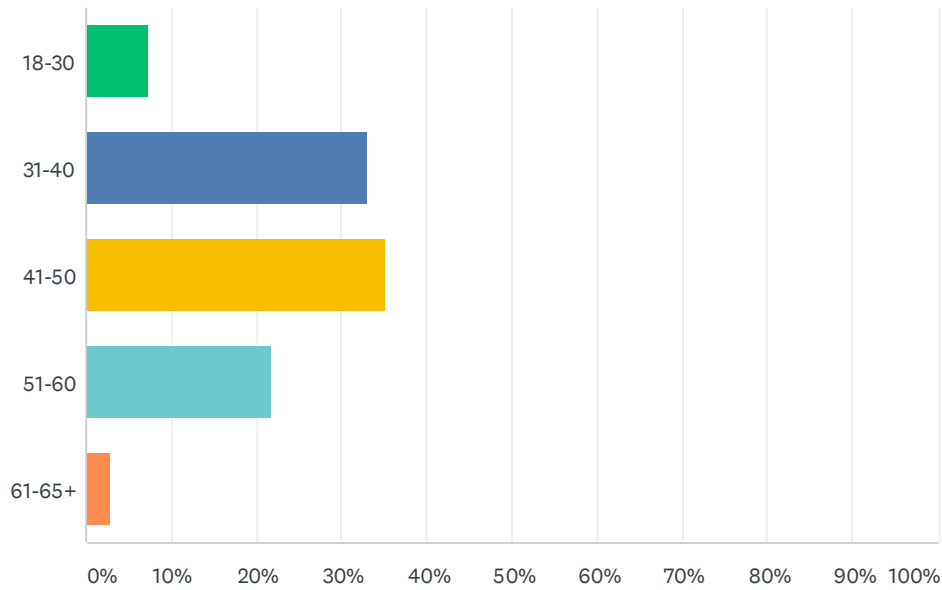
Answered: 6,294 Skipped: 0



ANSWER CHOICES	RESPONSES	
NO (National Officer)	9.93%	625
FS (Field Service)	1.48%	93
G (General Service)	36.27%	2,283
P (Professional)	49.86%	3,138
D (Director)	1.72%	108
S (Security)	0.49%	31
LT (Language teacher)	0.17%	11
TC (Trades and crafts)	0.08%	5
TOTAL		6,294

Q5 How old are you? | Quel âge avez-vous ? | ¿Qué edad tiene?

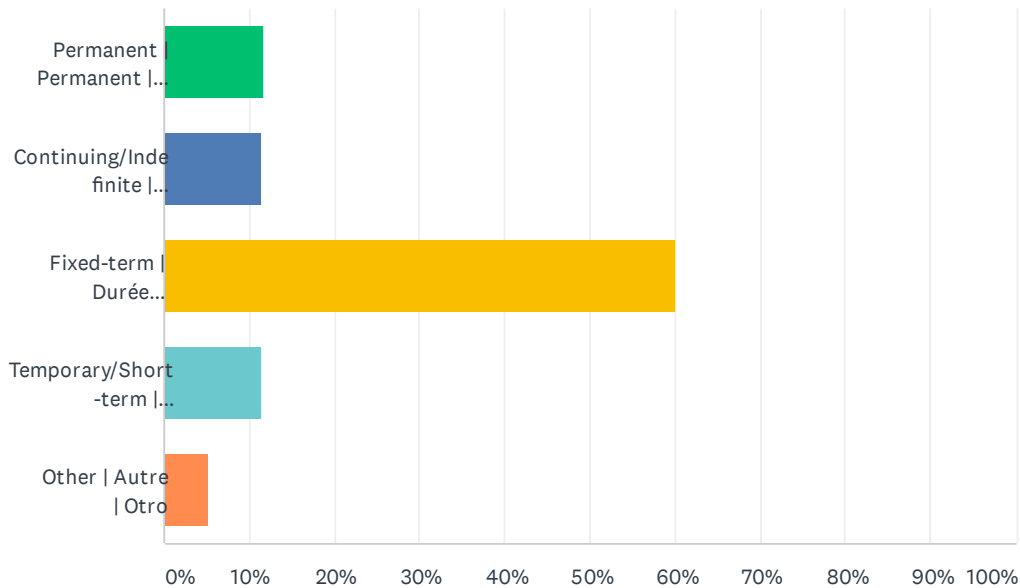
Answered: 6,294 Skipped: 0



ANSWER CHOICES	RESPONSES	
18-30	7.23%	455
31-40	33.11%	2,084
41-50	35.08%	2,208
51-60	21.69%	1,365
61-65+	2.89%	182
TOTAL		6,294

Q6 What is your type of contract? | Quel type de contrat avez-vous? | ¿Qué tipo de contrato tiene?

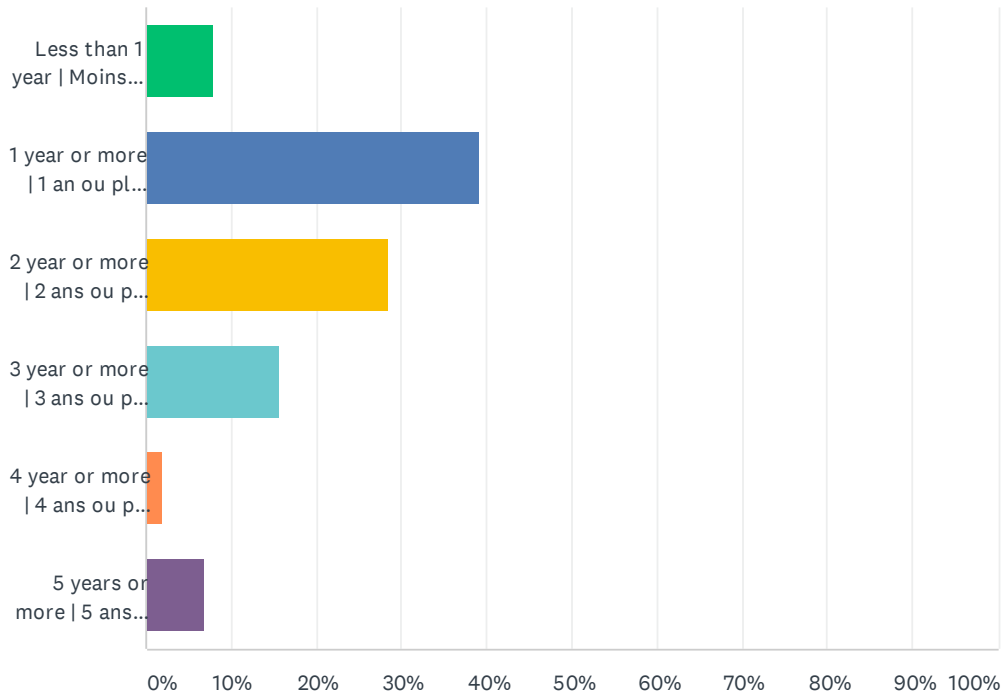
Answered: 6,294 Skipped: 0



ANSWER CHOICES	RESPONSES	
Permanent Permanent Permanente	11.79%	742
Continuing/Indefinite Continu/Indéterminée Continuo/Indeterminado	11.46%	721
Fixed-term Durée déterminée Plazo fijo	60.07%	3,781
Temporary/Short-term Temporaire/Court durée Temporal/Corta duración	11.53%	726
Other Autre Otro	5.15%	324
TOTAL		6,294

Q7 What is the length of your current fixed-term contract: | Quelle est la durée de votre contrat à durée déterminée actuel : | ¿Cuál es la duración de su actual contrato de plazo fijo?

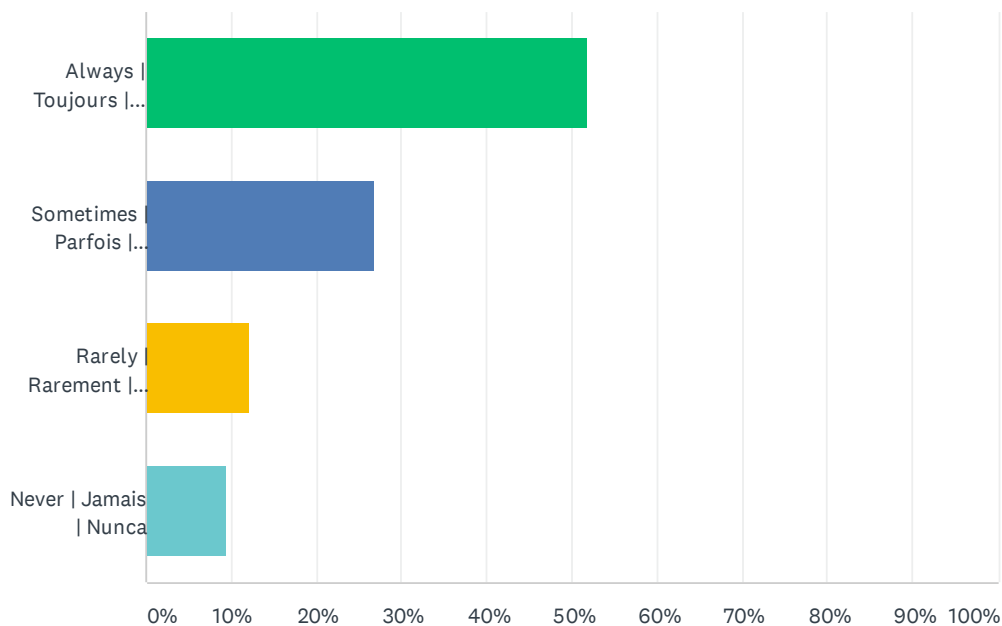
Answered: 3,781 Skipped: 2,513



ANSWER CHOICES	RESPONSES	
Less than 1 year Moins d'un an Menos de un año	8.04%	304
1 year or more 1 an ou plus 1 año o más	39.04%	1,476
2 year or more 2 ans ou plus 2 años o más	28.48%	1,077
3 year or more 3 ans ou plus 3 años o más	15.66%	592
4 year or more 4 ans ou plus 4 años o más	1.80%	68
5 years or more 5 ans ou plus 5 años o más	6.98%	264
TOTAL		3,781

Q8 "I have received adequate notification of renewal or non-renewal of my previous or present fixed-term temporary contract" | « J'ai été dûment informé(e) du renouvellement ou du non-renouvellement de mon contrat précédent ou actuel (à durée déterminée / temporaire) » | "He recibido la debida notificación de renovación o no renovación de mi contrato temporal de plazo fijo, anterior o actual"

Answered: 4,448 Skipped: 1,846



ANSWER CHOICES	RESPONSES	
Always Toujours Siempre	51.80%	2,304
Sometimes Parfois Algunas veces	26.78%	1,191
Rarely Rarement Raramente	12.05%	536
Never Jamais Nunca	9.38%	417
TOTAL		4,448

#	COMMENTS COMMENTAIRES COMENTARIOS:	DATE
1	Notification received on a timely manner	3/22/2021 10:48 AM
2	I have 10 years with UNHCR. For 8 years I was on a 1 yr contract renewal and sometimes the renewal came during the last 30 days. For the 3 year FTA it was also towards the end of contract. 15-20 days notice is not adequate time for a staff to prepare for a plan B.	3/20/2021 9:21 PM
3	I often got my new contract several days after the expiration of the old one	3/19/2021 10:27 PM
4	The notification comes in a month	3/17/2021 9:10 AM
5	I was notified of a change, and this turned out to be an HR error (the notification was rescinded)	3/16/2021 6:15 PM
6	Does not apply, this is my first FTA	3/16/2021 5:33 PM
7	I've been on a UNOPS contract for nearly two years - and the two times it needed to be renewed, my next contract came just a few days before the previous expires, leaving me feeling insecure and undervalued.	3/16/2021 1:07 PM

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8	Needed a not-applicable button!	3/16/2021 12:42 PM
9	I have been on a UNOPs contract going on five years, which gets renewed every year dependent on budget. 4/5 people on my team have been on long-term UNOPs contracts, without healthcare, benefits, etc...	3/16/2021 11:43 AM
10	My contract modality is TA and start date with UNHCR Kazakhstan is 18 January 2021	3/16/2021 6:00 AM
11	I have been renewed several times over 3 years of employment. In this past instance, I was told my contract would not be renewed due to lack of funds, and then two weeks before the end of my contract, I was told I was rehired. It makes it hard to plan career and life wise.	3/15/2021 9:05 PM
12	Les informations parviennent souvent avec beaucoup de retard	3/15/2021 5:55 PM
13	I would like to highlight that my position will be upgraded/abolished and later on as i completed 5 years with UNHCR , i recieved 3 year contract; and i didnt know that my position still will be affected, and nk one from HR clarified to me and i knew that by incident. Really HR role is important and they have to stand nutral in such condition with all staffs not only international staffs!!	3/15/2021 2:40 PM
14	I have issues regarding the length of my contract. Based on the instructions of UNHCR, after 3 years of holding a fixed term contract I am eligible for having a contract length of 3-5 years. I have had discussions in this regard with HR and my supervisor (now my previous supervisor) but they were not ready to do this.	3/15/2021 12:06 PM
15	I get a new contract upon reassignment	3/15/2021 8:35 AM
16	Previously on temporary contracts, renewals were promised and came through on the last day before the end of previous contract or after the start of the next. When I went on maternity leave, there were unofficial talks of looking at getting me back afterwards, which never materialised.	3/15/2021 8:17 AM
17	When I am not assigned I am notified that I am going to SIBA	3/14/2021 3:24 PM
18	If we ask the answer is not clear always	3/14/2021 6:19 AM
19	Most of the time, I have to make several inquiries to the manager for me to know in advance	3/12/2021 3:15 PM
20	The notification of non renewal of my fixed term was too late formy two previous assignment.	3/12/2021 12:09 PM
21	Most renewal notices come late; my first 3 year contract was post dated by 4 months so that its end date coincided with the end of my assignment length	3/12/2021 11:34 AM
22	No idea what will happen after the expiration of my FTA contract on 31/12/21	3/12/2021 11:32 AM
23	Todavía no cumplo el año, sin embargo, he escuchado de otros colegas en otras operaciones que las notificaciones de renovación o no llegan con poca antelación.	3/11/2021 8:12 PM
24	Es mi primer contrato	3/11/2021 4:31 PM
25	It is very stress full.	3/11/2021 2:51 PM
26	via un email	3/11/2021 2:33 PM
27	Je n'ai pas été informé du renouvellement ou non de mon précédent contrat dans les règles Administratives de l'Organisation	3/11/2021 2:22 PM
28	My current contract is till Feb. 2022.	3/11/2021 2:15 PM
29	During my career I have on more than one occasion received my contract after its start date	3/11/2021 1:36 PM
30	il y'avait á la fin de chaque année un mémo pour l'extention de mon contrat	3/11/2021 1:13 PM
31	At times the notification was last minute and it was hard to plan ahead.	3/11/2021 1:08 PM
32	Je suis informee de la coupure de mon poste 6 mois avant.	3/11/2021 12:23 PM
33	Usually it arrives couple of months before the current contract expiration date	3/11/2021 11:58 AM
34	This is my first FTL contract	3/11/2021 11:56 AM
35	As I entitled in Fixed term position from September 2018. So I got renewal notification yearly	3/11/2021 11:27 AM
36	I have been on Temporary Contracts which are renewed without adequate notice and sometimes the contract document is received AFTER the official start date of the tempoaray assignment	3/11/2021 10:54 AM

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37	Les delais de preavis ne sont pas souvent respecté	3/11/2021 9:50 AM
38	This is my first FTA after being on other contracts (TA, UNOPS).	3/11/2021 8:57 AM
39	Its my first year as G staff. I was UNOPS for last 5 years.	3/11/2021 8:53 AM
40	Before migration to electronic contracts, there used to be enough notification but since migration, we only get notified when given the next contract offer for our review and response	3/11/2021 8:53 AM
41	The renewal is done a month to the end of the current contract and sometimes it delays. there is always uncertainty of renewal	3/11/2021 8:29 AM
42	N/A	3/11/2021 6:42 AM
43	Previously as G staff (Malaysia) I rarely received adequate notice.	3/11/2021 4:21 AM
44	I just started	3/11/2021 12:20 AM
45	UNHCR has a rotation system for professional staff, and you cannot be renewed on the same post.	3/10/2021 10:37 PM
46	Currently on my first contract	3/10/2021 4:46 PM
47	HR function not really on top of this part	3/10/2021 3:42 PM
48	thanks to staff council for advocating always for staff right	3/10/2021 2:57 PM
49	I would consider min. 3 months' notification adequate. That has never happened.	3/10/2021 2:23 PM
50	N/A	3/10/2021 2:09 PM
51	Not applicable since is first contract	3/10/2021 1:55 PM
52	just joined UNHCR	3/10/2021 1:38 PM
53	SOME TIMES WE RECEIVE DOCUMENTATIONS	3/10/2021 1:02 PM
54	Premier contract FTA avec le HCR, n'est pas encore à terme	3/10/2021 12:21 PM
55	Meme que le contrat stipule qu'il n'y a pas un droit au renouvellement, les informations de sa gestion sont difficiles a obtenir a l'approche de la fin de la periode. Dans le cadre d'un contrat temporaire, un staff peut travailler pendant toute une periode renouvelee sans signer de contrat ou meme etre informe que son contrat est renouvele dans les memes conditions...	3/10/2021 11:47 AM
56	Previous contract renewals were Temporary (TA), with renewal often only confirmed week or even days before expiry.	3/10/2021 11:36 AM
57	I am typically informed of renewal (in writing) less than 30 days prior to the expiration of my contract. My new contract is often received less than 1 week prior to expiration of existing contract. At least twice since 2019, I have received new contracts for signature on my contract start date. I have traveled once on mission without a contract, i.e., contract was received for signature mid-travel.	3/10/2021 10:50 AM
58	Previously I got a six months notice of termination. For renewal, the HR take their time to inform of any changes.	3/10/2021 10:45 AM
59	Chaque Année j'ai mon contrat de 1 ans renouvelable	3/10/2021 10:31 AM
60	I was notified but only very close to the date of renewal. It was a bit unsettling not to have more communication about it in advance.	3/10/2021 10:27 AM
61	know not too much on the details, although my line manager tried to explain the situation, I understood it only more or less	3/10/2021 10:26 AM
62	I always had to ask my manager about the extension and its length who directed me to HR	3/10/2021 10:15 AM
63	I received verbal acknowledgement of my contract but not a formal contract until 3 days before it was due for renewal.	3/10/2021 9:51 AM
64	I have less than 3 months left on my contract and don't know if it will be renewed	3/10/2021 9:49 AM
65	some supervisor use their power to cancel post and readv.	3/10/2021 9:49 AM
66	We are given an informal indication that it will be extended but for non-work matters, the only thing that counts is the actual contract which comes days before the end of the year which is not ideal.	3/10/2021 9:30 AM
67	It is never mentioned until about 1 month or so to the date	3/10/2021 9:13 AM

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68	I had received advance notice of the decisions, though at some everything would remain in silence mood	3/10/2021 8:39 AM
69	It doesnt matter if my TA contracts are renewed every one or two months.	3/10/2021 8:32 AM
70	TA contract creates fear of losing and no benefits provided during break in service	3/10/2021 7:58 AM
71	I had to ask my supervisor about the situation of my contract.	3/10/2021 7:50 AM
72	HR does not inform me, so I always need to aware of the contract expiry date, otherwise I will be automatically be separated from UNHCR.	3/10/2021 7:44 AM
73	Usually I get at the day that my contract ends.	3/10/2021 7:41 AM
74	We officially notified regarding contract renewal on the last day of the contract.	3/10/2021 7:15 AM
75	Sometimes the process is late thus stepping into the "next month" reducing the length to 5 months (which entails less rights)	3/10/2021 7:09 AM
76	It is my first year of fixed term, I have been on TA for 3 years	3/10/2021 7:08 AM
77	There was a time I had not received any communication and had to go to the office without a contract and reported to my manager.	3/10/2021 6:51 AM
78	Very last minute (day before)	3/10/2021 5:27 AM
79	I am in my first year	3/10/2021 4:18 AM
80	Positions to retain were announced but not the individual.	3/10/2021 3:16 AM
81	i am incharge, problem is HR don't get notified if contracts expire	3/10/2021 2:37 AM
82	It's often quite last minute, and often you need to speak to your supervisor to have assurance that the contract will come through in time.	3/10/2021 2:15 AM
83	No adequate context/background information has been given	3/10/2021 2:14 AM
84	Notification is usually done at very last minute.	3/9/2021 10:02 PM
85	my position was discontinued, and my contract was FTA	3/9/2021 7:27 PM
86	I have never received notification if my contract was going to be renewed or not or for how long it would be renewed. I could have had a 2-year contract this year, however, they only gave me a 1-year contract with no explanations.	3/9/2021 7:04 PM
87	Prior to this position, I was FTA local G6 in UNHCR BO Amman, Jordan and always received adequate notification of renewal	3/9/2021 7:02 PM
88	Very frustrated for less then two Months notification	3/9/2021 6:59 PM
89	It is not really notification, but the DHR does that automatically in a timely and efficient manner	3/9/2021 6:46 PM
90	a veces han tardado en notificar	3/9/2021 6:40 PM
91	This is my first FTA. I was appointed after the expiration of my TA.	3/9/2021 6:39 PM
92	On one occassion, I had to remind the HR colleagues that my contract was ending and if there was a renewal happening or not	3/9/2021 6:26 PM
93	he recibido las notificaciones, pero normalmente después de que el plazo se venció	3/9/2021 6:03 PM
94	Nous voulons les contrats a une longue dure pour qu'on puisse tire plus d'avantage.	3/9/2021 5:27 PM
95	My contract is renewed yearly.	3/9/2021 5:26 PM
96	Toutefois, je déplore sur le contrat précédent la coupure biudgétaire qui a fait que mon contrat a été interrompu et qu'ils m'ont pris sur un TA au lieu de relancer le poste. Aussi sur les contrats TA parfois les gens sont recrutés sur une base qui n'est pas du tout claire. Il n'y a pas d'appel d'offre proprement dit.	3/9/2021 5:23 PM
97	La date de fin du contrat arrive sans que le manager vous dise ce qui vous attends. Des fois on reste sur place à travailler mais sans contrat. plus tard il arrive.	3/9/2021 5:05 PM
98	Usually I receive necessary information upon my request	3/9/2021 4:58 PM
99	I am new, this does not apply to me.	3/9/2021 4:54 PM
100	Not applicable, since there has been no renewal or discontinuation yet	3/9/2021 4:54 PM

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101	First time with a FTA	3/9/2021 4:48 PM
102	I do receive some information on my current contract but definitely not on any of the previous ones.	3/9/2021 4:35 PM
103	I have had various TAs and renewal has always been communicated at last minute, sometimes after the end of the previous assignment	3/9/2021 4:22 PM
104	Official information always received. It can be interpreted in convenient ways both from the manager and from the staff point of view ... Supervisors also know how to "play" with this	3/9/2021 4:16 PM
105	this the second time to received three years contract	3/9/2021 4:14 PM
106	So far I got my renewed contract a few days before my old contracts runs out. Its hugely stressful and creates a lot of instability in my life.	3/9/2021 4:12 PM
107	The notification was sometimes received on the last day of the previous contract	3/9/2021 4:08 PM
108	Depends on availability of funding, relationship with supervisor and ability to sell myself	3/9/2021 4:03 PM
109	last time my contract was renewed very late	3/9/2021 4:00 PM
110	Usually sent at the last moment before renewal, difficult to plan my life	3/9/2021 4:00 PM
111	It's always done last minute and renewal takes long time which leads to gaps in service	3/9/2021 3:59 PM
112	contract was renewed for 2 years in April 2020 only to be informed that my post would be discontinued in July 2021. luckily I competed and got another post.	3/9/2021 3:58 PM
113	No comments	3/9/2021 3:55 PM
114	My contracts have never arrived on time, but 2 or 3 months later the new period started	3/9/2021 3:55 PM
115	To find another UN job requires minimum 8 months. 3 months or less is inadequate.	3/9/2021 3:52 PM
116	during my TAs, I received the extension notification last day of my contract	3/9/2021 3:52 PM
117	il m'arrive même de travailler sans mon contrat, parfois mon TA de 3 mois prend fin et le renouvellement traîne, mais je continue en attendant qu'il m'envoie. Cela peut aussi causer des problèmes dans certaines circonstances	3/9/2021 3:47 PM
118	I don't get an actual formal notification but its renewed automatically every year.	3/9/2021 3:40 PM
119	i would like this survey to put my future work in the un common system as well thanks.	3/9/2021 3:40 PM
120	a última hora	3/9/2021 3:36 PM
121	I have normally received this confirmation in writing (a new contract) several weeks after my previous contract expired.	3/9/2021 3:32 PM
122	I mean or at least at a very late stage sometimes with days of loss because there were delays	3/9/2021 3:26 PM
123	NO EN ESTE MOMENTO	3/9/2021 3:25 PM
124	Is the first time that I work with UNHCR and at this moment I do not have yet one year in the organization	3/9/2021 3:24 PM
125	C'est ma première année de contrat de NO	3/9/2021 3:16 PM
126	I start on Sep/2020 I haven't received my first renewal	3/9/2021 3:04 PM
127	Never had an FTA	3/9/2021 3:00 PM
128	i am a JPO and my contract ends this year	3/9/2021 2:38 PM
129	First contract	3/9/2021 2:36 PM
130	My post is in principle for 5 years, but my contract is renewed annually. I am in my first year, so I am not in a position to reply to the question above yet (but a reply is compulsory)	3/9/2021 2:34 PM
131	HR functions are understaffed; information not always provided in a timely manner.	3/9/2021 2:24 PM
132	official news of renewal come with 2 weeks or less from the end of the current contract	3/9/2021 2:21 PM
133	Always informed but sometimes the day before end. I have always received the new contract a few days before end.	3/9/2021 2:10 PM
134	Pas ce que je suis dans dans le système Depuis plus de 7 ans	3/9/2021 1:59 PM
135	Last time, i was informed of my renewal just a few hours before the end of my contract.	3/9/2021 1:43 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
136	During the 4 years working as TA and 1 year as consultant, sometimes I was not informed that the contract will end. One time in 2016, I returned to the office and I was notified that the administration forgot to write a request for renewing the contract and I have been proposed to work as an affiliate staff under DRC and and I lost 50% on my salary. Of course, I was frustrated but without another choice excepted to accept the offer.	3/9/2021 1:37 PM
137	No communication with this regard	3/9/2021 1:35 PM
138	Although I receive notification on the renewal of my contract, it comes as late as a week before the state of the contract. This affects my visa application significantly.	3/9/2021 1:29 PM
139	in 2018 my contract was not renewed for same position due to end of emergency of Syrian crisis , for 14 months it was renewed for two or three months without discontinuation , then I had a new vacancy and I signed a contract of 3 years in 2019.	3/9/2021 1:22 PM
140	R.A.S	3/9/2021 1:20 PM
141	Notifications are often late however	3/9/2021 1:18 PM
142	N/A	3/9/2021 1:16 PM
143	Je suis en TA depuis janvier 2021 après 6 années de service au HCR	3/9/2021 1:14 PM
144	Always no communication comes in for notification for renewal or non renewal	3/9/2021 1:13 PM
145	Informed quickly for the 1st contract renewal, but the next one is pending (no info, ending this month))	3/9/2021 1:10 PM
146	Only few days to expiry	3/9/2021 1:10 PM
147	Not clear	3/9/2021 1:07 PM
148	J'ai toujours eu notification du renouvellement de mon TA	3/9/2021 1:07 PM
149	my contract is not yet due	3/9/2021 1:05 PM
150	My contract has been renewed several times and I received contradictory information from different people belonging to the management.	3/9/2021 1:05 PM
151	Unhcr workers have no certainty of our continuity and are informed of posts termination or break of service with no anticipation	3/9/2021 1:05 PM
152	En un contexto de incertidumbre, considero que el SNU tiene que esforzarse por brindar la mayor previsibilidad posible a su personal.	3/9/2021 12:57 PM
153	I have had many contracts, and in different offices it varies depending on who is leading the process	3/9/2021 12:55 PM
154	Constant negotiation; no reliability; even after years of service and always satisfactory evaluations and demonstrable achievements for the organisation, my situation makes me feel like I am a consultant and I need to beg the organisation to keep me instead of being regarded as valuable.	3/9/2021 12:52 PM
155	I typically had to ask for the renewal myself to comply with various requirements, very rarely the actions have been taken for me or reminders provided in the 13 years of work with the system	3/9/2021 12:51 PM
156	Il m'est arrivé de travailler avec le HCR sans contrat entre deux postes temporaires. Une honte!	3/9/2021 12:49 PM
157	I have been orally asked by supervisors at end of year.	3/9/2021 12:48 PM
158	one of my previous contracts was renewed few hours before the end -date which created some confusion and issues in relation with un upcoming mission	3/9/2021 12:40 PM
159	my post was discontinued. I was given 7 months advance notice	3/9/2021 12:36 PM
160	I have almost always found out about the renewal of my contract when I received my contract.	3/9/2021 12:34 PM
161	Please make it permanent job	3/9/2021 12:34 PM
162	N/A	3/9/2021 12:31 PM
163	But this was not the case for other colleagues in FTA or else.	3/9/2021 12:31 PM
164	Je suis en attente de renouvellement en août	3/9/2021 12:30 PM
165	J'ai des contrate TA qui sont renouveler des fois mensuellement, trois mois bientôt six	3/9/2021 12:29 PM

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas. Je suis souvent séparé et après deux mois ou six moi je reprend le travail. Je suis toujours en perpétuel perturbation sans pouvoir m'organiser dans mon travail et ma vie privée.

166	J'ai comence a travaille avec le HCR depuis 1994	3/9/2021 12:24 PM
167	On one occasion, to ensure there would be no break in my continuity of service and to be available to start a new assignment on time, I had to book flights myself to travel to the duty station. The organisation eventually reimbursed me, however, there is a fundamental lack of awareness or concern by HR about their own policies – especially the consequences of any break in continuity from one contract to the next – and also a lack of effective coordination within HR. If the employee does not have an existing knowledge of the organisation, access to the intranet, time, resources and initiative, recruitment will be delayed – often for weeks or months longer than necessary – and they may be unduly disadvantaged in their future career.	3/9/2021 12:21 PM
168	J'avais reçu le contrat de 3 ans de 2018-2020 et subitement je suis soumis au contrat d'un an juste au 31 Decembre 2021	3/9/2021 12:20 PM
169	RAS	3/9/2021 12:20 PM
170	My temporary contracts almost always get renewed on the last day.	3/9/2021 12:20 PM
171	Par Notification électronique	3/9/2021 12:18 PM
172	6 mois avant le contrat arrive a terme	3/9/2021 12:17 PM
173	The notifications on temporary contract extension letters/ or messages are never entirely clear or sure. The process should be simplified and not just cite the policy part but also inform the various option when non renewal of temporary contract takes place. It is often left to the individual to figure out the fate of temporary extension and its duration. This should be managed through a better process and a more centralized manner. Currently each agency have their own ways to manage them. Re-purposing of temporary contracts in the UN is a must and need of the hour. It leads to a lots of frustration among different contract types, hard for a newcomer or a layman to understand complexities	3/9/2021 12:17 PM
174	Contract is renewed few days before the current one is ending	3/9/2021 12:13 PM
175	RAS	3/9/2021 12:12 PM
176	It would help if there is a deadline at least 180 days out so that a staff member can plan appropriately.	3/9/2021 12:11 PM
177	I am On FTA (one year fix term contract) but given six months without any notice and any reason	3/9/2021 12:11 PM
178	Lorsque le contrat arrive a son terme, c'est quand je recois le nouveau contrat que je sais que c'est reconduit. Je precise que le contrat actuel couvre la periode de 1er janvier 2019 au 31 decembre 2021.	3/9/2021 12:11 PM
179	One time I was notified of extension of my Temporary Assignment after the office decided to extend	3/9/2021 12:10 PM
180	This has always been the case with UNHCR but not my previous organization	3/9/2021 12:09 PM
181	starting with contracts of 1 year, now renewed for 2 years ... little or no communication during the renewal, does not give the feeling of jobsecurity	3/9/2021 12:08 PM
182	At the end of my one year Fixed Term contract, il had to work for three weeks without knowing my administrative situation and it was after that I received the notification of the renewal of my contract for a period of two years.	3/9/2021 12:08 PM
183	I am currently a JPO so my situation is different. But typically all HR communication about contracts has been last minute.	3/9/2021 12:07 PM
184	not yet	3/9/2021 12:06 PM
185	Although the renewal is fast enough to avoid a break in paychecks, I've had 5 in three years and never have they complied with the Swiss government's timelines for residency permit renewal	3/9/2021 12:03 PM
186	communication rarely recieved.	3/9/2021 12:00 PM
187	this is the first fixed term contract, not yet expired	3/9/2021 11:59 AM
188	The question is what is understood by "adequate notification": while I had oral confirmation by my manager, I received that new contract sometimes very late! (less than a month before renewal date)	3/9/2021 11:57 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
189	there is uncertainty on what will happen to the programme for which I am employed and as a result I do not know what will happen with my current contract after 31.12.2021	3/9/2021 11:55 AM
190	It is only when I asked, I was informed that my contract would be renewed subject to a new appointment.	3/9/2021 11:52 AM
191	Usually I am told there is no money and then last minute they give me a 6 months extension	3/9/2021 11:49 AM
192	Official notification usually arrived few days before end of contract	3/9/2021 11:49 AM
193	HR told me that I would be renewed but I only received confirmation and my new contract 2 days before the end of my existing contract.	3/9/2021 11:49 AM
194	J'ai été informé car mon poste a été retiré .c'est pourquoi on m'a donné u contrat de courte durée .	3/9/2021 11:45 AM
195	When contracts are due, you receive a message from HR, but follow-up action from management has always been slow, leading to contract being terminated before new contract is issued. I have always worked for a few weeks without a contract at every duty station I have been.	3/9/2021 11:41 AM
196	This is my first FTA assignment and yet to go through renewal	3/9/2021 11:38 AM
197	j'ai en effet ete informee mais pas dans les temps et j'ai du initie la procedure sinon les superviseurs auraient oublie. de plus, la procedure n'a pas repondu aux conditions d'impartialite normalement requises	3/9/2021 11:37 AM
198	it is still not clear why I do not have a 3 years contract	3/9/2021 11:35 AM
199	Information is given just a few days before ending of contract with arbitrary decision about its duration (1/2 years)	3/9/2021 11:32 AM
200	Le renouvellement du contrat se fait de manière tardive et il y a un temps entre la fin du contrat précédent et le début du contrat (durée pouvant aller jusqu'à 3 semaines)	3/9/2021 11:30 AM
201	As UNHCR staff, we are feeling and having pressure if we received notification or not. Because our assignment is going to be completed and the contract is in need to renew. I believe that all staff should have some guarantee after 5 years of working with good performance. I would suggest conducting separate evaluation in case of need and increase the number of years on the contract.	3/9/2021 11:28 AM
202	notification comes before end of contract conditioned that staff is appointed to another duty station	3/9/2021 11:25 AM
203	the extension of my contract has always happened less than one month before the end of my contract.	3/9/2021 11:25 AM
204	One FT renewed with 3 days notice; second renewal with ~1 month notice. I almost accepted a job offer at another (non UN) organisation at the time.	3/9/2021 11:24 AM
205	my first contract	3/9/2021 11:23 AM
206	Very late and within a month of contract end	3/9/2021 11:21 AM
207	Notifications of renewal are often late (coming in 2nd or 3rd week of December)	3/9/2021 11:18 AM
208	TA as of 4 January 2021. UNOPS contract from Oct 2017 to Dec 2020	3/9/2021 11:17 AM
209	Les delais d'information de non renouvellement sont plus longs que les delais d'information de renouvellement. Il faudra standarter et avoir des delais suffisantes pour permettre au staff ne pas etre dans la precarite	3/9/2021 11:17 AM
210	I informally learned after various pressures that my FTA will not be renewed. No reasons have been communicated to me besides this information.	3/9/2021 11:15 AM
211	renewal happened after my contract had already ended	3/9/2021 11:14 AM
212	The notification dates are not standard	3/9/2021 11:13 AM
213	it was always in the last moment	3/9/2021 11:10 AM
214	Il y a lieu de noter qu'un superviseur peut arriver et refuse de valider ton prochain contrat de 3 ans sous le pretexte qu'il te connait pas encore bien en depit de ton Epad dont il a acces	3/9/2021 11:08 AM
215	I am due to be reassigned to a 4 year SAL duty station upon termination of my 1 year FTA	3/9/2021 11:06 AM
216	Improved over the last 5 years	3/9/2021 11:06 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
217	The instrument of the TA contract is total nonsense, it should be replaced with the concept of the probation period widely used in the private sector.	3/9/2021 11:05 AM
218	I normally have to start asking 3 to 4 months earlier of my contract extension	3/9/2021 11:03 AM
219	Recently started working for UNHCR	3/9/2021 11:02 AM
220	usually less than 2 weeks	3/9/2021 11:00 AM
221	The First time I received notification, was 3 month prior to end of contract	3/9/2021 11:00 AM
222	The formal notification always come in later than the last day of my previous contract, which is very frustrating, brings uncertainty and insecurity..	3/9/2021 10:59 AM
223	I joined the organization 10 years ago so my contract is renewed every 3 years, however, I never received any notification	3/9/2021 10:59 AM
224	Received notification for re-confirmation of my current post which may lead to competitive maintain or lose my assignment	3/9/2021 10:59 AM
225	The external recruitment for my position started without notification	3/9/2021 10:59 AM
226	This is depending on the operational needs	3/9/2021 10:59 AM
227	It's usually very last minute	3/9/2021 10:58 AM
228	Nous n'avons pas une bonne compréhension des textes y relatifs.	3/9/2021 10:58 AM
229	Pas de commentaires	3/9/2021 10:57 AM
230	not applicable as this is my first year	3/9/2021 10:57 AM
231	Never, as it depends on whether I find another assignment	3/9/2021 10:57 AM
232	short notice	3/9/2021 10:56 AM
233	Renewal is generally confirmed at the 11th hour, while initial onboarding, even for short-term contracts can be very lengthy meaning that moving between short term contracts in one calendar year, for example, can result in a lot of wasted time which could be better used being on contract and working.	3/9/2021 10:55 AM
234	I'm the new staff and didn't reach one year of the employment	3/9/2021 10:54 AM
235	I am currently on a mandatory contract break after 2 years. It was supposed to be 4 weeks and has already been 7 weeks. Meanwhile, the work has to carry on so I am working without a contract.	3/9/2021 10:54 AM
236	UNHCR mechanisms for FT employment are very good, with a fair rotation system. I say this after working for other UN agencies and I found UNHCR to have one of the best HR systems	3/9/2021 10:53 AM
237	Good communication about renewal of contract	3/9/2021 10:53 AM
238	Last time I received confirmation of extension less than 2 weeks before my contract expired. This was extremely stressful as I am in a field duty station with school going children	3/9/2021 10:53 AM
239	Confirmation of renewal has been on average just weeks or days before expiration of current contract	3/9/2021 10:53 AM
240	this my first contract	3/9/2021 10:52 AM
241	We are always looking for a secured job. Not being able to make sure you are secured at your job affects our motivation	3/9/2021 10:52 AM
242	In 2018 my affiliate contract was cut while I was on maternity leave, with only 30 days advance notice. I ended up overstaying my visa and being on an irregular status and could not leave my duty station because of this. I was stuck for a month in the duty station with ZERO help. When I complained to our Ombuds office they said it was "legal". When I complained to ethics office they said it was "unethical but happened over a year ago, so nothing to do". Every time you guys talk about gender equality and being sensitive to gender issues I honestly think you're all one big joke. Still disgruntled over this because it didn't just affect me, or my 2 month old baby at the time, but my husband too.	3/9/2021 10:50 AM
243	Annual contract renewal usually takes place 1-5 days before the expiry of the previous one, with impact on personal and professional life.	3/9/2021 10:50 AM
244	Je n'ai reçu aucune notification pour le renouvellement de mon actuel contrat. Mais je l'ai eu quand même	3/9/2021 10:49 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
245	NA - i just started my assignment	3/9/2021 10:48 AM
246	It is better now (a few months notice), but at times my contract was only renewed after it has expired and others were in the last week of the contract period.	3/9/2021 10:48 AM
247	Often the renewal is dealt with at the very last minute and could even be in retrospect.	3/9/2021 10:48 AM
248	I am on my first TA which is still ongoing, which is why I have not received any notification on renewal yet. However, I know from several colleagues that renewal of contracts happens last minute and I do not think this is a fair practice.	3/9/2021 10:48 AM
249	Reclassification done, SAL cut short, no clear reason why	3/9/2021 10:47 AM
250	Usually last minute	3/9/2021 10:47 AM
251	N/A	3/9/2021 10:47 AM
252	I have no idea of renewal	3/9/2021 10:47 AM
253	I had to follow up and remind HR and begging to renew my FTA	3/9/2021 10:45 AM
254	Does not apply as it is my first FTA contract / year	3/9/2021 10:45 AM
255	always never certain of renewal. the contract itself has a clause of no expectation of renewal.	3/9/2021 10:45 AM
256	This is my first contract. The contract is IUNV. I have six months left of my 12-month contract but I have no information of renewal. I can however see that it is not budgeted for 2021.	3/9/2021 10:42 AM
257	I requested renewal information as the contract was uncertain	3/9/2021 10:41 AM
258	this is my first year on FTA, so the above is not applicable	3/9/2021 10:40 AM
259	First contract with the organization	3/9/2021 10:40 AM
260	I do get the notification at the last minute when I have no idea if it will be renewed or not	3/9/2021 10:40 AM
261	The contract is 1 year but I just get extensions every 3 months	3/9/2021 10:39 AM
262	AM a few months into the system.	3/9/2021 10:39 AM
263	It just happens more or less automatically, but without notification of renewal. It has not been a problem for me per se. The point is not necessarily the renewal of the contract within an assignment, but how to obtain a new assignment ... Especially now that I have a family with children, I cannot risk unemployment for a number of months.	3/9/2021 10:39 AM
264	In most cases with only a few days notice for confirmation but admittedly the support has been continuous	3/9/2021 10:39 AM
265	first year of first FTA	3/9/2021 10:38 AM
266	I was previously FTA and had to separate to work in a different field for some years after which I returned as a TA. My reply thus refers to my entire UN experience, not based on my current contract.	3/9/2021 10:38 AM
267	In my experience any notification of contract changes have been extremely last minute with little information given.	3/9/2021 10:38 AM
268	But it was always me that had to warn about contract exporation	3/9/2021 10:38 AM
269	Not applicable (first contract with UNHCR)	3/9/2021 10:37 AM
270	while we more or less know our contract will be renewed, official info in the past (when contracts were renewed yearly) only came at the end of the year. Now that we have 3y contracts, renewal normally comes well in time (about 5-6m before ongoing contract expired)	3/9/2021 10:37 AM
271	I had to initiate the discussion on renewal of my present contract with my PAA. No action taken by the local HR team.	3/9/2021 10:37 AM
272	I work on assignment-based consultancy contracts	3/9/2021 10:36 AM
273	Not applicable - new recruitment	3/9/2021 10:36 AM
274	N/A for me	3/9/2021 10:36 AM
275	It is almost always unsure until the very last moment.	3/9/2021 10:35 AM
276	The TA situation in UNHCR is very fluctuating I have received new contract on 31st Dec	3/9/2021 10:34 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las
and its always insecure gamble about the future.

SurveyMonkey

277	I had 3 of 2-year contract but the organization decided to make it yearly renewal based on shakey argument	2/26/2021 9:15 PM
278	I have not had a contract termination yet, but the renewal usually only happens 1 month before end of contract. Until then, there is no communication.	2/23/2021 1:43 PM
279	Unapplicable, first contract	2/19/2021 3:36 PM
280	I haven't had a contract before	2/19/2021 3:05 PM
281	My current contract ends in 6 months and no clue about after (but I realise I am still among the "lucky" ones	2/19/2021 2:49 PM
282	it happens that I wrote to enquire about my contract to know if I am extended or not	2/16/2021 5:09 PM
283	Often the extension is confirmed by the manager, but officially it is not signed until shortly before the expiry of the contract (less than one month)	2/12/2021 3:22 PM
284	we normally get notification about 1-2 months in advance.	2/12/2021 4:41 AM
285	pas encore, j'ai seulement 5 mois de travail avec l'organisation	2/11/2021 6:56 PM
286	it has always been at the last minute. Usually towards mid-December	2/11/2021 5:39 PM
287	The notification came usually one month or less before the contract expired	2/11/2021 4:55 PM
288	The renewal is communicated a few days before the contract expires. Very inconvenient.	2/11/2021 4:55 PM
289	Usually I ask if my contract will be renewed or not.	2/11/2021 3:47 PM
290	Just beginning contract.	2/11/2021 2:58 PM
291	Not yet applicable to me (first year)	2/11/2021 2:53 PM
292	I usually follow up on the renewal in due course- during the last month of the existing contract	2/11/2021 2:06 PM
293	Not Applicable. This is my first contract	2/11/2021 1:29 PM
294	Under the assumption that "no news is good news", it seems to be common practice in ITC that the staff member receives the new contract on rather short notice (usually in the beginning of Dec, this year a bit earlier)	2/11/2021 12:43 PM
295	C'est ma première année à l'OIT , la date de fin de mon contrat est dans 6 mois , il reste du temps pour être informée	2/11/2021 12:26 PM
296	This notification always came through 'last minute' of the expiring contract, always a tense time because of the uncertainty whther the contract will be extended or on the other hand drastic changes to be dealt with.	2/11/2021 11:14 AM
297	My supervisor always starts the renewel process well in advance	2/11/2021 11:10 AM
298	it is always last moment right before expiration that I receive notification of renewal and it gives me a lot of anxiety and uncertainty.	2/11/2021 11:09 AM
299	I am not quite sure if the answer is adequate, I would have preferred to chose a neutral answer as this is my first fixed term contract and I already know that it will be renewed for a second year.	2/11/2021 11:07 AM
300	C'est juste à un mois que j'apprends souvent que mon contrat va etre renouvelé.	2/11/2021 11:05 AM
301	Receiving notification of the renewal of your contract only a few days before it ends shouldn't be allowed. It's really not respectful of the staff members. Furthermore, we never recive any written confirmation or any document we can download indicating that our contract has been renew. So for our next employer, our initial contract with the ICC is the only thing we have which is not enough to prove the lenght of your employment.	2/11/2021 11:02 AM
302	Its an automated system	2/11/2021 11:02 AM
303	renewal notices are provided less than 30 days before the end of the contract.	2/11/2021 11:00 AM
304	Rules with short term appointments are not clear, and I have been receiving contracts of one month, which is not fine and stressing.	2/11/2021 10:59 AM
305	There has never been any discussion or notification as to whether my contract will be renewed. We typically receive our contract in mid to late December for the following calendar year. This was particularly stressful as my first contract was about to come to an	2/11/2021 10:58 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 end, and no one had provided me with any information as to whether it would be renewed.
 The sense I have gotten from managers is that we should just assume that our contracts will probably be renewed.

306	formal notification often comes one week before the end of the contract; sometimes after the end date of the contract	2/11/2021 10:57 AM
307	N/A	2/11/2021 10:55 AM
308	at times, notice was given only a few days prior.	2/11/2021 10:55 AM
309	I am still a new employee	2/11/2021 10:55 AM
310	Contract was automaticaly renewed without any specific notification	2/11/2021 10:54 AM
311	I am only asked to come and sign the new contract when it is necessary	2/11/2021 10:51 AM
312	Information about contract renewal is always last minute, creating anxiety and job insecurity.	2/11/2021 10:50 AM
313	3 weeks before expiration date	2/11/2021 10:49 AM
314	My contract is usually renewed two weeks prior to its end date	2/11/2021 10:49 AM
315	informée mais l'information arrive au dernier mois du contrat	2/11/2021 10:38 AM
316	It is my first and I guess the time has not yet come to be notified.	2/11/2021 10:05 AM
317	not yet recently joining the ILO	2/11/2021 9:39 AM
318	I have not completed my contract yet. Hence, cannot answer to this question	2/11/2021 9:38 AM
319	The contract usually comes very close to end of contract	2/11/2021 9:35 AM
320	N/A - First time	2/11/2021 5:53 AM
321	Very last minute notice and communication, around 2 months before expiration	2/11/2021 5:12 AM
322	can be uncertain and last minute	2/11/2021 4:17 AM
323	There is no notification when the contract is renewed. We are informed orally by our chief of the renewal, then we received the Personal Action in UMOJA.	2/9/2021 6:08 PM
324	My status has just changed from temporary to fix-term Jan. 2021.	2/9/2021 2:59 PM
325	On several occasions was informed of the possibility of the renewal several days (up to 3 days) before the expiration date of the contract held at the time.	2/9/2021 2:59 PM
326	Recently it is better. In the past, I was officially notified of my renewal a couple of days before the end of my current contract, and I felt lucky compared to other colleagues. For international staff, especially with a family, this quite stressful and makes you focus on renewing your contract rather than doing your job.	2/9/2021 2:05 PM
327	Not applicable (JPO)	2/9/2021 2:02 PM
328	its a struggle to get CDL and health card received usually after contract expiration	2/9/2021 12:37 PM
329	un peu à la dernière minute	2/9/2021 12:28 PM
330	Notifications should be received at least 2 months prior to the end of contract	2/9/2021 12:23 PM
331	It is only one month or less in advance from the expiration of my contract	2/9/2021 12:20 PM
332	Notifications always arrive at the last minute, increasing uncertainty and stress, especially in the current conditions of a pandemic.	2/9/2021 12:06 PM
333	Je reçois la notification souvent à deux mois avant expiration du contrat.	2/5/2021 8:40 AM
334	When I was on temporary contracts, this varied significantly depending on who the manager was (or how organised their HR focal point was!). Sometimes I had to follow up just days before new contract was due to start, occasionally the start was delayed because no renewal action had been taken (but I was assured it would be). Sometimes, renewal offered was not in line with org policy (ie after 5 yrs Fixed Term I should have been offered 2 yr contract, was offered 1, which was corrected when I raised it. In short, personnel should be certain of the rules in their org and prepared to follow up themselves rather than rely on 'the system' or divisional/HR colleagues to get it right.	2/4/2021 1:47 PM
335	mon contrat n'a pas encore été renouvelé	2/4/2021 10:03 AM
336	Renewals are often communicated on the last day of work under previous contract or even	2/3/2021 6:40 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas

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337	not yet hit renewal cycle	2/3/2021 4:56 PM
338	It depends on the project period	2/3/2021 10:37 AM
339	this is my first contract	2/3/2021 9:54 AM
340	I don't really receive any notification about this, practically until the date of renewal	2/3/2021 8:50 AM
341	N/A	2/3/2021 5:50 AM
342	Je suis nouveau à mon poste	2/2/2021 10:18 PM
343	J'ai été informé du renouvellement de mon ancien contrat moins d'un mois avant son terme	2/2/2021 5:27 PM
344	In other UN entity never	2/2/2021 5:14 PM
345	I'm on first FT contract. Contract expires later this month; so far no notifications received	2/2/2021 4:50 PM
346	I have selected Always as I am doing my first contract term and am not yet in a situation where I will receive a notification	2/2/2021 3:22 PM
347	Je suis en probation	2/2/2021 2:53 PM
348	Not Applicable	2/2/2021 1:51 PM
349	Renew so far has been sort of automatic.	2/2/2021 1:24 PM
350	I have been contacted by my supervisors to complete my pace or evaluation for the renewal. But i have never received for no-renewal	2/2/2021 11:59 AM
351	WFP does not offer CO (Permanent) type of contracts to Professional	2/2/2021 9:49 AM
352	I had often to remind the organization that my contract was about to expire	2/2/2021 9:19 AM
353	I have received the notification on my contract and offer of appointment	2/2/2021 8:55 AM
354	This is not something automatically came. Especially this is FT but JPO, always it is required an initiative from a JPO staff member to make sure the contract is to be renewed or not.	2/2/2021 8:53 AM
355	il s'agit de mon premier contrat	2/2/2021 8:39 AM
356	New Contract	2/2/2021 8:38 AM
357	This is my first contract/year so no renewal has happened so far	2/2/2021 7:23 AM
358	It gets renewed automatically every two years	2/1/2021 11:30 PM
359	It is my first contract with WFP	2/1/2021 8:04 PM
360	Contract renewal confirmation was never provided before the NTE date reached. Cancelling all predictability for family location planning.	2/1/2021 5:26 PM
361	Less than a week time before confirming. No further info provided.	2/1/2021 5:16 PM
362	I have not been with the UN long, but based on the experience of others in my office, I don't anticipate that the notification will be timely.	2/1/2021 5:00 PM
363	my FT contract has always been renewed	2/1/2021 4:59 PM
364	I simply learned that it had been renewed	2/1/2021 4:58 PM
365	I cannot comment as this is my first 2 year assignment	2/1/2021 4:55 PM
366	Par les ressources humaines qui demande de fournir l'évaluation durant la période de travail	2/1/2021 4:15 PM
367	hasnt been renewed yet	2/1/2021 4:08 PM
368	I have to negotiate my w/m with project managers. my manager does not manage at all my contract	2/1/2021 4:07 PM
369	Last year I did not even know if it would be renewed, I inquired to my manager few months before and got a positive response but still the actual contract was not ready; ready only few days after the start date!	2/1/2021 4:01 PM
370	This year, I have not been informed of my contract ending in August 2021	2/1/2021 3:58 PM
371	I have just started my contract	2/1/2021 3:58 PM
372	One time I was on a temp contract and I got told literally 3 days before the end of it that	2/1/2021 3:42 PM

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 "oops, we couldn't actually get the budget to renew you, sorry." I was out of work for 6 weeks until I got re-hired.

373	I am always given notification of non renewal, while it is always the intention of my team to extend my contract and I always end up being extended. I believe I signed 5/6 letters of non renewable and always been renewed	2/1/2021 3:16 PM
374	Not applicable	2/1/2021 2:48 PM
375	My previous contract duration expired in July 2020. I received a message from HR end of April informing me that, unless they hear from me contrary, the contract would be extended for 2 years and that I would receive a notification at a later stage. February 2021 I have not yet received the notification.	2/1/2021 2:38 PM
376	this is my first year	2/1/2021 2:22 PM
377	one renewal since i joined the ilo	2/1/2021 1:41 PM
378	while the notifications sometimes come just before the expiry of the current contract, they do come.	2/1/2021 1:40 PM
379	In soon 15 years as FT staff, I have never been asked if I would like to extend the contract. It is done automatically and usually at the last minute. All extensions but one, I have received an email about my contract being extended about max 7 days prior to my contract expiry.	2/1/2021 1:34 PM
380	Its always not certain if it will be renew or not	2/1/2021 1:16 PM
381	I received notification of renewal for my previous contracts as Short Term	2/1/2021 12:46 PM
382	I am in my current first fixed term appointment	2/1/2021 12:40 PM
383	It is often stressful because a contract ends and while you may have received verbal notification that you will get another one, the written confirmation only comes very close to the actual start date. It creates unnecessary stress and indicates poor planning.	2/1/2021 12:34 PM
384	A regular budget position, it is expected to be renewed	2/1/2021 12:32 PM
385	One of the most backward processes i have ever seen in my entire life, where the entire organization knows its broken but cant fix it	2/1/2021 12:29 PM
386	My contract ends in August 2021	2/1/2021 12:14 PM
387	non application : je suis encore à mon premier contrat	2/1/2021 12:09 PM
388	N/A, i have a short term contract	2/1/2021 12:09 PM
389	notification for contract renewal in the past years was not shared timely. there is improvement and the communication has started flowing where information is shared timely	2/1/2021 12:02 PM
390	It was not clear why my renewal was reduced to 1 year, considering that my first fixed term contract started in 2015	2/1/2021 12:01 PM
391	Not yet applicable	2/1/2021 12:01 PM
392	I cannot recall, i do not save all emails so I cannot say for sure.	2/1/2021 11:59 AM
393	What is "adequate"?	2/1/2021 11:57 AM
394	I have a short term contract, this question does not apply	2/1/2021 11:56 AM
395	Depends on timeframe. 3 months, 6 months?	2/1/2021 11:48 AM
396	Took three to four months to renew my contract and was dealt a very bad card (contract)	2/1/2021 11:47 AM
397	I received no advance notification re the renewal of current contract.	2/1/2021 11:43 AM
398	Not timely received, yet in my agency it is kind of assumed that for FT no news means extension	2/1/2021 11:42 AM
399	This is my first fixed-term position. The renewal does not apply yet.	2/1/2021 11:38 AM
400	Yet no readability before the break in service starts	2/1/2021 11:37 AM
401	Communication is not standard and I do not have a copy of the renewal of the contract expect HR alerting me. I only have the initial contract I received when joining WFP	2/1/2021 11:35 AM
402	Less than one week last time	2/1/2021 11:35 AM
403	I have 11 months contracts, and most of the times it is a gamble to know if and when it will	2/1/2021 11:34 AM

404	1 month before expiration date	2/1/2021 11:33 AM
405	not applicable as i am a new staff	2/1/2021 11:32 AM
406	not clear	2/1/2021 11:32 AM
407	While FT renewal communication has always been received, information on whether FT will be renewed or not was rarely received in advance.	2/1/2021 11:32 AM
408	Notification is generally received a couple of weeks in advance	2/1/2021 11:31 AM
409	only when asked	2/1/2021 11:30 AM
410	I usually find out via the extension of my LAN access and other IT related emails	2/1/2021 11:30 AM
411	I have never received any notification. I have always had to proactively request from HR.	2/1/2021 11:30 AM
412	It is assumed from my side that it will be extended, as no conversation has ever been hold on the matter.	2/1/2021 11:30 AM
413	not yet received	2/1/2021 11:29 AM
414	I have never been officially notified of the renewal of my contract.	2/1/2021 11:26 AM
415	It happened, the contract is renewed but the actual contract arrived later than the work started.	2/1/2021 11:23 AM
416	C'est ma première année au BIT et mon premier contrat n'a pas encore expiré.	2/1/2021 11:12 AM
417	My contract is often renewed at the last minute, usually a couple of weeks, or event days before it expires	2/1/2021 10:49 AM
418	J'ai reçu mon nouveau contrat cette année avec 1,5 mois de retard après son expiration!	2/1/2021 10:25 AM
419	informée vers la fin du contrat mais aucune visibilité avant	2/1/2021 10:14 AM
420	In the divisions, the work to renew the contract usual starts 6 months before the expiration of the current contract.	2/1/2021 8:21 AM
421	Je suis informé deux mois avant la fin de mon contrat	1/31/2021 6:00 PM
422	When I was on temporary contracts at the UN Secretariat, I never received timely or adequate notification of renewal: I would often be notified of renewal on the last day of my contract, as I was already in the process of clearing my desk and had finished drafting my hand-over note.	1/31/2021 5:03 PM
423	Aun no llego al año	1/29/2021 4:23 PM
424	Non-renewal notifications are not always respected in the organization and too often, official notification of contract renewal is made late, i.e. at the very last minute before contract expiration date or even after.	1/29/2021 2:56 PM
425	It is my first fixed term contract with the UN.	1/29/2021 2:55 PM
426	Not applicable	1/29/2021 2:52 PM
427	This depends on how adequate is defined, when staff have financial and care responsibilities adequate may be viewed differently	1/29/2021 2:05 PM
428	This is due to the fear of having to pay a penalty of the information is not shared timely	1/29/2021 2:02 PM
429	Depends on what you call adequate. Last time I got renewed only one month before the end of my contract.	1/29/2021 1:44 PM
430	It depends on the agency	1/29/2021 1:17 PM
431	One time	1/29/2021 1:16 PM
432	often renewed only after bringing supervisor's attention to my contract end date	1/29/2021 1:10 PM
433	No he tenido renovaciones al momento.	1/29/2021 1:09 PM
434	It is my first time as a Fixed-Term, before that I was SC for 4 years at UNDP, but working unfairly as for as long I could accept that contract staff	1/29/2021 12:45 PM
435	Mon contract est un fixed term sur regular budget	1/29/2021 12:31 PM
436	The actual confirmation comes very close to the date of renewal, but it's communicated by email ahead of time.	1/29/2021 12:18 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las

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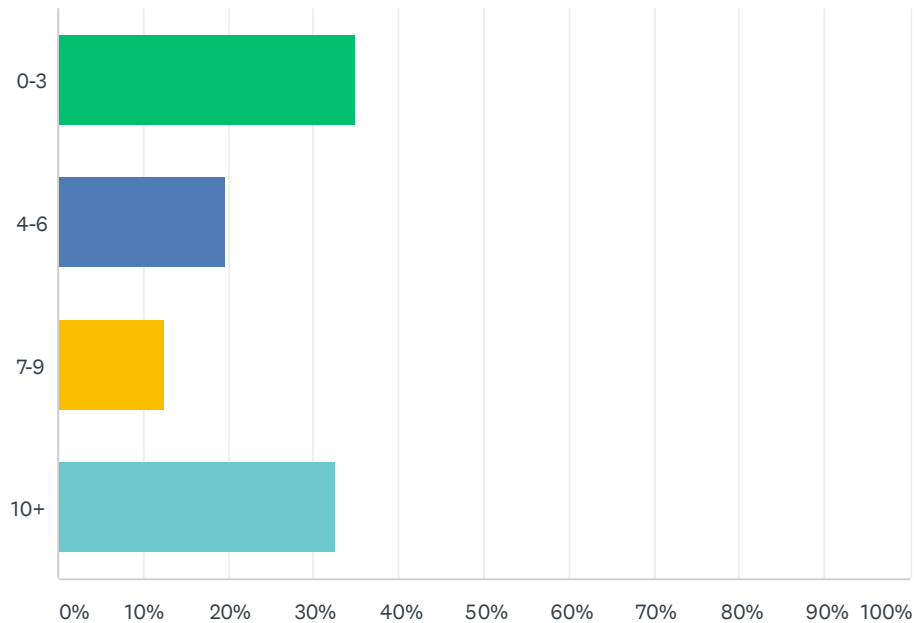
437	I had to ask about it.	1/29/2021 11:26 AM
438	I had 7 ST or SST contracts last year, most of them renewed less than two weeks before the end of the previous ones	1/29/2021 11:09 AM
439	For short-terms contract that I had in the past, the response is rarely. But for RB contracts, the answer is always	1/29/2021 10:40 AM
440	No notifications on renewal	1/29/2021 10:13 AM
441	I have always received adequate notification. Unfortunately, I know this is not the case for many colleagues both at the ILO and other agencies, who sometimes received confirmation of renewal or non-renewal one day before the end of their contract.	1/29/2021 10:10 AM
442	in the last 5 years, on 3 occasions i had no information on whether my contract would be renewed or not one week before end date	1/29/2021 10:07 AM
443	My first contract did not finished yet	1/29/2021 10:06 AM
444	Often the notification of renewal occurs one or two days before the expiry.	1/29/2021 10:03 AM
445	Not yet, this is my first contract	1/29/2021 9:59 AM
446	il s agit de mon premier contrat	1/29/2021 9:57 AM
447	Depends what you mean by adequate. 2 months notice when you are in the field with the family is short	1/29/2021 9:57 AM
448	I feel that after 3 back to back FTCs I should be permanent	1/29/2021 9:52 AM
449	I could only know about the extension possibility at the end of the month, which doesn't help to prepare for the next step.	1/29/2021 9:49 AM
450	For my last renewal, after 13 years at the ILO, I had received a 2 weeks notice of non renewal	1/29/2021 9:46 AM
451	Sometimes I get a notification once my contract has expired.	1/29/2021 9:42 AM
452	Usually more than the contracted 1 month, but also as I have insisently inquired	1/27/2021 9:30 PM
453	I was bullied requested to resign as sick for a while	1/26/2021 2:20 PM
454	The notification came very late stage and only one time. Would suggest notification came at least twice, to attract attention, in case we are overwhelmed with lots of emails/works.	1/26/2021 1:35 PM
455	It's my first Fix term contract. Before I had several short term contracts, who never renewed.	1/26/2021 10:25 AM
456	Just join the organization less than a year	1/26/2021 7:03 AM
457	I've been a month to month consultant in the past	1/25/2021 11:18 PM
458	I have not yet had a contract renewal but expect I will not be given timely notification	1/25/2021 8:28 PM
459	Estoy en la NU desde enero de 2000 y aún no poseo un puesto con presupuesto regular. Llevo años trabajando a plazo fijo. Aún cuando hace dos años me gané un puesto, no es contra RB y por lo tanto dependo de los fondos	1/25/2021 7:11 PM
460	Normalmente las notificaciones y los contratos en sí, suelen tardar en llegar.	1/25/2021 3:33 PM
461	One month ahead of contract expiry	1/25/2021 1:48 PM
462	In one yearly renew instance, I was renewed after completing of my contracting year	1/25/2021 10:49 AM
463	I have been on this contract for less than a year, so don't know yet	1/25/2021 10:43 AM
464	Often find out a day or week before whether I'm working; no predictability from one day, week, month or year to the next	1/25/2021 10:15 AM
465	HR is very slow on this	1/25/2021 9:53 AM
466	I'm a new employee at UN, I still didn't reach the phase of renewal.	1/25/2021 8:42 AM
467	It's my first contract, it hasn't arrived to the end yet	1/25/2021 8:18 AM
468	I proactively check in advance	1/24/2021 4:25 PM
469	Sometimes I work with no contract and they back date it. One time I did this for 3 months with no monthly pay.	1/24/2021 10:55 AM

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470	Not a long time in advance	1/22/2021 3:27 PM
471	I never had a renewal so far, so I actually dont know but this option is not available	1/22/2021 11:02 AM
472	Contract renewal has always been announced at the last minute	1/22/2021 9:55 AM
473	This is my first contract and I've received general information about the renewal process.	1/22/2021 9:45 AM
474	Once in Nairobi my contract was only renewed the day before termination. This was unacceptable and I informed my FRO that i would not be able to come to work the following day despite reassurances that the renewal was being processed. The knock on effect meant I had to immediately renew all other associated documents (ground pass, host country ID, LP etc) which was disruptive for work. It is an indicator that sometimes the relationship between the organization and the staff is not as respectful as it should be.	1/22/2021 9:44 AM
475	Not informed about the length of my contract	1/22/2021 9:23 AM
476	I have to remind my manager and director about it and follow up on the process myself	1/22/2021 9:02 AM
477	Renewed annually or even a few months at a time when due for reassignment with no communication whatsoever	1/22/2021 6:36 AM
478	The assumption is that it will be continued however the process is often so late that it makes processing of visas for myself and dependents very stressful and last minute.	1/22/2021 3:15 AM
479	Nothing is clear why from two years contrat théy move To one year. No alternative accept or refuse it without any support from staff union	1/21/2021 7:39 PM
480	My contract end at the end of January	1/21/2021 7:26 PM
481	it was a short notice, may be notifying the staff one month earlier will be better	1/21/2021 6:55 PM
482	recently recruited	1/21/2021 6:33 PM
483	Last renewal was automatic. No one contacted me to inform me. The previous one, i approached my supervisor to ask about the renewal process. I was informed it is automatic.	1/21/2021 6:31 PM
484	I have only recently obtained fixed-term contract, thus I had experienced only one renewal.	1/21/2021 6:24 PM
485	Renewal confirmation usually provided a month and a half before end of contract. At last renewal was 20 days.	1/21/2021 6:17 PM
486	recently resigned from permanent appointment to move into professional category so N/A	1/21/2021 5:42 PM
487	Adequate is relative. Living year to year without more certainty makes it a risk to plan life events. Having kids, buying a house, investing, taking on new studies are all a big gamble.	1/21/2021 5:35 PM
488	When I was a consultant, I was renewed on a month-to-month basis. This caused too much anxiety that I had to seek professional help from a psychotherapist.	1/21/2021 5:19 PM
489	I didn't when I worked at UNEP.	1/21/2021 4:58 PM
490	Normally at the very last minute (last week of the contract)	1/21/2021 4:51 PM
491	We had a notification in the last section meeting we will receive a 1 year extension.	1/21/2021 4:51 PM
492	Always as this is the staff (or the GS) role to renew their own contract!	1/21/2021 4:26 PM
493	Mon contrat de 5 ans se termine cette année et je n'ai pas de nouvelles s'il sera renouvelé ou pas, et pour quelle durée.	1/21/2021 4:08 PM
494	A few months before the end of each contract, I had to "remind" my supervisor to check whether it will be renewed and when. I was told the renewal process usually starts 1 month before the end of a contract and you sign it a couple of days before it is supposed to start. This created stress and uncertainty for me and my family.	1/21/2021 4:06 PM
495	For my current position I receive a lot of advance notice but I have worked in other areas where this was not the case and it made planning and budgeting my finances difficult and stressful	1/21/2021 4:02 PM
496	na	1/21/2021 4:01 PM
497	Je dois toujours m'en inquiéter auprès de la Senior Secretary de la section lorsque nous approchons du terme de mon contrat en cours	1/21/2021 4:01 PM
498	Sounds strange that a contract is fixed-term and temporary at the same time	1/21/2021 3:50 PM
499	My supervisor is very transparent and regularly communicates on the situation. The main issue is that there is not always clarity until close to the end of my temporary contract.	1/21/2021 3:44 PM

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500		1/21/2021 3:39 PM
501	I normally receive the information about renewal, however it is never 100 per cent sure that it is going to be renewed till the contract is signed.	1/21/2021 3:36 PM
502	I have not gone through a renewal process yet as I have not completed one whole year at the UN	1/21/2021 3:36 PM
503	J'ai toujours été informé au moment de signer mon contrat de son renouvellement mais jamais à l'avance.	1/21/2021 3:35 PM
504	I was always renewed at the last minute or not at all without prior notice	1/21/2021 3:35 PM
505	I am a consultant and there isn't even an option on this survey for consultants.	1/21/2021 3:35 PM
506	Not at my present duty station (Geneva) but previously, it was left till the last moment, causing me great stree	1/21/2021 3:35 PM
507	The office informed of the new policy that all Fixed Term contracts would only be renewed for 1 year (prior 2)	1/21/2021 3:35 PM
508	The problem is not with the type of contract but with the extreme time required to process a contract. That is where the focus should be. There is no need for new type of contract.	1/21/2021 3:29 PM
509	J'ai dû faire les démarches moi-même en ce qui concerne le renouvellement de mon contrat	1/21/2021 3:29 PM
510	always last minute	1/21/2021 3:27 PM
511	In my current role, I was on a temp contract and I found myself in a situation where my contract was not immediately extended and I was working for a period of two weeks without having an actual contract, out of good will and faith that it'll be extended.	1/21/2021 3:25 PM
512	I often have to wait until the last moment to know if I'll continue and to receive the contract offer	1/21/2021 3:22 PM
513	On m'a annoncé un renouvellement de 5 ans qui pour finir a été réduis à 2 ans	1/21/2021 3:19 PM
514	Cannot say, my TA of 364 days started in April 2020	1/21/2021 10:16 AM
515	I had to write emails to the HR unit asking what was going on with my contract even though i had only 2 weeks to expiry of my previous contract	1/21/2021 9:07 AM
516	I get verbal hint and always lives in doubt	1/20/2021 11:49 PM
517	My contract is temporary and I good notice of its extension	1/20/2021 8:02 PM
518	sometimes it comes a couple of weeks before the expiration	1/20/2021 6:12 PM
519	Toujours deux ou trois semaines avant la fin de mon contrat.	1/20/2021 3:59 PM

Q9 How many years have you been employed on your current contract type? | Depuis combien d'années êtes-vous employé sur votre type de contrat actuel ? | ¿Cuántos años lleva trabajando con su actual tipo de contrato?

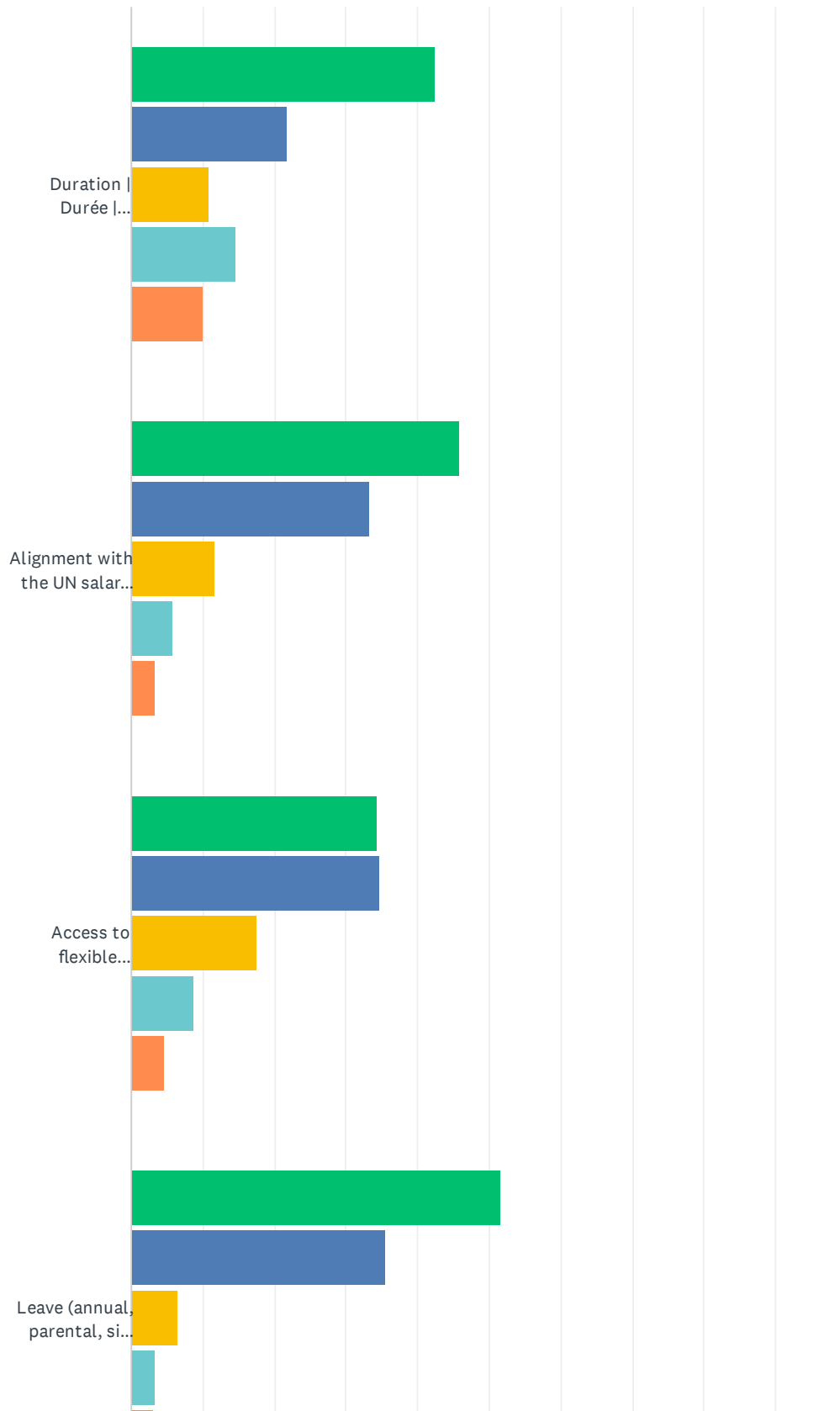
Answered: 5,259 Skipped: 1,035

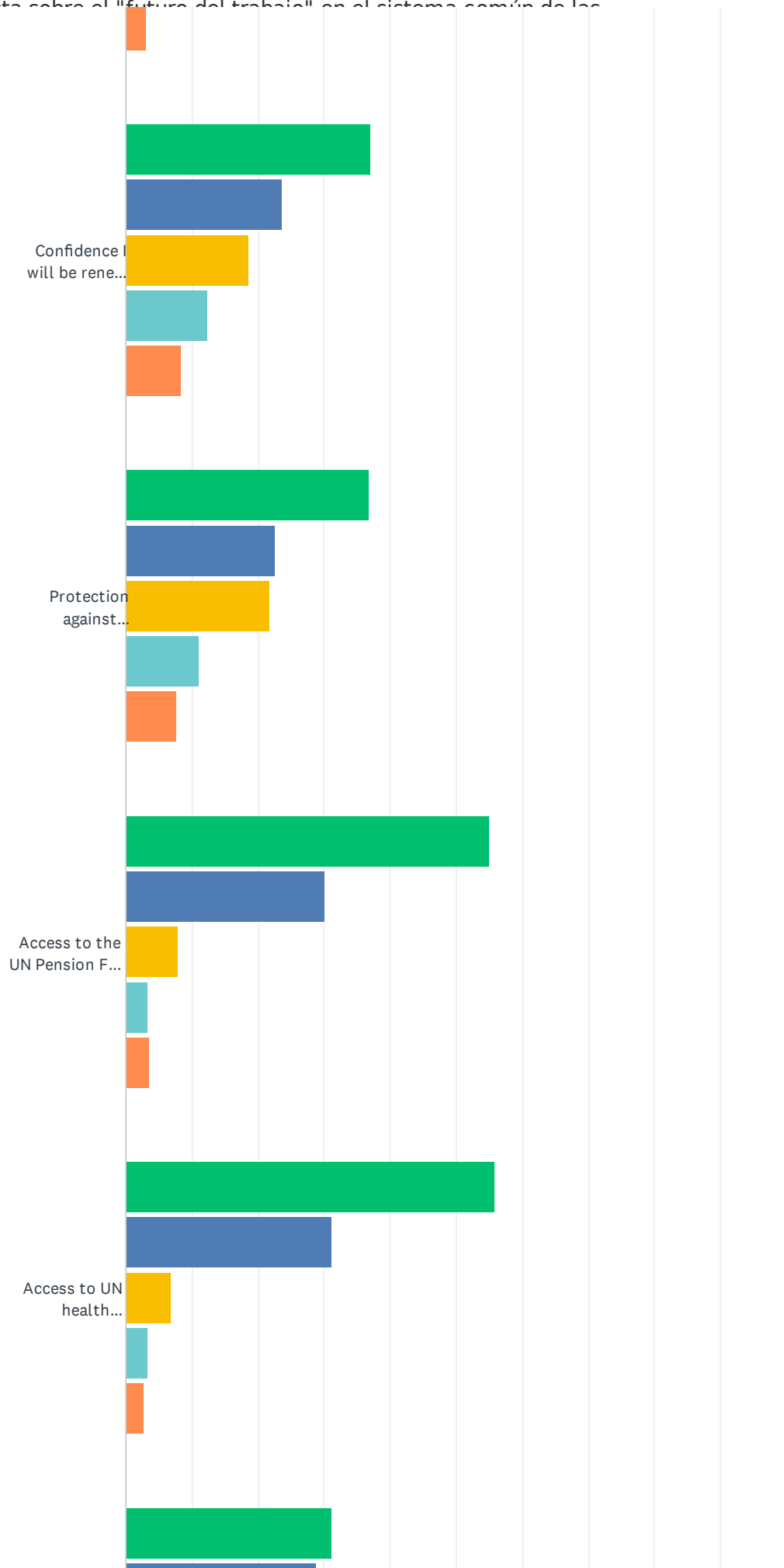


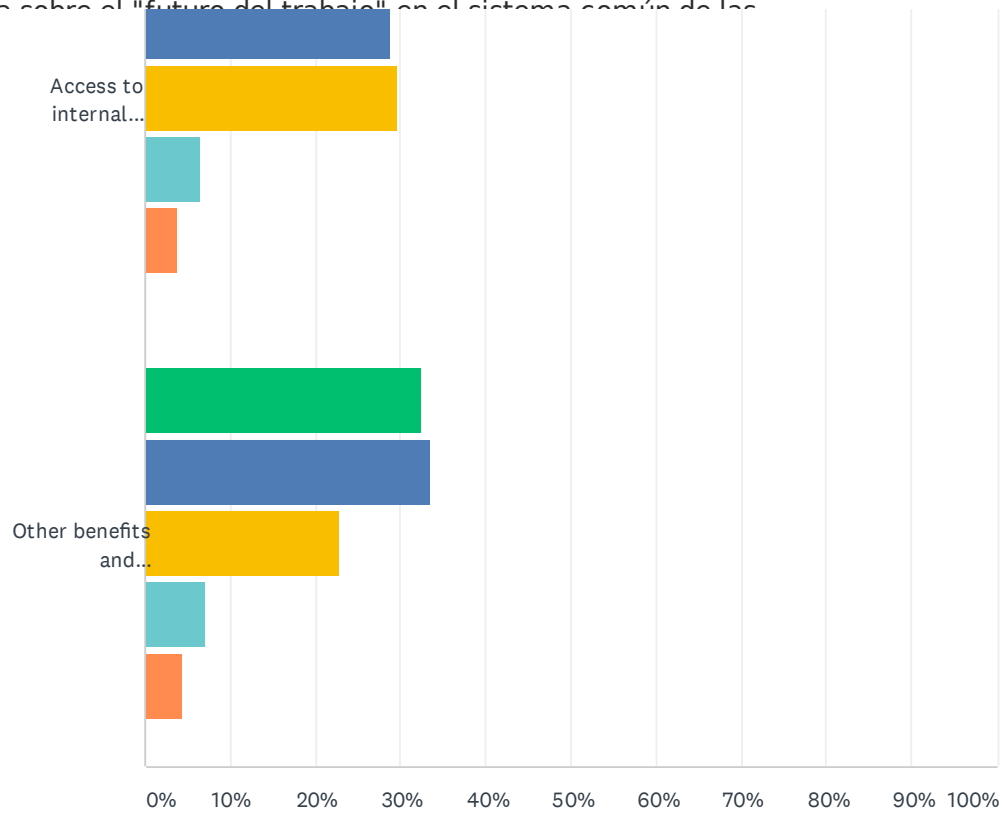
ANSWER CHOICES	RESPONSES	
0-3	34.99%	1,840
4-6	19.76%	1,039
7-9	12.57%	661
10+	32.69%	1,719
TOTAL		5,259

Q10 "I value the following aspects in my current contract:" | « J'estime
que les éléments suivants de mon contrat actuel sont importants : » |
"Estimo que los siguientes aspectos de mi contrato actual son
importantes:"

Answered: 5,259 Skipped: 1,035







- Strongly Agree | Tout à fait d'accord | Totalmente de acuerdo
- Agree | D'accord | De acuerdo
- Neither agree nor disagree | Ni d'accord ni en désaccord | Ni de acuerdo ni en desacu..
- Disagree | En désaccord | En desacuerdo
- Strongly disagree | Tout à fait en désaccord | Totalmente en desacuerdo

	STRONGLY AGREE TOUT À FAIT D'ACCORD TOTALMENTE DE ACUERDO	AGREE D'ACCORD DE ACUERDO	NEITHER AGREE NOR DISAGREE NI D'ACCORD NI EN DÉSACCORD NI DE ACUERDO NI EN DESACUERDO	DISAGREE EN DÉSACCORD EN DESACUERDO	STRONGLY DISAGREE TOUT À FAIT EN DÉSACCORD TOTALMENTE EN DESACUERDO	TOTAL	WEIGHTED AVERAGE
Duration Durée Duración	42.56% 2,238	21.85% 1,149	10.86% 571	14.70% 773	10.04% 528	5,259	2.28
Alignment with the UN salary scale Alignement sur le barème des salaires de l'ONU Alineación con la escala de salarios de la ONU	45.79% 2,408	33.26% 1,749	11.69% 615	5.86% 308	3.40% 179	5,259	1.88
Access to flexible working arrangements Accès à des modalités de travail aménagées Acceso a modalidades de trabajo flexibles	34.28% 1,803	34.78% 1,829	17.53% 922	8.80% 463	4.60% 242	5,259	2.15
Leave (annual, parental, sick, etc.) Congé (annuel, parental, maladie, etc.) Licencias (de maternidad, enfermedad, vacaciones, etc.)	51.70% 2,719	35.50% 1,867	6.50% 342	3.25% 171	3.04% 160	5,259	1.70
Confidence I will be renewed Confiance dans le renouvellement de mon contrat Confianza en la renovación de mi contrato	37.08% 1,950	23.73% 1,248	18.58% 977	12.25% 644	8.37% 440	5,259	2.31
Protection against arbitrary termination Protection contre la résiliation arbitraire Protección contra la	36.74% 1,932	22.51% 1,184	21.77% 1,145	11.16% 587	7.82% 411	5,259	2.31

terminación
arbitraria

Access to the UN Pension Fund Accès à la Caisse des pensions de l'ONU Acceso a la Caja de pensiones de la ONU	55.03% 2,894	30.08% 1,582	8.04% 423	3.38% 178	3.46% 182	5,259	1.70
Access to UN health insurance Accès à l'assurance maladie de l'ONU Acceso al seguro médico de la ONU	55.87% 2,938	31.17% 1,639	6.90% 363	3.38% 178	2.68% 141	5,259	1.66
Access to internal justice system Accès au système de justice interne Acceso al sistema interno de justicia	31.15% 1,638	28.94% 1,522	29.72% 1,563	6.41% 337	3.78% 199	5,259	2.23
Other benefits and entitlements Autres prestations et droits Otras prestaciones y derechos	32.38% 1,703	33.41% 1,757	22.74% 1,196	7.02% 369	4.45% 234	5,259	2.18

#	COMMENTS COMMENTAIRES COMENTARIOS :	DATE
1	(1) My post discontinuation was decided by the Representative with no prior consultation with my manager and did not take into consideration my performance nor proper staffing review of the unit was conducted to inform the decision. No sufficient reasoning was given to my manager and myself. The decision making process is not transparent or fair at all. I may have access to the formal complaints mechanism but it will take a long time. (2) For UNHCR it's mandatory to enroll in the UNSMIS but they reimburse medical bills in Swiss Franc only, hence I suffer lots of exchange loss. (3) My spouse/husband is a person with physical disabilities in wheelchair but in UNHCR, only child dependents are entitled to disability benefits. In reality I have incurred lots of additional costs because of my husband's disability (including maintenance of his wheelchair and modifications to housing in some duty stations where no accessible housing is available). Also, UNSMIS does not cover costs of wheelchair maintenance, electronic wheelchairs, etc.	3/17/2021 5:25 PM
2	Duree de contrat de 5 ans au moins pour ce qui ont fait 10 ans dans le systeme.	3/17/2021 2:29 PM
3	I dont have information about the UN pension system	3/16/2021 10:28 PM
4	In most of my assignment, and so with many of our colleagues, I work in high security risk environment. It's unsettling to have you with the nature of your contract of high risks to not be renewed, either because of lack of available posts or termination of a post.	3/16/2021 6:51 PM
5	I think UNHCR FTEs are managed quite well, though it's a pity that staff has no chance for a continuing appointment	3/16/2021 6:32 PM
6	As a holder of short-term contact many internal vacancies are not accessible, including the elected positions for the Staff Union Council.	3/16/2021 3:40 PM

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7	I feel like a lesser citizens. After five years, I am still blocked from voting in certain surveys and participating in certain events. I care deeply about the people we serve and my work, but I will be leaving at the end of this year. Temporary contracts should not be used as permanent solutions.	3/16/2021 11:48 AM
8	LE SYSTEME UNHCR FONCTIONNE BIEN A MON AVIS	3/16/2021 9:17 AM
9	.	3/16/2021 8:39 AM
10	The amount of leave available for TAs has been challenging particularly during the Pandemic year.	3/15/2021 9:13 PM
11	Prendre les congés dans certains bureau du HCR sur le terrain, est vraiment difficile. On évoque toujours la flexibilité. et lorsque vous prenez régulièrement les congés, vous êtes vus d'un mauvais œil. on nous donne pas les congés parentaux. La résiliation arbitraire des contrats est une arme fatale pour certains superviseurs. On vous balance le plus souvent cette arme. et cela peut vous affecter psychologiquement.	3/15/2021 6:09 PM
12	RAS	3/15/2021 4:11 PM
13	Parental leave is generally too short and I consider it absurd in the year 2021 that for fathers it's even shorter.	3/15/2021 3:36 PM
14	Thank you for this survey.	3/15/2021 2:58 PM
15	I am in a privileged position due to my indefinite contract. However, colleagues in the same situation whose posts were cut received little to no support to work with UNHCR elsewhere or join other UN organisations in Vienna.	3/15/2021 2:16 PM
16	I consider to be privileged by having an indefinite contract.	3/15/2021 12:23 PM
17	There is no internal justice in the employment in UNHCR. Job cuts are ALWAYS (at least in my operation) for national staff. I have never seen that international position be cut while we see that Many international positions are UNNECESSARY seriously.	3/15/2021 12:17 PM
18	Entitlements - specially in the times of COVID 19 - relied very much on the interpretations of Snr/Admin officers in the operations.	3/15/2021 8:00 AM
19	After a certain years of service, staff should have certain guaranty, family life is disastrous in UNHCR, please consider working arrangement	3/14/2021 3:51 PM
20	i disagree with the fact that after more than 10 years FTA, at first with DPKO, I have not been able to have a continuous contract as rules changed after I was hired and was applied regardless.	3/14/2021 11:14 AM
21	L'assouplissement de critérium dans le sens de donner une certaine garantie de travail au fonctionnaire	3/13/2021 8:02 AM
22	I feel that the experience on a short/temporary contract with UN should also be considered during the selection process	3/12/2021 3:21 PM
23	Great variance on how regulations are applied within and across agencies	3/12/2021 2:19 PM
24	Too long to explain.	3/12/2021 12:14 PM
25	I don't need an indefinite contract. I understand that UNHCR may not always need the same number of staff and I don't want to be paid if I am not working or not needed by UNHCR.	3/11/2021 5:58 PM
26	I'm happy to work with my Organization, I have got good experience.	3/11/2021 3:00 PM
27	Je suis actuellement un staff affilié au HCR (Volontaire des Nations Unies)	3/11/2021 2:50 PM
28	RAS	3/11/2021 2:41 PM
29	N/A.	3/11/2021 2:26 PM
30	Although I have been on an FTA for over 10 years I still only receive 2 year contracts. I am not entitled to unemployment benefit in my home country in the event that my contract is not renewed and there does not seem to be any consideration for the duration of my employment with UNHCR in terms of a separation payment	3/11/2021 1:43 PM
31	I think that short contracts create a lot of stress on people who end up spending a lot of time looking for the next job. The combination of this I think renders them partially inefficient in their current work.	3/11/2021 12:35 PM
32	When holding a FTL contract, Staff should not worry any time her (his) SAL is approaching the end. FTL contract should be AUTOMATICALLY renewed except for uncontrollable situation. Job security is very important for the staff carrier.	3/11/2021 12:29 PM

33	For local contracts, where there is a long standing operation, longer contracts could be awarded.	3/11/2021 12:00 PM
34	I believe Fixed term position is better compare to short term or temporary contract. As the contract period for one year and it does not guarantee us for renewal or job security. Moreover there are other benefits facilities which are entitled for international staff bot its not included to local staff	3/11/2021 11:42 AM
35	At UNHCR there is no alignment on contract or assignment. Hence my contract issued a year ago has no relevance or legal standing as my duty station and assignment including level of salary are entirely different from my actual duty station, function and grade. I find this wholly unsatisfactory as if I were obliged, to attest my employment the contract which I have is incorrect and can be construed as fraud. The standard assignment memo is not a standard legal document and hence cannot be shown to prove anything for example for a bank or other official purposes. I find this extremely unsettling.	3/11/2021 11:08 AM
36	Indefinite contracts should be provided for staff who have worked more than 10 years	3/11/2021 10:29 AM
37	It is difficult and very expensive to find a health insurance to cover locations like South Sudan. It is detrimental to staff welfare by allowing consistent renewal of UNOPs contracts which affords zero holiday days and no health insurance in volatile operations.	3/11/2021 10:00 AM
38	Le systeme commun doit etre equitable entre l'organisation et les employers.Parceque nous UN.	3/11/2021 8:34 AM
39	N/A	3/11/2021 6:53 AM
40	Flexible work arrangement changes with the change of country rep. Pension fund is very tricky and seems like a trap. For health, we are paying each month, still office reimburse only 80percent. Salary increase is also descriminatory. NO gets more increment than GS, whereas recruiment criteria for GS is ambitious than FO. In other benifit, married staffs get support for their children's and spouse. When single staff does not get the support for their dependent i.e. parents. Which is clearly discrimination based on marital status and very westernizing.	3/11/2021 5:54 AM
41	Actualmente estoy como TA, he estado esperando para pasar al FTA	3/11/2021 1:47 AM
42	Overtime worked is not paid	3/10/2021 7:52 PM
43	No comment as I have equally entitled with necessary items!	3/10/2021 6:06 PM
44	Job security and career prospects, longer-term vision for staff, not post to post	3/10/2021 5:37 PM
45	1. Less maternal leaves for UNOPS contacts campared to FTA contracts which is discriminatory. 2. No access to UN pension fund, UN health insurance, other benefits & entitlements for UNOPS contracts	3/10/2021 5:13 PM
46	I am currently on a UNOPs contract and am not offered a variety of staff entitlements under this agreement.	3/10/2021 4:50 PM
47	We need education grant for children from birth	3/10/2021 4:07 PM
48	Leave days for TA vs FTA are 1.5 days vs 2.5 days. Even though the salary scales are aligned, this results in TA staff working for a lower salary than FTAs. Given the precarious contractual status of temporary staff, they often already work harder/longer hours - but are then not eligible for the same leave days. Unfair, and demotivating. Other challenges include that family installation and related benefits are not available for TAs. This is explained by the temporary nature of the contract. However, having worked on TAs for more than 6 years, this also is unfair vis-a-vis the benefits that are available to family members of FTA staff.	3/10/2021 3:35 PM
49	Maternity leave is not generous at all in the UN system in terms of its length. Our national social security system is much more generous from this perspective. It would make more sense to have longer maternity leave options in the UN as well, even if benefits received during this period would be significantly less. Also, I could imagine much more flexibility in terms of working from a country outside the duty station - e.g. HQ functions should not require to be physically present, we have to work with colleagues from all over the world anyway, it does not make a difference from which country we do our job. Finally, fixed term contracts are culturally very unfamiliar to our nation and many qualified people do not want to join the UN because they feel insecure under a fixed term contract. This is also unfavorable once someone would like to take out a bank loan - it is much more difficult to be found eligible by the bank if this is the employment type.	3/10/2021 3:13 PM
50	1. If there was no Covid, work arrangement flexibility would be zero. 2. My husband had a medical emergency and passed away after. UNHCR informed me that zero dollars of the 23,000 USD it cost to unsuccessfully revive him and treat him in a US hospital would be	3/10/2021 2:39 PM

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covered, as unsuccessful revival at my duty station (Hungary) costs zero dollars. 3. Three years ago my fixed post was cut because of "budget cuts", a week later my supervisor hired someone else to fulfil my post but as a temporary assignment (which apparently comes from a different budget). That person very soon became permanent. He now works from a different country where he does full-time studies. Who does and doesn't get a post is completely arbitrary, the PT-rules are used and abused randomly, as officers wish.

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79	no comment	3/9/2021 10:12 PM
80	De mon cote je n'est pas un avis contraire , par rapport a mon descriptif de poste , mais j'ai d'autres atout qui peut me changer le poste que j'occupe actuellement.te	3/9/2021 9:24 PM
81	The maternity leave is very short.	3/9/2021 7:27 PM
82	je souhaite que le contrat permanent soit accorde au personnel apres cinq de travail ans dans la meme organisation. A la sixieme annee le personnel doit beneficier du contrat permanent	3/9/2021 7:04 PM
83	no estoy tan de acuerdo con el break in service	3/9/2021 6:49 PM
84	I don't have access to the UN pension fund . I have a fixed term contract which causes uncertainty in my career	3/9/2021 6:19 PM
85	obviously, indefinite staff is most privileged within the UN system	3/9/2021 6:17 PM
86	Personne ne m'eclaircit les directifs et orientation.	3/9/2021 6:00 PM
87	As a single parent with a child with learning disabilities, I feel well protected through the benefits scheme that my contract type entails. This has enabled me to effectively respond to my family's needs while continuing to work with the UN.	3/9/2021 5:41 PM
88	For the period I have been employed I have witnessed it takes very long for a colleagues separated/retired to get their benefits.	3/9/2021 5:40 PM
89	On a besoin de savoir si le contrat sera renouvelé ou pas six mois à l'avance. La protection contre la resiliation arbitraire de fait comment? L'acces a l'asurance maladie de UN pas totalement car nous avons toujour demandé acces a la carte d'assurance SIGNA qui presente beaucoup d'avantages et comme le sont les collegues des autrs agences mais en vain	3/9/2021 5:22 PM
90	There very few benefits for national hires.	3/9/2021 4:40 PM
91	I would appreciate the UN pension give us annaul brake down of what we have.	3/9/2021 4:28 PM
92	N/a	3/9/2021 4:21 PM
93	Access to internal justice system is very important, but unfortunately it doesn't quite work.	3/9/2021 4:20 PM
94	I feel job insecure due to temporary contract nature	3/9/2021 4:18 PM
95	Duration of my contract is the most important to me since i'm not mexican but temporary resident and Migration Authorities don't provide job permission if you present an offer that is less than 1 year, this is my case with contracts of 6 months	3/9/2021 4:15 PM
96	Permanent contract would ensure stability	3/9/2021 4:14 PM
97	I have been on 6-12 months contract throughout the 6 years I have been with UNHCR, even when I was in the same role for consecutive years.	3/9/2021 4:10 PM
98	Ni de acuerdo, ni en desacuerdo: quiere decir que no se me ha dado suficiente información acerca de esto.	3/9/2021 4:07 PM
99	staff who are not in HQ are limited for inpatients. It is not always possible to pay upfront then get reimbursed. CIGNA should be explored in addition to UNSMIS which favours HQ staff more with choices of in patient facilities.	3/9/2021 4:06 PM
100	COVID 19 is now giving more flexible at home working conditions, and this may have changed the Human Resources culture in the future	3/9/2021 4:05 PM
101	Se tiene la incertidumbre, en el saber sí se renovará el contrato o no, ya que no se pueden hacer contratos por periodos de tiempo mas extensos, que superen el año fiscal.	3/9/2021 4:04 PM
102	We should be given more information of access and benefits of the enrolment in the Pension Fund	3/9/2021 4:03 PM
103	It is ridiculous that after 22 years in the UN system, i can still be very worried about contract renewals.	3/9/2021 4:00 PM
104	No comments	3/9/2021 3:58 PM
105	UNSMIS provides awful service and cost coverage is not 100%. OSLA is overworked so effective staff protection requires hiring private lawyers. Leave days are appealing but taking the days off accrued is often unrealistic and the surplus of accrued leave cut off one year to the next.	3/9/2021 3:56 PM
106	no comment	3/9/2021 3:55 PM

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107	The fact organizations can retroactively change contractual terms is very unjust. Changed contractual terms should only apply to new hires.	3/9/2021 3:47 PM
108	Certains aspects ne sont pas détaillés ou mentionnés dans le contrat.	3/9/2021 3:47 PM
109	It is a disgrace that the UN through ILO argue for the highest standards of workers rights while other UN organizations (UNHCR) keep their own staff on unstable temporary contracts for 10 or 20 years with no guarantee whatsoever of renewal. It is also a disgrace that staff in some UN agencies are so blatantly discriminated compared to the staffing policies of the Secretariat.	3/9/2021 3:45 PM
110	As an FTA, my salary is not matched to a FTA and I do not receive the same benefits or entitlements. I only have confirmation that my contract will be renewed at the end of a previous contract and I receive this contract in writing weeks after previous contract expired.	3/9/2021 3:39 PM
111	I confused this question with "Are you satisfied with...". Whether I value it is one thing, how happy I am with it is another.	3/9/2021 3:37 PM
112	It makes mad to someone to work and have a excellent performance and then you are not shorlisted to a position you occupied successefully for almost nine months and you are obliged to take a low position to survive. The system is not transparent because for example in 2 weeks, I will complete 2 years in TA position and I will be obliged to stop unvoluntarily without any guarrantee to come back while the performance are excellent. This is for example the second time to stop working with at least 3 months of break. When it comes the time to be confirm for a fix term, you are rejected while you succeeded in that position. I think there are other considerations hidden in the recrutement process. For the leave and benefits, staff are working in the same conditions but because you are in TA you get 1,5 days while others receive 2,5 days of leave and you do not benefit any support from the agency to support the kids for school fees. It is a kind of injustice hidden.	3/9/2021 3:33 PM
113	Para un país como CR, es superior el acceso al seguro medico es mejor que lo que ofrece ONU	3/9/2021 3:32 PM
114	This question is misleading. Of course all of this aspects are valued, however, there are some that are not well executed. Thus, the answers were provided from this point of view.	3/9/2021 3:31 PM
115	The problem of short terms is when you are ensure of being renewed and you are in a between situation you loose all those rights and benefits while you are waiting home to be contacted.	3/9/2021 3:30 PM
116	It would be better if each office can offer the law benefits of the country to the employes, and not just the UN benefits because are very limited and do not comply with the legal benefits in the country.	3/9/2021 3:29 PM
117	Si bien para mi lo anterior es muy importante, el tema de vacaciones para los que no somos fix-term no promueve cierta equidad dado que, tenemos menos días libres. Creo que es un punto muy importante por mejorar.	3/9/2021 3:19 PM
118	The HR system for recruitment is disfunctional, so the future is very uncertain. Promotions are arbitrary and depend too much on the interview process	3/9/2021 3:14 PM
119	Regarding the salary issue, it is possible to notice a clear preference to the officer categories which, if they have adjustment by location, why not do it in the same way with the officers? In the case of Costa Rica, it is the case that the years go by and the scale instead of going up goes down, indicating that "It pays a lot", wanting to take the study to percentiles probably lower than 50%. But the staff is highly qualified. However, the study is clearly a function of making collaborators leave and lose consciousness. A study should consider how much is paid in other countries within the United Nations system and the key indicators: GDP, cost of the basic food basket, Mac Donald index, among others. There are countries that within the United Nations system (within the general category) receive much more income than Costa Rica, having much lower costs of living. That is not equality. A global scale for general category would be fair and in dollars so that the same benefit can be counted wherever you go.	3/9/2021 3:13 PM
120	Child allowance for local staff is extremely small	3/9/2021 3:04 PM
121	Affiliate Staff are not aware with some benefits	3/9/2021 3:03 PM
122	There is no guarantee for lack of arbitrary termination as there are ways to go around that in the system and justify injustice.	3/9/2021 3:02 PM
123	My contract was renewed/signed for 2 years, and my manager said that she did it for me as a favor as I'm working in a company. Rarely you find equality in rights between national and international staff. Annual leaves hard to be taken regularly due to overloaded with too much	3/9/2021 2:56 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

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Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
tasks even when on leave. It is preferred to have remote modalities for working with UN due to risks of abduction and killing easily faced by national staff when going to office for the lack of security/safety in Iraq in general and Baghdad particularly.

124	No Medical coverage for my wife when she give birth nor to my children, later I was told that my contract did not cover my family but onlt myself	3/9/2021 2:48 PM
125	No pension scheme	3/9/2021 2:41 PM
126	N/A	3/9/2021 2:40 PM
127	Since less than a year I am finally on a FTA, but before I had all the different kind of contracts (IUNV, UNOPS, TA)	3/9/2021 2:31 PM
128	Staff are not consulted on the above, they are just requested to follow the set rules	3/9/2021 2:16 PM
129	Your question related to what I value about MY contract. There are also important disadvantages of providing indefinite contracts to the organization, which where not covered by your questions.	3/9/2021 2:14 PM
130	Je suis tout a fait D'accord de cette Initiative du Systeme UN	3/9/2021 2:10 PM
131	--	3/9/2021 2:09 PM
132	For flexible working arrangements and confidence I will be renewed, they are not currently established features of my current contract type. I would very much welcome having them, but the question is phrased in such a way that I wasn't sure whether I was to respond about how important they are to me, or whether they are features already in my current contract that I value.	3/9/2021 1:59 PM
133	Benefit for serving in high risk duty station for national staff should be considered on the basis that some staff are still working under pressure and difficult circumstances for almost 10 years	3/9/2021 1:49 PM
134	HR does not inform of benefits. staff member has to nag to know about them	3/9/2021 1:48 PM
135	Hazard, Child , Education	3/9/2021 1:44 PM
136	After some time it will be important that we sign at least 5 years contract if there is no possibility for indefinite contract.	3/9/2021 1:40 PM
137	no comments	3/9/2021 1:37 PM
138	The duration of my contract has been a stressing factor in my life. 04months, 06 months, 06 months, 02 months, 02 months, 01 month, 01 month, 02 months, 03 months, 03 months, 06 months, 03 months, 02 months. If you look at the contract trend and consider the mental torture associated with it, you would kindly prefer that this kind of contracts be stopped. Otherwise, in one way or the other affects the staff productivity as it's natural for human being to worry about situations that impact negatively on their future and that of their dependants.	3/9/2021 1:33 PM
139	Agreed	3/9/2021 1:33 PM
140	La reconnaissance de certains droits t'abstient de faire des réclamations. or, dans le cadre du respect du droit de tout un chacun , le systeme doit intervenir pour que chaque staff puisse s'integrer et que le droit de ce dernier soit respecte	3/9/2021 1:31 PM
141	R.A.S	3/9/2021 1:29 PM
142	i think this question could be framed more clearly. I answered based on what is important to me in a contract, not how I feel about my current contract, which does not offer longer term security, despite my 20 years in the system.	3/9/2021 1:29 PM
143	RAS	3/9/2021 1:27 PM
144	Accompagnement du plan de carrière du staff	3/9/2021 1:27 PM
145	This applies to only staff with permanent contract and that is why we work with fear of the work future	3/9/2021 1:26 PM
146	n/a	3/9/2021 1:25 PM
147	Le contrat a durée déterminée limite les possibilités d'accès à la propriété par prêt bancaire et crée un stress inutile..	3/9/2021 1:15 PM
148	Those on temporary contracts (TA) are not able to access education benefits as those who are on fixed term contracts. Back in 2019 three of us in the office who are lawyers applied	3/9/2021 1:10 PM

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
for leave to undergo continuing legal education training as required by or country's bar association but only my fixed term colleagues were able to avail of the subsidy

149	I worked with UNHCR as an expert on mission (affiliate workforce), like thousands of colleagues, for 5 years before recruitment on a fixed-term contract (FTA). My previous 5 years of work experience with UNHCR is not adequately recognised, nor is my 7 years of prior experience with a government agency in a closely related area of work (at a grade equivalent to P-3 or P-4). All that seems to matter to HR (and to some managers) is previous employment on a UNHCR contract. The affiliate workforce are excluded from many job opportunities with UNHCR, to the detriment of the organisation. The main reasons why I applied for a position on FTA is to be eligible for internal rotations within UNHCR, and for professional development and career opportunities (including responsibilities in management).	3/9/2021 1:09 PM
150	I've witnessed work harassment that ends with impunity and with the termination of the contract of the victims	3/9/2021 1:09 PM
151	I am unclear as to how to answer the second question, 'alignment to UN salary scale'. I am presently based in Geneva, where the UN somehow tolerates two different scales. So while this aspect of my contract is important to me, we presently do not actually benefit from alignment.	3/9/2021 1:08 PM
152	I value flexible working arrangements but they do not depend on the contract but on the manager.	3/9/2021 1:08 PM
153	fta are very difficult for both staff and their families, as they do not provide any stability, which is a key human need. School subsidies, while a great help, would also need to ensure they are in line with the costs of the place of assignment not to make us bankrupt, particularly in situations of 2 or more children. Same applies to post adjustment, which in many locations is not taking into consideration the actual value/prices of the location due to geopolitical issues	3/9/2021 1:03 PM
154	Je suis tout à fait d'accord avec ces éléments, surtout pour des contrats de TA qui, apparemment ne sont pas considérés comme des contrats qui garantissent la survie de l'employé et qui sont arrêtés subitement parce que ce sont de petits contrats mensuels ou 2 mois. Ça ne garantit pas l'assurance d'un employé non plus de l'avenir de sa famille. On est en perpétuelle tension de fin de contrat et de ton avenir. Au niveau des banques, on est pas du tout acceptant à contracter un crédit pour des projets de famille, c'est un contrat d'instabilité permanente ce qui fait que souvent à la fin de ton contrat on doit paniquer sans savoir le lendemain et souvent il y a des tensions qui montent sans savoir le pourquoi	3/9/2021 1:00 PM
155	Further consideration to elongate the FTA contract duration should be considered. This primarily due to the essentiality of the institutional memory of the employee in some the functions. Often times, we hear of indirect abuse of authority by professional categories to cut lower-grade posts in their capacity as seniors, sometimes for unfair reasons. Therefore, more secure contract entitlements should be ensured.	3/9/2021 12:59 PM
156	short term contract fuel a climate of self-interest - the uncertainty disallows for team work, team building, hinders cultivating an environment of trust, and sadly encourages lip service and hinders the capacity to think critically and question.	3/9/2021 12:58 PM
157	Je totalise 8 années en TA au sein du HCR, à chaque nouveau TA je perds l'accès au fond de pension pendant 6 mois.	3/9/2021 12:56 PM
158	The salaries of national staff in Turkey are much much lower compared to other national staff salaries when assessed against current real rates of inflation and expenditure baskets. Despite various attempts to revise the salaries to be revised to a reasonable level, there has been no considerations. Compared to the international staff, national staff are given much less benefits (regarding dependents, schooling and/or other benefits like relocation between provinces). Flexible working arrangements has always been considered a 'no-no' and the reason behind has remained 'unknown' (it seemed like they did not want to set a precedent?) - especially if the organization wishes to positively discriminate women, wide use of flexible working arrangements must be considered as soon as possible - especially now that staff will be expected to get back to offices following improvement of Covid-19 related situations within operations. Access to the Pension fund and health insurance and leave has been strong reasons why national staff value still the UN contract. It is not clear what is meant by the 'internal justice system' so an explanation on that would have been useful. If we mean complaints mechanisms like the IGO or SEA related complaints channels and/or other staff welfare, they would not really be considered to be values as very rarely would staff have full confidence in them given the culture of fear within the organization.	3/9/2021 12:55 PM
159	Depends on the management decision nothing solid.	3/9/2021 12:52 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
160	Je souhaite qu'un changement en ce qui concerne les contrats assistance temporaire	3/9/2021 12:43 PM
161	Je propose une reforme de l'assurance maladie. Se soigner et se faire rembourser n'est pas une bonne méthode	3/9/2021 12:41 PM
162	The reduction of benefits for colleagues subject to effective rotation is a handicap that is badly affecting field organizations..	3/9/2021 12:40 PM
163	Very difficult working in contract uncertainty	3/9/2021 12:39 PM
164	No pension which is a major issue for me	3/9/2021 12:39 PM
165	L'avis du conseil du Personnel dans le renouvellement ou rupture de contrat d'un staff doit etre pris en compte et primordial.	3/9/2021 12:38 PM
166	staff serving more than five years to be given perment or continous contract	3/9/2021 12:38 PM
167	The questions do not adequately capture the significant differences regardless of contract type between work at UNHCR with the reality of constant geographical rotation as compared to other entities where colleagues remain in the same fixed location for the best part of their full career	3/9/2021 12:38 PM
168	The UN health insurance cards cannot be used in my country of operate, yet procedures for cost claim are not clear	3/9/2021 12:33 PM
169	N/A	3/9/2021 12:33 PM
170	Nous pensons qu'il est mieux d'ajuster le salaire du personnel national. La révision en hausse de Danger Pay est necessaire au vu de la situation d'insécurité que tout le monde encourt sans exception en Centrafrique	3/9/2021 12:32 PM
171	Je trouve injuste que le salaire soit indexe au conditions de vie dans le lieu d'affectation et que l'age de la retraite ne le soit. On devrait fixer l'age de depart a la retraite en fonction du niveau et de l'esperance de vie dans chaque pays.	3/9/2021 12:30 PM
172	would recoemend UNHCR to create a more conducive working enviroment for staffs through improving on staffs welfare in office, use of medical insurnace cards accross the districts in uganda, giving indefinate contracts to act as job security.	3/9/2021 12:27 PM
173	RAS	3/9/2021 12:26 PM
174	They have been dwindling over the years	3/9/2021 12:20 PM
175	The system to apply for any benefits and entitlements is so complicated	3/9/2021 12:18 PM
176	Education grant	3/9/2021 12:17 PM
177	He rellenado lo anterior en base a la consideración como importante de los aspectos tratados, no en relación a mi situación individual en mi contrato	3/9/2021 12:15 PM
178	As a temporary contract, I only have access to half the leave of regular staff. Why? Do I not work as much?	3/9/2021 12:11 PM
179	FTA position has better benefits and entitlements	3/9/2021 12:09 PM
180	All of these are extremely important. Out of the other benefits, the rental subsidy and education grant are essential. Without it, you would not be able to maintain you family and children and live close to the office in a secure accommodation.	3/9/2021 12:09 PM
181	N/A	3/9/2021 12:06 PM
182	Always this frustration to not have a long terms contract... difficulty to get loan from bank	3/9/2021 12:04 PM
183	Recruitment has become very competitive, as such, there is always the fear that if one doesn't get appointed then one would be separated. It's not a healthy work environnement especially after so many years with the Organisation and in some very difficult places. This fear of separation makes one apply to positions which otherwise I would not have considered at all.	3/9/2021 12:03 PM
184	Follow up and regular development in the services are required to facilitate the life of the staff.	3/9/2021 12:00 PM
185	I have worked as a TA in several different duty stations. In some places contract extensions are notificated in a timely manner, in others I've been extended for very short periods (3 weeks once was the shortest) and not informed until last minute whether my TA will be extended further.	3/9/2021 11:56 AM
186	Regularizing affiliate worker's contracts would be of most use. This causes huge	3/9/2021 11:52 AM

187	Some benefits are not equally provided especially to locally recruited staff members. My perception is that UN is trading on staff members' benefits than considering it as a motivation scheme to its staff members.	3/9/2021 11:52 AM
188	I am a long term serving staff who was separated as a result of an abusive decision, not reinstated in spite of meeting the criteria, with no support from UNHCR for retention precisely as I had an indefinite appointment which I lost as a result	3/9/2021 11:51 AM
189	A staff member is not given the opportunity to challenge when a contract is discontinued or downgraded. I was victim of both and did not have option to challenge. The management is given enormous power in dealing with staffing and no proper accountability process is in place. This allows abuse of power. Benefits of national staff should also be reviewed and be aligned with international staff. A national staff work in the field more than the international staff, but, do not get same benefit, for example: RnR or education grand for children. International staff serving in D/E duty station should be given next assignment in A-C category duty stations. It is often seen, who do not have "connection" do not get next assignment in good locations! There should be longer term contract based on performance review, for example: 5 years long contract for 3 fully performed evaluations.	3/9/2021 11:50 AM
190	Longer term contracts would be appreciated (lots of staff waste energy/time on securing the next role).	3/9/2021 11:47 AM
191	No registration nor automatic deduction to the social security pension and health insurance compared to the staff of embassies in the country	3/9/2021 11:44 AM
192	Parental leave (for men and women) modality makes a mockery of UN's commitment to gender equality - entire system currently relies on an outdated and in practice sexist system of a main bread winner and associated stay-at-home spouse. Needs reform.	3/9/2021 11:43 AM
193	I have no comments just need UNHCR Staff Council to do more on health insurance.	3/9/2021 11:39 AM
194	There is no access to flexible working arrangement, which is very disappointing and may be a reason for leaving the organisation	3/9/2021 11:38 AM
195	As a national officer on very short term contracts (most times just one month renewal) its very difficult to be part of any UNH work force benefits. For instance, you cannot approach banks for any loan facility, your pension benefits are not guaranteed, and its difficult to plan your finances. This leads to continuous job search as your job/stability is not guaranteed	3/9/2021 11:37 AM
196	If the project closes I'm likely for my contract to be terminated. The pension system does not recognise/take into consideration on the reasons for termination. UN health insurance is expensive vs services. There have been cases in which people reported misconduct by higher level staffs and ended up with retaliation. (Confidentiality is not 100%) Being nationals staff, benefits are limited	3/9/2021 11:36 AM
197	It is important to give indefinite contract for staffs served for 10+ years.	3/9/2021 11:34 AM
198	Frankly speaking, the FTA of one year is not allowing the Staff Member to plan for his/her family members because for even obtaining a loan from Bank Account, it is very difficult. As well, the current salary for General Service Staff is still low while our conditions of living both financially and socially are the same to those with good salaries in the UNHCR Rwanda Operations.	3/9/2021 11:33 AM
199	No comments!	3/9/2021 11:32 AM
200	The UN system I was hired on TA for 5 years (with break of service) i lost pension, and AL and other entitlements. This is not ok! if you need someone for 5 years you should open a FTA post.	3/9/2021 11:32 AM
201	No additional comments	3/9/2021 11:31 AM
202	No comment.	3/9/2021 11:31 AM
203	after couple of months I'll be completing 7 years of service with unhr and I'm still employed under the temporary short term contract!!!!!! what is this where is the logic behind this?	3/9/2021 11:30 AM
204	I value the function, my responsibility, the capacity of my teammates and my performance far more than the details of my contract.	3/9/2021 11:28 AM
205	SUIS POUR L'INTRODUCTION DES CONTRANTS LONGUE DUREE OU DREE INDEFINIE POUR UNE MEILLEURE SECURITE	3/9/2021 11:27 AM
206	I would like the Association to raise the issue of Medical insurance Card which is in place in UNHCR.	3/9/2021 11:24 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
207	No comment	3/9/2021 11:21 AM
208	limited access to pension Fund and protection from arbitrary termination of contract has no assurance	3/9/2021 11:19 AM
209	Most of them are not too clear, Need HR for More information	3/9/2021 11:18 AM
210	N/A	3/9/2021 11:15 AM
211	N/A	3/9/2021 11:14 AM
212	While there are many things that I value in my current contract and in working with UNHCR, alignment with the UN salary scale is not one of them. Salaries in the UN (at least, in Romania) have long lost their competitiveness and are below both public and private sectors. The latest local salary survey was conducted in 2015 in Romania; salaries of local staff have since not been upgraded at all and even before increases were immaterial, surfacing at a little over 0%. In this context, it is very difficult to retain good, talented staff, while salaries in all other sectors continue to grow.	3/9/2021 11:14 AM
213	we have annual leave, but we are often not allowed to use it due to operation priorities that never ends. even in none emergency operations, due to limited resources, we are always asked to do more with less; which is often reflected in not taking leave or taking very short leaves which doesn't allow us enough time to return to our countries. there should be a way to monitor staff/electronically to justify why they are not taking their entitlements.	3/9/2021 11:13 AM
214	As affiliate workforce, there is no access to most of the benefits mentioned above, including health insurance, pension fund etc	3/9/2021 11:12 AM
215	The duration of the contract does not allow staff members to ask for a bank loan to buy a property. No bank wants to accept short-term contracts of 1 or 2 years to give a loan. This is discriminatory and penalizes staff.	3/9/2021 11:11 AM
216	Education grant is very valuable for families with children	3/9/2021 11:10 AM
217	Being on a TA contract i have limited annual leave benefits, 1.5 days per month. For a short term contract this is reasonable and logical but looking at it in the long term as someone who has spent the majority of the last 7 years on TA's it becomes challenging to have little annual leave entitlements.	3/9/2021 11:09 AM
218	Even an indefinite contract can be terminated if one of your supervisors decides it	3/9/2021 11:08 AM
219	I was denied SPA because of the lack of commitment and motivational	3/9/2021 11:06 AM
220	My current Contract has all the points listed above in it and i concur with them	3/9/2021 11:06 AM
221	Medical Insurance Fund for national staff is the worst insurance package.	3/9/2021 11:05 AM
222	Oven after 15 years with the UN, having worked all over the world including in Somalia, separated from family, I still do not have job security.	3/9/2021 11:05 AM
223	No idea	3/9/2021 11:05 AM
224	Again, I answer based on my full UN experience (11+ years), though the prior question refers to my current contract.	3/9/2021 11:03 AM
225	Some of the questions above do not apply to the type of contract i have with my organization.	3/9/2021 11:02 AM
226	I am on my 4th six month UNOPs contract.	3/9/2021 11:02 AM
227	The leave differences between contract types (1.5 days per month for my contract to 2.5 days per month for FTAs) and the mandatory contract break means that I'm not able to accrue enough leave to use for holiday periods. I am then at the whim of my supervisor as to whether he will approve leave in advance	3/9/2021 10:59 AM
228	I am overall satisfied with my current contract	3/9/2021 10:59 AM
229		3/9/2021 10:58 AM
230	None	3/9/2021 10:58 AM
231	Teleworking as impossible prior to COVID in UNHCR, yet in other UN organisations in Geneva, it was normal for years. There are large discrepancies between what each Director of Divisions will allow or support - very discretionary and inconsistent	3/9/2021 10:58 AM
232	Il existe beaucoup de choses à corriger, notamment les prestations familiales, l'assurance maladie dont les remboursement ne sont pas souvent payés à temps, l'accès à la justice interne n'est pas équitable etc.	3/9/2021 10:58 AM

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233	After several years on FTA, there should be an option for either a 5year contract or indefinite/continuing	3/9/2021 10:58 AM
234	The Gross salary beig subjected to staff assesment is something I dont understant	3/9/2021 10:57 AM
235	Il serait improtant de revoir les grades selon les annees d'experience du collaborateur cumulees en dehors des Nations Unis	3/9/2021 10:57 AM
236	(1 query NA for Indefinite Contract Holder)	3/9/2021 10:57 AM
237	While a TA is a great way into the system and I am enjoying working for the UN and contributing to the humanitarian cause, being on a short-term TA never leaves me at ease regarding future employment and I always look out for other option as a plan b if I am not renewed- energy and time that could be spent in a better way.	3/9/2021 10:57 AM
238	As National Officers/GL/GS staff, we are only entitled to a monthly stipend for children of 40\$; no security or education allowance is provided to us despite the privatisation of education in most of the the refugee hosting countries	3/9/2021 10:56 AM
239	it is more on the job learning	3/9/2021 10:56 AM
240	As I am an IUNV, my concerns are that 12-month contracts are too short. Furthermore, moving from IUNV to UNHCR staff seems extremely difficult, as IUNVs are not allowed to apply internally until after two years of volunteering. I hear that this is not the case with other UN organizations. It seems unfair as IUNVs are used as normal staff with the same responsibilities and duties in my duty station.	3/9/2021 10:56 AM
241	I only recently learned from a colleague who recently retired that staff that served less than 10 years don't have access to UNSMIS after their termination... this was never communicated to us and is completely unfair as his staff member now has to pay big sums to get accepted in the Belgian state health insurance.	3/9/2021 10:56 AM
242	Employment of local staff is very vulnerable to whims of international staff. risk of employment being terminated on flimsy grounds by use of reclassification of posts. of post or	3/9/2021 10:55 AM
243	UN should have the same contract among personeel to avoid conflict among staff	3/9/2021 10:54 AM
244	all are good but TA did not give a full security	3/9/2021 10:54 AM
245	Compared to most options available in the private sector in the country the UN employment is highly advantageous in most aspects, hence the overall good evaluation.	3/9/2021 10:53 AM
246	No comments	3/9/2021 10:53 AM
247	Qualification and experience must count in the placement of staff on specific grades. A staff member with same qualifications,carrying out the same role in one agency is placed on a professional grade whereas in another agency, the other is placed on a general service grade. No fairness in the system. This has to be reviewed	3/9/2021 10:52 AM
248	Employment contract should be issued up to five years time rather than having a renewable contract on yearly basis	3/9/2021 10:51 AM
249	NSTR	3/9/2021 10:50 AM
250	I cannot get loan or mortgage because I don't have an adequate work situation according to my bank	3/9/2021 10:50 AM
251	i am quite grateful for the indefinete contract situation that has provided job security.	3/9/2021 10:49 AM
252	Je suis vraiment contre les avantages accordés aux seuls staffs internationaux en rapport avec les bourses d'études accordées seulement aux enfants des staffs internationaux. Pensez-vous que les enfants du staff national n'ont pas la même valeur que ceux du staff international? Merci.eur	3/9/2021 10:48 AM
253	the use of UNOPS contacts within UNHCR to provide workarounds in the international category may work for the organisation but really doesn't for those of us employed on these contracts where we can feel like cheap labour with little job security.	3/9/2021 10:48 AM
254		3/9/2021 10:48 AM
255	I value opportunities to have trainings and capacity developments	3/9/2021 10:48 AM
256	This type of contract includes none of the above	3/9/2021 10:46 AM
257	UNHCR has UNSMIS and they are a terrible health insurance	3/9/2021 10:46 AM
258	Prospects for training and upskilling being covered.	3/9/2021 10:46 AM

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259	The English sentence for this survey question is not as clear as other languages.	3/9/2021 10:44 AM
260	Not aware of what other benefits and entitlements are available.	3/9/2021 10:42 AM
261	new local employees have no access to transport support from their homes to their duty stations - even luggage as they enrol the organization	3/9/2021 10:40 AM
262	In general, I am really happy with my job	3/9/2021 10:38 AM
263	Under Antonion Guterres, even the permanent contract does not mean much.	2/26/2021 7:31 PM
264	Apoyo para la formación	2/25/2021 2:03 PM
265	Contracts of a certain duration provide access to the most critical elements of health, pension, leave and other benefits available. A permanent contract per se is not required for these.	2/25/2021 10:21 AM
266	We do not have UN health insurance	2/17/2021 11:32 AM
267	Education grant and home leave	2/17/2021 10:35 AM
268	Education allowance is crucial.	2/17/2021 4:21 AM
269	Mobility within the UN system	2/17/2021 1:09 AM
270	There are no other benefits or entitlements...	2/16/2021 3:03 PM
271	No arrangement in place for automatic switch to indefinite employment contract for more than 10 years of continuous service	2/16/2021 2:03 PM
272	Temporary contracts of 5+ years allows for more stability and well-being, specially when you have dependants	2/15/2021 4:43 PM
273	Prestations scolaires et également accès à la détaxe comme les catégories supérieures	2/15/2021 9:26 AM
274	I believe the UN internal justice system is inefficient and partial. I believe we should go back to the ILO tribunal.	2/13/2021 6:36 PM
275	I am very pleased with the rights and benefits, it is the lack of job security that is the main concern	2/12/2021 3:26 PM
276	Dependency allowance for aged parents not recognized for national staff.	2/12/2021 4:29 AM
277	Many of the above are not included in the contract terms.	2/12/2021 3:42 AM
278	As ICC we do not have access to the same internal justice system. I also think the question is confusing and not sure to understand correctly.	2/11/2021 4:49 PM
279	I wish extension of contracts would take into consideration one's academic preparation and experience (I am a NOA and it is too junior a position for me)	2/11/2021 3:26 PM
280	There is huge discrepancies between benefits provided to international and local staff. There is sometimes an unfair allocation to the step upon recruitment given the existing years of experience. I was personally recruited at step 1 of the position grade, after serving at another UN agency (UNDP) for almost 8 years under SC and UNV contract modalities.	2/11/2021 2:18 PM
281	Le renouvellement de contrat ne devrait pas être travesti par des considérations subjectives ou économiques	2/11/2021 1:44 PM
282	I have been a staff member between 2012-2014 and now again since 2016. Always on 1 year FT contracts. I lead a team of 3 P staff and 5 consultants. Staff members in my team are at the same grade (P3) as I am but have better contractual conditions (continuous contracts). This is an uncomfortable situation as it constantly gives me the feeling I could be replaced anytime despite exceptional PAS reviews.	2/11/2021 12:58 PM
283	There's need for comprehensive health insurance cover unlike reimbursment after paying for one seflf.	2/11/2021 12:38 PM
284	Education grant	2/11/2021 12:36 PM
285	With regards to flexible work arrangements, I am not sure as this year has been impacted by the pandemic so we were all kind of obliged to work from home and accomodate to new working modalities. However, I am not quite sure if in normal circumstances flexible working arrangements would have been respected as some managers prefer not to allow this without valid reasons.	2/11/2021 11:58 AM
286	UN have to review the salary scale in my country : there is no advantage in the current salary scale, no 13th month bonus paid as the other International organizations, the salary is very bad and the tasks and responsibilities are continually higher.	2/11/2021 11:31 AM

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287	UN health insurance is not applicable	2/11/2021 11:27 AM
288	I was shock to learn that Parental leave doesn't exist in the UN system.	2/11/2021 11:07 AM
289	While my contract is a GTA that is only renewed one year at a time, and thus I do not have the level of security I would expect, I value that it entitles me to access to the pension system and health care.	2/11/2021 11:06 AM
290	I don't get the other benefits being locally recruited	2/11/2021 11:03 AM
291	It's unfair that the GTA fixed term of one year cannot take sabbatical or study leave	2/11/2021 11:01 AM
292	I feel very privileged having the above aspects in my current contract.	2/11/2021 11:00 AM
293	I have previously held consultancy contracts which was highly stressful as none of the above applied.	2/11/2021 10:58 AM
294	Avoir une visibilité sur la carrière au sein de l'organisation, la sécurité de l'emploi	2/11/2021 10:42 AM
295	Health Insurance arrangement not favourable to staff	2/11/2021 10:24 AM
296	I notice inequities between headquarters and field entitlements - access to phones for example for those who travel often, which I consider a benefit.	2/11/2021 10:21 AM
297		2/11/2021 10:12 AM
298	Equal pay for work of equal value should be practiced to enhance equity. ILO has the lowest grades compared to other UN agencies for work of equal value. I am always the lowest of lowest in whichever UN team I participate in the quest for delivering as one UN. Truly sad	2/11/2021 10:07 AM
299	All these aspects cannot be considered separately as all of them concur to define a contract which complies with all the requirements and provides enough protection to the employee	2/11/2021 9:57 AM
300	I beleive the position I am in is not classified correctly, i.e. it should be clasified as a P5. and not a P.4	2/11/2021 9:47 AM
301	When joined ILO was not aware that I could keep my parents as dependent as I single and literally taking care of them. After knowing it, they say its too late	2/11/2021 9:45 AM
302	As a General Service staff member, there are few benefits compared to a Professional grade.	2/11/2021 9:44 AM
303	Staff members would like to settle their family lives with UN, hoping that their career are permanent and progressive. We hate renewing or temporary contracts.	2/11/2021 8:27 AM
304	Some benefits of the Pstaff can also be afforded to the GS like the cost of living allowance or the education grants	2/11/2021 6:49 AM
305	Still have hope that secondary salary scale will bridge the first scale very soon because having two scales for staff working on same positions discouraged morale and is against equality which UN has been working to promote. It's more awkward if the senior staff on secondary scale take more responsibility and get less paid than the junior staff on the first scale.	2/11/2021 6:32 AM
306	Some benifits are inadequate	2/11/2021 5:36 AM
307	G staff in Thailand don't have the right to receive dependant benefit	2/11/2021 5:22 AM
308	Dependent recognition, civic and legal residence, medical cover and other benefits wholly insufficient.	2/10/2021 5:50 PM
309	online surve is make money online. Account 1000317929688 comercial bank of ethiopia ,hawasa city. C o	2/10/2021 12:48 PM
310	Education grant for non local recruitment	2/10/2021 11:37 AM
311	It is a shame that holders of temporary contracts do not have the same entitlements as holders of fixed-term/continuing/permanent contracts. They are doing equally important work, often work even harder because of fear of termination, and as a thank you e.g. they are only entitled to 18 days of annual leave, which is below the legislative minimum in many countries. The UN is always publicly cherishing its values. Well, how about starting in their own shop!!!	2/9/2021 6:16 PM
312	I really appreciate language classes, i wish there were more languages, like duty station language	2/9/2021 4:58 PM
313	Benefits and entitlements are very important as the career progression in the UN is very	2/9/2021 4:29 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas

SurveyMonkey

314	I don't know what is meant by UN salary scale given that UNOG staff are now paying paid less than their peers at the agencies... That said, I am very attached to my remuneration package. It's one of the main reasons I'm still in the job, especially since the pandemic hit.	2/9/2021 4:22 PM
315	For the last question, it depends on the entitlement.	2/9/2021 3:50 PM
316	I have not any change We are still vulnerable to contract termination with regard to a fixed-terms contract	2/9/2021 3:19 PM
317	Have been working since 15 months on a temporary contract with 18 days of annual leave per year, with two children of school age living with me and a family outside the duty station which I would like to visit but find it difficult due to short annual leave. Also feeling tired due to small number of annual leave and the lack of possibility to take a longer vacation break to disconnect.	2/9/2021 3:16 PM
318	El sistema de justicia interno nunca ha resuelto asuntos laborales ligados al contrato.	2/9/2021 3:09 PM
319	Education grant levels compared to other organizations; medical insurance contribution (in most duty stations this is fine, but not in Geneva); life insurance for dependents; no unemployment or contract termination package; limited holidays compared to other organizations with international staff.	2/9/2021 2:24 PM
320	UN Administration of Justice System is ineffective; jurisdiction is limited. Judgments are often ignored and not implemented by the Organization	2/9/2021 1:36 PM
321	don't think more job security is needed but rather adequate unemployment and outplacement benefits/services	2/9/2021 1:23 PM
322	At the beginning of my career I was on short-term contracts during 7 years. In addition to stress and anxiety, it was very difficult to plan my life during those years.	2/9/2021 1:13 PM
323	for 7 years i have never received education grant with kids in international school and now universities, home leave, enough annual leave etc.	2/9/2021 12:48 PM
324	With children and chronic health issues, security of contract is extremely important. Do not forget also that the UN does not provide social protection in the event of job loss (and we are not allowed to contribute to local schemes); it does not provide full health coverage even to regular staff with a pre-existing condition, nor the possibility to buy loss of earnings insurance.	2/9/2021 12:45 PM
325	job security is the main value for staff in UN (as there is no established career path prospects)	2/9/2021 12:36 PM
326	Permanent contract does not require renewal	2/9/2021 12:30 PM
327	Un contrat permanent permet de travailler plus sereinement et donc plus efficacement. La précarité (contrat, assurances, retraite) interfère avec la concentration et l'investissement à long terme qu'il faut pour bien faire son travail. être toujours s'inquiéter du prochain contrat, d	2/9/2021 12:19 PM
328	I'm on my second year as a temp. 18 days leave, no employer contribution to a usable pension fund, no perks. This is not equality of pay	2/9/2021 12:18 PM
329	UN salary scale is a complicated point at the moment given there are 2 post adjustments in effect in Geneva	2/9/2021 12:17 PM
330	I disagree with the continuation of flexible working	2/5/2021 6:11 PM
331	Disappointed with removal of post-secondary boarding entitlement especially when based in the field where post secondary education is not optimum.	2/5/2021 12:26 PM
332	Donner la possibilité au staff national qui reste pendant plus de 10 ans à un poste d'être mobile en lui accordant une priorité à une vacance de poste lorsqu'il s'y intéresse.	2/5/2021 9:18 AM
333	With all the unfair cuts in OCHA done by an OCHA SOP and not UN Secretariat rules, it gives me some peace of mind.	2/5/2021 9:16 AM
334	Salaries for UN staff in Chad is the baddest and lowest in the world	2/5/2021 3:34 AM
335	It continues to be a disgrace that consultant contracts (on which I was initially employed) continue to be applied to some roles for years and years, depriving personnel of access to basic ILO provisions such as annual leave and standard sick leave (and in some agencies, not mine, also parental leave), as well as exclusion from participating in the UN pension scheme and - perhaps most importantly - prohibition on the right to representation and collective bargaining. In our organization, even basic entitlements, such as access to	2/4/2021 2:35 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

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Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
floating days, were erroneously denied to interns, until a small group of Fixed Term staff lobbied HR to correct the oversight. Those of us who now have 'staff' posts have an obligation to lobby not only for our own security, but also those who are particularly abused by UN entities engaged in what even WFP's senior management calls "contract abuse". We are the UN, we should, we can, and we must, do better.

336	Not sure I am aware of any other	2/4/2021 8:57 AM
337	Mandatory break, no FT benefits and no career path/industry benefits, non existent justice system	2/3/2021 6:49 PM
338	When the salary is covered by a Project (DC), the contract could be issued for the durability of the project.	2/3/2021 6:10 PM
339	I have been under a fixed term contract for the past 8 years. Based on the years I have served and my performance, I believe my contract should have been moved to continuous or permanent contract type.	2/3/2021 3:13 PM
340	Unemployment benefits are tragically missing	2/3/2021 9:35 AM
341	Les employes de la categorie GS de UN secretariat n'ont pas d'opportunités de monter en grades. Ils passent de tres nombreuses annees sur le meme niveau de poste. Tout ce que UN fait s'est de profiter de leur longue experience en leur augmentant les taches, mais UN ne pense jamais a leur promotion. Ceci est tres frustrant.	2/3/2021 8:48 AM
342	Dada la gran especialización que se adquiere en esta institución, para mi es muy importante es la estabilidad laboral y la jubilación.	2/3/2021 12:34 AM
343	education grant, duty station classifications and rental subsidy schemes need to be re-improved	2/2/2021 4:57 PM
344	Naciones Unidas debe dar el ejemplo de proteger laboralmente a sus trabajadores y sus formas de contratación.	2/2/2021 2:50 PM
345	Most of the aspects listed above are not indicated in my current Contract	2/2/2021 2:31 PM
346	Protection against arbitrary termination is not clearly outlined in the UN Secretariat's contract.	2/2/2021 2:12 PM
347	I have a regular budget position. After working i n the same organisation 19 years, I am still no made WLT (without limit of time) because I had to take a few years break due to family responsibilities (I have 8+11 years with a break in between). This is something that should be addressed! I have colleagues that have worked fewer years (but continuously) and have WLTs.	2/2/2021 1:58 PM
348	I suggest that WFP have end of service package for staff member with any type of contract. I do not see any benefits and entitlements for the type of National Staff contracts for example to be paid 13 months instead of 12 like practice apply in other non-profitable organizations.	2/2/2021 1:29 PM
349	The most important criterion for me was that it is a prestigious job.	2/2/2021 12:54 PM
350	The gradual erosion of benefits and entitlements over the past 10 years or so is a major concern. Especially for a globally mobile workforce.	2/2/2021 12:14 PM
351	My contract duration is only two years - I wish it would be longer. I also can't judge whether I can be totally confident, that it will be renewed each time. The renewal process is not entirely transparent to me.	2/2/2021 10:45 AM
352	Rental Subsidy (this is not adequate and represents a high cost for SMs compared to, for example, the full subsidy offered by INGOs) and Education Grant (e.g. the fact school bus fees are no longer paid and the EG is not granted for children under 5yrs old is not adequate to the cost of living if you have ore than one kid (especially for female with 2+ children and in the middle range). Sometimes a P3 grade level cannot cover all the costs for the family if there is only one income	2/2/2021 10:10 AM
353	Cumulating two years contracts with the fear of an arbitrary termination is very uncomfortable	2/2/2021 9:25 AM
354	Child support	2/2/2021 9:08 AM
355	It is important to have stable, secure employment contracts.	2/2/2021 8:29 AM
356	Renewal the contract depends on your project continuity, if you are contracted under DC project, you have a doubt after the project if you get a new contract or not. And salaries should be paid in Euro or USD, NO personnel and international personal should have their equally. One got benefit the currency the other does not. It is not fair.	2/2/2021 8:21 AM

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357	Salary must be higher due to the high inflation rates in Turkey since it's been paid in local currency	2/2/2021 8:17 AM
358	As a P4 Step 13, I have ben stuck at salary scale for several years.	2/1/2021 8:45 PM
359	Education grant	2/1/2021 8:17 PM
360	One point is the access to flexible working arrangements, the reality is that using it is not as easy. There is still a culture of physical presence and the process of using the WLB policies is cumbersome. It is not really flexible to meet short notice needs.	2/1/2021 5:33 PM
361	The current proposal disregards our unreserved commitment and contributions to the main causes of the UN. The ECA management however, was told to discontinue new hires and this may be one of the reasons why this failed proposal came to the table. Regrettable!!!	2/1/2021 5:03 PM
362	access to relevant trainings, realistic and comprehensive job description	2/1/2021 4:04 PM
363	Where I work, there is no way I will ever get an indeterminate/permanent position. Fixed term is a good as it gets. Every year, you wonder whether there will be budget again. Thankfully our team is good at being useful and finding money to keep us going. But it's a constant fight.	2/1/2021 3:47 PM
364	Alignment with the UN salary scale. From my experience and of the best of my knowledge WFP HR and recruiting units are usually in favour to lower the monthly honorium to its lowest level (grade) and discard a certain number of years of experience or minimize the role/responsability described in the ToRs to reduce the monthly honorarium to be proposed in the ToE. That leads to inconsistency in the grade of staff within the same unit for the same position, as well as an important subject of discussion to value the staff for their work, performance and dedication.	2/1/2021 3:25 PM
365	Specifically duration of contract and pension are both critical to me	2/1/2021 2:26 PM
366	In this Pandemic COVID-19 Context I strongly advise UN faciliate telecommuting outside the duty station	2/1/2021 2:22 PM
367	Paid home leave flights	2/1/2021 2:20 PM
368	Being an italian national in Italy I don't have full access to benefits for International Professionals, and this is penalizing	2/1/2021 2:04 PM
369	I find it weird that single staff without dependents get lower benefits (eg rental subsidy), and that on uncertified sick leave, the 3 days for family reasons are generally thought for children being sick. Maybe the family uncertified days could be renamed to make treatment more fair.	2/1/2021 1:52 PM
370	Le BIT n'a pas considéré l'historique salariale lors de mon recrutement, moi-même étant ancien staff UN	2/1/2021 1:51 PM
371	with my current contract I do not receive all benefits so some of the above does not apply	2/1/2021 1:42 PM
372	Rights are rights. We do argue against bad governance why should we then encourage this to happen in the sytsem (UN) that we cherished.	2/1/2021 1:27 PM
373	I have a precarious contract type, was never informed about all my benefits/entitlements and I'm currently cumulating various functions but this was not taken into consideration by the organization when my contract was renewed last year.	2/1/2021 1:25 PM
374	This question is very unclear! What do you mean by I value? I means my opinion in them? Or if i think they are important? I marked this depending on how i evaluate these points/my opionon of my contract modality according to these items.	2/1/2021 1:24 PM
375	before COVID, I have had to fight to access flexible work arrangements, with mixed success.	2/1/2021 1:17 PM
376	As a national International- i would liek to benfit from education grants for my children	2/1/2021 1:09 PM
377	i am comfortable with my current contract type	2/1/2021 1:05 PM
378	There is a need to clarify the questions on this aspect of the survey.	2/1/2021 12:54 PM
379	I dont have access to flexible working arrangements so am not able to respond to the above question	2/1/2021 12:50 PM
380	I love WFP and truly believe in its mission, but it is quite ridiculous to work for almost 20 years, be so called career staff and have contract extensions every 2 years with successful and outstanding performance records. The constant expiration of NTEs do not allow to	2/1/2021 12:44 PM

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 secure adequate mortgage to acquire a house. Financial institutions are always looking for 'indefinite/continuous/permanent' contracts.

381	Pre COVID I had little if any to flexible working arrangements. So I cannot answer about importance of something I did not have. I wrote strongly disagree as the answer to this. However, it *would* be important!	2/1/2021 12:37 PM
382	Benefits are melting, UN is not anymore the employer of choice	2/1/2021 12:30 PM
383	Mon contrat ne présente pas les mêmes avantages que présentent les autres contrats de l'ONU, comme l'assurance maladie et la caisse des pension de l'ONU alors que ce sont des éléments très importants qui ne constituent plus des avantages mais plutôt des acquis auquel doit avoir droit toute personne qui intègre l'ONU quelque soit son statut. de plus la confiance dans le renouvellement du contrat reste limitée alors que cette confiance est importante pour permettre une meilleure implication dans le travail.	2/1/2021 12:18 PM
384	Flexible working hrs are in place on paper, however in most cases, even the breastfeeding hours cannot be observed due to work demands. Unfortunately managers seem to be too focused on 8-5 instead of outputs/deliverables	2/1/2021 12:09 PM
385	I am not sure whether my contract gives me the benefits mentioned above. AL and health insurance is less / worse than in other organisations I have been working for.	2/1/2021 12:09 PM
386	School fees is one of the most important benefits as Fixed-Term Internat Staff	2/1/2021 12:02 PM
387	Not stipulated in my contract	2/1/2021 11:59 AM
388	Having spent part of my career in the private sector in the United States, the UN treats employees far superior in all ways (benefits, entitlements, job security, and post-retirement benefits). The perception that the UN does not is very misguided. In the private sector in the US, there is a concept of an "at will employment" - meaning that any staff can be terminated at any time without providing any reason (the only exceptions are wrongful termination for discrimination). This is not the case in the UN. We should all be grateful for that.	2/1/2021 11:58 AM
389	Areas which I neither agree or disagree are difficult to determine because some departments needs physical presence and decisions to renew contract durations are never consulted.	2/1/2021 11:53 AM
390	There is normally no security for renewal of contracts and remote working has been necessitated by COVID, before then it was very difficult to have a flexible work arrangement in my organisation.	2/1/2021 11:47 AM
391	The other benefits have been gradually scrapped e.g. education grants , when similar staff in the private sector are getting education grants for their children in full until they complete school.	2/1/2021 11:46 AM
392	Renewal of Fix-Term should be for more than 2 years, at least for the intended duration of your stay in your current DS. Moreover, rental subsidy needs revision, not for full coverage but the calculated subsidy is a bit lacking	2/1/2021 11:44 AM
393	Education grant is extremely important and helpful and spouse subsidy as well.	2/1/2021 11:44 AM
394	There are no other benefits in my contract type.	2/1/2021 11:42 AM
395	There are no other benefits	2/1/2021 11:40 AM
396	Till know the renewal of the fix term contract was a "formality". So felt secure in the past. Now no longer sure this will stay the same. And as information of renewals is always arriving very later this will leave a bigger insecurity and more stress at the end of contract.	2/1/2021 11:40 AM
397	These are particularly valid aspects for those working in the field	2/1/2021 11:38 AM
398	What i value most of being a short-term professional is that i have access to a pension fund, as well as to paid leaves. (I was previously a consultant and what these two items were not granted to consultants)	2/1/2021 11:37 AM
399	The fact that my contracts are short limits my ability to take medium and long term decisions which could benefit our team. It also puts me at the mercy of random decisions by FROs who know very little about the work I do. As a result, I spend one in every two years cleaning up after messes made by my bosses in my area of work, without always having a say in the matter.	2/1/2021 11:17 AM
400	Mon type de contrat FTA en tant que NO m'exclu injustement des contrats continus au sein du secrétariat général	2/1/2021 10:32 AM
401	My current Fixed Term contract expires in 6 months hoping as usual for a contract renewal,	2/1/2021 10:21 AM

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that will be the last one before I go into retirement.

SurveyMonkey

402	No education grant to GS	2/1/2021 10:08 AM
403	I hope to be a permanent staff when someone have been working 5 - 10 years.	2/1/2021 9:52 AM
404	C'est points sont tres importants. Il ne faudra pas les modifier pour fragiliser le personnel. Il faudra meme les renforcer.	2/1/2021 9:48 AM
405	Education grant travel, assistance with housing, single parent consideration, home leave	2/1/2021 9:34 AM
406	I take much pride with my current contract with the UN and in such hard time as we are in currently, I fully understand UN has more and forefront responsibility to do the at most effort in support of nations and humanity at large standing resiliently hence, I welcome increased duty what ever level I can with out any demand of any additional compensation .I believe strongly working for the UN is noble in itself beyond monetary rewards !.I always consider my contract with the UN is more of a citizenship responsibility than of a mere employee's responsibility during all of my over 12 years of service to the UN.	2/1/2021 9:15 AM
407	It is high time to revise Annual increment policy. 10 to 13 needs 9 years. it is arbitrary. there is no any rules in the world to justify it. and there should be a auto promotion system after certain yeas of service considering the performance evaluation.	2/1/2021 8:50 AM
408	I value job security and that the contract sustains the average level (for my country) income	2/1/2021 8:29 AM
409	As national staff we have fewer benefits and entitlements. Why only international staff have education grants for their children earning much more than national staff?	2/1/2021 8:13 AM
410	I would prefer longer contract term and more job security. The artificail distinction between technical cooperation and regular budget positions in the ILO should be removed and staff in both categories given equal job security.	2/1/2021 3:44 AM
411	Confidence to be renewed is crucial. Also, international benefits such as mobility allowance and benefiting from privileges and immunities in host country.	1/31/2021 5:20 PM
412	Ces questions j'ai pas encore eu acces en plus la maniere dont nous sommes assure n'est pas trop arrangeable car on pre finance apres ont nous rembourse meme les remboursements sont tres lente	1/30/2021 1:20 AM
413	Flexible working arrangement for new mothers should be made mandatory at least for 1 year after the maternity leave ends. And the maternity leave should be made at least 6 months.	1/29/2021 8:36 PM
414	Il est indispensable que l'ONU cotise à l'assurance chômage ou soit son propre assureur pour fournir une indemnisation chômage à ses anciens salariés	1/29/2021 6:18 PM
415	need to have more entitlement for TC project staffs particularly on staff development and merit recognition, besides health insurance could have more benefits i.e. SHIF; love the flexible working modalities , however, eligibility for pension could be improved i.e. not waiting until 5 years FT to receive UN contribution; moreover, need to have the opportunity for study leave or flexi arrangements who could take the study abroad along with working in the project	1/29/2021 6:04 PM
416	I believe stable contracts are one of the key to fight against intimidation from managers at all levels and to be able to voice one's concerns and professional opinions..	1/29/2021 5:43 PM
417	the way in which the question is asked does not seem clear to me because not all conditions are contemplated in my UN contracts so for example I could appreciate the confidence in the renewal of my contract but this is not a condition that exists in my working condition	1/29/2021 4:48 PM
418	none	1/29/2021 4:40 PM
419	if the project funds are secure, the contract should be for the length of the project. (technical cooperation)	1/29/2021 3:34 PM
420	The question as formulated may lead to different ambiguous interpretations.	1/29/2021 3:05 PM
421	I feel like a second-class citizen compared with regular budget colleagues.	1/29/2021 2:51 PM
422	Deberíamos tener acceso al financiamiento aunque sea parcial de capacitaciones, ya que a veces el presupuesto de capacitación no se termina de usar o nosotros pagamos nuestras capacitaciones para seguir siendo empleables y seguir aportando a la organización.	1/29/2021 2:29 PM
423	As FT, I am strongly disadvantaged in applying for positions as an internal candidate; pension calculations are made on a less favourable basis; denied access to performance awards; and, of course, I have zero job security,	1/29/2021 2:01 PM
424	Though I don't know what are the other benefits and entitlements	1/29/2021 1:35 PM

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425	ILO HR should post clear guidelines on how the FT contracts of non-performing staff may be terminated. Otherwise, renewal of FT contracts would be virtually guaranteed especially if the ILO unit opts for the easier path (contract renewal) to avoid the protracted judicial process involved when the affected staff files complaints.	1/29/2021 1:22 PM
426	la couverture maladie en terme de congé rémunéré bien que généreuse me semble insuffisante quand le fonctionnaire souffre d'une maladie au long cours. J'ai vu des collègues sombrer dans de grandes difficultés une fois leur congé maladie rémunéré épuisé ou revenir travailler alors qu'ils n'étaient pas au mieux de leur forme ...	1/29/2021 11:52 AM
427	UN officials make major compromises in their private lives to pursue UN careers. Job security and benefits are the biggest compensations for the sacrifices we make through our partners, children, parents, etc..	1/29/2021 11:13 AM
428	1) The "flexible working arrangements" is for the moment in the "strong agree" category because there is no other choice given Covid. I'm not so sure it would remain the same post COVID. 2) I feel that the difference in remuneration, benefits, entitlements and career prospects are vastly superior for P-staff. G-staff are considered "expendable" and not worth investing in.	1/29/2021 10:53 AM
429	Access to Education Grant for G-staff would be good	1/29/2021 10:26 AM
430	I'm comparing my contract with regular budget contracts. Two different categories, including for some benefits	1/29/2021 10:20 AM
431	More stability in my situation would allow for less stress and ability to feel more settled, both in location and within the organization	1/29/2021 10:18 AM
432	Education grant, unpaid leave, etc	1/29/2021 10:11 AM
433	Le personnel de la catégorie G recruté en local devrait pouvoir bénéficier des frais d'études. Il y a clairement une rupture d'égalité par rapport au personnel de la catégorie P	1/29/2021 10:09 AM
434	All of the above are "important". However they are not always ensured, especially in DC funded contracts	1/29/2021 10:07 AM
435	I dont mind being on a fixed contract - in fact all staff should be IMO - but it would be nice if these were 2 years if possible with 4-6 months notice if not renewed	1/29/2021 10:02 AM
436	The question is not very clear. I would say taht the problem of FT contract is the lack of security	1/29/2021 10:01 AM
437	re: Duration, while I would prefer an indefinite contract, my renewal is fairly certain. Re: leave, while I appreciate access, I feel the ILO provisions could be more generous (in line with WHO or ITU). The maternity leave remains short in ILO and the provisions for breastfeeding are less generous. re: Flexible work, while I appreciate the equality of treatment with those on permanent contracts, I feel the ILO has a long way to go to make flexible work a lived reality. Re: protection against termination; I'm not well enough informed to comment.	1/29/2021 10:00 AM
438	I wrote that i did not agree because I do not have access to the Isited benefits.	1/29/2021 9:58 AM
439	The cut in education grant has affected my family negatively	1/29/2021 9:54 AM
440	one fo the main problems is the lack of stability and the fact that we do not have access to unemployment benefits.	1/29/2021 9:52 AM
441	The fact that TC and RB funded contracts are not seen equally in terms of how the organization takes our work into consideration is not valued.	1/29/2021 9:49 AM
442	Arbitrariness and lack of ethics within the management teams is the main reason why internal justice does not work.	1/28/2021 9:18 AM
443	Maternity leave should be 6 months based on WHO recommendation. Also family leave should be more than 7 days as baby is sick a lot and it is unfair to use annual leave when family member are sick.	1/27/2021 5:08 AM
444	Benefits and entitlements are crucial elements of my contract	1/26/2021 8:28 PM
445	Although Internal Justice System is available, I lack confidence therein and do not feel it exists to serve staff's best interests honestly.	1/26/2021 6:07 PM
446	Job stability and benefits are extremely important as the UN doesn't have any other way to motivate staff (bonus, praise, promotion according to performance)	1/26/2021 10:55 AM
447	Maternity leave: it doesn't seem fair to me that you only have 16 weeks and 2 of them you need to take them BEFORE the baby is born...!	1/26/2021 10:30 AM

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448	Education grant is a critical benefit	1/26/2021 5:53 AM
449	Important to take into account that some of the issues related to contract extensions/staffing have also been impacted by the budget liquidity situation. Some TJO contract benefits such as annual leave accrual should be the same as fixed term contracts.	1/25/2021 10:42 PM
450	No other benefits	1/25/2021 4:46 PM
451	For whatever reason, you did not list consultants as a category (I guess because you're a union and therefore don't really care about non-unionised consultants). In any case, I don't understand this - this survey needs to include the views of consultants. who make up on average 50 percent of employees in many UN agencies. Consultants have no social protection or access to pensions - the UN gig economy is about saying the right things to external audiences and not living up to those messages internally. This is not sustainable.	1/25/2021 3:09 PM
452	Staff assessment is a huge percentage of my gross salary, and significantly more than my senior colleagues	1/25/2021 2:20 PM
453	temporary contracts of whatever duration must have access to UN Pension Fund	1/25/2021 1:55 PM
454	UN work is highly demanding. I served five years in warzones and applied to 170 positions in HQ before being offered a position in HQ, where I have now served for 3 years. Over the five years in the field some 20 close colleagues of mine got killed or severely injured. It affected me also severely, which I only realised when I was able to transfer to HQ. I am fairly young, still in the age group 30-40 and I will carry these experiences and traumas with me for the rest of my life. When this much commitment is being demanded from staff, it would be astonishing to see UN reduce the current level of contractual arrangements reduced. Is human life and personal commitment worth of anything anymore?	1/25/2021 12:32 PM
455	Education Grant, Home Leave,	1/25/2021 11:57 AM
456	Je voudrais la sécurité dans la reconduction de mon contrat	1/25/2021 8:38 AM
457	Maternity leave should start when the baby is born, and not one month before!!!!!! I've never seen this before!! It's a shame. This has to be change.	1/25/2021 8:23 AM
458	Duration should be at least 2 years so one can plan, especially with a family.	1/25/2021 5:31 AM
459	The "Confidence I will be renewed" question should have a "Not applicable" option for those with continuing/permanent contracts.	1/24/2021 10:28 PM
460	UN part in pension should not belong to staff in any type of termination. We dont have social security at all despite we pay staff assesments	1/24/2021 4:36 PM
461	The justice system needs improvement	1/24/2021 9:14 AM
462	Education grant, dependency allowances	1/23/2021 5:51 AM
463	Reconocimiento integral de familiares que viven con el funcionario, que no tiene donde estar y que producto de su edad quedan marginados de la sociedad	1/23/2021 3:20 AM
464	The UN rules around the administration of the pension programme are quite retrogressive. It is incredible that staff forfeit the entire portion of the organization's contribution on early exit from the organization. Given the extreme rarity of remaining in the system for 15+ years, and the increasing trends around mobility, this forfeiture deprives staff who have contributed years of good service of their due right and compensation	1/23/2021 1:07 AM
465	Education grant and home leave in particular.	1/22/2021 6:42 PM
466	Falta de transparencia	1/22/2021 5:28 PM
467	I value very highly the option of Flexible Working Arrangement and Paternity Leave, although they are highly underdeveloped	1/22/2021 5:06 PM
468	Question is a bit tricky, since some of the items are not directly linked to the contractual arrangement but to rules and regulations.	1/22/2021 5:00 PM
469	Entiendo que en el punto "Acceso a modalidades de trabajo flexible" NO se refiere a modalidades de contrato flexible, sino a formas de trabajo, como el teletrabajo por ejemplo.	1/22/2021 4:24 PM
470	Los temporales tenemos 1,5 días de vacaciones mensual y contratos con un máximo de 729 días	1/22/2021 4:20 PM
471	I am a short term professional staff that is considered national staff, although I am international. The ways they try to sneak around paying consultants and short term staff the proper wages are horrible. My contract is renewed every 6 months. I even was renewed just	1/22/2021 3:27 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
for 1 month as they dont have money to pay for the entire 11 months. This has been for 5+ years. They are abusing the term 'short-term'.

472	I dont understand the question. I value these things meaning I want them. But it doesn't necessarily mean they are reflected currently in my contract--for example duration is important to me but now it is fixed term one year which is worrying. Flexible working arrangements are important but current management is not supportive.	1/22/2021 10:42 AM
473	I worked 16 years at UNIDIR without being authorised to contribute to pension nor health insurance	1/22/2021 8:29 AM
474	Despite enforced mobility no access to education grant	1/22/2021 6:41 AM
475	La présence de ces mentions permet aux fonctionnaires d'avoir une certaine sérénité , de se sentir membre a part entière de l'organisation	1/22/2021 6:36 AM
476	I prefer if I get a continuing contract, it's more stability	1/21/2021 10:14 PM
477	Although 5 year fixed terms contracts are encouraged, in practice only two year contracts are offered.	1/21/2021 8:17 PM
478	N/A	1/21/2021 8:17 PM
479	Prior to my current contract, I was in a temporary contract for the last 10 years. Job security/confidence it will be renewed is crucial	1/21/2021 7:52 PM
480	Autres prestations et droits? Lesquels pour la catégorie G?	1/21/2021 7:24 PM
481	Protection against termination and confidence of renewal are only guaranteed to permanent contract holders, these elements are not relevant to all other types of contracts. Incorrect question	1/21/2021 7:06 PM
482	As a local staff i am always in fear of uncertainty and feel that management are not doing their job	1/21/2021 7:06 PM
483	I am on a ICA contract thus not UN Staff Member, I used to but UNOPS converted my contract into ICA. I wonder why senior staff *like the ED and DED are Staff Members but almost 80% of staff are on non staff contracts	1/21/2021 6:51 PM
484	The survey should have a "not applicable" selection. The content is not too coherent. Was it piloted? I am permanent; how can I be renewed? How can I get more job security? I despise the internal justice system, it is deficient. Access to the host country's justice system would actually be better.	1/21/2021 6:19 PM
485	Very precarious contract after long in the UN. And when you stop after <5 yrs, you loose rights (pension etc).	1/21/2021 5:47 PM
486	The question is confusing. I do not know if it refers to what I value in a contract in general or the concerns I have with my particular contract. I just considered that it refers to what is valuable in a contract in general, for me.	1/21/2021 5:38 PM
487	I am on a TJO. I think we should be given 2.5 days annual leave per month like fixed-term staff, not 1.5 days.	1/21/2021 5:19 PM
488	UN Health insurance is expensive compared to others with similar coverage (while one would expect lower as higher educated should have less costs). The internal justice system does not always work well.	1/21/2021 5:02 PM
489	home leave, education grant	1/21/2021 4:59 PM
490	Regarding the pension fund, I am not sure I will ever reach the minimum years of contribution to benefit from it (until then the employer's contribution remains fictional). The maternity leave of 16 weeks is too short to recover from child birth and give the baby into the care of others. Many short-term staff members (fathers and mothers) are not eligible for parental leave since contracts automatically run out, are too short or with breaks/unemployment in between. They can often not pay into the UN Pension Fund easily for the same reasons.	1/21/2021 4:56 PM
491	Was confused by the wording of the question, so could not answer.	1/21/2021 4:39 PM
492	I am appaled by the way coditions of service eroded over time, in particular the pay cut and reduction in steps.	1/21/2021 4:38 PM
493	education grant is the most important benefit	1/21/2021 4:32 PM
494	I relocated to Switzerland with my spouse (who spent 5 years to be employed there) because of the security my contract gave me. I also consider the intenal justice system biased and ineffective.	1/21/2021 4:30 PM

Survey on the 'Future of Work' in the UN common system Enquête sur «
l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las

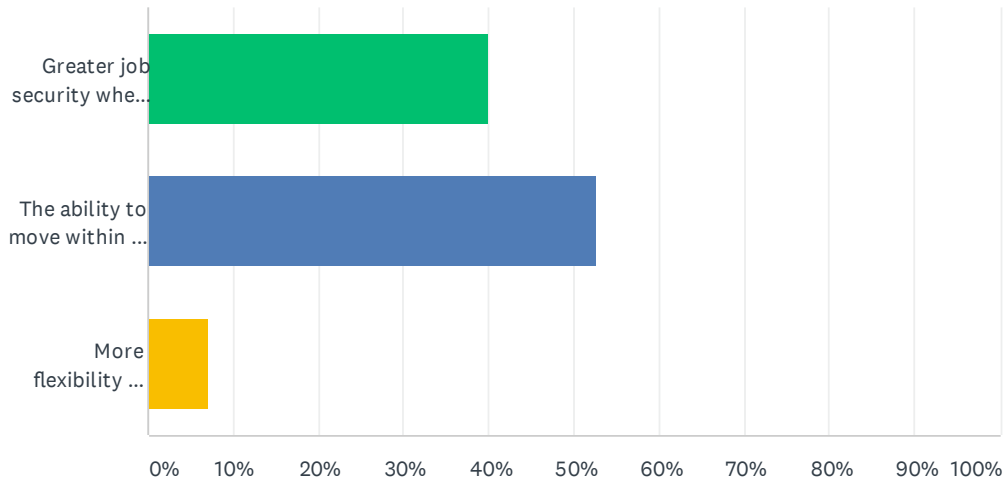
SurveyMonkey

495	Some benefits has deteriorated upon what I consider unilateral decisions.	1/21/2021 4:16 PM
496	Among other benefits: home leave; carte de légitimation for the whole period; training etc.	1/21/2021 4:11 PM
497	It is disheartening that our salary was reduced, increments reduced to every two years, and education grant stopped covering our children's accommodation. Is this at par with the benchmarks or good practices of major firms	1/21/2021 4:06 PM
498	UN should think about staff's life. Please do not only think about how to cut the budget, save money and reduce the burden	1/21/2021 4:05 PM
499	The fact that I count on my permanent contract allows me to focus and spend my energy in my work instead of in future employment incertainties.	1/21/2021 4:04 PM
500	The continuing contract gives me a great security but my temporary appointment to my current duty station renewed on a yearly basis removes all security from my contract	1/21/2021 3:54 PM
501	Being on a temporary contract means not getting the same amount of leave days even if you work as much as colleagues on "normal" contracts. Due to the rules on temporary contracts and the pension fund, I have contributed much less than if I would have on a "normal" contract. Medical insurance is not adopted for temporary contracts: all the ceillings are calculated on pro rata basis; moreover, as far as I know one cannot have the insurance while between contracts.	1/21/2021 3:54 PM
502	Access to flexible working arrangements is not provided equally to all staff members; glass ceiling for promotion and lack of recognition all over the career; managers without managerial skills and other negative factors met both in field and HQ	1/21/2021 3:49 PM
503	These are fundamental (renewal subject to good performance).	1/21/2021 3:47 PM
504	Travailler pour les Nations Unies, en particulier le Haut Commissariat aux droits de l'homme, demande énormément d'engagement et de disponibilité. Je fournis cet engagement avec motivation et sérieux. J'attends toutefois en retour une reconnaissance de ma contribution et des bonnes performances effectuées par les NU, particulièrement en ce qui concerne la sécurité de l'emploi et l'assurance de conserver un poste dans le long terme. Cette sécurité est essentiel pour garantir un environnement de travail serein et la pleine motivation du personnel.	1/21/2021 3:46 PM
505	Alignment with UN salary scale is affected by pay differences in UN Geneva due to paycuts only reverted by some organizations.	1/21/2021 3:45 PM
506	I have significantly lower benefits than my co-workers with longer temporary contracts or fixed term or permanent contracts. I guess it would be excusable if short temporary contract were actually for a limited period of time, but I have been on those contracts for 2 years, some of my friends have been on them for 3 to 7 years.	1/21/2021 3:40 PM
507	Only ever having 2-year FTA contracts has caused me great problems in getting a mortgage to buy a house. I think, after 5 or 10 years, we should be rewarded with 5 year or longer contract	1/21/2021 3:39 PM
508	THE longer I remain at my post, the less money I have at the end of the month. Pay cuts, erosion of privileges, decreasing office space, pay cut, loss of rental subsidy.... I qualify for a continuing contract now after 5y of service, but because of some arbitrary and artificial ceiling, the likelihood of enjoying it any time soon are nil.	1/21/2021 3:37 PM
509	I'm a contractor and get access to none of these things. Also, because I'm paid on an hourly rate, I am structurally pressured to not take any time off	1/21/2021 3:33 PM
510	All these points are of course relevant for any staff, I wonder why you ask, this make no point	1/21/2021 3:32 PM
511	The UN benefits and entitlement are not competitive with other sectors for newcomer.	1/21/2021 3:31 PM
512	Although the source of funding for my post go over 3 years, I have been renewed under 1-year contract each time.	1/21/2021 3:30 PM
513	education grant	1/21/2021 3:26 PM
514	For the past three years I have been on temporary contracts of 2-3 months. As a parent of three young children this is extremely stressful. I have also had to take a contract break and it is difficult to pay into the pension fund.	1/21/2021 3:26 PM
515	Dignity	1/21/2021 3:24 PM
516	Après 10 ans de CDD, j'aimerais avoir un contrat de 5 ans.	1/21/2021 3:23 PM
517	I don't think a lot of us trusts the internal justice system very much.	1/21/2021 10:48 AM

518	As far as a contract goes, compared with other employers, the FTA is an excellent contract with loads of benefits.	1/21/2021 10:35 AM
519	I don't understand why temporary appointments only have 1.5 days of leave, instead of 2.5...even though I have been on this type of contract for over 1.5 years. It's better than a consultant or IC contract though.	1/21/2021 5:22 AM
520	I am on a temporary contract which should realistically be probably a 3-year fixed-term. As such I get zero employer's contribution to my pension, I get a lousy 18 days of annual leave, and I get none of the add-on perks such as education allowance. In short, I'm paid about 30% less than my fixed-term counterparts.	1/20/2021 8:14 PM
521	A permanents or continuing appointment is not renewed, it is valid until retirement age	1/20/2021 6:53 PM
522	Security allowance should be accross the board. Also National can be exposed to danger just like any other staff member. Why is Nairobi General Staff Members' cover limited?	1/20/2021 2:25 PM

Q11 If contract modalities are reviewed, I would be interested in: | Si les modalités du contrat sont revues, je serais intéressé : | Si se revisan las modalidades de contrato, me interesaría:

Answered: 5,259 Skipped: 1,035



ANSWER CHOICES	RESPONSES
Greater job security where I work Une plus grande sécurité de l'emploi là où je travaille Mayor seguridad laboral donde trabajo	40.01% 2,104
The ability to move within the UN common system while retaining greater job security La possibilité de se déplacer au sein du système commun des Nations Unies tout en conservant une plus grande sécurité d'emploi La capacidad de moverse dentro del sistema común de las Naciones Unidas mientras se mantiene una mayor seguridad laboral	52.80% 2,777
More flexibility for my employer in how they employ me Plus de flexibilité pour mon employeur dans la manière dont il m'emploie Más flexibilidad para mi empleador en la forma en que me emplean	7.19% 378
TOTAL	5,259

#	COMMENTS COMMENTAIRES COMENTARIOS:	DATE
1	Flexible working arrangements and no fixed place of work or home duty station. The ability to work remotely from my home country on a Fixed Term Appointment so I would not lose my entitlements such as medical and pension benefits.	3/25/2021 6:14 AM
2	I would like to see Telecommuting contracts as well as oversight and application of the principle of mobility and rotation. Staff should be allowed to work in other geographic regions however when they apply outside the region they are often not selected. 10 years in French speaking Africa does little for professional development and hence not a long term benefit for the Organization or the people served..	3/20/2021 10:27 PM
3	It's very hard to get upgrade so you will stuck in you same position you start with	3/18/2021 1:30 PM
4	I love my work at UNHCR but am experiencing post discontinuation for three times in a row.	3/17/2021 5:25 PM
5	Tenir compte des evaluations pour la progression des staffs.	3/17/2021 2:29 PM
6	contract period to be considered especially for TA	3/17/2021 5:10 AM
7	Long-distance opportunities.	3/16/2021 10:28 PM
8	The current contract has a clause that states that "at the end of the period there is no expectation for renewal". The last year of the contract is a stressful period as the staff do not know what is next while they have many fixed arrangements involving family and others that are also affected.	3/16/2021 5:47 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
9	Holding an indefinite contract, I have very few aspirations in terms of contract	3/16/2021 4:15 PM
10	I have no job security or protection whatsoever.	3/16/2021 11:48 AM
11	RAS	3/16/2021 9:17 AM
12	.	3/16/2021 8:39 AM
13	Effectivement, la possibilite de se deplacer au sein du systeme commun est meilleurs. en effet, c'est quand meme regrettable, que le PNUD, recherche une G6 procurment et qu'il qu'il un G 6 procurment au HCR qui postule et arrive jusqu'au interviews et par la suite qu'on lui refuse le poste pour donner a un Externe au systeme.	3/15/2021 6:09 PM
14	Plus d'eard par rapport aux staffs locaux	3/15/2021 4:48 PM
15	RAS	3/15/2021 4:11 PM
16	The field staff are not getting a capacity building and training opportunities such as sub office's staff	3/15/2021 2:58 PM
17	and greater job security.	3/15/2021 1:00 PM
18	I think there should also be other options for hiring - there are people who wished to share posts, those who can work from alternative locations etc. However, i believe also that UN should become a Google either. UN is not only about creativity and flexibility etc but about values and principles related to human rights and development which requires different approach to work.	3/15/2021 12:23 PM
19	Vu que je suis en TA, je ne me sens pas vraiment en securite.	3/15/2021 11:29 AM
20	In addition, the disconnection between the job security and networking/connections.	3/15/2021 8:00 AM
21	The UN need to work harmonizing its human resources systems and taking care of its work force in an equitable manner rather than creating competitions among themselves.	3/15/2021 7:58 AM
22	After a certain years of service, staff should have certain guaranty	3/14/2021 3:51 PM
23	Etant donné l'uniformité, le déplacement au sein du système serait encouragé	3/13/2021 8:02 AM
24	Not all agencies are willing to take on UN colleagues with long-service benefits accrued	3/12/2021 2:19 PM
25	NTR	3/12/2021 12:14 PM
26	UNHCR's rotation system means that 3 year FTLs offer a measure of protection beyond the end of the assignment, without committing the organisation to lifetime employment for people who do not engage with the orgnisation's needs. This is good. More flexibility about moving between agencies would help with professional development and life / career balance but should not lose the connection of some organisations to work in more remote locations.	3/12/2021 11:45 AM
27	Access to permanent contract	3/12/2021 3:57 AM
28	Mayor oportunidad de cambio de tipo de contrato	3/11/2021 8:16 PM
29	I am happy with my contract, but I think we hire too many new colleagues on temporary assignments that go on for more than a few months. I believe that if a position will likely last a year or more, UN agencies should plan for the best interest of the staff member and put them on a FTA.	3/11/2021 6:33 PM
30	As UNHCR has a strong rotation policy, I would value even more flexibility in being able to take time out to spend time with family in my own country. This already exists (ie leave without pay) but could be strengthened and made more normal, culturally within the organisation.	3/11/2021 5:58 PM
31	Nous aimerions de là un système de développement afin de nous permettre les Volontaires des Nations Unies une intégration dans le service professionnel de l'Organisation	3/11/2021 2:50 PM
32	RAS	3/11/2021 2:41 PM
33	je serai moins stressee par la recherche d'un autre emploi	3/11/2021 1:24 PM
34	Greater job security overall, both where I currently work (i.e. for national staff) and elsewhere should I wish to switch to the international category.	3/11/2021 12:39 PM
35	Whatever option could be chosen, Job security is the main issue !	3/11/2021 12:29 PM
36	I have moved from IOM to UNHCR. In IOM my contract type was "temporary" and renewed every 9 months. I did feel anxious about this.	3/11/2021 12:04 PM

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37	In UNHCR there is no continuing appointment. I worked already for over 12 years with satisfactory performance. Why to only receive fixed-term appointment renewal? In my country I do not even get a loan with this type of contract!	3/11/2021 11:51 AM
38	At UNHCR the misalignment of contract and assignment needs to be reviewed. It really isn't difficult to re-issue a contract with a correct title, function, grade and duty station.	3/11/2021 11:08 AM
39	The fact that it is almost impossible to terminate or even not to extend contracts of staff who are poor performers regardless of the category of their contracts is a huge problem for UN agencies, setting the wrong incentives, impacting on overall performance and credibility and burning out those staff that are committed and deliver. This must be tackled above all when reviewing the system.	3/11/2021 10:54 AM
40	Les employeurs sont toujours flexible par contre le systeme non.	3/11/2021 8:34 AM
41	N/A	3/11/2021 6:53 AM
42	UN is encouraging inter-agency move (e.g. secondment or loan), though it is not easy to go back to the old agency depending on the different UN entities' HR policy. If it is encouraged by UN as a whole (and also I see the benefit of HR exchanges among various UN agencies), the job security of the staff member should be secured and experience gained through this opportunity to be valued.	3/11/2021 2:12 AM
43	No comment as I am proceeding to the retirement stage!	3/10/2021 6:06 PM
44	five years contractual and above give staff free stress	3/10/2021 3:10 PM
45	If distance working (i.e. from a country different from the duty station) is allowed for one person, it should be allowed for all.	3/10/2021 2:39 PM
46	Car j'aurai la plus grande satisfaction de conserver mon emploi	3/10/2021 2:16 PM
47	The common good is the employer to the employees.	3/10/2021 12:58 PM
48	Le staff qui a un contrat sécurisé, travaille avec moins de stress	3/10/2021 12:56 PM
49	It was stated that currently there is no job security at UNHCR by my manager	3/10/2021 12:45 PM
50	I would have chosen all three options	3/10/2021 11:48 AM
51	'employeur peut affecter un staff vers d'autres attributions surtout déjà remplies en guise de reconversion de poste.	3/10/2021 11:29 AM
52	While the remaining options are applicable, greater job security means a lot for me.	3/10/2021 11:09 AM
53	More flexibility to ensure that family necessities are taken into consideration	3/10/2021 10:52 AM
54	RAS	3/10/2021 10:42 AM
55	I am happy with my indefinite contract.	3/10/2021 10:34 AM
56	The frequent staffing reviews should have restrictions of which staff they can arbitrarily remove or scrap their positions. The position of staff whose roles and responsibilities are realigned during staffing reviews should not be advertised, but given automatic appointments based on ePADS without having to go through recruitments	3/10/2021 10:26 AM
57	No comment	3/10/2021 10:19 AM
58	Contract type issuance should base on performances, professionalism, experiences. The longer contracts to staff contribute to job security and high performance level as well as integrity.	3/10/2021 10:07 AM
59	Also to fix underpaid salaries	3/10/2021 9:42 AM
60	Stop the yearly contract renewals at least for those who have cumulated more than 5 years	3/10/2021 9:23 AM
61	There needs to be further work on the Inter-Agency Agreement on Staff Movement. I had to give up a "better" contract type when I changed organizations, and I see that is the case for many people (there is a recent JIU report on this, JIU/REP/2019/8)	3/10/2021 9:14 AM
62	Yes, we work but in UNHCR there is not job security everything remains on operational needs based	3/10/2021 8:55 AM
63	I'm not sure what would happen to me after the end of my TA two months contract. I can't plan my career development, my life and personal development plans.	3/10/2021 8:46 AM
64	Really welcome the opportunity to work across other UN agencies.	3/10/2021 8:38 AM

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65	The modality I have provides me with job security and the opportunity of SLWOP if I want to pursue other career options outside the UN System. I am not interested in any substantial change. A UN many years career detach us from our national pension and labour market we cannot have anything less than what we have	3/10/2021 7:59 AM
66	I am an Affiliate under UNOPS Contract. No job security, pending if I will be renewd every end of the year. Salary and benefits very low or inexistent compared to other colleagues even in lower categories.	3/10/2021 7:59 AM
67	registration under national social security system for receiving unemployment benefit	3/10/2021 7:58 AM
68	I want to have continuing contract. Since my FTA contract is for every two years, I cannot even get a housing mortgage from local bank as bank think I will be unemployed after two years.	3/10/2021 7:53 AM
69	I would love that the UN is flexible about pension payment. Any staff who has worked should be entitled to his/her pension regardless of the years served.	3/10/2021 7:40 AM
70	In Turkey we have not registered in national retirement system which enable us to have unemployment fund and retirement rights after getting out of the UN System.	3/10/2021 7:29 AM
71	Greater job security will allow us to better plan our lives in terms of accruing assets like property	3/10/2021 7:16 AM
72	Remote working modalities should be possible eg working for headquarters in yr home country would reduce costs for the un	3/10/2021 7:15 AM
73	Less obstacles when applying for positions.	3/10/2021 7:13 AM
74	Je ne suis pas confortable a changer d'organisations par force ou par decision executive	3/10/2021 7:08 AM
75	it motivate moral of work and enable staff to perform better at work even in their individual development.	3/10/2021 5:41 AM
76	I wish if i have more job security by having a contract for longer period	3/10/2021 5:31 AM
77	There is no job security when one has to wait until almost the end of the contract to know whether it will be renewed or not and then maybe be given a TA somewhere else. One needs to be able to project himself/herself.	3/10/2021 5:26 AM
78	Give an opportunity to all affeliate work force contract	3/10/2021 1:59 AM
79	Greater mobility within UNHCR to evolve in my career	3/9/2021 11:01 PM
80	no comment	3/9/2021 10:12 PM
81	Vu le travail que nous exercons , nous sommes contrains d'etre flexible pour que nous puissions atteindre nos objectifs	3/9/2021 9:24 PM
82	The FTA scheme is very unsure and the compulsory rotation at P staff level in UNHCR also takes a big strain on families.	3/9/2021 9:10 PM
83	As a Group One staff, I'm facing serious dificulties to secure a new assignment cause all assignments are being reserved by the senior managers for their people whom they know (TAs or external staff)	3/9/2021 8:51 PM
84	I would be interested in a longer term contract, indefinite contract or at least security that the contract cannot be terminated in a short period of time.	3/9/2021 7:12 PM
85	N/A	3/9/2021 7:04 PM
86	There is a fear if I move another UN agency, my position will be cut.	3/9/2021 6:24 PM
87	je souhaite garder ma grade quand je quitte d'une agence à une autre.	3/9/2021 6:00 PM
88	I will be interested in being fixed employee to avoid the feeling of uncertainty and be committed to long term employment	3/9/2021 5:54 PM
89	NSTR	3/9/2021 5:22 PM
90	travail à temps partiel virtuel combiné avec présence au bureau	3/9/2021 5:21 PM
91	LONGER CONTRACTS	3/9/2021 5:20 PM
92	All of the three options are very important to me, but it starts with greater job security	3/9/2021 5:05 PM
93	National staff remained in the same position for so many years, I suggest UN to promote national staff	3/9/2021 5:03 PM

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94	The lack of job security is a significant cause of extreme stress, reduction in productivity and burnout in the UNHCR/UN system. While it may save some money in the short term, it does much more harm in the long term.	3/9/2021 4:32 PM
95	Pour un staff qui a déjà servi plus de 3 ans dans l'organisation sur un contrat fixe terme , il est souhaitable qu'il ne soit pas séparé sans qu'il n'ait une autre affectation.	3/9/2021 4:10 PM
96	too many staff in UN system on short term contracts with not job security	3/9/2021 4:04 PM
97	Actually all three options	3/9/2021 4:03 PM
98	I have had to give up permanent appointments and have lost opportunity to obtain permanent appointments due to being mobile across UN system. I have also had to resign from one UN job just to take another as a supervisor refused transfer/secondment. I have also had my career placed in jeopardy due to the secondment system.	3/9/2021 4:00 PM
99	paceque les contract TA entraine trop des stresses	3/9/2021 3:58 PM
100	I have been 25 years in the UN system but in different organizations. As such, I never managed to be awarded anything more than a FT contract!	3/9/2021 3:56 PM
101	The management continually erode staff rights.	3/9/2021 3:47 PM
102	My first priority would be to have the job stability and promotion within the agency I work with.	3/9/2021 3:33 PM
103	If I could make 2 choices I would have taken the first two.	3/9/2021 3:30 PM
104	Consider take into account law benefits of each country.	3/9/2021 3:29 PM
105	However, I still agree that my employer should have more flexibility in the way they employ me.	3/9/2021 3:18 PM
106	I am stuck in my job and despite trying hard and delivering well, it is very hard if not impossible to achieve lateral moves or safely changing assignments within the same division, changing divisions or secondments to other UN agencies	3/9/2021 3:14 PM
107	I'm with the UN since 15 years and till now the system didn't absorb me as a FT staff and I've to search for a new assignment every 6-9 months despite my qualification and that I'm vetted for Group2 and eligible for many posts since 2017	3/9/2021 3:12 PM
108	Remote work contracts	3/9/2021 3:11 PM
109	I will feel more relevant to the Employer	3/9/2021 3:03 PM
110	Prefer to stay in my current job as I have long experience and built great working network with authorities to facilitate proper/timely services provision to our persons of concerns. Even when got higher job than mine I did not accept it as I have great sense of belongingness to UNHCR	3/9/2021 2:56 PM
111	Flexible/Remote working arrangements particularly for HQ positions have proved to be effective. These arrangements should continue to be supported (not just in policy, but through practice!), particularly for organisations that require rotations to the field	3/9/2021 2:55 PM
112	I'm moving to another UN agency where my diploma and experiences are more valued	3/9/2021 2:48 PM
113	N/A	3/9/2021 2:40 PM
114	None of the above answers, however I could not save the survey till I click any of the above answers..)	3/9/2021 2:26 PM
115	I would strongly support easy movement of a staff from one organization to another without losing its current grade	3/9/2021 2:23 PM
116	Ability to move within the UN System will build confidence to staff as they services obtained on other UN Agencies	3/9/2021 2:16 PM
117	need for improving on staffs welfare and insurance of MIP cards for dependents	3/9/2021 2:15 PM
118	--	3/9/2021 2:09 PM
119	the second option as well	3/9/2021 2:00 PM
120	It has to do with my age at this point.	3/9/2021 1:49 PM
121	I would also be interested in short-term deployments with time off - there is no gap between assignments which contributes to burn out	3/9/2021 1:44 PM
122	I'm not clear on what 'flexibility' means in this but would be happy to work for other agencies	3/9/2021 1:41 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
123	I would have selected both greater job security and the ability to move within the un system if multiple choice was allowed	3/9/2021 1:40 PM
124	les contrats à dure determine ne nous garentissent pas de travailler sans stress	3/9/2021 1:36 PM
125	I would wish other bringing in new peopel which in itself right, the available capacity should first be explored. I am saying this because, I have seen circumatnaces where a person on TA could be elevated to take a vailble FTA based on the relevancy of the work and educational profile.	3/9/2021 1:33 PM
126	It will help	3/9/2021 1:33 PM
127	I don't consider it fair that Vienna as UN capital cannot have NO positions	3/9/2021 1:32 PM
128	NO	3/9/2021 1:29 PM
129	UNHCR employment is relatively insecure in my country with many private organizations suggesting better and more long-term contracts. UN pays relatively more, which is a pull factor	3/9/2021 1:29 PM
130	Definitely think contracts should allow for flexibility in moving from one UN agency to another seamlessly and more encouragingly	3/9/2021 1:29 PM
131	La garantie du contrat peut faire du bien car aux ages actuels dans nos pays, il est difficile d'avoir du travail	3/9/2021 1:27 PM
132	With that kind of arangement give someone confidence of the organization	3/9/2021 1:26 PM
133	n/a	3/9/2021 1:25 PM
134	Non	3/9/2021 1:24 PM
135	As a P staff working for UNHCR, we have a system of rotational posts, where we move from one duty station to another with assignments going from 2 to 5 years, so the employer has already enough flexibility by essence to move staff around. Thus, it is important to me to be able to move from a duty station to another with a minimum of security, alos to ensure the family needs, mainly with schooling for children, etc.	3/9/2021 1:20 PM
136	Le systeme actuel ne favorise pas un bon climat de travail dans une bonne sante. Tu es appelé a travailler sur un meme poste au meme grade sans espoir d'avancement. Par exemple j'ai commence il y a bientot 16 ans et je garde le meme grade alors que ma charge de travail a doublé. C'est vraiment injuste.	3/9/2021 1:12 PM
137	There are several reasons why people want to work at UN. One is the option to move between agencies and locations and work in a multicultural environment. If the mobility disappears, then in a way UN would lose its multicultural aura - at least in certain job functions. Having offices in low-cost economies makes more sense than hiring a large proportion of staff in their own countries or work from home arrangements. I am a different and much better person now, after having worked in a multi-cultural work environment for a few years. This is a unique value that UN has added to my life. I am more respectful of others, and their cultures just because of the day to day interaction with colleagues. This is just one of the ways how UN is indirectly making the world a better place. Should we take this away to save some money? Like a business? We should sit down and think about all the direct and indirect benefist of UN, and evaluate how our or GAs decisions will impact. Money should be saved, where it is being wasted and not where it is adding any value to this world. We would be fundamentally discriminating against certain job functions and people by taking the option of mobility away from them.	3/9/2021 1:11 PM
138	I would like to have a more deliverable-based employment (compared to do whatever your boss tells you to do) while retaining security of tenure, pension benefits and health insurance	3/9/2021 1:10 PM
139	My employer (UNHCR) should have more flexibility to consider previous employment on a non-UN contract, in the context of recruitment.	3/9/2021 1:09 PM
140	Greater job security is a must if staff shall not continue to burn out, especially at the front lines. We are not a company. We are dedicated to what we do and there are job areas that are more a public service than others. Where the service is in the foreground it is not healthy to provide this service when your organisation does not have your back.	3/9/2021 1:08 PM
141	As well as the ability to move within the UN common system while retaining greater job security. Unfortunately, it was not possible to select both, while they are equally important for me.	3/9/2021 1:07 PM
142	I would also be very much interested to be able to move within the UN system while retraining job security	3/9/2021 1:05 PM

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143	Si les modalités de contrats sont revues, je serais très content car j'aurai une stabilité dans mon travail tout en me concentrant sur mon job sans toujours vouloir chercher ailleurs. Même au niveau de l'employeur, il serait un intérêt d'autant plus que on aura à former une autre personne qui pourra me remplacer.	3/9/2021 1:00 PM
144	Le contrat permanent peut me rendre plus responsable et performant	3/9/2021 1:00 PM
145	These questions are rather confusing. Does it mean that I value what I have already or that I would theoretically think these things are important?	3/9/2021 12:58 PM
146	short term contracts mirror the gig economy approach managing labour.	3/9/2021 12:58 PM
147	Les TA permettent d'utiliser le staff sans se soucier d'eux.	3/9/2021 12:56 PM
148	The options could have been explained better as it is not very clear what is meant for example by 'flexibility' - what kind of flexibility are we referring to (flexible working arrangements? flexible duty arrangements, etc.). Same for the 'ability to move within the system' - what does that mean? moving to other posts in terms of location and/or between national/international grades or otherwise? Plus it would have been good if we could prioritize these options. Some options may be equally valuable and important.	3/9/2021 12:55 PM
149	plus the ability to move within the UN common system while retaining greater job security is also important	3/9/2021 12:53 PM
150	After 11 years of service; looking for more security.	3/9/2021 12:52 PM
151	I have worked for the UN for 13+ years on FTA, fulfilling rotation criteria, including hardship duty stations, demonstrated UN language skills, performance criteria, etc. It would be highly motivating at this stage of my career to have the opportunity to be considered for a CA/indefinite contract.	3/9/2021 12:49 PM
152	Amélioration des droits du personnels	3/9/2021 12:43 PM
153	RAS	3/9/2021 12:42 PM
154	Having a long -term contract is encouraging and stimulating	3/9/2021 12:39 PM
155	Pension/Health insurance should be for all contract type	3/9/2021 12:39 PM
156	Securiser le fonctionnaire en lui attribuant un contrat de 5 ans et plus lorsqu'il a déjà plus de 10 ans au sein de l'Organisation pour lui permettre de préparer sa retraite et avoir la facilité des prêts auprès des banques locales.	3/9/2021 12:38 PM
157	UNHCR is very good in receiving staff from other agencies while this is not applied by others.	3/9/2021 12:35 PM
158	More flexible working arrangements and modalities -- remote working, etc	3/9/2021 12:34 PM
159	opportunities for promotion of junior professional categories such as P2 should be flexible and less stringent	3/9/2021 12:33 PM
160	N/A	3/9/2021 12:33 PM
161	mainly working on the HDP Nexus approach, means that I work beyond the UNHCR mandate in the grey zone between humanitarian interventions and development - and could be working among agencies (UNCT?) on the promotion of the approach and the coordination	3/9/2021 12:30 PM
162	Je souhaite qu'une grande flexibilité soit accordée au staff par rapport à la gestion des congés et du télétravail	3/9/2021 12:30 PM
163	je n'ai pas assez d'informations par rapport au sujet	3/9/2021 12:29 PM
164	There is need to review contract modalities from fixed term of 1 year to three or five years.	3/9/2021 12:27 PM
165	RAS	3/9/2021 12:26 PM
166	According to the conditions to apply to the FT positions, I never had the opportunity to have a chance to have a FT or permanent job and am always on TA. This is very damageable to the sustainability of working with the UN system.	3/9/2021 12:25 PM
167	An indefinite/continuous contract that will recognize my years of working with UNHCR and promotions. We are in a very delicate situation, having to rotate regularly.	3/9/2021 12:24 PM
168	I value job security that I have with my permanent contract	3/9/2021 12:20 PM
169	Usually have to wait between 3 to 6 months before being invited for an interview; limited amount of times one can apply as internal candidate	3/9/2021 12:20 PM
170	I think that the annual contracts are an unnecessary stress every year and also to lose your	3/9/2021 12:18 PM

171	n/a	3/9/2021 12:15 PM
172	After 20 years of work with the UN, in my country I am not eligible for a mortgage with my current contract.	3/9/2021 12:12 PM
173	UN common system should be considered like one entity	3/9/2021 12:11 PM
174	I can not imagine a situation where more flexibility for my employer could be in workers best interest. Job security is already so precarious, with FTAs, and your next assignment is so dependent on a subjective assessment made by your present supervisor in the annual Epads. And there is little, if any, transparency in how assigned to posts. Even with all the rules in place, managers can easily manipulate the system in order to get the person they want for the job, regardless of objective criteria. I have been part of doing in myself. If employment was even more flexible, there would be no job security at all!	3/9/2021 12:09 PM
175	After several years of satisfactory service a staff member should be entitled to a permanent/continuous contract	3/9/2021 12:08 PM
176	With my age I stand more chances of getting to professional post on the current job.	3/9/2021 12:06 PM
177	Those on Temporary Appointments are still not consider internal UNHCR staff, even when they have worked with the organisation for years.	3/9/2021 12:04 PM
178	Etant en emploi temporaire, je suis toujours stressée quand je suis en fin de contrat	3/9/2021 12:03 PM
179	I am fully support that the staff has right to look for any opportunity to improve his/her career within or out side the system.	3/9/2021 12:00 PM
180	I have been on UNOPS 6months contracts for 2 years and then TA 6months for 2 years - i cant settle here whilst thinking i might have to leave soon.	3/9/2021 11:57 AM
181	Regularize AI contracts.	3/9/2021 11:52 AM
182	I think there is already too much job security in the UN and that it is holding us back from fulfilling the humanitarian imperative	3/9/2021 11:52 AM
183	The UN system should allow staff to move to other agencies for 1-2 years term to gain wider experience. This will allow the mother agency to be benefited from the outside experience. The option is available in paper, but needs more implementation and encouragement by management.	3/9/2021 11:50 AM
184	Je conseille a mon agence UNHCR de bien vouloir prendre toutes les dispositions pour assurer la securite de l'emploi de ses employes et de ne pas rendre precare le travail au sein de l'ONU au risque de perdre ses talents ainsi que les ressources qu'il a deja investies sur ses employes	3/9/2021 11:48 AM
185	I have worked for UNHCR for nearly 25 years but with the FTA contract I have, if my boss doesn't like me, I would be on the street at the end of the year. In my past I almost had this and I had to take action because it was unfair. Flexibility should not mean staff who've given so much of their life should be thrown onto the street. Experience is VERY important. Dropping seasoned staff members for "new blood" is wrong. New young people must come in but it should not be at the expense of those of us who have given so much. Why should we be discriminated against? I am just as motivated now as ever. If I've worked all these years don't I deserve to be treated better? In the above question you only allow one option to be ticked, I would've preferred to tick both "Greater job security where I work" plus "The ability to move...". Why not both? Provide opportunities and do not discriminate.	3/9/2021 11:46 AM
186	SIBA staff not be targeted if not assigned after 9 months.	3/9/2021 11:46 AM
187	Granting of indefinite contracts	3/9/2021 11:44 AM
188	Inter-agency transfers currently penalised through loss of built-up agency-specific benefits especially related to contract duration and separation payments. Why not have a continuing inter-agency contract that keeps running if staff member changes UN organisation.	3/9/2021 11:43 AM
189	No comments.	3/9/2021 11:39 AM
190	n/a	3/9/2021 11:38 AM
191	I am interested in having access to more flexible working arrangements	3/9/2021 11:38 AM
192	In addition, there will be greater motivation and determination to offer one's best leading to better results	3/9/2021 11:37 AM
193	Dans des organisations ou certains staff font plus de 15 ans dans des non family duty station dans leur carrière, créer la possibilité de leur offrir la retraite ou des contrats flexibles	3/9/2021 11:36 AM

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Enquesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
pour balancer leur vie de famille.

SurveyMonkey

194	I really have no preference on this question, seeing as I am retiring this year	3/9/2021 11:33 AM
195	No comments!	3/9/2021 11:32 AM
196	I would be happy to receive a smaller salary and less entitlements if I was able to work more flexibly (telecommuting from my country of origin...)	3/9/2021 11:32 AM
197	No comments	3/9/2021 11:31 AM
198	No comment.	3/9/2021 11:31 AM
199	Increased contract length	3/9/2021 11:30 AM
200	Greater accountability for non-performance.	3/9/2021 11:28 AM
201	Taking into account the fact that I am subject to mandatory rotation, I feel that some better job security would at the very least allow me to plan for myself and my family for longer term.	3/9/2021 11:26 AM
202	No comment.	3/9/2021 11:24 AM
203	being an affiliate workforce would be a very limited choice to move within the UN system, even UNHCR itself as a lot of opportunities requires "internal" experience so experience gained during being an affiliate does not count at all.	3/9/2021 11:23 AM
204	Upgrading should be considered also	3/9/2021 11:23 AM
205	No comment	3/9/2021 11:21 AM
206	I am lucky to have an FTA but many people are on affiliate contracts and do not get the same benefits	3/9/2021 11:21 AM
207	there is no assurance for job security even when on fixed term contract	3/9/2021 11:19 AM
208	Appreciate updating the rules on moving GS Staff to Prof. categories in HQ without being gone to the field immediately after the conversion.	3/9/2021 11:18 AM
209	Current grading system is archaic and doesn't reflect the reality of 21 century work. There should not be such strict barriers between contract types (G/P etc.), it's almost like a cast system, with many embedded discrimination.	3/9/2021 11:18 AM
210	Outside jobs opportunities in the UN	3/9/2021 11:18 AM
211	Job insecurity is the main factor of stress and burn out among my colleagues	3/9/2021 11:17 AM
212	The ability to move within the UN common system while retaining greater job security would be an added advantage.	3/9/2021 11:15 AM
213	N/A	3/9/2021 11:14 AM
214	Telework after COVID to continue	3/9/2021 11:10 AM
215	Greater job security where I work is my first priority, but more flexibility of movement within the UN system should also become a UN priority	3/9/2021 11:10 AM
216	Staff need to have reasons to plan for their future by a long term contract type	3/9/2021 11:10 AM
217	I wanted to answer none of the above, but the system does not allow this. This question is formulated as if everyone already agrees that the contract modalities should be reviewed.	3/9/2021 11:09 AM
218	I appreciate the flexible working options which allow me the freedom to accept short term contracts without having to either separate from my family or move them also for very short, precarious amounts of time. I see this also as an advantage for the organisation being able to "deploy" people more quickly, in a more responsive manner, without the considerable relocation expenses which cannot always be justified according to the type and modality of work required.	3/9/2021 11:09 AM
219	stability is main concern so to organize family life. But flexibility is equally important: the work I do can easily be done at home as at duty station.	3/9/2021 11:08 AM
220	I prefer this answer to avoid monotony in one area of work	3/9/2021 11:06 AM
221	Contract renewals should be should be done at least 2 months before the expiration date to lessen tension and anxiety while waiting for the renewal.	3/9/2021 11:06 AM
222	all of the above, really.	3/9/2021 11:05 AM
223	N/A	3/9/2021 11:05 AM

224	I've been with UN system for 20 years now (14 with UNHCR) but have never had the chance to be considered for continuing/indefinite. my previous short-term contracts before UNHCR were never counted.	3/9/2021 11:05 AM
225	Since I work on a technical position that do not need physical presence to be performed,what I would evaluate the most would be the possibility of working from home, even if this resulted on an ajustement of my salary to the salary scale of my home country	3/9/2021 11:03 AM
226	I took a horizontal step out of the UN in order to gain technical expertise not available within the organisation I was working with. This has been a positive and rich experience for me, however, the UN/UNHCR system does not seem to acknowledge this, on the contrary.	3/9/2021 11:03 AM
227	I am also interested in greater ability to move within the UN common systems. I did a lateral move some years ago and it was extremely cumbersome	3/9/2021 10:59 AM
228	I have been working for the UNHCR for the past 8 years, on short term contracts. My contract will expire in July, and I still don't have job security and cannot plan to start a family with such uncertainty	3/9/2021 10:58 AM
229	None	3/9/2021 10:58 AM
230	Movement between UN agencies is very difficult but should be encouraged more	3/9/2021 10:58 AM
231	We serve the UN for most of our lives. sometimes staff are left at age when they have a few years to qualify for Pensions . At that age getting another job is hard yet they dont benefit from Pension services.	3/9/2021 10:57 AM
232	I have no ability to plan for my future due to the persistent use of TA arrangement with, on average, rolling 6 month contracts. I have sub-standard leave entitlements of 18 days a year (1.5 days a month) and a mandatory unpaid contract break.	3/9/2021 10:57 AM
233	More flexibility would be highly appreciated. This would allow staff to grow professionally and extend their knowledge. Furthermore, it would provide UN with more well-rounded, cross-disciplinary and adaptable workforce.	3/9/2021 10:56 AM
234	les déplacements multiples ne sont pas un gage de stabilité et de productivité pour l'organisation, l'implication du staff peut être mis en jeu au détriment de l'organisation	3/9/2021 10:55 AM
235	If get security to continue my work in the future i can stay in my career	3/9/2021 10:54 AM
236	More opportunity to not be tied to a duty station (home-based)	3/9/2021 10:51 AM
237	The national staff should have the choice of rotation at par with international staff. For example, based on the duty station SAL, the national staff should also be rotated to other UN agencies with job security.	3/9/2021 10:51 AM
238	these questions are interrelated so the options are both overlapping and contain gaps in their meaning. What is the purpose of this question?	3/9/2021 10:50 AM
239	I couldn't get credit from bank to buy apartment as my contacts is not permanent and they were not eager to loan me the money. I've been renting for 14 years which means I could already buy the flat for the amount I spent on rent.	3/9/2021 10:49 AM
240	Flexible working arrangement.	3/9/2021 10:49 AM
241	Que l'on puisse garder tous les avantages acquis si on change d'agence, de fonds ou de programme.	3/9/2021 10:48 AM
242	Why do we need to choose between job security and flexibility? More flexibility = more productivity! I would be interested in longer contracts which give more job security and more flexibility in terms of location of work	3/9/2021 10:48 AM
243	the issue for me is that I am employed to do the job of a staff member on a UNOPS contract and there is little parity.	3/9/2021 10:48 AM
244	The fact that I do not know at this point whether I will have a job in October - when my contract ends - is VERY disconcerting, because I have a family to feed. I don't know how to plan and I don't know whether to look for a job elsewhere, or wait it out, and if so ... for how long? Where do I register my children for school? In which country. No idea. This is really a problem.	3/9/2021 10:48 AM
245	in addition to More flexibility for my employer in how they employ me.	3/9/2021 10:48 AM
246	I don't believe in any further promotion of job security or benefit UN staff members; UN system needs to count on tax payers, when UN agencies with a few exceptions are not productive but only spend the taxpayers' money.	3/9/2021 10:47 AM

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247	Short term contracts makes it extremely difficult to plan your life. Moreover, it appears staff on continuous contracts are given first priority even when their performance is questionable	3/9/2021 10:47 AM
248	As a working mother I am unable to go to non-family DS now and this limits my ability in rotation and promotion	3/9/2021 10:46 AM
249	counting non-UN experience as experience; ability to apply to P4 from G6 if experience and qualifications are appropriate	3/9/2021 10:46 AM
250	UNHCR's rotation system provides more insecurity than my contractual status	3/9/2021 10:44 AM
251	We need job security as we don't know when our contract will not be renewed.	3/9/2021 10:44 AM
252	The current system disrupts everyone, constant contract breaks means there is little continuity of professional input into projects and products	3/9/2021 10:42 AM
253	It's incredibly difficult to get a fixed term if the manager doesn't know you. I'm a valued employee who is given a lot of responsibility but I've applied for 30+ positions and was only invited to be interviewed for one position.	3/9/2021 10:42 AM
254	Issuance of ongoing contracts	3/9/2021 10:41 AM
255	No	3/9/2021 10:40 AM
256	I would have checked all options, but the survey set up only lets us choose one.	3/9/2021 10:38 AM
257	I can't emphasize this enough - ability to move within common UN system would also make us better employees I think	3/9/2021 10:36 AM
258	I am 2 years from the retirement, I could change the department once in 2 years. The mobility was totally stopped by Guterres	2/26/2021 7:31 PM
259	Contractual modalities that create a pool of qualified individuals that can be quickly engaged would be preferable to creating artificial restrictions between consultants and short-term contracts. To this end, mixing of funds should be permitted to fund such positions.	2/25/2021 10:21 AM
260	The fact that new posts can be gained only through competitions narrows down your career options. There should be model of functional rotation within the organization.	2/23/2021 1:49 PM
261	JOB SECURITY WILL BE GOOD AS WE ARE IN LIMBO AS TO IF THE NEXT CONTRACT WILL BE RENEWED.	2/23/2021 3:08 AM
262	being able to voluntarily contribute to national unemployment benefits in country of assignment or home country would be hugely important. Currently, and for past 18 years since joining UN system, when I find myself without a contract I have zero income, and zero benefits.	2/22/2021 10:46 AM
263	Extensions should be of minimum 6 months, if no better arrangements (e.g. fixed term) are applicable.	2/16/2021 3:03 PM
264	Job security + greater opportunities for mobility across the ILO and UN	2/16/2021 2:03 PM
265	Being able to carry the UN Secretariat contract even when I work in other UN agencies (not UN Secretariat) will facilitate greater inter-agency workforce mobility across the UN.	2/16/2021 2:30 AM
266	Less temporary contracts, more fixed-term for longer periods (7 years, 10 years) and possibly indefinite or permanent contracts	2/15/2021 4:43 PM
267	These questions shouldn't be mutually exclusive. Greater contracting flexibility can go hand in hand with greater security for the best people IF the UN gets performance management right (i.e. there NEEDS TO BE a trap door for career underperformers)	2/12/2021 5:01 AM
268	More upward mobility to international professional work for national staff. Equivalency of national work experience for long time staff for internal experience.	2/12/2021 4:29 AM
269	Why is this a single choice question?	2/11/2021 5:02 PM
270	job security increases level of concentration and efficiency	2/11/2021 4:53 PM
271	The other two as well.	2/11/2021 4:29 PM
272	Telework is very important to me.	2/11/2021 3:11 PM
273	I would value the three options	2/11/2021 2:05 PM
274	Je ne suis pas intéressé. Les raisons économiques et de conformisme par rapport au secteur privé, effect de mode, peuvent justifier ces tentatives d'altérer la typologie de contrat existant. Ces tentatives datent depuis quelques années déjà, bien avant la résurgence de la covid-19	2/11/2021 1:44 PM

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275	Job security is important be it at the same workplace, with the same employer or in the UN common system	2/11/2021 1:26 PM
276	Nil	2/11/2021 12:38 PM
277	n/a	2/11/2021 11:39 AM
278	more remote modalities within my duty station	2/11/2021 11:27 AM
279	This is not to be seen as "more" or "less", but more flexibility in the opportunities of movement without having the uncertainty of retaining the job we currently have. So "greater" for me is not a good term here. Would the staff member be awarded the opportunity to move as often as the organisation would need them to? or would the staff have the contract cut like they do in some private companies. Because in the private sector, there are unemployment benefit. In the UN, that does not exist and that is compensated by the job security offered. Changing the modality of contracts to offer more flexibility should go with unemployment benefits, just as they exist in the national systems. Otherwise, the staff has everything to lose	2/11/2021 11:23 AM
280	Flexibility for greater job security	2/11/2021 11:08 AM
281	Pouvoir davantage travailler à distance serait un vrai plus.	2/11/2021 11:08 AM
282	I am not 20 anymore therefore my choice	2/11/2021 11:05 AM
283	Job security where I currently work and where my family is based, works and goes to school is essential to a productive work environment	2/11/2021 11:03 AM
284	L'indépendance de l'ONU est directement liée au type de contrat.	2/11/2021 10:52 AM
285	Nobody wants less secure contracts! To suggest the contrary is just nuts!	2/11/2021 10:16 AM
286	No desearía que las nuevas modalidades de contrato afectasen a mi situación actual, en la que tengo una gran seguridad laboral y la flexibilidad que necesito	2/11/2021 9:52 AM
287	Answers are not alternatives... This question provides little information. From a management perspectives there are issues in contracting personnel that could be resolved and be of benefit to both management and staff alike	2/11/2021 9:50 AM
288	It is hard to be on permanent post after mobility. Permanent jobs in current duty stations are pretty good enough.	2/11/2021 8:27 AM
289	I am from the private sector and join UN as a G staff. I find myself trapped, with little career advancement opportunities.	2/11/2021 7:43 AM
290	Giving the GS better chances of getting a shot at Professional posts	2/11/2021 6:49 AM
291	Contract modalities in my opinion is less serious than multiple salary scales.	2/11/2021 6:32 AM
292	The scope for career progression is currently very limited. It is sad that opportunities for career progression is not at all tied to performance track record.	2/11/2021 5:57 AM
293	HR support for mobility after 5 years or so	2/11/2021 4:58 AM
294	All of above, regret at not being considered internal.	2/10/2021 5:50 PM
295	It will create, sense of job insecurity, opportunity for employer and leaders lead as they want regardless of rule of the law	2/10/2021 8:06 AM
296	Mobility should always be volunteering. Some wants to move while other don't. The organisation should create a list/roster of people to sign up who want to move.	2/9/2021 4:29 PM
297	I have been saying for years that the Organization should better harness the talent pool it already has at its disposal. Make it easier for staff to move from one job family to another and/or to retrain in order to better serve the Organization while keeping their benefits. I would be far more likely to spend my entire career at the UN (which is ultimately what I want) if I knew that I didn't have to do the same job until retirement.	2/9/2021 4:22 PM
298	There are constraints to mobility within UN departments, the continuing contract is local to my current institution i would lose it in case I moved to any UN body other than ITC	2/9/2021 3:19 PM
299	Recurrir a las instancias de justicia del país anfitrión o, en su defecto, internacionales. Los contratos se renegocian, no se modifican unilateralmente.	2/9/2021 3:09 PM
300	The UN must be more mobile - you've invested in us, so use our skills where needed!	2/9/2021 2:51 PM
301	There is no job security now and not even unemployment insurance	2/9/2021 2:05 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
302	this question provides odd and limiting choices	2/9/2021 1:23 PM
303	Present practices in recruitment make it almost impossible to move from one type of job to another within the UN System	2/9/2021 12:58 PM
304	I had permanent contract and after 22 years of service at headquarters in NY, took position in the field, where entity closed lost my permanent contract and have been working on TA ever since, 7 years	2/9/2021 12:48 PM
305	At present, we have limited ability for mobility outside of the UN Secretariat - notably with WHO, UNICEF, IOM, WFP and FAO. This significantly limits mobility, the benefits of cross-fertilization of knowledge and experience, and professional growth. We are forced to choose between the security of the hard-earned continuing contract, and mobility.	2/9/2021 12:24 PM
306	Let's get real. The organization needs to recruit in the modern world where 2-3 year contracts are entirely normal	2/9/2021 12:18 PM
307	Job security is paramount to be able to concentrate on your work rather than constantly worrying what happens to me.	2/9/2021 12:16 PM
308	Note, I am currently on Special leave without pay for family reasons as I am following my wife to another duty station.	2/9/2021 12:12 PM
309	Secondments with other UN agencies are needed if we want to create one UN	2/8/2021 12:26 PM
310	For the national staff, there is no job security. For the International staff, the job is secured irrespective of their performance. Once they enter in the system as IPO, jobs are granted lifelong in WFP. This is not the equal rights.	2/7/2021 7:40 AM
311	More telework and from outside of duty station	2/5/2021 10:32 AM
312	As someone involved in a technical specialist role, greater flexibility to move between organizations would benefit me personally. At present, the geographical mobility requirement in my entity requires me to move away from the field in which I have spent 20 years gaining expert knowledge. However, the greatest priority of UN staff associations should be to campaign for the right of all personnel to representation and collective bargaining, and the extension of all the ILO basic provisions (including also annual leave, parental leave, comparable sick leave/compassionate leave/carer leave etc) and access to the pension scheme.	2/4/2021 2:35 PM
313	I will first priority in the first option and followed by second option	2/4/2021 10:32 AM
314	ensure greater job security with effective implementation of mobility framework	2/3/2021 4:19 PM
315	n/a	2/3/2021 1:02 PM
316	Je souhaite que les employes du Secretariat de UN puissent se deplacer au sein du systeme commun des NU tout en gardant leur poste actuel.	2/3/2021 8:48 AM
317	I will lose my job security which puts me and my family in a uncertain situation regarding their education and long term life plans. I have been working with my organization for over 20 years and can't adjust to another job/organization easily. Any change towards limiting the current contract terms will negatively affect all employees.	2/3/2021 8:06 AM
318	Se reitera dado el alto grado de especialización que se adquiere con la experiencia en esta institución. Lo cual dificulta la entrada a otros diferentes empleos.	2/3/2021 12:34 AM
319	Managers expect short term/consultants to perform as fixed terms but then they also treat them with no respect and interrupt their contracts as it pleases them	2/2/2021 5:25 PM
320	Facilitated mobility between different entities remains limited	2/2/2021 5:08 PM
321	equal treatment for all especially on geographical mobility and promotions	2/2/2021 4:57 PM
322	I have been informed it could take up to 10 years before renewed fix term contract (5 biennium) could change to continuing/ indefinite which would enable greater job security	2/2/2021 3:35 PM
323	Sería apropiado tener un sistema que permita mantener las condiciones de contrato en otra organización del sistema de naciones unidas en caso de cambio de agencia	2/2/2021 2:50 PM
324	N/A	2/2/2021 2:12 PM
325	I would like a more flexible work arrangement (ie part time)	2/2/2021 1:27 PM
326	Ideally a combination of the three - this of course very much depends at what stage of your career you are at. If I was at an earlier stage in my career the ability to move within the UN common would rate higher	2/2/2021 12:54 PM

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327	I really enjoy working for my current organization hence my preference would be to stay where I work; however, I would be open to other UN opportunities.	2/2/2021 12:53 PM
328	i always give my quota considering the contract i signed with my employer and need to save the greatest assurance on my job security as i turned my eyes towards serving the humanity and to achieve that.We need to secure our Job.	2/2/2021 12:12 PM
329	Greater job security with more flexibility on the location where the job is performed	2/2/2021 11:55 AM
330	Right to parental leave, up until the child is 12 years old	2/2/2021 10:52 AM
331	Working from Home for assignment that allows for that (operationally) would be helping increase the well-being and plan better the education for kids with no negative impact on their life/curriculum	2/2/2021 10:10 AM
332	the contract has no clear future plans	2/2/2021 9:08 AM
333	A true mobility system between UN agencies would be most welcome	2/2/2021 9:02 AM
334	Greater job security is key	2/2/2021 8:29 AM
335	Staff mobility to International position and salary scales	2/2/2021 6:20 AM
336	UN should be more transparent and involving all the staff on decision making	2/1/2021 6:02 PM
337	To me, there are not enough permanent jobs at the UN. Most of the staff is on temporary/fixed term basis. So no job security is granted. Much more needs to be done on this side.	2/1/2021 5:45 PM
338	why is this question single select? I would also like to select the first option.	2/1/2021 5:33 PM
339	I am against this proposal.	2/1/2021 5:03 PM
340	Career growth	2/1/2021 4:52 PM
341	My security is the security of my children. If I'm not safe my family not neither.	2/1/2021 4:49 PM
342	To consider work from home modality	2/1/2021 4:29 PM
343	none of the above	2/1/2021 4:05 PM
344	flexibility is appreciated if is balanced, employers flexibility may not match with employees context (family, health, priorities in life in general, education).	2/1/2021 3:25 PM
345	Aller à au moins deux (2) ans de contrat pour tous les FT.	2/1/2021 2:59 PM
346	Although I have been employed for more than 8 years at P5 level, my fixed term is renewed on a yearly basis. The scope of my work and management positions would deserve a continuing/indefinite contract	2/1/2021 2:51 PM
347	Job security where I work is of great importance	2/1/2021 2:26 PM
348	This may not exactly relate to my directly, as I have worked mainly in the field including several years in hardships. But generally for FT staff, implementing similar approach as for diplomats would make sense and each FT staff should rotate across duty station types. Single staff should not be considered as the best suitable candidates for D/E posts but staff who only work at HQ/RB or 'nice' duty stations should go to hardships.	2/1/2021 1:52 PM
349	There's so much job security that it is not easy to bring new talents into the organization. I would support for less job security and greater flexibility at the cost of less job security for myself. There should be more competition in the UN	2/1/2021 1:29 PM
350	Job security is important..	2/1/2021 1:27 PM
351	Maintaining job security is my top priority. However, having the possibility to move within the UN organization while retaining a job security would be the ideal situation.	2/1/2021 1:25 PM
352	there's been a change in the policy applicable to non-rotational positions that results in job insecurity	2/1/2021 1:19 PM
353	I have job security - i would suggest we make it better for good staff to stay	2/1/2021 1:13 PM
354	These are indeed trying times for everyone, the worst that can happen to any employee is to have job insecurity added to the mix.	2/1/2021 1:09 PM
355	need to have impartial judicial remedies with regard to contract situation	2/1/2021 1:03 PM
356	I believe we are underutilizing the ability to work across agencies for both career development and fostering of ideas	2/1/2021 1:01 PM

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357	The proposed review of contract modality will be very inimical to UN employees. There should be job security for all UN staff that holds FT, Permanent and Continuing contracts.\contuni	2/1/2021 12:54 PM
358	The move among UN is not an issue, especially for great performers. The issue is misalignment between career and contract types in the organization.	2/1/2021 12:44 PM
359	Fair and transparent work force management starting from recruitment to appraisal and promotion based on achievements. I do support move to agile workforce to manage staff performance,	2/1/2021 12:37 PM
360	UN staff should move from one UN Agency to another and should have permanent contracts, seeking job decreases the performance of the staff as they could not know about their future.	2/1/2021 12:19 PM
361	none of thewse options reflect my views. I am not interested in greater job security as I think it is sufficient as is.	2/1/2021 12:17 PM
362	More flexibility for me to work where I can contribute best, meaning that I would like to be allowed to apply for other vacancies but due to my "locked contract" I am not able to do so.	2/1/2021 12:09 PM
363	1 year renewals is not confidence-inspiring	2/1/2021 12:05 PM
364	- more flexibility in work arrangements	2/1/2021 12:02 PM
365	A consistent policy and practice on remote working should be developed - which is likely to be forthcoming based on the experiences of COVID-19 working arrangements.	2/1/2021 11:58 AM
366	The ability to pursue career opportunities but still maintain 'ownership' within the UN system is important. No one is entitled to job security if they are not prepared to move or change roles.	2/1/2021 11:54 AM
367	Se serait intéressant de pouvoir aspirer à un poste de même grade ou de grade plus élevé dans une agence soeur sans devoir à subir les même procédures de recrutement que lorsqu'on est nouveau staff UN	2/1/2021 11:54 AM
368	I am 25 year plus as an International FT. I have worked in several hardship post along with FDS. I have always known that the organisation has a requirement for mobility which i am supportive of. Now in the later years of my employment I require my organisation to understand and be combatable with my needs when choosing a duty station.	2/1/2021 11:54 AM
369	Not interested in new system, i feel it will create more job insecurity	2/1/2021 11:49 AM
370	The reason why I have a PhD, working as a National Officer and still not looking for a job is that here I have a better job security and access to pension fund.	2/1/2021 11:44 AM
371	As a single parent, I am interested in telecommuting arrangements	2/1/2021 11:44 AM
372	Entitlements review	2/1/2021 11:44 AM
373	I currently have no job security at all, and I am planning to leave the UN system this year in case I will not get a more stable employment.	2/1/2021 11:42 AM
374	Provides for greater opportunity for growth and development	2/1/2021 11:38 AM
375	In such a non-secure world, job secutity and stability are essential	2/1/2021 11:37 AM
376	I have always wished to be mobile within the UN system. VERY very difficult to do.	2/1/2021 11:36 AM
377	Reduced focus on the reassignment/rotation system within the UN.	2/1/2021 11:36 AM
378	"unemployment" like protection is largely missing.	2/1/2021 11:36 AM
379	these questions need refinement.	2/1/2021 11:35 AM
380	I would like more flexibility (ie more flexible working arrangements like remote) - HOWEVER job stability and having contracts of a longer duration are critical to be able to access mortgages, etc. Short term contracts are a disservice to employees.	2/1/2021 11:33 AM
381	On travaille pour promouvoir l'emploi mais nous n'avons aucune sécurité sur notre emploi!!	2/1/2021 10:21 AM
382	we are in an era of global changes I would like to have more job security coupled with the mobility factor.	2/1/2021 10:15 AM
383	Le personnel a besoin de la securite de son emploi au sein des NU puisqu'il abandonne d'autres opportunités pour venir aux NU.	2/1/2021 9:48 AM
384	Mobility in UN seceratriat is only based on competency and the current discrimination for the woment hiring is not give good perspective to the men and generate a high level of	2/1/2021 9:37 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas

SurveyMonkey

385	I believe current burden of work to the UN is much intensified by global crisis situations and therefore re-allocating staffs to most needed duty stations and posts in the principles of 'mobility' is an immediate wise and reasonable step in focus of maximizing output retaining expenditure on staff compensation.	2/1/2021 9:15 AM
386	in common UN System - there should be a common evaluation system, what will be the base for internal transfer among the UN Organizations	2/1/2021 8:50 AM
387	Job Security is very important	2/1/2021 8:27 AM
388	These do not apply to	2/1/2021 8:24 AM
389	l'essence de la organisation est le professionnalisme de son personnel net son engagement, l'ONU se doit de donner l'exemple dans la sécurité de l'emploi qu'elle offre à ses fonctionnaires net bien au contraire être prêt d'eux ce qui ne va pas en contre sens avec ses missions et son agilité. les fonctionnaires n'ont fait preuve d'adaptation dans leurs fonctions et d'efficacité depuis bien longtemps.	2/1/2021 7:51 AM
390	Secured jobs is beneficial for both the org. and employee	2/1/2021 7:48 AM
391	I am satisfied with current modality	2/1/2021 4:42 AM
392	Since I have worked for 4 different entities within the UN system over the past 16 years, and I would like to stay within the UN system but not necessarily in the same agency, I would very much value the possibility of moving within the common system while retaining greater job security.	1/31/2021 5:20 PM
393	more fund for the human resources is really needed	1/30/2021 7:57 PM
394	Même le deuxième point aussi est bon aussi	1/30/2021 1:20 AM
395	Inter-agency rotation should be made an option wherever the requirements match	1/29/2021 8:36 PM
396	Il est indispensable de revoir le système pour lutter contre la précarité des salariés de l'ONU qui sont trimbalés de CDD en CDD pendant des années. Prévoir un nombre maximum de CDD pour une même personne poussant à la contractualiser en CDI au bout de 3 ans maximum de CDD	1/29/2021 6:18 PM
397	i hope more opportunities should be open to recruit eligible NO staff in P category and can think about having dual role to support regional office, HQ and national duty station, job grade and package can be redefined based on the JD, this will help the chance to contribute more in the projects despite having the boundary between NO and P category	1/29/2021 6:04 PM
398	I would recommend to broaden the continuing contracts possibilities to move from Secretariat to UNICEF to other organizations where the continuing contract is not retained (from Secretariat to ILO or FAO, for instance).	1/29/2021 5:43 PM
399	none	1/29/2021 4:40 PM
400	Elimination of the D category, and arbitrary appointment by DG	1/29/2021 3:53 PM
401	the period (year) of my contract does not align to the education grant period requested which creates the need to comply with extra requirements.	1/29/2021 3:34 PM
402	We should be able to choose all three options. They are NOT mutually exclusive. But job security is non-existent and is a priority.	1/29/2021 3:05 PM
403	All 3 would be interesting	1/29/2021 2:17 PM
404	Both greater job security where I work, and the ability to move within UN system	1/29/2021 2:03 PM
405	As with many others, I am employed on ST and FT contracts but serve long-term needs. Also like many others, this situation has persisted for more than 10 years!	1/29/2021 2:01 PM
406	Actually Nationals are doing a huge job and rarely entitled to International positions whereas you are bringing interns and fresh graduates newly graduated and they are becoming our bosses in 1 year and they have expatriate contracts easily : unfair	1/29/2021 1:35 PM
407	Greater job security for performing staff; but clear guidelines on when non-performing staff should be let go, without threat of cases being filed against the ILO unit.	1/29/2021 1:22 PM
408	While the ability to move within the UN common system is also important to retain but I think that job security is more important in all terms.	1/29/2021 12:24 PM
409	When the availability fund is there, No need for short term contracts.	1/29/2021 11:57 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies		SurveyMonkey
410	Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas Il me semble que l'on devrait développer des contrats pour des tâches ponctuelles mais qui reviennent chaque année (par exemple, 6 mois par an)	1/29/2021 11:52 AM
411	More centralised HR system to allow easier inter-agency movement. Our greatest strength is our international talent found in our people!	1/29/2021 11:48 AM
412	Teleworking arrangements should be mainstreamed in the UN system	1/29/2021 11:40 AM
413	More flexibility for the employer usually results in an erosion of labour rights - e.g. Zero hours contracts.	1/29/2021 11:16 AM
414	Proposed answers are heavily biased. I would be interested that Organisations can terminate contracts for people who are not a good fit and stop this "job for life" concept that is only creating sub performance	1/29/2021 11:03 AM
415	I actually choose all 3.	1/29/2021 10:53 AM
416	La flexibilité et la durée du contrat sont deux variables importants / Pour tout le personnel de la coopération technique il faut prévoir des formules qu'à partir d'une certaine ancienneté au poste, le système puisse garantir une certaine période de continuité de service pour des missions spécifiques qui ne dépendraient pas forcément des financements des projets	1/29/2021 10:44 AM
417	Better early retirement/severance incentives	1/29/2021 10:39 AM
418	It is important for job security that, if assigned to another agency when you had a permanent or indefinite contract in your previous agency, the contract stays the same. When on FT contract, it would increase job security if previous years accumulated in an agency were included on record when moving agencies. I.e. if 10 years of FT contract are necessary to obtain an indefinite contract in agency B, it would be good for job security if the 5 years of experience in agency A were counted in once the employee moves from A to B. This would encourage inter-agency mobility and talent sharing while providing staff with job security for those who wish to make a long-term contribution within the system.	1/29/2021 10:29 AM
419	I have tried to find opportunities to move within the UN common system, in particular holding on the Inter-Agency Mobility Agreement, but today it seems very difficult to do so. I believe the opportunities for staff members to move within the UN common system should be developed and promoted.	1/29/2021 10:26 AM
420	i'm firm believable in serving the UN as a whole and not becoming an "institution" of a particular agency. I think some UN skills such as required in functions such as administrative, operations, programme management, evaluation, and monitoring are transferrable. The UN would benefit well with more "mobile" staff to cross-fertilise experiences and bring learning to new environments by tapping into best practices from other agencies..	1/29/2021 10:19 AM
421	I would also be happy to retain greater job security while moving within the UN common system	1/29/2021 10:18 AM
422	Allow for multiple responses to be ticked please. Thank you.	1/29/2021 10:10 AM
423	I just moved from the Secretariat to an agency, for which I had to give up a continuing contract for a probationary contract. While this made sense from a family and career perspective and I am glad to maintain pensions coverage and to have leave etc transferred over, it is a bit scary to have gone backwards in terms of security	1/29/2021 10:04 AM
424	The compensation of the newly hires staff should also be reviewed commensurate to their level of experience and the additional value they bring into the organization. At the moment all staff should start at the base level of the salary scale, I really don't understand the reasoning behind this. It is more disappointing to note that some staff in the organization are being paid at a higher level because of seniority.	1/29/2021 10:03 AM
425	None of the above. The flexibility should be for the employee not necessarily the employer.	1/29/2021 10:00 AM
426	It would be good for the system to be able to provide for work from home (any country) contracts that are employment. In this way the UN can be more diverse and allow for people with family responsibilities to fulfill job and home responsibilities.	1/29/2021 9:58 AM
427	I had to leave a more stable job at UNICEF because there was no provision for staff movement if staff for less than 5 years. It's unfortunate that I have been working for UNICEF for 4 years, was placed on their talent pool and worked in 3 offices but somehow was disposable. Not very cost effective from a hiring perspective.	1/29/2021 9:57 AM
428	My contracts do not go over 1 year and this creates stress of non-renewal, although I have been renewed for the past 7 years. It would be great to have longer contracts, while being able to move within the UN system to respond to the increased need of flexibility.	1/29/2021 9:56 AM

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429	Less gender based indirect discrimination	1/29/2021 9:54 AM
430	Job security is the issue, and maintaining the HR resources that we train.	1/29/2021 9:49 AM
431	more flexibility to work from home 20-40%	1/29/2021 9:48 AM
432	We don't need permanent contract anymore in the UN System, this is obsolete.	1/29/2021 9:48 AM
433	During many year of my career I was under temporary contracts (teaching, research, consultancies). Inevitably I had to spend a considerable amount of my working time in preparing for the next, and I was constantly anxious. I was never so inefficient in my work as I was then. By contrast, a stable contractual situation made me extremely efficient, productive and creative.	1/28/2021 11:24 AM
434	Longer fix term contract, at least 3 years (as some other international organizations do)	1/27/2021 8:36 AM
435	Moving between UN agencies, salary should be continued from the previous salary scale. Each UN agency has their own MOU between each others. Some won't accept other UN agencies salary scale. For example, if I start a job at ILO, I have to re-start my salary scale to level 1 or 2 even though I got G5 level 9 already.	1/27/2021 5:08 AM
436	Reduction of the silos between UN agencies, but also inside the same agency	1/26/2021 1:46 PM
437	ESTO ACOMPAÑADO DE EMPLEADORES QUE CONTRATAN PERSONAS CAPACITADAS SIN FAVORITISMOS	1/26/2021 11:36 AM
438	Job security comes first as many people have families to take care of	1/26/2021 10:55 AM
439	G staff should also become able to work internationally, even on a project basis. We should become able to work between agencies, even on a project basis.	1/26/2021 4:06 AM
440	This should also be linked to staff performance and training. I feel important to address staff rights but also staff responsibilities.	1/25/2021 10:42 PM
441	My contract is an ICA. Under normal circumstances (pre-COVID), I am expected to work from the office during office hours, as though I was staff. I am expected to join team meetings as though I am staff. I am expected to perform and show commitment to my team as though I am staff. However, I do not receive medical benefits, access to the UN Pension Fund, tax exemption or job security. It is shameful that the institutions that are supposed to set the global moral standard are subjecting workers to these kinds of working conditions.	1/25/2021 9:09 PM
442	Covid pandemia has increased flexibility for alternative working arrangements	1/25/2021 8:47 PM
443	G to P exam extinction for GS staff allowing them to apply to Professional positions if they are qualified (proper education requirements, skills and experience).	1/25/2021 6:58 PM
444	As a programme manager myself i believe we need additional and easier contracting modalities.	1/25/2021 4:38 PM
445	I don't understand why you can't choose more than one option here. To a degree I would choose all three, but as I would eventually like to have the opportunity to work in other UN organizations that might use my skills better, I chose the second option.	1/25/2021 3:09 PM
446	I want to highlight that although I have a Fixed term Contract, I am a JPO, which does not carry any possibility of renewal beyond 2 years	1/25/2021 11:52 AM
447	I am on fixed term contracts for 10 years that are renewed once every year. When I was hired they told me I will be converted to permanent after three 2-year renewals but that did not happen. I think the decision to renew one year contracts instead of 2 year contract was made locally at my station without approval from HQ	1/25/2021 11:13 AM
448	Greater job security will enable the UN Competency Framework's new values "inclusion, humility and humanity" to be fostered through real action on the ground	1/25/2021 10:57 AM
449	and greater job security as well	1/25/2021 5:55 AM
450	Making moves across agencies easier would be very helpful and motivating	1/25/2021 5:31 AM
451	I believe all three elements are important.	1/24/2021 5:47 PM
452	without job security staff will leave	1/24/2021 4:36 PM
453	Creo que las permutas entre funcionarios de diferentes localidades son aplicables en grandes entidades con muy buenos resultados. Se pueden intercambiar conocimientos, aprendizaje de lenguaje y culturas distintas. Ejemplo: un funcionario Nueva York que desee cambiar su puesto con alguien de Nairobi	1/23/2021 3:20 AM
454	Flexibility in G appointments in P posts	1/22/2021 11:58 PM

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455	More opportunity for career development.	1/22/2021 10:17 PM
456	New modalities of teleworking (with new rights and obligations well established and developed)	1/22/2021 5:06 PM
457	getting a permanent contract for stability.	1/22/2021 5:05 PM
458	Implementar el teletrabajo como una práctica común	1/22/2021 4:06 PM
459	None of the above - I am interested in greater advancement opportunities in my duty station	1/22/2021 3:05 PM
460	An agile institution does not depend on agile contracts. The UN should invest more in staff development and a cadre of civil servants with diverse experience who are better prepared for the interdisciplinary challenges of tomorrow. Too many staff are stuck in the same position for too long and do not develop a dynamic skill set as a result.	1/22/2021 12:55 PM
461	Job security makes me have psychological stability thus better productivity	1/22/2021 12:30 PM
462	Given that I am Secretariate staff, it would be interesting to move to UN Agencies for temporary assignments. Also given that I am GS grade staff, I look forward to having the G-to-P barrier removed thus allowing for job growth opportunities.	1/22/2021 9:07 AM
463	I would like to work away from the duty station. My type of work allows that	1/22/2021 7:58 AM
464	A loyalty should be two-way - staff to the UN and UN to the staff.	1/22/2021 6:55 AM
465	These options are not clear and shouldn't be mutually exclusive	1/22/2021 6:41 AM
466	After 5 years I had the opportunity to enrol to a position in my field of experience, but I had to fail GGST, for 3 reasons: 1- we as Lebanese we do not have a normal life to be examined, our tough daily life is already an experience, 2- I was tested in math 13 years after I finished university and working in a field that maybe language and UN roles and regulations are the most important. And unfortunately, I've been 7 years as an Individual contractor, now I got the chance to be a UNV but yet I had a huge deduction in my salary. I'm 37, I confided my career is a failure, why am I holding on to the UN, simply because if I haven't proven all these years that I am up to every task I'm asked to do, and satisfying the clients, I wouldn't be holding on. And I know very well that the organisation I'm in needs people who are loyal and passionate to what they do. So yes reconsidering the procedure is well appreciated.	1/21/2021 9:24 PM
467	N/A	1/21/2021 8:17 PM
468	All of the above.	1/21/2021 7:47 PM
469	Little chance of promotion	1/21/2021 7:06 PM
470	UN normally does not have promotions except for a post change, which people are frequently afraid to explore due to lack of job security.	1/21/2021 6:42 PM
471	Knowing that you need not to worry about your job, gives the chance for talent to move with more ease between sections/departments/organizations in order to provide the best fit for the organization and staff.	1/21/2021 5:39 PM
472	I have changed already many times from duty station. Now it is up to others to move.	1/21/2021 5:02 PM
473	I worked 11 years on short-term contracts. This is probably the most stressful situation I have had to face in my life. No life and a lot of pressure and very little recognition. Working as a G staff is also undervalued in the Organization even when dealing with P duties (drafting research papers). But working as a short-term has been really worse. I had no life no security, no medical insurance. I was highly frightening and did not allow to have a fair balance between my personal and professional lives	1/21/2021 4:58 PM
474	The conditions for staff members under temporary contracts - in their 30s or 40s - are scandalous and contrary to the values of this organization (e.g. weak social protections, no decent work conditions, no protection of pregnant women).	1/21/2021 4:56 PM
475	After 5 years on TA, finally I have an FTA that can be removed at any time. The stress that our contracts create are really not making us focus on the most important part - our work and contribution.	1/21/2021 4:52 PM
476	Even staff with continuing contracts lack assurances of continued employment.	1/21/2021 4:39 PM
477	It should be for human beings to choose where they want to live and work.	1/21/2021 4:38 PM
478	I would be interested in remote working.	1/21/2021 4:25 PM
479	At the age of 55, with kids, mobility is not an option.	1/21/2021 4:16 PM
480	J'ai bientôt 55 ans et je n'ai aucunes économies. Je suis continuellement en train de	1/21/2021 4:16 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Enquesta sobre el "futuro del trabajo" en el sistema común de las
m'inquiéter de perdre mon emploi qui est financé par les projets (XB funded)

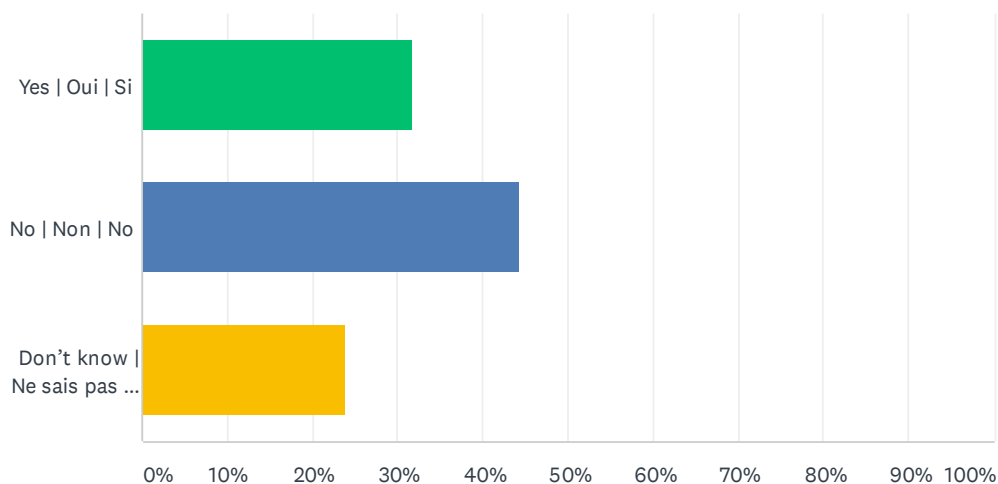
SurveyMonkey

481	and improved opportunities for promotion	1/21/2021 4:06 PM
482	stable work without anxiety is the most important	1/21/2021 4:05 PM
483	This seems like a leading question to me.	1/21/2021 3:57 PM
484	I don't think that this is a comprehensive list. Personally, I would be willing to sacrifice some job security for simplified mobility within the UN common system.	1/21/2021 3:57 PM
485	Need for greated security as my continuing contract is in a non family duty station while my temporary assignment (for the past 3 years is in Geneva)	1/21/2021 3:54 PM
486	but also a just approach: if a person works for more than 8 years on a temporary / consultancy basis, and for the same amount of time as those on "normal" contracts, should not this person have access to the same amount of leave days? (in WHO temporary staff get the same amount of leave days as permanent/fixed staff)	1/21/2021 3:54 PM
487	In the Secretariat it is very hard to get recognised and promoted.	1/21/2021 3:49 PM
488	I worked in Afghanistan for 7 years; UN staff need to work in the field	1/21/2021 3:47 PM
489	Bien que la possibilité de se déplacer au sein des NU est appréciable, cela ne devrait pas être imposé à tout le personnel. Chaque situation est différente et le mouvement ne devrait en aucune façon être imposé. Il devrait être encouragé par des mesures incitatives uniquement.	1/21/2021 3:46 PM
490	Am a great fan of mobility and have been disappointed with the way it has never really caught on or been adequately organised	1/21/2021 3:39 PM
491	These are very limited options. If the organization needs to be more flexible to be effective, then it should implement policies that allow for flexibility. My goal is to serve the organization the best way possible and if it requires flexibility from my side, then I'm fine with that.	1/21/2021 3:38 PM
492	After serving 5 years of fixed term contracts, continuous contract should be awarded automatically, assuming that you are performing as required, etc.	1/21/2021 3:37 PM
493	This question is biased. I want to none of the above. I might leave the system	1/21/2021 3:35 PM
494	This questionnaire is biased: if you ask a staff what is best fro him, of course, he wants better job security, but the question is what is best for the organisation, and there, guaranteed security does NOT make people deliver best, because it allows them to sleep on their chair.	1/21/2021 3:32 PM
495	I'd add that I would be more inetrested in greater modes of flexibility when it comes to working arrangments.	1/21/2021 3:31 PM
496	I want greater job security period. I am fine with this being in Geneva or elsewhere.	1/21/2021 3:28 PM
497	Pour moi, la sécurité de l'emploi est d'importance primordiale	1/21/2021 1:31 PM
498	UN should be a role model in contracts where permanents contracts should be given to staff who have been serving for more than 10 years	1/21/2021 12:37 PM
499	I think with large numbers of younger people coming into the workforce there is a desperate need for more flexibility. The issue here is that you are surveying existing staff, what about all the talent that is turned away in the first place because of the lack of flexibility.	1/21/2021 10:35 AM
500	This question is ridiculously biased. It discredits an important topic.	1/21/2021 1:04 AM
501	I keep hearing about "agile contracts". What the UN needs are stable contracts and agile assignments: a cadre of long-term staff who know the UN system who are prepared and enabled to move between functions as needed.	1/20/2021 10:17 PM
502	I am interested in none of these but your questionnaire requires an answer. I have the job security I need, if I want to move I can apply for a job and my employer is quite flexible in my employment	1/20/2021 8:14 PM
503	Uber like contracts will kill mobility. That type of contract will kill the principle of international civil service	1/20/2021 6:53 PM
504	Greater mobility while ensuring security can further diversify the UN workforce and ensure staff and employers are happy.	1/20/2021 6:44 PM
505	We need same benefits like education grant, installation grant, whether its a temporary or fixed term contract.	1/20/2021 1:43 PM

506 Encuesta sobre el "futuro del trabajo" en el sistema común de las
I've been a staff rep for nearly a decade. And in all that time, advising hundreds of people,
I've never heard a staff member asking for less security. Or greater flexibility. This is a false
trade off that no staff member I've ever encountered actually wants.

Q12 As you may be aware, staff contracts can either be temporary/short-term (for temporary needs), fixed-term (for medium term needs) or continuing/indefinite (for long term needs). (Some staff who joined before a certain date may also hold permanent contracts.) In your experience, does your organization use the three types of contracts appropriately? | Comme vous le savez peut-être, les contrats de travail peuvent être temporaires/court durée (pour des besoins temporaires), à durée déterminée (pour des besoins à moyen terme) ou continus/indéterminés (pour des besoins à long terme). (Certains membres du personnel qui sont entrés en fonction avant une certaine date peuvent également être titulaires d'un contrat permanent). Pensez-vous que votre organisation utilise correctement les trois types de contrats ? | Como ya sabrá, los contratos de trabajo pueden ser temporales/corta duración (para necesidades temporales), de plazo fijo (para necesidades a medio plazo) o continuos/indeterminados (para necesidades a largo plazo). (Algunos funcionarios que se incorporaron antes de una determinada fecha también pueden tener contratos permanentes). ¿Cree usted que su organización está utilizando adecuadamente los tres tipos de contratos?

Answered: 5,259 Skipped: 1,035



ANSWER CHOICES		RESPONSES	
Yes Oui Si		31.79%	1,672
No Non No		44.36%	2,333
Don't know Ne sais pas No lo sé		23.84%	1,254
TOTAL			5,259

#	COMMENTS COMMENTAIRES COMENTARIOS:	DATE
1	it is hard to know this appropriate use since i am only 3 years on fixed term	3/27/2021 2:51 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
2	Every national staff has fixed-term contracts in our office even if we stay for a long term	3/24/2021 2:51 PM
3	Yes the agency has endeavored to use these three types but needs further enhancement especially for those who qualify	3/22/2021 11:18 AM
4	Temporary Assignments are often used to meet long term or continuing needs. Audits should be conducted eg if a TA for Data Management is renewed to the maximum time allowable and then the staff returns again after the break on the same TA then the post should be created and Annex 3 submitted to the Budget committee. This will free up money in ABOD to pay for other temporary staffing needs for example with regards to livelihoods or education.	3/20/2021 10:27 PM
5	The organization systematically grant only fixed term appointments without any other consideration	3/19/2021 10:35 PM
6	Either temporary or fixed term and it's not easy to get upgrade	3/18/2021 1:30 PM
7	UNHCR systematically does not use open-ended contracts.	3/17/2021 10:41 PM
8	Staff holding indefinite contracts are always prioritized by the organization but they are not necessarily the best performing staff and it affects the moral of the rest of the staff including AWF who are more competent and committed.	3/17/2021 5:25 PM
9	l'information n'est jamais en faveur du staff.	3/17/2021 2:29 PM
10	The phasing out of permanent contracts and non-use of continuing contracts reinforces generational differences in the UN, with senior management benefitting from but biased against longer term contracts and greater job security, with junior staff expected to work anywhere with minimal job security, creating a lot of unfairness and resentment.	3/17/2021 1:37 PM
11	No review of performance for those who were granted indefinite contract types.	3/17/2021 9:31 AM
12	Too many short term contracts inside the team.	3/16/2021 10:28 PM
13	There's an abuse TA contract type, because they are a lot more easy to hire. This also means less transparent hiring processes and disadvantages for staff who are "stuck" on TA.	3/16/2021 6:32 PM
14	The continuing contracts are not used in my organisation.	3/16/2021 5:47 PM
15	Many colleagues and myself who are on short term UNOPs contracts with no guarantee of renewal every year are doing long-term, valuable work and we deserve to be made professional, permanent staff.	3/16/2021 1:10 PM
16	HCR relies overly on short-term contracts instead of fixed term positions. Unfortunately there are still people on permanent and indefinite contracts, which I strongly disagree with	3/16/2021 12:47 PM
17	A significant percentage of our office is on UNOPs contracting, almost all young professionals, and almost all people of color.	3/16/2021 11:48 AM
18	AU SEIN DU HCR IL Y A CEUX QUI SONT DETENTEURS DE CONTRAT PERMANENT	3/16/2021 9:17 AM
19	There are many colleagues, including myself on short-term contracts who have been employed for medium- to long-term assignments over multiple years! It's unfair to not get the same benefits and access that fixed term staff get!	3/16/2021 4:42 AM
20	I have been on a temporary appointment for over two years and prior to this was on a UNOPS consultancy type of contract.	3/15/2021 9:13 PM
21	RAS	3/15/2021 4:11 PM
22	Les conditions d'accès au contrat permanent sont assez subjectives pour moi	3/15/2021 3:54 PM
23	It doesn't depend on the need but merely on the date, the staff member had joined the organisation.	3/15/2021 3:36 PM
24	N/A	3/15/2021 2:58 PM
25	The only difference is indefinite staff are more job secure and seem to be untouchable's even when their performance is not very good.t race e	3/15/2021 2:45 PM
26	It is just a matter of when people joined, the management hardly ever agrees to creation of new posts.	3/15/2021 2:16 PM
27	indefinite contract does not used by UNHCR anymore	3/15/2021 12:57 PM
28	There is much that can be said here: I don't think 100% yes, and I do not think 100% now and it is not true that i do not know how the contracts are used. I would say that in 90% of situations the contracts are used appropriately. For the organisations that have highly	3/15/2021 12:23 PM

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
dynamic rotational model, will reach the point where job security and personal needs cannot be always balanced. Job security is a need of everybody but i dislike when i see over-relying on job security during which we forget what UN is about. It is not meant to be a privileged firm. And i sometimes think we forget about that.

29	I have seen temporary contracts for over a year or two years. If a position is needed for over a year, why the contract is temporary then?	3/15/2021 12:17 PM
30	To the best of my knowledge, UNHCR does not give our indefinite/permanent contracts any longer. As UNHCR staff are requested to rotate, that means your fixed term contract will only be as long as the standard assignment length. While I have not yet personally been affected, I know numerous colleagues who have been with the organisation 10-15 years and have faced issues in getting the next FTA. This does not seem completely fair in comparison to other UN agencies, where the rule to te best of my knowledge is that after 5 years of continuous service you should get a permanent contract. I understand that differences in work and the need for UNHCR to be agile for emergency situations - however, if the UN is looking at change this would be an area to streamline.	3/15/2021 8:30 AM
31	There are some professional profiles that remains needed in UNHCR, it is recommended to decrease the level of stress on job security/contract renewal to resume indefinite contracts for those profiles, or at least expand the fixed term contracts to double the validity. TAs are sometimes used (more than FTA) based on networking/connections even though it might not be needed.	3/15/2021 8:00 AM
32	Although indefinite contracts need to be periodically reviewed too so as the holders does not become complacent that holding ICs are their security to long term employment even with mediocre performance.	3/15/2021 7:58 AM
33	Après 10 ans me retrouver en chômage c'est dégradant. Family life is disastrous in UNHCR, please consider working arrangement	3/14/2021 3:51 PM
34	Difficult to draw general conclusions from the viewpoint of a "normal" staff member	3/13/2021 11:32 AM
35	ALI contracts now are fixed term there are no indefinite/continuing contracts even if staff have been with the organisation their whole career of 20 or more years	3/13/2021 10:40 AM
36	ça toujours été le cas.	3/13/2021 8:02 AM
37	Affiliate workforce is used extremely widely (UNOPS consultants, IUNVs, rosters) even for core activities of the organization. These should be regular positions and not AFW as they are renewed year after year.	3/12/2021 7:48 PM
38	The organization uses short-term or fixed-term contract for positions which are basically permanent. The organization uses affiliate workforce arrangements for positions which should definitely be staff positions.	3/12/2021 6:25 PM
39	TA contracts for many colleagues continue for several years	3/12/2021 2:19 PM
40	Continuing contracts were announced but if implemented not well explained or widely used. Most people of my generation are on FTLs and do not expectmore job security. UNHCR is an organisation with a need for a flexible workforce and i would not want to return to a time when we can't downsize as needs shrink. I do think that more information would be appreciated, however, and that better career planning could allow for more flexibility to move between contract types as personal needs and commitments change.	3/12/2021 11:45 AM
41	I have been on fixed term (FTA) contracts for more than 20 years, since Sep 2000, and honestly this is scandalous in terms of job security. Especially when at the same time being expected to rotate and be the bread winner for a family of five.	3/12/2021 11:37 AM
42	In my opinion Temporary Appointment is used as a probationary period.	3/12/2021 11:31 AM
43	After 5 years issue of indefinite	3/12/2021 3:57 AM
44	Some contracts depend on the budget availability only (e.g. TAs), but the position is really needed in at least at medium term. Staff already in the organization for more than 10 years deserve to have longer contracts than a 3 years FT contract. It brings instability and it is problematic when trying to engage in long term financial commitments (e.g. buying a house - the banks asks you to have a long term contract to approve you a loan). Longer term contracts should also be given as a way to reward performance and commitment towards the organization (e.g. longer contracts for people with more years of experience)	3/11/2021 10:55 PM
45	I am happy with my contract, but I think we hire too many new colleagues on temporary assignments that go on for more than a few months. I believe that if a position will likely last a year or more, UN agencies should plan for the best interest of the staff member and put them on a FTA.	3/11/2021 6:33 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
46	In my experience, an indefinite contract is a licence to misbehave - sorry to say it but this is my experience.	3/11/2021 5:58 PM
47	Overuse and over-reliance on short-term and temporary contracts for work that is permanent and regular. In particular, affiliate workforce is used as 'cheap labour' because the positions are not funded by UNHCR whereas in reality, they are permanent positions but affiliate workforce subject to short-term and temporary contracts.	3/11/2021 3:37 PM
48	N/A	3/11/2021 2:50 PM
49	Je ne sais pas trop parceque je suis à mon quatrieme mois d'activité	3/11/2021 2:41 PM
50	I guess, there is no longer continuing/indefinite contracts in UNHCR.	3/11/2021 2:26 PM
51	Temporary contracts are being abused to prevent staff from acquiring benefits. I consider this to be discriminatory. Most people on TAs return after their contract breaks. There is also no long-term security for people who have been on FTAs for a long time with a good record of performance.	3/11/2021 1:43 PM
52	depuis que je suis dans l'organisation (2007), je n'ai pas encore vu quelqu'un beneficier d'un contrat á durée indéterminée	3/11/2021 1:24 PM
53	I had a permanent contract but due to my carrier, I have to choose a Temporary contract to reach professional category. I have to resign first and discontinue my permanent contract before the organisation offer me a Temporary contract. I loose all the privileges and advantages. For temporary contract, the monthly credit number of days leave should be reviewed. It's not enough	3/11/2021 12:29 PM
54	UNHCR - does not issue indefinite contract, only max fixed-term	3/11/2021 12:00 PM
55	absolutely not, I am working years on the same position on TA contract, never saw intention from management level to fix my situation.	3/11/2021 11:58 AM
56	UNHCR has no Continuing Appointment, which is ridiculous	3/11/2021 11:51 AM
57	In my organization very few staff holding indefinite contract who has been joined at the beginning of UNHCR operation at Bangladesh. But currently there is no Indefinite contract modality in my country operation of UNHCR	3/11/2021 11:42 AM
58	Temporary contracts/assignment are used to fill gaps for long periods of time because recruitment on regular positions is ineffective and too long. The conditoin of a temporary contract are less favourable therefore you could be working for the maximum time 2 years on a post due to the inefficiency/unwillingness to recruit personnel at grade while having unfavourable conditions. Often temporary assignments fill gaps with people of lower grade to fulfill higher grade functions thus also exploiting the workforce.	3/11/2021 11:08 AM
59	I worked for 5 years as a UNOPS then now its my 3rd year as a FT and till I'm on a 1 year contract duration which causes a lot of work insecurity and ongoing stress due to such insecurity	3/11/2021 11:06 AM
60	There is too much flexibility for managers and there is insufficient oversight to address issues.	3/11/2021 10:54 AM
61	So many colleagues hold temporary contracts but work over many years (so for medium/longer term needs)	3/11/2021 10:42 AM
62	Temporary contracts are used very often for very long periods.	3/11/2021 10:20 AM
63	I had UNOPS contract for 5 years. My responsibilities under UNOPS contract were more or less the same as for other G staff and NOAs. UNOPS contracts shouldn't be used for such a long term. If organization has a need to cover its mandate related activities, staffing should be increased and the mandate activities shouldn't be covered under UNOPS contractors for long period of time.	3/11/2021 9:03 AM
64	TA contract periods do not guarantee fix position in case the Employee performs well.	3/11/2021 9:02 AM
65	L'organisation utiliser seulement les contrats a durée determine ou fixe theme.Par rapport au Budget	3/11/2021 8:34 AM
66	I am not sure about the permanent contract usage in my organization.	3/11/2021 8:33 AM
67	N/A	3/11/2021 6:53 AM
68	There are staffs who have been working as TA for more than 2 years. If a staff is not eligible for FTA, why are they eligible to continue longer period as TA? It seems very unprofessional or intentional deprivation.	3/11/2021 5:54 AM
69	Maximum 3 years given for those who already worked more than 5 years	3/10/2021 7:52 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
70	No continuing appointments offered	3/10/2021 7:51 PM
71	TA is being used to go around the recruitment process. One staff member has connection and voila, they have a TA contract. They're naturally prioritized later for the FTA.	3/10/2021 6:39 PM
72	I have gone through all types of contracts.	3/10/2021 6:06 PM
73	If the above definitions are the case, then UNHCR either has zero need for long term staff or is not using the contracts appropriately.	3/10/2021 5:42 PM
74	Dans certains cas, il est fait recours à des contrats temporaires pourtant les besoins sont permanents.	3/10/2021 5:25 PM
75	Why does the staff who joined before a certain date hold permanent contracts? I think that greater job security within the common UN system might allow this staff to move. Due to the lack of job security there are people working in the same position for twenty years where this position could have newer perspectives and the staff could be able to professionally grow in other areas too.	3/10/2021 4:35 PM
76	temporary/short term are used very often also for medium term needs	3/10/2021 3:48 PM
77	But I suspect not all operations do. Staff on TA sometimes reach their limit, separate and are rehires later performing the same functions. If it is a long term need, it should really be catered for by a regular position filled through a competitive joint staff-management body.	3/10/2021 3:16 PM
78	In many cases we have to hire people for a TA contract even though the organization's needs would justify a fixed-term contract as we use that position for 3-5 or even more years.	3/10/2021 3:13 PM
79	UNHCR is doing well in policy implementation	3/10/2021 3:10 PM
80	PT contracts are used and abused. We have colleagues on temporary contracts for 2-3-4 years. Employing someone for three years is a not a temporary need.	3/10/2021 2:39 PM
81	L'organisation determine les contrats selon le besoins surtout quand il ya urgence.	3/10/2021 2:16 PM
82	No - Fixed-term are used across the board in UNHCR (not only for medium term needs), even for locations and posts that have existed and will exist for many years. There should be possibilities for colleagues who have worked for the organization for more than 10 years to obtain continuing/indefinite contracts, but currently there are no avenues for UNHCR colleagues to obtain any job security (beyond 3 year contracts). This is unsustainable and does not make good use of our biggest asset, our staff!	3/10/2021 1:59 PM
83	Procedurally they follow that.	3/10/2021 12:58 PM
84	No comments	3/10/2021 12:26 PM
85	I was on a UNOPS contract working for UNHCR for 7 consecutive years until the same position i was on was shifted to a UNHCR fixed term ocntract.	3/10/2021 11:54 AM
86	Organization relies heavily on temporary contracts for years on end, giving very little indication of possible career path and prospects for further stability	3/10/2021 11:40 AM
87	Pas bien informé sur les types de contrats dont bénéficient les collègues.	3/10/2021 11:29 AM
88	Temporary/short-term contracts are used to fulfill medium- to long-term needs.	3/10/2021 10:57 AM
89	I have not witnessed indefinite/continuing or permanent contracts concluded for General Service or National Officer staff.	3/10/2021 10:52 AM
90	Donner de contrat CDI a ceux qui ont plus de 5 ans.	3/10/2021 10:42 AM
91	pour le troisieme type de contrat, je ne sais pas.	3/10/2021 10:37 AM
92	Some 20 and more years ago UNHCR took great care about job security of its staff and many, including myself, got an indefinite contract. However, it stopped in 2000, the organization started occasionally offering indefinite contracts to long-serving staff, but I think it completely ceased 10 years ago and staff now works on short-term contracts for years, which particularly affects women with children. At some point they have to quit, because job insecurity becomes too much. So, if UN so much cares about gender parity in the organization, this is maybe what they should look into, among other things.	3/10/2021 10:34 AM
93	Having fixed term appointments having no meanings if the same time such staff are asked to reapply when staffing reviews happen	3/10/2021 10:26 AM
94	pour le contrat à long terme je ne sais pas trop.	3/10/2021 10:25 AM
95	TA are easier to hire so it's very common, e.g. at PAPS to hire TAs who then apply for fixed	3/10/2021 10:24 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

Enquesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas. Este término significa un contrato a término por un tiempo. Esto también significa que los contratos FTA están llenos con estas candidatas (correctamente) y completamente externos rara vez tienen una oportunidad pero ellos no saben sobre este sistema.

96	All the mentioned types exist and should be maintained basing on organizational scheme of work needs. You cannot avoid contractual categories since some of the activities in certain organizations are meant for short term, therefore you cannot issue a one year contract while the current activity will last for only 6 months..	3/10/2021 10:07 AM
97	Fixed Term Contracts are somehow long term temporary contracts	3/10/2021 10:03 AM
98	There are a lot of colleagues on AWF/UNOPS contracts and for several years. It feels like it is becoming just a cheaper way of contracting permanent staff.	3/10/2021 9:59 AM
99	The organization relies too much on affiliated work force, while underpaying their staff members.	3/10/2021 9:42 AM
100	This needs to be reviewed in our Operation. Many affiliates (UNOPS) have contracts of more than 4 years, and Partner staff seconded to UNHCR (ICMC) have not received any raises. The last staffing review did not take into consideration any comparative review as promised. As a result, staff is kept whose responsibilities seize due to operational changes, whereas staff whose responsibilities are same and above grade level may be disengaged. Criteria were not clear at all.	3/10/2021 9:37 AM
101	There are people that have been on 'temporary contracts' for over 5 years, and some consultancies for the same purpose keeps being renewed year in, year out!	3/10/2021 9:19 AM
102	No continuing/indefinite contracts at UNHCR	3/10/2021 9:14 AM
103	As National staffs we have been victims of these contracts for years, at some point when in position to access support from other institutions out of UNHCR we are not support just because of the types of contracts we bear. For example a 60months loan from the Bank while you have a 36 months contract you will not get support. Just imagine you have been in UNHCR for more than 15 years non-consecutive with short breaks in between but still counted that you are in the 10th years of serving UNHCR	3/10/2021 8:55 AM
104	The three types exists but now the continuing/indefinite aren't proposed anymore	3/10/2021 8:52 AM
105	Several staff members, including myself are on TA contracts for many years showing that our positions are not actually temporary.	3/10/2021 8:46 AM
106	The contracts used are mostly FTAs and often the organisation relies on UNOPS contracts.	3/10/2021 8:36 AM
107	Temporary contracts are used to meet long term needs. TAs are used for saving and shifting of the positions. There is no security within the organisation for the TA contract holders.	3/10/2021 8:34 AM
108	There should be one rule for all.	3/10/2021 8:31 AM
109	IND contracts are phased out, the organization only use Fixed Term or Temporary	3/10/2021 8:30 AM
110	"Break in Service"should no longer put in place. It is ridiculous that staff should ahve to give a break just because the organisation is not capable enough to plan its human resources needs for longer terms.	3/10/2021 8:02 AM
111	I obtained indefinite contract 11 years ago, since then no one got it and some more senior colleagues than me do not have it. This is very unfair, how can we be temporary worker after 20 years. NO labour legislation in no country allows that, we have the worse in the world labour regime	3/10/2021 7:59 AM
112	There is a considerable workforce hired as affiliates.	3/10/2021 7:59 AM
113	TA contract creates fear of losing job	3/10/2021 7:58 AM
114	no more indefinite contract	3/10/2021 7:58 AM
115	Too many FTAs and TAs. I have been working for UNHCR for 16 years now, but it is always FTA 2 years cotract renewal, and never got any Continuous contract or permanent contract. I think I deserve for continuous contract after serving 16 years non-stop already.	3/10/2021 7:53 AM
116	Think that staff members who have been employed on FT contract for more than 10 years should be granted continuous contracts.	3/10/2021 7:43 AM
117	I know that TA and FTA are used well but not sure of permanent contracts	3/10/2021 7:40 AM
118	TA contracts caused a constant fear of losing job or of "break in service" which must be ended for those having TA contracts.	3/10/2021 7:29 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
119	After the Regionalization and Decentralization I am not sure if permanent contracts still exists	3/10/2021 7:16 AM
120	Continuing or indefinite contracts were only given to those who joined before a certain year in my organization (and are no longer given for a long time now). It's either a TA or a FTA.	3/10/2021 5:26 AM
121	UNHCR does not issue continuing contracts any longer, which is not aligned with the other UN entities.	3/10/2021 4:25 AM
122	I've given up trying to understand the rationale for different contract types including other contractors, esp. when there is so much disparity - for example between AWF and those with indefinite contracts.	3/10/2021 2:26 AM
123	No information that the fixed-term is for mid term needs. And it should be clearly defined on the length of 'mid-term.	3/10/2021 2:21 AM
124	transparent and be fair in all aspect even what kind of contract.	3/10/2021 1:59 AM
125	To my knowledge, the long term contracts were granted for very few (4 or 5 staff members) in one time decision and no one else after was granted this type of contracts.	3/9/2021 11:50 PM
126	Many contracts are renewed annually and the employee has no information about renewal until the very last days	3/9/2021 11:01 PM
127	Cela laisse trop d'incertitude, d'injustice, et de pression sur les staff qui n'ont pas un contrat longue duree	3/9/2021 10:44 PM
128	No indefinite contrat in my organisation	3/9/2021 10:30 PM
129	no comment	3/9/2021 10:12 PM
130	FTA are used for long term needs and are not appropriately used at all at UNHCR. Clearly, FTA are a substitute for continuing appointments.	3/9/2021 10:08 PM
131	Indefinite contracts have zero relevance to the needs and functions - it's purely a matter of when someone joined.	3/9/2021 9:45 PM
132	Avant il ya au moins vingt ans , un fonctionnaire qui totalisait 5 a 6 anns beneficiait d'un contrat indetermine , mais dans les 15 a 10 ans passees les regles avaient changees	3/9/2021 9:24 PM
133	Many colleagues in the past have stayed on temporary contracts for too long in some cases being on one month contracts renewed every month for 6 months. This is very unsettling and harrowing for anyone	3/9/2021 9:10 PM
134	There are no indefinite nor permanent contracts since a few years, which leads to great uncertainty	3/9/2021 9:10 PM
135	Instead of appropriately using TAs the organization uses consultancy contracts (UNOPS), and instead of using FTAs appropriately the organization uses TAs that are re-newed several times.	3/9/2021 8:59 PM
136	I have been working for 3 years with a temporary contract. This position is obviously not temporary, but I have been in a precarious contractual situation perhaps because I am relatively young (38), a woman and from Latin America, in spite of bringing a lot of experience to the organization from previous jobs. Unfortunately, cronyism is still very much alive.	3/9/2021 7:46 PM
137	Definitely no.	3/9/2021 7:12 PM
138	.	3/9/2021 7:12 PM
139	N/A	3/9/2021 7:04 PM
140	Staff in FTA positions for well over ten years appear to have no prospects to move into continuing contracts. I believe the last one-time review was carried out either in 2008-2009 and since then FTA are offered long-term contracts without the opportunity to be considered for continuing contracts.	3/9/2021 6:53 PM
141	Only older staff have indefinite contracts, and continue to have it even with proved poor performance. Staff with other contract of course don't have the same guarantees.	3/9/2021 6:52 PM
142	hay personal que deberia tener contratos permanentes y no lo tienen	3/9/2021 6:49 PM
143	Majority of staff members holding indefinite contracts affects their output. staff members have temporary contracts are burdened with more work unfairly.	3/9/2021 6:24 PM
144	En mi caso que debo ya más de 10 años deberia ser un contrato de duración continua7indeterminada.	3/9/2021 6:22 PM

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145	abuse of affiliated workforce	3/9/2021 6:20 PM
146	extension of contract is NOT rewards-based (not what you know but whom you know). Contract insecurity absorbs inordinate staff time!!!	3/9/2021 6:17 PM
147	Ya des personnes qui ont fait plus de 12 ans d'affiler avec l'organisation mais qui continuent a avoir les contracts fixterm	3/9/2021 6:00 PM
148	Since 2009 no indefinite/permenant contract issued.	3/9/2021 5:49 PM
149	Indefinite contracts are awarded for long serving staff eg 20years of service.	3/9/2021 5:40 PM
150	Pour le HCR, je constate que la charge de la securite ne bouge pas car l'organisation a toujours besoin de lui. Il fallait donc, apres plus de 8 ans au service du HCR et sans demeriter, me donner un contrat plus robuste, au moins de 10 ans pour que je puisse avoir au moins un credit robuste avec la banque	3/9/2021 5:22 PM
151	Many TA's are constantly renewed which demonstrates the permanent need for them	3/9/2021 5:07 PM
152	Many staff are more than one year on TA positions before they become FTA. Sometimes the TA position lasts even up to two years minus one day, and even after their mandatory break of 3 months, they are hired again as TA.	3/9/2021 5:05 PM
153	I am 14 years in the UN system, but I never witness any colleague of main promoted or got a continuing/indefinite	3/9/2021 5:03 PM
154	some areas are fundamental, and now are not recognized.	3/9/2021 4:55 PM
155	TA contracts are often used for colleagues for more time than the 2-year limit when the colleagues are still needed, but enough efforts aren't made to ensure those contracts are turned to FTA	3/9/2021 4:50 PM
156	There is discrmination based solely on date of enrolment, the system is unfair, discriminatory and unefficient	3/9/2021 4:43 PM
157	The disparity in the contract types causes animosity and a growing sense of unfairness. It points out very clearly a continuous reduction in employee rights and recourse. It is demoralizing and only shows that there is a need for a strong union movement in the UN system.	3/9/2021 4:32 PM
158	Indefinite contracts are no longer issued, even for staff with more seniority.	3/9/2021 4:30 PM
159	I see the use of TAs as inappropriate. The category was made to respond to a quick necessity and it transformed to being the necessary step in receiving an FTA	3/9/2021 4:26 PM
160	Plenty of positions that are 100% crucial to the organizations are "temporary contracts" instead of continuing contracts.	3/9/2021 4:24 PM
161	Diferent agencies have different needs. It is important to retain a certain amount of flexibility.	3/9/2021 4:20 PM
162	Permanent contracts are not available for staff recruited after a certain date.	3/9/2021 4:18 PM
163	I have almost 2 years under a TA, wich seems to be more like a medium or longer need. They told me the office hired my position as a TA because it was a more agile HR process but it I have no confidence on when wthis will change	3/9/2021 4:15 PM
164	Usage of TA and UNOPS contracts too high, given inequality of these types of contracts	3/9/2021 4:12 PM
165	The people in long term contracts are in HQ usually and are untouchable even if complaints have been made against them. While crucial field staff go on for years living on temporary contracts without job security or a promotion.	3/9/2021 4:10 PM
166	Mon souhait est que le staff qui a fait plus de 3 ans sur poste fixe terme ait la possibilite de continuer le travail sans etre separe	3/9/2021 4:10 PM
167	to the best of my knowledge only few agencies if any continue to issue new indefinite contracts	3/9/2021 4:06 PM
168	Myself and others stay on temporary contracts for too long a period of time, despite it being clear that long-term human resources are required	3/9/2021 4:05 PM
169	Indefinite contracts are not used anymore and we do not have permanent contracts	3/9/2021 4:03 PM
170	i think the transition to continuing contracts needs a more rigorous approach. my understanding is that this contract is automatic and I don't think it should be	3/9/2021 3:59 PM
171	Quelqu'un sur un poste pendant une année,une fois séparé l'organisation publie ce poste et	3/9/2021 3:58 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
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l'attribue à un nouveau staff dans le système des nations unies..stress sur stress

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172	Practicamente no hay una directriz en el otorgamiento de contratos. Hay personas de recién ingreso del ACNUR quines reciben un contrato fijo. Hay personas con varios años en un esquema de contratación temporal. No hay certeza en la renovación o continuidad.	3/9/2021 3:58 PM
173	UN agencies do not communicate enough amongst each other / or with former staff members on this subject. As a result, staff who engage in UN mobility might be adversely affected	3/9/2021 3:56 PM
174	Too many AWF, also due to lack of sufficient funding for creating new positions	3/9/2021 3:48 PM
175	Rules are not implemented evenly.	3/9/2021 3:47 PM
176	I've been on a fixed-term contract for more than 10 years. Hardly qualifies as "medium term"	3/9/2021 3:47 PM
177	While I believe the work conditions/rights/benefits and job security of affiliated work force have to be improved, I strongly disagree with giving people indefinite/permanent contracts.	3/9/2021 3:46 PM
178	It is a disgrace that UNHCR keep staff on temporary contracts for 10, 15 or even 20 years! We now have P4, P5 and even D1s on FTA who been with the organisation for their whole professional life!	3/9/2021 3:45 PM
179	Many continuous and short term temporary appointments, UNOPS or consultancies are used when steady HR needs exist	3/9/2021 3:40 PM
180	A vast % of contracts in the operation are TA's.	3/9/2021 3:39 PM
181	Por el tiempo que llevamos con un sólo tipo de contrato	3/9/2021 3:33 PM
182	The explanations are needed because if the job is removed, there would be no reason to keep a staff for years without at least FT contract.	3/9/2021 3:33 PM
183	TA contracts are often used to cover for permanent needs, while FTAs are in practice used to cover long term needs. There are only a handful of indefinite contracts in the operation to my knowledge	3/9/2021 3:24 PM
184	I keep applying for Fixed term posts and I'm on TA since 6 years and no one even give me a chance to be shortlisted because they only look at colleagues from Group 1 first and they have to justify why they have to refuse all of them in order to look at group 2 list, so I've no chance, because those who are on group 1 are all holding fixed term contracts already.	3/9/2021 3:12 PM
185	i dont agree with the fixed intreval raise, it should be performance based, there is no promtion for or raising of positions, you work hard for years and then your post is cut and you have to apply for the higher post, these creat issues of motivation and bending of rules to give people what is correct. in the end there are better systems, where staff can achive results directly correlated to the effort and challenges they go through, that reward loyalty and hard work. it seems that as opposed to working hard to achive, you achive better results from making people look bad or stabbing people so that you seem the bst candidate when a post opens up	3/9/2021 3:10 PM
186	TA positions are unfair, they only get 1.5 day leave/month, which means they work more for the same money	3/9/2021 3:05 PM
187	Temproryans short-terms only	3/9/2021 3:03 PM
188	Il les utilise, mais quelqu'un avec un contrat indéfini peut le perdre. Pas de garantie de le conserver	3/9/2021 2:56 PM
189	As far as I'm concerned I feel mine is fair contract	3/9/2021 2:56 PM
190	it was abusive and you live in the fear if you talk or ask for your rights you maybe seen as a trouble maker	3/9/2021 2:48 PM
191	Continuing appointments at the P-level only exist for people who joined at least 15 years ago. For staff who joined more recently it seems impossible to ever get a continuing/permanent appointment.	3/9/2021 2:46 PM
192	I have been on a temporary/short-term for 2 years (far exceeding temporary needs) and I was recruited with a fixed term contract briefly before the 2 years on a TA expired although the fixed term position had long ago been approved	3/9/2021 2:45 PM
193	All three types exist; however, only TA and FTAs are currently granted. I think all 3 should be granted.	3/9/2021 2:44 PM
194	I spent 13 years in the organization , but I still have fixe term contract and none permanent one.	3/9/2021 2:40 PM

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195	Although I am in my 17 th year in UNHCR, I am still on fixed term. My understanding is that I should be atleast on continuing contracts for long term needs.	3/9/2021 2:40 PM
196	they use the short-term contracts to bring their friends.	3/9/2021 2:38 PM
197	Contracting at UNHCR is border-line abusive	3/9/2021 2:32 PM
198	Too many people are on short-term contracts for too long, ex. TA over years, or UNOPS	3/9/2021 2:31 PM
199	I have not heard about continuing staff contracts on G level.	3/9/2021 2:26 PM
200	Yes, I started as a TA, then got a fixed-term appointment and currently holding an indefinite contract now.	3/9/2021 2:23 PM
201	In UNHCR currently newly employed staff are either on Temporal Assignment of Fixed term contracts no more Indefinite contract to staff which leaves staff un secure as long as job security is concern. This should be looked into seriously	3/9/2021 2:16 PM
202	it is based on budget planning instead of operational issues or on the basis of the situation of the employee	3/9/2021 2:11 PM
203	after 2009, the organization has stopped granting of indefinite contracts. The last one was "without undertaking"	3/9/2021 2:09 PM
204	It takes very long to have a continuing contract.	3/9/2021 2:01 PM
205	It seems to me unfair to have three types of contract, with different benefits, for the same job.	3/9/2021 1:54 PM
206	The organization i am working with is relying way too much on TAs and LICA contracts	3/9/2021 1:51 PM
207	The indefinite contracts seem to be a bit of luck, being there in good time compared to FTA. Also many TAs are hired less transparently and they are easily turned into FTA if the manager has the intent. Not always very predictable.	3/9/2021 1:49 PM
208	The use of Temporary Appointments is stretched.	3/9/2021 1:47 PM
209	It is used discriminatively	3/9/2021 1:46 PM
210	No more permanent contracts - but for those who had them, so much focus was on the exorbitantly paid SIBA people who were not able to get a post (maybe they should not still work for the organization???) yet were still getting full pay, meanwhile affiliate workforce on 1/20th of the salary couldn't have security beyond a single contract.	3/9/2021 1:44 PM
211	The impression is that indefinite contracts are not an option on my organization anymore. I am working 14 years for UN now and I am still renewing my contract after few years, although my performance was always praised by my supervisors	3/9/2021 1:40 PM
212	Je ne sais pas grande chose a la fonction de l'administration sur les contrats	3/9/2021 1:36 PM
213	You can find "indefinite temporary appointment" silly but true is one can be on temporary appointment for 2 decades surely....	3/9/2021 1:34 PM
214	I can tell because normally, we see advert running, you apply, shortlisted, interviewed, and in many cases external candidates taken. In some circumstances, persons on TA are taken. This in many cases happened when the TA post is advertised and the incumbent given opportunity. Which very good but when you are on TA and not the incumbent, in many cases external candidates are taken. The dynamic is not easy to explain.	3/9/2021 1:33 PM
215	I don't know because of the little awareness and knowledge I have about this.	3/9/2021 1:33 PM
216	Too many people on short term contracts with no job security, and fear of retribution.	3/9/2021 1:29 PM
217	On a pas de politique claire quant à l'octroi du contrat à durée indéterminée	3/9/2021 1:29 PM
218	The national staff in my operation have not been getting continuing/indefinite contracts for a long time now	3/9/2021 1:29 PM
219	No, I don't think they are used appropriately. Temporary contracts are used for years to fill staffing needs, in order to circumvent longer selection processes, at the detriment of the staff rights and entitlements, including non-accrual of seniority, despite actually doing the work. I faced this and lost almost 3 years on non- accrued seniority, which is blatantly unfair.	3/9/2021 1:29 PM
220	It is so difficult to create fixed-term or indefinite positions within the organization that a lot of people end up being permanently employed on temporary appointments.	3/9/2021 1:29 PM
221	Manque de soutien au personnel pour leur avancement (Procédures de recrutement	3/9/2021 1:27 PM

222	n/a	3/9/2021 1:25 PM
223	Non	3/9/2021 1:24 PM
224	Contract committees should respond on time, its the staff livelihood that pays for delays, TA are the scapegoat for structural failures.	3/9/2021 1:23 PM
225	It is actually mostly the case in geenral, but there has been a noted tendancy in the last decade to increase the use of Temporary Appointments and above all consultancies, especially in some specifi fields of activity inded requiring a certain flexibility. But due to various reasons, these contracts are always of 6 months renewable, so many staff are ending up doing years and years on these contracts. After some years, and when one is advancing in age, this perpetual instability becomes a burden to organize one's personal life. One therefore reaches the point where the decision has to be made between having the chance to get an FTA or leave the UN to have more stability in life, have a family, etc. This is to my opinion counter-productive to the organisation, as a staff will have invested years in growing and become skilled but to eventually leave the agency. It is a loss, in such conditions.	3/9/2021 1:20 PM
226	Les contrats à durée déterminée (pour des besoins à moyen terme) sont utilises pour des besoins continus/indeterminés (pour des besoins à long terme).	3/9/2021 1:15 PM
227	I hold a key position in the operation though my contract is renewed on a yearly basis. I lost 5 years on UNOPS contracts, so instead of having a 3 years contract now I have to wait for the yearly renewal. Accumulated experience on UNOPS doesn't count in any way which is really sad for dedicated staff who work as hard as internal staff.	3/9/2021 1:14 PM
228	Je pense que mon organisation n'utilise pas correctement les 03 types de contrat pusqu'une vague de personnel a eu droit a un contrat continu depuis 2009 et depuis lors plus d'autres vagues. je trouve que cela est injuste.	3/9/2021 1:12 PM
229	We are not yet using continuing contracts. In my honest opinion, continuing contracts have advantages of reducing repetitive admin work to renew contracts. Continuing contracts should be granted but appropriate measures should be taken to avoid misuse. For example for staff not willing to rotate, non performing staff, etc. In addition, contract renewal should be done by an independent party to reduce favoritism and unfair managerial influence. In addition, we use too many staff on TAs, for periods over 6 months. Unfair to the person on TA and a misuse of TA contract.	3/9/2021 1:11 PM
230	We have very few staff on fixed term contracts	3/9/2021 1:10 PM
231	Continuing/indefinite contracts are not appropriate for a UN agency, nor for any humanitarian organisation. Such contracts contribute to complacency and inertia, and an unduly protectionist approach to recruitment and promotions. The expectation of a 'job for life' is not healthy for employees, nor does it serve the best interests of people in need of humanitarian assistance from the UN. On the other hand, I believe the use of fixed-term contracts of longer duration should be considered (e.g. 3-5 years, rather than 1-2 years as per current practice in UNHCR). There is a disproportionate reliance on temporary assignments and the affiliate workforce, which creates instability for the organisation, undermines multi-year planning and business continuity, and disadvantages employees and consultants.	3/9/2021 1:09 PM
232	To my knowledge the organization never uses temporary contractual arrangements with the express intent of denying colleagues entitlements; temporary contracts respond to short-term and urgent needs, and budgetary constraints, and the contractual precarity is an unintended consequence.	3/9/2021 1:08 PM
233	The organisation should decide for a core staff on continuing contracts and develop those staff members. It seems very expensive to lose the experience of people who have shown dedication, excellent work and willingness to develop making their continued employment dependent on personal networks.	3/9/2021 1:08 PM
234	UNHCR Does not use the continuing/indefinite contract as the Secreterite does	3/9/2021 1:06 PM
235	From a Talent Development Perspective TAs should be a lot more flexible enabling these to be used as a mechanism of staff building skills, experience as part of a development plan (either gain managerial or functional experience for making a lateral move, for example). TAs should be advertised just as other positions are. Currently most are not.	3/9/2021 1:05 PM
236	si ca pouvait etre le cas pour ceux la qui ont deja plus de deux ans	3/9/2021 1:03 PM
237	there is an inherent injustice in the system. type of contract should be determined in line with duties, organisational policy but also personal circumstances, such as families, single parenthood, etc. we need more security for us and our children. due to different hiring	3/9/2021 1:03 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

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Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 policies, we often resort to consultants and AWF, who in the end perform core functions of the organisation. UN hiring and staffing must be more flexible to adjust to changing needs and allow for equal opportunities/pay and job security to colleagues

238	TAs often are used longer than normal	3/9/2021 1:02 PM
239	je pense que mon employeur ne donne pas plus de valeur au travail prestee, car les TA n'ont pas de valeur car souvent ils sont payes sur des budgets de l'Administration, il suffit que ce budget soit mal affectee, on observe des coupures qui ne sont pas sensee, car le volume travail reste le meme mais on coupe les postes TA pour combiner des postes et parfois il manque une personne pour faire ces taches ce qui fait que ceux qui ont des contrats a long termes (FT) se voient de combiner plusieurs fonctions meme si ils ne sont pas specialises dans ces domaines.	3/9/2021 1:00 PM
240	This entirely depends on the availability of the budget.	3/9/2021 12:59 PM
241	Il est anormal de ne pouvoir attendre qu'une succession de renouvellement de contrat d'une durée maximum de trois ans tout au long de sa carrière.	3/9/2021 12:58 PM
242	Certainement pas. Les TA permettent d'utiliser le staff comme main d'œuvre à bon marché.	3/9/2021 12:56 PM
243	Although UNHCR no longer issues indefinite contracts.	3/9/2021 12:55 PM
244	normally, for UNHCR, if there is enough information that the post is required, longer contracts can be granted. additionally, i think that there are too many TA when actually can be converted in fixed terms and that most of the work is done by AWF.	3/9/2021 12:55 PM
245	As far as I am aware, my organization uses temp/short-term and fixed term. There is no continuing/indefinite contract possibility of anyone who joined the organization after a certain date (seems this is what you call permanent contracts). I have not heard of anyone being offered an indefinite contract after a certain year.	3/9/2021 12:55 PM
246	le contrat a duree indeterminee est suspendu au HCR	3/9/2021 12:54 PM
247	The reason being that one is recruited on TA but the operation knows that the services will go beyond a year but due to limited resources, they are compelled to keep the staff on TA for a longer period	3/9/2021 12:54 PM
248	The indefinite contract was suspended long ago.	3/9/2021 12:52 PM
249	The organisation has set out clear criteria in awarding the 3 year long contract that is not connected with a particular assignment and grants these in line with the policy. However it is unfortunate that, due to the moratorium in granting indefinite contracts since 2010 or so, the workforce now consists of different levels of contracts and entitlements.	3/9/2021 12:49 PM
250	They use them, but mostly to dangle in front of people	3/9/2021 12:48 PM
251	most people had to exhaust the two years of sitting on a TA contract prior to them been given the opportunity to compete for a fixed term contract for the same duties. this leads to speparation, to excessive pressure being exerted to those left behind who gap fill during the separation of required staff as well as to an extended contractual insecurity amongst staff not making things any easier or better during stressful times and whilst dealing with many operational complexities on their area of work	3/9/2021 12:44 PM
252	Je crois pas vraiment	3/9/2021 12:43 PM
253	There are no continuing appointments given in UNHCR, FTA is the best one can hope for	3/9/2021 12:41 PM
254	UNHCR has not applied the continuous contract appropriately.	3/9/2021 12:40 PM
255	As far as I am concerned, I had four times 3 months temporary contract before obtaining a one-year fixed term contract and renewed fortwo years.	3/9/2021 12:39 PM
256	The Indefinite type of contract should be reinstated. Staff working for 14+ yrs are still on medium-term contracts today.	3/9/2021 12:39 PM
257	The fixed term (UNOPS) seems to be disproportionnaly overused compared to other contract types with more overall security	3/9/2021 12:39 PM
258	Oui, cependant le mode d'attribution ou les conditions pour avoir un contrat a duree indeterminee sont meconnues des staff depuis. Vous avez plus de deux ans voire 5 ou 10 ans de service sans interruption, vous avez toujours un contrat a duree determinee et non un contrat a duree indefinie.	3/9/2021 12:38 PM
259	they did it on my contract. i was working with Undss Uganda for a period of 4 years on FTA, Then when i joined unhcr , i began my term AS A Telecom Operator on FTA STEP 3	3/9/2021 12:37 PM
260	On devrait avoir des contrats de longue duree et stable de mon point de vue apres 10 ans	3/9/2021 12:36 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas

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261	Staff serving for at least 5 years and above should have some kind of permanent status. Many people with indefinite status are just lucky to have been in the system at the right time.	3/9/2021 12:36 PM
262	We have either the indefinite/Permanent of the fixed term even though we were expecting the 5 years longer term but the issue continues to be delayed by the HC.	3/9/2021 12:35 PM
263	A number of staff with fix term should get indefinite based on the functions they occupy which are key for the organisation	3/9/2021 12:35 PM
264	Actually, time limite for longer contract is 3 years instead of continious /indefinite.	3/9/2021 12:35 PM
265	Presentement les choses se compliquent et les contrats a duree indeterminnee deviennent rares ce qui est une source d'injustice. Le bien-etre du personnel et la securite professionnelle du staff n'est pas pris en compte	3/9/2021 12:34 PM
266	L'organisation pourrait metten palce un systè de 3 mois d'essai d'un fonctionnaire recruté et lui attribuer un contrat indéterminé après si son evaluation est positive	3/9/2021 12:33 PM
267	Notre organisation a tres souvent recourt a des contrats temporaires sur des longues durees pour des postes pourtant essentiel au bon fonctionnement des services	3/9/2021 12:30 PM
268	Especially Temporary contracts	3/9/2021 12:26 PM
269	RAS	3/9/2021 12:26 PM
270	They have refused to consider more than 3 year contracts (without any interruption/SIBA) with no possibility to get a continous contract. We are a second class personnel.	3/9/2021 12:24 PM
271	Temporary contracts are regularly used to cover long term needs.	3/9/2021 12:23 PM
272	When it was time for continuous contacts to be issued in line with common UN systems UNHCR defaulted without good reason	3/9/2021 12:20 PM
273	Never heard of indefinite contract since 2017	3/9/2021 12:20 PM
274	I tought that actually the best option was Fixed Term, never heard of continuos, I love my job but I would like to have a permanent contract in order to feel safe	3/9/2021 12:18 PM
275	Whether one has the security of an indefinite or permanent contract depends on entry date. Older colleagues tends to have more job security that the younger ones. It has nothing to do with the type of position or merit.	3/9/2021 12:17 PM
276	Indefinite is no longer used; but we have staff members on IND	3/9/2021 12:17 PM
277	There are many people including among national staff, who have been employed on short term UNOPS contracts for years and years, even though they are conducting work that is fundamental for the organization, for example caseworkers. Contract types are not defined based on the need, but on what funding happens to be available at a given time. JPOs such as myself are also used to fill continuing needs, which is problematic as it leaves a gap if the JPO position is not renewed by the donor government.	3/9/2021 12:17 PM
278	Amongst those holding indefinite assignment, there remains a considerable number of staff who is not assigned or remains in between assignments (SIBA) which is contrary to the interests of organization.	3/9/2021 12:16 PM
279	Afin d'investir dans son personnel et d'assurer une stabilité au staff il faudrait donner des contrats progressifs en termes de durée: un premier contrat d'un an puis 3 ans puis 5 ans puis 10 ans. il est tres difficile de planifier sa vie personnelle avec des contrats d'un an renouvelable alors que nous allons sur des zones d'operations difficiles ayant un impact sur la famille	3/9/2021 12:14 PM
280	I have not heard of continuing/indefinite contracts	3/9/2021 12:13 PM
281	After 20 years of work with excellent performance I still hold a fix term appointment	3/9/2021 12:12 PM
282	Personally, I found unfair to stay on TA for longer, whatever reason given	3/9/2021 12:11 PM
283	Temporary/short-term contracts are regularly used in place of fixed/continuing contracts, because they are so much easier for managers and directors to get through HR.	3/9/2021 12:11 PM
284	Colleagues with permanent contract are not subject to the same expectations and improvement standards as temporary or fixed term colleagues.	3/9/2021 12:10 PM
285	TA contracts are not being used properly, often to save budget and prolonged for years thus its not beneficial for SMs on a long run	3/9/2021 12:09 PM

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286	I find the system (including staff council) heavily biased towards protecting the interests of indefinite/fixed term staff.	3/9/2021 12:09 PM
287	We have far to many short term/temporary/affiliate work force contracts. I understand it is because of the budget structure of the organization, but then what should change is the budget structure, not the job security and benefits for employees.	3/9/2021 12:09 PM
288	These days they no longer offer continuous contract	3/9/2021 12:08 PM
289	N/A	3/9/2021 12:06 PM
290	Temporary Appointments are often used to cover up to 2-years needs. This should be taken into consideration as many staff on TA contracts, especially in E-duty stations work for the same SAL but have less benefits and are affected by the job insecurity	3/9/2021 12:04 PM
291	there is discrimination about those who have long terms contracts and new staff coming after this period	3/9/2021 12:04 PM
292	TAs are overused for (mainly HQ admin) positions that are not temporary and should be attached to an FTA	3/9/2021 12:03 PM
293	I have been with the organization a long time but I'm only renewed if I'm able to find another employment. If there are delays that it will be my family who suffers as they are dependent on me. It is stressful.	3/9/2021 12:03 PM
294	Indefinite contract holders have all the pluses while the others not. It feels very unfair that there are 2 tiers of staff and who both do same jobs, earn same money and get same benefits.	3/9/2021 12:03 PM
295	Mon organisation a abandonné la possibilité d'accorder des contrats à durée indéterminée. De nombreuses personnes travaillent depuis plus de 10 ans avec des contrats précaires.	3/9/2021 12:01 PM
296	I think that system was more fair for staff working in the system for long period and they should have job security. Especially the staff who is working for long period such as 5 or 10 Years experience in the system/organization.	3/9/2021 12:00 PM
297	Staff are being kept for years on UNOPS or TA. TA's are forced to take contract breaks every two years - i lost my paternity leave because i had to take contract break 1 month before.	3/9/2021 11:57 AM
298	Would prefer more use of short term contracts (TA) rather than the current heavy reliance on affiliate workforce arrangements that provide reduced benefits to the employee.	3/9/2021 11:55 AM
299	Se ha incrementado el personal afiliado de trabajo, mas xel 30% del personal es afiliado y existen algunos colegas afiliados por mas dd 5 años que no sr les ha regularizado su situación laboral	3/9/2021 11:54 AM
300	Mon organisation n'utilise pas correctement les trois types de contrats car les évaluations sont très males faites par les superviseurs .Les RH Corrompues .	3/9/2021 11:54 AM
301	Affiliate workers are needed for the long-term and should be addressed as such. This is currently not the case.	3/9/2021 11:52 AM
302	At least my organization does but with unproportionate ratio among the types.	3/9/2021 11:52 AM
303	TAs are used to bypass HR policy and to position preferred individuals.	3/9/2021 11:52 AM
304	the tacit policy of the organisation is to get rid of staff with indefinite appointments	3/9/2021 11:51 AM
305	I think they use contract modality according to specific contexts and available funds rather than taking into account the real needs	3/9/2021 11:50 AM
306	My agency has these types of contracts. However, for those in FTA contract, there should be longer term contract based on performance review, for example: 5 years long contract for 3 fully performed evaluations. It will allow more job security and the staff will be committed to the agency. It will also have a positive impact in personal life of the staff.	3/9/2021 11:50 AM
307	Indefinite/permanent contracts are no longer granted to anyone.	3/9/2021 11:49 AM
308	There is a lot of abuse. I know of people that have been on AWF contracts for more than 5 years and still won't be converted into Staff Members because of Budget Issues. AWF contracts are just used to cut costs and hide the workforce that should legitimately be hired as proper staff members. It creates different classes of employees within the UN.	3/9/2021 11:49 AM
309	L'organisation doit permettre aux employes qui ont fait 10 ans de service continu sans interruption sur le contrat de FTA de beneficier d'un contrat a duree indeterminee ou permanent	3/9/2021 11:48 AM

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310	There are a lot of TA contracts who happen to expire and cause staff suffer as a result of arbitrary break-in-service and other mechanisms.	3/9/2021 11:48 AM
311	Continuing contracts seem to be non-existent (fixed term seems to be the default option in these cases)	3/9/2021 11:47 AM
312	It depends on your boss and the motivations. Currently I'm happy. Previously in my time with UNHCR I was treated extremely badly because the director of the division had a particular bias. As I only had an FTA I was in the firing line. In such a circumstance it doesn't matter whether you have super scores on your ePad (HR performance file), if they want to get rid of you, for whatever reason, that's it. At that time back when I experienced that, I had many colleagues outside of the division I was in, who told me how I was doing a great job, etc. But I still was almost terminated twice! Also, in my time I've been on many different contracts including TA and consultancy. Even one month contracts! This is very difficult for planning. As a consultant you can take it on the chin but as a TA, it's more difficult. Often TAs are used for full time roles and yet on a three month contract that, until the last minute you are not sure whether you'll be rehired or not. If your contract ends 31st December, then it makes for a horrible Christmas! If I were in charge of HR I'd make sure no contracts ended on 31st December!!!	3/9/2021 11:46 AM
313	TAs are misused and used to favour candidates as there are instances of non-transparency.	3/9/2021 11:46 AM
314	Too many short-term contracts	3/9/2021 11:43 AM
315	UNHCR discontinued open-ended contracts. I think that indefinite or permanent contracts are very relevant for staff well-being, particularly in countries where they are necessary for accessing some services, such as loans or house rentals	3/9/2021 11:43 AM
316	No use of continuing contracts at all in UNHCR, despite people being on FT contracts for decades. Statement that FT are used for medium term needs is wrong in my view - they are currently used for long term needs.	3/9/2021 11:43 AM
317	Since FTA hiring process can be lengthily and complicated, and TAs is more flexible, the organization that has a Medium or Long term need would hire a TA until the FTA is sorted.	3/9/2021 11:42 AM
318	N/A	3/9/2021 11:39 AM
319	Pour les besoins à long terme, seuls les contrats de travail a durée déterminée sont utilisées au lieu de contrats continus/indéterminés.	3/9/2021 11:37 AM
320	For example, some staff have been on short term contracts for over two years of monthly or bi-monthly renewals. It would be more rewarding that such staff were given yearly fixed term with all related benefits. Some are separated after the mandatory separation and brought back to start afresh after a few months. This policy is rather very exploitative and does not provide justice and fairness, a veritable value of the UN system.	3/9/2021 11:37 AM
321	Indefinite contracts are not used in my organisation	3/9/2021 11:35 AM
322	Indefinite term is very rare.	3/9/2021 11:34 AM
323	there is no transparency in the process of offering contracts to external staff, so we never know whether there is or not discrimination based on gender or geography. This only becomes apparent years later when statistics are compiled and unnecessary unsincere acts of contrition offered publicly without really changing the rules	3/9/2021 11:33 AM
324	Hiring temporary arrangements for long durations is happening without considerations for entitlements such as Health insurance, AL, other family care issues. Of course, mostly women accept those temp arrangements due to their family obligations and lack of support from their organizations to create suitable solutions.	3/9/2021 11:32 AM
325	there abuse of these contracts. After a period of 10 years in the organization we should have permanent contract because it is difficult to join another agency after that period	3/9/2021 11:31 AM
326	No comment.	3/9/2021 11:31 AM
327	As I know in G level nobody has permanent contract in my department (FT or TA only).	3/9/2021 11:31 AM
328	no indefinite contracts anymore, prolonged TAs	3/9/2021 11:30 AM
329	Practically no one gets a continuing appointment any more.	3/9/2021 11:29 AM
330	Il me semble aujourd'hui assez discriminatoire d'avoir des collègues qui ont une sécurité avec des contrats à durée indéterminée tandis que d'autres non alors que nous faisons tous le même travail	3/9/2021 11:28 AM
331	There is only FTA as the longest and more dignified contract. No indefinite/continuing contracts. TAs are abused.	3/9/2021 11:28 AM

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332	staff on Temp Appointments are strung along like a carrot on a stick - when you are junior (just starting in the work environment) that is one thing, but some on TA are older and deserve more security	3/9/2021 11:28 AM
333	Fact that some have indefinite contracts and others dont (i am with the system since 14 years and have FT) is not ok	3/9/2021 11:28 AM
334	It is strictly date driven, those joining pre 2003 are all IND those after all FTA. As a result, there are colleagues not fit for the job on IND contracts the Organization cannot get rid of, on the other hand there are great colleagues who would deserve an IND contract but cannot get it as the system is rigid.	3/9/2021 11:24 AM
335	The criteria for getting the permanent and indefinite contracts is not clear	3/9/2021 11:24 AM
336	It was long time but now is there.	3/9/2021 11:24 AM
337	However, it seems like the largest number of staff is placed on TA, while it is increasingly difficult (in some locations - almost impossible) to get an FTA.	3/9/2021 11:23 AM
338	My organization used to have overwhelming proportion of affiliate workforce. not that they have 'internalized' some of the staffs.	3/9/2021 11:23 AM
339	i have more that 12 years with my orgnaztion still receiving contract on a year bases, supposed to have indefinite at least	3/9/2021 11:23 AM
340	No. There are lots of arbitrary decisions about bringing on board key positions as AWF: and there are those on better contracts who should not be working in the organisation. UNHCR protects it's staff on certain contracts beyond what is reasonable and really lets down others.	3/9/2021 11:22 AM
341	there should be no indefinite and/or permanent contracts- they are disgraceful and disadvantageous to the younger generation of staff, who lose out in terms of competition where JRB is required to appoint SIBA (those who are on indefinite contracts) over and above other more qualified candidates. this is just one of the reasons why indefinite/ permanent contracts MUST BE ABOLISHED	3/9/2021 11:21 AM
342	No comment	3/9/2021 11:21 AM
343	There is continual abuse of this, only providing short term contracts on differing terms. Same work should be same pay.	3/9/2021 11:21 AM
344	Note - Temporary/short-term contracts do demotivate people, it is a good way to lose staff. I would ban those kind of contracts!	3/9/2021 11:20 AM
345	Without intending to pass judgement, as operational needs change constantly, it is my understanding that short term contracts are used much more frequently in Greece's operation.	3/9/2021 11:19 AM
346	Temporary contracts are used too regularly for staff who are intended to be more long term. While there is the understanding that they will in theory be renewed, there is never the certainty and going through the process every 6 months for renewal is inefficient. It also means that while staff may work the same number of years as a longer term contract, they do not receive the benefits.	3/9/2021 11:19 AM
347	TAs are used for medium / long term needs; no clarity on how indefinite contracts are used	3/9/2021 11:19 AM
348	I would question "appropriately"... They use them....	3/9/2021 11:19 AM
349	Indefinite contract is widely abused, those holding such contract are less motivated to contribute as it's almost impossible to be laid off even in case of low performance.	3/9/2021 11:18 AM
350	I have seen colleagues held with TEs for 6 years (each time with 1-2 months of separation) on positions which are clearly structural. How is this possible?	3/9/2021 11:17 AM
351	Les deux types sont utilises mais pas le permanent qui a ete suspendu depuis	3/9/2021 11:17 AM
352	There is an emphasis on starting people on temp contracts, when this lasts for years it creates a lack of security	3/9/2021 11:16 AM
353	No more indefinite.	3/9/2021 11:15 AM
354	N/A	3/9/2021 11:15 AM
355	N/A	3/9/2021 11:14 AM
356	Currently, only temporary/short-term and fixed-term contracts are issued to staff; however, until 2010, staff having successfully completed 10 years or more of continuous service were given indefinite contracts; this is now no longer possible.	3/9/2021 11:14 AM

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357	there are staff with indefinite that don't deserve it and abuse the system, while others that work hard have limited options. we would appreciate indefinite contract options based on performance not just years of employments.	3/9/2021 11:13 AM
358	I have never met anyone in my organization holding a continuing/indefinite contract, which in my view is almost inexistent for certain staff categories less favoured..	3/9/2021 11:11 AM
359	My organisation discontinued the use of permanent/continuous contracts for more than 15 years	3/9/2021 11:10 AM
360	fix term has been used for long term needs. It has recently been adjusted to 3 years for those formerly on fixed term	3/9/2021 11:10 AM
361	I have experienced an over reliance in the short-term temporary contracts where it is clear that a fixed term would be appropriate, given the amount of renewals of the temporary contracts. It would also alleviate the considerable stress of working on 3-6 month contracts and never being quite sure of what will come next. Longer term contracts facilitate greater planning and investment in the role, including opportunities to access training opportunities which require longer term contractual status. Flexibility can still be maintained for the organisation with posts being discontinued after a specified number of years. Or if this is not currently the case, this may be seen as an obstacle to facilitating this type of flexibility in more traditional contractual status.	3/9/2021 11:09 AM
362	TA assignments are abused leaving staff in precarious, stressful positions (which is especially notable when those staff require visas/residence permits in their country of employment).	3/9/2021 11:09 AM
363	TA's are awarded opaquely and without proper vetting. Permanent contracts create SIBA staff who are often unmotivated and ineffectual.	3/9/2021 11:08 AM
364	I have been on TA contract for more than two years now, which does not make any sense as the purpose of TA contracts is to address short term needs.	3/9/2021 11:08 AM
365	Contracts are renewed yearly and you cant determined whether they are used appropriately as it is not discussed	3/9/2021 11:08 AM
366	No because people who were hired as experts are now standard positions which dont allow to remain on the job for longer than 5 years unless the person rotates. The problem is not the rotation, but where to rotate an expert to in order to add value. Expert roles are fundamental for HQ functions and this should be recognised adequately	3/9/2021 11:05 AM
367	Il serait bon que les contrats permanents soit garantis apres une longue periode au service de l'organisaion telle que 20 ans ou 25 ans de service.	3/9/2021 11:05 AM
368	temporary/short-term contracts are used as much as possible and some colleagues stay for decades on short term contracts. The organization does not even have the courtesy of informing and arranging in advance a termination or an extension. This is a huge lack of respect.	3/9/2021 11:05 AM
369	Temporary assignments are used even for permanent work for more than 2 years.	3/9/2021 11:03 AM
370	Indefinite contracts are a thing from the past. I have experience from working with government authorities in a country where contractual status/years of employment rather than performance is the base value for retainment of staff. The funding situation of the UN agency I work for makes this type of arrangement difficult to apply, also, staff performance, in my view is often negatively affected.	3/9/2021 11:03 AM
371	The difference between indefinite and fixed term is very minor in terms of job security (this is true more in the case of international professional category).	3/9/2021 11:02 AM
372	No, because those colleagues, who works for protection of refugees or persons of concern are less valued and usually such colleagues start to work with UNHCR with a less secure contracts, temporary contract or start to work as affiliated work force, etc, however, those who serve the staff or those colleagues, who deal with files, salary or medical issues of staff members are starting to work for UNHCR with regular contracts and in higher positions, that is appropriate.	3/9/2021 11:02 AM
373	The position i am covering under TA can be catagorize as fixed-term (for medium term needs) or continuing/indefinite (for long term needs)	3/9/2021 11:01 AM
374	the TA contracts are not really secured after working almost one or to years we might be separated if we serve as capacity replacement	3/9/2021 11:00 AM
375	Over use of AWF contracts. Lack of transparency in how AWF roles are regularised - what is the prioritisation and decision making process. Are senior staff held to same recruitment	3/9/2021 10:59 AM

376	But indefinite terms very limited.	3/9/2021 10:59 AM
377	I have been in my current job for 5 years. I have had 10 contracts during those 5 years and two different types of contracts - UNOPS and then a TA. 6 month contracts means no job security, and these contracts often do not start on time, or there is a risk of them starting on time, which is a source of stress.	3/9/2021 10:59 AM
378	I don't have the full picture of how the various types are applied, but I understand all in use. Not sure on level of appropriateness.	3/9/2021 10:59 AM
379	Many staff under affiliate contract have been working for several years but their contracts are only extended annually.	3/9/2021 10:58 AM
380	with short term contract holders like me, being considered external when we apply to jobs. After working for 8 years for UNHCR, I am still considered an external candidate and never considered for jobs. Even when I was holding the TA for a position, when the FTA was advertised and I applied, they did not even shortlist me for the position.	3/9/2021 10:58 AM
381	Nobody gets indefinite/continuing anymore unless they were already on them, you never see new roles with this kind of contract. Most P staff get fixed term. Half of UNHCR seems to be affiliate, at the junior level (eg P2 or P3 equivalent)	3/9/2021 10:58 AM
382	There are no more indefinite contracts... it's FTA or less	3/9/2021 10:58 AM
383	UNHCR relies too much on AFW contracts for work that is required. The limits on increasing the number posts has a huge impact on the quality of work, retention of qualified staff, and on our ability to be agile.	3/9/2021 10:58 AM
384	Now most staff are on fixed term contract. Indefinite contracts are no more being issued.	3/9/2021 10:57 AM
385	I have been on 7 different contracts in the last three+ years and there has been no discussion of moving to a FTA despite the fact that the role I fill is not temporary.	3/9/2021 10:57 AM
386	UNHCR probably tries to minimise AFW use at least compared to WFP for example	3/9/2021 10:57 AM
387	yes for TAs and FTs..not sure about the indefinite ones	3/9/2021 10:56 AM
388	As they use temporary contracts for positions that will be there for as long as refugees are here	3/9/2021 10:56 AM
389	My duty station uses mainly UNVs, all with 12-month renewable contracts. This is a national trend, but as an example, one location has a staff of 9, out of which 7 are UNVs (1 IUNV and 6 NUNV). Furthermore, when a person reaches the maximum number of years in service as a UNV, they are not captured with other contract types. Also, the UNV positions are just renewed a year after year, and dedicated talented staff are not offered other types of contract.	3/9/2021 10:56 AM
390	in the Brussels office, an appropriate distinction seems to be applied but this doesn't seem the case in many operations in Africa for example where many colleagues get consecutive temporary contracts (often as affiliated staff) thus seriously undermining predictability. Many good colleagues thus leave the organisation to find jobs with more certainty. As a result, key positions are often vacant for longer periods, putting additional strain on colleagues that have to cover the void.	3/9/2021 10:56 AM
391	There lots of temporary contracts for long term positions needs	3/9/2021 10:55 AM
392	les contrats permanent sont pour certain un repos donc pas positif pour l'organisation , il faut un panachage des contrats sans pour cela faire des contrats à courte vues	3/9/2021 10:55 AM
393	the organisation has not issued continuing contracts for long time	3/9/2021 10:55 AM
394	i have been on short term FTA for almost 10 years. to date no indefinite contract.	3/9/2021 10:55 AM
395	Some staff have more benefits like salary increase, access to health insurance while others are not	3/9/2021 10:54 AM
396	At UNHCR GSC in Budapest there are several staff members with TA contracts who are terminated and rehired many times over many years. This does not seem to be the right usage of TA contracts.	3/9/2021 10:53 AM
397	temporary appointments are temporary, should they people on TA for 2 years	3/9/2021 10:53 AM
398	There is no continuing/indefinite contracts offered in the Organization, and fixed-term is limited to 3 years at most. This could be extended after careful review, but might create other issues due to well-understood operational context specific to the Organization.	3/9/2021 10:53 AM

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399	Temporary contract are used to fill longterm needs of the organization.	3/9/2021 10:52 AM
400	TA are used instead of FTA for greater flexibility	3/9/2021 10:51 AM
401	Staff hired during the past 15 years do not have permanent or indefinite contracts.	3/9/2021 10:51 AM
402	In UNHCR, indefinite contracts are no longer issued. The best contract to have are fixed-term contracts. For the generation under 50 years, there is no job security at UNHCR. For international staff, all depends if you get the next posting with the strict rotation policy	3/9/2021 10:50 AM
403	NSTR	3/9/2021 10:50 AM
404	i have worked for UNHCR since 2003, as has my spouse, and i am penalised in terms of continuing contract policy because i have to take SLWP because i want to accompany my spouse, lest we end up spitting the family leading to separation and divorcing.	3/9/2021 10:50 AM
405	the use of differents of contracts in long term is discriminatory. There's no reason why a staff member with good performance appravail and effective work out put in more than 10 years cannot have visibility in his/her employment futur	3/9/2021 10:50 AM
406	We do have in the office all three types of employment, but the office more often uses UNOPS contracts for retaining staff formore than 3 years, instead of offering them FTA if the position is being needed. This way, staff are disabled to use benefits and be under the pension fund, not secured any ways.	3/9/2021 10:49 AM
407	Hiring process to have someone for short term sometimes is longer than the appointment itself. At least there should be short track procedures for hiring if you need someone for 2-3 months. Also there are people who are for years with organization and they have no chance of getting permanent appointment, staying in uncertain position even till retirement.	3/9/2021 10:49 AM
408	While long term contract arrangements are now in place. I do not think the indefinete contracts are being offered.	3/9/2021 10:49 AM
409	to my experience those holding permanent contracts do not feel obliged to improve themselves and therefore do not produce quality work. It is totally unfair that the most hardworking and competent staff are suffering under TA or UNOPS T&Cs while those doing nothing are just enjoyinh their permanent contracts. Even performance evaluation means nothing to them as they believe that they are untouchables!	3/9/2021 10:49 AM
410	Avec plus de 10 ans de services et toujours en contrat FT, je pense que je devais avoir un contrat permanent ou indefinit au moins.	3/9/2021 10:48 AM
411	Pas de commentaires.	3/9/2021 10:48 AM
412	TA posts should only be for a maximum of 6 months. Those posts should be fixed term if needed for a longer period	3/9/2021 10:48 AM
413	Use TA/FTA and UNOPS contract (consultancy)	3/9/2021 10:48 AM
414	l'organisation utilise beaucoup de contrat LICA qui sont très fragile et où notre expérience n'est pas prise en compte et on a pas le droit automatiquement à une retraite et à beaucoup d'avantage au sein de l'orginsation (comme la participation dans les missions d'urgences ou le passport onusien). En plus le personnel n'a pas de garantie sur le renouvellement de son contrat et sur ce qu'il est son avenir dans l'organisation.	3/9/2021 10:47 AM
415	This is fine; UN staff members should not expect the job security / guarantee; I see the bad examples of those who do not perform to the expected level stay in the organizations. UN agencies in most cases do not manage to maintain the good performers but the bad performers.	3/9/2021 10:47 AM
416	I have been in an Operation where staff are UNOPS for over 5 years. This is total abuse of staff and does not present a true picture of the staffing needs for that Operation.	3/9/2021 10:47 AM
417	It is not clear what distinction lies between fixed-term and indefinite contracts within my organization (UNHCR), or what criteria exists for deciding which staff qualify for indefinite contracts.	3/9/2021 10:47 AM
418	Although in UNHCR some have permanent contract, if without post for 9 consecutive months they will be terminated hence those contract are fake permanent and nearly the same as FTA.	3/9/2021 10:46 AM
419	There is an increasing trend for reliance on various forms of affiliate workforce staff which creates different levels of entitlements but also a sense that some staff are more staff than others despite their actual contribution. Also among affiliate workforce contract there are considerable differences in status (with an impact on tax liability and therefore income), duration, and basic benefits such as leave, sick leave etc. The difference in entitlements and job security hit particularly women who have or would like to have hard. The right to	3/9/2021 10:46 AM

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paid maternity leave and ability to return to the previous post, flexible working hours and/or reduced working hours are all things that vary greatly depending on type of contract.

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420	Some people end up on TAs for years and years. TA positions are often not actually temporary in nature, but rather long term. Getting an FTA is incredibly difficult. This is not even to mention those on affiliate contracts (e.g. UNV, UNOPS), who often end up doing the work of permanent staff members without any of the benefits or security. The entirety of the contract system needs to be revisited in my opinion.	3/9/2021 10:46 AM
421	Permanent staff who were engaged prior to UNHCR ending permanent contracts are prioritized unfairly for positions	3/9/2021 10:46 AM
422	I only know about Temporary and Fixed Term Appointments	3/9/2021 10:46 AM
423	I observed that some staff are employed in Temporary Contracts even though they are appointed for 1 year.	3/9/2021 10:46 AM
424	There should be more clarity as to how indefinite contracts can/should be granted. For instance after a number of years of continued service meeting the expectations.	3/9/2021 10:45 AM
425	Too often professionals are brought into the organization on temporary contracts or as consultants without being able to obtain a more secure contractual relation	3/9/2021 10:44 AM
426	There are no indefinite contracts issued. I have been in the organisation since 2004, and since 2006 on fixed term and still no job security is present	3/9/2021 10:44 AM
427	It is not uncommon for colleague to have back to back TAs with minimal breaks. It is also unusual to see people employed for 15 years by the organisation be considered "fixed/medium termers".	3/9/2021 10:44 AM
428	I strongly disagree with the continuation of the indefinite contract.	3/9/2021 10:44 AM
429	Due to slow recruitment processes, temporary staffing is often used where long term staffing should be provided	3/9/2021 10:44 AM
430	most of the time UNOPS' contract is preferred less control in recruitment with less transparency to recruit former interns or former staff	3/9/2021 10:43 AM
431	Trop de recours aux contrats temporaires ; peu de visibilité/informations une fois arrivé vers la fin du contrat	3/9/2021 10:43 AM
432	Fixed on rules rather than organisational needs to do the job.	3/9/2021 10:42 AM
433	Persons who have been with the organization for 15-20 years still have short or medium length contracts without job security.	3/9/2021 10:42 AM
434	the UNOPS contract really makes you feel insecure and in my case i spent 4 years with UNOPS contract before I received my FTA contract which is still a bit risky with yearly renewal	3/9/2021 10:42 AM
435	Temporary contracts are extended regularly because of lack of HR capacity for recruiting on fixed-term basis in a timely manner.	3/9/2021 10:42 AM
436	Permanent contracts are a huge problem. People with these contracts will always be prioritized, even if they are not best suited for the job. I have worked with many colleagues with permanent contracts who have become unmotivated knowing that they will anyway continue to be employed. People on temporary contracts who actually do their job well should be given proper consideration.	3/9/2021 10:42 AM
437	Permanent and Indefinite contracts should be abolished as often colleagues do not feel the need to perform at a high standard as there is no risk of being terminated or not having their contract renewed if they do not perform well.	3/9/2021 10:41 AM
438	Temporary Assignment Contracts and AWF are excessively used since they are easier to manage	3/9/2021 10:41 AM
439	Most temporary are core functions and most fixed terms too	3/9/2021 10:41 AM
440	Temporary contracts used for permanent needs.	3/9/2021 10:40 AM
441	At UNHCR new staff members are no longer offered indefinite or permanent contracts. Therefore, only fixed term contracts are available to younger colleagues like me	3/9/2021 10:40 AM
442	UN organizations should provide indefinite contracts to staff who have worked with them for 15 years or more and who have met all their objectives in a satisfactory manner	3/9/2021 10:39 AM
443	TAs are used instead of FTA	3/9/2021 10:39 AM

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444	It always depends from your supervisor and this is not fair, because sometimes your supervisor is afraid about his/her position and try to downgrade your ability	3/9/2021 10:39 AM
445	Indefinite/permanent contracts don't seem to have been awarded to staff based on actual organizational needs OR merit.	3/9/2021 10:38 AM
446	I worked 3 years as an employee for UNHCR from UNOPS and couldn't benefit from groups and other benefits like my colleagues who are fixed term	3/9/2021 10:38 AM
447	There is a prevalence of short-term contracts that are issued for staff that does ongoing work instead of a short-term project. Staff can be living in uncertainty on 6-month contracts for years.	3/9/2021 10:37 AM
448	to a certain extent	3/9/2021 10:37 AM
449	At ESCWA Beirut, they do not renew fixed term contracts for more than 1 year. Even when I recommend (I am a director) a contract of longer term (5 years would be appropriate for most of the staff in my division), it is rejected. They even want me to say that I recommend 1 year - I refuse, and I "recommend the maximum permissible extension".	2/26/2021 7:31 PM
450	While employment contracts may be used to a great degree correctly, there are situations where individuals go from one contract type (ST) to consultant and back because of time restrictions. While there is a certain category that permits longer engagements for temporary purposes (4(2)(e), I believe), it is this type of category that may be further considered - with full transparency and accountability of course.	2/25/2021 10:21 AM
451	there are no opportunities to transfer from FT to permanent - although I have worked on FT since 2003	2/22/2021 10:46 AM
452	I hear from colleagues that their units employ them on a short term basis because they need staff for specific projects, that do not last very long. They moved in the Geneva for the job and after a year or less.. thanks and goodbye.	2/19/2021 2:55 PM
453	The use of short term contracts bothers me a lot in my organization. Many colleagues were affected and cannot move or establish a livelihood (mortgage) because of this. And the jobs they are on are close to permanent.	2/18/2021 5:00 PM
454	Je dis non dans la mesure où un staff peut occuper le même poste pendant plusieurs années avec des contrats renouvelés tous les 01, 03 ou 06 mois.	2/18/2021 4:14 PM
455	Many young staffs rely on temporary if lucky with FT while many senior staffs have more stable contracts.	2/16/2021 8:25 PM
456	Temporary contracts are also used for mid-term needs	2/16/2021 3:03 PM
457	ITC/IO should be aligned with ILO practices in this regard	2/16/2021 2:03 PM
458	Far too many short terms contract in place for a very long time hence creating long term precarity not corresponding to either the needs of the institution nor of the individuals concerned	2/16/2021 12:20 PM
459	On my organisation there is no long term contract, the maximum is for 5 years	2/15/2021 4:43 PM
460	The organization uses too often precarious type of contracts: daily, short term, etc	2/15/2021 12:07 PM
461	Il n'est pas normal que la durée de notre contrat diminue et que l'accès aux contrats continus soit stoppé depuis plusieurs années. Comment obtenir un prêt bancaire... quand notre contrat après 15 ans de carrière est de 2 ans?	2/15/2021 9:26 AM
462	not aware about the process of long term contract procedure	2/14/2021 9:01 AM
463	The ICC does not have indefinite contract	2/12/2021 5:09 PM
464	Still too many precarious situations where staff works for many years on short term contracts, on TC. Creates anxieties in particular when people have families	2/12/2021 6:14 AM
465	I am aware of the multiple staff contracts offered by ILO because I have signed all of these modalities. My ILO office so far is using them appropriately.	2/11/2021 5:49 PM
466	There is a clear over-use (or even abuse) of temporary/short-term contracts	2/11/2021 5:02 PM
467	I think this is the case but am of course not sure of all the details. I know that the organization used to be more "creative" with contracts in the past.	2/11/2021 4:55 PM
468	No es mi caso y no lo veo actualmente en la organización para la que trabajo pero he sabido de casos en el sistema UN en que se contrata personal con múltiples renovaciones o son contratados como consultores que ejercen en realidad funciones de asistentes, cumpliendo con las características de una relación contractual dependiente.	2/11/2021 4:53 PM

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469	Excess of subcontracting and not efficiently valuing professional staff	2/11/2021 4:51 PM
470	To my knowledge the ICC does not offer permanent or continuing contract	2/11/2021 4:49 PM
471	There is a general and increasing abuse to GTA contracts to avoid proper recruitment and leaving staff is not replaced, or replaced at a lower grade	2/11/2021 3:57 PM
472	No disagreement there	2/11/2021 3:26 PM
473	Not enough experience to assess properly.	2/11/2021 3:11 PM
474	Short term contracts are regularly used for fixed / long term needs.	2/11/2021 3:10 PM
475	The organisation employs interns on established posts	2/11/2021 2:35 PM
476	Short term contracts are still used for continuing needs	2/11/2021 2:24 PM
477	I have had more than 20 contracts before having a fixed term	2/11/2021 2:05 PM
478	Les problèmes de contrat ne se posent pas au BIT. Il serait intéressant pour les NU de se référer au BIT pour des conseils utiles	2/11/2021 1:44 PM
479	I know there are reported instances of bad practices such as interrupting contracts for a month to break continuity.	2/11/2021 1:37 PM
480	There should be a graduation scheme for promoting Job security. Temporary being eligible for FT after a certain qualifying time and FT being eligible for indefinite after some qualifying time	2/11/2021 1:26 PM
481	The type of contract hardly depends on the actual needs of the section/team. Often, temporary contracts are issued at the beginning, because the recruitment process is lighter. Only when the possibility to extend temporary contract expires, the staff member is offered a FT post. Continuous appointments are very seldom in my section. My team member was given this type of contract because she carried this entitlement over from her previous employer.	2/11/2021 12:58 PM
482	Abus de GTA (certains durent plus de dix ans) et de short term contracts + abus de stagiaires et pro bono	2/11/2021 12:48 PM
483	Nil	2/11/2021 12:38 PM
484	We don't have permanent contracts	2/11/2021 12:27 PM
485	GTA are generally employed as permanent staff. Temporary are rarely used.	2/11/2021 12:20 PM
486	Continuing/indefinite contracts are not in use	2/11/2021 12:06 PM
487	n/a	2/11/2021 11:39 AM
488	UN have to review the salary scale in my country : there is no advantage in the current salary scale, no 13th month bonus paid as the other International organizations, the salary is very bad and the tasks and responsibilities are continually higher	2/11/2021 11:31 AM
489	i am not aware if the ICC uses continuing/indefinite long term contracts	2/11/2021 11:29 AM
490	Some short should be fixed and some fixed should be indefinite	2/11/2021 11:29 AM
491	In my organization there is a huge problem with persons with permanent contracts who are consistently and greatly underperforming. This is why I am for a more flexible framework (for me, but also for everyone else) in order to enable the institution to react to performance failures.	2/11/2021 11:28 AM
492	I am working on a one year contract even though I am employed on FT since 2005.	2/11/2021 11:27 AM
493	I see many people on GTA contracts that are renewed every year and consider these should be converted in fixed-contracts if there is a continuous need for these positions.	2/11/2021 11:25 AM
494	Besides regular fixed term, the ICC applies temporary/short-term (STA for temporary needs) but also so called GTA's (positions funded by general temporary assistance) however these tend to be used for a much longer term (even years) and is also used to create promotion opportunities which is wrong and unfair. GTA's are a 'grey area'	2/11/2021 11:25 AM
495	I don't know of any permanent contracts and if they exist it is very unfair to people who joined the organization later in time to not be able to experience permanency in their contract and having to worry every time there is time for extension whether it will be requested or not.	2/11/2021 11:21 AM
496	ICC is relying too much on short-term contracts and sometimes abuses that modality by	2/11/2021 11:19 AM

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extending short-term contracts for years on end, instead of simply converting those posts as established. SSA contracts seem to be back as well to circumvent the obligations of STA and GTA contracts. Additionally, internships look more and more like an easy and free option to get the work done.

497	Does not use continuing/indefinite contracts.	2/11/2021 11:17 AM
498	Il n'y a pas de contrat permanent dans mon organisation, que des CDD plus ou moins longs.	2/11/2021 11:08 AM
499	Some people in my unit were employed for 10 years on fixed term contract before getting an indefinite contract. I find this really long.	2/11/2021 11:07 AM
500	A number of staff have spent years on short term contracts, renewed three months or so at a time. They have expressed to me that this is very stressful for them, as they have no security and its very difficult to plan their lives this way. While the GTA/fixed term contract is more stable, it seems that most staff are on this type of contract for a minimum of 5-7 years before possibly receiving a contract with more security. It is also very difficult to plan one's life this way.	2/11/2021 11:06 AM
501	I have received contracts of one month, and I am in charge of the communications of a Country Office, which is clearly not a temporary need. I have been a civil servant for more than 13 years, both national and international, and this is the first time I come across a situation like this.	2/11/2021 11:04 AM
502	The ICC only employs fixed term (from 1 to 5 years, renewable) and temporary/short term (up to 1 year renewable)	2/11/2021 11:03 AM
503	In general yes. There is just a lack of transparency (impartiality?) in the recruitment of short-term contractors	2/11/2021 11:03 AM
504	the organisation uses many consultancy or short term contracts.	2/11/2021 10:58 AM
505	No, I see underperforming staff members getting longer term contract simply based on the fact that they have been at the court longer than I have.	2/11/2021 10:57 AM
506	It is not normal for staff's contracts to be renewed every year when the ICC knows that a trial for instance we last for several years and will need staff for such perior of time. Longer contracts should be granted	2/11/2021 10:57 AM
507	Short term/temporary contracts are used to cover budgetory shortfalls IE Frozen Posts	2/11/2021 10:54 AM
508	short term contracts are increasingly being used to the detriment of staff welfare, especially when it comes to stability and long-term planning.	2/11/2021 10:54 AM
509	no permanent contracts exist	2/11/2021 10:54 AM
510	de plus en plus de précaires, alors qu'il y a des solutions pour une flexibilité sans précarité	2/11/2021 10:52 AM
511	Aucune information partagée à ce propos	2/11/2021 10:42 AM
512	I have sometimes found in joint programmes, between agencies we have two different categories under the same project. One staff with significantly inferior benefits (inequity).	2/11/2021 10:21 AM
513	Je réponds oui car beaucoup a été fait mais il y a encore place à de l'amélioration dans l'utilisation des contrats temporaires voire des contrats de collaboration extérieure.	2/11/2021 10:17 AM
514	Too many short-term contracts being given out for doing regular, ongoing, long-term work.	2/11/2021 10:16 AM
515	Some colleagues loose out on fixed contracts due to 'source of funding' whereas others get fixed contracts despite the fact that they didn't go through the right chanel	2/11/2021 10:16 AM
516	though with increasing tend towards temporary/ short-term contracts.	2/11/2021 10:16 AM
517	I have stayed in the ILO for over 10 years with the contract renewed every year and sometimes for much less - job insecurity is real. There should be a system that upgrades jobs to long-term contracts. To date I still have difficulties in accessing credit facilities from any financial institution due to length of contract it limits personal growth and development.	2/11/2021 10:07 AM
518	The SST and ST are used en lieu of FT contracts. Despite the intention, abuses are not rare with reference to the use of these types of contracts, which cost less, are more flexible for the organisation and provide less employment and social protection guarantees.	2/11/2021 9:57 AM
519	Sé que hay ciertos problemas con respecto a los contratos del personal de cooperación técnica	2/11/2021 9:52 AM
520	There are quite some differences between agencies. The issue in the ILO does not lie in the contract type. While there might be some misuse it is not a generalized issue	2/11/2021 9:50 AM

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521		2/11/2021 9:47 AM
522	Some people work for many years on short-term contracts	2/11/2021 9:47 AM
523	many staff on short or fixed term contracts do core organisational work and should have greater job security	2/11/2021 9:45 AM
524	Don't know as I am just a G staff. I do not know their policy behind.	2/11/2021 8:27 AM
525	When there is staff shortage, the hiring manager usually applies the "shortest-hiring-route" contract type.	2/11/2021 7:43 AM
526	No updates on conversion of fixed terms to continuing. So don't know if we're on the appropriate modality at any point in time even if minimum number of years of service is completed	2/11/2021 7:11 AM
527	They keep renewing/ re-hiring temporary. Fixed term is used for permanent appointments	2/11/2021 5:22 AM
528	ESCAP generally does, but I would not say that is the case for UNECE. I don't know about other parts of the secretariat.	2/11/2021 5:17 AM
529	But not always	2/10/2021 8:57 PM
530	Joined my organisation in November 2010 with expectation that after 5 years uninterrupted service on fix-term contract will be eligible and receive a continuing appointment. The fact that my organisation (OHCHR) stopped the 5 years fixed term contracts and the continuing appointments is worrying, especially that I perform a mandated activity, which is clearly long-term and the post is a regular budget one (servicing TBs mandates).	2/10/2021 8:49 PM
531	Short-terms in WFP may work for very long period of time on the same contract, some are more than 10 years or so.	2/10/2021 11:00 AM
532	In the past, translators have been granted temporary contracts for 11 months, officially stretching to the maximum the allowed duration. This however is no longer an issue currently, seeing as we hardly ever hire any temps any more.	2/10/2021 9:23 AM
533	Budget and cash-flow is the main determining factor for the type of contract. Everybody knows staff on temporary appointments being hired over years. My personal case is being in the organization for more than 20 years with fixed-term contracts.	2/9/2021 7:05 PM
534	overall it is clear except continuing contracts (not sure what are the basis for those that is different from other types of contracts)	2/9/2021 4:31 PM
535	Sometimes temporary contract is misused to recruit director's friends. The new agile contract will make it worse as managers can quickly hire their friends and have no regards for existing staff with experiences and institutional memory.	2/9/2021 4:29 PM
536	Contracts depend on funding available. It is very worrying that we are pushed to increasingly rely on XB resources which are unpredictable, volatile and obviously lead to short term or one-year term contracts renewed if money comes in. Furthermore, RB staff spends increasing time on administration, creating unnecessary projects in order to secure funding and hiring and recruitment of short term staff instead of on substantive work. There can't be stable posts or employment contracts without stable funding.	2/9/2021 4:27 PM
537	It often seems like the Organization covers what would be full-time, long-term positions with repeat temporary contracts.	2/9/2021 4:22 PM
538	No comments, some managers have found ways to block some staff member to be granted continuing contract by refusing to sign up their EPAS or down grading their evaluating rates.	2/9/2021 3:19 PM
539	I am employed on a temporary contract to work in a position which is fixed-term and have been extended several times with a very short advance notice which does not allow to plan.	2/9/2021 3:16 PM
540	Ni me importa.	2/9/2021 3:09 PM
541	Fixed term contracts are not well administered - they are too often treated like entitlements to be extended indefinitely. This needs to be reviewed and managers empowered to use them as intended - limited duration, extra-budgetary projects.	2/9/2021 2:51 PM
542	I joined the UN in 2002 and until VERY RECENTLY I was kept on short-term contracts (six years!) and then fixed-term contracts (ten more years!). Yet I have always been on the same post. I should have been given a fixed-term contract and a continuing contract ages ago.	2/9/2021 2:11 PM
543	Il y a des temporaires qui le restent pendant plus de 5 ans.	2/9/2021 2:06 PM
544	Staff are kept for years on temporary contracts, Fixed term contracts are issued for relatively short duration and renewals happen at the last minute. Many longstanding	2/9/2021 1:36 PM

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545	Widespread engagement of consultants and interns to do substantive basic work of organization.	2/9/2021 1:27 PM
546	Many medium to long-term needs are being fulfilled with fixed-term contracts.	2/9/2021 1:18 PM
547	Too many permanents jobs are occupied by temporay staff	2/9/2021 12:58 PM
548	even after taken the field position, i should have been able to keep my permanent contract	2/9/2021 12:48 PM
549	A certain flexibility may be observed depending on the circumstances	2/9/2021 12:43 PM
550	There is a lot of discrimination with regards to the type of contract granted to staff members, beyond rules	2/9/2021 12:35 PM
551	Very often temporary contracts are for long-term needs but funding restrictions prevent from hiring people on fixed-term contract.	2/9/2021 12:30 PM
552	As far as I am aware, staff contracts are already predominantly short-term or fixed for only 1 year. Few people hold indefinite contracts.	2/9/2021 12:20 PM
553	I have worked in the UN for 25+ years on fixed-term contracts without ever being given the opportunity to have a continuing contract.	2/9/2021 12:18 PM
554	Mostly yes, but there are difficulties and so they also rely on short term contracts and contractors for longer term regular needs	2/9/2021 12:17 PM
555	The current system of contracts is more than adequate for the needs of the organization.	2/9/2021 12:16 PM
556	du temporaire qui dure deux ans + break 3 mois + puis re-temporaire au même poste, c'est plus du temporaire pour moi...	2/9/2021 12:12 PM
557	Temporary and fixed term contracts are sometimes used to address budget issues or short-term fixes to administrative issues rather than reflecting the nature of the post	2/9/2021 12:12 PM
558	short term contracts are used to avoid stricter recruitment procedures	2/9/2021 12:12 PM
559	The common UN system stop to give continuing and indefinite in year 2005. This is the same year I got my FT and my goal was continuing and indefinite contract as I have devoted my life and carrier to WFP.	2/8/2021 10:22 AM
560	La disponibilite budgetaire est la seule determinante de la duree des contrats. Peut de lien avec l'evaluation des performances ou les besoins de l'organisation.	2/7/2021 5:06 PM
561	WFP has awarded this permanent contract only once. Although staff are eligible for the permanent contract, WFP is not awarding this contract.	2/7/2021 7:40 AM
562	Yes it does. But limited knowledge about language positions as they have to be continuing appointment after 2 years of probation period if the recruitment is LCE. But HR has inconsistency for language positions.	2/5/2021 1:42 PM
563	Welcome changes upcoming	2/5/2021 10:11 AM
564	Cependant les critères de passage de contrat à durée déterminée au contrat continu ne sont pas bien perçus.	2/5/2021 9:18 AM
565	In general, the organization is well aware of the different type of contracts. Nevertheless, sometimes consultants are necessary to perform core activities, so alternatives need to be found to extend contracts beyond the short-term limits. There seems to be a mismatch between the regular program of activities and the available posts to perform them.	2/4/2021 11:12 PM
566	It is massively abused in the system...many examples of long-term precarious work. Additionally, staff is subjected to harassment and arbitrary demands that raise stress levels very high. Truthfully, for ILO, they system is a disgrace as it has created a dual class work environment: one where insider have massive protection, the other outsiders unbelievable precariousness.	2/4/2021 3:08 PM
567	Absolutely not. Too many roles that have existed for many years (sometimes a decade or more) are still staffed with consultants and Short Term Professionals. We are the UN. We can, we should and we MUST do better to end contract abuse.	2/4/2021 2:35 PM
568	Funds for Fixed or short term contracts come from specific projects. However the organization most of the time exploit individuals to work on a number of unrelated activities "as required by the ILO".	2/4/2021 10:13 AM
569	Some of the type of ocntracts (P for instance) are perceived/are expensive to the organization and required a lengthy process of recruitment. FOr some reason they seem to	2/4/2021 8:35 AM

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not be flexible enough to be offered more often which lead to recruiting instead more consultants although the requirements are for longer term needs (at least 1 or 2 years and more)

570	Abus des contrats à durée déterminée	2/3/2021 7:19 PM
571	Organizations overwhelmingly use consultants/ST as FT, and more than 50% of the workforce is precarious - with huge risks for talent retention, continuity of services, etc.	2/3/2021 6:49 PM
572	Overuse of consulting contracts across the organization.	2/3/2021 4:26 PM
573	After 5 years of fix term contract, the organisation should manage appropriately to change them in continuing	2/3/2021 4:19 PM
574	i think a better evaluation of consultancy and conversion to FT is required as many of them are consultants for long periods.	2/3/2021 2:59 PM
575	However, conversion from FT to IA appears to have been done away with...	2/3/2021 2:53 PM
576	n/a	2/3/2021 1:02 PM
577	however there are some cases of discrimination for staff joining my organisation from other UN organisation, some staff move in with their continuing contract others were not allowed, and find themselves in a precarious situation after many years in the system	2/3/2021 10:54 AM
578	The process of converting Fixed Term contracts to permanent ones seems to have been frozen completely. I now have nearly 15 years of total service (nearly 10 years this time, and 4 before). Yet despite making inquiries, I have still not been put forward for conversion to a more permanent contract. This is unfair, because a lot of staff have received this conversion to permanent status.	2/3/2021 9:08 AM
579	WFP does not issue indefinite/continuing contracts	2/3/2021 8:58 AM
580	There is an over-use of short-term consultancy contracts to the detriment of staff morale and workforce planning.	2/3/2021 8:07 AM
581	Consultancy and Short-term contracts are the mostly used	2/3/2021 7:47 AM
582	We rely too much on consultants for core business needs	2/3/2021 5:54 AM
583	Positions that fit in as Fixed term positions are made short terms in the VA	2/3/2021 1:49 AM
584	La modalidad de los contratos debería ser casi toda permanente, dado el alto grado de especialización adquirido.	2/3/2021 12:34 AM
585	It seems to me that Fixed-term contracts are applied to jobs that have quite long-term or even indefinitely continuing nature.	2/2/2021 10:54 PM
586	WFP globally relies mostly on consultants and they perform core activities, as such their contracts are extended over the years with no end. Consultants are expected to perform as staff but then are not treated equally in any regard. Also contracts of extremely qualified consultants that have been there for many years are terminated with no real reason, just because management claims to want "fresh blood". Consultants stay in their role for many years without career progression nor growth. This trend is increasing in the organisation and increasingly more consultants are being used for core tasks. Often consultants contribution to the organisation is taken for granted and not appreciated.	2/2/2021 5:25 PM
587	Majority of national staff in the field have short-term contracts, namely Service Contract. Service Contract holders are on paper not not even considered employees and don't have access to appeals mechanism ; all International Professional contracts issued now by the Org. are FT - continuing and indefinite are no longer used for newly hired staff members. Number of consultants keeps rising.	2/2/2021 5:08 PM
588	increased abuse of short term contract modalities and wrong management of FT; Indefinite contract modalities should be re-instated based on clear criteria, also for some HQ functions like HR go for non rotational and lets stop pretending to reassign staff every year in this function	2/2/2021 4:57 PM
589	Not had anyone explain the different types and how one earns them	2/2/2021 4:01 PM
590	Consultant contracts are used long-term to increase flexibility, cost-efficiency and hiring of a suitable candidate - which is sometimes a challenge through reassignment.	2/2/2021 3:53 PM
591	I am new to the organisation	2/2/2021 3:35 PM
592	After more than ten years of continuing appointment, some staff are yet to be offered permanent contract	2/2/2021 2:12 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
593	I am not aware of any permanent contracts.	2/2/2021 1:58 PM
594	Clear linking of the contract type with the type of work and functions - e.g. core functions irrespective of scale of programmatic work; core function that can expand scale of programmatic work; clear specific technical, programmatic functions needed for specific identified purposes and timeframe - and all with transparent credible performance assessment system and competitive salary, benefits and protection	2/2/2021 12:54 PM
595	I heard from many colleagues that have temp contracts while their assignments seem to be more aligned with medium term needs.	2/2/2021 11:55 AM
596	I believe that indefinite contracts should be abolished and replaced with 2 year FT contracts so staff continue to perform the job satisfactorily with any extension dependent on a satisfactory performance..	2/2/2021 11:16 AM
597	There are many staff on temporary appointments covering long-term needs and only accruing 1.5 days of annual leave per month.	2/2/2021 10:13 AM
598	WFP does not offer Continuing or Permanent contracts to International professional who are all on FT. This creates practical problems in managing individual financial commitments and plans	2/2/2021 10:10 AM
599	too much use of temporary contracts to cover permanent assignments	2/2/2021 10:02 AM
600	Aftrer 6 years at t he UN woith good epas one could be proposed at least a longer term contract (5 years and more)	2/2/2021 9:25 AM
601	There is a greater reliance on hiring consultants	2/2/2021 8:29 AM
602	Permanent contracts vs limited contracts create unfairness	2/2/2021 8:23 AM
603	I would say most of the time, compared to other UN agencies I have worked with in the past	2/2/2021 8:13 AM
604	I supervise staff tht have been on a combination of SSA/SC contracts for more than 6 years	2/2/2021 8:01 AM
605	Short terms contracts are not used adequately in WFP	2/1/2021 11:34 PM
606	Too many repetitive CST or SSA contracts.	2/1/2021 8:45 PM
607	Most of the personnel are on the temporary/short-term contracts	2/1/2021 8:17 PM
608	Creo que se desconocen las necesidades reales del trabajo en cada división, y por lo mismo, se tiende a utilizar mal los contratos que existen	2/1/2021 7:22 PM
609	No sé la diferencia entre contrato Permanente e Indefinido	2/1/2021 4:30 PM
610	too many short term contracts	2/1/2021 4:05 PM
611	The way are contracts are managed is not fair, who should control this is the entity that doesn't respect the rules, who control the controllers?	2/1/2021 4:03 PM
612	At the International Trade Centre, I honestly do not know anybody who has an indefinite or permanent contract. I guess some Directors have them? But honestly at the lower P levels, (P1, 2, 3) the vast, vast majority of people have been in fixed-term contracts for a decade or more.	2/1/2021 3:47 PM
613	However, I had a permanent contract from UN Secretariat that was not recognized when I joined ILO through a secondment. Greater recognition of contract characteristics & benefits across UN agencies would be important	2/1/2021 3:31 PM
614	A fixed term contract by definition should be fixed, but in reality they have become permanent. This limits the possibility to move people in and out of the organization.	2/1/2021 3:30 PM
615	The organization use a lot of short terms, consultants and interns to impleemtn long term activities. Turn over and lack of expertise/experience lead to slowing down and decreasing the quality of the objectives reached.	2/1/2021 3:25 PM
616	Certain positions should be Fixed Term	2/1/2021 3:21 PM
617	too many short term and consultant doing FT job	2/1/2021 3:18 PM
618	There is no information or discussion on continuing/indefinite contracts and one would ever achieve this.	2/1/2021 3:14 PM
619	Some consultant are employed for regular duties.	2/1/2021 3:03 PM
620	new professional contracts have only been fixed- or short-term for tha last 10 years or so. Cincefinite/permanent does not exist for those who have started beyond a certain date, which creates huge discrepancies in my view.	2/1/2021 2:50 PM

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621	It is sufficiently known to be a issue in the whole UN system how contract types and terms are used.	2/1/2021 2:46 PM
622	From my experience within UN, only few are having continuuing/indefinite contracts	2/1/2021 2:26 PM
623	Despite very good appraisals for years you can neither get promotion or change from short term/FT to indefinite/continuing contract.	2/1/2021 2:20 PM
624	The proliferation of staff in temporary contracts is an embarrassment. This is a fault of lack of leadership. Country Directors excuse themselves by explaining that it is all about funding. It is not, it is about good leadership. WFP has been in a specific country for decades, surviving wars, natural disasters, and has never closed operations. So this tells us that funding has not been an issue. It is "easier" to keep staff in temporary contracts than to do the right thing and realign the staff to convert to fix even if it means to cut personnel.	2/1/2021 2:17 PM
625	There is strong tendency towards over use of temporary/short-term contracts.	2/1/2021 1:55 PM
626	Over the years it is very common that CST or STP are sitting in vacant FT positions for years. They should be converted to the FT positions with FT benefits. Also, termination of FT/indefinite staff for poor performance and/or reluctance to move to the field should be strengthened. We have staff who are not performing but they still remain in the system.	2/1/2021 1:52 PM
627	Over-reliance on consultants where temporary becomes 10 6-month contracts over a five year period!	2/1/2021 1:49 PM
628	The last issuance of indefinite contracts in WFP seems to be more than 10 years ago, so defacto we seem to have moved away from this,.	2/1/2021 1:44 PM
629	there are lots of consultants who should at least be temporary fixed-term	2/1/2021 1:29 PM
630	The difference between Permanent contract and Indefinite contracts need to be well clarified and should take into account type of job.	2/1/2021 1:27 PM
631	Some positions require long term service but staff are employed on short term contracts	2/1/2021 1:25 PM
632	The use of the different types of contract should be considered on a case-by-case basis and not only depending on the date the employee joined the Organization. Instead of standardizing the procedures, the organization should select some criteria to determine the type of contract that most suits the employee and/or the organization.	2/1/2021 1:25 PM
633	I have been on temporary assignment in two duty stations, in which the temporary posts were for different needs, with different information shared with me, job security, duration of contract etc. This led to a number of problems for me.	2/1/2021 1:17 PM
634	Short-term contracts and used too often for jobs that we know will be longer term. Unfortunately funding is not always predictable, so it makes it difficult for manager to commit, thus leading to endless short-term contracts	2/1/2021 1:13 PM
635	We have very few 'permanent' contracts, which has perhaps some advantages however we have far too many staff serving years and even decades on 'temporary' contracts - clearly wrong, immoral, and should not be tolerated.	2/1/2021 1:01 PM
636	I am not sure if there is a Permanent contract type in WFP. However, the other two exist.	2/1/2021 12:54 PM
637	unfortunately we would like to provide better contracts but unreliable and insufficient funding prevent it	2/1/2021 12:50 PM
638	SC was recently introduced in WFP.	2/1/2021 12:45 PM
639	There may be a limited number of permanent contracts remaining as WFP does not issue those and many people have retired. Same for Continuous -Indefinite Appointment; they are no longer given and within 10 years those of us who have them will be all retired.	2/1/2021 12:45 PM
640	WFP unfortunately has been abusing the use of all contractual modalities, openly.	2/1/2021 12:44 PM
641	While an organization such as WFP will also need a certain percentage of short term contracts in order to launch new projects, respond to emergencies, etc., the current imbalance between contract types is too much. While it is stressful for the employees, it also represents a major corporate risk for the organization, as people can leave the organization with very short notice taking with them institutional knowledge that may not have been adequately secured.	2/1/2021 12:39 PM
642	Focus shall be not on a job security but performance.	2/1/2021 12:37 PM
643	too many short term contracts	2/1/2021 12:34 PM
644	They are abused and thats common knowledge. 7 years as a consultant is normal	2/1/2021 12:34 PM

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645	Abuse of Consultants	2/1/2021 12:30 PM
646	Despite the fail safes in the hiring process, managers are able to find ways to circumvent the system when it suits them	2/1/2021 12:26 PM
647	More than 50% consultants and rest is mostly Fixed-Term only some lucky few have Continuing/Indefinite. But Fixed-terms are treated like Continuing	2/1/2021 12:23 PM
648	This question assumes that I know what the requirements for position and stability of the contract type are . I can only give an appropriately answer	2/1/2021 12:20 PM
649	My organization offers usually short-term contracts. Fixed term contracts are increasingly offered but permanent contracts are rarely offered	2/1/2021 12:19 PM
650	Organisation has stopped issuing Indefinite Appointment contract types where some functions would benefit from the long term contract. Increases credibility in our functions should these become more common, and minimises anxiety from a tedious process of "automatically" renewing a contract every 1-2 years	2/1/2021 12:17 PM
651	Temporary / short term contracts are extended forever ...	2/1/2021 12:09 PM
652	I think it's obvious to everyone that short-term contracts are not used appropriately, with huge amounts of tolerance at multiple levels of the system for treating consultants as fixed-term staff minus the benefits. Most attempts to remedy this seem to be superficial (blocking email during contract breaks and other band-aids), or selectively distribute benefits like maternity to consultants (great, but not enough)	2/1/2021 12:06 PM
653	Short terms are used for long term needs.	2/1/2021 12:05 PM
654	My organization is the contract giver. As a staff member I am not sure which contract modality I am entitled. I know, it has been a while since the organizations ceased to give continuing and permanent contract types.	2/1/2021 12:03 PM
655	STP overcomes greatly FT (not to talk about CST), and we are talking about people who work in the same institution for years but still, they don't get to have a FT. Same for CST category (there are CST working for 10 yrs in the same institution, yet no better contract modality is provided to them). I believe it's good to change, but not just to make contracts even more precarious than ever in the name (and with the excuse) of "flexibility".	2/1/2021 12:03 PM
656	Significant progress is made in using the proper contract modalities in WFP	2/1/2021 12:02 PM
657	I have been on about 20 fixed term contracts of a variable duration of 3 months to 2 years during 18 years of continuous employment. Two decades do not correspond to 'medium-term' needs.	2/1/2021 12:00 PM
658	The contract types are used by hiring managers to settle scores rather than help the organization	2/1/2021 11:57 AM
659	Too many roles for which there is a demonstrated medium/long term need are addressed with the use of consultants with no job security, despite having worked for the organization for periods of 3 to 6 years.	2/1/2021 11:55 AM
660	The UN is taxpayer funded. Taxpayers cannot just underwrite fixed long term expenses without seeing value or the ability to change/adapt where necessary.	2/1/2021 11:54 AM
661	Being on a Fixed term contract for more than 16yrs no longer makes it a contract for medium term needs	2/1/2021 11:54 AM
662	There are far too many consultants, who are strung along for years remaining as consultants, yet there are many FT posts not filled, mainly in DS either non-family nor undesirable location. Consultancies should be time limited and individuals 'offered' FT posts or asked to move on.	2/1/2021 11:54 AM
663	I do not believe that the workforce has been adequately managed.	2/1/2021 11:53 AM
664	Continuing and permanent contracts are no longer given in WFP. The best one can get is a fixed-term contract.	2/1/2021 11:48 AM
665	Most of us have been in short term contract modalities- STP, consultant for very many years (5+) with reduced breaks to cover organization's needs. I think the short term contracts are greatly misused by the organization and there should be a defined minimum. 7 years as a consultant on the same role is not temporary	2/1/2021 11:48 AM
666	There is a lot of improvement needed in application of contract modalities. In HQ Rome, once a local staff take up a local consultancy contract, he/she is immediately not eligible to be considered for general service position. There should be a flexibility otherwise not only	2/1/2021 11:45 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 WFP misses out on the skill set, there are simply no career opportunities for those whose preference is to remain in their home country.

667	WFP uses short-term/temp contracts to fill long-term needs. This has been a practice for many years and the only reason behind is 'saving money.'	2/1/2021 11:44 AM
668	Consultancy and other short-term contractual modalities are rather abused, especially in a highly operational environment where continuity is key	2/1/2021 11:44 AM
669	there is a discriminatory use of short term contracts that goes against the very same UN/ILO principles	2/1/2021 11:42 AM
670	Many consultants work for many years for us but have only Consultants contract. Also retraining of resources on new technologies is deepening on what project your work on. With this skill sets can get outdated.	2/1/2021 11:40 AM
671	Some employees have SC contracts, but work for more than 3 years	2/1/2021 11:39 AM
672	I am not aware on difference between FT and permanent, while I think STPs have less flexibility towards movement. I would also strongly advocate for a transparent recruitment process for STPs (as this is less rigorous compared to FT)	2/1/2021 11:38 AM
673	I think that my organization is currently using only (or mainly) short-term contracts and fixed-term	2/1/2021 11:37 AM
674	Abuse of consultants and short term contracts,; using non-staff contracts to fill staff positions to save money.	2/1/2021 11:36 AM
675	Abusive use of temporary and short term contracts for regular staff positions. It is unethical not to give people access to contributory social protection schemes such as pensions, medical insurance, holiday time, etc. It is not decent.	2/1/2021 11:36 AM
676	Consultants are overused, especially in core positions that should otherwise be Fixed Terms.	2/1/2021 11:36 AM
677	I know that consultant like contracts are used as suplement for temporary/short-term/fixed-term	2/1/2021 11:36 AM
678	Over reliance on short term contracts. Instead of filling gaps, those are used as a way not to give fixed term contracts.	2/1/2021 11:35 AM
679	The organization's perceived inability to dismiss poorly performing staff on fixed-term contracts means that others are penalized as hiring managers are reluctant to hire staff if they cannot allow their contract to end upon its expiry.	2/1/2021 11:35 AM
680	A large number of medium term jobs are being done by consultants	2/1/2021 11:33 AM
681	A massive use of contracts below short term (consultancies) is existing within WFP. Contracts above FT do no exist since at least 2008.	2/1/2021 11:32 AM
682	I was hired onto a short term after doing an 11 month consultancy - without requesting this. I took it as a sign of commitment and 4 years later I was able to compete in external recruitment for job I had been doing and got it.	2/1/2021 11:31 AM
683	Some regular positions (long-term needs) are held by short-term staff.	2/1/2021 11:30 AM
684	The way the system is being used now has led to emergence of a "caste system", with temporary contract holders at the very bottom of the social ladder no matter how competent and hard working they may be, and permanent contract holders at the very top, no matter how incompetent they may be. I agree with the idea that the system does need to be made fairer, for everyone who is working hard to meet UN goals to be able to do so in a safe environment. At the same time, performance assessment should be taken more seriously, 360° surveys made more systematically, and commitments in case of poor performance made systematically, to make sure the sytem's performance doesn't fall below standards.	2/1/2021 11:17 AM
685	Il y a eu manifestement des abus par le passé	2/1/2021 10:32 AM
686	I think that all contracts of the continuous and permanent nature should be discontinued. Why? the simple reason is that staff on such type of contract are not motivated to deliver and therefore should be reviewed.	2/1/2021 10:15 AM
687	The criteria to be in continuing from fixed term is subjective and the most point is given to ePas ranking for GS staff. However, ePas criterion is very weak..	2/1/2021 10:08 AM
688	Il existe des subjectivites et meme des arrangements entre amis.	2/1/2021 9:48 AM
689	My knowledge on these issue is limited ,but my own contract is changed accordingly on time.	2/1/2021 9:37 AM

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690	There no visibility on rules for moving from a category of contract to another (i.e Fix term to permanent), this is surely based on the behavior of the managment with discrimination. And HR is not playing its role frankly but just execute the decision of managers	2/1/2021 9:37 AM
691	But for some reason my contract is not permanent yet even though I have been with the commission for 9 years. I am supposed to be in the next group to be accepted into permanency.	2/1/2021 9:34 AM
692	Considering strategic programs and projects at hand , staff contract terms are appropriately handled with much effort for maximum out put with minimum input. Assistants at G level are currently handling more responsibility up to managing projects and contracts in concert of team cohesiveness well developed by section heads .current contract term allocations are well in tune in this regard.	2/1/2021 9:15 AM
693	Am not sure on this as I can feel some have been working for long and they still hold temporary contracts, some comes and got permanent status. It can be said it all depends at the time of the hiring but it would have been possible to consider job openings as internal only so that to help those hired for long either to protect their wellbeing or security	2/1/2021 9:05 AM
694	Our office base on funds during contract extensions	2/1/2021 8:38 AM
695	In general, yes. Some manipulations with the contract types were rather linked to the personality of top managers. 365 degree feedback would better resolve the issue.	2/1/2021 8:29 AM
696	The artificial distinction between technical cooperation and regular budget positions should be removed to give TC staff more job security. The organization should take past performance appraisals into account in recruitment and promotions, not just performance during the recruitment process.	2/1/2021 3:44 AM
697	I am lucky to now be at ILO, where I think these three types of contracts are used appropriately. Unfortunately, the same does not apply to the other agencies / entities within the UN common system where I have worked before.	1/31/2021 5:20 PM
698	Il est fait une utilisation détournée et abusive des contrats à durée déterminée pour ne pas s'engager, ce qui a pour effet de maintenir les personnes concernées dans l'incertitude, voire la précarité. L'esprit de cette modalité a été détournée. Des personnes qui devraient se voir attribuer un contrat indéfini sont ainsi maintenues de contrat à durée déterminée en contrat.	1/31/2021 12:36 PM
699	These things need to be made clear to every staff through HR	1/29/2021 8:36 PM
700	i have observed in one the cases ILO CO Dhaka offered a colleague 11 months ST, that's not fair and should be evaluate; as i undeestand anyone working outside the UN would not know about the UN contracts all the time	1/29/2021 6:04 PM
701	being in the same post and contract for 10 plus years denotes a defacto continuing situation however I am fixed term	1/29/2021 5:49 PM
702	As far as I know there is a prevalence of fixed-term contracts	1/29/2021 5:42 PM
703	Far too many staff are on temporary contracts to fill permanent needs of the organization. This is absurd - If we want the best and brightest to work at the UN, we need to offer attractive employment conditions. One fundamental condition is that staff have long-term contracts and job security.	1/29/2021 5:09 PM
704	Persons holding short-term contracts have not the same rights as with other contract, after years of short-term there must be a way to receive a better and less instable contract.	1/29/2021 3:35 PM
705	I believe people are kept on short-term and temporary contracts for too long	1/29/2021 3:26 PM
706	There is ABSOLUTE precarity and insecurity and this is UNACCEPTABLE. Often short term contracts are used for long term needs. The time an official needs to wait to obtain a without limit of time contract (permanent) is ridiculous.	1/29/2021 3:05 PM
707	Fixed term one year, with no security for extension, is far from ideal and secure contract.	1/29/2021 3:04 PM
708	Many of my colleagues and I are doing the RB work but holding TC contracts.	1/29/2021 2:51 PM
709	trop de gens avec des petits contrats sur de long année	1/29/2021 2:35 PM
710	I've been in the UN system for 11 years. Moving to a different organization reset my seniority for being considered for permanent contract (missed it by a months). If we are truly one UN, resetting of consideration for permanent contract should carry over be standardized across the UN system	1/29/2021 2:18 PM
711	I have no confidence the contracts are used appropriately, there were/are too many varities	1/29/2021 2:17 PM

	of contracts and departments utilise them inconsistently of this is the impression	
712	There are a lot of staff on temporary/short-term contracts for what are considered temporary needs but are in fact on-going needs.	1/29/2021 1:48 PM
713	no transparency	1/29/2021 1:36 PM
714	This is a taboo information to nationals in all UN Agencies	1/29/2021 1:35 PM
715	Once a staff passes a one-year probationary period, the two-year renewal of contracts seems to be "guaranteed" because the non-renewal of contracts seems to expose the ILO unit to the threat of the filing of cases by the non-performing staff.	1/29/2021 1:22 PM
716	The benefits and contractual situation of people who have been a long time with the UN is disproportionately good. They will do anything to protect their existing benefits.	1/29/2021 12:29 PM
717	Inéquité entre les droits à congés	1/29/2021 12:28 PM
718	We all have fixed-term contracts whilst our work, neither the financing of our work does not justify/imply medium term needs. I have colleagues working already more than 20 years with the Fixed-Term contracts!	1/29/2021 12:26 PM
719	Fixed-term contracts of 1 year are used to cover a same position over 10 years, short term contracts are used because of lack of funding rather than based on the length for an existing need of having someone performing a specific duty. Also, if the shift is towards the importance of field offices and ur presence there, then permanent positions should also be opened there as to provide a stronger structure and support to such offices.	1/29/2021 12:26 PM
720	However, some fixed-term DC (or TC) contracts are actually permanent contracts. We cannot hide the fact some staff have over 27 years of continuous service under TC terms which I find hard to understand and therefore when medium term needs are actually long terms needs then in this type of cases person hired under TC contract should be offered permanent position.	1/29/2021 12:24 PM
721	The ILO still has without limit of time contracts, but we have to wait up to 13 years to obtain it.	1/29/2021 12:22 PM
722	short-term recruitment is not done with the same professionalism and attention to diversity. However, they are many colleagues on short-term contracts - more and more.	1/29/2021 12:19 PM
723	Often job security doesn't match performance	1/29/2021 12:00 PM
724	Sometimes, the project goes for 2 years but contracts still remains for one year.	1/29/2021 11:57 AM
725	Il me semble qu'il existe de nombreux abus dans l'utilisation des contrats (phénomène des précaires) et que pour lutter contre ces abus certaines des règles mises en place ont malheureusement eu des effets pervers. Par exemple, l'impossibilité de recourir à des personnes qui ont développé au fil des ans une certaine expertise et qui seraient tout à fait ouvertes à l'idée de bénéficier de contrats ponctuels chaque année. Ce serai du gagnant - gagnant.	1/29/2021 11:52 AM
726	The organization decided unilateraly to rework contracts for shorter periods to allegedly 'promote mobility'.	1/29/2021 11:52 AM
727	Excessive use of short/fixed-terms for covering long-term needs.	1/29/2021 11:46 AM
728	Je suis recruté sur le Budget ordinaire du Bureau depuis janvier 2016, et jusqu'à présent je n'ai que des contrats de type: Fixe Terms. Je ne comprends pas pourquoi je ne bénéficie pas encore d'un contrat permanent depuis le temps que je travaille, sachant que j'ai validé ma période probatoire (de deux ans) avec succès	1/29/2021 11:30 AM
729	Although after certain period of time on short-term contracts the fix term should follow, my branch fired a few colleagues after they exhausted ST contracts.	1/29/2021 11:16 AM
730	ILO moves most staff to secure contracting for stable and longer term careers. This enables us to make major long-term commitment to the organization.	1/29/2021 11:13 AM
731	There is abuse of short term contracts being used for long-term, which results in job insecurity	1/29/2021 11:02 AM
732	NO ONE should received permanent of WLT contracts. It makes one complacent and you never get the chance to hire new blood.	1/29/2021 10:53 AM
733	Permenant contracts can be obtained only 10-15 continuous employment, which is not normal. Also, the system forces us to recruit with short-term contracts, and not to renew them after 12 months even though sometimes we have the funds and the need	1/29/2021 10:52 AM
734	Short term contracts for language staff - as the work is predictable and needed, contracts	1/29/2021 10:51 AM

735	Short-term and temporary contracts are abused, i.e., given for medium term needs	1/29/2021 10:39 AM
736	Fixed term contracts are in practice long term contracts. They create a two tier employment	1/29/2021 10:39 AM
737	However, the access to long-term employment (continuing-indefinite) is currently 10 years on FT. If the modalities are revised, it is important for predictability and job stability that this period does not increase. It is also important to keep the access to indefinite contract for the staff who wish to make a long-term contribution within the system.	1/29/2021 10:29 AM
738	People who are under development cooperation contracts find themselves doing core work of the organization and not only project related work.	1/29/2021 10:20 AM
739	It feels those who are working hardest often have the least stability/security	1/29/2021 10:18 AM
740	One-year fixed are proposed for 4 years projects. It should be a 4 year contract that can be terminated if the person is undelivering	1/29/2021 10:18 AM
741	The use if contracts is not based on the functions but based on how the contract is funded. This is very wrong	1/29/2021 10:14 AM
742	certaines contrats dit temporaires sont renouvelés sur de longues périodes	1/29/2021 10:09 AM
743	But sometimes workers are given 3 months contracts for a long time	1/29/2021 10:08 AM
744	They are many people in FT contracts who are doing core work, and have been doing this for 10, 15, 20 years, always with a great deal of job insecurity	1/29/2021 10:07 AM
745	Short-term contracts seem to always be allocated to young professionals, it is very rare to see a young professional in a fixed-term position. Young professionals already face high amounts of job insecurity, especially during the COVID-19 pandemic.	1/29/2021 10:06 AM
746	Yes, my organization use these types of contracts as they aims. However, I think, permanent contracts should be reviewed in away to motivate their owners to work more effectively and actively.	1/29/2021 10:03 AM
747	Are those on indefinite contracts really there for long term needs. Many of us dont see it that way. Just seen as a perk for those people	1/29/2021 10:02 AM
748	I think there should be a "no comment" or "other" option on the survey.	1/29/2021 10:00 AM
749	When I was at WHO it used consultancies for what should have been short-term or even fixed-term contracts. At ILO they used short-term contracts for what shouldbe fixed-term. Some short-term contracts have no pension rights. About half my time working for ILO is not counted in my pension because of the type of employment contract. that is really unfair and scandalous for an agency dealing with Labour rights.	1/29/2021 9:58 AM
750	However, of late use of short term contracts has become very prevalent with negative effect.	1/29/2021 9:55 AM
751	Uses fixed term contracts for permanent positions	1/29/2021 9:54 AM
752	Some colleagues appear to be on temp contracts for a very long time (on slippage)	1/29/2021 9:54 AM
753	There is a huge discrepancy between continuing contracts ("regular budget") and fixed term contracts. Continuing contracts have access to additional benefits and are not bound by the same pressure on delivery and performance.	1/29/2021 9:52 AM
754	Short terms are used in an abusive way, while staff holding permanent contracts become demotivated and work less. Some STs may stay in the organisation for years, so it is difficult to say that they are hired to cover "temporary needs".	1/29/2021 9:52 AM
755	Misuse of temporary contracts is well known, i.e. continuing to employ staff on long-term basis on temporary contracts. Less well known and very frequent also is lack of movement from fixed term to continuing/indefinite contracts, also important for job security beyond 1-2 years.	1/29/2021 9:51 AM
756	Some staff is hired on external collaboration arrangements are doing more of routine tasks and are extended one contract after the other. Where as they are contributing to more medium term work streams but derived of all entitlements.	1/29/2021 9:49 AM
757	We don't need permanent contract anymore in the UN System, this is obsolete.	1/29/2021 9:48 AM
758	Trop de TJO sont créés, puis renouvelés avec des break-in-service, cela met les staff members dans une situation terriblement précaire, impossibilité de planifier quoi que ce soit, il y a des temporaires depuis 4 ans dans mon service.	1/28/2021 5:49 PM

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759	There are problems with continuing contracts - many have not been awarded such a contract although eligible, even before these were stalled in the wider UN system.	1/28/2021 3:30 PM
760	In my experience over 13 years at the UN, 'fixed-term' contracts are effectively long term contracts which grant increasing job security as time goes by. They are offered for 'structural posts' at the UN and when 'Continuing' contracts are issued, are so on the existing post where the staff member was (the 'fixed-term' contract). They should be called something like 'tenure-track' fixed-term contracts.	1/28/2021 11:24 AM
761	Sometimes rules for short-term staff are not applied equally if you have contacts well placed, so even if you are doing a great job, you may see your contract terminated or if you are inefficient, you can get a fix-term or more short-term contracts. All depends on who you know.	1/28/2021 9:18 AM
762	I believe most staff are almost exclusively on FTA/TA, but also see many TAs being utilized to get around FTA requirements	1/27/2021 9:35 PM
763	Strong limits to longer-term contracts (e.g. the fixed term contracts are not converted into continuous although it would be possible).	1/27/2021 3:40 PM
764	It is unequal between Permanent staff and fixed term staff. As they have different salary scale even they do the same job or even less job than fixed term staff but permanent staff gets more salary.	1/27/2021 5:08 AM
765	Arbitrary selection and use of temporary to exclude current staff from selection	1/26/2021 2:28 PM
766	Temporary/short-term contracts are a vehicle to distort the geographic balance of the Organisation. Many staff also do not have the institutional knowledge to be able to perform optimally.	1/26/2021 2:27 PM
767	Temporary contracts are given as a favour to director's friends	1/26/2021 10:55 AM
768	I know people that have been with short term contracts for years.	1/26/2021 10:30 AM
769	the organization is not offering continuous/permanent any more	1/26/2021 10:00 AM
770	Short term contracts are too often used to meet long term needs	1/26/2021 5:58 AM
771	ILO does better than many other UN orgs and agencies, but instances of misuse of contractual arrangements are commonplace	1/26/2021 5:51 AM
772	People who are clearly underperforming were switched to continuing contract because they got on very well with their past supervisor who was only in the office for less than five years. Now the office is suffering.	1/26/2021 4:06 AM
773	Abuse of temporary contracts	1/25/2021 10:56 PM
774	Too many TJO	1/25/2021 10:54 PM
775	The organization uses ICA contracts in place of staff contracts to cut costs; the organization expects the same level of engagement, performance and dedication from those working under ICA contracts as those working under staff contracts, despite the lack of job security and benefits.	1/25/2021 9:09 PM
776	The organization is complicating in many cases the possibility to be entitled for Continuing appointments through the Performance reports. It seems there's a non-official statement at senior mgmt level to avoid exceeding expectations qualifications.	1/25/2021 6:58 PM
777	Temporary (and even fixed-term) contracts are usually misused to cover long-term needs - bad enough for FTAs and even worse for TAs.	1/25/2021 5:14 PM
778	almost no chance to get a continuing contract	1/25/2021 5:07 PM
779	there seems to be an assumption that fixed term contracts will be continued, and that there is an obligation toward keeping staff on when these expire. Surely fixed term contracts should regularly come to an end?	1/25/2021 4:38 PM
780	I am on the Fixed terms since 2004... did not get continuing. Renewals are done last minutes and I am scared not to be renewed given the financial situation (also, I am a white male.. less chances to remain or be promoted)	1/25/2021 4:22 PM
781	Again, use of word staff is limiting. Many consultants are being asked to do staff jobs without any of the benefits or protections.	1/25/2021 3:09 PM
782	We also have the ICA modality and these contracts are used in place of staff contracts. Opportunity for progression through the contract modalities is limited	1/25/2021 2:20 PM
783	I don't see the point of having fixed-term contracts that are being renewed for ever. What not	1/25/2021 12:52 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 having continuing contracts for everybody and an efficient/wider mobility plan for every single grade

SurveyMonkey

784	After over 7 years in current fixed-term contract, with three geographical moves including all extremes of duty stations, I am still offered 1-year contract at a time although my position/role is a stable one.	1/25/2021 12:32 PM
785	Many staff members with fixed term contracts do essential work beyond temporary needs or specific dates/deadlines.	1/25/2021 11:59 AM
786	Review in making consultants take break is needed.	1/25/2021 11:27 AM
787	Overuse of temporary contracts.	1/25/2021 11:16 AM
788	No, my org follows a policy to shorten the contract as means of putting pressure on me to be more productive. For me this policy is firing back on the organization. Lousy HR giving bade advice to top management	1/25/2021 11:13 AM
789	I don't believe there are continuing / indefinite contracts for field staff as staff arrangements are dependent on donor funding	1/25/2021 10:53 AM
790	FT contracts tend to become continuing with few exceptions	1/25/2021 10:26 AM
791	Have your cake and eat it too seems to be the management's motto.	1/25/2021 10:21 AM
792	Je trouve qu'il y a un vrai abus dans les contrats SSA. Je pense que ces contrats ne devaient même pas exister au sein des Organisations Internationales	1/25/2021 9:19 AM
793	unfortunately I have encountered many colleagues with permanent contracts who abuse the system, do not care about work performance, and treat those around them with little respect, because they feel "safe" while others always fear they may not be renewed.	1/25/2021 9:07 AM
794	too many short-termers end up becoming fixed terms, and fixed termers end up with de facto continuing	1/25/2021 8:55 AM
795	Non, je pense que le service de l'administration , joue avec les contrats se qui n'est pas normal , ils sont hors la loi.Moi je devrais avoir un contrat continu car j'ai plus de dix ans au service des Nations Unis.	1/25/2021 8:38 AM
796	All types of employment should be subject to the job fitness and should appear to be suitable for the job. Most permanent contract holders are quite static and passive, in my experience.	1/25/2021 8:28 AM
797	Too much people recruit with special service agreement contract, while they could have been recruited with a real short term contracts.	1/25/2021 7:58 AM
798	It's a bit unfair that some people got permanent contracts just because they joined the organization before. They're really secure with their jobs and sometimes don't care about evaluation or how they perform at work.	1/25/2021 7:14 AM
799	There should be flexibility to cancel permanent contracts also based on bad performance but in reverse better job security for shorter term contracts based on good performer	1/25/2021 5:55 AM
800	mostly yes, but not always. i've seen some cases where temp appt was used when it should be fta.	1/25/2021 5:53 AM
801	In my experience, I have seen staff on permanent contracts check out. They do sub-par work because they know they can not get fired. There needs to be more accountability in how work is done.	1/25/2021 5:50 AM
802	Really depends on what job is opened when you apply	1/25/2021 5:31 AM
803	Many people spend very long years on short term contracts although those are effectively carrying out permanent duties	1/24/2021 5:47 PM
804	I see some abuse of short term/temporary contracts.	1/24/2021 9:14 AM
805	Too many people are on TJOs for years, which is not "temporary".	1/23/2021 3:32 PM
806	Short terms contracts are max 11 months and can be renewed only once, fixed terms are converted to continuing after 4,5 years, subject to Nerds für the long term Post, availability of funds and performance of the staff	1/23/2021 5:51 AM
807	Too many good staff are kept on short term contracts for too long. We are not developing strong future leaders	1/23/2021 3:59 AM
808	Debería haber contratos a plazo fijo con metas a cumplir tal vez a 10 años, el no cumplimiento otorga una razón para el despido. Se abusa de los beneficios que otorga la	1/23/2021 3:20 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

Encuesta sobre el "futuro del trabajo" en el sistema común de las

organización, los 7 días sin certificar, licencias médicas poco transparentes, creo que correspondería poner énfasis en una mayor fiscalización y entregar control a los supervisores de cada funcionario. Siempre se enferman los mismos, en las fiestas de fin de año, cumpleaños u otros eventos en beneficio personal. Lo veo repetidas veces, llevo 25 años trabajando en la ONU, muchas veces pagando horas extras para cubrir servicios de seguridad

809	This data is not availed or reviewed by my agency, nor have special studies been commissioned to my knowledge	1/23/2021 1:07 AM
810	People on temp appts are then recruited, so unfair competition.	1/23/2021 1:06 AM
811	Pour le moment...	1/22/2021 6:18 PM
812	Trop de contrats de consultants engagés pour exécuter des tâches qui devraient être faites par un fonctionnaire.	1/22/2021 6:16 PM
813	minimum duration contracts	1/22/2021 5:29 PM
814	Difficult to have an overall overview if not in HR or Executive/Leadership position.	1/22/2021 5:00 PM
815	Hay casos de personas que trabajan desde hace muchos años en mi División y a quienes se planea seguir contratando porque desempeñan labores necesarias, que, sin embargo, solo pueden acceder a múltiples contratos de corta duración encadenados.	1/22/2021 4:43 PM
816	some people spend years on temporary contracts	1/22/2021 4:41 PM
817	Temporales con más de 6 años de servicio, no debería ser.	1/22/2021 4:20 PM
818	Se usan criterios discriminatorios para asignar contratos	1/22/2021 4:09 PM
819	Existen personas con contratos permanentes y trabajan mucho menos que las que tenemos contratos temporales, incluso a veces hacemos su trabajo.	1/22/2021 4:07 PM
820	They completely abuse short term contracts. I am giving sometimes 1 month contracts at a time. I have been here for 5 years. This means I need to renew all my documents with the government even for one month! Plus, I am considered national staff, even if I am international, in order to save on MSLS.	1/22/2021 3:27 PM
821	Abuse of temporary contracts over extended periods.	1/22/2021 3:05 PM
822	in many cases it does, but in other cases the allocation of contract type is a historical accident and is not well aligned with the needs	1/22/2021 2:07 PM
823	The head of agency abuses the use of short fixed term contracts, renewing annually instead of for 2-5 years, to maintain staff in a precarious position. This does not make the organization agile, it just consolidates the power of a despot, undermining the diversity of an independent civil service, a diversity that is critical to an agile organization	1/22/2021 12:55 PM
824	Certains collègues sont sur des contrats temporaires depuis des années et ne bénéficient pas des memes avantages que moi en temps que personnel engagee sur contract permanent. Je trouve cela injuste.	1/22/2021 11:57 AM
825	I am step 9 (starting my 10th year of work), I would think my fixed contract could be for a longer period (not just two years), based on my performance. The other issue is with moving to a continuing contract, the process is not clear, there is a backlog, it doesn't seem transparent and my ability to get one seems based on factors outside of my control....i.e. availability and the fact they seem many years behind....	1/22/2021 10:03 AM
826	temporary contracts ought to be for genuinely temporary work, but are more often used as a stopgap way of filling a permanent position because hiring for the permanent post takes so long	1/22/2021 9:45 AM
827	I am working in the UN Secretariat for 13 years and still on 2 years fix-term contract	1/22/2021 9:34 AM
828	I know staff that have been serving for the longest time and yet still renewed only 1 year at a time, this in so unfair	1/22/2021 9:32 AM
829	I don't know how these types of contracts were used.	1/22/2021 9:11 AM
830	To a certain extent yes. The temporary assignemnts in some cases are not properly used. We see staff hired and re-hired repeatedly on short term contracts.	1/22/2021 9:07 AM
831	Generally yes, though the reduced entitlements (notably leave allowances) of some contracts is of concern as being unfair.	1/22/2021 8:30 AM
832	Many consultants are used for long-term functions. Even though they are temporary employees, they are given the responsibility of a long-term staff member.	1/22/2021 8:17 AM

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833	They pick and choose	1/22/2021 7:58 AM
834	Eligibility conditions for granting of continuing contracts need to be reviewed and harmonized (e.g. some categories of staff are not entitled to continuing contracts at all, some are eligible after 2 years, while others must adhere to the longer wait required, usually over 5-10 years once all administrative formalities have been followed). Use of temporary contracts also requires review.	1/22/2021 7:43 AM
835	Conversions to continuing contracts were "suspended"	1/22/2021 6:55 AM
836	Short term and cst used for over 10 years on same post, competing with fixed term mobility	1/22/2021 6:41 AM
837	There are no continuing/indefinite contracts. Fixed term contracts are used for long term needs, and temporary contracts are used for medium term needs or when the funding is project based even if the needs are long term.	1/22/2021 3:18 AM
838	I assume that there is some budgetary pressure in the mix of contracts issued.	1/22/2021 1:20 AM
839	temporary contracts punish employees with 3-month breaks while the intention is to limit the unnecessary use of temporary contract. 12-month contracts are not even issued when funds are there. More flexibility in terms of geographic and working location of staff should be allowed when both employer and employee benefit.	1/21/2021 9:23 PM
840	I consider my position as a long term need post, but has been working on a two year renewable fixed term contract since I joined the UN in 2011.	1/21/2021 8:17 PM
841	N/A	1/21/2021 8:17 PM
842	temporary/short terms contracts are most often used for medium/long term needs	1/21/2021 7:52 PM
843	Arbitrary and favouritism	1/21/2021 7:45 PM
844	I believe there are no more continuing contracts	1/21/2021 7:26 PM
845	Too many short-term contracts and vacant positions. There should be more long-term contracts and a faster selection process	1/21/2021 7:06 PM
846	In my experience, short-term recruitments were used as a temp measure when posts could not be created, regardless of the need. This is to say, staff on short term contracts were covering long term needs, without having job security.	1/21/2021 7:06 PM
847	I have been on a fixed term contract over 7 years now and still not continuous contract which i have been eligible for over 2 years now.	1/21/2021 7:06 PM
848	Temporary contracts had been abused even before 2009 reform, while the reform did not stop this, but only made it worse.	1/21/2021 6:42 PM
849	i would feel secure if i have a permanent term contract as my other colleagues	1/21/2021 6:35 PM
850	Continuing contracts are rare, even for long term needs. I don't think I'll ever be offered one even if I work for my organisation all my life.	1/21/2021 6:28 PM
851	I have a permanent contract but I regularly hear about people on short-term for long periods. They cannot get mortgages, etc.	1/21/2021 6:19 PM
852	FTA are not used mainly because funding is not 12 months or longer, or hiring managers assume filling JOs will take too long. This is often a managerial issue, not organisational	1/21/2021 5:46 PM
853	Unfortunately, the lack of transparency on how the duration of the fixed-term appointment is changed almost from one year to another(and here I strictly refer to the ongoing contracts that changed their duration from two years to one and back again to two) does not provide confidence that the organization is making changes uniquely to meet business needs and it seems abusive towards their staff.	1/21/2021 5:39 PM
854	I work with temporary contracts for positions that are fixed-term or continuing/indefinite	1/21/2021 5:38 PM
855	I have been on consultant and TA contracts while performing FT duties all along for the past 5 years.	1/21/2021 5:23 PM
856	In general yes - although some staff stay for a long time on temporary contracts.	1/21/2021 5:04 PM
857	Organizations often try to keep vacant posts open for staff temporary so they have more freedom to choose whom they recruit.	1/21/2021 5:02 PM
858	overusage of short-term contracts resulting in lack of trust and instability for colleagues	1/21/2021 4:57 PM
859	Short-term contracts are often used to keep people in the organization for many years (with a lot of uncertainty, chains of 1-2 month contracts). Short-term staff don't usually have	1/21/2021 4:56 PM

860	Too many TA, FTAs should be 2-5 years not per year.	1/21/2021 4:52 PM
861	The policy is that staff with the "weakest" contracts are pressured to move or laid of, while staff with strong contracts are job secure - irrespective of their performance. Yet they cannot be touched, so they are safe.	1/21/2021 4:48 PM
862	I have an ongoing case for a continuing type of contract, waiting for a response from DMSPC-OUSG-MEU since June 2019.	1/21/2021 4:47 PM
863	On instaure une précarité qui détruit la solidarité. Chacun craint de perdre son poste et exécute les ordres en faisant fi du bien être et de l'intérêt du personnel	1/21/2021 4:42 PM
864	although in previous departments I was in, they abused the intern program incredibly, having them do P-3+ level work	1/21/2021 4:41 PM
865	We have too many temporary staff and with this little geographic diversity (most are from nearby).	1/21/2021 4:39 PM
866	Temporary contracts are used for permanent needs.	1/21/2021 4:30 PM
867	not based on merit	1/21/2021 4:25 PM
868	Excessive number of staff as Temporary/short-term, many of who stay with the organization for many years. Not enough YPP/NCE.	1/21/2021 4:20 PM
869	Cela fait plusieurs fois que je demande aux RH de considérer de me mettre en contrat fixed-term continuing mais l'on me répond que cela ne se fait que certaines années, lors de campagnes...Je n'ai jamais eu l'occasion formelle de le demander	1/21/2021 4:16 PM
870	many staff should get fix term or continuing contract, but they can't get it	1/21/2021 4:05 PM
871	As far as I know continuing/indefinite and permanent contract modalities are no longer available to our staff, definitely not to new staff.	1/21/2021 4:03 PM
872	Use of subjective criterias	1/21/2021 4:01 PM
873	In my view, the Organization started using Temporary contract too often even when the rules for FTA apply to the post leading to lack of stability for all staff	1/21/2021 3:59 PM
874	I don't think permanent contracts should exist, so I am glad they were abolished. But I'm glad they did not do so retroactively (and not only for my own sake).	1/21/2021 3:57 PM
875	In some sections where I've worked short-term temporary contracts are used to staff up as new continuing posts are not easy for a section to attain. This creates instability in sections.	1/21/2021 3:57 PM
876	Continuing contracts are unattainable because too many have been given. Very disheartening after working nearly 20 years in the system.	1/21/2021 3:57 PM
877	Colleagues are on temporary assignments for years, and staff on FT for years keep getting renewed for 1/2 years instead of getting continuing contracts.	1/21/2021 3:56 PM
878	there is too much temporary employment	1/21/2021 3:56 PM
879	We are often forced to open temp posts even if we know a fixed-term is needed. This doubles the admin work (going through hundreds of applications, doing the selection process again etc.) and limits the quality of applications (not everyone is interested to give up her/his job for a temp position). The criteria for converting contracts to continuing appointment remain opaque to me altogether. More transparency there would be warranted.	1/21/2021 3:55 PM
880	Too many and too long short-term contracts	1/21/2021 3:54 PM
881	My organization (OCHA) overuse the temporary assignments with no/little prospect for regularization	1/21/2021 3:54 PM
882	I cannot judge the use of contracts for the whole United Nations system. In the entity where I have been working, I see that managers are forced to use consultancies and short-term contracts due to lack of funds, but also because they do not get an authorisation to use fixed-term contracts even for XB projects, even if there is funding in place for 2-3 years.	1/21/2021 3:54 PM
883	Mon organisation utilise ces différents types de contrat en fonction des possibilités qui lui sont accordées, c'est à dire de moins en moins de fix term ou des fix term de plus courte durée et de plus en plus de contrats temporaires, les budgets pour d'autres contrats n'étant pas disponibles.	1/21/2021 3:53 PM
884	Malheureusement il y a eu beaucoup de personne qui ont travaillé longtemps comme	1/21/2021 3:50 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

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Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 temporaire sans jamais se voir laisser l'opportunité d'obtenir un contrat fixe et aujourd'hui ils sont tous sans emploi, l'organisation a une part de responsabilité dans la precarisation de ces contrats dont elle a abusé. D'autre part les contrats continus qui remplacent les anciens contrats permanents ne sont pas accessibles à tous, dans mon service seul les G5 y sont éligibles et même pour eux les critères d'éligibilité ne sont pas clairs.

885	Proliferation of temporary contracts; while the lack in benefits/rights compared to fixed-term or other staff is meant to discourage proliferation of short term contracts, it effectively punishes the employees rather than motivating the employer to provide more fixed-term contracts.	1/21/2021 3:49 PM
886	In general, there are no universal criteria and mobility in early years of career was not considered. Mobility between units of the same headquarters should not be rated the same as mobility between Duty Stations. Nobody proposes objective criteria, including staff union who do not want to promote real mobility. For example, during the latest revision, they were considering only the last 7 years of a person's career. Such short-sighted criteria do not consider all the career of an individual!	1/21/2021 3:49 PM
887	The majority of staff should have permanent contracts as all civil servants in the world instead of having too many consultants and staff on short term contracts that create uncertainty, lack of business continuity and frustration	1/21/2021 3:46 PM
888	J'ai été engagée sur un contrat fix-term de deux qui a été renouvelé deux fois. Mon contrat a ensuite été renouvelé pour 5 ans, ce qui correspond aux règles de base des ressources humaines. Mon dernier renouvellement a toutefois été limité à nouveau à 5 ans, ce qui n'est pas acceptable et donne l'impression de vouloir pénaliser le personnel et ne donner aucune importance aux performances. Cette mesure est injuste et injustifiable.	1/21/2021 3:46 PM
889	It has since last year improved in this area, with more scrutiny over contract types	1/21/2021 3:44 PM
890	Due to a question of funding source, we need to employ consultants for staff tasks	1/21/2021 3:44 PM
891	OCHA ne respecte pas les principes élémentaires prônés par les Nations Unies. Ils abolissent n'importe quels types de contrats sans se soucier du staff et sans raison sérieuses.	1/21/2021 3:43 PM
892	Over two years we moved from IICA to TA and now threatened to move back to IICA.	1/21/2021 3:43 PM
893	In general I often find staff with permanent contracts to be the most inflexible in the organisation and seem to have a feeling that they don't have to put in much effort as they can't be fired. This desperately needs to change to a more private sector approach with permanent open ended contracts but with more accountability for performance and results and swifter resolution of issues relating to staff performance	1/21/2021 3:41 PM
894	Favoritism is sometimes used for friends or "boot lickers" to give a favourable contract	1/21/2021 3:41 PM
895	Many of us are on an endless cycle of FTA contracts of max 2 years - giving us almost no financial security, including for our families!	1/21/2021 3:39 PM
896	At CLM, more than 2/3 of the Language teachers are hired under a consultant "contract" sometimes since years. This is not appropriate. Plus, they encounter problems with the Swiss authorities, which are not taken into account by the HR (they cannot get a document attesting of their work at the UN).	1/21/2021 3:38 PM
897	Consultancy contracts are often abused. There are cases of linking short term contracts as well. But on the other hand there are a lot of people on permanent/continuing contracts that do nothing and are impossible to get rid of.	1/21/2021 3:38 PM
898	There are too many temporary contracts and continuing contracts a non-existent except for those who obtained it many years ago	1/21/2021 3:38 PM
899	use them, yes. appropriately... that remains to be seen.	1/21/2021 3:37 PM
900	see my comment above. after 5 years you are eligible for a continuous contract, but a ceiling prevents it. This is unfair	1/21/2021 3:37 PM
901	Il serait intéressant de connaître le pourcentage des short, fixed and permanent contrats	1/21/2021 3:36 PM
902	Staff on temporary contracts can remain on such contracts for many years resulting in unequal rights for the same work as staff with fixed term contracts, working for the same duration.	1/21/2021 3:35 PM
903	I think it's mostly the case at UNOG, but not always. Sometimes there are real budgetary/systemic constraints that prevent managers from giving more secure contracts	1/21/2021 3:35 PM
904	Efforts have been made to make greater use of fixed-term contracts rather than temporary contracts where possible which is positive. However, the reduction of fixed term contracts to	1/21/2021 3:34 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

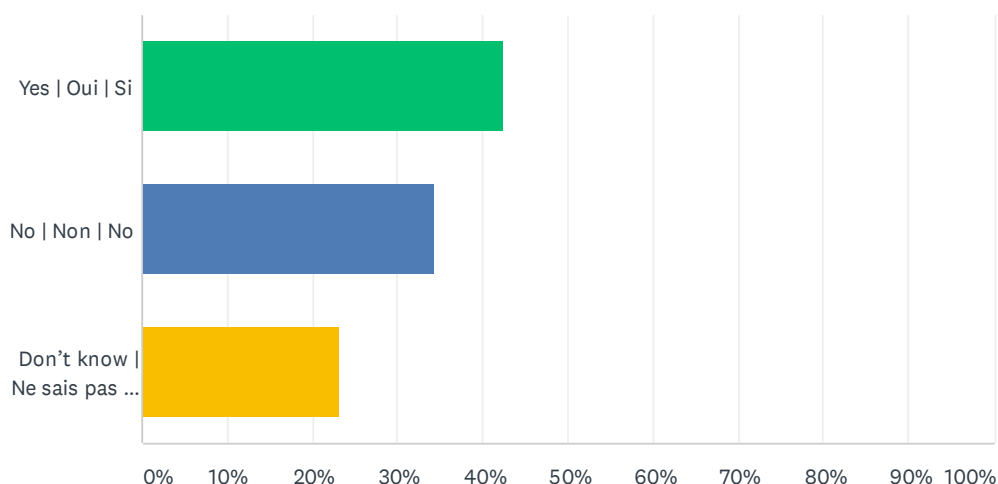
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 2 rather than the allowed 5 years across the board is detrimental. The system for continuing contracts is quite scandalous: in principle after 5 years of continuing employment, in practice more like 8 year and more and then none for professionals this year?!

905	I should have by now received a continuing appointment but as this process is behind/frozen I have not	1/21/2021 3:32 PM
906	Don't forget the LARGE number of people employed by the UN on OTHER status: consultants, UNOPS, JPO, interns, standby partners, etc. These "non UN" statuses are OVERUSED by UN entities because of the lack of flexibility of the regular UN contracts. If you defend the interest of ALL who work in the UN, please consider also these people who have very poor "non UN" contract, and could possibly benefit of a new type of UN flexible contract.	1/21/2021 3:32 PM
907	I agree that permanent contracts are not a good approach. The near totality of staff in my organisation that I know is on a permanent contract is substantially underperforming and undermining the overall performance of the agency, as opposed to overachieving staff on temporary and fixed-term contracts. I therefore agree on retaining some elements of flexibility that allow both the organisation to be fit for purpose but also staff to remain motivated, get new responsibilities and develop professionally. This can only be done if there is greater job security while not giving anything for granted.	1/21/2021 3:32 PM
908	Too many temporary contracts - these days almost all VAs are TJO.	1/21/2021 3:31 PM
909	people are used and then thrown away	1/21/2021 3:31 PM
910	It's a very new mechanism and the contracts on offer were initially only temp. I definitely see an improvement whereby many contracts were changed from temp to fixed but there is not word whatsoever on offering continuing/indefinite contracts.	1/21/2021 3:31 PM
911	Staff are constantly renewed on temporary contracts after a break in service...if they are needed permanently they should be employed permanently	1/21/2021 3:29 PM
912	Almost everyone I know has a temporary contract. Fixed-terms are becoming more frequent. I do not think I know anyone in my age group or pay grade that has a continuing contract.	1/21/2021 3:28 PM
913	Too much reliance on the exploitation of precarious workers	1/21/2021 3:26 PM
914	In OHCHR staff on temporary contracts perform core functions. Many staff have been on temporary contracts for years. Aside from the insecurity this brings, it is deeply inefficient with human resources time being taken up with constant renewals of three-month contracts.	1/21/2021 3:26 PM
915	When I've joined the organisation I was shocked to find colleagues on short-term contracts for more than 5 years. Luckily I was later in a position to change this	1/21/2021 3:24 PM
916	I am secretary to a working party - this should be a long-term position. But as I was hired 3.5 years ago, I am under short term contracts.	1/21/2021 3:24 PM
917	We don't have permanent or continuing contracts	1/21/2021 3:23 PM
918	There should be more continuing and permanent contracts, particularly after a certain number of years within the UN	1/21/2021 3:22 PM
919	However, the opportunity for continuing contracts has not come up in some time.	1/21/2021 3:22 PM
920	Je ne suis pas dans l'équipe dirigeante pour le savoir.	1/21/2021 1:31 PM
921	UN should be a role model in contracts where permanent contracts should be given to staff who have been serving for more than 10 years	1/21/2021 12:37 PM
922	Some staff members are still on fixed-term contracts after more than 5 years. It would be better for job security if these can be converted to continuing/indefinite contracts. Having contracts that need to constantly be renewed creates insecurity, anxiety and stress among staff members. It can lead staff members to feel demotivated in their roles.	1/21/2021 11:07 AM
923	Generally they are used appropriately.	1/21/2021 10:35 AM
924	In essence, I have qualified to be under continuous contract but nobody is talking about it. NO information provided on this matter	1/21/2021 9:15 AM
925	I have been with UN 15 years with no opportunity for continuing contract due to one single 5 months break in service	1/21/2021 7:56 AM
926	Consultants are exploited temps. This modality weakens every aspect of our work. it reduces our internal capacity and institutional knowledge and makes planning difficult. No consultants for operational work.	1/21/2021 1:04 AM

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927	Permanent employees rules and controls temporary employees and consultants or Uber style contractors. This results in injustice and exploitation	1/20/2021 11:59 PM
928	Mis use temporary for budget reasons	1/20/2021 11:58 PM
929	People worked as temporary staff for more than 8 years (including mandatory breaks), finally hired with fix term contracts with 1 year of probation (!!!) and contract lengths of 1 year	1/20/2021 11:39 PM
930	Hilarious	1/20/2021 10:54 PM
931	Too many short terms co tract for core work	1/20/2021 10:38 PM
932	Well first, most consultancies should really be short-term or fixed-term staff if we're doing things properly. I also think the organization should fight the GA's tendency to put arbitrary limits on the number of continuing appointments. Good staff on FTAs should be given job security. Bad staff on CAs should be performance managed towards improvement or separation.	1/20/2021 10:17 PM
933	Consultant contracts are used a lot	1/20/2021 8:41 PM
934	Temporary contracts are a funding and buroocracy expedient. There is nothing wrong with the concept of a one, two or three year contracts.	1/20/2021 8:14 PM
935	Normally FT appointments are never issued for more than one year and continuing appointments are never issued.	1/20/2021 6:44 PM
936	Il existe un quota de contrats "sans limitation de durée", et l'obtention d'un tel contrat dépend la plupart du temps du départ à la retraite des collègues qui en sont titulaires, et donc de la réponse aux besoins (court, moyen ou long terme) de l'organisation.	1/20/2021 4:08 PM
937	I think we are too quick to use temp contracts. My understanding is that it is not within my organization's control to give out continuing contracts.	1/20/2021 3:11 PM
938	It is using too many temporary contracts for periods of more than a year because they are too lazy to do proper recruitments	1/20/2021 2:25 PM
939	No indefinite contract	1/20/2021 12:48 PM
940	WMO still has no continuing contracts. when moving from UN Secretariat to a WMO position, one loses continuing contract status.	1/20/2021 12:46 PM
941	L'Organisation déploie régulièrement une ingéniosité pour ne pas offrir de contrat à durée déterminée pouvant mener à un contrat permanent.	1/20/2021 11:24 AM
942	Abuse of both short term and consultancy contracts is rife in our organization and across the system. So many people are in what most member states' legal systems would define as dependent employment relationships. But the UN gets their labour on the cheap. It's illegal in most countries and against international labour standards.	1/20/2021 11:12 AM

Q13 The General Assembly has stated repeatedly that “the use of consultants should be kept to an absolute minimum and that the Organization should use its in-house capacity to perform core activities or to fulfil functions that are recurrent over the long term”. Other governing bodies have established similar principles. In your experience, does your organisation makes an appropriate distinction between consultancy contracts and staff contracts? | L'Assemblée générale a déclaré à plusieurs reprises que le recours aux consultants devait être limité au strict minimum et qu'il ne fallait faire appel à leurs services qu'en cas de nécessité, et elle a souligné que l'Organisation devait mobiliser ses propres compétences internes pour les activités de base et les fonctions récurrentes devant être assurées à long terme. D'autres organes directeurs ont établi des principes similaires. Pensez-vous que votre organisation fait la distinction entre les contrats octroyés aux consultants et ceux octroyés aux membres du personnel ? | La Asamblea General ha declarado repetidamente que "el empleo de consultores debe reducirse al mínimo absoluto y que la Organización debe utilizar su capacidad interna para realizar actividades básicas o cumplir funciones que se repiten a largo plazo". Otros órganos rectores han establecido principios similares. Según su experiencia, ¿hace su organización una distinción adecuada entre los contratos de consultoría y los contratos de personal?

Answered: 5,259 Skipped: 1,035



ANSWER CHOICES	RESPONSES	
Yes Oui Si	42.42%	2,231
No Non No	34.30%	1,804
Don't know Ne sais pas No lo sé	23.27%	1,224
TOTAL		5,259

#	COMMENTS COMMENTAIRES COMENTARIOS:	DATE
1	Permanent long-term positions are filled by UNOPS contractual staff	3/24/2021 2:51 PM
2	In the operations where i have worked, this was clearly communicated.	3/22/2021 11:18 AM
3	Agreed, however for UNHCR Protection this would require a complete review of staffing benchmarks in relation to number of POCs and objectives. Furthermore with the shift to decentralization and significant increase in reporting there should be an commensurate increase in Reporting staff and a Centralization of reporting lines; Protection staff should not be spending 150% of their time on reporting to two regional bureaus concerning two refugee Situations. The Centralization at HQ under Africa Bureau was streamlined, harmonized without duplication of efforts or demands on one's time.	3/20/2021 10:27 PM
4	Mais dans le sens de favoriser les consultants.	3/17/2021 2:29 PM
5	Distinction is made between consultancies and fixed term staff, but consultants are used too frequently when the work could be done by staff in-between assignments.	3/17/2021 1:37 PM
6	Consultant are often employed on long term appointments.	3/17/2021 9:31 AM
7	I am on 1 year UNOPS contract for 5th year in a row. And the job i am doing is not temporary or expected to go away.	3/16/2021 9:45 PM
8	more consultants and PM's i believe from outside	3/16/2021 9:04 PM
9	However, due to budget constraints allocated on staffing, and just by the fact sometimes that the nature of the operation is more human resource intensive rather than requiring more budgets for project, use of individual contracts are resorted to in order to fill the gap for staffing on recurring functions.	3/16/2021 6:51 PM
10	Not really, a number of consultants are in effect staff hired on UNOPS contracts, with no specific expertise or experience, it's more of an "entry" position.	3/16/2021 6:32 PM
11	At the organisation level, I do not have visibility. My division from what I know there is no issue with consultants	3/16/2021 5:47 PM
12	My boss has a fixed-term talent contract. My colleague, who has similar experience and performs a similar role, has been on a UNOPs P2 without a promotion for six years.	3/16/2021 11:48 AM
13	RAS	3/16/2021 9:17 AM
14	.	3/16/2021 8:39 AM
15	As mentioned above, for WFP South Sudan, for example, it is consultants that are higher in number, even for management-level positions	3/16/2021 4:42 AM
16	Les consultants sont plus considérés .	3/15/2021 4:48 PM
17	RAS	3/15/2021 4:11 PM
18	Les conditions de services et de traitement entre les consultants et le personnel sont bien différentes. Ce qui a pour conséquence de pousser les managers à recourir de pins en moins aux consultants	3/15/2021 3:54 PM
19	N/A	3/15/2021 2:58 PM
20	Mais le constat est que souvent les consultants sont pris sur une base subjective (amis des managers, reconnaissance, ...)	3/15/2021 2:51 PM
21	For the most part, i think so. However, the question is the criteria we use to evaluate this.	3/15/2021 12:23 PM
22	To the extent of my knowledge	3/15/2021 9:02 AM
23	That depends on the definition on consultants. 30% of UNHCR staff are affiliate workforce, i.e. unops contract holders, deployees or similar. In my view, these are to be equated with consultants for this purpose, for which reason I think the answer should be no.	3/15/2021 8:30 AM

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24	I strongly believe, infusion of new ideas from people outside of the organization has its own value. However, the agency has paramount responsibility to hone its own talents, make continuing learning an open opportunity for all, not only for staff at the top level. Sometimes my organization tend to hire externals as new staff when there are plenty waiting in the sidelines with years of experience but not given adequate exposure and opportunity.	3/15/2021 7:58 AM
25	Staff who have done their best from consultancy to becoming staff member found themselves without assignment due direct recruitment (different from consultancy). Consultancy is important but shouldnt be a reason to forget those who have given their lives for the organisation and found themselves without a Job. Knowing that those consultant will reach that stage one day.	3/14/2021 3:51 PM
26	Same as above, one would need much better overall insight to draw conclusions	3/13/2021 11:32 AM
27	To be honest I am not exactly sure how consultancy cotracts are used I know in my units we only use them for short term needs but cant say for the whole organisation	3/13/2021 10:40 AM
28	l'organisation utilise de temps en temps les consultant en cas de nécessité; quant à la nature du contrat, je ne sais pas.	3/13/2021 8:02 AM
29	Consultancy and contractors are used for positions which should be staff positions	3/12/2021 6:25 PM
30	Some surge capacity needs consultants and external contractors to allow for adapting to emergencies	3/12/2021 2:19 PM
31	I don't think that we have many consultancy contracts	3/12/2021 1:11 PM
32	The decision was just made to cut 3 types of contactual relationships that allowed for SURGE capacity under a global fund. While those may have been abused in some cases, they offered an opportunity to access short term staff quickly for limited assignments and tasks. Staff CAN do that work but recruitment times and budgetary planning mechanisms are such that the hiring process and funding of such posts would delay commencement beyond the usable time. For activities that are entirely programmatic but that need additional staff for short periods there should be no problem with consultancy contracts. Abuse should of course be curbed so that we do not mask costs - or maintain people on poor contracts with little protection for long periods.	3/12/2021 11:45 AM
33	Consultants are often doing work that could also be done by certain staff.	3/12/2021 11:37 AM
34	After 5,years issue of indefinite. Then after 10years issue permanent	3/12/2021 3:57 AM
35	We have consultants performing our core work.	3/11/2021 6:33 PM
36	It makes a clear distinction, but relies far to much on young, underpaid staff in affiliate workforce positions and gives them insufficient security and career path.	3/11/2021 5:58 PM
37	Yes, They do the appropriate distinction between.	3/11/2021 3:00 PM
38	N/A	3/11/2021 2:50 PM
39	RAS	3/11/2021 2:41 PM
40	No.	3/11/2021 2:26 PM
41	There needs to be a greater agreement that some specific tasks are time bound and require a certain expertise and in these instances it is actually very healthy to be able to recruit under consultancy arrangements.	3/11/2021 12:35 PM
42	For example, consultancy contracts are used to boost capacity of some authorities. However, one of our interpreters on a consultancy contract has been performing for over two years now with benefits lower than those of an in-house interpreter	3/11/2021 12:04 PM
43	Since they exploit Temporary Contract staff for long periods and performing functions of higher grades, I expect they also do not use consultants in the proper manner either.	3/11/2021 11:08 AM
44	While this might be slightly different topic, there has been a surge of very senior ,advisors', often based on arrangements with certain governments whose loyalty to the UN organisations objectives and principles is often questionable; in addition, senior staff who had to be pulled out from their regular assignments for some form of misconduct/malperformance are often placed into such ,advisor' roles. In these cases it is often very unclear what their role/added value is and these often decisions result in issues/conflicts and impact on the morale of the broader staff.	3/11/2021 10:54 AM
45	Consultant contracts often used for long term periods.	3/11/2021 10:20 AM
46	Shorter term contracts are increasingly used to mitigate budget cuts.	3/11/2021 10:00 AM

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47	I had UNOPS contract for 5 years. My responsibilities under UNOPS contract were more or less the same as for other G staff and NOAs. UNOPS contracts shouldn't be used for such a long term. If organization has a need to cover its mandate related activities, staffing should be increased and the mandate activities shouldn't be covered under UNOPS contractors for long period of time.	3/11/2021 9:03 AM
48	Il ya une distinction parceque les contrat des consultant n'est pas limite,mais pour le personnel est limite ou renouvelable selon les besoins.	3/11/2021 8:34 AM
49	N/A	3/11/2021 6:53 AM
50	Je ne vois vraiment pas la valeur ajoutée des consultants. Souvent c'est le staff qui est encore obligée de réviser et peaufiner leur travail surtout que peu ont une maîtrise de la protection des réfugiés	3/11/2021 6:28 AM
51	Considering the cost benefit as well as expertise, it is not always efficient and effective to have "in-house" capacity but rather outsourcing is a better option.	3/11/2021 2:12 AM
52	distinction yes but may not used properly	3/10/2021 7:32 PM
53	My experience over time has shown me that they are processes are abused	3/10/2021 5:58 PM
54	Consultants work as full time staff and manage offices and people	3/10/2021 5:37 PM
55	not many consultants contracts in UNHCR, but a lot of Affiliate work force	3/10/2021 3:48 PM
56	Temp appoints are understandably used as probationary periods in effect. The one year from hire for FTA is unrealistic as is and a probationary period should be introduced. Temp Appoints also seem to go against the principle of same job, same pay.	3/10/2021 3:16 PM
57	No comment	3/10/2021 3:10 PM
58	It's taken advantage of that consultants don't have to rotate. P staff aims to land a consultancy position at desirable locations.	3/10/2021 2:39 PM
59	Il faut etre utiller pour savoir la procedure et cela n`engage que les decideurs	3/10/2021 2:16 PM
60	Not really	3/10/2021 1:39 PM
61	In this situation, it gives room to employees to voice up their concerns to the needy.	3/10/2021 12:58 PM
62	to many AFW hired to carry out core activities of the Organization. Contracts of AFW in our operation are renewd for several years	3/10/2021 12:28 PM
63	No comments	3/10/2021 12:26 PM
64	We are highly disappointed by external project managers, all the time.	3/10/2021 11:48 AM
65	Pas informé sur ce point.	3/10/2021 11:29 AM
66	Nil	3/10/2021 11:09 AM
67	In recent years, UNHCR has improved the distinction between consultancy contracts and staff contracts. However, other affiliate workforce arrangements (e.g., UNOPS/non-consultancy contracts) are continually used to perform core organisational activities and to cover long-term staffing needs.	3/10/2021 10:57 AM
68	UNOPS contracts used to be common. Although UNOPS staff did the same job as FTA-TA contract holders.	3/10/2021 10:52 AM
69	In recent years I noticed that there are more and more consultants and TA staff and many of them are at HQ in Geneva... Positions in HQ are filled in this way, many are never advertised, so regular staff has no chance to apply and get it. It seems to be reserved to a certain group...	3/10/2021 10:34 AM
70	Many people hired on UNOPS contracts	3/10/2021 10:24 AM
71	No comment	3/10/2021 10:19 AM
72	Beside other contracts for general staff, there are other contractual categories that include UNOPS and IUNV which differs in terms and conditions.	3/10/2021 10:07 AM
73	Promoting G staff to P staff needs improvement	3/10/2021 10:03 AM
74	There are permanent functions being carried out by many people on temporary contracts. It also means there is a culture around the different contract types and how colleagues are perceived differently.	3/10/2021 9:59 AM
75	Keeping people in TA contracts for more than two years is not fair at all	3/10/2021 9:23 AM

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76	This is the question to be responded by HR, as staffs in other sectors I never get involved with contractors	3/10/2021 8:55 AM
77	So many consultants working with limited benefits.	3/10/2021 7:53 AM
78	None	3/10/2021 7:40 AM
79	I believe that consultants can provide invaluable work to UN systems, and sometimes the in-house capacity is not what is needed, esp in situations when we would benefit from a fresh pair of eyes. I feel my organization recognises this and uses consultancies strategically	3/10/2021 2:26 AM
80	none	3/10/2021 1:59 AM
81	Sometime office's staffing plan changes due to the changes in external factors or operational contexts	3/10/2021 1:54 AM
82	I do not have enough information to give an answer about what my organization does at the international level. But in my personal experience, I had consultancy contracts for 22 years at the same post before having access to an FTA contract. It means 22 years of service not considered for my future pension.	3/10/2021 12:24 AM
83	There are some people under consultant contracts that should be internal staff	3/9/2021 11:01 PM
84	no comment	3/9/2021 10:12 PM
85	There is ample underutilized in-house capacity, but it is cheaper to use "disposable" consultants.	3/9/2021 10:08 PM
86	Mais chaque pays a ses principes et ça dépend du volume de travail et la capacité des agents	3/9/2021 9:24 PM
87	Consultancies are used to recruit people whom managers cannot bring in any other way	3/9/2021 9:10 PM
88	Instead of appropriately using TAs the organization uses consultancy contracts (UNOPS), who fulfill roles of staff members without having the same labour rights.	3/9/2021 8:59 PM
89	My organization gave the power to the position's manager to hire the people from external or G2 while ignoring Group One staff	3/9/2021 8:51 PM
90	We hire a lot of consultants.	3/9/2021 7:27 PM
91	Creo que a veces las personas que han contratado como consultores, son sobre valorados y no pasan por los mismos filtros de contratación de las personas de servicios generales	3/9/2021 7:12 PM
92	It depends on what you mean by appropriate distinction.	3/9/2021 7:10 PM
93	OF COURSE NOT!!!! But what to do if the manager thinks to need more staff	3/9/2021 6:17 PM
94	Si le pos avere important , on doit automatiquement nommer quelqu'un.	3/9/2021 6:00 PM
95	NSTR	3/9/2021 5:22 PM
96	Resettlement unit is particularly prone to over use of consultant contracts which provide little job security to contractors. Contracts are short but worse, renewals are made at the last minute	3/9/2021 5:07 PM
97	I don't think that, my organization makes an proper difference between consultancy contracts and staff contracts	3/9/2021 5:03 PM
98	This is borderline. While I do believe there is a place for consultants, often they are kept on too long in situations where it is clear that the post should be regularized.	3/9/2021 4:32 PM
99	Entire teams that are doing crucial work for the organizations are being made out of consultants, who would love to be turned into proper staff, but the organization simply doesn't do it.	3/9/2021 4:24 PM
100	Yes, UNHCR does an appropriate distinction.	3/9/2021 4:20 PM
101	I know colleagues in my office who are consultants and have more than a year hired	3/9/2021 4:15 PM
102	I don't know if DRC contracts are consultant contracts? if so then no. If no then yes.	3/9/2021 4:10 PM
103	Falta información	3/9/2021 4:07 PM
104	The use of consultants has been frozen in our section for sometime, with no other internal resources available, effectively blocking different workstreams	3/9/2021 4:05 PM
105	Consultant are recruited on friendship basis, not merit.	3/9/2021 4:00 PM

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106	pas des commentaires	3/9/2021 3:58 PM
107	There are always loop holes and room for creative interpretation.	3/9/2021 3:47 PM
108	It is more dependent on the budget available (as affiliated workforce is paid through different budget lines than staff) than on the duration/nature of the task to be performed by the employee.	3/9/2021 3:46 PM
109	UN managers will take any short cut whenever they can unless curtailed by strong -and binding- UN-wide HR policies.	3/9/2021 3:45 PM
110	The agency is regulary using the affiate staff from some NGOs such DRC and NRC and the benefits of those staff are not similar to other UN staff.	3/9/2021 3:33 PM
111	I spent over 6 years as a UNOPS consultant, other colleagues have spent almost 10.	3/9/2021 3:31 PM
112	The abolishment of indefinite/ longer term workforce has uberized the UNHCR staff- in the case of emergency response- this makes teamwork challenging due to compation however many shorterm staff also have cutting edge skills. UNHCR as a field based org, needs to revert back to ensuring a percentage of staff are retained through longterm/indef contract for continuity	3/9/2021 3:28 PM
113	For me the problem is rather the great increase of positions that are considered "core activities" and the constant creation of new functions. We should redefine what is a core staff and a core function and all the other positions should be consultants.	3/9/2021 3:18 PM
114	In IT where I work, use of consultants is ubiquitous, staff are more and more rare and as a result overworked	3/9/2021 3:14 PM
115	AWF is used a lot	3/9/2021 3:05 PM
116	UNHCR uses in-house capacities to enhance/build skills of newly recruited staff, government staff, and partners.	3/9/2021 2:56 PM
117	The consultants are doing the same job we are doing and we can do. but the représentant don't listen to our views. 'We have just to do what is asked to do'	3/9/2021 2:48 PM
118	My personal experience is that HQ makes more use of consultants for long-term functions.	3/9/2021 2:46 PM
119	Not always. Lack of clarity as to when one or another should be used.	3/9/2021 2:44 PM
120	N/A	3/9/2021 2:40 PM
121	we have in house capacity but they bring their friends as consultants or on short-term contracts.	3/9/2021 2:38 PM
122	Consultants have core positions	3/9/2021 2:33 PM
123	UNHCR has had HUGE problems with this, which has caused financial distress to many staff.	3/9/2021 2:32 PM
124	There are different type of consultancy works. E.g. some are really experts, however there are such type of consultancy works as well which could also be done from in-house capability -e.g. via G staff, for less cost- and in better quality however there is no chance for that as 'that work can only be done by consultancy contract' and so the organization also pays more money for worse outcome.	3/9/2021 2:26 PM
125	As I saw it, old and retired colleagues were usually re-hired as consultants instead of giving other colleagues the chance to take that consultancy contract as a regular staff	3/9/2021 2:23 PM
126	For the late, In UNHCR I have seen few consultant on ground comparing to the past, though not sure about the whole concept around it	3/9/2021 2:16 PM
127	I have worked in two different Sections of UNHCR. One of the Sections had several staff on UNOPS contracts. Their contracts were renewed every year, and they had been with the Section for many years. It seems unfair to not provide them greater security. They were permanent members of the team, not working on specific projects. As for myself, I have been with UNHCR for 2 years, on 3 contracts. I am officially an "External Contractor", though I am (pre-Corona) going into the office every day like other colleagues. I am passionate about my work, but sometimes I feel like the organization is not valuing me the same way, by making a clear distinction between staff/non-staff in terms of benefits, or even staff association voting rights. When in reality, we are not external at all, and doing the same work as other colleagues.	3/9/2021 2:15 PM
128	Generally welcome use of flexible arrangements, but too many people within UNHCR performing regular and non-temporary tasks are on UNOPS contracts.	3/9/2021 2:14 PM
129	To make that happen, more staff positions need to be opened	3/9/2021 2:08 PM

130	Most choices of short term contracts are due to funding. If we don't fix this problem and get donors to agree to fund staff positions as much as they fund operational implementation, we will not fix the problem of short term contracts. Also, we don't have means to employ in emergency situations staff quickly. When there is an emergency we cannot afford to go through all bureaucratic steps to hire fixed term staff.	3/9/2021 2:07 PM
131	My organization uses a great volume of affiliate workforce/consultant contracts to fill functions for which it has been demonstrated that there is a long-term need. Terrible for job security and workforce morale of such long-term workforce.	3/9/2021 1:59 PM
132	There are so few staff contracts, especially for national staff, that it is almost impossible to have an office without a lot of affiliate workforce.	3/9/2021 1:44 PM
133	Assuming consultants include deployees, then I think UNHCR vastly overuses this group, to the detriment of both regular staff and the deployees.	3/9/2021 1:37 PM
134	je ne sais pas grande chose a propos	3/9/2021 1:36 PM
135	Consultants are "second class" employees	3/9/2021 1:34 PM
136	I dont know much of it.	3/9/2021 1:33 PM
137	I worked for another UN agency as a consultant for more than 10 years and the feel was of instability	3/9/2021 1:33 PM
138	Far too many consultants	3/9/2021 1:29 PM
139	We have several people contracted as consultants for several years	3/9/2021 1:29 PM
140	Yes, consultants are used for specific and targeted pieces of work, not generally mainstreamed into wider staffing tables from what I have experienced and seen	3/9/2021 1:29 PM
141	RAS	3/9/2021 1:27 PM
142	n/a	3/9/2021 1:25 PM
143	Non	3/9/2021 1:24 PM
144	Yes, the distinction is made appropriately, but as said above the use of consultancies has not been kept to an absolute minimum in the last decade or so.	3/9/2021 1:20 PM
145	Oui, depuis un certain temps le HCR ne fait pas recours aux consultants comme auparavant. Mais l'utilisation des ressources existantes pose probleme: le passage du national a l'international demeure toujours un casse-tete. Il est plus facile de devenir international etant externe que d'etre un personnel national.	3/9/2021 1:12 PM
146	However, UNHCR uses too many staff on temporary contracts or consultancies longer than 6 months. In addition, we use a lot of affiliate workforce over long period of time. In my honest opinion, this is not fair to TA contract holders and affiliate staff. As they work as staff but with fewer benefits. If there is a long term need, we should have a long term post for it.	3/9/2021 1:11 PM
147	use of consultants as opposed to full time employment could be a way for the UN to have excellent people in its roster who may otherwise not be available for fulltime employment. They may also be feeling constrained by the UN system but still want to contribute	3/9/2021 1:10 PM
148	UNHCR frequently and routinely engages consultants to perform core activities and fulfil functions that are integral to long-term programs, especially in the context of refugee resettlement. These consultants are supporting established multi-year programs, not projects, yet they often remain engaged for 5-10 years or even longer on temporary, short-term contracts of 6 months or less.	3/9/2021 1:09 PM
149	In the overwhelming number of situations, yes.	3/9/2021 1:08 PM
150	Depends how this is meant. Currently, being on FTAs feels like being a consultant due to the complete lack of predictability of further employment by the end of an assignment.	3/9/2021 1:08 PM
151	Many UNOPS contracts for semi definite positions	3/9/2021 1:04 PM
152	nous le pensons bien	3/9/2021 1:03 PM
153	we are understaffed and hiring practices are not flexible enough to adjust to changing priorities, which is why we resort to consultants or other AWF contracts for core functions	3/9/2021 1:03 PM
154	RAS	3/9/2021 1:00 PM
155	I think UNHCR is way better on this than previous experience I have had in FAO and WFP,	3/9/2021 1:00 PM

Survey on the 'Future of Work' in the UN common system Enquête sur «
l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las
Naciones Unidas
which exploit people and stagnate their careers with the use of endless consultant contracts
to do staff roles

SurveyMonkey

156	Too many UNOPS contracts that do not conform with the internal legislations, posing problems to the staff.	3/9/2021 12:56 PM
157	Les retraites du HCR reviennent comme consultants!	3/9/2021 12:56 PM
158	My organization very very rarely uses consultants, at least in my operation.	3/9/2021 12:55 PM
159	No.	3/9/2021 12:52 PM
160	I have no idea about consultancy contract	3/9/2021 12:52 PM
161	Le salaire n'est pas le meme	3/9/2021 12:51 PM
162	The organisation makes distinctions between consultancy and staff contracts however in my view the organisation does not keep to an absolute minimum in using consultants and does not favor in house capacity to perform core activities over the long term. There is a proliferation of consultancies, consultants, on different contractual schemes and a diversity of arrangements, some more unequal than others, but in a sense a creation of a parallel workforce can be seen.	3/9/2021 12:49 PM
163	we have too many UNOPS on functions that will always be needed nd should be standardized	3/9/2021 12:45 PM
164	Nothing to say.	3/9/2021 12:39 PM
165	Affiliated work force should be able to be converted into regular staff if the need is there for a long time.	3/9/2021 12:39 PM
166	Consultants are having as high responsibilities as staff	3/9/2021 12:39 PM
167	Les consultants sont recrutes pour une activites precise durant un temps precis et leur travail prend fin apres avoir mene l'activite.	3/9/2021 12:38 PM
168	Our organization continues to use the HR system to push the long term staff and bring in very new and inexperienced people granting them grades that would requires years for internal to acquire.	3/9/2021 12:35 PM
169	There are no consultants in our Office	3/9/2021 12:31 PM
170	Je n'ai pas assez d'information a ce sujet	3/9/2021 12:29 PM
171	The flip side is work is overwhelming, more work, less human resource.	3/9/2021 12:29 PM
172	RAS	3/9/2021 12:26 PM
173	The use of consultants is an excellent chance to bring outside knowledge or expertise into the organization for very specific goals. However, the organization tends to use consultants to do things that can be considered core activities for the organization. Moreover, the product of consultants is often not clear nor linked to a specific outcome that will be used by the organization. Consultancies are used sometimes as a way to bring an employee into the system for longer-duration contracts, and sometimes are used to reduce budget impacts yet still deliver core outputs.	3/9/2021 12:23 PM
174	Consultants used on long-term basis because organisation will not regularise them into posts which they should be.	3/9/2021 12:19 PM
175	In my experience consultants are used when funds happen to be available to fulfill functions that ideally should/could be done by UNHCR staff - if we had enough staff.	3/9/2021 12:17 PM
176	A large majority of essential ongoing work is carried out by UNOPS contractors	3/9/2021 12:13 PM
177	N/A	3/9/2021 12:06 PM
178	use the internal resources	3/9/2021 12:04 PM
179	Now yes. It didn't use to be like this though.	3/9/2021 12:02 PM
180	A lot of UNOPS contractors work the same functions as staff for for years.	3/9/2021 11:57 AM
181	affiliated work force is being used in some units for over 7 years	3/9/2021 11:53 AM
182	UNHCR uses these contracts for everyday functions that should be FTAs	3/9/2021 11:52 AM
183	but not in the right way, using AWF for positions that should be regular positions	3/9/2021 11:51 AM
184	I spent 4 years as AFW and now on TA	3/9/2021 11:50 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
185	But some agencies depends a lot of consultants.	3/9/2021 11:50 AM
186	We have AWF contract holders that are doing Admin and HR etc... They are not consultants at all.	3/9/2021 11:49 AM
187	The answer is yes and no. I think it's better now than it was. From 1996 to 2005 I was a consultant. I had various contracts ranging from one month to 12 months and everything in between. But now I don't see that so much. Often consultants do come in for time limited project work, as you'd expect. But I don't see everything.	3/9/2021 11:46 AM
188	Restriction on consultants is not respected in most cases.	3/9/2021 11:46 AM
189	UNHCR uses a lot of UNOPS contracts. I'm not sure if that's appropriate. They do typically fulfill medium to long term staffing needs - my feeling is they should be on FTs.	3/9/2021 11:43 AM
190	Organization staff that are FTAs and permeant contact tend to be in the organization for 10+ years, with the security the job offers they tend to lake the motivation to develop their skillset. Additionally, the word is rapidly changing thus making the organization's staff sometimes inadequate to perform the tasks at hand utilizing the latest techniques, tools and methodologies out there. Thus, the increasing need for specialized consultants or for the organization to continue working using an outdated technique..	3/9/2021 11:42 AM
191	la distinction est faite de maniere administrative mais dans les faits, des contrats de consultants sont donnees tres facilement alors que des contrats de staffs devaient etre accordees	3/9/2021 11:40 AM
192	N/A	3/9/2021 11:39 AM
193	Trop de contrats consultants versus membres du personnel	3/9/2021 11:37 AM
194	The distinction is made in lack of entitlments especially when consultants are hired for long periods. UNOPS contracts are the worst.	3/9/2021 11:32 AM
195	No comments	3/9/2021 11:31 AM
196	No comment.	3/9/2021 11:31 AM
197	DESS - no (it depends from the personal contacts); DFAM - yes	3/9/2021 11:31 AM
198	extensive use of unops	3/9/2021 11:30 AM
199	This modality is also abused like use of TAs	3/9/2021 11:28 AM
200	The main issue in UNHCR is the extensive use of affiliated workforce through UNOPS, UNV, Deployments of ICMC, DRC, IRC, etc...	3/9/2021 11:27 AM
201	No comment.	3/9/2021 11:24 AM
202	the inability of organisations to use their "in house" capacity effectively arises from the indefinite/ permanent contracts- several colleagues to whom these contracts have been issued only have seniority working in their favour/ to their advantage, whereas other more junior colleagues with a broader skillset remain on junior positions with a lot of untapped potential.	3/9/2021 11:21 AM
203	No comment	3/9/2021 11:21 AM
204	Management refuses to accept the workload that is asked of people, and when they are unwilling to create additional staff positions, the only other options is to work through affiliates work force.	3/9/2021 11:21 AM
205	Many UNOPS contract being renewed for over 5 years	3/9/2021 11:20 AM
206	With exceptions	3/9/2021 11:19 AM
207	UNHCR must use in-house resources. We have lots of consultants off-shore consultants	3/9/2021 11:18 AM
208	In my previous UN experience, AWF (Unops) were much more than the staffs, some of them being AWF on their posts since 10 years	3/9/2021 11:17 AM
209	N/A	3/9/2021 11:15 AM
210	N/A	3/9/2021 11:14 AM
211	It is not only consultancy contracts, but affiliate workforce in general that is used to compensate for the gaps in regular staffing. It should be understood that resorting to other types of contracts/workforce is necessary for performing core activities in many functional areas.	3/9/2021 11:14 AM
212	It has become a norm that temporary/consultants contracts are favoured. In certain duty	3/9/2021 11:11 AM

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas (ie. Geneva) it is almost impossible to receive a new appointment due to the preference to give contracts to consultants/temporary staff, which are then transformed into FTAs.

213	In my experience both for the work I have done and for the work of colleagues, short term contracts have often been the norm even for core, essential work which does not appear temporary or emerging in its nature. However, this type of recruitment also suits managers who have more freedom to pick their candidate of choice without being limited to the regular recruitment process.	3/9/2021 11:09 AM
214	Clear distinction is made between Consultancy Contract and Staff Contracts	3/9/2021 11:06 AM
215	My organisation uses consultancy contracts on a recurrent basis, also TAs, which are used as temporary patches to give the FT contract to someone already on the TA	3/9/2021 11:05 AM
216	L'organisation continue a utiliser des biais détournés pour arriver a ses fins	3/9/2021 11:05 AM
217	Consultants are used to bring in new people who are then prioritised for recruitment into higher positions ahead of long serving staff	3/9/2021 11:05 AM
218	Consultants are mainly used at HQ, while the rule of minimizing their use is respected in the field. In HQ, sometimes they are hired because there is no good system to find talents in the field.	3/9/2021 11:05 AM
219	Certain external expertise is required short term and should be addressed through consultants	3/9/2021 11:03 AM
220	Consultants are used appropriately, the issue that is important is that fixed-term staff have limited opportunities to make horizontal moves and gain professional experience with different entities than f.ex. the UN and therefore stick to the system for financial stability even though their motivation to continue this type of work is limited. This makes the work force extremely immobile and leaves little space for affiliate work force or external candidates.	3/9/2021 11:03 AM
221	However, consultancy contracts are used occasionally when regular recruitment does not allow particular individuals to enter into the system.	3/9/2021 11:02 AM
222	There was time, where there were a lot of unnecessary consultant in UNHCR, who were valued more than the experience staff	3/9/2021 11:02 AM
223	in some core position we are still like protection - RSD; fundraising Donor Care, we are still under temporary contract type	3/9/2021 11:01 AM
224	AWF used to fulfil core roles in many teams	3/9/2021 10:59 AM
225	Not sure about my current employers, but my previous organization heavily relied on consultants and kept them on for prolonged periods of time without giving them the related benefits and security.	3/9/2021 10:59 AM
226	Those on affiliate contracts definitely do full-time work, the system is completely abused to save money and make it easy to hire/fire staff	3/9/2021 10:58 AM
227	Because the hiring of staff is not presented as a feasible option.	3/9/2021 10:58 AM
228	Huge number (100) of AWF through UNOPS for more than 3 years	3/9/2021 10:56 AM
229	in the Brussels office, an appropriate distinction seems to be applied but this doesn't seem the case in many operations in Africa for example where many colleagues get consecutive temporary contracts (often as affiliated staff) thus seriously undermining predictability. Many good colleagues thus leave the organisation to find jobs with more certainty. As a result, key positions are often vacant for long periods, putting additional strain on colleagues that have to cover the void.	3/9/2021 10:56 AM
230	There is still significant use of consultant contract to cover functions that are needed on long term	3/9/2021 10:55 AM
231	I was a consultant when they cut my position during my maternity leave.	3/9/2021 10:54 AM
232	I have no overview on this area	3/9/2021 10:53 AM
233	Consultants, in particular UNOPS LICA contracts, are used to fill longterm needs in core activities of the organization.	3/9/2021 10:52 AM
234	They use the consultation modality not for its intended purpose	3/9/2021 10:50 AM
235	NSTR	3/9/2021 10:50 AM
236	contractually speaking, i am treated as a consultant when the organisation wants to be	3/9/2021 10:50 AM

237	But UN agencies and specialized agencies have different mandates therefore the use of consultant are suitable and justifiable in some contexts while totally irrelevant and counter-productive in others. One size fit all is not the right way to look at this type of issues	3/9/2021 10:50 AM
238	However, UNHCR uses UNOPS contracts	3/9/2021 10:49 AM
239	The above with the UNOPS contracts being used for positions that are needed and are more than 3-5 years in the office.	3/9/2021 10:49 AM
240	In smaller offices there is no in-house capacity (when one person goes on leave there is a gap), hiring consultants is nearly impossible as they would need to earn the same amounts as a regular staff and their hiring process takes ages. So in practice this option is not used as it should be.	3/9/2021 10:49 AM
241	I think there is a tendency to create certain needs to meet the gaps and not assessing the long term need.	3/9/2021 10:49 AM
242	I believe UNHCR has been much better than sister organisations.	3/9/2021 10:48 AM
243	Most of the workforce are UNOPS contract	3/9/2021 10:48 AM
244	Notre organisation propose beaucoup de contrat LICA et on est plusieurs à avoir un statut de consultant sur papier mais en réalité on fait le même travail que le reste du Staff	3/9/2021 10:47 AM
245	Not sure if this ties in with affiliate workforce engagements - if yes, some of these staff have been on board for numerous years without due consideration for regular contracts.	3/9/2021 10:47 AM
246	Affiliates workforce are fully integrated in the system and often referred as cheap labor has seconded from other organization. It's a good way for the organization to have staff for free.	3/9/2021 10:46 AM
247	Those on contractual positions (e.g. UNOPS) often renewed year after year, when the position should actually be a permanent one.	3/9/2021 10:46 AM
248	Affiliate and consultant contracts are used as a cheaper way to fill long-term gaps	3/9/2021 10:46 AM
249	Is UNOPS staff considered as consultants ?	3/9/2021 10:45 AM
250	Definitely no to UNICEF where I had contracts as a consultant covering a staff function	3/9/2021 10:45 AM
251	One only has to look at HQ to see how this is flouted	3/9/2021 10:44 AM
252	Using more consultants would be good and allow to undertake more time-limited, expert engagements.	3/9/2021 10:43 AM
253	30% of UNHCR WF in Denmark is UNOPS ICA some of them are under ICA for more than 5 years. a long time for a contract that should be used for temporary needs	3/9/2021 10:43 AM
254	Les consultants sont mieux payés que les contractants	3/9/2021 10:43 AM
255	Instead of creating positions, consultants are used to do the work regular staff could do.	3/9/2021 10:42 AM
256	Consultants are over-used	3/9/2021 10:42 AM
257	Previously not, now it is better, but I can imagine that it will change again over the years.	3/9/2021 10:42 AM
258	The time to hire staff forces organizations to hire consultants to cover the gap	3/9/2021 10:41 AM
259	Instead of building on in-house capacity, consultancies have been used.	3/9/2021 10:39 AM
260	Scores of colleagues holding positions with core functions of the organization are on medium-term consulting contracts with no entitlements or benefits.	3/9/2021 10:38 AM
261	to a certain extent	3/9/2021 10:37 AM
262	I think it depends, but I do recall UNOPS contracts being used for more than 5 years for national colleagues in Latin America and that was really unfortunate to witness	3/9/2021 10:36 AM
263	Individual contractor and consultants are now massively hired at ESCWA, and I disagree with that. The staff members are not take care of.	2/26/2021 7:31 PM
264	A roster of consultants that is advertised globally (e.g., categories for different areas) would enhance transparency and accountability. Also, it would permit departments to pull individuals from that roster. Existing consultants should apply and then general TOR could be prepared for each category and then supplemented when an individual is called from the roster. However, individuals should take self-responsibility to ensure that they have proper self-funded pensions, health insurance, etc.	2/25/2021 10:21 AM

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265	in some cases consultants are hired for years on end	2/22/2021 10:46 AM
266	L'Organisation n'utilise pas ses propres compétences internes et ne développe pas une formation adéquate pour assurer que les fonctions essentielles soient couvertes en permanence.	2/19/2021 2:04 PM
267	I am not watching close enough to really judge the use of consultants.	2/18/2021 5:00 PM
268	functions that should be executed by full time staff members are mostly covered under consultants	2/17/2021 1:09 AM
269	I think we have a big problem in the UN Secretariat where consultancy contracts are used inappropriately, that is, people are hired as consultants to work on what staff members are supposed to do (normative work), resulting in dissatisfaction among consultants (i.e. they are expected to work like a staff member, but have less benefits). Consultants should be hired for short-term work for the kinds of work staff don't have skills only, and not for long term.	2/16/2021 2:30 AM
270	I worked for several years on EXCOL consultancy contracts where I was acting in a "project manager" capacity. I think this has since improved... (it was 5+ years ago)	2/12/2021 3:26 PM
271	Consultancy contracts at the ILO are used for very specific products while SST or ST contracts are offered to people who perform multiple and continuous tasks over a period of time	2/11/2021 5:49 PM
272	Too often staff is replaced by consultants who then assume roles & responsibilities of staff	2/11/2021 5:02 PM
273	The correct answer is maybe, but I do think that there are still too many consultants being hired.	2/11/2021 4:55 PM
274	i really kow more of staff contracts	2/11/2021 4:53 PM
275	I have been consultant for many years working in the premises of different ILO buildings and doing work that was not work for a consultant	2/11/2021 2:05 PM
276	D'autres agences recrutent du staff sous des conditiosn de précarité pendant plusieurs années. Cela galvaude le mandat des NU et son prestige	2/11/2021 1:44 PM
277	There is an overuse of consultant contracts for tasks that could be undertaken by staff. One of the reasons for this is that staff hired for positions are not qualified to fulfill their duties. This also negatively effects the oversight and quality controls needed around consultant deliverables, especially if the consultants are not sufficiently familiar with the organization's mandate, approach, etc.	2/11/2021 1:37 PM
278	Same comment as for temporary contracts. A frequent sequence in my institution is: consultancy -> temp -> FT.	2/11/2021 12:58 PM
279	Mais abus de consultants	2/11/2021 12:48 PM
280	Nil	2/11/2021 12:38 PM
281	Sometimes they do use consultant as well for the jobs can be done by officers.	2/11/2021 12:35 PM
282	I had been recruited on consultancy basis for a same project over a period of 2 years at the UNDP and for more than a year at my current organization. I was not offered a contract although the UN system is clearly against informal employment, I was unfortunately under the informality umbrella within the UN.	2/11/2021 11:58 AM
283	n/a	2/11/2021 11:39 AM
284	not always as consultants have easier remote working possibilities	2/11/2021 11:27 AM
285	Not always. Lots of short term contracts given to "retired" officials. Need for office to recognise expertise, while balancing to bring in new people.	2/11/2021 11:23 AM
286	See aboce comment. There seemed to have been an effort made in that direction about 4 years ago. It also seems to have been short-lived as SSA contracts are more beneficial to the employer since consultants are not entitled to leave days or other benefits related to staff members (I actually heard that in a meeting back in 2016).	2/11/2021 11:19 AM
287	Some offices have different rules - my office it applies	2/11/2021 11:17 AM
288	In general yes. Again, I think there is a lack of transparency (impartiality?) in the recruitment of Consultants. I don't think that the recruitment process is fair and done accroding to the rules for short-term contracts/consultants	2/11/2021 11:03 AM
289	consultants perform the same tasks but lack the benefits.	2/11/2021 10:58 AM

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290	There are still too many consultancy contracts that should be replaced by more safer contracts, with basic labor rights	2/11/2021 10:57 AM
291	THE UN may state all they want, but the state parties are interested in limiting the budgets, so this does not reconcile with limiting the use of consultancies. Instead, organisations use consultancies as a cheap way to get labour.	2/11/2021 10:54 AM
292	it does happen that consultancy contracts are used for purposes where a staff contract would be required; sometimes i the interest of the organisation's flexibility, sometimes also to enable the recruiting of a person who could not be recruited otherwise	2/11/2021 10:54 AM
293	mieux que les autres organisations (qui font n'importe quoi)	2/11/2021 10:29 AM
294	often consultants are hired continuously and to perform staff duties as cheaper	2/11/2021 10:26 AM
295	However, I do find that we are understaffed for the workloads expected, which does lead to excolls.	2/11/2021 10:21 AM
296	Ici encore, je pense que beaucoup a été fait pour améliorer la situation mais il n'en demeure pas moins que les contrats de collaboraiton extérieure sont parfois utilisés pour faire le travail qu'un fonctionnaire devrait faire.	2/11/2021 10:17 AM
297	Lots of consultants that should be employees!	2/11/2021 10:16 AM
298	But often times still hire the same consultants with exhorbitant fees	2/11/2021 10:16 AM
299	however, one can realize the expansion in outsourcing consultancies	2/11/2021 10:16 AM
300	Many projects which could be carried out by staff are outsourced with negative consequences in terms of budget, management and oftentimes quality.	2/11/2021 9:57 AM
301	Consultants are often hired because there are needs that cannot be met by existing staff. However, it's because there is a lot of dead, which overwhelmingly includes staff close to retirement on permanent contracts.	2/11/2021 9:51 AM
302	The use of consultancy contracts is at least partly due to insufficient staff levels leading to work overload, which then requires the use of consultants.	2/11/2021 9:47 AM
303	In policies yes. Not in reality.	2/11/2021 9:41 AM
304	I'm quite confident as our P staff at ESCAP are working more on subprogrammes and substantive work. When come to specialization, they need consultants.	2/11/2021 8:27 AM
305	When there is staff shortage, the hiring manager usually applies the "shortest-hiring-route" contract type.	2/11/2021 7:43 AM
306	It is hard to keep the use of consultants to minimum given the lack of resources to hire more staff	2/11/2021 5:36 AM
307	We hire consultants to help in our regular work due to lack of staff...	2/11/2021 5:22 AM
308	The organization frequently uses consultants to fulfil long-term needs or to avoid the need to train its staff appropriately.	2/11/2021 5:21 AM
309	ESCAP does. UNECE doesn't, they have several really long term consutlants and staff on exceptionally extended temporary assignments (4 year periods..).	2/11/2021 5:17 AM
310	Consultants should be able to be employed for more than 24 months	2/11/2021 4:58 AM
311	in general yes, but not always	2/10/2021 8:57 PM
312	However, no distinction between temp and fixed-term contracts.	2/10/2021 8:49 PM
313	Consultant only used for immediate knowledge gaps	2/10/2021 11:23 AM
314	Many situations where consultants are doing core activities for very long period of time	2/10/2021 11:00 AM
315	Use of UNOPS contracts is becoming common for essential functions	2/10/2021 10:56 AM
316	Because of the increasing transfer of administrative tasks to professional staff and the reduction of GS staff, professional have less and less time to perform their core functions. They only choice is to resort to consultants for substantive work.	2/9/2021 7:05 PM
317	there are limited capacity to use on house expertiese	2/9/2021 4:31 PM
318	Consultants are largely hired to perform functions which should be performed by staff if there was sufficient staff	2/9/2021 4:27 PM
319	For translation, externalizing the job to freelancers usually means giving up on quality.	2/9/2021 3:50 PM

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320	There is no transparency how and why external consultants have to recruited vs up-grading staff member	2/9/2021 3:19 PM
321	Too high a dependency on consultants and contractors and staff orchestrating their work through consultants rather than using their expertise to do it themselves.	2/9/2021 2:51 PM
322	We seldom hire consultants	2/9/2021 2:43 PM
323	Consultants are increasingly required to adhere to office hours and to be physically present. Without entitlement to holidays, insurance, pension, and at a lower pay than staff. This is abusive. At the same time, consultants should not be involved in decisions affecting staff, but the distinction between staff and consultants is becoming increasingly blurred.	2/9/2021 1:36 PM
324	Way to many external contractors and consultants	2/9/2021 1:31 PM
325	Our consultancy contracts are related to projects, and voluntary funds allocated for the project.	2/9/2021 1:13 PM
326	Too many permanent jobs are occupied by consultants (these are treated like "under-staff" and have no rights nor security nor benefits). For example: 80% of languages teachers. It is absolutely illegal.	2/9/2021 12:58 PM
327	I don't know but it seems to me that there is already enough flexibility: often you need the core staff with experience and institutional knowledge but the use of consultants is appropriate to increase capacity and help meet needs. However, the contracts for consultants should be much better, with better benefits and pay	2/9/2021 12:45 PM
328	I have the impression that consultants in some teams are being hired because there is no predictability of funding which is required to create a temporary or fixed term position.	2/9/2021 12:44 PM
329	there is a strong abuse of consultancy contracts in ITC, becoming a very sensitive topic.	2/9/2021 12:43 PM
330	Consultants are often used as staff. The reason is that hiring them is cheaper. This is not appropriate.	2/9/2021 12:30 PM
331	Most consultants should be hired as temporary staff, because their workload is of the employee standard. Internships should be done away with and replaced by consultancy opportunities, ensuring all full time workers receive remuneration.	2/9/2021 12:26 PM
332	The use of consultants for work that should be carried out by staff is steadily growing, because instead of hiring staff, which is expensive and extremely time-consuming (takes months at a minimum in some agencies and duty stations) consultancies are an easy way out.	2/9/2021 12:20 PM
333	contractors are used for core needs	2/9/2021 12:17 PM
334	The statement ""the use of consultants should be kept to an absolute minimum and that the Organization should use its in-house capacity to perform core activities or to fulfil functions that are recurrent over the long term" is in contradiction with what the organisation does in the end because it consistently dismissed in-house knowledge and expertise. Expertise is not valued. Everybody commenting or giving an opinion as an outsider on internal matters gets more credibility and consideration than a staff member. This applies also to the current "mobility" requirements to apply for managerial posts, which discriminates experienced and knowledgeable internal candidates in favour of external ones. Also, more and more opinions at management level to use XB funds to perform long-term tasks are being heard, clearly in contradiction with that initial statement	2/9/2021 12:14 PM
335	UNOPS Consultant contract are being used in place of regular or short-term posts in the duty station, often at the request/instruction of administration	2/9/2021 12:12 PM
336	I was replaced by a consultant in HQ Rome and even the consultant was not qualified to do my job. I had long field experience and the consultant was transferred to other function. I was shocked to see this but is not in my benefit to raise voice against the Director of the division.	2/8/2021 10:22 AM
337	Les consultations et contrats de courtes durées continuent à être très fréquents	2/7/2021 5:06 PM
338	WFP is engaging more consultants and in the core position. There is no selection process in hiring consultants. Therefore most of the time friends are hired as Consultant. Although they don't have the minimum requirements, as there is no formal hiring process, they are hired as Consultant.	2/7/2021 7:40 AM
339	There is a high tendency of running to consultants to do ECA's job. Internal staff knows the job better than externals.	2/5/2021 1:42 PM
340	Welcome changes in this issue in progress/ upcoming	2/5/2021 10:11 AM

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341	Il y a un niveau élevé de recours fait aux consultants qui parfois sont plus considérés par rapport aux national officers.	2/5/2021 9:18 AM
342	For our section it does. Not sure for the rest so cannot generalize for the whole organization. I know a case where they abuse it: short temp G staff hired later as consultant.	2/5/2021 9:16 AM
343	Available posts are insufficient to perform all of the core activities, making it necessary to use consultants to perform long-term activities.	2/4/2021 11:12 PM
344	Consultant contracts are abused	2/4/2021 5:27 PM
345	There are many, many examples of consultants doing the jobs that should be done by staff. In the USA, the ILO would be subject to massive penalties from the IRS for misclassifying employees and failing to pay social employment taxes. It is horrible and truly shocking.	2/4/2021 3:08 PM
346	Our organization SAYS it uses a large number of consultants for 'surge capacity', but our own senior management have acknowledged in house that 'contract abuse' is practiced widely. Consultants frequently represent the organization at conferences and interagency fora, they are employed for YEARS (sometimes a decade or more) in the same role, without any prospect of conversion to more appropriate and secure contract types... and let's not start on the fact that the consultancy contract, if only applied for a year (or rather, 11 months), already contravenes the ILO provisions that call for equal remuneration for equal work, and for annual leave to be applied after 6 months of service. On the positive side, I wish to acknowledge formally the moves within my organization to extend maternity leave to ALL female employees, and to increase the stipend paid to interns (while many UN orgs still pay NOTHING to interns, which is appalling).	2/4/2021 2:35 PM
347	our organization prefers consultant to work out of office station. But, I guess ID card of our organization will be important to consultant too.	2/4/2021 10:32 AM
348	We do use consultants not for a specific expertise but to fill positions that are required for long term which is unfair to staff and the units as well. While possibly saving money, consultants are required to take mandatory breaks which is a huge disturbance to the activities and take quite a bit of effort to renew contract every year. It would be interesting to compare the costs spent by many staff in renewing contracts versus actually getting the staff a yearly contract.	2/4/2021 8:35 AM
349	ST staff are often favoured to FT because of race, gender or friendship with the director. Internal rotation/hiring rules are disregarded on this basis. The organization does not enforce respect of hiring standards per contract type	2/3/2021 9:28 PM
350	Not only there is no clear distinction, but the ST/consultants filling FT jobs are treated exactly as the 'real' temporary workers and subject to same insane regulation. Consultants/ST are considered disposable and not really valued for the contribution to the organizations' goals	2/3/2021 6:49 PM
351	I find that there are too many Excoll contracts.	2/3/2021 6:10 PM
352	La question n'est pas claire	2/3/2021 4:18 PM
353	There are colleagues holding consultancy contracts for periods exceeding 5 years and should benefit from better contractual terms and terms if services required for longer periods	2/3/2021 2:53 PM
354	Over use of consultants contracts.	2/3/2021 2:08 PM
355	Core tasks and products or project leads are frequently assigned to consultants. Moreover, consultant levels are not reflecting the responsibilities assigned.	2/3/2021 11:58 AM
356	My Current position has been a CST for the past 10 years, this can not in any way be seen as the correct use of contract type, as this position is a permanent role in the unit!	2/3/2021 11:16 AM
357	however, my organisation continues to use many consultants as compared to other UN organisations	2/3/2021 10:54 AM
358	Well the pay and conditions are generally much better for staff vis-a-vis consultants.	2/3/2021 9:08 AM
359	The majority of WFP international work force is consultants	2/3/2021 8:58 AM
360	way too many consultants brought on board for administrative work to avoid hiring G staff and/or consultants hired and rehired for more than 5,10 even fifteen years for the same TORS...	2/3/2021 8:11 AM
361	Again, there is a clear distinction but an extreme overuse of consultancy contracts.	2/3/2021 8:07 AM
362	Consultants are used for years whereas if they are required for a longer duration, their contracts should be converted to a fixed term contract	2/3/2021 7:49 AM

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363	Téngase presente que a veces parece que no se hace tanta distinción.	2/3/2021 12:34 AM
364	But this could be further firmed up	2/2/2021 10:54 PM
365	See above - number of consultants continue to increase. Vast majority perform staff functions	2/2/2021 5:08 PM
366	extensive use of this modality to bring people in and keep them there for years , especially in HQ	2/2/2021 4:57 PM
367	There are too many position filled in by consultants	2/2/2021 4:01 PM
368	Most of the work currently being performed by the consultant can be done by in-house capacity. The UN organization has to take proper measure to reduce the consultancy work that can give more secure job opportunity for in house capacity to perform.	2/2/2021 2:57 PM
369	El contrato de consultores se utiliza mucho	2/2/2021 2:50 PM
370	I strongly believe that my organization should build and use inhouse capacity and reduce consultants	2/2/2021 2:31 PM
371	In most cases - again if clear upfront definition of core functions, expanding core functions and specific technical functions (see comments above) it might be improved	2/2/2021 12:54 PM
372	It is not always possible to find the required skills in-house.	2/2/2021 11:16 AM
373	WFP has too many consultancies that should be converted into FT or NO appointments as these positions cover general and long-term tasks	2/2/2021 10:45 AM
374	It is quite plain to see that in the last few years, increasingly, a significant number of interns, consultants and ICs are being hired to do the job of staff members; possibly due to the hire freeze and a push towards decentralization and cutting of core, long-term staff positions.	2/2/2021 10:13 AM
375	in some cases there were 15 years consecutively of consultancy contracts	2/2/2021 10:02 AM
376	Consultants end up working for many years doing the same job	2/2/2021 7:32 AM
377	There are many staff on consultancy	2/1/2021 9:39 PM
378	Creo que debería consultarse con cada division las reales necesidades, porque han ido cambiando durante los años	2/1/2021 7:22 PM
379	It took me 9 years of consultancy to obtain a fix-term	2/1/2021 5:19 PM
380	But, in the case of ECA consultancy services are taken as a rule not an exception.	2/1/2021 5:03 PM
381	Para cumplir este principio se requiere disminuir los procedimientos engorrosos que genera burocracia	2/1/2021 4:30 PM
382	trop de contrats sont cotroyés aux consultants pendant les compétences internes existent ce qui fragilise les staff internes et meme les consultants eux memes	2/1/2021 4:15 PM
383	I've been consultant/short term 15 years!!! without any of the directors/HR raise any issue, it quite embarrassing!!!!!!	2/1/2021 4:03 PM
384	ITC hires consultants as a kind of "try out" to see if somebody is willing to work hard for low pay for 2 years before potentially giving them a temporary contract, then if they do really well, a fixed term.	2/1/2021 3:47 PM
385	However, in many occasions the funds spent for consultant and subcontracting would be best used to hire more staff	2/1/2021 3:46 PM
386	same as above.	2/1/2021 3:25 PM
387	Consultants are used too often and for too long.	2/1/2021 3:21 PM
388	Few FT, too many consultants filling the gaps	2/1/2021 3:18 PM
389	Les consultant sont payés &à fois plus chers que les locaux surlesquels ils se basent souvent pour faire leur travail.	2/1/2021 2:59 PM
390	although there is little difference between short term professional and constulants	2/1/2021 2:50 PM
391	Mon organisation abuse de son immunité en octroyant des contrats de consultants à des employés de fait	2/1/2021 2:46 PM
392	See above	2/1/2021 2:46 PM
393	In many occasions I have seen consultants supervising professional staff members, thus	2/1/2021 2:20 PM

394	It does not. Consultancy has resulted more from a "resource driven plan", if you have the funds, let's just hire. The consultants that arrive at our operations sometimes dont have a "plan or work" and try to take over jobs done by General Service staff to justify their presence. It has a become a political manoeuvring to help friends to eventually get a fixed term.	2/1/2021 2:17 PM
395	Consultancy contracts are over-used.	2/1/2021 2:13 PM
396	There are many consultants in WFP	2/1/2021 2:08 PM
397	I think that there are many consultants	2/1/2021 1:52 PM
398	CST are sitting in positions for years and they should be converted to FT. This is bit scary when you look at CST in purely technical positions. Should CSTs decide to leave the organization, the gap on technical aspects is something that could not be fixed easily. Such positions relate eg to food security analysis, nutrition, CBT. And there are times when salary and grade scales are not exactly fair.	2/1/2021 1:52 PM
399	Consultancies are not the best for young professionals without guarantee of pension.	2/1/2021 1:27 PM
400	One problem is, we are so overburdened with work (namely ad-hoc special requests from member States), that we have to rely greatly on consultants for substantive work.	2/1/2021 1:17 PM
401	For the same reason as above - difficulty planning based on budgets cycles - not or very little multi-year funding - also FT's looked at as permanent contracts	2/1/2021 1:13 PM
402	I do not know the basis for hiring Consultants in my organization	2/1/2021 12:54 PM
403	L'organisation doit voir en priorité les autres sources de gaspillage de ressources autres que son personnel. Voyages inutiles. Pléthore de P5 et D1, D2. Les staffs locaux coûtent le moins à l'organisation et ne doivent pas être sacrifiés.	2/1/2021 12:51 PM
404	I dont think we should treat people differently. all contract types are UN staff	2/1/2021 12:50 PM
405	Consultants are a large and growing group of contracts at WFP, as far as I know	2/1/2021 12:45 PM
406	All UN organization do not manage out the non-performers, hence this create an issue of injecting new capabilities.	2/1/2021 12:44 PM
407	Too much regular work is done by short term contract holders	2/1/2021 12:39 PM
408	CST contracts are not used correctly, however ineffectiveness within staff management creates the drive to opt for CST contracts. If a manager is giving an option to recruit a person on FT contract based on 06 months process or CST on 2 weeks process, the reason of why we have so many CST is clear. All long term contracts with no expiration date shall be abolished as no performance considerations are valid in this case.	2/1/2021 12:37 PM
409	ZERO - never happened	2/1/2021 12:34 PM
410	I saw many consultants serving the agency for years and years which means those staff are needed and they are not consultant with special expertise for the period of time personally I suffered from that for years I have been a consultant for more than 10 years only 4 years ago I was converted to fixed term contract	2/1/2021 12:34 PM
411	Utilisation de contrats consultants pour combler des besoins fixes / incohérences entre les justifications demandées au bureaux de terrain vs siège	2/1/2021 12:33 PM
412	exactly	2/1/2021 12:30 PM
413	COnsultant contracts are numerous! and used to bring in people outside of the normal rules	2/1/2021 12:26 PM
414	As many UN agencies are in financial deficit, they tend to offer consultants contracts because they are cheaper. UN Bureaucracy and lengthy process to process a contract might even push people to work as consultants without official contracts	2/1/2021 12:19 PM
415	EXCOL (consultant contracts) are sometimes used instead of fixed term contracts	2/1/2021 12:17 PM
416	The two are often used interchangeably when they are not. Consultant contracts are not used well in the organisaiton, where these are commonly used to meet long term needs and not dedicating the resources to solidify this committment	2/1/2021 12:17 PM
417	The consultants are usually the one who deliver the real/ground work. Consultants are only consultants because the organization refuses to turn them fixed term.	2/1/2021 12:14 PM
418	Consultants and local short term contracts are overused to fill normal staff functions as the cost is lesser than FT contracts. We have short-term contracts over 15yrs	2/1/2021 12:09 PM

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419	Consultants should not be doing the type of work that they do with WFP. They should consult only. In WFP they stay forever and do regular work. These people should get regular jobs (based on tendering and competitive recruitment)..	2/1/2021 12:09 PM
420	Consultants are used for long term needs.	2/1/2021 12:05 PM
421	not at all!consultants are employed for up to 10 years with no security and no consistency	2/1/2021 12:04 PM
422	Yes with internationals but no with national staff	2/1/2021 12:03 PM
423	Same as above, CST category is the most exploited one within the entire UN System, and with less benefits. Further, a CST is someone that can take up as many contracts/assignments he/she can, but rather this is denied by a clause in the UN contracts which states that a CST cannot work for anybody else except that institution. This is rather limiting and does not corresponds to what a CST should be. A CST should only sign a not disclosure clause about the work performed in that institution, but free to pursue other types of work/assignment. Otherwise, the institution should rather provide the CST with a better modality of contract if the intention is to keep the CST in the long-term. CST exploitation and misuse should honestly end, and CST contracts revised thoroughly. Being a former CST, I also encountered discrimination against such category and a huge gap between CST and FT staff, with most of the work done by CST (see IFAD).	2/1/2021 12:03 PM
424	Way too many consultancy positions - used to avoid more transparent HR processes and avoid giving people benefits ... even when people remain in some role for several years in a row.	2/1/2021 11:59 AM
425	But The consultancy contracts have become longer contract within WFP. Someone may be continuously consultant for ten year or more.	2/1/2021 11:56 AM
426	Too many roles for which there is a demonstrated medium/long term need are addressed with the use of consultants with no job security, despite having worked for the organization for periods of 3 to 6 years.	2/1/2021 11:55 AM
427	We are 60% consultants, and most for roles that are needed long-term	2/1/2021 11:55 AM
428	consultancy contract is used to do routine tasks - sometimes when you cannot find people who can commit longer term in difficult d/s	2/1/2021 11:55 AM
429	Consultants are essential to provide flexibility and necessary skillsets, but after 2 years in a role, the organisation should either make the role long term or demise it.	2/1/2021 11:54 AM
430	Too often the use of consultancies is initiated and continued so as to keep an individual in a post, usually due to their strong performance or likeability. This practice needs to stop. Likewise there needs to be a more efficient way of ridding the organisation of 'deadwood' which keeps from employing younger better equipped staff from entering FT posts, thus they remain consultants.	2/1/2021 11:54 AM
431	However, consultancy tend to become longer terms contract.	2/1/2021 11:53 AM
432	Short term professionals and consultants are hired to handle the day to day tasks performed by existing staff within the same departments and organization	2/1/2021 11:48 AM
433	Organisation frequently hires consultants.	2/1/2021 11:46 AM
434	I fully agree. Use of CSTs should be reviewed and adopted appropriately. In WFP sometimes the CST are hired because they are cheap whereas the nature of the work to be performed is that of a general service	2/1/2021 11:45 AM
435	Les projets au sein du BIT font très souvent appel à des consultants externes.	2/1/2021 11:45 AM
436	When I had a consultancy contract, I was always tasked with core activities with corresponding responsibility/accountability. The only difference is the pay and benefits	2/1/2021 11:44 AM
437	Sometimes	2/1/2021 11:44 AM
438	almost every time International consultants are going for the trainings and the National capacity building are getting deprived.	2/1/2021 11:43 AM
439	We are all the same when it comes to tasks/stuff to do, but the situation changes abruptly when we talk about work conditions and privileges. Same standards for what is asked, different standards for what we get.	2/1/2021 11:42 AM
440	FAO absolutely does not comply with this. They very frequently use consultants to fill long term roles that should be filled by staff persons.	2/1/2021 11:42 AM
441	I suspect sometimes they do, while other times they do not.	2/1/2021 11:40 AM

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442	The nature of some SC contracts is applicable for fixed contracts and relate to core functions	2/1/2021 11:39 AM
443	Long term positions are given on short term contracts that are regularly renewed. It is unfair because "non-staff" do the same amount of work as an FT but with none of the benefits or job security.	2/1/2021 11:38 AM
444	WFP is very consultant driven (international/national) but also insufficiently manages non-performance in all types (most in FT)	2/1/2021 11:38 AM
445	My organization abuses the use of consultants.	2/1/2021 11:37 AM
446	Not at all. Consultants are cheaper, and hiring managers are allowed to go in that direction.	2/1/2021 11:36 AM
447	I was consultant over a year and now fix-term but with the same responsibilities.	2/1/2021 11:36 AM
448	But there are many consultants	2/1/2021 11:34 AM
449	Not at all. CSTs fully serve on core staff positions.	2/1/2021 11:33 AM
450	Consultants are employed as Heads of Units and undertake major decisions on behalf of the organisation	2/1/2021 11:33 AM
451	In the field international consultants represent the majority of contracts. Very clearly used as a cost saving mechanism.	2/1/2021 11:32 AM
452	Much too broad a use over long periods of consultants.	2/1/2021 11:31 AM
453	Some regular positions (long-term needs) are held by short-term staff.	2/1/2021 11:30 AM
454	We have noted a serious abuse of consultancy contracts at WFP with 60 percent of the workforce holding non staff contracts.	2/1/2021 11:30 AM
455	Il ne faut plus faire faire le travail des professionnel aux consultants	2/1/2021 10:32 AM
456	high number of consultant recruited	2/1/2021 10:24 AM
457	we have seen that consultants are recruited to perform the job of a staff... whereby the consultant is to be brought in to do some specific work and not the work of the staff.	2/1/2021 10:15 AM
458	Consultants are hired to favour people and not based on the need. Sometimes consultants are hired even when internal skills are available.	2/1/2021 10:08 AM
459	Il y a une prolifération des consultants parce que les responsables veulent donner des sous a leurs connaissances pourtant ils disposent des professionnels specialistes dans les domaines concernes.	2/1/2021 9:48 AM
460	Consultancy is solicited for specific task with specific skills for determinated period	2/1/2021 9:37 AM
461	Recently at my responsibility area consultancy contracts were deployed very aggressively at critical tasks where in house capacity was handling the works effectively. In this particular concern , I strongly believe the intent of increasing consultancy contracts is way astray and is off balance against the in-house staff contract capacities. Therefore I believe this situation need to be reviewed so that the consultancy contracts are kept to the minimum.	2/1/2021 9:15 AM
462	I feel they don't use in-house capacity, rather they hire incompetent staff and they try to cover their fall-backs by consultant	2/1/2021 9:05 AM
463	Base is who likes whom is hired in most cases	2/1/2021 8:50 AM
464	The organization, like other UN organizations, use consultancy contracts but expects consutants to perform staff duties on lower pay and no job security.	2/1/2021 8:38 AM
465	Officers' and managers' job descriptions imply both subject matter expertize and financial management skills alongside with strong commitment. Such combination is not frequent and requires rather head hunting than the standard recruitment processes. As a result, officers normally limit themselves to financial management, while expertize is hired via consultancy. Given the pre-defined range of salaries and rates, both staff and consultancy are not of the top level.	2/1/2021 8:29 AM
466	This should equally concern the recruitment of Individual Contractors	2/1/2021 7:58 AM
467	The distinction in task is well applied, but overall we have very little room to employ staff and most resources can only be used for consultancies, while we spend our time on administrative processes instead of content.	2/1/2021 7:50 AM
468	Because of work volume there is high usage of CICs	2/1/2021 7:48 AM

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469	Mostly yeas, but sometimes consultants are used for jobs that should be a short-term position. Using short-term positions should be easier.	2/1/2021 3:44 AM
470	The fund availability for projects makes it difficult to allocate sufficient fund for fixed term staff, resulting in the increased engagement of consultants.	2/1/2021 2:03 AM
471	Again, ILO does this very well. Some of my previous employers within the UN system do now.	1/31/2021 5:20 PM
472	Beaucoups de consultant souvent on a l'impression que notre presence n'est meme pas utile	1/30/2021 1:20 AM
473	Most of the activities are done by consultants whereas the internal staff may have the capacity to do that. This needs change and internal staff should be utilized to their highest capacity	1/29/2021 8:36 PM
474	But I am aware that other UN agencies in the Common System don't and use consultants like staff. This penalizes the ILO.	1/29/2021 8:21 PM
475	Yes, but not necessarily when it comes to other non-permanent contracts.	1/29/2021 6:07 PM
476	we tend to avoid having long term consultants and if we recruit need to justify the reason	1/29/2021 6:04 PM
477	it is a matter of customary practice since many years to employ consultants in order to avoid recruiting staff to carry out core functions	1/29/2021 5:49 PM
478	Due to the lack of regular budget, important mandates (such as technical cooperation) are undertaken by consultants.	1/29/2021 5:43 PM
479	My organization relies heavily on consultants to perform the substantive part of our work, so that the staff ends up spending more time on grants and contracts management rather than on technical/substantive work.	1/29/2021 5:42 PM
480	there is simply too much "tête à cliente" in the ILO. We are not merit based, it is all a mirage.	1/29/2021 3:53 PM
481	In each possible occasion Members of the Board remind the "high cost" for staff. This is a big pressure to keep the staff number unaltered and to use external consultants	1/29/2021 3:35 PM
482	Very well.	1/29/2021 3:34 PM
483	There are a lot of "fake" consultants contracts for work that is in fact core work of the organization and should be assigned to holders of regular FT contracts or WLT	1/29/2021 3:05 PM
484	Too much reliance on consultancy contracts to do the work staff are fully capable of doing.	1/29/2021 2:18 PM
485	Consultants are regularly used and often current staff are overlooked. Often the same consultants or officials who have left, this does not give recruited officials the opportunity to develop.	1/29/2021 2:17 PM
486	The same cannot be said for other organizations (UNICEF,UNDP)	1/29/2021 2:06 PM
487	The nature of the work assigned to fixed term staff is the mandated, core work that the unit is tasked to perform. Hence, it is not "non-essential" nor "occasional" nor "exceptional". On the contrary, it is the core work of the unit which, even after staff reach retirement age, will continue to be the work of that unit.	1/29/2021 1:22 PM
488	We outsource too much. Official reports should be written by staff, not consultants, in my opinion.	1/29/2021 1:20 PM
489	people on ST have been moved to ExCol just so that they could be retained	1/29/2021 1:14 PM
490	At Ilo I do believe they do this distinction, but I just made about 2 month last week	1/29/2021 12:50 PM
491	C'est dangereux de confier des dossiers confidentiels à des entités extérieurs, plus aucune confidentialité garantie	1/29/2021 12:28 PM
492	In HQ this distinction is clearer, also based on the fact that the availability of resources is higher. However, at the field level, you have consultants working as staff. I was working on a consultant contract for over 2 years in an office in the field for over 8 hours a day 5 days a week, with my own office... However, when the implementation of the policy stated lines above started, it did not result in the reduction of the use of consultants to perform staff work, but rather in additional complications imposed on the consultants to perform exactly the same type and amoun of work, e.g.: limitation to the hours and times they were allowed to spend in the office with additional commuting burden for them , etc.	1/29/2021 12:26 PM
493	However the number of short-term contracts has increased.	1/29/2021 12:24 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
494	Many consultants carry out core work.	1/29/2021 12:22 PM
495	In my organization I see consultant doing work of a P2.	1/29/2021 12:14 PM
496	Le vrai problème c'est que le management est souvent incapable de dire non aux demandes intempestives des mandants sans contrepartie en terme de ressources (humaines et financières). Résultat, dans bien des cas, le Bureau est obligé de sous-traiter (souvent des tâches essentielles) pour réaliser les objectifs ambitieux fixés et aussi les fonctionnaires sont débordés et obligés de travailler un nombre d'heure supplémentaire inadmissible.	1/29/2021 11:52 AM
497	The organization still keeps a large number of staff under TJO, which in my views assimilated to Consultants. With limited rights.	1/29/2021 11:52 AM
498	Much easier and cheaper to use consultants, some of which works exclusively for one organization.	1/29/2021 11:46 AM
499	Yes, usually. But sometimes it is to the detriment of the people as their contrcats cannot be renewed	1/29/2021 10:52 AM
500	I believe the ILO does, but I know many other UN agencies do not	1/29/2021 10:46 AM
501	Consultancy contracts are frequently used to bypass employment law. Fixed term are usually long term in nature. The division between fixed term and continuing is arbitrary and leads to a two tier system.	1/29/2021 10:39 AM
502	Most of the times there is a difference between consultants and staff, but there may be a few exceptions	1/29/2021 10:20 AM
503	wide spread practice of "staff" sitting on continuing and permanent contracts that hire consultants to deliver the core work that they should be delivering	1/29/2021 10:19 AM
504	Some consultants are hired on a very regular basis and know the organization as if they were internal staff, which they should be !	1/29/2021 10:18 AM
505	Yes, I believe the ILO does good use of this distinction, even though it has happened that short-term staff are subsequently hired as consultants. Other UN agencies, on the other hand, use consultancy contracts as a way not to hire young professionals as staff. In many agencies, consultants repeatedly hired for 3-month contracts that together amount for more than a year of work. Their working obligations are parallel to those of staff - they have to work 40h/week, have similar responsibilities, as well as the same duty to be available during those working hours and go to the office.	1/29/2021 10:18 AM
506	Obviously no.	1/29/2021 10:10 AM
507	les contrats dits ded consultant ne doivent pas être utilisés pour faire effectuer des tâches régulières au fonctionnement de l'organisation	1/29/2021 10:09 AM
508	I only regret the regular use of retired colleagues as consultants	1/29/2021 10:07 AM
509	But consultants should be given more protections. Also if this is really going to be embraced there needs to be a modality of firing/training staff to suit current needs. The problem is when you have permanent staff that don't deliver and no incentive system that distinguishes between those that deliver and those that don't, how can departments deliver on their work plan without consultants? Also there's a pipeline problem. How can junior staff get a foot in the door? The OECD or other organizations have the YPP, but for the ILO this depends on home-country financing. There isn't enough flexibility within the organization to deliver and managers have very few possibilities to change the team to deliver on needs. At the same time, if such flexibility is going to be introduction, substantive protections need to be developed to prevent abuse.	1/29/2021 10:00 AM
510	I think ILO does a good job and that distinction, but it uses too much short-term contracts when in reality those people are coming back on short contracts for years. On the other hand, WHO used mostly consultants even where fixed-term or short term would have been more appropriate	1/29/2021 9:58 AM
511	But it is not always consistent	1/29/2021 9:57 AM
512	it has gotten better in HQ but in the field consultant contracts are still abused.	1/29/2021 9:52 AM
513	This distinction is well observed at the ILO. However, when I was employed by the FAO, there was no distinction between staff and consultants, consultants frequently replacing staff, having more work and obviously less benefits.	1/29/2021 9:51 AM
514	Perhaps yes in theory but not in practice	1/29/2021 9:48 AM
515	Nous avons énormément de consultants mais ils sont financés par des ressources extra-budgétaires.	1/28/2021 5:49 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
516	Many consultants contracted to do what should be staff work.	1/28/2021 3:30 PM
517	The principle stated by the GA is very pertinent and should be respected. However, in my experience there are two reasons why we tend to need issuing consultancies. The first one can be avoided if the UN was more agile in issuing 'fixed-term' (tenure-track) contracts each time that a vacancy needs to be filled in. Hiring managers in close coordination with their respective departments should have more room to choose the appropriate candidates according to the tasks at hand. The second reason is unavoidable especially in research and policy-oriented work. The UN needs to pull specific expertise from the academia to address specific topics with leading insights. Else the UN should have very large research think-tanks on all areas to draw from, but perhaps we could not afford that.	1/28/2021 11:24 AM
518	In some cases, they give consultancy contracts to people performing fix-term tasks in order to "save" money.	1/28/2021 9:18 AM
519	I have a consultant colleague who has been with us for well over a decade, but has not been given a contract. This is unfair. There is clearly need for her.	1/28/2021 7:32 AM
520	Consultants in office almost exclusively do staff functions for which there aren't sufficient resources for staff postings	1/27/2021 9:35 PM
521	Consultants are sometimes used as staff for long periods and are majority WEOG nationals.	1/26/2021 2:27 PM
522	creo que la presion presupuestaria hace que las decisiones no sean las mas adecuadas	1/26/2021 11:36 AM
523	Consultants do different tasks from staff	1/26/2021 10:55 AM
524	60 percent of the personnel are consultant doing staff work	1/26/2021 10:00 AM
525	The differentiation is clear in name, but consultants are still used to meet staff shortages	1/26/2021 5:58 AM
526	We employ consultants ever so often. I just wonder why the management employ P staff who have limited abilities and skill-sets.	1/26/2021 4:06 AM
527	Most definitely not, the abuse of consultancies is disheartening. In UNODC they typically max out consultants at the full 2 years	1/25/2021 11:24 PM
528	I understand there may be some complications to comply with this related to the budget liquidity situation.	1/25/2021 10:42 PM
529	No. UNEP routinely issues consultancy contracts for roles with the demands and expectations of staff contracts, with full awareness of the implications this has for consultants.	1/25/2021 9:09 PM
530	Probably 65% of the work force are consultants and most of them have been in this position for several year, yet it is impracticable to convert these contract into fix term, a UN reform on this specific issue is very much needed	1/25/2021 8:47 PM
531	There are consultants who have been working for years with this type of contracts.	1/25/2021 6:58 PM
532	Desgraciadamente, se están haciendo demasiados contratos de consultores en lugar de un contrato de corta duración.	1/25/2021 3:38 PM
533	Absolutely not, see previous comment. Consultants are the life blood of FAO, they often perform professional jobs that staff members are not able to do (without adequate remuneration)	1/25/2021 3:09 PM
534	As mentioned above, the ICA modality is used in place of providing people with appropriate staff contracts, leading to less job security and benefits	1/25/2021 2:20 PM
535	Absolutely not! The 'traditional' path is: first you are a consultant, then a short-term, then again a fixed-term	1/25/2021 12:52 PM
536	but its not kept to the minimum	1/25/2021 11:02 AM
537	It is not easy to offer staff fixed term contracts because of how we are better though. projecticized. We are getting much	1/25/2021 10:53 AM
538	staff recruitment is very slow and cumbersome, we need consultants for project work. but consultants are often exploited, not paid or treated fairly/equally and have unnecessarily high burdens to transition to staff position or stay longer than 2 years. we end up using contracts where should NOs or staff, because it is the only practical option	1/25/2021 9:07 AM
539	but the problem is the skills mix in the secretariat sometimes is lacking for either the job required or the expertise required	1/25/2021 8:55 AM
540	Je pense que quelqu'un qui part à la retraite ne devrait jamais pouvoir revenir , cela ferait des économies.	1/25/2021 8:38 AM

541	If the Member States pay their annual UN membership fee in time and at all, and there is no cash flow issue resulting in a hiring freeze like 2020/early 2021, then we will keep consultants to the necessary minimum.	1/25/2021 8:34 AM
542	As consultant expenses are counted against delivery rate, the Organization should consider appraise the unit or project that delivers quality work with minimum costs of consultant. Each consultant contract should ensure the knowledge transfer at the end. HR should play a core role, not to issue contracts for the same work/tasks. Or TORs for consultants should be submitted together with the programme plan, so that Programme Management Division will be able to map the requirements and make cross-cutting over all contracts.	1/25/2021 8:28 AM
543	Staff at UN is considered generalist and is encouraged to apply for external funding and hire consultants to do the job. Hence, trained staff become glorified assistants.	1/25/2021 5:59 AM
544	in many cases, cic are used when the true requirements are staff	1/25/2021 5:53 AM
545	Hiring managers or approvers of consultant recruitment have too much authority to select a personnel, and in many cases they tend to choose somebody they know. and many cases I see that their justification is too weak, but the absolute authority still remain on them so no chance to overturn.	1/25/2021 5:32 AM
546	See my previous comment	1/24/2021 5:47 PM
547	Many consultants are used to fill staff roles at low pay.	1/24/2021 10:58 AM
548	but dependance on consultants is high. It has stated several times that internal staff do not have the capacity needed despite them having PhD and double masters in many instances. At the same time, proper time management is needed if staff members will be undertaking all core taks as they are always overburdened with planning and monitoring matters	1/24/2021 9:14 AM
549	However, ITU has limited resources and SSA are used to compensate the lack of regular workforce. Unfortunately consultancy contracts are used because regular resources are lacking	1/23/2021 5:51 AM
550	See above comment	1/23/2021 3:59 AM
551	No, Continuan contratos de consultores que funcioanrios pueden realizar estas labores, a un menos costo y permanencia de lo gestionado en el tiempo	1/23/2021 3:20 AM
552	I personally make this distinction in practice, but the poor investment in staff learning and work tools does seem to force large units to rely on a narrow set of consultants on a long term basis. There also is an extensive amount of round tripping, where consultants circulate perpetually across different agency units	1/23/2021 1:07 AM
553	Not always but in general better than other agencies	1/22/2021 7:01 PM
554	je l'espère	1/22/2021 6:18 PM
555	our work now entirely depends on consultants helping us with administration and content work	1/22/2021 5:29 PM
556	There is complete abuse at WFP. It has made me lose any hope in the UN system. They do not value employees.	1/22/2021 3:27 PM
557	At least for the moment!	1/22/2021 2:54 PM
558	Not only is this an abusive employment practice, but consultants are also harder to manage that staff due to inflexible contracts that are in direct conflict with agile management methodologies.	1/22/2021 12:55 PM
559	Consultants are used to fill staff positions. the use of consultants for staff function has long been a loophole used by organizations.	1/22/2021 12:09 PM
560	No, but it is due to lack of sufficient ressources to implement the core mandated work that amkes it impossible to fulfill without the use if additional support (consultants, JPOs, even interns)	1/22/2021 11:17 AM
561	Could be better as we have long-term consultants	1/22/2021 11:08 AM
562	Consultants are mostly used to perform staff work. in most cases dead wood stadd that do not work and hang on for the benefits	1/22/2021 11:01 AM
563	However, with the organization to a large extent relying on extra-budgetary funding staff contracts under the present rigid framework are often unmanageable. Thus greater flexibility on staff contracts or on the use of consultants is needed	1/22/2021 10:26 AM
564	I do believe consultant and staff contracts are very different and appropriate in many ways.	1/22/2021 10:03 AM

I disagree that we have the capacity in house to take on more work using just staff alone. If the funding is there we should be able to freely request the support of consultants for us to make a greater impact. Securing XB funds in many cases is not that difficult but the willingness of staff to 'chase' this money is greatly diminished if we can contract the work out. If the organization would like to send us a list of people who have lots of time on their hands along with there skills and experience, I am sure we could happily send them work - but I have yet to meet anyone who has time on their hands

565	Yes, but we are forced to turn to consultants to do things we're perfectly capable of doing ourselves because we simply have too much work to do and cannot manage it all ourselves. We just paid a consultant 5000 USD to write a paper that I could have written myself in two days (and much better) if I'd been allowed the time to do so.	1/22/2021 9:45 AM
566	The overall cost of consultants in the UN is a shame.	1/22/2021 9:34 AM
567	The use of UNOPS contractors should be closely audited	1/22/2021 9:32 AM
568	consultants are hired to support staff, not meeting temporary needs.	1/22/2021 9:11 AM
569	In general yes, but not all the time. Is some cases in-house resources are simply not enough.	1/22/2021 9:07 AM
570	The issue is that in an environment where a large percentage of staff do not evolve career-wise, and in spite of manifold in-house training certificates to their name, up to the minute expertise does not always exist in house and this needs to be addressed.	1/22/2021 7:43 AM
571	Misuse of vulnerable contracts at ESCWA	1/22/2021 6:55 AM
572	I worked as a consultant in a staff function for two years before getting a temporary appointment.	1/22/2021 3:18 AM
573	Consultants should be payed based on outputs, not be required to sit in the office 8 hours per day. Without consultants the ability of UN to deliver flexibly would be severely jeopardized, but they should not be required to spend 8 hours per day and commute to the office as they are not entitled to take annual leave. They should have flexibility to work when and where they want and take annual leave. Payments are based on delivery already.	1/21/2021 9:23 PM
574	Too many consultants are recruited. More than necessary.	1/21/2021 8:29 PM
575	N/A	1/21/2021 8:17 PM
576	also to consider that it is impossible to use limited in-house capacity to fulfil needs	1/21/2021 7:52 PM
577	But some staff are hired without the required skills. They are almost project management officers rather than social or economic officers.	1/21/2021 7:45 PM
578	yet the competencies of consultants are often questionable, and at the end of their term regular staff redo their jobs	1/21/2021 7:06 PM
579	Given limited options for development, no access to trainigs on substantive issues which would develop in-house expertise, we do need to hire consultants with expert knowledge.	1/21/2021 7:06 PM
580	Pardon my language, but frequently consultants are fucked.	1/21/2021 6:42 PM
581	Consultants are cheap and carry limited liability. Budget uncertainty forces the use of consultants because medium to long term planning is impossible and risky.	1/21/2021 6:28 PM
582	It is not possible to hire now	1/21/2021 6:27 PM
583	This does not apply to our department.	1/21/2021 5:39 PM
584	I have been on consultant and TA contracts while performing FT duties all along for the past 5 years.	1/21/2021 5:23 PM
585	Consultants are used to fulfill recurring functions.	1/21/2021 5:23 PM
586	core work was done under UNEPS contracts until recently, not sure it is still done this way	1/21/2021 5:14 PM
587	I have seen many of them doing staff work especially the "Junior Consultant"	1/21/2021 5:14 PM
588	At least in HQ.	1/21/2021 5:04 PM
589	My organization largely use short-term contracts due to lack of funds	1/21/2021 4:58 PM
590	There are often no possibilites (budget, willigness, HR constraints) to recruit additional fixed-term staff for necessary in-house functions. When a staff member gets promoted or leaves, staff posts simply "disappear". Consultants and individual contractors are used in the organization as cheap, flexible labour to fulfil recurrent functions. The organization avoids	1/21/2021 4:56 PM

	paying any social benefits, provide health insurance and pension contributions for consultants and individual contractors. This situation is unacceptable.	
591	although in general I find that consultants are used for these "big projects" (like developing these new contracts, developing Umoja, IT solutions, etc.) and then contractors disappear and staff are left to deal with the shortcomings and not being fit for purpose of these projects. I think staff should be used for big projects through means of a temporary reassignment or short-term loan, which would diversify the workforce and help staff to grow skills	1/21/2021 4:41 PM
592	Problem is the way consultants are recruited (usually friends of people in charge).	1/21/2021 4:39 PM
593	Consultancy contracts are used for permanent needs	1/21/2021 4:30 PM
594	Some part of the office do use consultants only for determined and time-bound projects. But many parts of OHCHR outsource work through consultancies.	1/21/2021 4:20 PM
595	Consultants are regularly used for long and mid-term needs and core activities	1/21/2021 4:20 PM
596	Mon organisation recrute au travers de contrats de consultant HQ-based à outrance pour gagner du temps (éviter la procédure longue inhérente à l'ouverture d'une position/vacance)	1/21/2021 4:16 PM
597	Given the reduction of the staff, considerable reduction in allocation of the conference service the secretariat has an additional load; therefore the use of consultants, even kept to a minimum, is important under the existing circumstances	1/21/2021 4:11 PM
598	Les p staff recourent systématiquement aux consultants qui eux bénéficient de contrats au rabais. Trop d'abus de la part des P qui agissent comme des agence de travail temporaire.	1/21/2021 4:08 PM
599	Roles that can be performed internally by SM are being accorded to external persons serving as consultants.	1/21/2021 4:06 PM
600	With a few exceptions (mostly situations where the consultants were not appropriate/high-enough quality).	1/21/2021 3:57 PM
601	In many cases, people are recruited as consultants to perform the work that should be done by regular staff. This is done because it is cheaper and quicker	1/21/2021 3:56 PM
602	Project managers in ITC are completely left alone with this problem. We often have funding, projects, commitments - but are then not allowed to hire the staff needed for reasons such as office space, section size, political considerations, etc. Getting a job ad out, even for projects that are up and running or for replacing staff who left (!) can be a several-months-long battle, with no certain outcome. So how to honour the commitments? Reverting to consultants where possible is one frequently used option but then HR tells us, rightly so: they are not allowed to perform staff functions. And in the end, we are made responsible when commitments are not met. We are expected to square the circle. We have started refusing projects on that ground. So the theory is good and well understood. But in ITC at least, it is not applied in practice.	1/21/2021 3:55 PM
603	As in my response to the question 11: from what I see engagement of consultants for long-term tasks is often a forced response to lack of budget and bureaucratic impediments	1/21/2021 3:54 PM
604	A défaut de pouvoir recruter plus de personnel en fix term ou en temporaire, mon organisation recrute des consultants pour des tâches qui ne sont absolument pas spécialisées et qui ne requièrent pas une spécialité, spécialisation ou une expertise spécifique dans un domaine particulier comme cela devrait être le cas pour des contrats de consultants	1/21/2021 3:53 PM
605	We witness this every day. Why HR do not get audited? HR is the source of the problem. If they applied what they preached, the managers would not proceed to arbitrary hirings in most cases of people they know as a favour exchange for future pay offs....	1/21/2021 3:49 PM
606	La différence entre ces positions est parfois très floue mais cela est dû principalement aux procédures de recrutement onusiennes qui sont devenues excessivement compliquées et lentes, et plus souvent basées sur la nationalité que les compétences.	1/21/2021 3:46 PM
607	traditionally no, but in the last year yes	1/21/2021 3:44 PM
608	Quality of delivery would decrease if consultant contracts are minimized	1/21/2021 3:44 PM
609	Les consultants devraient être utilisés pour des missions ponctuelles et non pas sur du long terme.	1/21/2021 3:43 PM
610	Difficulty to hire young persons at P2 level (obligation to hire YPP persons)	1/21/2021 3:43 PM
611	In the modern world we have to work in far more integrated teams and there should be less distinction between staff and consultant contracts not more to help teams run more	1/21/2021 3:41 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas

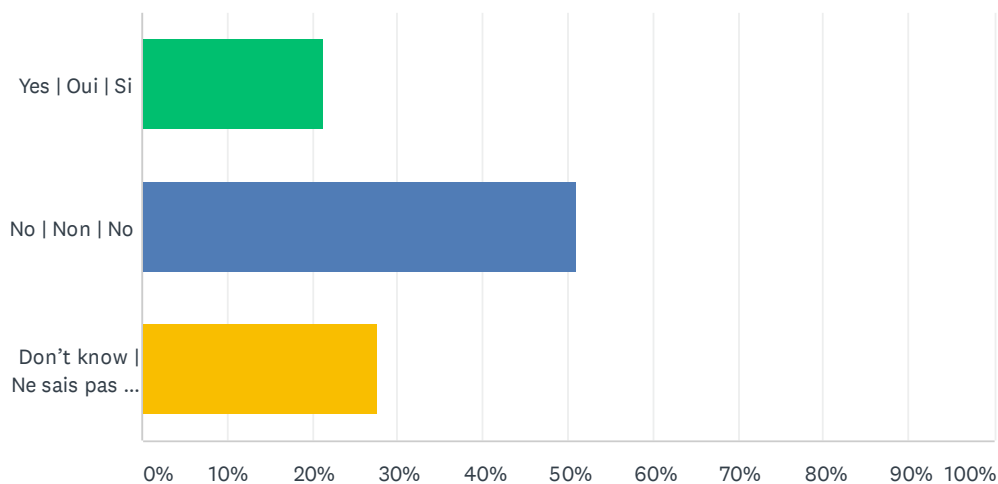
SurveyMonkey

612	But unfortunately, consultants have to do the work of the staff with permanent contracts that dont do much	1/21/2021 3:41 PM
613	Same comment as above	1/21/2021 3:38 PM
614	I think consultancies are abused to some extent, then again when there is clear need for a consultant they are hard to hire because of bureaucracy. I think there needs to be more accountability and monitoring of the use of consultancies, but it is a good category to have.	1/21/2021 3:38 PM
615	due to budget restrictions, even before the financial crisis, we were missing more than 20 posts in our branch to fulfil our duties. In this case, the problem lies with the lack of consistency between the mandates voted and the money provided.	1/21/2021 3:37 PM
616	any consultant I've recruited is paid the same rates as staff. they end up being grossly underpaid.	1/21/2021 3:37 PM
617	The Organization should also provide adequate staffing resources for doing "more with less". At some point, when less people are left to do the job of those who left and were never replaced, those who stay will use consultants or they will not survive. All of us should also learn to say "no" to increasing demands.	1/21/2021 3:35 PM
618	I think the question should instead be why there is insufficient in-house capacity to perform core activities and the responsibility of donors in that regard.	1/21/2021 3:34 PM
619	Absolutely not. Consultants are widespread in OCHA. Most of my team are consultant contracts. No one ever takes a vacation because we can't afford it and we're scared we won't get renewed if we do.	1/21/2021 3:33 PM
620	Due to management's refusal to create new HQ positions in my branch we have staff who have been on consultancy contracts for years	1/21/2021 3:32 PM
621	Any UN employer knows the difference. But they use the status of consultant for things that are actually not consultancy work, not because they like to cheat, but BECAUSE of the lack of flexibility of the UN regular contracts.	1/21/2021 3:32 PM
622	Many uncertain consultancies under individual contractors	1/21/2021 3:31 PM
623	it is like a cast system, very unfair	1/21/2021 3:31 PM
624	There has been a lot contractors hired.	1/21/2021 3:31 PM
625	Difference must be made b/w consultants and FTA. For consultants, I think we are fine. The problem is rather for people on FTA, sometimes for very short periods, whose work correspond to long term assignments.	1/21/2021 3:29 PM
626	My team has an appropriate distinction. However, other parts of the office rely far too heavily on consultants for normal office work.	1/21/2021 3:28 PM
627	Division is calling more and more on consultants for regular budget work.	1/21/2021 3:24 PM
628	Consultants do the same work as P-staff	1/21/2021 3:22 PM
629	We should have much less consultancy contracts. We have way too many.	1/21/2021 3:22 PM
630	The use of consultants in an organization that is project based is absolutely essential to ensure flexibility.	1/21/2021 10:35 AM
631	recruit consultants who do a worse job	1/21/2021 9:48 AM
632	We have alot of Staff with several years of institutional knowledge than even consultancy. Using the staff is paramount. Most consultants are just in to make money while staff are for quality work	1/21/2021 9:15 AM
633	I started in my current organization as a consultant, then the temporary appointment. However, my job is fairly similar.	1/21/2021 5:22 AM
634	Consultants do everything, they get hired for long term mission critical operational tasks. It's a failure of management to advocate for rational capacity planing, pure and simple	1/21/2021 1:04 AM
635	There are more consultants and offshore companies that provide cheap labor and competes against other consultants and staff . Also permanent staff tries to use them against temporary staff as like mini kingdoms.	1/20/2021 11:59 PM
636	Consultant perform core activities over the long term, more than longer term staff with more secure contracts	1/20/2021 11:52 PM

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637	GS duties performed by consultants or consultants kept with that contract for years and years.	1/20/2021 11:39 PM
638	It is harder and harder to recruit consultants	1/20/2021 8:41 PM
639	UN staff do not have expertise in a number of areas where consultants are rightly employed. That does not mean that all consultants posts are necessary	1/20/2021 8:14 PM
640	In addition, consultants are not subject to geographical balance and are majoritarily from WEOG countries.	1/20/2021 6:44 PM
641	We have quite a number of consultants who are doing core functions. The demands are growing for our support, but we do not have sufficient regular budget resources to meet this ever-growing demand for in-house capacity or for growing this in-house capacity.	1/20/2021 6:16 PM
642	A ma connaissance.	1/20/2021 4:08 PM
643	I would say mostly yes.	1/20/2021 3:11 PM
644	There still too many people which have been holding consultancy contracts for years.	1/20/2021 2:52 PM
645	Stil in-house capacity can still be used more	1/20/2021 2:25 PM
646	Contracts for more than 3 years, are still occurring, break in service, new contract	1/20/2021 2:24 PM
647	consultants are most often relied upon to perform core functions at a lower cost without any associated benefits	1/20/2021 2:13 PM
648	overuse of reoccurring consulting contracts	1/20/2021 12:16 PM
649	Most of the time yes.	1/20/2021 11:34 AM
650	Abuse of consultancy contracts is rife across the system. It would be illegal in any member state and is a violation of the principles enshrined in international labour standards.	1/20/2021 11:12 AM
651	although sometimes we end up hiring consultants because its quicker	1/20/2021 10:50 AM
652	increase use of commercial systems contracts for services which bring persons who are not even on consultancy works and are paid with per diem, no leave etc (ex in ICT) More and more use of UNOPS consultants for previous staff positions	1/20/2021 10:49 AM
653	But Consultants are considered internal staff and they expect to be treated as staff. Consultants are hired and given more consideration depending on the management style	1/19/2021 2:25 PM

Q14 Organizations say that the current three types of staff contract do not provide adequate agility. Do you believe a fourth type of staff contract is required? | Les organisations affirment que les trois types actuels de contrats de travail ne permettent pas une flexibilité suffisante. Pensez-vous qu'un quatrième type de contrat de travail soit nécessaire ? | Las organizaciones sostienen que los actuales tres tipos de contrato de trabajo no permiten suficiente flexibilidad. ¿Cree que se necesita un cuarto tipo de contrato de trabajo?

Answered: 5,259 Skipped: 1,035



ANSWER CHOICES	RESPONSES	
Yes Oui Si	21.30%	1,120
No Non No	51.02%	2,683
Don't know Ne sais pas No lo sé	27.69%	1,456
TOTAL		5,259

#	COMMENTS COMMENTAIRES COMENTARIOS :	DATE
1	Need more information on this and the value added of the fourth alternative	3/22/2021 11:18 AM
2	A five year contract that is not tied to a SAL. For example the staff has a 5 year contract and is assigned based upon a matching of operational needs with the staff members' skills and experience. The assignment could be for 3 months in one location, 9 months in another location, 1 year in another location and 3 years in another location. This would truly promote mobility and break up the long-stayers who rotate on posts in Nairobi for 9 years and those on post in Geneva for 10+ years who never worked in the field. It begs the question how such staff form policy without working in the field. There is a real disconnect.	3/20/2021 10:27 PM
3	If administrations would make adequate use of termination, performance management and other flexible arrangements, the existing contract types would be totally sufficient.	3/17/2021 10:41 PM
4	Qu'est ce qui va changer.	3/17/2021 2:29 PM
5	UN agencies need better HR systems and better talent management of staff, including breaks between deep field postings and flexible work arrangements to balance the individual/personal needs of staff with organisational deliverables. The private sector manages to achieve a much better balance between staff and organisational goals than the UN, in my view based on the UN's old fashioned thinking and reluctance to innovate, including in the way we work. The UN needs to focus on its mandate and have	3/17/2021 1:37 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
conversations with staff on how to meet institutional goals and promote accountability at all levels without exploiting staff.

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6	More stability of current contracts is needed, not an additional type of contract.	3/17/2021 9:31 AM
7	improvement to be made to existing contract modalities	3/17/2021 5:10 AM
8	It would depend on what this fourth type does, i.e., which specific problem /gap it seeks to address.	3/16/2021 6:19 PM
9	The continuing contract is not in use in my organisation, this should be revisited so that this type of contract is also in place. What would be the purpose of the 4th type?	3/16/2021 5:47 PM
10	It seems like there's not a general comments box at the end of this survey. I've worked for various UN agencies for a number of years. The biggest problem for me and for many other staff hasn't been the insecurity of contracts (although this is certainly a problem) but rather incompetent and underperforming people who cannot be fired. If there is a move to longer-term contracts, managers MUST be able to fire people who do not do their jobs (after appropriate warning and training of course). It is demotivating and dangerous for the people we help to have these people in the system	3/16/2021 12:47 PM
11	RAS	3/16/2021 9:17 AM
12	5 years or one decade (10 years contract)	3/16/2021 8:39 AM
13	I think remote-working, flexible, when-actually-employed contracts without stipulations to "only" work for one agency while on short-term contracts should be introduced to allow more control to the consultant on what, when, where, and for how long they can engage and how many different jobs they can do during a certain time provided adequate measures for deliverables and outputs are in place.	3/16/2021 4:42 AM
14	Extending the duration of FTA contact, now we receive 6 month, 1 year contact. This is tough to keep the focus, as every 6 month to 1 year I am not sure if contact is going to be renewed. If more duration of contact could be given that would give more confidence and mental stability resulting in good quality of work.	3/16/2021 2:48 AM
15	Soyez plus claires pour cette question .	3/15/2021 4:48 PM
16	RAS	3/15/2021 4:11 PM
17	N/A	3/15/2021 2:58 PM
18	My organisation does not fully explore the potential of G staff and their possibilities for their conversion to P staff	3/15/2021 2:16 PM
19	The question is why the current contracts do not allow for agility, or in which particular contexts the current contracts do not allow for agility. If as a manager, i need to deploy a person for a few months to a high risk duty station, the chances are that the staff with regular appointments will not be able to take that for a number of reasons due to the fact that their lives are organised around such contracts and appointments.	3/15/2021 12:23 PM
20	ils doivent juste essayer de revoir le contrat temporaire de ceux qui ont fait plus de 1 an en les nommant sur le poste	3/15/2021 11:29 AM
21	TAs could cover many of the current consultants and other types of affiliate workforce. I do not see why any other type pf contract would be needed - if the question is simply about having the right persons. However, if the question is about the UN not being able to keep up funding for as many staff contracts, and that is why they are looking at contracts with less benefits, that is a different story. I would encourage the decision makers working on this to be transparent with the reasons behind.	3/15/2021 8:30 AM
22	I think each contract has its own purpose. Review the contract and the purpose. There are work/jobs that can certainly be done remotely but most of the work that i do requires a lot of face-to-face interaction because you are talking about people's lives, survival, urgency, harsh conditions, etc. One cannot understand people's suffering behind a computer. One cannot effectively deliver advocacy messages by just posting posters or wearing shirts. Our presence makes the difference in many situations, though it also puts our lives in danger. People we serve have the least options to stay alive.	3/15/2021 7:58 AM
23	Staff who have done their best from consultancy to becoming staff member found themselves without assignment due direct recruitment (different from consultancy). Consultancy is important but shouldn't be a reason to forget those who have given their lives for the organisation and found themselves without a Job. Knowing that those consultant will reach that stage one day. Contract type should be gradual (not fast tract), if respected it will maintain competitiveness. Long serving staff should have certain minimum	3/14/2021 3:51 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
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job requirement and allowed for flexible working arrangement for family life and also preparing their phase out (optional).

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24	I think how they use the current three types of contracts needs to be looked into and applied more innovatively, don't think there needs to be a fourth one for now in my limited experience	3/13/2021 10:40 AM
25	les 3 types suffisent; toutefois, il faut garantir l'emploi au fonctionnaire en lui accordant un contrat à durée indéterminée pour sa stabilité sociale.	3/13/2021 8:02 AM
26	Motivation and options used vary widely. So long as contracting someone as staff or affiliate remains complicated and takes a long time, hiring managers will try to cut corners	3/12/2021 2:19 PM
27	It depends on the organization needs and the conditions of the new contract	3/12/2021 1:11 PM
28	Such as?	3/12/2021 11:45 AM
29	In reality there are more than three types of contracts.. you also have different categories of local staff, different categories of consultants/AWF, you have UNVs, JPOs...	3/12/2021 10:47 AM
30	In UNHCR, the current system provides a good balance between security and the ability of the organisation to adjust to shifting staff needs.	3/11/2021 5:58 PM
31	I believe another type of contract should open contract so that we can eliminate TA contract is stressful and it will make a staff not perform his duty better during the end of the appointment.	3/11/2021 3:14 PM
32	N/A	3/11/2021 2:50 PM
33	RAS	3/11/2021 2:41 PM
34	No.	3/11/2021 2:26 PM
35	You need to provide information on what this 4th type of contract would be to expect a meaningful answer!	3/11/2021 1:43 PM
36	Is it the contract types that do not provide agility or is it the hiring procedures?	3/11/2021 12:35 PM
37	I am not sure what the fourth type of contract would be	3/11/2021 12:04 PM
38	However, the Org should not be afraid to terminate or not extend high level, underperforming staff.	3/11/2021 12:00 PM
39	Contract type is more a tool for playing with people, I am sorry to say, but this is what I experience	3/11/2021 11:58 AM
40	Maybe you try and fix the current system before introducing another contract type that will be mis-used	3/11/2021 11:08 AM
41	However, as stated above, it should generally be easier for the organization to terminate/not extend contracts in case of poor performance.	3/11/2021 10:54 AM
42	That will depend on the type of the contract and entitlements attached to it.	3/11/2021 8:53 AM
43	Instead, they should provide more security and confidence to staff and consequently, agility shall be realized	3/11/2021 8:41 AM
44	Il peut amener les contrats pour permettre aux staffs d'en tirer le maximum de profits.	3/11/2021 8:34 AM
45	Given the changing situation as a result of COVID 19, I think there is a need to reconsider the existing types of contracts.	3/11/2021 8:33 AM
46	N/A	3/11/2021 6:53 AM
47	There should not be more job security. Change of each supervisor, makes staffs concerned about their contract renewal. And gives supervisor extreme authority sometimes.	3/11/2021 5:54 AM
48	This is a horrible introduction that will lead to greater job instability for so many young colleagues. It shows further disregard for their well-being and likely will lead to many talented people seeing careers in the UN system as untenable.	3/11/2021 1:26 AM
49	home based	3/11/2021 1:04 AM
50	It would be sufficient to properly use what is already in place	3/10/2021 10:32 PM
51	Need to review and improve on existing terms with greater emphasis on contract continuity and job assurances	3/10/2021 5:58 PM
52	TAs already provide a pretty high level of agility. Staff can be recruited and dismissed with	3/10/2021 5:42 PM

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only one month notice. Trying to imagine how this can be made more precarious???

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53	It depends	3/10/2021 4:16 PM
54	Fixed-term contracts for staff who have been in the organisation for long time (10 years+, for example) with a proven, solid performance record in positions of increasing responsibility, could be issued for longer periods (5 years+), if they cannot be converted into indefinite appointments	3/10/2021 4:07 PM
55	I believe that FTAs are appropriate and should be extended to more colleagues (those on TAs, consultancies, individual contractor agreements, etc)	3/10/2021 3:35 PM
56	As comment above, allow FTA hire to have a probationary period to reduce practice of using Temp appoints as probationary contracts.	3/10/2021 3:16 PM
57	No comment	3/10/2021 3:10 PM
58	Il est quetion de satisfaire les personnels qualifiés en les promettant aux grades superieurs et l'ajoute de leurs salaires	3/10/2021 2:16 PM
59	The issue is not agility, but rather, e.g. when FTA contract is ended, someone will try to push for the extension of FTA contracts, or some type of postings to ensure the staff can continue to benefit from FTA contracts. In essence, the problem is implementation of these types of contracts.	3/10/2021 1:39 PM
60	The three are fine, but requires speed in passing contractual stages to be permanent.	3/10/2021 12:58 PM
61	Il y a des nouveaux paramètres et développements que les contrats actuels ne pourront pas couvrir efficacement et avec efficience	3/10/2021 12:26 PM
62	Two year contracts would be more predictable, perhaps with a 1 year probatory period. The UN should strive to align itself with the highest standards of employment among its members states.	3/10/2021 11:40 AM
63	Ne suis pas informé sur quels types de contrats l'organisation serait plus flexible ou gagnante.	3/10/2021 11:29 AM
64	Just review some provisions of the existing contract to give more flexibilities to staffs and the organizations	3/10/2021 11:26 AM
65	Given the current contractual system, I am doubtful that an additional one will be the solution to the current problems	3/10/2021 11:13 AM
66	Presence of reserve staff comprising of people who have previously worked in the organisation can be contacted	3/10/2021 11:09 AM
67	what could it be like? what do you mean? what is the 4th type?	3/10/2021 10:37 AM
68	Having constant new staff in and out the organization has seriously started affecting institutional memory and long term planning. Each new person starts from the scratch and you can imagine what authorities think of the UN and how we compromise our credibility, with staff that is on and of and takes no pride in working for he organization and has no devotion to it, only financial interest...	3/10/2021 10:34 AM
69	I think the challenge is that people do not respect the 3 types of positions during staffing reviews. They simply temper with any position as they want	3/10/2021 10:26 AM
70	I think AWF can be helpful to repsond to emergencies, but it should entail similar benefits as fixed term contracts, especially in terms of accessing other types of contracts in the organization	3/10/2021 10:26 AM
71	Agility is important but it would be important to check if available contract types are used as intended. If people keep gettindlg their FTA extended for many years in a non emergency setting, that's suspicious that it should not be an FTA position.	3/10/2021 10:24 AM
72	No comment	3/10/2021 10:19 AM
73	To me, I do not think the fourth type of contract should be established, rather the existing ones should be looked into for reinforcement where necessary.	3/10/2021 10:07 AM
74	Contract types are ok, promotions for G staff to P staff in UN needs improvement	3/10/2021 10:03 AM
75	Our organization needs the flexibility to contract personnel for less than a year, depending on the availability of funds and urgent needs, but there are many colleagues whose responsibilities are not short term in their nature, so they should be able to feel safer.	3/10/2021 9:37 AM
76	RAS	3/10/2021 9:23 AM

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77	The maintenance of the current contract types is already impossible, in terms of equal treatment, fairness, transparency etc. so adding another one into the existing mess should not be encouraged.	3/10/2021 9:19 AM
78	The management should have come forward in the first instance to ask us on how are we affected by these types contracts before going further of instituting the fourth type of contract.	3/10/2021 8:55 AM
79	Hard to decide not knowing what would be the nature of the 4th contract	3/10/2021 8:34 AM
80	The issue is not a new type of contract but rather flexibility between contracts and between assignments. In many situations the staff is obliged to resign from his/her contract to take another appointment specially between different categories	3/10/2021 8:30 AM
81	Our organization is already very agile in mobilizing staff members under the current types of contracts.	3/10/2021 7:53 AM
82	Temporary appointments do provide adequate agility	3/10/2021 7:51 AM
83	Just increase the duration for FTs	3/10/2021 7:40 AM
84	Pour les memes raisons evoquees en haut, le systeme ne veut pas consolider les droits acquis du personnel	3/10/2021 7:08 AM
85	I think the existing contracts can be made open for flexibility purpose	3/10/2021 7:01 AM
86	The Orgs need to improve the current contractual status. Short term contract for at least one year and fixed term contract at lease for five years for more job security	3/10/2021 5:31 AM
87	Organizations should make employ the current contract types more flexibly and with more agility (e.g., onboarding /recruitment for a TA should not take several months!)	3/10/2021 3:46 AM
88	I don't have an issue with this as long as the contracts can be made fairer across the board. I don't agree with different colleagues having differentiated access to more favourable contracts than others.	3/10/2021 2:26 AM
89	cela creer plus de precarite. beaucoup de staff competent ont deja du mal a trouver un contrat	3/9/2021 10:44 PM
90	actually there is more than 3 if you contemplate IUNV, UNV, UNOPS... we should actually decrease the number of contract's types	3/9/2021 10:30 PM
91	i feel the current ones are fine	3/9/2021 10:12 PM
92	What more could they possibly want? The excessive use (i.e. abuse) of affiliate workforce provides plenty of flexibility.	3/9/2021 10:08 PM
93	Parce que la personne est limitee en se sens , vu le contrat qu'il a , la personne devient inactif .	3/9/2021 9:24 PM
94	I don't think a new type of contract needs to be established, but organizations need to ensure that indefinite contracts are evenly used.	3/9/2021 9:10 PM
95	What would the fourth type of contract look like?	3/9/2021 7:10 PM
96	N/A	3/9/2021 7:04 PM
97	solo modificar algunos terminos de los actuales	3/9/2021 6:49 PM
98	More than adding a fourth type, it should be easier for them to create stable and secure jobs with all the labour protection and rights associated.	3/9/2021 6:43 PM
99	Have no idea what is the fourth type in question.	3/9/2021 6:39 PM
100	All staff members contracts based on performance not years. The performance evaluation has become a routine useless exercise.	3/9/2021 6:24 PM
101	If only the use of whatever system was less abusive (on both sides)	3/9/2021 6:17 PM
102	Il faut penser à augmenter la grade de G2 à G3 pour les chauffeurs âgés de 48 ans + et qui ont fait plus de 12 ans de services avec l'organisation.	3/9/2021 6:00 PM
103	what would that forth contract type be?	3/9/2021 5:28 PM
104	Il suffit d'exploiter les trois types existatnt avec équité et a leur juste valeur	3/9/2021 5:22 PM
105	FOR OBVIOUS CRITICAL POSITIONS - INDEFINITE CONTRACT	3/9/2021 5:20 PM
106	Indefinite contracts (after 5 years of FTA positions) should be introduced again, especially in	3/9/2021 5:05 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

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Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
those locations (HQ) where the headcount is the same for years or is growing every year.

107	No comment	3/9/2021 5:03 PM
108	the use of UNOPS, UNVs, and TAs is already excessive. A fourth type of contract could lead to further job insecurity.	3/9/2021 4:50 PM
109	Se necesita flexibilizar los existentes	3/9/2021 4:32 PM
110	Temporary assignments can fill the gaps.	3/9/2021 4:30 PM
111	UN System has to update staff rules regulations or follow its indications. Human Resources Unit is only a recruitment unit.	3/9/2021 4:21 PM
112	Lequel?	3/9/2021 4:17 PM
113	A contracts that brings more security while still allowing staff member to move from field to HQ or vice versa would be welcome. A contract that allows for flexible working under a pandemic with easy to access telecommuting agreements, also probably worth considering.	3/9/2021 4:10 PM
114	No, si la alternativa puede ser la "Uberización" del trabajo. Recordemos que nuestro trabajo está dirigido a personas que deben ser tratadas de manera especial y eso requiere formación especial, capacidad, experiencia, experticia, responsabilidad, respeto, conocimiento del SNU, entre otras cualidades.	3/9/2021 4:07 PM
115	For those with underlying conditions perhaps a new contract that allows flexibility but is continuous would contribute towards respect for diversity.	3/9/2021 4:06 PM
116	Poor managers are using TAs excessively as FTA is perceived as too rigid an arrangement. This means too many FTAs reside in nice HQs whilst field staff are on TAs with grossly inferior terms and conditions. Whilst I agreed with 2009 contractual alignment, over time, management has made the situation almost worse than existed then. A project based FTA with all benefits that doesn't require clearance from recruitment bodies (aka 200 series) might be an answer unfortunately.	3/9/2021 4:00 PM
117	depends on what the fourth type of contract is?	3/9/2021 3:59 PM
118	no comments	3/9/2021 3:58 PM
119	The problem is not the contract as such, but the recruitment process that is so lengthy. And the fact that miss behave is awarded and that people with indefinite or fixed-term are never dismissed, but always promoted.	3/9/2021 3:49 PM
120	I think it was the General Assembly that simplified contracts into three types. Are they saying they are wrong?	3/9/2021 3:47 PM
121	The contract period may be increased from one year to three years depending the situation of the operation.	3/9/2021 3:46 PM
122	OMG, do not go further down the gig economy road! It's bad enough we already have UNV, UNOPS and "partner deployments" that fulfil that role in the UN system without any job security whatsoever. Working for the UN is NOT the same as delivering pizza in NY, especially not when deployed to war-zones to deliver humanitarian aid or protect human rights!	3/9/2021 3:45 PM
123	Flexible, changing contract with long term stability	3/9/2021 3:40 PM
124	The short-term contracts are used at lengths in this duty station. Many colleagues are obliged to take a mandatory, unpaid break in contract for 1 month as they have been on a short-term, temporary contract for more than two years. Then they return on a short-term contract and the process starts once again. These positions should be regularized.	3/9/2021 3:39 PM
125	I think the recruiting process sometimes takes too long. And it's hard to plan between one assignment and the next.	3/9/2021 3:37 PM
126	Instead of multiplying the kind of contracts, it would better to organize well the existing contract for the benefit of the staff. I would advise that a consultant contract be transformed in TA contract after 1 year, a TA contract be transformed in FT contract after 1 year and a FT contract be transformed in indefinite contract after 3 years for all UN system.	3/9/2021 3:33 PM
127	I would say yes but depends on the contract. More stability and mobility is definitely needed.	3/9/2021 3:30 PM
128	Probably yes, if also linking the duration of the contract to the annual programme cycle could be lifted.	3/9/2021 3:24 PM
129	deberían ser todos fix term, por determinado tiempo independientemente que se necesite para el corto o para el largo plazo, finalmente los que trabajamos bajo un TA tenemos los	3/9/2021 3:19 PM

130	specialized staff (e.g. ICT) need better flexibility and mobility	3/9/2021 3:14 PM
131	Remote working	3/9/2021 3:13 PM
132	they don't use the 3 types in good way so adding fourth type will not make the situation better, they have to know how to use the current types first and to correct the mistakes in them	3/9/2021 3:12 PM
133	N'ayant pas tous les elements d'appréciation des trois types de contrat, je ne peux me proncer.	3/9/2021 3:08 PM
134	I think it would create even more inequality among colleagues. Unless, some of the current types are merged or abolished	3/9/2021 3:05 PM
135	il faut seulement aller plus vers les contrats permanent ou à durée déterminée	3/9/2021 2:56 PM
136	Permanent	3/9/2021 2:56 PM
137	Like longer term contracts might be 5-10 years which will make staff feel more encouraged to work and live peacefully without worrying and wasting time to search for other job to secure his own and his/her family living especially with lack of job opportunities in Iraqi context	3/9/2021 2:56 PM
138	In my experience, the main issue seems to about simplification of HR procedures more than about creating a new type of contract. For example, compared to last year only, two new forms were introduced in January this year to hire for the same category. This makes the process considerably longer every time, given the number of people it involves, the signatures required etc. I have also experienced that at UNHCR, for example, we have a very forward-looking policy on flexible working arrangements - but in practice, there is a really strong hesitance from managers in applying it, in (and I quote) "creating precedents" (in applying a policy that exists? Then why have it?). Some solutions are already available, but we still need a mind shift in management.	3/9/2021 2:55 PM
139	No contracts should be less than 12 months. I had a contract for 3 months	3/9/2021 2:48 PM
140	Agility can be part of and reflected in Job descriptions/ToRs it does not necessary require another type of staff contract	3/9/2021 2:45 PM
141	another contract would further complicate and not necessarily lead to equality of treatment. not sure it would fix anything.	3/9/2021 2:44 PM
142	N/A	3/9/2021 2:40 PM
143	Give people more stability. Don't make them constantly worried that they will have no job in two years. Also give them contracts that allow them to get mortgages.	3/9/2021 2:32 PM
144	Rules of engagement should be modified to enable greater agility within the present contracts.	3/9/2021 2:30 PM
145	It depends on what the 4th type of contract be and how it would look like (its condition).	3/9/2021 2:26 PM
146	I think the 3 kinds of contract will suffice as it is a choice of the staff to apply to a post or not, whether it is a short-term, fixed or a permanent contract.	3/9/2021 2:23 PM
147	To me considering giving staff Indefinite Contact will solve the issue of uncertainty of job security at work	3/9/2021 2:16 PM
148	It depends on what that type would look like. Perhaps there could be a middle ground between a staff member, and someone who is by contract considered "external" - if that person is recruited not for a specific, short term project.	3/9/2021 2:15 PM
149	RAS	3/9/2021 2:12 PM
150	For emergencies: very agile hiring conditions, short term contracts only (limited strictly to 6 months up to a year) but with possibility to hire staff without break in service.	3/9/2021 2:07 PM
151	I believe also that most consultancy contracts could be reviewed and if necessary turned into posts.	3/9/2021 1:55 PM
152	By doing so, you'll make it even more unfair	3/9/2021 1:54 PM
153	Temporary appointments exist for providing rapid and agile answers to emergency-like needs. The procedures in place That may delay fixed-term selections exist to ensure fair, transparent and just decisions. My organization is regionalizing procedures, by creating Local/National Assignment Committees and Review Boards, for instance, to expedite processes. I believe that there should be cautious distinction between the needed steps for	3/9/2021 1:47 PM

recruitment and the delays that HR Units are widely known for taking to follow-up on recruitment.

154	We just need to improve the three, no need to create another type	3/9/2021 1:46 PM
155	I would like to see a sort of emergency roster (the existing emergency roster is for staff on a post) with time off in between, or greater time off between assignments. It is also really difficult to fire people for misconduct on FTA contracts - there should be a greater ability to get rid of non performing and toxic staff and at the same time employ with greater job security the colleagues slaving away on affiliate contracts for years because they don't have easy access to the "good" contract types.	3/9/2021 1:44 PM
156	It depends what this 4th type would be	3/9/2021 1:41 PM
157	After 10 years of work I would open possibility for 5 years contract, at least	3/9/2021 1:40 PM
158	contrat continue a dure indeterminer	3/9/2021 1:36 PM
159	improving existing ones would be ideal.	3/9/2021 1:34 PM
160	i Hve not yet come across such urgency and therefore would prefer the current three types be aminated but endeavours to make progressive be made.	3/9/2021 1:33 PM
161	Yes a better one more than three ones for sake of job security	3/9/2021 1:33 PM
162	This question is badly worded. What would the fourth contract type look like?	3/9/2021 1:32 PM
163	NO	3/9/2021 1:29 PM
164	I think there needs to be more of an element of choice by staff themselves, as well as the organizations, as to which type of contract is suitable for them and their aspirations. Some end up trapped in functions or contracts they don't want, and others look for more diversified experience that allows for more flexibility, which don't match the nature of the job. Assignments and contracts should be much more staff-centered, rather than being almost completely about the institutions.	3/9/2021 1:29 PM
165	The current rules (but perhaps more the organizational culture) make it difficult to create much-needed positions, and it can take months or years before somebody is finally hired.	3/9/2021 1:29 PM
166	normalement apres 5 ans de travail dans une organisation, avec un contrat de type FTA, l'organisation doit changer ce type de contrat a celui indetermine	3/9/2021 1:27 PM
167	Favoriser le contrat à durée indéterminée pour une stabilité/sécurité du personnel	3/9/2021 1:27 PM
168	n/a	3/9/2021 1:25 PM
169	Non	3/9/2021 1:24 PM
170	No need for another contract with no adequate agility. Rather, the organizations should identify the ways of cohesion between the three contracts.	3/9/2021 1:17 PM
171	Un type de contrat de contrat a duree determinee plus long (3-4 ans) renouvelable	3/9/2021 1:15 PM
172	A la base il existe 2 types de contrat: les NU en ont 3. Il faut plutot ameliorer l'existant en enrichissant l'offre.	3/9/2021 1:15 PM
173	Non, ces trois types suffisent mais il faut beaucoup plus de transparence. Accorder la chance aux nationaux de grandir contrairement a ce qui se fait actuellement où dès que si tu as faire a un international dans une interview c'est presque deja plié	3/9/2021 1:12 PM
174	The culture of working remotely or working from home is good to save money. But not at all good to promote a multicultural and equal world. While for some very limited jobs and roles this option can be evaluated, replacing a large portion of staff by staff working remotely will have a negative impact on UN. The role of the UN is bigger than sometimes we realize, it brings together people from various places together to work towards a common goal, build mutual trust and respect. I am not very positive on how this would continue for staff working remotely. What value would UN add to their lives other than providing livelihood? I would favour setting up offshore centres in low-cost countries or cities and let the interested staff move there. Would this require a new contract type? I don't think that would be necessary.	3/9/2021 1:11 PM
175	I agree with this observation. There should be a type that is between full time staff and consultant — a form of arrangement where the staff concerned is free to take on other jobs outside the system but is able to enjoy the benefits of working for the UN (at a reduced rate or factor) . Some people want to contribute to the UN but they feel being in the UN fulltime limits their creativity or freedom.	3/9/2021 1:10 PM
176	Il suffit seulement de renforcer ceux existants afin de les rendre plus flexibles	3/9/2021 1:10 PM

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177	we might not need a fourth but with improved or modified terms, would like to see more time given for the contract length because after every assignment staff have to apply for interview there should be a system for job security. In my case I have yearly contract so at the end I am very worried if I will be a new assignment and this is stressful. Some system to maintain current staff will be beneficial.	3/9/2021 1:09 PM
178	I believe the fixed-term contract type (FTA) is appropriately adapted and sufficiently 'agile'.	3/9/2021 1:09 PM
179	How do they not provide sufficient agility? We are already in a hire and fire situation. Indefinite contracts are not agile enough but a continuous employment is balancing staff welfare needs with organisational needs when the organisation decides for a core staff, complemented by the possibility of extending emergency needs through affiliated workforce. Becoming core staff should depend on merits.	3/9/2021 1:08 PM
180	But I believe it should be made more easy and preferential for G/NO staff to move into P category, without jeopardizing contractual status (having to have to give up fixed term to move into P category TA, for example).	3/9/2021 1:07 PM
181	UNHCR has to use the continuing/indefinite for more secure jobs and treat FTA staff members who have served the organization for more than five years regardless of their SAL also to be placed on SIBA likewise the indefinite holder staff members	3/9/2021 1:06 PM
182	I believe we could have staff contract which offer more flexibility on the duty station/place of residence for certain functions and by accepting also less entitlements. Perhaps some people would accept to be working as international staff from their home country (or anywhere else) but with 'national staff' conditions for instance. So, for these types of contracts (probably available only for very specific functions) employees would still be staff (not consultant or affiliated) with a certain security but not benefiting from many international entitlements. It would help to balance things a bit better.	3/9/2021 1:05 PM
183	Takes the private sector to put someone on the ground on average 6 weeks. We take around 9 months. Not a matter of contract but on selection processes. We have 6 steps before a person is appointed. Private sector has 2. To this we must add how long it takes to onboard someone - minimum 4 weeks.	3/9/2021 1:05 PM
184	c'est bien de penser à promouvoir ceux-là qui ont de petit contrat d'en avoir de permanent car la période de renouvellement le fonctionnaire travail avec la psychologie non tranquille car il n'est pas garanti par son contrat	3/9/2021 1:03 PM
185	Mais que les durées soient un peu plus longues, au moins 12 mois quelques soit le type de contrat	3/9/2021 1:03 PM
186	Make procedures easier and effective	3/9/2021 1:02 PM
187	RAS	3/9/2021 1:00 PM
188	Perhaps indefinite contracts should be re-considered. As far as I understand, this type of contract is no more in place. It was among the old practice of the UN system. Certain measures can be applied in o	3/9/2021 12:59 PM
189	Perhaps permanent contracts with caveat for staff to move across the UN system	3/9/2021 12:58 PM
190	Pour permettre des abus encore certainement	3/9/2021 12:56 PM
191	indefinite contract	3/9/2021 12:55 PM
192	on the contrary, I think that adjustment of terms and conditions of the current contracts and greater accountability towards work-force will suffice.	3/9/2021 12:55 PM
193	Not sure what fourth type of contract could be possible to be honest. If there were examples, it would have been easier to comment.	3/9/2021 12:55 PM
194	If a fourth type will have a specifications that services certain function with easy recruitment process and a mix of the three type of contract for the sake of the organization, yes that would be worthy	3/9/2021 12:52 PM
195	It will be great to have more privilege for the staff.	3/9/2021 12:52 PM
196	Tout le monde devrait être traité de la même façon au point de vue salaire et autres avantages pour éviter des frustrations	3/9/2021 12:51 PM
197	No, because I am afraid that the organisations would use it to further deteriorate job security.	3/9/2021 12:48 PM
198	Des contrats de 5 ans minimum	3/9/2021 12:45 PM
199	Je pense pas que cela soit nécessaire	3/9/2021 12:43 PM
200	I would need more information on why organizations are arguing the existing contracts don't	3/9/2021 12:41 PM

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 provide adequate agility. I can't see what the gap would be but maybe have missed something.

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201	The staff should be confident to his administrative position/status.	3/9/2021 12:39 PM
202	I am not sure that multiplying the number of contract types is the right direction to take to harmonize our working/contract conditions	3/9/2021 12:39 PM
203	If you mean fixed term working from home, YES	3/9/2021 12:38 PM
204	Je ne sais pas a quel type de contrat faire reference.	3/9/2021 12:38 PM
205	It depends what the proposed 4th type could be. I would like to see a reduction in recourse to UNOPS contracts for activities which should be on TA or FTA with the full benefit of equity on leave and other entitlements	3/9/2021 12:38 PM
206	2 or 5 year renewable	3/9/2021 12:37 PM
207	There is a need to stop the proliferation of contract types and properly use the workforce and contracts that exist. there is a need to stop the favouritism and friendship in having some rotate and others sit put...	3/9/2021 12:35 PM
208	flexible working hour/contract perhaps	3/9/2021 12:33 PM
209	N/A	3/9/2021 12:33 PM
210	do not know if a forth contract type would be helpful ... the system needs to change totally to ensure dignified contracts for all staff ... the groups / types of contracts that were created ages ago do no longer reflect reality and should no longer be used ... there is need to abandon "P" because all staff working in the UN at whatever level is professional.	3/9/2021 12:30 PM
211	There are too many variations of contracts already	3/9/2021 12:30 PM
212	il est urgent de revoir le contrat pour services genereaux	3/9/2021 12:29 PM
213	En outre Si l'on revoit les offres des employés qui ont déjà passé au moins 5ans dans l'Organisation	3/9/2021 12:26 PM
214	RAS	3/9/2021 12:26 PM
215	UNHCR has not been providing stability to staff members, some of whom have been on Fixed term (FTA) for more than 15 years...	3/9/2021 12:24 PM
216	Some organizations use a "pay-for-work" contract in which a person is retained and then asked to do specific tasks for a limited time (30-60 days). I think these are pretty good vehicles for some people and some types of deliverables.	3/9/2021 12:23 PM
217	I don't think another contract type is required, but some of the conditions attached to those contract need to be more flexible.	3/9/2021 12:23 PM
218	It would be sufficient to use the existing three types of contracts properly.	3/9/2021 12:23 PM
219	Maybe to make the actuals more flexible in order to be more agile or if the new type of contract doesn't precarize the safety job conditions	3/9/2021 12:18 PM
220	But only if it gives better job security. Not more variants of affiliate workforce contracts, such as UNOPS.	3/9/2021 12:17 PM
221	The lack of agility more seems to be related to how long it takes to process a new offer - even urgent, supposedly temporary needs, cannot be filled within 3 months. Even hiring an intern can take months.	3/9/2021 12:17 PM
222	Perhaps, consideration could be made for more opportunities to be created for staff who is willing to rotate within UN system (e.g. deploying to different agencies/programmes while retaining a regular contractual affiliation)	3/9/2021 12:16 PM
223	n/a	3/9/2021 12:15 PM
224	There is no more permanent contract, hence difficult to respond to this question	3/9/2021 12:15 PM
225	all depends on the type of this fourth type of contract!	3/9/2021 12:13 PM
226	distance hired people from another country to be able to work	3/9/2021 12:09 PM
227	UNOPS/UNV contracts would be the fourth type of contract used in my office already (in addition to the three types listed above)	3/9/2021 12:09 PM
228	With the possibilities that short term contracts provides, what more is needed?	3/9/2021 12:09 PM

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229	In my operation the consultancy system already applies to some technical position that lack from the local community.	3/9/2021 12:06 PM
230	I don't necessarily think that a new contract type should be created, but that recruitment and administrative policies should be adapted to support more movement within the organization or the UN common system.	3/9/2021 12:03 PM
231	fixed term project contracts -for duration of a project that may go beyond 2 yrs, or below two years but with flexibility to renew based on evolution of the project and has same rights as fixed term	3/9/2021 12:02 PM
232	Agencies need to understand that staffing is a core aspect of being able to deliver - they promise to deliver something without having the funds to employ staff.	3/9/2021 11:57 AM
233	Would be useful to see what options might be available.	3/9/2021 11:55 AM
234	But where is Affiliated workforce ranked among the 3 types of contract? It's terms are totally different	3/9/2021 11:55 AM
235	Je propose que si un staff a deja fait 5 ans de service qu'on lui donne un contrt à durée déterminée de 3 ans puis apres 5 anset enfin un contrat à durée indetrmnée .	3/9/2021 11:54 AM
236	Studies show employees offer themselves to the best when they are sure of their future. Uncertainty of one's future reduces the level of commitment.	3/9/2021 11:52 AM
237	Depends on what the 4th option is.	3/9/2021 11:52 AM
238	Work from home contracts would be very welcome for certain roles without a geographic requirement	3/9/2021 11:52 AM
239	any amendment should consider more job security to the humanitarian workers not only the interest of the organization	3/9/2021 11:51 AM
240	No I believe rather than adding a 4th type of contract - which is pretty much AFW, the whole system should be reviewed. I especially thing that indefinite needs to be deleted.	3/9/2021 11:50 AM
241	an agile contract modality/staff category that does not involve reduced entitlements and that is included in the UN workforce like all the rest of staff	3/9/2021 11:50 AM
242	Agility should not mean the staff member can be without a job all of a sudden. There should be a safety net of some sort, especially for those of us who've been with the organisation for many years.	3/9/2021 11:46 AM
243	I'm not informed enough on what this forth type would look like and the use of the other types	3/9/2021 11:46 AM
244	Why a 4th contract? This is suspicious !	3/9/2021 11:46 AM
245	We really have enough modalities with P and G staff, UNOPS contracts and consultant. Better work on getting more people onto staff instead of UNOPS/consultancy contracts.	3/9/2021 11:43 AM
246	WHAT? We need less, not more contract types! In developed countries (e.g. Nordics) there is only one type of staff. That is how it should be in a modern organisation. It should be easy to hire and easy to fire people.	3/9/2021 11:42 AM
247	N/A	3/9/2021 11:39 AM
248	Once you have served on short term contract consecutively for a period of one year and your services are still needed, you should proceed to a yearly fixed term without further external advertisement, subjecting you to external competition,exams, interviews etc for a position you have effectively served for a year. Its very demoralizing.	3/9/2021 11:37 AM
249	un contrat qui permet de donner la possibilite au staff qui a travaille longtemps d'avoir a continuer a travailler tout en ayant une vie reelle de famille. il faut un task force pour analyser cette problematique	3/9/2021 11:36 AM
250	In some cases, staffs do loos their jobs just because projects close and they cannot be transfered to other offices. If possible, such staffs should be considered for short term contracts if they are available rather than advitising the jobs for global expression of interest	3/9/2021 11:36 AM
251	more than a new type of contract, the current contracts should be more flexible. If this is not possible, then a new type of contract may indeed be needed.	3/9/2021 11:32 AM
252	Undetermined Contract	3/9/2021 11:31 AM
253	What would be that fourth type of contract?	3/9/2021 11:31 AM
254	No comment.	3/9/2021 11:31 AM

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255	I think, who has been working in this organisation for years and after this long period has TA contract only - it has a bad impact to the employee.	3/9/2021 11:31 AM
256	Un type de contrat qui ouvrirait l'accès aux autres agences des nations Unies pour préserver la permanence des contrats	3/9/2021 11:28 AM
257	There is an attempt by organisations and powerful Member States to introduce more precariousness disguised under agility.	3/9/2021 11:28 AM
258	I think the issues are not one of contracts. They are questions of skills, capacities and performance. The focus on contracts is unhelpful, and both organisations and staff federations are responsible for that.	3/9/2021 11:28 AM
259	it is not identifying another type of contract but to have a clear transparent policy on separating staff - without it the agencies are scared to hire s/m in the longer term	3/9/2021 11:28 AM
260	only if it is related to, for instance, positions that could work part-time or remotely with the same set of benefits and minimum security (health care, annual-sick-maternity leave, etc)	3/9/2021 11:27 AM
261	The "continuing/indefinite (for long term needs)" contract type should be applied for staff who is at the organization for more than 4-5 years. It is not applied at all as far as I know.	3/9/2021 11:27 AM
262	The issue of agility or lack thereof is more linked to the heavy and lengthy recruitment processes, not the type of contracts.	3/9/2021 11:26 AM
263	The three are ok, but staff should be given a chance to cross over to the next level when skilled.	3/9/2021 11:24 AM
264	To secure Job security.	3/9/2021 11:24 AM
265	the likes of an indefinite contract	3/9/2021 11:23 AM
266	just review of policy which gives suitable rights to all	3/9/2021 11:23 AM
267	But get the balance between agility and attractive and appropriate terms to respect staff and support agility in an equitable way	3/9/2021 11:22 AM
268	the need of the hour is to rationalise the existing contract types- and abolish indefinite/ permanent contracts	3/9/2021 11:21 AM
269	Permanent contract	3/9/2021 11:21 AM
270	Make the best use of current contract types rather than creating a new one.	3/9/2021 11:21 AM
271	Temporary/short-term contracts should be removed and use only long-term ones!	3/9/2021 11:20 AM
272	After 10 years of service staff should be granted continuous contract	3/9/2021 11:19 AM
273	I do not have sufficient information to answer this question although why can the flexibility not be built in to the current types of contract?	3/9/2021 11:19 AM
274	Depends on type of contract and conditions	3/9/2021 11:19 AM
275	Why add more bureaucratic procedures... Make the present ones more stable and longer term	3/9/2021 11:19 AM
276	Let's use the ones on hand appropriately	3/9/2021 11:18 AM
277	The system is already way too complex. TA should be replaced by probation period and the FTA and indefinite should be merged the similar way as it's applied in the private sector. Continuously running contract with fixed notice period.	3/9/2021 11:18 AM
278	more important to look into on how the contracts are used, how to be more flexible instead of introducing yet another type	3/9/2021 11:17 AM
279	I don't agree with the idea that UN requests flexibility to staff without giving the same opportunity to everybody to apply for positions. The rule of the Internal, Group 2 and External's lists is discriminatory and not based on competence and merit. This is why I don't agree with additional flexibility by the staff.	3/9/2021 11:17 AM
280	It will depend on the duration of the fourth type of contract	3/9/2021 11:16 AM
281	The emphasis on FTCs mean we lack the ability to hire very short term	3/9/2021 11:16 AM
282	No clarity what kind of fourth type contract is suggested - what are the core provisions?	3/9/2021 11:15 AM
283	N/A	3/9/2021 11:15 AM
284	N/A	3/9/2021 11:14 AM

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285	It depends what kind of contract that would be. We are currently using two types of staff contracts, plus affiliate workforce.	3/9/2021 11:14 AM
286	With more job security for functions that will continue being needed by the organisation but staff on these functions may have unfortunately for them joined the organisation after the cut-off date for permanent contracts. There can be greater job security while retaining flexibility with 5 year contracts (instead of the 1 to 3 year contracts currently granted)	3/9/2021 11:12 AM
287	In my view, there already exists a fourth type of contract, which is a widely used TA. However, how someone with a family in charge can accept a TA?	3/9/2021 11:11 AM
288	Home based positions should be considered as well	3/9/2021 11:11 AM
289	yes, but first, they have to provide better job security for long-serving staff	3/9/2021 11:10 AM
290	Minimum 5 years	3/9/2021 11:10 AM
291	This question is not clear. What would be the provisions of the fourth type of contract?	3/9/2021 11:09 AM
292	The contract types are not the issue, rather their application. Fixed term contracts can be shorter than current SAL requirements according to needs, but allowing staff to accrue the same benefits and have the same scope to develop and move in the organisation according to their skills and performance.	3/9/2021 11:09 AM
293	The fourth type of contract should provide job security notably should be 5 years and above.	3/9/2021 11:08 AM
294	Yes, some kind of home-based contract. The financial savings could be huge for the organization/s on those jobs that do not require actual physical presence. Not to mention the benefits to staff in terms of less stress and upheaval.	3/9/2021 11:08 AM
295	there is no need for another type of contact. Fixed Term contracts should be renewed for more than 3/5 years instead of yearly of indefinite.	3/9/2021 11:08 AM
296	It depends the type of contract	3/9/2021 11:06 AM
297	The three types of Contracts are okay. Once they are strengthened and enhanced, there won't be any need for a fourth type of Staff Contract.	3/9/2021 11:06 AM
298	I feel there should be a fourth modality for UN contracts but more information is needed to express an opinion	3/9/2021 11:05 AM
299	La flexibilité est suffisante. Seule une révision de l'échelle des grades lors des recrutements externes est une absolue nécessité. Trop de personnes sont recrutées à des grades trop élevés à leur entrée en service brisant les perspectives de carrière des personnels existants et leur propre perspectives	3/9/2021 11:05 AM
300	one way or another, offices will always find loopholes or ways to circumvent the proper use of contracts	3/9/2021 11:05 AM
301	Too many contracts lead to discrimination of benefits in the workplace and staff talk. Already it is not good that temporary assistance have reduced leave.	3/9/2021 11:04 AM
302	I think my organization could benefit from the establishment of remote working for technical positions that do not require field presence. Similar arrangements could also positively impact on the staff life-working balance	3/9/2021 11:03 AM
303	As said, a fourth category could be useful, if the system itself is agile and better performance/skill-matching rather than "years in the system"-based. ICRC as another field-based agency allows for much more personal moves and encourages that staff take time off to work in other fields without penalising them.	3/9/2021 11:03 AM
304	No comment.	3/9/2021 11:02 AM
305	One type is the most humanitarian and logic, why to create more types of contracts, which cause more inequality	3/9/2021 11:02 AM
306	I believe, UN can provide better securities if they abide to staff safety even with the provided type of contract	3/9/2021 11:01 AM
307	Rather make proper use the current types of contract to better use.	3/9/2021 10:59 AM
308	We could engage known/proven experts who work remotely/telework. For example, as a woman and a mother who is a top expert in my agency on fundraising, it would be wonderful (and very appropriate) for me to be able to work from my home country for 1 or 2 years (to familiarize my children with their own culture). There is no difference between me being in Uganda (in the office), in Uganda (teleworking from home due to COVID), or teleworking from Canada. I am equally, if not MORE productive than if I worked in the office. We all know that it is true. You want to retain women as managers? Please just let us take our	3/9/2021 10:58 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

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Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
children home so that they know what a Canadian is like; so that they meet their cousins and actually get to know them. Let us have more humane working conditions. The UN is not the MILITARY!

309	A longer term contract instead of FTA	3/9/2021 10:58 AM
310	Remote working contracts where you can be allowed to continue your family duties and not be expected to travel into countries and risk separation for prolonger periods during the pandemic especially.	3/9/2021 10:58 AM
311	The details would need to be established - it's subjective what 'agile' really means!	3/9/2021 10:58 AM
312	But not at the expense of existing modalities	3/9/2021 10:58 AM
313	Je ne pense pas que cette mobilité soit liée à un type de contrat mais plutôt aux catégories (P, G, FS)	3/9/2021 10:57 AM
314	ce 4 eme type de contrat peut permettre au candidat d'avoir plusieurs option de choix	3/9/2021 10:57 AM
315	would need to know the 4th type proposed in order to comment	3/9/2021 10:57 AM
316	If they provide Fixed Term contracts for 3-5 years there will be security and confidence. Currently I have got 3 annual Fixed Term contracts with great uncertainty every year.	3/9/2021 10:56 AM
317	Consultant for emergencies instead of having staff being deployed somewhere waiting for emergencies to work. ex: having an international security officer in some locations may be not so imperious as our national staff are really professional but in case of emergencies a consultant can go there and support the national security experts.	3/9/2021 10:56 AM
318	Depends on what is meant by "agility". This is only welcomed if it increases job security and does not exclude the new group from benefits.	3/9/2021 10:56 AM
319	the organsiation already uses a fourth type: affiliated staff (UNOPS, NRC roster, UNV,...) which creates a lot of uncertainty for staff and unpredicability (see previous comment)	3/9/2021 10:56 AM
320	It depends on the nature of the fourth type of contract	3/9/2021 10:55 AM
321	Those who have been consultants for over a year should be made to have a contract type which allows them access to UN medical services as well as pensions even as the organizations work towards offering them fixed term contracts	3/9/2021 10:54 AM
322	Just make better terms on the current contracts. No need keeping people on 1 year FTAs for over 15 years.	3/9/2021 10:53 AM
323	Without knowing the specifics of the proposed contract type I cannot answer it.	3/9/2021 10:53 AM
324	NSTR	3/9/2021 10:50 AM
325	Maybe, but it all depends how much agility can be agreed between employer and employee. It is clear that the decision makers, who are mainly permanent contract holders already have they way, in the sense that every other contract status beneath them, is a more flexible workforce then they are. If they want a flexible workforce, indefinite contract holders should lead by example by resigning and rehired on a more flexible contract type. But that's not going to happen - so give the decision making on contract policies to a more diverse panel.	3/9/2021 10:50 AM
326	They should start by ensuring that they existing type of contract are fairly used and efficient before looking for a new type. Although it's right consider the evolution that we are all seeing in the new working possibility that new provision can be made but not necessary through the creation of new contracts. For instance, some indemnities could be reserved only for staff posted out of their contries, some function like Information Management, Programme monitoring, Reporting, donor relation, etc. could bear a ration of field missions, etc.	3/9/2021 10:50 AM
327	There are many functions that can be performed remotely and for this the UN change is inevitable	3/9/2021 10:49 AM
328	I think there require to be a flexible approach to look at position as long term or short term needs.	3/9/2021 10:49 AM
329	We dnt need another type. It should be Fixed term with longer duration (3-5 yrs) and with the flexibility to telecommute.	3/9/2021 10:48 AM
330	Some staff are doing too much beyond their TOR and agreed objectives.	3/9/2021 10:48 AM
331	If the current classifications can not accommodate my work for example without putting me at a disadvantage then there is a clear need for a different category.	3/9/2021 10:48 AM
332	No, I don't. But for those staff who are not in a position to be 'agile', more secure labour	3/9/2021 10:48 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 arrangements need to be made. I cannot put my children financially at risk by waiting for the organisation to one day - some time in the future, who knows when - offer me a job, or not. This is simply not possible.

333	A mission contract based on an agreed period would be good to have. It will avoid the consultant contracts which cost a lot.	3/9/2021 10:47 AM
334	Oui mais juste si le contrat ne nous rend pas plus vulnérable que le contrat LICA	3/9/2021 10:47 AM
335	People initially had real permanent contract, then the 9 months permanent contract, then the continuous contract. Every new type of contract has always created more precocity for the staff.	3/9/2021 10:46 AM
336	If the three types were used appropriately and accessible to those who are qualified, then they should be sufficient. No need to introduce a fourth when these aren't managed correctly.	3/9/2021 10:46 AM
337	staff should be allowed to access professional category from any type of contract incl. consultancy; at the same time, a career trajectory should be enabled, so "career intl. civil servant" ought to exist as category	3/9/2021 10:46 AM
338	It depends what a 4th contract entails, but could be good to see what is blocking the agility the organization would like to see. In my opinion has nothing to do with the type of contract but more about personal needs, the majority of which determined by life choices	3/9/2021 10:45 AM
339	Teleworking contract	3/9/2021 10:45 AM
340	TAs and FTAs are agile enough -a two week termination period is surely quite agile	3/9/2021 10:44 AM
341	flexibility within categories and location for ALL staff (G and P) is more than enough to have an agile organization	3/9/2021 10:43 AM
342	Tous les contrats doivent etre indefinis	3/9/2021 10:43 AM
343	Increasing job security with number of years served.	3/9/2021 10:43 AM
344	Depends on what this fourth type of staff contract entails.	3/9/2021 10:42 AM
345	Instead of creating anew type of contract, a probationary period should allow employer not to extend /renew (only for the first year contract) , performance management must be taken seriously and staff nor performing should be terminated more easily, every move is blocked now	3/9/2021 10:41 AM
346	I think better management of the current types is more imperative. The current set up leaves a lot of room for Nepotistic tendencies	3/9/2021 10:40 AM
347	Longer fixed-term contracts would be welcome.	3/9/2021 10:40 AM
348	I suggest that staff members who served the organization effectively for 3-4 consecutive years, with satisfactory performance, be awarded a longer term contract (at least above 5 years).	3/9/2021 10:40 AM
349	There should not be an infinitive contract, but a way to sustain a longer term contract against services	3/9/2021 10:38 AM
350	There is a need to make more job security and keep the image of an international civil servant	2/26/2021 10:22 PM
351	The type of contract was not a problem. It is how management and hr deals with it	2/26/2021 9:21 PM
352	Already the Individual Contractors exist. And I can tell you, it is a form of a slavery. I cannot do anything with that - even, if I am a director.	2/26/2021 7:31 PM
353	Yes. Or the funding of posts should be untied to funding source which restricts the number of posts allocated per year and requires units/departments to use consultant contracts.	2/25/2021 10:21 AM
354	the current three provide HR and employers enough agility. The issue is that they are not suitably used all the time.	2/22/2021 10:46 AM
355	Permanent	2/22/2021 9:27 AM
356	A new contract which ensure unemployment and social security benefits	2/19/2021 2:04 PM
357	I am not sure because I see some inflexibility in the present system, true. But that is self imposed. For instance the G to P barrier could be inspected.	2/18/2021 5:00 PM
358	fixed term contracts with more than 2 years but less than 5years contract (relevant to project funds for specific type of engagement)	2/17/2021 1:09 AM

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359	In my view, it should allow faster (and consensual) movement of staff to the places where staff of relevant experience and competences is needed the most. I'm in favour of changes but they must not lead to precarization of staff. On the contrary, it should allow each agency to take the best advantage of the full staff potential	2/16/2021 2:03 PM
360	Please provide more info on the 4th category being proposed.	2/16/2021 2:30 AM
361	We need longer term contracts, not shorter. There is already a lot of insecure staff with temporary contracts and contractors	2/15/2021 4:43 PM
362	Yes, a contract type that can be applied to jobs with the nature of work that do not require instalment in the duty station. It does not mean it is a short-term contract type, it can be a long-term job that does not require presence in the office/duty station.	2/12/2021 12:54 PM
363	But more flexibility in the renewal of contracts, for example from a consultancy contract to a temporary or fixed-term contract.	2/12/2021 9:02 AM
364	Bigger issue is how to shift permanent contracts and motivate people under those to do more.	2/12/2021 3:42 AM
365	SST contracts provide a lot of agility although these are restricted to less than 6 months and do not allow access to health/pension system. For ST contracts of less than 12 months, a competition is required. Maybe more flexibility on ST contracts could be proposed instead of a fourth type of contract with unknown characteristics at the time.	2/11/2021 5:49 PM
366	This si possibly the case for the Orgqanization, but not for the majority of its staff as some form of security is preferred by most.	2/11/2021 4:55 PM
367	No creo en la necesidad de crear un 4to tipo de contrato, más si, de flexibilizar los existentes permitiendo mejores condiciones para el personal, manteniendo la productividad para la organización.	2/11/2021 4:53 PM
368	It depends on the type of contract.	2/11/2021 4:29 PM
369	What we need is a less arbitrary and convoluted hiring system.	2/11/2021 3:02 PM
370	Not only a 4th but the necessary to reflect the real world of work	2/11/2021 2:05 PM
371	A fair graduation scheme can serve to promote job security	2/11/2021 1:26 PM
372	Which one would this be? I value flexibility in principle but would require more information to make a judgement.	2/11/2021 12:58 PM
373	Nil	2/11/2021 12:38 PM
374	It is not a contract issue per say. It is a organisational / staff rule issue. I am a P3 fixed term, if my position is not as required, the organisation should be able to redeploy me internally to an area which has greater need.	2/11/2021 12:20 PM
375	In my humble opinion, extra types of contracts might just make things even more complicated. The issue to tackle is to have clear contracts with clear conditions that the UN system respects and that are communicated with staff.	2/11/2021 11:58 AM
376	If the pay is very great (better than the current scale) the internal staff can be an asset for the organization.	2/11/2021 11:31 AM
377	I do not know what that 'fourth type' would look like. However I do believe that there needs to be more agility for the organizations to react to performances.	2/11/2021 11:28 AM
378	Two are enough; Fixed term (5 years and renewed based on satisfactory performance) and STA (Short term appointments for clearly defined assignments)	2/11/2021 11:25 AM
379	The issue is not contractual flexibility. The issue is HR functions that can often struggle with managing within an organisation and have categories that do not readily work between organisations. The link between contract type and agility is limited to non-existent.	2/11/2021 11:23 AM
380	In the ICC, STA and GTA contract offer quite a bit of agility. On top of that, there are consultancy and internship contracts.	2/11/2021 11:19 AM
381	The flexibility already exists - work within the existing systems within the rules.	2/11/2021 11:17 AM
382	Todo depende de las condiciones, NO hay que aumentar la precaridad del Sistema de Naciones Unidas	2/11/2021 11:07 AM
383	The current types of contracts allow the organisation to be agile enough. In substantive sections it is a fallacy to think that one can be really productive under one year as one needs to train, get acquainted with the job and how the organisation works. And if one	2/11/2021 11:03 AM

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needs to focus from day one on finding another job as this one may only be temporary you cannot expect great commitment and productivity, rather anxiety and stress

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384	I believe a more flexibility for the terms of the types of contract already existing is needed.	2/11/2021 11:03 AM
385	It creates discrepancy between staff members who are not on the same level when it comes to job security; access to pension funds; etc..	2/11/2021 11:03 AM
386	Maybe a new type of contract for those who choose to work on distance (from home permanently) or part-time	2/11/2021 11:01 AM
387	"Seasonal" short-term contracts - in order to give some stability to short-terms contracts staff who are regularly employed for a specific period	2/11/2021 11:00 AM
388	The UN should be a model in terms of labor rights. It is the opposite today, considering the insecurity linked to consultancy contracts, in which the most basic labor rights are absent, and other short term contracts. The situation should be improved rather than worsened by creating a new type of even more insecure contract.	2/11/2021 10:57 AM
389	The correct use of existing contracts would be adequate	2/11/2021 10:54 AM
390	Depends on what the fourth type of staff contract is, what oversight and penalties for mis-using the potential fourth type of staff contracts are, and what rules and regulations are put in place to ensure that labour isn't exploited.	2/11/2021 10:54 AM
391	Durée du projet	2/11/2021 10:54 AM
392	il y a bien plus que 3 type de contrats actuellement (per day/consultant/intern/ex-coll/ssst/st/ft/wlt)	2/11/2021 10:52 AM
393	il est important de penser sérieusement à la sécurité de l'emploi	2/11/2021 10:42 AM
394	aking into consideration job description and category level are obsolete. G service have often postgraduate education, are highly skilled people (upskilling and reskilling considerably), but they are stuck to G level and prevented to grow further	2/11/2021 10:26 AM
395	If it leads to inequities between staff, I don't think its a good idea.	2/11/2021 10:21 AM
396	Tout dépend du type de contrat et des protections/bénéfices qui seront prévues en cas de licenciement ou fin de contrat.	2/11/2021 10:17 AM
397	When countries try and create additional categories, it makes things worse, not better. Look at Italy (parasubordinati), or the UK (worker vs. employee).	2/11/2021 10:16 AM
398	before answering this question I would need to know the features of this fourth type of contract. I cannot answer on a black box.	2/11/2021 9:57 AM
399	What type?	2/11/2021 9:50 AM
400	I don't think so. I wish UN to provide more continuing posts.	2/11/2021 8:27 AM
401	More types of staff contract don't resolve agility but create more complexity. The current three types of staff contract are sufficient. No matter what types of contract is uncertain. The current types of contract help in case of there is no fund availability.	2/11/2021 6:32 AM
402	but to improve agility maybe the procudders can be reviewd especially for temps to make it faster	2/11/2021 5:36 AM
403	Organization should revise the way to employ these 3 types of staff contracts to leverage the agility.	2/11/2021 5:19 AM
404	We need more agility from Finance to advertise posts in expection of projects being launched, etc. to be able to hire on time for hte project start and thus avoid overuse of temporary contracts.	2/11/2021 5:17 AM
405	short term project based with nimble recruitment process, similar to UNOPS consultancy contracts	2/11/2021 4:58 AM
406	Since July 2020 my section lost 4 colleagues on temp contracts so if we are considering the agility to reduce the work force this is already greatly possible with the existing types of contracts.	2/10/2021 8:49 PM
407	The private sector leaves very well with two types of contracts	2/10/2021 5:13 PM
408	Flexible/virtual working modalities can be accommodated within current setting unless 100% virtual as some agency already do for some consultancies	2/10/2021 11:23 AM
409	That's bullshit, they just like to have capacity to threat people on job termination because	2/10/2021 10:56 AM

410	Existing contracts should be processed efficiently and in a timely manner by HR.	2/9/2021 7:46 PM
411	There is no need for agile contracts, instead there is an urgent need of agile people and ways of working. Agility could be easily obtained if staff could move with their post and had real opportunities to learn and develop.	2/9/2021 7:05 PM
412	fixed term contracts are in practice open-ended contracts; there might be a need for expertises outside the house that is only needed for a specified period of time, but it is not easy to use the current contracts to meet this need (length of contracting, initial investment in the staff arrival, strong expectation for contracts to be extended as per common practice)	2/9/2021 4:31 PM
413	The temporary and consultant contract are enough for the need to hire short-term and task-based. If every contract needs to be renewed all the time, this is time consuming and unproductive to managers, and increase anxiety of staff. Also affect independence and impartiality as staff would need to please their managers to be renewed.	2/9/2021 4:29 PM
414	NA	2/9/2021 3:19 PM
415	The fourth type of contract is supposed to give even less job security to employees, why would employees want it?	2/9/2021 3:16 PM
416	The reason the staff contracts are not agile enough is because it takes much too long between identifying a need for a staff person and when a person actually starts working. If there was less bureaucracy, open positions could be advertised and filled in a timely manner, within a few months maximum. Short-term or fixed-term posts fill the need for temporary jobs/projects adequately if they are able to be filled quickly enough.	2/9/2021 2:43 PM
417	The existing types need to be applied correctly.	2/9/2021 2:05 PM
418	Si la charge de travail dans une Section/Branche devait diminuer, les membres du personnel devrait pouvoir travailler pour d'autre Sections/Branches au sein d'une même Division. Par exemple: une Section ne peut fournir du travail à un P1 parce que ses activités ont diminué à cause du COVID-19 ; ALORS, ce P1 devrait devrais être "réquisitionné" par une autre Section de la même Division qui, elle, est en manque de personnel.	2/9/2021 1:35 PM
419	What could be more agile than month-to-month contracts (or even daily ones).	2/9/2021 1:27 PM
420	Indeed for staff not planning to stay for long and not availing of many benefits, a new modality would be very attractive when lumpsumming benefits and optional UNJSPF coverage, I would be interested myself	2/9/2021 1:23 PM
421	Experienced personnel is essential for agility (in the good sense of the term). A high turnover rate may lead to loss of institutional memory, loss team coherence, loss of knowledge of the UN culture (including rules).	2/9/2021 1:13 PM
422	The present array of contract is sufficient and should be better and more fairly used	2/9/2021 12:58 PM
423	Please see my previous comment: agility already exists. If anything needs reviewing it is the poor conditions and pay of consultants.	2/9/2021 12:45 PM
424	I think the key concern is when and how someone can be hired as temporary staff member. The requirements for this are too rigid (e.g. in times of budget freeze) so that it is more convenient and faster to recruit a consultant instead.	2/9/2021 12:44 PM
425	I believe that to face this issue, exchange programmes for P but also GS category should be implemented and encouraged.	2/9/2021 12:43 PM
426	Even the current system creates inequalities. There is no reasonable explanation why staff on a temporary contract should have fewer leave days than those on fixed-term.	2/9/2021 12:30 PM
427	No the 3 types work fine. Simply there needs to be less of an emphasis on the transition from one status to the other, and increased focus on giving extended job security by giving employees fixed term contracts with the aim of moving them to the continuing indefinite categories.	2/9/2021 12:26 PM
428	the management should work on better opportunities for moving jobs within the organisations, sensible training should be provided supporting job transfers, priority should be given to internal candidates, such system was in place already.	2/9/2021 12:24 PM
429	I would be grateful if fixed-term staff contracts like mine were not so short. Contract renewals even on an annual basis contribute to stress and make it difficult to function in host countries for non-citizens, as all documents have to be renewed in accordance with contract renewal. This significantly limits the freedom to rent accommodation, apply for visas for family members to visit, etc.	2/9/2021 12:20 PM

430	We just need to use the different contracts for what they are meant to be - you can't have a consultant (short-term) working 5 years in the same place and you can't have a fixed term (medium term) working 10 years in the same place. It needs to be clarified what short-term, medium-term etc mean and have legal consequences when these terms are abused.	2/8/2021 12:26 PM
431	Trois suffisent. Il vaut mieux alléger les procédures. L'ONU est connue pour se concentrer sur les procédures pour justifier des embauches "décidées d'avance".. Les procédures ne servent qu'à couvrir ces décisions. En bout de ligne, c'est plus de paperasse pour rien.	2/7/2021 5:06 PM
432	Those who are saying that, they are trying to propose additional benefits for their friends who have been hired as consultant. The existing system is enough if these are used appropriately.	2/7/2021 7:40 AM
433	Les trois types de contrat suffisent. Un quatrième type de contrat n'est pas nécessaire.	2/5/2021 9:18 AM
434	No. No. No. This is a ruse. They need to first enforce the rules as they exist. Do not open up this loop hole for them. It is an outrage.	2/4/2021 3:08 PM
435	No. Agencies should do more (and staff associations should advocate) to support long term staff to gain expertise in new contexts and even new functional areas, (where appropriate. Nobody should expect an IT or HR specialist for example, to retrain as a lawyer), to address surge capacity or areas of chronic shortage. Over-reliance on short term professionals for surge capacity/shortage areas risks loss of institutional knowledge and lack of experience amongst long term personnel. Too often, the same people (often short term) personnel are deployed for emergencies or functional area shortages, while staffers cling to HQ or regional posts over and over and those who are not performing adequately are not actively performance managed. In return for improving the minimum provisions for those without any certainty or basic entitlements, Staff associations should be willing to support a fair and transparent management process for weak performers or 'non mobile' personnel to be encouraged (or even required, if need be) to be more geographically mobile and/or willing to move to new roles (with appropriate pathways/training/support). Staff who wish to move across functions (admin, HR, logistics, procurement etc) should also have clearly defined pathways and descriptions of desired skills/trainings completed to facilitate such moves. Finally, roles that are genuinely short term (eg for humanitarian response or to bring in short term expertise, as consultant contracts SHOULD be used for), need to be updated to reflect minimum ILO provisions (such as annual leave for contracts of 6 months or more). In humanitarian settings, existing flexible contracts, such as standby partners or short term exchanges/secondments, should be used more appropriately and frequently.	2/4/2021 2:35 PM
436	But the organization should have authority to demotion of permanent staff as well as other fixed term staffs if the minimum performance not met. I felt that some permanent staff harasses the non permanent staffs, like not responding emails, needs frequent reminder to complete the requested task	2/4/2021 10:32 AM
437	This is ridiculous. Introducing new precarious jobs will definitely reduce the level of quality of the service provided by the organization.	2/4/2021 10:13 AM
438	Flexibility can be achieved by adding or changing the stature of Contracts not by coming all together with new contract type.	2/4/2021 9:06 AM
439	I think the current contracts type need a fundamental review. We may not need another type of contract but rather offer contracts that provides flexibility for the organization while providing a minimum set of security / benefits to the staff while being on contract. For instance, a consultant gets very little benefit and contract can be terminated in 2 weeks or not been renewed while some do fantastic jobs while I have never seen any fixed term staff being fired even if performing poorly which means they are too protected in a way.. we need a balance for the organization benefits and staff and overall fairness.	2/4/2021 8:35 AM
440	No need for a fourth type, if the existing 3 are properly used (maybe adding more options to cater for smartworking modalities)	2/3/2021 6:49 PM
441	Il faut juste améliorer ceux existants	2/3/2021 4:18 PM
442	A minimum of 4 years FT so that staff feel secure	2/3/2021 2:59 PM
443	Fix the ones we have	2/3/2021 2:56 PM
444	Revision should be made to the UN Rules and Regulations and Policies to allow for agility for the existing contract types	2/3/2021 1:02 PM
445	Avant de commencer la procédure de recrutement il faut voir à l'intérieur s'il n'y a pas des compétences désirées	2/3/2021 11:17 AM
446	the organization does not necessarily need another type of contract, but a more effective performance measurement system and contracts linked to the level of performance, so that	2/3/2021 10:54 AM

447	Well it is certainly true that staff members cannot be sacked for poor performance or incompetence. There are simply too many 'safeguards' (for instance, the need for three consecutive negative EPAS evaluations- all of which can be challenged by the staff member, and with a more than 90% chance of succeeding in the rebuttal). I do feel strongly that this is unfair. Not for the majority of staff who are conscientious, professional and who work hard. But for the minority who abuse the system and do not work as they should - this is very demotivating for the rest of the staff. Non-renewal of contracts is a very serious matter, and there always need to be safeguards. But at the moment it is practically impossible for the organisation to dispense with poorly performing staff. This is precisely what leads management to bad practice, in the sense of excessive use of consultants, a reticence to put staff on better contracts, etc.	2/3/2021 9:08 AM
448	The current types of contracts are sufficient is properly used.	2/3/2021 8:58 AM
449	Un contrat qui permettrait aux employes de bouger dans tout le systeme des NU a titre temporaire par exemple et de revenir au poste initial.	2/3/2021 8:48 AM
450	Locked fixed term contracts should be introduced for a maximum of 3-4 years and if the position is still required, then these locked FT's should be regularized.	2/3/2021 7:49 AM
451	No, porque estimo que todos deberíamos tener un contrato permanente, con cláusulas de salida en caso de que no se cumpla el contrato.	2/3/2021 12:34 AM
452	Para cubrir vacaciones	2/2/2021 10:09 PM
453	Some ALD (old field system) could be justified.	2/2/2021 7:28 PM
454	Without knowing much on this fourth type of contract, it is not possible to answer this question.	2/2/2021 5:52 PM
455	Perhaps one that is equal for all and agile enough.	2/2/2021 5:25 PM
456	Yes, I think it may be needed to create a new type of contract type but for the right reasons; some sort of hybrid modality that offers short term employees proper benefits, entitlements and protection/access to internal justice.	2/2/2021 5:08 PM
457	a more efficient use of FT and temporary contracts FIRST could make a difference - what would a 4th type of arrangement add in terms of value????	2/2/2021 4:57 PM
458	part time professional where possible which is probably limited to HQ or A duty stations	2/2/2021 4:43 PM
459	Considero que existe bastante flexibilidad de la forma que está operando	2/2/2021 2:50 PM
460	The problem is not the type of the contract, but the structure of work vis-a-vis the available capacity	2/2/2021 2:31 PM
461	In fact, we only need two types of contract : continuing or permanent	2/2/2021 2:12 PM
462	It depends on the proposed contract model	2/2/2021 2:07 PM
463	Not per se - but the issue of virtual duty station and the flexibility does need to be addressed	2/2/2021 12:54 PM
464	je pense qu'il faut appliquer d'abord les 3 types de contrat en minimisant le travail des consultants qui sont nombreux dans notre bureau de pays	2/2/2021 12:42 PM
465	Temporary staff, FT staff and consultant contracts suffice.	2/2/2021 11:16 AM
466	The lack of "agility" in the recruitment process is due to other factors, not to the type of contracts/appointments.	2/2/2021 10:13 AM
467	FT "Non-rotational assignment to work from home" may be a viable solution to offer during the individual careers to accommodate specific individual/family needs with flexibility and with no fear to be out-casted from the organization. Also an effective and consistent UN spouse employment policy can help accommodate family moves (when both working with the UN) and especially supporting female in pursuing their career. To-date in WFP for being promoted you are required to go to non-family d/s regardless of your family situation and this is impacting not only the individual females but overall the diversity of the staff assigned to field d/s.	2/2/2021 10:10 AM
468	in order to reply to this question I wold need to know what "a fourth type of contract for staff" means	2/2/2021 10:02 AM
469	The three contract types are sufficient	2/2/2021 9:25 AM
470	But there should be a way to access other contact easily or pass the other contracts	2/2/2021 8:21 AM

471	Yes but as long as the new contract type provides decent working conditions with necessary social and retirement protection.	2/2/2021 7:07 AM
472	Yes, contract that allows one to stay in employment as a nationally recruited professional but on P scale	2/2/2021 6:20 AM
473	Consultancies and Standby agreements are used in organizations like WFP in order to give the organization agility	2/1/2021 11:34 PM
474	Not unless it offers better agility and greater job security to the staff	2/1/2021 8:17 PM
475	Longer term contracts should be explored providing job security resulting in enhanced output and focus from staff	2/1/2021 7:55 PM
476	Un contrato flexible, sin tope de fechas a lo largo del año de acuerdo a las necesidades reales, sobre todo para las divisiones de servicio ya que es ahí donde varía la carga laboral a lo largo del año	2/1/2021 7:22 PM
477	Not necessarily a forth, but also to modify the current ones.	2/1/2021 5:33 PM
478	UN absolutly failed to tap on in house talent and experiance	2/1/2021 4:52 PM
479	Contract which starts as temporary and to be followed by fix term in case of good performance	2/1/2021 4:46 PM
480	better make a good use of the existing ones and polishing them if necessary than create a new one to compensate on the others	2/1/2021 4:04 PM
481	Rendre les 3 actuels plus flexibles et plus sécurisants pour l'employé	2/1/2021 4:03 PM
482	They need to review how consulting contracts are applied - and end the hypocrisy of employing people on consulting contracts when they are doing staff work. It is a reality. Consulting contracts are exactly useful for this: but it should be made transparent when consultants are used in this way.	2/1/2021 3:52 PM
483	First we need to solve the issue of improperly using consultants. I don't know what kind of agility the UN wants in addition to what it already has; I can get fired any time, really, even though I am on a fixed term contract! Seems pretty "agile" to me!	2/1/2021 3:47 PM
484	However, I think what is important is to have greater use of programmes such as JPOs and competition-based entry level professional positions, and greater exchange between agencies, duty stations.	2/1/2021 3:31 PM
485	the proper use of contract type to fulfill short/mid/long term objective of projects/activities would for sure bring more sustainability and commitments to achieve the agreed defined goals.	2/1/2021 3:25 PM
486	Amendments needs to be reflected in our current current. Same for all, without creating a new contract type.	2/1/2021 3:03 PM
487	A préciser de quoi parle-t-on? Télé travail?	2/1/2021 2:46 PM
488	Further clarity and actual application in line with the purposes of the contracts would already mean a significant step forward.	2/1/2021 2:46 PM
489	There is no need for a fourth type of contract. All UN staff must have the agility to mobilize when necessary. Our salary system is derived from the old EU military system, well then we shall follow the military system in all aspects.	2/1/2021 2:17 PM
490	They should add stand by contracts which staff are expected to work on demand of the organization which covers basic medical and pension contributions while staff are on standby.	2/1/2021 1:55 PM
491	quels sont les trois types de contrat ici ? short-term, fixed term, ??	2/1/2021 1:51 PM
492	Yes FT with actual end but with benefits. If this is about another name for consultancies, there's no point in doing this. It should be about ensuring adequate benefits for short-term/temporary staff with adequate recognition of their work.	2/1/2021 1:29 PM
493	Job security and future benefits are key in contractual arrangements.	2/1/2021 1:27 PM
494	Am not sure what the fourth type of contract is	2/1/2021 1:25 PM
495	No, I don't think so. I I mentioned previously, the type of contract should vary on a case-by-case basis, based on some clear and fair criteria.	2/1/2021 1:25 PM

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496	Adjust the existing ones	2/1/2021 1:21 PM
497	It is a matter of using the internal staff capacity properly only.	2/1/2021 1:19 PM
498	i'd rather see greater flexibility and arrangements beneficial for staff built into the existing contracts, instead of a new contract category.	2/1/2021 1:17 PM
499	One that does not cost as much to the organization as FT - but gives staff more benefits if they stay in one place	2/1/2021 1:13 PM
500	fixed term contracts being medium term should ideally be issued for the pre-determined length of the need and not have to be renewed annually	2/1/2021 1:09 PM
501	It depends on what the 4th type of contract will look like. Most staff were glamouring for a Permanent Appointment which were discontinued sometime ago. Unless we are talking about PA here.	2/1/2021 1:09 PM
502	At least at the P-level, and in the Specialised Agencies, there cannot be too many changes. Otherwise we all become 'coordinators', and not have the specific technical knowledge.	2/1/2021 1:03 PM
503	I don't think it is necessary to add a fourth type of staff contract. If we are to address agility, the practices surrounding hiring a consultant should be revisited to make it more agile and quicker to respond to the urgent needs of the organization.	2/1/2021 12:59 PM
504	The existing types of contracts are adequate	2/1/2021 12:54 PM
505	another type of contract will create just another category of staff. The organization should better plan, and issue the same type of contract with same entitlements to the entire workforce.	2/1/2021 12:51 PM
506	Locked FT	2/1/2021 12:45 PM
507	If HR is ensuring proper contracts are given to staff based on transparent, fair system then we dont need 4th type	2/1/2021 12:44 PM
508	first, learn not to abuse the contracts, then organize structures and roles effectively. You may wish to focus on some more flexible work conditions and also less rigidity in firing non-performers (this is illness of the whole UN - keeping garbage in-house)	2/1/2021 12:44 PM
509	It should be a proper short term contract, i.e. you have job guarantee for two or three years in the shape of a project management position. The current duration of 11 months for short term contracts (or less) is too short to allow people to settle and perform strongly.	2/1/2021 12:39 PM
510	You have WAE, STP, Consultants and Fixed Terms - what else do you need?	2/1/2021 12:34 PM
511	That should be accompanied with flexible engagement in sideline business.	2/1/2021 12:33 PM
512	There should be fewer contract types, not more.	2/1/2021 12:30 PM
513	if the current contracts were used appropriately and fairly, it would be sufficient	2/1/2021 12:26 PM
514	Coming from a cooperate background. Agile HR system is definitely required. Good performance won't be impacted	2/1/2021 12:23 PM
515	I think we should have only 1 contract type but less restrictions on creating positions and firing people when not needed, not only for severe malperformance	2/1/2021 12:23 PM
516	The SC type should be reviewed	2/1/2021 12:20 PM
517	Permanent contracts should be applied for UN staff as they are selected depending on certain qualities and through competency based tests.	2/1/2021 12:19 PM
518	paid internship contracts	2/1/2021 12:17 PM
519	It depends on the type of contract, the purpose thereof	2/1/2021 12:09 PM
520	But the existing categories should be used differently. Short term should be short term. Consultancy should be consultancy. Regular work should be done by regular staff.	2/1/2021 12:09 PM
521	A contract type that gives more job security to the staff member is required.	2/1/2021 12:03 PM
522	Depends what is being offered	2/1/2021 12:03 PM
523	Teleworking	2/1/2021 12:03 PM
524	Why adding new forms or more, precarious job instead of just reviewing the current ones and adapt them to the current challenges? What is needed is just more flexibility in terms of working hours, a solution may be to include 1 or 2 days of working from home per week, be	2/1/2021 12:03 PM

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more inclusive and attentive of staff needs and see them as HUMAN BEING, not as numbers.

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525	permanent contract for service above 6 years	2/1/2021 11:57 AM
526	Consultants, independent contractors and short term positions already provide significant flexibility if properly used.	2/1/2021 11:55 AM
527	The system needs to be reviewed and better managed by Management & HR so that underperforming staffs are outed (after being properly advised of consistent poor performance) and consultants offered the opportunity to apply for FT posts.	2/1/2021 11:54 AM
528	They should improve on the existing contracts.	2/1/2021 11:53 AM
529	What is important is how the current three types of contract are managed	2/1/2021 11:53 AM
530	Not sure what is meant by "flexibility"	2/1/2021 11:52 AM
531	I feel pension is one of the future security that is a must, The amount deducted is like a compulsory saving that we are happy with, with a hope that at retirement a benefit will be available which is very helpful. Keeping in view the current job opportunities	2/1/2021 11:49 AM
532	The three is enough. I think clarify on the use should be the focus	2/1/2021 11:45 AM
533	Je pense qu'il faut améliorer les conditions des contrats proposés actuellement au lieu de rajouter d'autres par exemple un passage de contrat FT à un contrat indéterminé après avoir passé X année au BIT, je pense que l'employé doit être récompensé de sa fidélité et son travail et ne compte pas sur les projets pour financer son renouvellement chaque année	2/1/2021 11:45 AM
534	Actual, short-term contracts for responding to sudden-onset events can fill the apparent gap of agility to respond, etc. No need to roll out gig contracts that will only push employees into more precarious contract arrangements, inability to travel to the D/S with their families, etc.	2/1/2021 11:44 AM
535	Remote work - this will help to save funds and will support certain types of families to reconcile work and personal life	2/1/2021 11:44 AM
536	Access to freelancers community	2/1/2021 11:44 AM
537	it requires to adapt the current three types of staff contract properly, as it is not in place thus another type of contract is on discussion.	2/1/2021 11:43 AM
538	The current situation of abuse of short term contracts is not fair nor sustainable. If the proposal is to increase the use of such contracts, it is not a step in the right direction.	2/1/2021 11:42 AM
539	depends on what form the other type of contract would take. an improvement of the existing types is needed though.	2/1/2021 11:40 AM
540	Fixed for a Longer period. Say 3- 5 Years	2/1/2021 11:40 AM
541	Would assume not. For some short term needs and faster hiring of personal we use LTA with external contracts. SO if it is really a short term need then this can be covered with LTA or Consultancy.	2/1/2021 11:40 AM
542	Depends on the 4th type, but i think changes are needed.	2/1/2021 11:38 AM
543	I believe that agility can be granted by using the existing 3 types of contract	2/1/2021 11:37 AM
544	No! If we open this up, it too will be abused. Let's get our current contracting modalities working correctly first, before we consider other options.	2/1/2021 11:36 AM
545	I don't know enough detail on the missing "agility", and what new type is proposed.	2/1/2021 11:36 AM
546	A contract which has a firm end-date, based on availability of funding, but with all of the benefits of fixed-term (and practically infinite) employment (e.g. leave, pension, education grant)	2/1/2021 11:35 AM
547	WFP has a When Actually Employed (WAE) contract - what are you suggesting? This question needs parameters.	2/1/2021 11:35 AM
548	People need leave, this should be included for consultants	2/1/2021 11:34 AM
549	These organizations are referring to secretariat contract that do not have a mobility clause. in WFP contracts are FT only (which is a shame, but we cannot complain because most colleagues are consultants or Short Term) and mobility is (rightfully) imposed to match the needs of the organization.	2/1/2021 11:32 AM
550	The existing contract types are adequate if implemented correctly.	2/1/2021 11:30 AM
551	If the hiring process becomes lighter and more nimble, there shouldn't be a need for that.	2/1/2021 11:17 AM

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552	c'est juste un prétexte	2/1/2021 10:32 AM
553	Pourquoi offrir de nouveaux contrats à des nouvelles personnes et laisser partir des anciennes personnes ayant travaillé pour l'organisation	2/1/2021 10:21 AM
554	Prolongez surtout la duree du contrat a duree determinee pour une stabilite de l'emploi.	2/1/2021 9:48 AM
555	Organization need only to apply effectively the rules in contract matter and allow staff mobility and that's fine	2/1/2021 9:37 AM
556	Introducing a forth type is good in that the organisation may entertain the appropriate inclusion of 'Individual contracts' (ICs) among staff contracts and create a conducive atmosphere for appropriate staff mobility for better productivity.	2/1/2021 9:15 AM
557	It is not the type of contracts that has problems it is genuinity of responsibilities	2/1/2021 9:05 AM
558	not required. we should develop/modernize the existing system	2/1/2021 8:50 AM
559	The agility aspect should be resolved within the available staff contract type framework. At that 'agility' is not so beneficial, as it implies lack of responsibility for the long term results and the appropriate management of financial resources. It also implies staff's concentration on 'job search' goals that in many cases take the bulk of the on-job time. Overall, short term approaches cost more. Having an 'agility' approach now towards its international staff, the organization balances it well by a more sustainable approach to local staff.	2/1/2021 8:29 AM
560	If possible, but in addition to the three already existing types.	2/1/2021 7:58 AM
561	On the contrary, ST have little reason to exist, those should be FT with duration shorter than 1 year.	2/1/2021 7:50 AM
562	Yes, but it should not be a replacement of current contract types	2/1/2021 7:48 AM
563	I think there's no need for another type of contract	2/1/2021 4:42 AM
564	Depends on what it would be.	2/1/2021 3:56 AM
565	I think we need to anticipate the future of work. It makes sense to offer an additional type of contract that affords more flexibility to both sides (employer and employee). A key feature of this new type of contract would need to be full flexibility for the employee to be geographically located where they wished.	1/31/2021 5:20 PM
566	"agilité" est un euphémisme pour non-engagement et précarité d'emploi. Cela constituerait une nouvelle dégradation des conditions d'emploi.	1/31/2021 12:36 PM
567	The terms on the Short Term should be revised to suite and replace the so-called External collaborator contract so to provide security and health coverage.	1/30/2021 3:19 AM
568	Agility is a euphemism for reduced job security and benefits for staff.	1/30/2021 1:55 AM
569	Mais juste foloriser plus les contrat existant et pereniser au maximum possible le personnel sous contrant	1/30/2021 1:20 AM
570	The problem is not the type of contract but the perceived cost of temporary contracts (short-term) vis-à-vis excoll contracts. If the idea is to create an excoll++ that is cheaper than the short-term, so the UN stops using excolls like staff, what's the point of having short-terms? But this practice is a problem for the ILO so something must be done to stop it while guaranteeing decent work.	1/29/2021 8:21 PM
571	we can think about the contract should be renewed based on the performace appraisal, however, sometimes these are not followed through. besides, there is no need to have WLT, as those colleagues take it easy on their performance. we can think about having less staff who could do more and partnering up with private organizations, I/NGOs and build their capacities for them to work for us and support their work by monitoring and coaching	1/29/2021 6:04 PM
572	how is that possible when fixed term appointments include a clause stipulating that the official can be redeployed at the convenience of the head of the organization	1/29/2021 5:49 PM
573	Yes , there could be a fourth type of more flexible contracts allowing to move around to other UN agencies based on one's expertise - e.g. some staff could be hired on some thematic roster and be "deployed" for short, medium or longer terms to wherever their skills and expertise are most needed.	1/29/2021 5:42 PM
574	I think, if anything, the UN system has too much agility (or, put in less fancy terms: turn-over) with the pervasiveness of short-term contracts. The problem is a different one: there are too many senior-level (expensive) posts (P4/P5) and far too few mid-level (P2/P3) permanent posts. The latter are the "work horses" of any organization and ensure agility. So the P2/P3 level needs more long-term posts, the P4/P5 level fewer.	1/29/2021 5:09 PM

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575	A consultant contract should be an ExColl contract or a Special Service Agreement	1/29/2021 3:53 PM
576	There is plenty of "agility" already. The problem is incorrect use of certain types of contract. That is the problem and is detrimental to the staff who end up doing core work of the organization but in very precarious working conditions.	1/29/2021 3:05 PM
577	Permanent contract is good. It's not another type that is needed, but more permanent contract for more staff.	1/29/2021 3:04 PM
578	depending on the stability the new contract offers	1/29/2021 2:50 PM
579	I have to say no without any description of what is being proposed.	1/29/2021 2:17 PM
580	It is just a matter of having managerial skills, not of the type of contract	1/29/2021 2:06 PM
581	The issue appears, rather, that organisations have egregiously abused ST and FT contracts for serving long term staffing needs. This practice should be discontinued, and staff serving long term organisational needs should be provided with indefinite contracts.	1/29/2021 2:01 PM
582	I worry that a fourth type of contract will be primarily a way of passing risk onto the workers.	1/29/2021 1:48 PM
583	An internal type of contracts for UN GS staff worldwide to move around agencies locally and in other duty stations to gain experience and to encourage the practice of mobility	1/29/2021 1:39 PM
584	But may be something honorable to nationals at wage level, a huge difference is noticed. It's a matter for thousands dollars	1/29/2021 1:35 PM
585	Staff on fixed term contracts who demonstrate exemplary performance of their duties and responsibilities should be given permanent, regular budget contracts. Non-performers should be terminated	1/29/2021 1:22 PM
586	The processes around recruitment in my opinion is the problem with providing agility.	1/29/2021 1:15 PM
587	C'est déjà énorme et de toute façon entièrement utilisé. Proposition de postes temporaires utilisé pour des poste pour des besoins constants et à long terme.	1/29/2021 12:28 PM
588	I don't mind the type of contract as long as you obtain right advancing in your career, e.g. colleagues that work already more than 20 years with Fixed-Term contracts should obtain the same rights as permanent staff.	1/29/2021 12:26 PM
589	However, standards and decent work principles should be respected when creating such new category. It should under no circumstance be a scape goat for making precarious staff situation even more precarious.	1/29/2021 12:26 PM
590	Three types are sufficient, there is need to modify current regulations and offer the administration the possibility to handle difficult cases when non-performance has been identified. We more adequacy and not agility for administration.	1/29/2021 12:24 PM
591	The less number of contracts, the better.	1/29/2021 12:22 PM
592	Pour lutter contre les abus existants, certaines des règles mises en place ont malheureusement eu des effets pervers. Par exemple, l'impossibilité de recourir à des personnes qui ont développé au fil des ans une certaine expertise et qui seraient tout à fait ouvertes à l'idée de bénéficier de contrats ponctuels chaque année. Ce serai du gagnant - gagnant.	1/29/2021 11:52 AM
593	Agility can be obtained by having strong, transparent Human Resources and Talent Management systems. Adaptive programmes and management.	1/29/2021 11:52 AM
594	I would need more information on the fourth contract type conditions of employment	1/29/2021 11:48 AM
595	Creating an other layer is pointless, they should focus on making the current ones fair and decent.	1/29/2021 11:46 AM
596	teleworking	1/29/2021 11:23 AM
597	There is some flexibility to move to other contract types without losing job security under the current system so no need to add new contract types	1/29/2021 11:13 AM
598	If anything, we need to REDUCE the types of contracts. There are just too many.	1/29/2021 10:53 AM
599	I believe current contracts should offer more security	1/29/2021 10:52 AM
600	As long as it is fair and ensure security and growth	1/29/2021 10:46 AM
601	I think the UN has to adapt as the world of work has changed. BUT the emerging contract situations are very bad (zero hours, etc.). perhaps a more flexible contract is reuquired in	1/29/2021 10:43 AM

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some situations as actually some people like flexibility. But current contractual flexibility seems to always be to the advantage of the employer.

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602	We need to make the system simpler. There should be only two types of contract: temporary and permanent staff.	1/29/2021 10:39 AM
603	Mobility modalities could increase while keeping the basic nature of the existing contract types.	1/29/2021 10:29 AM
604	On pourrait donner un contrat-cadre de plusieurs années aux personnes qui travaillent chaque année un certain nombre de mois pour la même organisation pour combler des besoins récurrents, par exemple les 2 réunions annuelles du Conseil d'administration et la Conférence internationale du Travail. Permettre aussi à ces personnes de cotiser à l'ONU pour leur retraite.	1/29/2021 10:29 AM
605	I think G-staff members should be provided better opportunities for career advancement, whatever their form would be: G to P promotion, for instance, or G to a new contract type.	1/29/2021 10:26 AM
606	Appropriate for UN Agencies which use Consultancy Contracts for posts that are more of regular employment in nature	1/29/2021 10:21 AM
607	I'm not sure to understand what are the current three types of contracts and what would be the fourth one, so I don't know how to respond to this question.	1/29/2021 10:20 AM
608	I don't think so, what agility is needed, to be able to fire people easily?	1/29/2021 10:19 AM
609	But that would depend on the kind of contract. A new contract type shouldn't be used to undercut existing benefits or privileges	1/29/2021 10:18 AM
610	To What purpose? Surely its not an issue of agility of contracts but lack of agility within HR	1/29/2021 10:18 AM
611	At the ILO, you after some time, you cannot cumulate several short term contracts, so it should be either a fixed term or no employment at all, which happens often very unfortunately	1/29/2021 10:18 AM
612	a 4th type will surely come with more job insecurity, less staff rights, more discretion to employers, and greater job uncertainty, it is hard to believe that will be to benefit staff, it will be in the organizations' benefit	1/29/2021 10:16 AM
613	I believe it is more about the way the current types are used	1/29/2021 10:12 AM
614	It depends what is the fourth type and what benefits are asociated with	1/29/2021 10:11 AM
615	Mon organisation offre encore des contrats permanents, avec les contrats de courte durée, de moyen et longs termes, les outils contractuels sont suffisants	1/29/2021 10:09 AM
616	if the fourth term means 2-3 years contracts, between FT and permanent, this could be interesting. but definitely not if it means even less job security for staff	1/29/2021 10:07 AM
617	Do you mean "fourth type" as "consultancy contract" or what? If "consultancy" is the fourth type of contract, I think it can be added to the staff contract, but it must be limited by the length (less than half year, for example) and times of renewed (not more than once). Otherwise, organizations will abuse that type of contracts.	1/29/2021 10:03 AM
618	It depends on the organization. In some organiztions it is easy to do a short-term contract (ILO), whie in others it is harder. No point in introducing a new contract type if the current ones can be tweaked to work.	1/29/2021 9:58 AM
619	Fixed term for a period of 2-5 years and then finish, for longer term (but not permanent) contracts	1/29/2021 9:54 AM
620	There could be longer time bound contracts eg. 5 years.	1/29/2021 9:52 AM
621	It depends on the type of contract. What would it look like?	1/29/2021 9:50 AM
622	A forth type of contract will create greater inequalities, if we do similar type of job, we deserve similar type of contract.	1/29/2021 9:49 AM
623	It would depend on the type of contract, in fact there are more than 3 modalities in my experience and the issue is that they are used in a way which creates insecurity for the staff even for continuous work.	1/29/2021 9:48 AM
624	A mon avis, pour moi, flexibilité du contrat de travail rime avec précarité pour le staff.	1/28/2021 5:49 PM
625	If managers plan properly, the existing contract types are adequate, even when unexpected work arises.	1/28/2021 3:30 PM
626	There UN management should be able to allocate its 'three types of contracts' in flexible	1/28/2021 11:24 AM

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ways to address the multiple challenges the world faces, instead of creating a new type of contract. There are two reasons for this. First and most fundamentally, without a solid and large working force with all entitlements the UN will in a couple of decades become INCAPABLE TO COMPLY WITH COMMITMENTS LIKE PENSION ENTITLEMENTS AND MEDICAL BILLS OF ITS WORK-FORCE. This is an obvious, too obvious point but too often disregarded. Second, as stated in my first comment, only a secure contractual situation ensures efficiency, productivity and creativity. 'Flexible' arrangements without all benefits are a WASTE OR MONEY and TIME, as 'flexible workers' spend more time seeking for the next contract than working on the current one.

627	Maybe contracts need to be redefined to avoid ambiguities and also inequalities or misuse.	1/28/2021 9:18 AM
628	It is likely to be abused and be used to victimise or keep on a leash the need for career progression or staff rights	1/28/2021 7:32 AM
629	The only argument could be for surge contracts in recruitment clearances not in contracting modalities, unless there are to be different classes of staff for arbitrary reasons	1/27/2021 9:35 PM
630	i think solving the 2 different salary scales is major concern.	1/27/2021 5:08 AM
631	mejor uso o adaptacion de los existentes	1/26/2021 11:36 AM
632	Consultants and short-term contracts are enough for agility	1/26/2021 10:55 AM
633	No if it means less job security.	1/26/2021 10:30 AM
634	Don't know what such contract would look like	1/26/2021 10:24 AM
635	I don't know what new type of contract is proposed, so I don't know how to respond	1/26/2021 7:25 AM
636	I worry that 'agility' here is just meant to deny decent contracts and enable more precarious work arrangements that suit management, but not the staff	1/26/2021 5:58 AM
637	This would stop G staff with foreign nationalities abusing the continuing contract from using their contract type to apply for permanent residency in the duty station for no reason.	1/26/2021 4:06 AM
638	What is needed is less abuse of authority (contract renewal threats) and misuse of contracts	1/25/2021 11:24 PM
639	Depends on the proposal for the fourth type of contract.	1/25/2021 10:42 PM
640	I think that the most pressing issue is the misuse of consultant contracts. More innovative thinking is required across the board to address modern work realities to ensure that workers are protected and we are working more efficiently across the organization.	1/25/2021 9:09 PM
641	But I think it is required to change the UN system to a less rigid organization more flexible in terms of staff categorization and promotions. Staff would be more efficient and motivated if they know they may be promoted if they do a good work. This is how the private companies work.	1/25/2021 6:58 PM
642	a short term and simplified type of contract	1/25/2021 4:38 PM
643	What does this even mean? It depends on what the fourth contract type entails. In any case, who's to say that the current contract types are fit for purpose. Maybe it's time to start from scratch.	1/25/2021 3:09 PM
644	I think they could create greater flexibility within the existing contract types	1/25/2021 2:20 PM
645	We could however use externally hired short-term support such as ADECCO services when there are true short-term needs.	1/25/2021 12:32 PM
646	yes but it should be designed to enhance job security and productivity not as means of hairdressing staff	1/25/2021 11:13 AM
647	Stop cutting corners! I know of talented people in legal and pharmaceutical sectors in Switzerland for example who say that it doesn't make career sense to work for the UN because they'll have you on precarious 1-year long contracts and then not renew you. At some point it won't be worth it to even work there.	1/25/2021 10:21 AM
648	maybe. but only so we can actually meet the logic and purpose behind contract vs staff contracts and create more flexibility and speed in recruiting without endangering FT positions or exploiting consultants, interns and junior staff	1/25/2021 9:07 AM
649	Qu'il applique déjà les contrats existants.	1/25/2021 8:38 AM
650	Maybe not, to make them agile and fair their should be one type of contract, no?	1/25/2021 8:28 AM
651	not sure	1/25/2021 8:07 AM

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652	I don't think it is due to the type of contract, but rather the job security overall and that contracts should be more harmonized, as two people doing the same job can be on different contracts and it creates unfairness	1/25/2021 5:55 AM
653	should make adjustments to current types, rather than creating new type	1/25/2021 5:53 AM
654	We don't need a new type of contract; we need an easing of the barriers for moving across agencies	1/25/2021 5:31 AM
655	What would it be? A la carte? Such new tools would need to be carefully studied first.	1/24/2021 5:47 PM
656	Nonsense. What the UN is missing is termination for poor performance and harassment, unethical conduct	1/24/2021 4:36 PM
657	I think the existing contracts offer all flexibility needed.	1/24/2021 9:14 AM
658	I am not aware of this 4th type of contract discussion	1/23/2021 5:51 AM
659	Repito, un contrato que de fe que el funcionario cumplira pasado un largo periodo en la organización, tal vez 10 o 15 años de trabajo bajo evaluación integral	1/23/2021 3:20 AM
660	We may even need more than four types of contracts. Currently, there is limited allowance for part time status by staff. There is a need for at least one contract type that allows this. We also need contract types that allow roles to bridge different agencies (e.g. a staff member who works simultaneously for UNFPA and UN Women, for WHO and UNICEF, etc)	1/23/2021 1:07 AM
661	Agility is in work modalities and mobilizing staff capabilities rather than in the types of contracts.	1/22/2021 10:17 PM
662	Need to know what they have in mind...	1/22/2021 6:42 PM
663	Les contrats actuels sont suffisants.	1/22/2021 6:16 PM
664	I would be in favour of exploring additional forms -if the terms of the agreement- are clear and understood by both parties (ie limit this forms of contractual agreements only to local staff not to create difficult family situations)	1/22/2021 5:00 PM
665	It would not be consistent with ILO recommendations	1/22/2021 3:33 PM
666	There is an urgent need to allow for promotion without moving to a new post	1/22/2021 12:55 PM
667	Permanent to all staff for equality	1/22/2021 12:10 PM
668	No need	1/22/2021 11:08 AM
669	Or make present contract arrangement more flexible	1/22/2021 10:26 AM
670	We have temporary contracts and we can move staff around this is pretty agile. The real issue I believe is actually why they need this agility, if it is to remove underperformers or avoid locking into staff who turn out to be not as talented as management would like then they shouldn't take this approach, they should go through the proper administrative procedures. If the reason is financial, then extending the length of contracts for performing staff say from 2-5 years (on a fixed term) would result in a huge saving of time and resources for administrative staff. My contract has been renewed 5 times in 9 years for example.	1/22/2021 10:03 AM
671	if the fourth type brings improvements to staff interests, then yes	1/22/2021 9:46 AM
672	The 3 different types of contract are not well used by the UN.	1/22/2021 9:34 AM
673	Adding a type is not a problem per se for new comers, but changing contracts of permanent and continuing is a crime. Also abandoning currently existing set of existing options is a problem for those on fixed-term or short-term because it blocks their options of career stability and also blocks options for management to utilize the best of them more frequently.	1/22/2021 9:30 AM
674	I'm concerned about ensuring justice and equality in using this new type of contract. So that it is not used to open a "back door" for people with connections or provide preferential treatment to certain groups of people.	1/22/2021 9:11 AM
675	Depends on how this fourth type will develop eventually. While it might be suitable for a certain age group, fulfilling the needs and aspirations of youth, for example, it will not be suitable for staff aspiring for stable and well-established contract modalities.	1/22/2021 9:07 AM
676	Guterres & Co are jealous of career staff at the UN. It is sad, when a socialist politician is antisocial.	1/22/2021 6:55 AM
677	Not if CST and ST are used appropriately	1/22/2021 6:41 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies		SurveyMonkey
678	Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas Poder trabajar fuera de la duty station (en modalidad de trabajo) y si es necesario ajustar el salario, ya que está comprobado que todo el trabajo puede hacerse desde casa.	1/22/2021 1:46 AM
679	All staff should be allowed to select where they work and be paid according to their chosen location when agreed with employer if stay away exceeds e.g. 6 months per year. It should be possible to hire professional officers who wish to work in another country than the duty station, and travel to the duty station when physical presence is required.	1/21/2021 9:23 PM
680	for temporary make it at least 6 to 8months or 1 year renewable not less	1/21/2021 8:50 PM
681	the need for agility and how this would be improved are unclear. the modality of a fourth type is unclear. not possible to adequately answer	1/21/2021 7:52 PM
682	Only a fair use of the three types which is not the case yet	1/21/2021 7:45 PM
683	Would depend on the type and modalities of work of the new contract	1/21/2021 7:30 PM
684	The contract type should be given on the basis of performance and multitasking ability and not because of the years in service	1/21/2021 7:06 PM
685	modify fixed term contracts after specific years of service to continuous contracts	1/21/2021 7:05 PM
686	Les contrats temporaires sont déjà trop utilisés et certaines personnes les accumulent depuis des années (pas si temporaire)	1/21/2021 6:44 PM
687	I think complaints are more related to inability to amend existing vacant post or establish new temporary post on existing vacant post funds. The organizational structure is effectively locked until next GA.	1/21/2021 6:42 PM
688	the three types already create differentiation among staff members doing the same work.	1/21/2021 6:03 PM
689	It might, depends on what kind of contract it is and how the others will be modified in order to accommodate the fourth one.	1/21/2021 5:39 PM
690	It depends	1/21/2021 5:18 PM
691	The restoration of the Permanent contract	1/21/2021 5:14 PM
692	Consultancy contracts, like SSAs, are super agile. I think this an inexcusable excuse to allow exploitation of younger staff.	1/21/2021 5:05 PM
693	Well, it can be accommodated in the current types but if there are XB funded projects or activities that are setup to be temporary, it should be possible to have longer than 1-2 year contracts but that have a clear limited duration (i.e. the expected duration of the activity/funding). Especially if it relates to specialized type of expertise that is needed.	1/21/2021 5:02 PM
694	Use contracts appropriately will be the appropriate solution than adding a fourth type of contract	1/21/2021 4:58 PM
695	This is nonsense. Such statements disregard the job insecurity that fixed-term and short-term staff members already face in this organization. A statement like this can only come from people who themselves have enjoyed absolute job security for decades and are oblivious to the situation of short-term and fixed-term staff members. They care even less about the army of consultants and individual contractors employed on very problematic terms.	1/21/2021 4:56 PM
696	It is about the use of the correct contracts. All staff should have the right to feel some type of security.	1/21/2021 4:52 PM
697	This is a pretext. Maybe there will be less expenses, but quality of work will be impacted and in the end „agility,, will be more costly for the organization	1/21/2021 4:42 PM
698	Yes, but NOT the uber contracts, I think there should be another layer on top of a staff contract to allow them to be temporarily reassigned to work on special projects, while retaining job security. Then, if needed, someone else could assume their roles temporarily, growing their experience, etc.	1/21/2021 4:41 PM
699	Agile contracts could help us quickly fill gaps. Long delays in recruitment mean that existing staff are constantly overburdened due to unfilled vacancies.	1/21/2021 4:39 PM
700	Temporary contracts are sufficient for temporary needs.	1/21/2021 4:30 PM
701	We have to better apply the current forms of contracts.	1/21/2021 4:20 PM
702	Maybe there are additional options that could combine greater job security for staff AND flexibility (e.g. contracts that guarantee work in the long run but may require the staff to change teams/organizations in the medium run, if needed)	1/21/2021 4:20 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies		SurveyMonkey
703	Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas Le système de contrats de travail actuel est parfaitement scandaleux et n'offre que très peu de sécurité aux employés	1/21/2021 4:16 PM
704	It is not clear what advantages this new type of contract can bring, but implications and additional stress for the staff are obviously expected.	1/21/2021 4:11 PM
705	Work stability and security is very important for each individual, specially when you have a family with kids or other family members who are dependent on you. It is difficult to think of changing job when you are the sole bread earner for your family. Also, age factor is very important, once anyone reaches the age of 55yrs it is very difficult to look for another opportunity because many will not hire you.	1/21/2021 4:09 PM
706	Pour les consultants récurrents	1/21/2021 4:08 PM
707	There is indeed need for further flexibility in deploying staff to serve programmes and projects where they can suitably deliver capably, and efficiently.	1/21/2021 4:06 PM
708	Short-term fixed term	1/21/2021 4:05 PM
709	I think better planning is required. Instead of playing with people's work stability the Organization needs to plan in advance and set clear work plans so all are aware of the work arrangement they apply for. I have seen too many times how the organization procrastinates and hires people at the last minute and in the same dynamic gets rid of people also with short notice. It is not respectful and creates tension in the work space instead of creating an atmosphere of security where all can concentrate on their work and not in whether they will need to find another job in two months.	1/21/2021 4:04 PM
710	The problem are not the type of contracts but the long process and bureaucracy behind. Employment stability has a direct impact staff member's performance.	1/21/2021 3:57 PM
711	Obviously, it depends on what the other type(s) of contract would be used for.	1/21/2021 3:57 PM
712	It depends on the type of the contract though. If the suggested contract type is an even less secure version of a consultancy / short-term contract, then no. if it is a version where a short-term contract would be more secure then it could be considered depending on the details.	1/21/2021 3:54 PM
713	There is enough job insecurity and abuse of the temporary contracts as it is.	1/21/2021 3:50 PM
714	Je pense que cela va nuire aux conditions de travail et que cela risque de précariser certains emplois. C'est d'ailleurs déjà le cas des nouveaux contrats temporaires, car l'organisation a précarisé un peu plus les temporaires en leur retirant de nombreux avantages. Elle profite de la forte demande d'emploi et du peu d'offre disponible pour faire signer des contrats précaires.	1/21/2021 3:50 PM
715	This is a trap to offer flexibility for even more abusive and arbitrary hirings by the people who know to pull the strings inside and outside HR. Hirings without merit would increase!	1/21/2021 3:49 PM
716	A fourth contract will be perceived as the UN trying to wriggle out of providing an appropriate contractual environment. Change the existing three contracts for more agility. A fourth contract is unnecessary.	1/21/2021 3:47 PM
717	which other type?	1/21/2021 3:43 PM
718	There should only be two types. One open ended contracts, with fair, respectful and transparent termination and resignation terms and conditions. The second is a real consultancy contract that pays an agreed fee for a specific deliverable in case the staff can not perform a specific task or there is no time.	1/21/2021 3:43 PM
719	You need a proper laid out plan and transparent mobility policy where people equally get access to moving and know with what predicatibilty that can happen. A regular compendium launched every x years would allow for that as opposed to arbitrary and non transparent appointments and moves that favour a subset of the staff	1/21/2021 3:42 PM
720	The paper talks of jobs that can be done with non-specific duty stations and there should be more flexibility in this regard as well as the ability to adapt over time	1/21/2021 3:41 PM
721	it should be abolished the permanent contracts	1/21/2021 3:41 PM
722	The UN is rife of too much inefficient bureaucracy	1/21/2021 3:41 PM
723	The situation is unfair enough.	1/21/2021 3:38 PM
724	In some areas at the UN agile contracts will be useful.	1/21/2021 3:38 PM
725	Just fix what is already there and treat people as people and not as "posts"	1/21/2021 3:38 PM
726	the problem is not with the type of contract but with the extreme time required to process a	1/21/2021 3:37 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las

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contract. That is where the focus should be. There is no need for new type of contract.

727	let's see the demonstrated need/case for agility, versus mobility.	1/21/2021 3:37 PM
728	Some people like the freedom consultancies/freelancing provide. I am considering to leave the organization to have greater work-life balance, as part-time is hard to obtain.	1/21/2021 3:35 PM
729	a discuter	1/21/2021 3:34 PM
730	Actually there are 4 types of contract if consultants are also counted in, which they should be. Existing types of contract provide the agility needed and already provide for a 'caste' system. This would be further aggravated by introducing yet more types of contract with even less benefits and entitlements.	1/21/2021 3:34 PM
731	It all depends what is in that 4th type. If it allows to give a UN contract to those people who are currently under UNOPS / Consultancy / Standby partner, etc... then yes, it is a very good idea !	1/21/2021 3:32 PM
732	I believe things can be improved within the framework of existing contracts	1/21/2021 3:32 PM
733	What would that other type be?	1/21/2021 3:31 PM
734	Improvement to recruitment processes and timelines would solve current issues	1/21/2021 3:30 PM
735	With a really high level of management of staff ressources, competencies, career move, motivation... HR work no need of a fourth type of staff contract...	1/21/2021 3:27 PM
736	what is meant by "Agility" In this context?	1/21/2021 3:26 PM
737	Agility is not dependent on contract types.	1/21/2021 3:22 PM
738	we had far too many before and it was much better when reduced to 3	1/21/2021 3:22 PM
739	Permanent contract should be re-implemented for staff who served more than 10 years	1/21/2021 12:37 PM
740	It would be great if staff members could move more easily across UN positions in terms of roles and location, if that is something they wish to do. However, providing short term contracts is not the solution. Staff members should not be forced into switching jobs or risk losing their job every few years. This will have a negative impact on morale and will create unnecessary anxiety. For staff members that wish to move regularly, they should have the guarantee of a permanent contract, but on the understanding that they need to move position every few years as part of this contract (much like how diplomatic posts work). For staff that wish to remain in one location, local contracts should still be provided with no obligation to reapply for new roles every year. The UN risks losing dedicated, skilled staff if it takes on this strategy. Local staff bring a great deal to the organisation, particularly in terms of local expertise and languages, and they still deserve to have access to permanent contracts, otherwise this will create an unfair tier system.	1/21/2021 11:07 AM
741	We are living in different times, we absolutely need different contract modalities to cater for different situations. The current three are quite limiting.	1/21/2021 10:35 AM
742	I do believe we need greater accountability at all levels. The Desire to weaken contracts comes from a system that allows people to underperform year after year without adequate mechanisms to improve.	1/21/2021 1:04 AM
743	FT have no expectation of renewal and there is temporary so no others needed	1/20/2021 11:58 PM
744	it shouldn't just be a matter of length (short, medium or long term), but of more secure contracts and not rely for the biggest part on temporary/insecure contract types	1/20/2021 11:52 PM
745	more contract types is not the solution. Having multiple contract types already creates additional problems. A better solution would be less contract types all with more flexibility. Like the majority of private companies and NGOs do.	1/20/2021 11:32 PM
746	Utter bullshit	1/20/2021 10:54 PM
747	What is needed is a framework to disconnect assignment from contract. Truly immediate-term needs that would require agile staffing are likely best met by current staff who already know the lay of the land.	1/20/2021 10:17 PM
748	There needs to be the ability to make temp posts not quite so temp without the hassle of fixed-term.	1/20/2021 8:14 PM
749	It is not the contract that is the problem. It are staff members who are unwilling to be agile. Get them moving as they are required to do under their current contracts (except TA)	1/20/2021 6:53 PM
750	Les types de contrats actuels, en plus des contrats de collaborateurs extérieurs, permettent bien une flexibilité importante. A ce stade, demander une flexibilité accrue est l'arbre qui	1/20/2021 4:08 PM

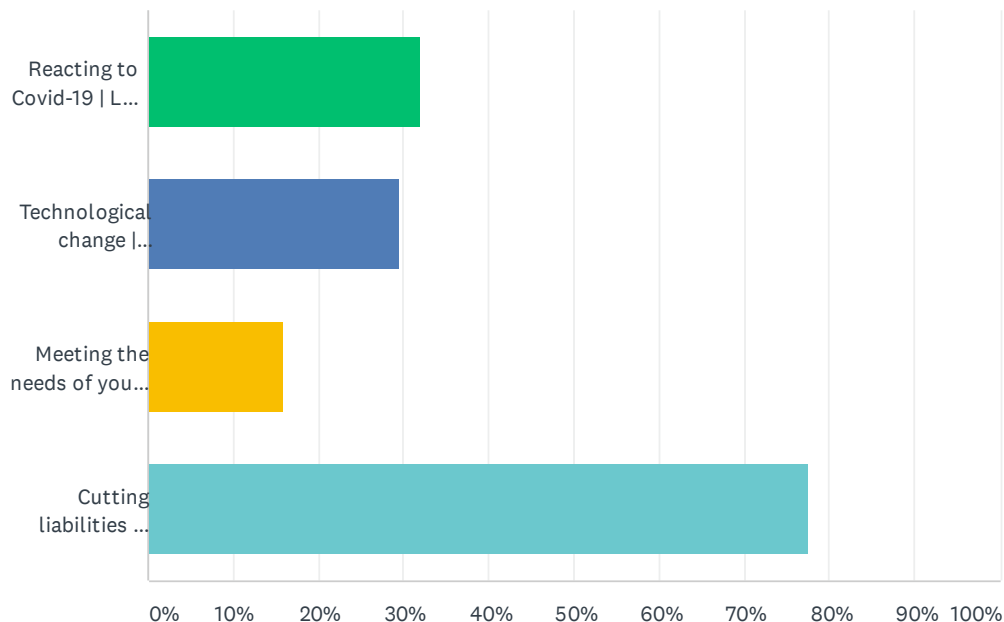
Survey on the 'Future of Work' in the UN common system Enquête sur «
l'avenir du travail » dans le système commun des Nations Unies
Enquesta sobre el "futuro del treball" en el sistema comú de les
Nacions Unides
cache la forêt: il s'agit d'un changement profond dans la manière d'aborder le travail, le
rapport avec le personnel, le déroulement de carrière.

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751	they should allow more security to staff, with indefinite contract	1/20/2021 12:48 PM
752	Resotre permanent contract	1/20/2021 12:09 PM
753	Better use of existing contract types would be more appropriate.	1/20/2021 11:50 AM
754	Le contexte actuel est largement suffisant et si il est appliqué honnêtement et associé à une planification intelligente, permet une flexibilité sufisante pour couvrir les besoins de l'organisation	1/20/2021 11:24 AM
755	This has been tried in numerous countries. It has added confusion and generated further precarity. Everywhere it's been tried it has been an unreserved failure.	1/20/2021 11:12 AM
756	I do find there is a lack of agility.	1/20/2021 10:50 AM
757	we just need to enforce mobility with the current contracts	1/20/2021 10:49 AM
758	The current contract modalities are very meaningful and need to be sustained. More experienced staff are normally neglected and the value system they created for the UN slowly diminishing.	1/19/2021 2:25 PM

Q15 Why do you think management is proposing a new contract type? | Selon vous, pourquoi l'administration veut-elle proposer un nouveau type de contrat ? | ¿Por qué cree que la administración quiere proponer un nuevo tipo de contrato?

Answered: 5,259 Skipped: 1,035



ANSWER CHOICES	RESPONSES
Reacting to Covid-19 Leur réaction face au Covid-19 Reacción al Covid-19	32.10% 1,688
Technological change L'évolution technologique Evolución tecnológica	29.55% 1,554
Meeting the needs of young people Leur réponse aux besoins des jeunes Satisfacer las necesidades de los jóvenes	15.88% 835
Cutting liabilities and saving money Réduire ses passifs et économiser de l'argent Reducir los pasivos y ahorrar dinero	77.62% 4,082
Total Respondents: 5,259	

#	COMMENTS COMMENTAIRES COMENTARIOS :	DATE
1	We live in a world of technological advancements and can work remotely without having "fixed" imposed duty stations. Staff on Fixed term appointments should not have to be placed in home duty stations and should have the flexibility to work from their home countries without losing financial benefits and incentives.	3/25/2021 6:14 AM
2	Telecommuting will reduce liability of exposure to COVID-19 in the field, reduces costs in terms of Moving and settling-in grants, hardship, mobility, non-family etc.	3/20/2021 10:27 PM
3	si seulement ce n'est pas pour favoriser une certaine categorie.	3/17/2021 2:29 PM
4	Trust in senior management is generally low in the UN because people see work conditions getting worse with minimal effort to genuinely innovate. Donors are also responsible for the constant pressure to reduce costs, without seeing the long-term impact of demotivating staff and not creating the right conditions to work anywhere and often in very difficult situations.	3/17/2021 1:37 PM
5	There should be a 'Do not know' answer option here to remove the bias. The questionnaire is	3/16/2021 6:19 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 forcing me to choose, when I do not have an answer. I would not venture to guess their motivations, since I don't have any information about this.

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6	I think a new contract is being proposed because the current system is outdate and unfair - and more and more people are voicing their concerns on this.	3/16/2021 1:10 PM
7	I don't know - why isn't there an option for this? I've selected a button at random	3/16/2021 12:47 PM
8	RAS	3/16/2021 9:17 AM
9	.	3/16/2021 8:39 AM
10	Eviter d'augmenter le chômage	3/15/2021 4:48 PM
11	RAS	3/15/2021 4:11 PM
12	You should provide more info here.	3/15/2021 3:36 PM
13	N/A	3/15/2021 2:58 PM
14	There is no option for "I don't know" nor for "Other". I am not informed about the intentions of senior management.	3/15/2021 2:08 PM
15	I do not believe that there is the wish to cut liabilities. I have seen sufficient number of examples where we have taken more liability than it was needed. But i do think that the technological developments will allow some jobs to be able to be done from who knows where?	3/15/2021 12:23 PM
16	I am not sure but i feel technology is more related from the list of choices	3/15/2021 9:02 AM
17	It is frequently mentioned that young people want more flexibility. However, it is not completely true, as shown by some studies. I believe that the ONLY real reason the UN is looking at this is to save money on benefits etc, as staff contracts are expensive.	3/15/2021 8:30 AM
18	Lets us all go back to the discussion about: duty of care, duty to protect, protection by presence.	3/15/2021 7:58 AM
19	Allow for flexible working arrangement for family life and also preparing their phase out (optional) for staff who have served long with field experience. Field experience years of service should be combined to give FWA to staff who need it. Field experience and years of experience are key component to FWA as serving for fairness, health, family life for those who deserve it. It's like giving a recognition to a veteran based on the hardship and experience from hardship.	3/14/2021 3:51 PM
20	Didnt know they were proposing a new contract type, never heard of it, but I am sure it is to save money and limit their liabilities but maybe I am being unfair	3/13/2021 10:40 AM
21	c'est purement pour des raisons économiques	3/13/2021 8:02 AM
22	I don't know	3/12/2021 3:33 PM
23	People assets seen without human impact on individuals or teams	3/12/2021 2:19 PM
24	I DO NOT SELECT THIS POINT. I don't have enough information about the contract type to know.	3/12/2021 11:45 AM
25	I don't think such suggestion would come from a positive point of view benefiting staff...	3/12/2021 11:37 AM
26	No idea why.	3/11/2021 5:58 PM
27	The Technologe charnge every day we is better to have people with new Technologies.	3/11/2021 3:00 PM
28	Nous ne pensons pas que l'Organisation soit dans le processus d'un nouveau type de contrat, par ailleurs dans la mise en place des recrutements relatifs à la réponse de la pandémie tout comme d'autres urgences qui relèvent de la compétence de l'organisation	3/11/2021 2:50 PM
29	RAS	3/11/2021 2:41 PM
30	As above, you need to provide more information for us to comment meaningfully but my reaction is the above	3/11/2021 1:43 PM
31	The question cannot be generalized to All agency. Each agency may have its own agenda.	3/11/2021 12:29 PM
32	I do not know	3/11/2021 12:04 PM
33	If the motive I ticked is confirmed, it is, in my view, because it has become impossible to ,get rid' of poorly performing staff.	3/11/2021 10:54 AM
34	The question is not formulated very correctly as it's difficult to say without knowing what	3/11/2021 8:53 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas

SurveyMonkey

35	Pour permettre aux staff aussi d'en tire profit.	3/11/2021 8:34 AM
36	N/A	3/11/2021 6:53 AM
37	Some functions can be done remotely for most of the year and can visit the duty stations on certain dates to complement the remote work	3/10/2021 5:50 PM
38	Management is trying to get rid of experienced staff, especially women	3/10/2021 5:37 PM
39	There is benefit into a remote working model, attracting the right talent and ensuring flexible working conditions for staff.	3/10/2021 4:50 PM
40	Fleixibility, efficiency first and foremost. To be seen if this results in less job security. Lower job security does not lead to better performance - as various studies have shown.	3/10/2021 3:16 PM
41	No comment	3/10/2021 3:10 PM
42	All 4 should be legitimate reasons.	3/10/2021 2:39 PM
43	Vu que la technologie prends l'employeur qu'elle ameliore la condition de vie des staffs	3/10/2021 2:16 PM
44	I think adding a fourth contract type will put employees in a vulnerable position with less benefits and job stability.	3/10/2021 2:12 PM
45	PROBLEME DE MANQUE DE MOYEN ET DE CHOMAGE ACCRU SE POSE AUX NU	3/10/2021 1:48 PM
46	Plus trying to bring more friends in the system.	3/10/2021 1:39 PM
47	I feel they want globally see a change in doing things.	3/10/2021 12:58 PM
48	No comments	3/10/2021 12:26 PM
49	L'évolution technologique est à la base de la revue des recrutements dans plusieurs milieux.	3/10/2021 11:29 AM
50	nil	3/10/2021 11:09 AM
51	what do you mean? what is the 4th type? this question is not clear to me	3/10/2021 10:37 AM
52	Management does not want staff with strong contracts, because then the staff can speak their mind and is not afraid to lose job. With current short-term staff, they do not dare to oppose managers in anything, even if they see that manager is completely wrong, because they are afraid whether they will get a contract extension. Managers love this staff, they are so quite, respectful and hard-working, never questioning anything, so many incompetent managers feel great and of course they do not want staff on long-term contracts because they are more self-confident, vocal, critical.	3/10/2021 10:34 AM
53	There are some new competences required which are not always available among staff with indefinite contracts, but are likely available in the new generations. However, I believe not much attention is given to support older colleagues in the use of technology. With COVID19 the gap of IT knowledge has become extremely visible and obvious.	3/10/2021 10:26 AM
54	No comment	3/10/2021 10:19 AM
55	Probably some organizations are looking at money saving strategy.	3/10/2021 10:07 AM
56	I don't really know what exactly the fourth type of contract being proposed is for.	3/10/2021 9:59 AM
57	Better work-life balance.	3/10/2021 9:58 AM
58	Presumably not in position to respond to this question but guessed as above	3/10/2021 8:55 AM
59	do not know	3/10/2021 8:15 AM
60	The contract type is not always the problem,	3/10/2021 7:59 AM
61	None	3/10/2021 7:40 AM
62	Le debat sur le statut du personnel est plus vieux que COVID 19 et la technologie.	3/10/2021 7:08 AM
63	This would be an opportunity for the UN to look into new working modalities as a whole, not limited to contract type. Contract type while important is not the only issue here and I think it is a shame this survey focuses only on that.	3/10/2021 6:51 AM
64	I ticked the above box as I had to tick something, but I don't agree with these options - I think they are a bit reductive and may not accurately reflect what management is actually thinking.	3/10/2021 2:26 AM
65	none	3/10/2021 1:59 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
66	Reducing contracts that have better entitlements	3/10/2021 1:42 AM
67	I do not have an opinion. The survey forced me to mark one of the four options, which did not include "Don't know"	3/10/2021 12:24 AM
68	c'est toujours aux economies d'argent. Faire plus avec moins de ressources. c'est la regle depuis plus de 10 ans	3/9/2021 10:44 PM
69	And cutting liabilities and saving money is a good thing!	3/9/2021 9:45 PM
70	La majorite des fonctionnaires sont mis en teleworking , vu la propagation du COVID - 19	3/9/2021 9:24 PM
71	I know very little about the new contract type	3/9/2021 9:10 PM
72	This would most likely be in contradiction to ILO policy recommendations.	3/9/2021 8:59 PM
73	I don't know exactly which kind of contract they are proposing, therefore I'm not sure I can reply on this	3/9/2021 8:11 PM
74	N/A	3/9/2021 7:04 PM
75	COVID has provided basis for system-wide reconsideration of the future of work. This would likely be used to consider how to cut the liabilities and move the workforce to work remotely	3/9/2021 6:53 PM
76	If it wasn't for COVID, no change would have been taken into consideration, even though the second and third options are good enough.	3/9/2021 6:52 PM
77	.	3/9/2021 6:38 PM
78	COVID has proven that staff productivity is independent of location and time. Globally world is changing and UN should also adopt the change.	3/9/2021 6:24 PM
79	cost-effectiveness and increased flexibility	3/9/2021 6:20 PM
80	Don't know. I am not informed about the new contract type that is being considered.	3/9/2021 6:06 PM
81	RAS	3/9/2021 6:00 PM
82	Pour faire les commentaires il faut d'abord avoir les informations sur ce type de contrat proposé	3/9/2021 5:22 PM
83	I don't think is a good option to have a new contract type	3/9/2021 5:03 PM
84	I do agree that	3/9/2021 4:32 PM
85	Without any further information on this "fourth" type, I can only guess that the new contract come with even less commitments towards an employee. An ongoing argument we hear is that the existing contract types are too expensive. Too expensive in what regards I wonder?	3/9/2021 4:24 PM
86	I really wouldn't know. The survey form forced me to select an answer from the above.	3/9/2021 4:13 PM
87	Si se da un buen uso y manejo de los 3 tipos de contratos que hay, no se necesita mas, simplemente se deben adaptar a las condiciones del contexto y a las circunstancias.	3/9/2021 4:07 PM
88	The world is changing and UN needs to recognise that not every function any more needs to be done from the point of sale so to speak. More flexibility in response to changing needs, technology and possibilities that Covid-19 has demonstrated are necessary. Too many managers still insist staff work in a real office. This is an outdated world view.	3/9/2021 4:00 PM
89	no comments	3/9/2021 3:58 PM
90	The majority of contractual changes have been about curtailing staff acquired rights and giving management more flexibility in hire/fire process. Never been about staff rights.	3/9/2021 3:47 PM
91	JE NE SAIS PAS	3/9/2021 3:47 PM
92	For me, I think that the proposition is done in this period of COVID-19 to show that the main cause is COVID-19 but really the intention is to reduce the benefits of the staff. Also, this will have negative impact in recruitments for people coming from especially Africa where the technology is not developed because they have to compete with the people from developed countries. As consequence, UN System will have to use employ people coming from rich continents such Europe and America.	3/9/2021 3:33 PM
93	il faut de contrat types pour les personnes a mobilités reduite (teletravail)	3/9/2021 3:32 PM
94	all of the above	3/9/2021 3:14 PM
95	No idea	3/9/2021 3:04 PM
96	none	3/9/2021 2:56 PM

97	Probably a combination of factors	3/9/2021 2:55 PM
98	To maintain a high motivation of employees and reduce the mismanagement of funds	3/9/2021 2:48 PM
99	Chose one because I had to, but I really don't know.	3/9/2021 2:44 PM
100	N/A	3/9/2021 2:40 PM
101	Dont know their reasoning and would gladly hear their thoughts about it	3/9/2021 2:23 PM
102	don't really know, but you are forcing me to pick an answer here!	3/9/2021 2:14 PM
103	I do not know, and your survey format should not require me to pick one of four stated reasons when I do not know.	3/9/2021 2:13 PM
104	To be more efficient	3/9/2021 2:13 PM
105	RAS	3/9/2021 2:12 PM
106	Honestly, I am not sure.	3/9/2021 1:49 PM
107	I'm not clear on the additional modality, however there does need to be greater agility for organizations to get rid of non-performers	3/9/2021 1:41 PM
108	Advancement in technology calls for reactive and inovative efforts by the organization so as to avoid wastage of fund and be at par with global trend. This is in all sphere of life not only staffing. If the world is moving to right, there is no way UN agencies can move to the west and claim to be effectively implementing their mandates on behalf member countries moving in the right direction. Otherwise, Ihave the fear that retirement ages might compel the new errantants with such skills to compel the agencies to change once it remined static in adapting to global technological advancement trends.	3/9/2021 1:33 PM
109	It will give room for proper management of staffs	3/9/2021 1:33 PM
110	Would be good to know terms of new contract type to be able to answer the question appropriately	3/9/2021 1:30 PM
111	NO	3/9/2021 1:29 PM
112	Perhaps also to meet the staffing needs that cannot be easily met due to the current rules governing the creation of new positions.	3/9/2021 1:29 PM
113	Faire face a COVID bien, mais bien d'autres enjeux entrent en jeu	3/9/2021 1:27 PM
114	n/a	3/9/2021 1:25 PM
115	Non	3/9/2021 1:24 PM
116	However, it is the combination of all of the above options.	3/9/2021 1:17 PM
117	Pour toutes ces raisons	3/9/2021 1:12 PM
118	Staff worked well from home during COVID, but this doesn't mean that we should ask everyone to work from home and not interact with colleagues with diverse backgrounds. Again, UN has several indirect benefits to the staff and the world, and we should be very cautious about which ones we want to take away. Can we put a dollar value to the way UN has over a period of time, impacted its staff and their families in a positive way? Can we put a dollar value to the mutual respect and diversity that UN promotes amongst its staff? Well, if we can, it will be a big amount in my opinion. Are we going to save that much by having agile contracts?	3/9/2021 1:11 PM
119	It's a perfect time to think of all these things. It's important to offer the widest choices possible . I checked ,young people' in the choices because they are the future of the UN and their ideas of a Good work place may be different from that of previous generations. From my end what i want it the freedom to utilize my talents to the maximum. If my work is only limiting me to certain things (or on the other extreme obliging me to do things i really am not interested in) i should be able to explore other arenas to live a fuller more rewarding life but at the same time contribute to the UN mandate. Let us reexamine the concept of loyalty in our codes of conduct	3/9/2021 1:10 PM
120	Hopefully, to avoid the continuing rotation or retention of staff on indefinite/continuing contracts with a history of poor performance or a lack of core competencies. To his credit, the HC has taken firm action to dismiss staff on the grounds of misconduct, however, the organisation is still undermined by the obligation to find jobs for SIBA who are frankly not competent and professional colleagues.	3/9/2021 1:09 PM
121	The survey should allow a 'none of the above' answer. The reason is likely greater	3/9/2021 1:08 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas

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122	While efficiency is important, giving up all stability for staff is not conducive to the aims of the organisation and not in line with our values. I think we need to find a balanced approach.	3/9/2021 1:08 PM
123	Think it is a combination of all 4 factors though COVID-19 has certainly been a catalyst as it has forced us to see what the possibilities are	3/9/2021 1:05 PM
124	Changing reality for young and old people	3/9/2021 1:04 PM
125	Peut etre des contrats de travail a distance	3/9/2021 1:00 PM
126	I had to tick an answer but I don't know the reply to this question.	3/9/2021 12:58 PM
127	Optimiser sa main d'œuvre.	3/9/2021 12:56 PM
128	I am not aware of what the new type means but, too me it looks that the last option is the real one.	3/9/2021 12:55 PM
129	I wish one option would be: to achieve better gender equality within the operation. But it is not there. Shame.	3/9/2021 12:55 PM
130	Theoretically it might be to go with COVID-19, practically, I am strongly believe it will be to reduce expenses.	3/9/2021 12:52 PM
131	Avec l'evolution de la technologie on peut travailler a distance, on peut utiliser le robots a la place des humains	3/9/2021 12:51 PM
132	Pour economiser de l'argent oui a mon avis	3/9/2021 12:43 PM
133	RAS	3/9/2021 12:42 PM
134	that's my guess, i don't have information from the management of my organization on why they would want additional contract types	3/9/2021 12:41 PM
135	Nothing to say.	3/9/2021 12:39 PM
136	If you wish to bring on board high-qualified staff, you may consider the telecommuting arrangement formula as a standard practice (where applicable, of course)	3/9/2021 12:38 PM
137	Je suppose, sinon je n'ai aucune idee pecise.	3/9/2021 12:38 PM
138	The list should include a None of the Above option or a combination option	3/9/2021 12:38 PM
139	good for young generationto gain employment	3/9/2021 12:37 PM
140	We advance in technology and recent pandemic, the benefit of remote working has been tested to be beneficial, some staff at Bureaus can actually telecommute and serve the org. travel cost and installation cost.	3/9/2021 12:36 PM
141	Don't know.	3/9/2021 12:33 PM
142	N/A	3/9/2021 12:33 PM
143	I do not think there should be a new contract type. The existing ones can be strengthen or modified in terms of job security or in terms of flexible work arrangements.	3/9/2021 12:31 PM
144	not sure about what management is proposing, I do hope it is in order to meet needs and access to dignified contracts without discrimination	3/9/2021 12:30 PM
145	RAS	3/9/2021 12:26 PM
146	Don't know what the new type of contract involves	3/9/2021 12:26 PM
147	UNHCR does not have a policy to provide stability to staff members - raising the issue of SIBAs on indefinite contracts. SIBAs shall be solved and cannot be an excuse for not providing stability to staff members with good performance.	3/9/2021 12:24 PM
148	I was not aware they are offering a new type. But they should have a suite of contract types from which to choose.	3/9/2021 12:23 PM
149	Options are not correct at all. Where did these 4 choices come from?	3/9/2021 12:23 PM
150	Covid has proved there are other ways of working that should become a norm, technologically possible while saving money and time for the organizations	3/9/2021 12:22 PM
151	I definitely do not think that a new contract type is about meeting the needs of young people. What young people need is the opportunity for stable employment with proper benefits.	3/9/2021 12:17 PM

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152	n/a	3/9/2021 12:15 PM
153	totally unclear to me	3/9/2021 12:13 PM
154	and more than the items listed	3/9/2021 12:11 PM
155	Clearly, the Organization wants to save money and liabilities by reducing the number of persons who are staff. It is much easier to operate a "gig-organization" and leave the employees to take responsibility for their own pensions, health insurance and other benefits. The flip side would of course be that the organization would not be able to count on dedicated and loyal staff, who are willing to leave family, friends and home countries behind to assist the organization in carrying out its mandate. Those who would be left would be those working for the short term personal benefit, be it financial or career wise, of themselves, not those who have a dedication for the cause of the organization.	3/9/2021 12:09 PM
156	n/a	3/9/2021 12:06 PM
157	UNHCR is different because we should be on the ground with people. Any other scenario will put an end to the aims and mandate.	3/9/2021 12:00 PM
158	Not sure	3/9/2021 11:56 AM
159	do not know	3/9/2021 11:56 AM
160	All of these are valid reasons - the UN has a duty to deliver as economically as possible	3/9/2021 11:52 AM
161	N/A	3/9/2021 11:51 AM
162	I was not even aware that a new contract type is being considered	3/9/2021 11:51 AM
163	la raison principale s'avere etre le COVID, on peut proposer le nouveau type de contrat aux employes qui presentent des risques de sante	3/9/2021 11:48 AM
164	The break-in-service contract harms staff yet is in place in a so-called humanitarian organisation. I myself suffer economically and morally, especially during Covid.	3/9/2021 11:48 AM
165	Meeting the needs of family age staff who cannot uproot family members to move locations	3/9/2021 11:46 AM
166	As a way to send off long serving staff and recruit younger ones with less experience.	3/9/2021 11:46 AM
167	Don't know (option is missing). But I feel there is a false impression that "young people" (millenials?) can't get enough of contract uncertainty. We do value long-term security, we just appreciate genuine possibilites for career progression and change of posts/functions throughout our careers, and also realistic options to make career/life/family balancing work.	3/9/2021 11:43 AM
168	Alternative option: Path dependency on idiosyncratic logic of the UN bureaucracy	3/9/2021 11:42 AM
169	N/A	3/9/2021 11:39 AM
170	n/a	3/9/2021 11:38 AM
171	There are HR solutions that can be considered for each type of job and work. There has to be away to ensure those types of contracts are not abused.	3/9/2021 11:32 AM
172	No comments	3/9/2021 11:31 AM
173	No comment.	3/9/2021 11:31 AM
174	i don't know about the new type of contract	3/9/2021 11:30 AM
175	THERE SHOULD BE A "don't know" RESPONSE - so all checked	3/9/2021 11:30 AM
176	Technological change, demographic change, and the fact that indefinite contracts have been a disaster for the organisation and are a serious threat to its ability to attract and retain talent.	3/9/2021 11:28 AM
177	UN should adjust to the new ways of working too - be inspired by the private sector HR arrangements (telecommuting, part-time, more flexible hours) which saves costs and increases staff welfare in many cases	3/9/2021 11:27 AM
178	No comment.	3/9/2021 11:24 AM
179	which is against the best of persons of concerns interesests	3/9/2021 11:23 AM
180	all of which are very valid, and justifiable reasons. Some of their worries and concerns especially on the aspect of liability and saving money would be addressed, if the indefinite/ permanent contracts can be done away with - and this will also help in acquiring and retaining young talent- with a wider array of opportunities available to them.	3/9/2021 11:21 AM

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181	No comment	3/9/2021 11:21 AM
182	I have not heard about any kind of new contract type.	3/9/2021 11:20 AM
183	unable to answer so I clicked all	3/9/2021 11:19 AM
184	There was not a dont know option, so selected a possible one but not sure.	3/9/2021 11:19 AM
185	I don't think we save money adding new contract type	3/9/2021 11:18 AM
186	Might be optimization of existing setting that would capture ALL concerns	3/9/2021 11:15 AM
187	N/A	3/9/2021 11:15 AM
188	I would have preferred not to answer this question. This question asks the respondent to speculate.	3/9/2021 11:09 AM
189	For the organisation, consultancies are of course easier as they allow the organisation to grow or shed at will, without being liable for benefits or costs. That being said I don't believe that we are really seeing an overall reduction in workforce over the years, rather a reduction of fixed terms and an ever expanding number of short-term, consultancies. Rather than new contract types, orgs should look to different ways of working such as remote/WFH options which take some of the weight off the nature of the short term contracts, in particular for people with families to consider in their movements. Money would also be saved in this method. and greater flexibility would be afforded both staff/consultants and the organisation.	3/9/2021 11:09 AM
190	The details of the proposed contract should be explained to enable the respondent answer the question correctly.	3/9/2021 11:08 AM
191	All highlighted choices are commendable. COVID-19 has by chance opened the eyes and the increase in technology has shown that a forced situation can be workable: financial services have been doing this since the '90s to cut overheads such as accommodation and travel. Liabilities is a good point too	3/9/2021 11:08 AM
192	It will be hard to use these type of contracts in emergency situations where high physical presence is generally needed	3/9/2021 11:06 AM
193	In my own view,the new type of Contract is being proposed as a way of coping with the COVID-19 Pandemic Lockdown and making use of the rise in technology that necssitated Tele-working	3/9/2021 11:06 AM
194	I do not think it is a negative aspect if my organization try to reduce liabilities if the savings would be reinvested in both creating some "flexecurity scheme" (i.e. unemployment schemes), and in increasing funding available for persons of concern	3/9/2021 11:03 AM
195	Skills and competencies change and UN organisations are slow-turning ships. There is a need to understand that the skill-sets needed are not necessarily bred within the system.	3/9/2021 11:03 AM
196	most of the private companies have adopted teleworking/telecommuting even prior to COVID-19 availing themselves of the ICT facilities. this approach would attract more applicant	3/9/2021 11:02 AM
197	Main reason is govern the organization easily in times of financial crisis, to be able to tell cut the budget for the staff working under the affiliated work force and temporary contract types	3/9/2021 11:02 AM
198	I'm not really sure why management is proposing a new contract type.	3/9/2021 11:01 AM
199	I dont know.	3/9/2021 10:59 AM
200	Meeting the needs of woman managers to ensure that they are retained and the gender quota is met.	3/9/2021 10:58 AM
201	Everything is about saving cost, always, even if it is disguised as something else. The irony is that those 20 years plus in the organisation are the least flexible and need to be moved - not the young, motivated, new recruits! These are the staff that have the skills and talent for the next 20 years...	3/9/2021 10:58 AM
202	But, let us review and adjust the current contract to our needs, why creating a fourth arrangement. We are always jumping and never learn from lessons/experience. Now teleworking is being criticized by the private sector in the northern hemisphere but not only... why? Technological access is not the same, the UN of 1946 to date has seriously changes, we are now more and more working in remote areas where security concerns remains.	3/9/2021 10:58 AM
203	Avec cette pandémie le chômage est un risque et ce 4e contrat peut permettre une multiplicité des embauches	3/9/2021 10:57 AM
204	They cut security positions to save money but hiring more Protection staff at the same	3/9/2021 10:56 AM

205	Its good that UN can be flexible and support its staff. Its also weird that as FTA staff you still can only take special leave without pay for the duration of your active contract....	3/9/2021 10:54 AM
206	don't know	3/9/2021 10:52 AM
207	A combination of all of the above.	3/9/2021 10:52 AM
208	you should have added a category "other". Also, what is the nature of the new contract type?	3/9/2021 10:51 AM
209	NSTR	3/9/2021 10:50 AM
210	Are they proposing a new contract type? I did not get that memo.	3/9/2021 10:50 AM
211	use of remote and flexible working arrangements is most welcome.	3/9/2021 10:49 AM
212	The management want to kill the permanent and indefinite contracts.	3/9/2021 10:47 AM
213	Management always rotates staffing adjustments around financial resource challenges.	3/9/2021 10:47 AM
214	It is always about cutting cost.	3/9/2021 10:46 AM
215	I would have said that I don't know but the option wasn't there	3/9/2021 10:46 AM
216	I would like to hope that is to encounter the new needs that COVID19 let emerged but were already mentioned by personnel (flexible working arrangements, telecommuting, etc) long before the pandemic	3/9/2021 10:45 AM
217	Donor-pleasing	3/9/2021 10:44 AM
218	Facing repercussions of the previous proliferation of positions, in particular in HQs.	3/9/2021 10:44 AM
219	I am not sure about the overall step. Hence, would like to abstain from making comment	3/9/2021 10:44 AM
220	There is a need for additional flexibility	3/9/2021 10:44 AM
221	This question is unclear as I don't even know what the contract type entails.	3/9/2021 10:42 AM
222	Why are all of these options so negative? What about the legitimate need to adjust to changing times and globalization? This question is very biased and I do not agree with any of the options but selected one to be able to answer.	3/9/2021 10:41 AM
223	I did not know that a 4th type of contract is being introduced.	3/9/2021 10:40 AM
224	the new normal should involve flexibility which allows to integrate teleworking in working life	3/9/2021 10:38 AM
225	There is a window to employ young people if the UN wants .. at my generation, when I joined as an intern the median age where I was interred was 49 years old and I had no previous experience at that time to be employed at the UN.. I had to make any works and got a PhD to apply for a P3 and get a Job while I was 41 years old	2/26/2021 10:22 PM
226	Young people look for job security, it is a lie that they "want to be free". I talk with them, believe me. I feel sad for them, and in two years to go, before I retire, I want to do something for them. Therefore, I also fill this survey.	2/26/2021 7:31 PM
227	Requirements change year to year, from field to field and not everyone can have an expectation to a long-term career with one entity.	2/25/2021 10:21 AM
228	current modalities already allow for the first three options listed above	2/22/2021 10:46 AM
229	This is a trend in modern society - However, more and more insecurity will not pay off in the long term.	2/18/2021 5:00 PM
230	Combination of reasons linked to unpredictability of resources and increasing difficulties in delivery of projects and activities under the new circumstances	2/16/2021 2:03 PM
231	due to pandemic, working from home is the new normal	2/15/2021 1:31 AM
232	I disagree with any of above options. Most UN employees are asking for more flexibility and better work-life balance. The current Flexible Arrangement Policies do not meet the needs, and the same is with the contract types. Why would not long-term positions that can be entirely performed 'remotely' be established as such, i.e. you do not have to install every position in the duty station. That will help UN attract women, increase diversity and inclusion while potentially reducing costs. The terms of employment for that type of contract do not mean short-term, it simply caters for 'remote contracts'.	2/12/2021 12:54 PM
233	all of the above, but certainly finance-driven.	2/12/2021 5:01 AM

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234	Being able to have the flexibility to address constituents needs	2/11/2021 8:51 PM
235	Vested interest of top management.	2/11/2021 6:06 PM
236	I find the answers provided very suggestive and don't agree to any. Why is this question mandatory? I assume, management is proposing a new modality because the current ones are not covering all possibilities	2/11/2021 5:02 PM
237	Creo que el sistema intenta adaptarse a la nueva realidad, al teletrabajo, a la forma de vida de la gente más joven	2/11/2021 4:53 PM
238	actually there is no saving money but increasing cost of service delivery	2/11/2021 4:53 PM
239	Embracing new managerialism with a neoliberal turn rather than training people appropriately and addressing real issues	2/11/2021 4:51 PM
240	All of the above depending on the circumstances	2/11/2021 3:26 PM
241	They can avoid paying hiring costs, lump sums and entitlements	2/11/2021 3:10 PM
242	The correct answer to this question from me would be "I don't know" because "I don't see the need for a new contract type".	2/11/2021 3:02 PM
243	you have missed an obvious possible answer out (or perhaps you have phrased answer 4 in an pejorative way) - that a new approach is needed to make the workforce structure more agile and effective to achieving mission accomplishment within the resource constraints that the organisation faces.	2/11/2021 1:46 PM
244	the answers here are loaded.	2/11/2021 1:10 PM
245	I have too little background information on this matter.	2/11/2021 12:58 PM
246	Nil	2/11/2021 12:38 PM
247	Current systems are not being used correctly. So they are looking for an easy alternative.	2/11/2021 12:20 PM
248	The ones proposing these changes will make sure that they would not be affected by them, they retain their job security and propose removing it from others	2/11/2021 11:39 AM
249	This question invites speculations. A 'I don't know' options should have been provided. However, since one answer had to be checked, I selected one.	2/11/2021 11:28 AM
250	Actually more: Changing demands, a need for flexibility and inability of organisations to ensure mobility of staff.	2/11/2021 11:25 AM
251	Proposals to change contractual status are no different in UN agencies than the private sector. They also do not appear to apply to senior management (who often have the most costly contracts in terms of overall compensation).	2/11/2021 11:23 AM
252	UN is lowering its standards. Most legal systems in modern countries turn their contracts after a certain period of time into permanent. UN is moving from modern countries standards to abusing country standards.	2/11/2021 11:21 AM
253	Regardless, of the pandemic, cutting liabilities and saving money has been the common practice. Such strategy fail to take into account the benefits of elements such as institutional culture and memory or job security (thus staff morale) on overall productivity. Labour is not a cost, it is an investment. Such investment result in high productivity. Cost-cutting has proven to be short-sighted.	2/11/2021 11:19 AM
254	An inability to work within the existing system to trying for a work around	2/11/2021 11:17 AM
255	Many of us already have contracts with very little stability, and have been told by management that this is because the State Parties do not want us to have security in case there is suddenly a shortage of work (in which case, they would want to be able to let us go on little to no notice). I think that management is proposing this new type of contract for similar reasons. This is very disappointing given that all employees deserve more, and the UN should be held to an even higher standard.	2/11/2021 11:06 AM
256	Responding to crises with more precarity is not going to help resolving the crisis, but make it worse. It is time to leave the "agile" zero-hour contracts types of contracts aside and provide workers with stability of employment where possible	2/11/2021 11:03 AM
257	They finally realised that work online is the future so they must adjust.	2/11/2021 11:01 AM
258	(It's a wild guess)	2/11/2021 11:00 AM
259	t	2/11/2021 10:26 AM

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260	saving money in particular, due to compressed budgets	2/11/2021 10:21 AM
261	La COVID-19 n'a fait qu'exacerber et accélérer la situation	2/11/2021 10:17 AM
262	This is the only reason. Save money and create more flexibility, on the backs of precarious workers and their families!	2/11/2021 10:16 AM
263	unfortunately UN agencies are adopting private business management culture.	2/11/2021 10:16 AM
264	I do not know.	2/11/2021 10:04 AM
265	I do not know. This question is twisted.	2/11/2021 9:51 AM
266	Not really the only answers. There is an issue with contracting. But "Cutting liabilities and saving money" is too naive and simplistic	2/11/2021 9:50 AM
267	Mainly, because of the above two reasons: Technology particularly AI and to save costs.	2/11/2021 8:27 AM
268	Do not know	2/11/2021 7:12 AM
269	Getting rid of employee benefits	2/11/2021 6:49 AM
270	It's too early to make comments as I don't know how the new contract type will look like. Just thought that it's unnecessary.	2/11/2021 6:32 AM
271	Don't know	2/11/2021 5:25 AM
272	Could be one of these options	2/11/2021 5:19 AM
273	Because our finance and recruitment modalities take such a long time so they want to be able to act quicker than what is possible the way we current work with posts (6 months to even classify a post, then advertising and hiring takes antoehr 6-12 months - if you're running a project you'll be halfway into hte project by then). But we should address that by improving our finance rules, similar to ILO advertise posts in expecatoin of projects/roster creation for projects, instead of having to wait until the money is in the right budget line of hte right project account since then it is too late.	2/11/2021 5:17 AM
274	I have been never informed of the proposed "agile" contracts and employment conditions under this proposed type of contract. The question is incorrect. There should have been "I do not know" option which would be my answer.	2/11/2021 5:08 AM
275	none of the above actually, but to respond better to the changing needs of the organization	2/11/2021 4:58 AM
276	Although presented as "meeting the needs of young people"	2/10/2021 8:57 PM
277	Young people also need stability more than ever; mid-age and mid-career people are mentally and physically exhausted of the rat race, the financial crisis and the covid health and eco	2/10/2021 8:49 PM
278	Well established companies (for profit) manage very well to meet their objectives and provide great benefits to employees - Check IG Metal in Germany and companies like Bosch, Daimler, Siemens. Senior managers try to address their bad performance by getting unnecessary flexibilities	2/10/2021 5:13 PM
279	Attracting Z and (too) late move on Yers and Xers after 20 years of experience in virtualization in the private sector increasingly enabled by technology and of course shifting the cost structure to a more flexible and manageable one	2/10/2021 11:23 AM
280	Also because for many managers, it's easier to get results by fear than by establishing cooperation. The funding is linked to stupid budget rules within the UN. The money is there most of the time.	2/10/2021 10:56 AM
281	Depuis + 25 ans que je suis à l'ONUG, Mon avis est ; le COVID certainement à accéléré les décisions déjà prises depuis longtemps par l'administration, le COVID leur facilite la tâche. Le BIT et OMS reviennent sur leur pas au sujet d'avoir délégué beaucoup des secteurs au privé (...) Nous , nous devons préparer au défis du futur, mais nous devons aussi garantir de basses solides, ceci en garantissant une stabilité réelle au personnel, la nouvelle génération arrivant (technocrates et bureaucratie) ne tienne pas compte de la richesse que historiquement a fait grandir Nations Unies.	2/10/2021 9:03 AM
282	The UN management is not innovating, it is only following the trends and ideas (e.g. agile contracts, diversity and inclusion in the workplace) set up in other forums and private sector. Have a look at the white paper published by the World Economic Forum, "Resetting the Future of Work Agenda", which seems to have been the source of inspiration for agile contracts: "...pivoting to a gig workforce strategy is a top selection when considering how to move the organization forward following an economic downturn." Agile contract is only way	2/9/2021 7:05 PM

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to reduce costs, and is additional step to the measures taken to eliminate the essence of the international civil service, replacing civil servants by mercenaries.

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283	for the organization to be more agile ito be able bring in new expertiese and sekills set in response to rapidly developing world	2/9/2021 4:31 PM
284	Finding a way to cut cost and budget, but this is harmful to the delivery of activities as expected by MS.	2/9/2021 4:29 PM
285	all of the above and perhaps more reasons	2/9/2021 3:40 PM
286	NA	2/9/2021 3:19 PM
287	Not exactly. It is for the dogmatic ideological crap taught in management schools as religious ones. When it comes to creativity, the organization prefers beautiful parrots to people with real critical thinking. the system just doesn't tolerate them, let alone to create a safe environment for them. Critical thinking is disturbing but it is the only hope to save the organization and the world.	2/9/2021 3:16 PM
288	Esta organización todavía ignora lo que es un compromiso contractual que une a las dos partes. Pretende actuar como un patrón de una empresa aprovechando que sus instancias de justicia son juez y parte.	2/9/2021 3:09 PM
289	The full potential of the existing contract types has not been exhausted nor utilised fully.	2/9/2021 1:42 PM
290	Don't think it's appropriate not productive to second-guess intentions, those should be inquired directly with management	2/9/2021 1:23 PM
291	A more docile staff, eager to accept less-favorable employment conditions. At the end you get dissatisfied staff, not engaged with the UN mission.	2/9/2021 1:13 PM
292	Honestly, even if that list is 'leading' in some way, the organisation could respond to the first 3 motives without changes to contracts. The last one is the only motive that makes sense in that list	2/9/2021 12:45 PM
293	The inability of the UN to terminate staff who do not meet the requirements of the job	2/9/2021 12:23 PM
294	Saving money is the principal aim. COVID has just exacerbated this situation.	2/9/2021 12:20 PM
295	covid 19 and Technological changes are just points that would allow this change to APPEAR more necessary but cutting liabilities and saving money is the core reason.	2/9/2021 12:16 PM
296	UN always looks at private sector to learn "innovative" approaches to do business, while forgetting that there is a fundamental difference between the two. Private companies always look at bottom-line and try to shed as much financial liability as possible. The UN, in turn, blindly copies them. They look at how to cut costs under the banner of modern approach to workforce.	2/9/2021 12:16 PM
297	I do think that other ways to work are possible. Offering the possibility to work outside the duty station even with a salary adapted to the level of such duty station could be an option. This being said, I also think that they are using the situation created by the pandemic to cut posts and see how they can save money without necessarily a firm intention to focus only on new ways of performing better	2/9/2021 12:14 PM
298	You cannot limit the question to four answers and not give an option to opt out if the respondent does not know. This invites speculation.	2/9/2021 12:08 PM
299	Management is trying to make the staff vulnerable to job insecurity and family benefits. The UN should be a role model for others to follow. If we show this type of contracts, the rest of world will even be worse.	2/8/2021 10:22 AM
300	Je pense qu'il vaudrait mieux, mieux gerer les types de contrat existents.	2/7/2021 5:06 PM
301	Current contracts are not efficient nor aligned with the real world. More contract types adjusting to the needs of different segments of the population will benefit WFP and employees.	2/5/2021 10:32 AM
302	Obvious. They are on a zero budget. They have failed to convince the big funding governments that they are providing a good value for the money. They have now but in place a ridiculous UN Coordinating administration that costs 100s millions of dollars and the is saving nothing. They have so horribly mismanaged the UN system, and now they want the workers to bail them out. It is disgusting.	2/4/2021 3:08 PM
303	Actually, none of the above. But as I had never heard of this proposal, I'm not able to say what the reason might be instead..	2/4/2021 2:35 PM
304	Don't know	2/4/2021 10:45 AM

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305	Did the management conduct survey to propose a new contract type? If so, what type of new contract proposed?	2/4/2021 10:32 AM
306	don't know	2/4/2021 10:21 AM
307	What if people will refuse to work on things different from the project activities they are paid of? Who will be doing all the work that the organization is doing?	2/4/2021 10:13 AM
308	For the benefits of the people who walks in the corridor of Powers. Its is never straight forward as it seems. In the name change the ones who always will be penalized are the ones at the bottom.	2/4/2021 9:06 AM
309	To more easily hire and fire, save money on benefits to staff, motivate through job insecurity	2/3/2021 2:56 PM
310	n/a	2/3/2021 1:02 PM
311	The reaction to COVID-19 comes handy to justify resorting to more flexible contracts (When Actually Employed consultancies), which provide less job security, less benefits and generally less continuity to the work of teams. Moreover, this incidentally solves overcrowding issues in the buildings, fundamentally negating the right to proper workspace by resorting to "optional" rotational desks or similar solutions.	2/3/2021 11:58 AM
312	Clearly Covid is going to have a knock-on impact for UN staffing too - governments are suffering major declines in their GDPs, and hence their UN contributions will also fall automatically. I guess it is not ethical to believe that we, in the UN, are completely shielded from the consequences of the pandemic, while civil servants in national government bodies (let alone in the private sector) face retrenchment and great uncertainty. However, from a long term perspective, the real challenge I believe is this unfair dichotomy between workers in the UN without the full entitlements (e.g. consultants), and those who have fixed-term or permanent contracts, but are not genuinely held accountable for their performance. This is our Achilles' heel.	2/3/2021 9:08 AM
313	La institución debe resguardar su capital de trabajo, que somos los funcionarios, quienes somos el know how de esta institución.	2/3/2021 12:34 AM
314	? See comment above.	2/2/2021 5:52 PM
315	I think cheaper and more equal contracts are needed between the different staff, too many disparities.	2/2/2021 5:25 PM
316	Considero que todas aplican ya que es una forma de adaptarse a las nuevas realidades	2/2/2021 2:50 PM
317	Covid 19has brought unprecedented challenges not it has reduced the funding, but also it has proved that agencies should come up with strategies such as tele working, working from home etc.	2/2/2021 2:31 PM
318	N/A	2/2/2021 2:12 PM
319	All apply - the mix and balance to ensure sufficient addressing the above is required	2/2/2021 12:54 PM
320	Of course the challenge to handle introducing a new contract type is not to end up exploiting staff from their entitlements (i.e. Education grant especially). However some cost-saving actions may be agreed between SM and the Organization, e.g. Post-Adjustment reduction. Overall the "working from home" modality should be negotiated in terms of duration and structurally been part of the options for the SM. This will avoid the extended use of leave without pay for coping with family/personal situations where the Organization recognizes that for the nature of the job the SM can be continue to make a great contributions also under different working modalities. Therefore on the long-run is a win-win solution for both managers and staff.	2/2/2021 10:10 AM
321	To be able to hire and dismiss fastly	2/2/2021 8:05 AM
322	If a new contract type would provide necessary social protection, it would be useful for young people. Considering the assistant positions require minimum 5 years of experience which is very high for young population, new contract type should be desgined together with generic requirements of years of experience. Otherwise, it would only help to reduce cost but not to protect rights of UN staff.	2/2/2021 7:07 AM
323	I have no concrete insight to answer this question.	2/1/2021 5:33 PM
324	I don't know - the system forces me to answer which is not correct, as I don't have point of view but am forced to answer	2/1/2021 5:28 PM
325	I didn't know that management is proposing a new contract time. It would have been helpful if you explained exactly what the agile contract is.	2/1/2021 5:05 PM

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326	fixed-term contracts paid on project budgets are already flexible and put staff in a uncertain situation being under the pressure of regular budget	2/1/2021 4:13 PM
327	Same reason we had a pay cut. The cost of living isn't going down - the UN's reputation is.	2/1/2021 3:47 PM
328	I would say I do not fully trust the reasons for contract review. I do think we need more types to enable more movement, but not at the cost of competitiveness or attracting high quality candidates	2/1/2021 3:31 PM
329	neither of the options above. Contracts need to be good for the employee and for the employer. I understand the consultancy are not good for the employee and and the other contracts are not very good to the employer (due to the lack of flexibility to terminate in case of need)	2/1/2021 3:15 PM
330	Plus il y a des seniors expérimentés mieux les objectifs seront atteints. l'arrivée du sang neuf aide aussi à passer les expériences des uns et des autres.	2/1/2021 2:59 PM
331	The situation never gets analyzed with S/M perspective, only with budget mindset but putting any "excuse" as covid, or empowering but ultimately damaging the already fragile contractual conditions	2/1/2021 2:25 PM
332	diminishing job security leads to poor staff retention which consequently leads to high staff turnover, poor performance , and perhaps failure of our activities.	2/1/2021 2:20 PM
333	I wouldn't say "meeting the needs of young people" it is more about "taking advantage of young population eager to do whatever it takes to join the UN", with very little promises of a long-term investment.	2/1/2021 2:17 PM
334	i have not been aware that a new contract type is being discussed, but I would think it is to save money instead of thinking about staff.	2/1/2021 1:52 PM
335	si c'est dans le sens d'une optimisation des ressources	2/1/2021 1:51 PM
336	Staff association advocacy	2/1/2021 1:42 PM
337	all above... induce new changes.	2/1/2021 1:27 PM
338	We need more flexibility on current contracts and move consultants to staff as they are doing the same job	2/1/2021 1:19 PM
339	no idea.	2/1/2021 1:17 PM
340	meeting needs of young people - but this is short sighted. People have different needs as they age - regardless of their generation. A path to stability should be available to good staff	2/1/2021 1:13 PM
341	... by experience... Management anticipates what donor countries want. They should defend our situation, not worsen it	2/1/2021 1:03 PM
342	I am not sure but I would assume it is for financial reasons	2/1/2021 1:01 PM
343	I honestly don't understand why a new contract type is even being considered as if this will really address the issue of the rigidity of the Organization. It does not. There are so many other ways to meet the needs of young people which is mainly to be able to move around, to be granted flexibility at work and not be bound to their current functions. Introducing a new contract type will only dissuade high performing people to work for the UN because it does not meet the holistic needs of person, where security and stability are both key.	2/1/2021 12:59 PM
344	The proposal is to down size and reduce liabilities to UN staff to the barest minimum in order to satisfy donors	2/1/2021 12:54 PM
345	space! too many staff and no desk space	2/1/2021 12:50 PM
346	Nothing of the above, to address needs and constraints	2/1/2021 12:45 PM
347	management has showed complete inability to operate on current contracts and manage people performance, hence a new contract is a nice excuse to start from scratch.	2/1/2021 12:44 PM
348	Non of above	2/1/2021 12:37 PM
349	I work in Africa and Asia, my home country is western Canada - I am not entitled to live in Europe or other - how would I ever function on such different time zones	2/1/2021 12:34 PM
350	To send home the veterans and recruit younger staff with less career development idea	2/1/2021 12:30 PM
351	The need to change. it's a volatile world and changes are required. that's why corporates are very successful	2/1/2021 12:23 PM
352	being more flexible and able to select better performing people instead of having to rotate	2/1/2021 12:17 PM

353	All are linked and cannot be separated. The workplace as we know it is evolving and meeting operational needs while acknowledging personal preferences may need to happen to retain your workforce	2/1/2021 12:17 PM
354	We are here to serve our beneficiaries (not for our own interests).	2/1/2021 12:09 PM
355	They've had it good with consultancy contracts for a long while, being able to have it both ways. They're extra-lucky in the UN because the pay is good so you have a more willing consultancy workforce who won't be vocal about unfair conditions for years on end. Now that is starting to tighten up a bit, and instead of just committing to a consistent policy of hiring more permanent staff, which in our perma-austerity environment is absolutely impossible (why? it's best not to ask), we're looking for some "third way" with the benefits of consultancies and a few select benefits from fixed-term sprinkled on them. All dressed up in language of agility, digital transformation, and the "expectations of young people", most of whom have never known solid contracts or labour relations that are not wildly skewed to the needs of management/capital. Instead we're going to get a bunch of management consultancy proposals (are there any other kind?) loaded with the worst jargon about the "future of work" as though there's some techno-sheen that will soon cover all our jobs rather than this just being obfuscation for reduced benefits and less favourable contracts. We all know the drill, it's always been thus. "Accelerating connectivity and new talent models" will evolve an "augmented workforce", and thanks to COVID-19, we'll be able to realize some of these transformative changes 5-10 years earlier than normal. Drop the austerity framing for once in your lives, please.	2/1/2021 12:06 PM
356	The aftermath of COVID-19 on critical governmental funding is not yet known. It is important for UN organizations to be thoughtful, flexible and prepared in the inevitability that, as the costs of protecting its own citizens, funding for humanitarian and other initiatives outside of our donors' own borders will take precedence.	2/1/2021 11:58 AM
357	Liberal measure oriented on the financial reason and not on the humans/staff. Despite the core of our work as UN, civil servant	2/1/2021 11:56 AM
358	We have seen inconsistencies and poor examples, especially from senior managers, during Covid.	2/1/2021 11:54 AM
359	Specious question -- why ask us what management thinks?	2/1/2021 11:54 AM
360	Non of the above. I believe it is a diversion from working with what we have and making it work.	2/1/2021 11:54 AM
361	Note!! I actually don't know, but this option was not available so chose one randomly	2/1/2021 11:52 AM
362	long term contract and espically pensions at retirement which is very important incentive, This give greater security during older age. PENSION MUST CONTINUE	2/1/2021 11:49 AM
363	i think all but the last point seems to be the common one. CSTs are cheaper and easy to get rid off. To keep a FT contract holder is not only expensive but also difficult to fire/change in case he or she does not perform or does not get on with the manager	2/1/2021 11:45 AM
364	It's exclusively about saving money. I don't see D1 and upwards accepting gig contracts...	2/1/2021 11:44 AM
365	None of the above - i believe organizations are looking for a balance between offering employees proper benefits without employing them for life. There is a need to offer better entitlements without offering FT contracts.	2/1/2021 11:43 AM
366	I think it is a way to save money by cutting on those who are already most fragile (consultants/short terms).	2/1/2021 11:42 AM
367	The way individuals look at work, and flexibility require adaptation. We also need to move towards more flexibility from employer and employee.	2/1/2021 11:38 AM
368	I don't know enough detail on the new "agile" type.	2/1/2021 11:36 AM
369	NONE OF THE ABOVE. It is because the world of work is changing, and fixed / indefinite jobs are no longer viable.	2/1/2021 11:35 AM
370	But more over to get rid of secretariat based contracts in which staff would not move where the need is.	2/1/2021 11:32 AM
371	I'm not sure whether introducing a new contract type will result in long-term savings for the organizations.	2/1/2021 11:30 AM
372	C'est contraire au mandat actuel des NU. Ils doivent d'abord changer le mandat de l'ONU.	2/1/2021 9:48 AM
373	The current contracts are flexible enough. However with covid -19 extra costs are apparent.	2/1/2021 9:34 AM

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Such as forced remote working, double cost of accommodation, high cost of communication, disturbances during meetings due to poor quality networks and time differences.

374	I believe there are multiple factors but the current global cascaded crisis of Covid19 and related and prolonged uncertainties, encapsulating all the above and more ,is the prime factor .	2/1/2021 9:15 AM
375	It could be acceptable had it been for technology change or reacting to covid. Covid brought new idea of doing business and infact it is good to learn from situations but should be from positve point of view and should not be to take shroud advantage	2/1/2021 9:05 AM
376	Again, without knowing the type of contract it is hard to say. Frankly, if it were easier to use people flexibly, money would be better spent. Fear of FT contracts creates an incentive for Ex Cols. But they are also (in Geneva, at least) much more cost effective than any kind of staff contract (even SST).	2/1/2021 3:56 AM
377	All of the above, to a greater or lesser degree depending on the different entities within the common system.	1/31/2021 5:20 PM
378	En realite j'ai pas bien compris la question mais cas meme je repond	1/30/2021 1:20 AM
379	The current practices (hiring excols to replace staff) is a widespread practice at the UN and is a problem for the ILO as it makes it more expensive and less agile vis-a-vis other agencies and donors. We need a solution to stop this practice.	1/29/2021 8:21 PM
380	It is not very clear what the new contract type entails, so it is hard to say.	1/29/2021 7:01 PM
381	being the UN, we need to be progressive in terms of thinking ahead, not being so beurocratic and brutal about not being flexible in some cases, particularly not renewing contrats of the committed people who are devoted to project goals and milestone	1/29/2021 6:04 PM
382	they are seeking the freedom to hire and fire at will but also because they cannot do the work needed to implement an effective performance management system so that such a system can effectively deal with dead wood and cases of non performance	1/29/2021 5:49 PM
383	I would rather believe that is it because they realize that they need to adjust to the needs of young people if they want to keep them. Unfortunately, I don't think that this is the main reason, if at all.	1/29/2021 5:42 PM
384	This is NOT about meeting the needs of young people. To the contrary: in an increasingly unstable world, the one thing young people are looking for is stability in terms of income and employment!!	1/29/2021 5:09 PM
385	,	1/29/2021 4:26 PM
386	They just want to show their use to Member States during COVID, cost efficiency of this proposal is not clear at all.	1/29/2021 3:53 PM
387	This is the first I've heard of a new contract type.	1/29/2021 3:26 PM
388	The International public service and all what it stands for is under threat. Anything less than indeterminate (permanent) or, at least, fixed term renewable contracts is an impediment to a truly independant, impartial and effective international public service. The interests of the international organizations must be distinguished from those of their constituents.	1/29/2021 3:05 PM
389	This question is not framed properly or the requirement to respond does not leave room for answering beyond the choices provided. I do not agree with any of these choose, but had to mark one	1/29/2021 2:18 PM
390	COVID-19 will not be here for ever so this should not be the case. It should not be to meet the needs of young persons as it is experienced staff that are required not young staff. Technological change is here and advantage can be taken of this but this seems to be based on saving resources.	1/29/2021 2:17 PM
391	I suspect - fear - this new contract will be merely a means of institutionalising the practice of offering insecure employment conditions.	1/29/2021 2:01 PM
392	I don't know the type of contract proposed. Actaully, you need to make sure that those in the system already have an equal treatment	1/29/2021 1:35 PM
393	Up to this point, the questionnaire has not presented any info on the "new contract type" that is being proposed! In any case, I would favour reviewing the nature of the contracts (especially the non-renewal of fixed term contracts for non-performing staff) in favour of the needs of young people.	1/29/2021 1:22 PM
394	No real consultation has taken place to staff and potential applicants before starting this	1/29/2021 12:26 PM

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395	The administration is perhaps seeking new ways to get rid of staff without or with minimum costs for institution and therefore increase the economy.	1/29/2021 12:24 PM
396	Having longer term contracts, means that staff can in worst case scenarios turn to UN justice systems. Having shorter contracts, puts staff at risk of permanent threat. I've heard many colleagues report they were told to accept certain positions implying termination of contract if not done so.	1/29/2021 11:52 AM
397	There may be elements of each within the agenda of management. More flexibility offers options for cutting deadwood while extending opportunity to innovators and doers	1/29/2021 11:48 AM
398	Entre autres, encourager le télétravail surtout pour certaines fonctions dont le déplacement au Bureau n'a aucun impact sur leur productivité. Cette pratique pourrait se généraliser après la Crise COVID-19, pour minimiser les couts des déplacements au Bureau, réduire les couts des transport, et offrir plus de flexibilité à certains employés en leur permettant de travailler à distance	1/29/2021 11:30 AM
399	There is pressure from some member States to hire and fire more flexibly to save money.	1/29/2021 11:13 AM
400	Again, heavily biased. The new contract would be to allow organisations to adjust to an evolving world. We're not in 1950 anymore.	1/29/2021 11:03 AM
401	I honestly have no idea.	1/29/2021 10:53 AM
402	I believe it is based in cutting costs. And I believe young people do want/deserve/need job security. But I have seen many young-ish people win competitions to be "permanent" staff, and leave after a few years because there aren't many opportunities for promotion. They will not stay for the job security at all costs whereas, as staff reach a certain age they feel they can no longer leave and find something better elsewhere, so they stay and can become very frustrated.	1/29/2021 10:46 AM
403	You have forced me to make a decision on an area for which I do not have enough information to form a view. This is not an honest question	1/29/2021 10:39 AM
404	None of the above. It is the need to respond to the demands of fulfilling our mandate.	1/29/2021 10:31 AM
405	Overall, more flexibility in contract types would be good.	1/29/2021 10:26 AM
406	To better meets the needs of the organisation.	1/29/2021 10:22 AM
407	Covid is just an excuse... they have tried to this longtime ago but it was difficult to legitimate	1/29/2021 10:20 AM
408	management were once regular staff too; would be interesting to hear their reasons why they think they need other types of contracts and for what purpose	1/29/2021 10:19 AM
409	see previous comment	1/29/2021 10:16 AM
410	and I would add to adapt (or align with) the system to the 'new' world of work	1/29/2021 10:12 AM
411	pressure from donors?	1/29/2021 10:07 AM
412	That's not to say it is wrong	1/29/2021 10:02 AM
413	This question is a bit beside the point. If they are proposing it, then it's decided, thus I care less about the optics of why, but rather the conceptualization of how and what it should be designed to serve. In my opinion the 2 options above are the most needed.	1/29/2021 10:00 AM
414	I don't disagree with finding more efficient ways to spend taxpayers' money so if a new contract type allows for more incentives and effective performance, it makes sense	1/29/2021 9:52 AM
415	I also hope this is in line with the final understanding that staff frequently sacrifice their personal lives for the sake of work	1/29/2021 9:51 AM
416	From my understanding it is a longer term push to greater flexibility in resource allocation, the other issues appear to be ancilliary arguments	1/29/2021 9:48 AM
417	Realistically, this will give rise to more abuse of authority and a culture of "hire and fire". Although initially evidently attractive to young people building their career, we see how they struggle between one short-term contract and another, especially in an expensive duty station like Geneva.	1/28/2021 3:30 PM
418	For the reasons stated in my previous comment, if the UN aims at 'saving' money this would be informed by a wrong and short-term perception. Further, reacting to the Covid-19 needs MORE engagement and requires to expand the basis of operations of the UN, as the Covid-19 has precisely demonstrated we have not been doing enough. Technological change requires more involvement of the UN in economic and social affairs and not less. Finally, on	1/28/2021 11:24 AM

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meeting the needs fo young people, lets remind ourselves that the first-order UN mandate is to respond to the multiple challenges of the world situation in all fronts: economic, social, human rights, disarmament, etc. That requires a very solid and dedicated work-force. It is wrong to see the UN as servicing the world with a 'supply of jobs' for the young or any other group. That is not what the UN was created for.

419	But the cut is addressed to low categories, while the medium-high and high categories keep all their privileges (even some high positions are created for political reasons but not because a need to cover tasks).	1/28/2021 9:18 AM
420	Put staff in an unstable position and lick out them easily	1/26/2021 2:28 PM
421	No clear or strong justification.	1/26/2021 1:46 PM
422	Always, the reason is to save money.	1/26/2021 10:30 AM
423	Don't know - haven't heard of it	1/26/2021 10:24 AM
424	the UN is becoming donor/member states driven with no thorough thinking and real assessment	1/26/2021 10:00 AM
425	I don't know	1/26/2021 7:25 AM
426	The system that the Organisation needs to be adjusted as time goes by; it cannot be stuck with somethings that was decided years ago.	1/26/2021 4:06 AM
427	Innovation and agility are never a priority. If these were, they would stop creating D and USG posts and focus on providing security to entry level staff, P and G level	1/25/2021 11:24 PM
428	I feel this question is biased. I would rather have an explanation on the type of contract being proposed and be asked to assess and ideas on how to enhance current contracts.	1/25/2021 10:42 PM
429	Without a doubt, this is another step for the organization to minimize liability and cut costs at the expense of workers.	1/25/2021 9:09 PM
430	Nowadays, most of the initiatives are based on saving money instead of being more efficient with current staff and means.	1/25/2021 6:58 PM
431	no idea. I don't think I really followed this issue I must admit.	1/25/2021 4:22 PM
432	Management only cares about one thing. In my agency, the budget has remained more or less static for 10/15 years but we are being asked to do much more. Solution - hire consultants. They do a great job and are much cheaper as we don't have to worry about their pensions! This is hugely unfair to consultants who take the same risks and are often expected to deliver more than staff members. It is also self-defeating for the UN, as sooner or later consultants get fed up with the way they are being treated and move on somewhere else, meaning valuable knowledge is lost by the relevant UN organization.	1/25/2021 3:09 PM
433	S'octroyer plus de flexibilité sans avoir d'engagement.	1/25/2021 3:02 PM
434	Pressure from certain member states and their domestic politics	1/25/2021 12:32 PM
435	je pense qu'il y a d'autre moyen de faire des économies , que sur le personnels.	1/25/2021 8:38 AM
436	Not sure such contracts would help attracting the best talent and retaining them in the UN.	1/24/2021 5:47 PM
437	I am not aware, just guessing	1/23/2021 5:51 AM
438	Mayor uso de tecnologia, menos personal. En seguridad se han implementado modernos sistemas de seguridad, sumado al COVID con una muy escasa concurrencia de funcionario, honestamente creo que sobra personal	1/23/2021 3:20 AM
439	I do not know about the new contract type proposed. Maybe they want faster recruitments and less control on the process/mechanism.	1/22/2021 10:17 PM
440	I have no idea of what or why this is being proposed.	1/22/2021 6:42 PM
441	To be more agile in front of growing needs and to be able to recruit maybe faster and better type of profiles who doesn't yet exist in the current job-families.	1/22/2021 5:00 PM
442	Pressure from some member states	1/22/2021 3:33 PM
443	We all know there are dinosaurs. It hurts us too. Management should focus on improving merit-based hiring and performance management, not contract types.	1/22/2021 12:55 PM
444	L'administration adopte des solutions de courte durée pour faire de petites économies, qui démontre un manque de vision et de volonté d'investir dans des solutions durables. Difficile	1/22/2021 10:49 AM

445	Supposedly for organizational efficiency	1/22/2021 10:26 AM
446	maybe to have more flexibility to move staff within the system for the benefit of all parties.	1/22/2021 9:46 AM
447	It is only based on cutting liabilities and having short contract without any sense of human being.	1/22/2021 9:34 AM
448	COVID will go soon. Technology will preside. Everyone old, new or future employees need to benefit more and more from telecommuting from any country (diluting the physical attachment to a fixed duty station should be a priority more important than worries about calculating post-adjustments and hardship classification differences concern. The UN is global and work/payment should not be rigidly attached to location))	1/22/2021 9:30 AM
449	Also reacting to the liquidity crisis (to be fair to management!)	1/22/2021 8:30 AM
450	The current SG & USGs came to destroy the UN.	1/22/2021 6:55 AM
451	Because of Gender balance	1/21/2021 10:37 PM
452	A high number of young professionals are resigning from UN contracts due to inflexibility. We need to be able to attract and retain talented people.	1/21/2021 9:23 PM
453	Because it takes too long to recruit FT positions but Consultancies are frowned upon. This seems to be a reaction to get staff-type-roles at consultant speed and price.	1/21/2021 7:47 PM
454	And favouritism	1/21/2021 7:45 PM
455	Internal audit frequently refers to abuse and improper use of contracts. I don't believe a new type of contract could solve it.	1/21/2021 6:42 PM
456	I have no faith in our administration and management. They are only interested in getting more out of us for less. They are reacting to the gig economy because they think it's modern and cool, but we are not Uber drivers.	1/21/2021 6:19 PM
457	I don't believe enough options have been provided here. Changing how the UN works would have useful to include	1/21/2021 6:17 PM
458	Lack of transparency only leads to this conclusion.	1/21/2021 5:39 PM
459	Decreasing job security is not "meeting the needs of young people". Many people work in the "gig" economy because they have to, not because they want to.	1/21/2021 5:23 PM
460	Some jobs are no longer needed, so the organisation needs to be able to end positions and create new ones.	1/21/2021 5:19 PM
461	The world is changing and in most more developed countries, job security is different now and having all on life time contracts are not realistic anymore (OECD, academic institutes do not have job security beyond a few years)	1/21/2021 5:02 PM
462	I would propose an audit on colleagues who never come at work (ever out the COVID period) never deliver to reduce spendings. A better use of internal resources would be more efficient than addind a new layer	1/21/2021 4:58 PM
463	Instead of addressing non-performance of staff members and nepotism (which is what costs the organization big money), they try to save money by pushing more people into lower wage contracts without job security.	1/21/2021 4:56 PM
464	Saving money is all that counts. The concept of civil service is dissapearing. Staff or quality work is not valued.	1/21/2021 4:30 PM
465	Also, to avoid having unproductive staff who cannot be fired, and to be able to respond to fluctuations in funding (which I consider valid reasons)	1/21/2021 4:20 PM
466	C'est tout à fait évident	1/21/2021 4:16 PM
467	There seems to be no direct link between FMA, needs of young people and introducing short limited-duration or similar contracts; working under COVID restrictions and FWA seem to be successfully resolved under the existing contract types, including those colleagues who had to work outside the working station	1/21/2021 4:11 PM
468	Because they want to align with the new order, reduce the nr of people and automatise systems at the expense of lives. I don't think the staff is considered at a human level but rather like working masses. I am not proud of this reality of course. I think the options above do not reflect what is really happening so I have a hard time choosing one because it is incorrect anyway and will give a false result.	1/21/2021 4:04 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
469	Another leading question...	1/21/2021 3:57 PM
470	I know little about the new contract type, but it could be to provide better services to countries through more dynamic staff.	1/21/2021 3:57 PM
471	To some extent, there are also issues in terms of contract termination. Even for project-funded positions, temp or fixed-term, it appears to be very difficult to terminate contracts when the project is over and the funding terminated. To some extent this is the lacking "guts" of some managers to tell staff, with long notice, that there will be an end date to the work. On the other hand, it is also linked to the process of termination, where lack of funding does not seem to be an argument (again, even for project-funded positions where it is clear from the start that this point might come). This partly explains the reluctance to hire staff in the first place, particularly for projects of less than 3 years duration. And it may explain why such a contract type is now being discussed.	1/21/2021 3:55 PM
472	Une chose est sûre ce n'est pas pour améliorer nos conditions de travail	1/21/2021 3:50 PM
473	Other as well: providing more opportunities to bring in a greater diversity of staff, even if on a short-term/temporary basis.	1/21/2021 3:49 PM
474	Or worse to ease managers' abusive trends. This will facilitate under table agreements and nepotism.	1/21/2021 3:49 PM
475	L'objectif semble être uniquement d'économiser de l'argent au dépens de la stabilité et le bien-être du staff. C'est particulièrement préoccupant au moment où le personnel fait face aux conséquences de la COVID et est en totale contradiction avec la priorité que le management des NU prétent accorder au bien-être du personnel et à sa reconnaissance.	1/21/2021 3:46 PM
476	The 3 contracts do not meet our needs. We like the UNOPS model where it is something between temporary and fixed terms, especially for project-based organizations.	1/21/2021 3:46 PM
477	L'utilisation de contrats temporaires ne va pas attirer les talents. Par conséquent, l'excellence partira dans le secteur privé et le Nations Unies ne seront qu'une coquille vide	1/21/2021 3:43 PM
478	don't know	1/21/2021 3:43 PM
479	Most of IICA and equivalent "flexible" contracts are illegal under host country laws on the protection of workers. While UN are immune from prosecution for these violations of labor laws they are still supposed to abide by them.	1/21/2021 3:43 PM
480	I totally see the logic that the UN needs a workforce that is agile and responds to the needs of the org as necessary - but there are systems of doing so that don't require curtailing staff entitlements as per GA regulations	1/21/2021 3:42 PM
481	For a global organisation there is no point paying staff to be located in the most expensive city in the world (Geneva) provided that their tasks can be done equally as well at a more cost effective duty station or indeed via technology from anywhere in the world	1/21/2021 3:41 PM
482	too many people abused the system	1/21/2021 3:41 PM
483	UN staff cannot claim unemployment benefits in their country of residence if their contract is not renewed. Therefore they should as compensation get their fixed term contracts automatically converted to permanent after a certain number of years of service.	1/21/2021 3:39 PM
484	They are reacting to changes in the world of work. It is becoming more flexible and fast paced. The proposals by management are very timely and wise.	1/21/2021 3:38 PM
485	how could young people want to have their rights cut or promoted? have young people been consulted before reaching this conclusion?	1/21/2021 3:38 PM
486	Check consulting contracts with retirees	1/21/2021 3:38 PM
487	it's easier to propose something new to show that you are doing something about the situation rather than fixing something that has been in place for decades.	1/21/2021 3:37 PM
488	All about the GA and \$\$ as usual. similar to the office setup at the new H building in UNOG	1/21/2021 3:37 PM
489	Je suppose	1/21/2021 3:34 PM
490	It seems like a wise thing to do, when there is a risk of lack of money, to decrease the obligations and guarantees toward the staff. Furthermore, it may have an efficiency effect. People may sleep on their chair when guaranteed job security, and may be more active when they have to prove they are useful.	1/21/2021 3:32 PM
491	I welcome change and I think it is needed as there is definitely an issue with contracts. More focus should put towards performance, which is currently basically not considered at	1/21/2021 3:32 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

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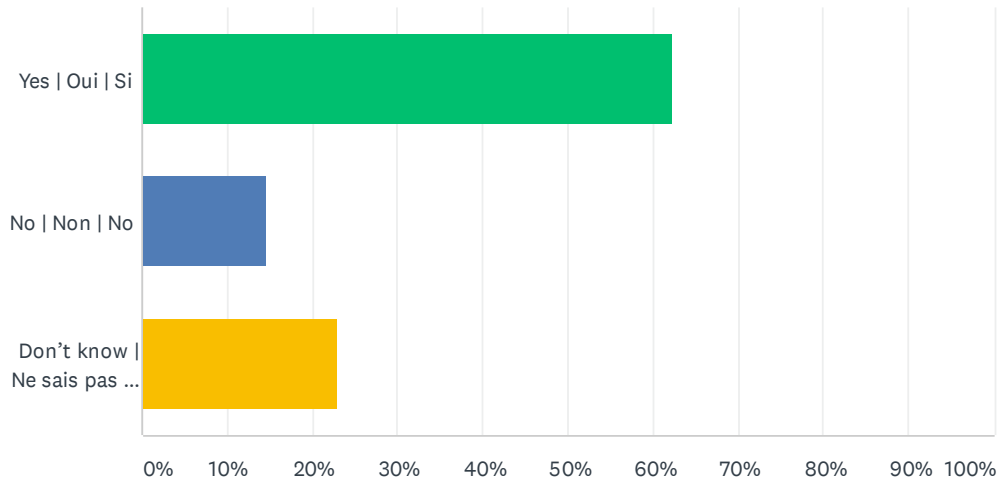
Encuesta sobre el "futuro del trabajo" en el sistema común de las

all. There are many staff on permanent contracts that hardly do any work. This damages the reputation of the organization. The same cannot be said for staff on temporary or fixed-term contracts because they would not be renewed if they did not perform well. I think it is good to retain some flexibility on ending contracts as long as this keeps staff motivated to do their jobs and rewarded for it. It cannot be arbitrary as it is now.

492	Definitely not responding to needs of young people, otherwise the entry level posts would not disappear.	1/21/2021 3:31 PM
493	They want people in maximum precarity	1/21/2021 3:26 PM
494	New management treats the UN as a business enterprise	1/21/2021 3:25 PM
495	They should reduce D positions as a start	1/21/2021 3:22 PM
496	why not fix how you provide TJOs and make it administratively easier rather than developing another type of contract.	1/21/2021 3:22 PM
497	Gen Y, Z and Millennials most definitely are looking for more flexibility, and trying to fit into a 1940 contractual paradigm is just not working.	1/21/2021 10:35 AM
498	the new generation wants freedom and flexibility	1/21/2021 10:25 AM
499	Limited response option reveal bias of survey	1/21/2021 9:48 AM
500	This is obvious. There is only one answer: we're mimicking the profit driven abuses of capitalist enterprise.	1/21/2021 1:04 AM
501	Creating such contracts can result with low qualified staff	1/21/2021 12:48 AM
502	Permits for onsite consultants could be an issue	1/20/2021 11:59 PM
503	Need to have similar arrangements to govt civil service. Most people ion the world have no job security or benefits.	1/20/2021 10:38 PM
504	Isn't it always about cutting liabilities and saving money?	1/20/2021 10:17 PM
505	keeping the maximum number of people in employ while still being able to deliver on the UN's mandates	1/20/2021 9:50 PM
506	Employment security is key to ensure that the staff is committed to its work	1/20/2021 8:41 PM
507	These are leading questions - I object to being lead down a path of answering. The real reason is that the UN needs to modernise - few other organizations, national or international, still have the rigid employment models. You need fresh blood in the organization.	1/20/2021 8:14 PM
508	La crise du COVID-19 accélère sans nul doute la réflexion, mais la volonté est plus ancienne et profonde.	1/20/2021 4:08 PM
509	Comme toujours, l'argent passe avant le personnel. cela devrait être le contraire. La responsabilité de l'employeur est de péreniser tant que possible l'emploi en son sein.	1/20/2021 11:24 AM
510	Only the last one. Anything else is simply untrue.	1/20/2021 11:12 AM
511	probably all of the above.	1/20/2021 10:50 AM
512	cutting liabilities yes but not sure more consultants will save money. see how the French civil service is evolving. Staff with private contracts actually earn more than the permanent civil servants...	1/20/2021 10:49 AM

Q16 Are you concerned about the new 'agile' contracts? | Les nouveaux contrats "agiles" vous préoccupent-ils ? | ¿Le preocupan los nuevos contratos "ágiles"?

Answered: 5,259 Skipped: 1,035



ANSWER CHOICES	RESPONSES	
Yes Oui Si	62.37%	3,280
No Non No	14.55%	765
Don't know Ne sais pas No lo sé	23.08%	1,214
TOTAL		5,259

#	COMMENTS COMMENTAIRES COMENTARIOS :	DATE
1	As mentioned above, need to get more information of the value added to inform my response	3/22/2021 11:18 AM
2	I am concerned about the reduced income, the isolation & disconnectedness that comes with remote work, that agile contracts may privilege certain categories of staff and exclude others. It does however open greater possibilities for people with medical constraints or disabilities to continue working when they may not otherwise have the opportunity.	3/20/2021 10:27 PM
3	Le management peut en abuser selon leurs intérêts.	3/19/2021 8:20 PM
4	C'est juste pour donner carte blanche des decisions a certaine categorie.	3/17/2021 2:29 PM
5	First time I hear about them	3/16/2021 6:32 PM
6	I don't know what 'agile contracts' are, and how they would differ, concretely, from current contract options. TAs are already very agile. (I was on TA for many years, in increments of 1-6 months)	3/16/2021 6:19 PM
7	Yes, not personally, but for future generations	3/16/2021 4:15 PM
8	What does agility really mean in this context?	3/16/2021 1:10 PM
9	Yet another reason to deprive employees of basic benefits.	3/16/2021 11:48 AM
10	RAS	3/16/2021 9:17 AM
11	.	3/16/2021 8:39 AM
12	I would like to know more about them. That is why I am marking I don't know as a response. Though there is a need for greater flexibility for contracts. Also for the humanitarian work to which I am exposed, some flexibility may attract a wider pool of talent able to be deployed for short periods in difficult duty stations.	3/15/2021 9:13 PM

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13	on est toujours stressé risque de coupure de poste creant une instabilité psychologique .	3/15/2021 4:48 PM
14	RAS	3/15/2021 4:11 PM
15	Plein d'incertitudes sur la stabilité de l'emploi	3/15/2021 3:54 PM
16	Could be better than "affiliate workforce" but worse than the existing contract types...	3/15/2021 3:36 PM
17	N/A	3/15/2021 2:58 PM
18	c'est la 1ere fois que j'en entends parler.	3/15/2021 2:51 PM
19	I am concerned but that does not mean i am against the exploration. We need to ensure that the adequate social benefits package is included (pension, health insurance, protection against accident etc.)	3/15/2021 12:23 PM
20	the general term agile, does not describe the specific type contract type to be added.	3/15/2021 9:02 AM
21	How different will be it to TAs?	3/15/2021 8:00 AM
22	I think this idea is going in the wrong direction about responsibility to protect that we so promoted ourselves doing in many parts of the world. Staff will think of job security while working in the most dangerous places rather than delivering the required services. Staff have lives too, families and future to think about WHILE working. Job insecurity and uncertainty in the workplace is a killer, physically, mentally and emotionally.	3/15/2021 7:58 AM
23	No, as long as it is done transparently with consideration of Field experience, length of service and other family and health component.	3/14/2021 3:51 PM
24	Need more information regarding the new type of contract and the aim.	3/14/2021 11:14 AM
25	Never heard of them in my organisation	3/13/2021 10:40 AM
26	ras	3/13/2021 8:02 AM
27	Unclear whether they will be used as designed	3/12/2021 2:19 PM
28	In so far as I do not have information beyond rumour mongering	3/12/2021 11:45 AM
29	Although I don't know much about what is being proposed	3/12/2021 10:47 AM
30	Podrían representar menor estabilidad laboral dependiendo el manejo y nos podrían limitar aún mas para crecer en Naciones Unidas	3/11/2021 8:16 PM
31	If the proposal is shorter term contracts with less security, this is worrying but since UNHCR relies so much on this type of contract (deployments, UNOPS, UNV), then if they offer something else which is temporary but has better conditions and security, then I am in favour.	3/11/2021 5:58 PM
32	Ce type de contrat pourrait rendre l'employeur et l'employé plus redevables sur leurs contextes professionnels	3/11/2021 2:50 PM
33	RAS	3/11/2021 2:41 PM
34	Never heard about it	3/11/2021 12:29 PM
35	I would like to know more	3/11/2021 12:04 PM
36	It unnecessarily complicates the situation but does not offer comparative protection to those, who would be employed under these contracts. We would need one contract type, with the same minimum entitlements and protection for staff members. I beleive even Temporary Appointment contracts encroach on the rights of staff members in an unjustified way. They do the same work, under the same circumstances but are cut off from comparable entitlements under the FTA/Ind contract.	3/11/2021 12:00 PM
37	I do not know yet what the agile contract is and how it should help me. Not enough information has been shared. I would like to have more agility and ability to work from location of my choice, but the organisation I work for demands we work in our duty station while the majority of workforce at HQ can continue to work from their homes. I suggest revisiing for which functions out of duty station/teleworking options can be beneficial.	3/11/2021 11:08 AM
38	I would need to know more to make an assessment.	3/11/2021 10:54 AM
39	Nous sommes toujours preoccupe par ses amandement qui pourrons nous soulage.	3/11/2021 8:34 AM
40	N/A	3/11/2021 6:53 AM
41	More volatility in contracts = worse productivity	3/10/2021 10:32 PM

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42	if the new agile contracts will be used properly	3/10/2021 7:32 PM
43	Sounds like a euphemism for precarious work conditions with some shiny branding. Quite transparent and sort of shameful.	3/10/2021 5:42 PM
44	It seems that management wants to keep hiring new people without retaining experience	3/10/2021 5:37 PM
45	this is the first time I have heard of this new agile contract	3/10/2021 5:37 PM
46	Agility most of the times is a synonym with precariousness	3/10/2021 4:07 PM
47	More info please. Perhaps more communication on this should be made.	3/10/2021 3:16 PM
48	No comment	3/10/2021 3:10 PM
49	What can we know about the new "agile" contracts?	3/10/2021 2:39 PM
50	Car je vais bien savoir si cette agiles sera le bienvenu ou non	3/10/2021 2:16 PM
51	There are already enough insecure/short term contract options - such as UNV/IUNV, consultants and UNOPS. Adding to this makes no sense.	3/10/2021 1:59 PM
52	Not sure what the management has in mind and hence difficult to comment	3/10/2021 1:39 PM
53	This can move things/person to higher grade quickly and easily.	3/10/2021 12:58 PM
54	c'est quoi le contrat agiles.	3/10/2021 12:51 PM
55	No comments	3/10/2021 12:26 PM
56	How would I be concerned if there is no info about it?	3/10/2021 11:48 AM
57	Not aware of such contracts.	3/10/2021 11:40 AM
58	Rien à signaler.	3/10/2021 11:29 AM
59	No job security and afraid of losing my job	3/10/2021 11:12 AM
60	I am concerned that Technology will take over our jobs	3/10/2021 11:09 AM
61	I have not heard about this contract type.	3/10/2021 10:57 AM
62	even with 2 years fix term contract is hard to request a mortgage to a private bank	3/10/2021 10:53 AM
63	what do you mean? what is the "agile" type contract? I never heard about it ; could you please provide me with more information on this?	3/10/2021 10:37 AM
64	I am not personally concerned about myself, but I am concerned for my colleagues and the organization.	3/10/2021 10:34 AM
65	The new contract type still unclear	3/10/2021 10:26 AM
66	I am not concerned if they are used properly, to meet specific needs of the organizations and are valued as additional expertise the organization is seeking (not as simple replacement for standard jobs within the organization). If someone is hired through an agile contract, it should be because of high competences that are not available within the internal staff and should be rewarded, assessed and evaluated accordingly. Often agile contracts are used to recruit people in short time, because of lack of proper planning by management, and the persons recruited end up doing replacement work without being given a specific area or task where they can use their expertise.	3/10/2021 10:26 AM
67	No comment	3/10/2021 10:19 AM
68	Not really.	3/10/2021 10:07 AM
69	My contract is ending 30/9 so an "agile" contract may be better than no contract at all. Also, a contract which allows flexible working arrangement may be the best option for me, since I am also a mother of two young children and I would also be interested in a part time job, or work from home arrangement.	3/10/2021 9:37 AM
70	I do not knw what ar ethe new agile contracts	3/10/2021 9:23 AM
71	More information would be needed.	3/10/2021 9:14 AM
72	The senior management may be in position to tell us as staffs over these about instead of coming forward to respond on what affects our well being	3/10/2021 8:55 AM
73	do not have the details on how it will impact to the job I am doing	3/10/2021 8:20 AM
74	It may give way to corruption. Managers sometimes want flexibility to hire friends, co-	3/10/2021 7:59 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 nationals or indicated people to build influential relationshi Any type of contract shall come with transparency recruitment processes and priority to qualified internal staff.

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75	new contracts could be worse	3/10/2021 7:58 AM
76	We already have many FTAs and TAs, which are very agile as well.	3/10/2021 7:53 AM
77	Flexibility such as telecommuting can/should be allowed within the existing types of contracts depending on the type of position. This will allow for the accommodation of technological change as well as meet the needs of staff.	3/10/2021 7:51 AM
78	Need more education about it	3/10/2021 7:40 AM
79	Fear of unkown	3/10/2021 7:01 AM
80	No information on these contracts.	3/10/2021 5:16 AM
81	we dont know how this new contract affected us,or we also have benifets from this new contract	3/10/2021 1:59 AM
82	Ces contrats pourraient etre extremement precaires. Une precarite permanente.	3/9/2021 10:44 PM
83	Je n'est pas d'information sur ces contrats	3/9/2021 9:24 PM
84	Probably will cut several entitlements and labour rights.	3/9/2021 8:59 PM
85	Yes, particularly in remote modalities, it feeds further distortion factors and does not accurately reflect the mindset on the ground.	3/9/2021 7:10 PM
86	garder le contrat permanent	3/9/2021 7:04 PM
87	We have all shown how we can achieve just as much with "agile" working modalities, I am afraid that "agile" might imply less guarantees	3/9/2021 6:52 PM
88	There is need of fair process. Usually if there is any reduction. The performance is rarely considered but length of jobs which is not fair	3/9/2021 6:24 PM
89	I would dream to have a more flexible/agile working conditions (telecommuting, flexible work arrangements)	3/9/2021 6:20 PM
90	No	3/9/2021 6:00 PM
91	Seems to be in lock-step with less job security world-wide	3/9/2021 5:07 PM
92	It is not clear what means "agile" contracts	3/9/2021 5:04 PM
93	No comment	3/9/2021 5:03 PM
94	Don't know the term "agile" and implications.	3/9/2021 4:15 PM
95	I don't know enough about them.	3/9/2021 4:10 PM
96	Los contratos ágiles suena como a trabajo por horas, en donde finalmente una persona tendría que trabajar 24 horas en diferentes partes para tener un salario digno.	3/9/2021 4:07 PM
97	I think the staff council should have shared fuller details on the agile contracts before commissioning this type of survey	3/9/2021 3:59 PM
98	The UN used to mean careers and also international civil service. Now it more resembles a flea market body shop.	3/9/2021 3:47 PM
99	I don't know what an "agile contract" is	3/9/2021 3:47 PM
100	JE PAS UNE CONNAISSANCESUR CE TYPE DE CONTRAT	3/9/2021 3:47 PM
101	It depends on the safeguards it will provide to the poeple employeeed under it. It can be a good thing if it can provide mot only the organization but also the employee with greater flexibility, as long as the work conditions are not precarious.	3/9/2021 3:46 PM
102	I don't know enough about them, I have not received sufficient information at this stage to comment.	3/9/2021 3:39 PM
103	I have no idea what these are.	3/9/2021 3:37 PM
104	I am worry about the recruitment because cndidates from Africa will not have the comparable chances as the candidates from developped countries. The candidates from developped countries learned using computers from nursery schools whin in Africa they learned leared using the computer at Universities. So, the space of using IT is not equal and this will reduce the number of people to be hired. That why the UN system should think apply maybe cooptation if the new contracts are introduced.	3/9/2021 3:33 PM

105	The strength of UNHCR is its field staff who build relations, manage programs and are field based with persons of concern and partners. Ideally the remote working experienced over past year will soon be behind as it has a negative impact on field operations and wellbeing of POC. Use of technology for meetings and even field visits should however continue where warranted.	3/9/2021 3:28 PM
106	It remains to be seen on how the rights of colleagues employed under this type of contracts will be respected	3/9/2021 3:05 PM
107	I do not know enough about what is being proposed	3/9/2021 2:55 PM
108	We are determined to reach our goals but a better flux of communication from the executives to the lowest level of employee	3/9/2021 2:48 PM
109	Not personally	3/9/2021 2:41 PM
110	N/A	3/9/2021 2:40 PM
111	probleme de stabilite	3/9/2021 2:23 PM
112	especially if this means replacing local staff by outsourcing our tasks less pay	3/9/2021 2:23 PM
113	Because of the context of work	3/9/2021 2:20 PM
114	It will end up in job loss to many staff and/or no new job openings will be created	3/9/2021 2:16 PM
115	RAS	3/9/2021 2:12 PM
116	Not sure what are the proposals for the new agile contracts	3/9/2021 2:07 PM
117	The organisations will use the current dispensation to cur contracts to cut costs.	3/9/2021 2:01 PM
118	Don't have enough information on what is being proposed in terms of agile contracts.	3/9/2021 1:59 PM
119	'agile' is a neoliberalism and capitalist term that should never be used in the UN system.	3/9/2021 1:58 PM
120	I am already working in a very uncertain type of contract thus i don't really mind if they introduce more agility in the organisation.	3/9/2021 1:51 PM
121	I depend on my job to make a living and to support my family and dependent parents. I sm very concerned over "Agile" contracts	3/9/2021 1:47 PM
122	The organization has never done enough to protect affiliate workforce, and has always had a "caste" system in the organization that does not correspond to competence or qualification. As a junior P staff I was supervising vastly more qualified national staff with 10+ yrs of experience. The answer is to make affiliate workforce less precarious.	3/9/2021 1:44 PM
123	I have to with support from my current agency, repositioned for the new contract era otherwise, all my experinces and qualifications might be rendred irrelevant	3/9/2021 1:33 PM
124	Yes because it will add value for job securiy	3/9/2021 1:33 PM
125	I do not know about agile contracts	3/9/2021 1:32 PM
126	NO	3/9/2021 1:29 PM
127	Yes, if there isn't sufficient dialogue about them and bottom-up approach, and if organizations don't really listen to their work force, it can create demotivation, inefficiency, and lack of direction	3/9/2021 1:29 PM
128	I don't have sufficient knowledge about this type of contract.	3/9/2021 1:29 PM
129	n/a	3/9/2021 1:25 PM
130	Non	3/9/2021 1:24 PM
131	I needed 8 years of consultancies and TAs to eventually receive an FTA. With our rotational system, I would not want to face the risk to be "downgraded" to a lower type of contract the next time my assignement in my current duty station will come to an end, if the agency can have the opportunity to use this time to propose this.	3/9/2021 1:20 PM
132	We need more details about the agile contract to give points of view.	3/9/2021 1:18 PM
133	Les contrats "agiles" menacent la stabilite de l'emploi. Rien ne fonctionne bien sans stabilite.	3/9/2021 1:15 PM
134	Je ne sais pas pourquoi ces nouveaux contras agiles	3/9/2021 1:12 PM
135	There are several concerns for agile contracts. Management should first clarify on these	3/9/2021 1:11 PM

136	Yea because part of it may be seen as the UN abandoning its staff for profit-oriented models, but at the same time i am excited how this will pan out espwcially for those who want more freedom and flexibility (like me). I think it should boil down to what the staff member thinks is best for him or her . Agile contracts may not work for wveryone especially those who prioritize long term benefits and security of tenure	3/9/2021 1:10 PM
137	I have not heard of this contract. But I would hope that a system could be in place that before end of contract a staff is given 5 options of post so select , if the staff member choose not to take one of the 5 then it is on the staff to now apply for post. The job security with in the UN system is not in favor of staff mainly for staff with fix term one year contracts.	3/9/2021 1:09 PM
138	Not sure what is meant by agile contracts. Do we need a specific new contract? Why not simply make our processes aound a contract more agile (eg: salary calculation based on where it is cheapest for the organization if you decide to work from home)	3/9/2021 1:05 PM
139	car je ne bcp d'information sur ca	3/9/2021 1:03 PM
140	RAS	3/9/2021 1:00 PM
141	I don't find teleworking arrangement could be stretched. It is more efficient to conduct meetings on ground.	3/9/2021 12:59 PM
142	Nous vivons dans l'incertitude avec la pandémie Covid-19	3/9/2021 12:58 PM
143	I wish you explained what exactly you refer to with the 'agile' contract so we could answer the question.	3/9/2021 12:55 PM
144	After long years of services and few steps away from retiremnet, of course I should be concern.	3/9/2021 12:52 PM
145	They do not respect staff members' human rights	3/9/2021 12:48 PM
146	fear from the unknown	3/9/2021 12:45 PM
147	RAS	3/9/2021 12:42 PM
148	what are they?	3/9/2021 12:41 PM
149	i am concerned by the new 'agile' contract which may allow greater flexibility.	3/9/2021 12:39 PM
150	I am not sure what is this question about. If this is about AWF, yes I am concerned	3/9/2021 12:39 PM
151	I am not familiar with this type of contract	3/9/2021 12:38 PM
152	Aucune idee.	3/9/2021 12:38 PM
153	Cant say without the full details	3/9/2021 12:38 PM
154	no comment	3/9/2021 12:37 PM
155	Le principe de presence aupres des personnes relevant du mandat sera bafoue.	3/9/2021 12:35 PM
156	N/A	3/9/2021 12:33 PM
157	not sure what it means ... does more information needs to be shared?	3/9/2021 12:30 PM
158	RAS	3/9/2021 12:26 PM
159	As a person on a TA contract, this kind of arrangement will allow more precarious contracts and more insecurity for the TAs.	3/9/2021 12:25 PM
160	This is a way to decrease even further the working environment of staff members, who already give up a lot by working at UNHCR.	3/9/2021 12:24 PM
161	We have not been informed about 'agile contract' or the potential implications for current contractual status	3/9/2021 12:23 PM
162	I see a number of people employed by my agency and others whose focus is "employment" rather than "production." Thus, a number of people have a position but don't contribute very much to the overall output of the organization nor to the acheivement of its goals.	3/9/2021 12:23 PM
163	i don't know what kind of contract the organisation wants to propose apart from those cited	3/9/2021 12:22 PM
164	Yes, because I think that no longer permanent contracts exist is already precarious for staff	3/9/2021 12:18 PM
165	I would assume that such new contracts would only be to the detriment of persons like myself, who are unable to access more stable forms of employment in the UN system.	3/9/2021 12:17 PM

Survey on the 'Future of Work' in the UN common system Enquête sur «
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166	New "agile" contracts could simply add on the competition amongst staff and "externals".	3/9/2021 12:16 PM
167	n/a	3/9/2021 12:15 PM
168	C'est aller vers la précarité et jouer sur la flexibilité des gens ayant peur de perdre leur travail si ils n'acceptent pas le changement	3/9/2021 12:14 PM
169	not enough information provided	3/9/2021 12:13 PM
170	I don't know enough about them to answer. I am concerned with lack of job security so if it will affect that then yes.	3/9/2021 12:13 PM
171	I'm afraid I don't know much about them!	3/9/2021 12:11 PM
172	We dont' have information about the new agile contracts	3/9/2021 12:10 PM
173	When I started working for UNHCR 10+ years ago, I did not have children and a family. I do now. I need to know that I can provide for them long term. I need to know that I will have a long-term future with this organization that I have invested so much in. And I need to know that when I retire, or if I fall sick, the organization will provide me with a pension or health insurance. If my contract would not allow me to provide for my family and assure me job security, I would be very worried, and would also lose part of my dedication, and my loyalty to the organization.	3/9/2021 12:09 PM
174	this will force the local community not to get job in the organisation instead of empowering & building the capacity of the young ones.	3/9/2021 12:06 PM
175	Je n'ai est pas encore la maitrise	3/9/2021 12:03 PM
176	Je ne sais pas concrètement ce que cela veut dire	3/9/2021 12:01 PM
177	every single temporary or agile contract type is abused and used to replace staff - the functions are the same but the contract is worse.	3/9/2021 11:57 AM
178	it needs further explanation by going into detail of what this contract type will contain	3/9/2021 11:56 AM
179	More information would be required as to what "agile" contracts are being proposed.	3/9/2021 11:55 AM
180	Not much has been shared and may lead to Organizations losing on their experienced staff	3/9/2021 11:55 AM
181	I do not enough info on the topic to have an opinion	3/9/2021 11:51 AM
182	it is not clear what does "agile contract" means	3/9/2021 11:51 AM
183	Insofar they may not include entitlements in the same conditions as the rest of staff members	3/9/2021 11:50 AM
184	The UN will lose competent and committed staff if such contract is implemented.	3/9/2021 11:50 AM
185	As an AWF Contract Holder I am convinced that I will be the ideal 'Guinea Pig' for this new type of contract that will offer me even less that rights that I currently have and will deepen the divide with Regular Staff Members.	3/9/2021 11:49 AM
186	On ne connait pas le contenu de ces contrats. Par consequent, on ne peut pas s'engager sur la dessus. Je pense qu'il serait bon que l'Administration partage de ces contrats qui donnera l'opportunité au Staff de juger sa pertinence	3/9/2021 11:48 AM
187	I am not informed enough about the new agile contracts to comment	3/9/2021 11:46 AM
188	Its not only unfair but lacks transparency.	3/9/2021 11:46 AM
189	It may shorten or reduce the workforce	3/9/2021 11:44 AM
190	je ne sais pas ce que sont les contrats agiles	3/9/2021 11:40 AM
191	N/A	3/9/2021 11:39 AM
192	n/a	3/9/2021 11:38 AM
193	This will obviously save cost but will lead to poor results as physical presence is key to successful project monitoring and evaluation	3/9/2021 11:37 AM
194	Job security is also linked to future social security schemes such as health and retirement benefits, which at the young age do not seem immediately urgent, but become so with age and lack of accumulation	3/9/2021 11:33 AM
195	We need a new type of contract to give insurance to staff	3/9/2021 11:31 AM
196	No comment.	3/9/2021 11:31 AM

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197	Je n'ai pas d'information sur ce type de contrat	3/9/2021 11:28 AM
198	Cutting labour rights and safeguards make employees less dignified and with less voice. Cuts should be made elsewhere than staff rights.	3/9/2021 11:28 AM
199	Concerned in the sense of being interested. More information is required.	3/9/2021 11:28 AM
200	No comment.	3/9/2021 11:24 AM
201	sometimes you don't have options rather than just accepting	3/9/2021 11:23 AM
202	i trust my skills, capacities and i have worked outside the UN system before and i know i will be able to transcend the divide again, should i wish to do so. working with the UN is not the be all, end all of my existence- so i don't particularly find the new "agile" contracts disruptive. furthermore, i would like more and more to be in a position where i work maybe upto 6-8 months/year and then not work the remaining time, to be able to strike a good work life balance, and if the new agile contracts can offer this; then i would be more than happy to work under these contracts. there are of course some aspects which i know will be renegotiated- like salary etc., and the import of which i am willing to accept. the only thing i would however be unwilling to accept on the new 'agile' contracts is the removal of employer responsibility to provide the highest level of security and protection to the employees, and assistance during medical or non-medical evacuation- there are simply too many bureaucratic loopholes around these issues which an individual against the system cannot work during an emergency.	3/9/2021 11:21 AM
203	No comment	3/9/2021 11:21 AM
204	What does new 'agile' contracts mean?	3/9/2021 11:20 AM
205	I have not been informed about the new "agile" contracts.	3/9/2021 11:19 AM
206	Indefinite	3/9/2021 11:18 AM
207	Working on remote is very stressful and less effective, even in relation to our capacity of response and protection of the PoCs.	3/9/2021 11:17 AM
208	New type of contract is not explained - unclear settings, unclear consequences	3/9/2021 11:15 AM
209	N/A	3/9/2021 11:15 AM
210	N/A	3/9/2021 11:14 AM
211	working from home is not for all and have proven to affect many colleague's mental state	3/9/2021 11:13 AM
212	Without information about these contracts, it is impossible to answer.	3/9/2021 11:09 AM
213	I don;t know enough about them but I would tend to be concerned that "agility" in this sense means a greater separation of the worker from the organisation.	3/9/2021 11:09 AM
214	Provide additional information on the proposed contract	3/9/2021 11:08 AM
215	Beacuse breaking the projects in small and easier task would also need human resources which is more expensive.	3/9/2021 11:08 AM
216	I do not know much about them.	3/9/2021 11:07 AM
217	The new 'agile' contracts will result into the lay off of competent workforce that had been the driving force to the UN system and bringing in new hands that will take time to train .	3/9/2021 11:06 AM
218	I dont have enough information	3/9/2021 11:05 AM
219	Il faut protéger les anciens contrats en échange de ces nouveaux contrats pour les + de 20 ans de service	3/9/2021 11:05 AM
220	If not regulated, they will become easy ways to make UN employees even more insecure	3/9/2021 11:05 AM
221	I do not have enough information about the agile contracts	3/9/2021 11:04 AM
222	I think agile contracts (especially working from home) may provide a better answer to the needs of specific groups of staff (i.e. persons with disabilities, persons with children, persons with medical conditions requiring regular treatments which may not be available everywhere). Moreover "agile contracts" can facilitate an alternance between working and continuous education, which is crucial on my sector of work given fast technological evolutions. Finally I started my career as an affiliated workforce, passing then to TA and FTA of 1 year and I never had an interruption in between contracts. I suppose the positive performance and the good contribution provided to the organization helped ensure my job continuity.	3/9/2021 11:03 AM

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223	no comments	3/9/2021 11:02 AM
224	No, because it will not bring equality for the staff and solution for UN	3/9/2021 11:02 AM
225	I'm not sure what does it mean or what does imply - this "agile contracts"	3/9/2021 11:01 AM
226	need more information	3/9/2021 10:59 AM
227	The motive behind it seems to be negative on the stability and continuity of the current staffing positions.	3/9/2021 10:59 AM
228	It may have negative effect on the right of staff, may not produce better output and results than the current arrangement and may lead to further discontent among staff.	3/9/2021 10:59 AM
229	described above, it will lead to erosion of opportunity and attracting, and maintaining, new talent. If anything, I believe flexible packages for older staff to transition and 'free up' the workforce is needed.	3/9/2021 10:58 AM
230	agile means precarity. I would recommend that the UN reviews its result based approach. It will be worthwhile instead of	3/9/2021 10:58 AM
231	Je ne crois pas que la précarité aide à la motivation....	3/9/2021 10:57 AM
232	would need to know what is proposed in order to comment	3/9/2021 10:57 AM
233	These contract types have not been discussed yet.	3/9/2021 10:57 AM
234	See comment above.	3/9/2021 10:56 AM
235	yes as it leaves you very vulnerable since losing your job means that also you will no longer have access to social protection (health insurance, pension,...) since you're no longer part of system of your nationality.	3/9/2021 10:56 AM
236	cela dépend ce que l'on appelle "agile" style "Uber"?	3/9/2021 10:55 AM
237	I do not have sufficient information to evaluate the impact it might have	3/9/2021 10:53 AM
238	I have not yet heard about a forth contract type nor agile contracts	3/9/2021 10:50 AM
239	NSTR	3/9/2021 10:50 AM
240	What did they stipulate. You did not explain so how can I answer?	3/9/2021 10:50 AM
241	The management is not usually fair when debating on staff contractual status and staff welfare	3/9/2021 10:50 AM
242	First time I hear about this. Don't know what it entails	3/9/2021 10:49 AM
243	I have no knowledge on this type of contract	3/9/2021 10:49 AM
244	I have only heard of rumours about these contracts. Have not seen any documents to weigh the advantages and disadvantages. Even if its telecommuting, it will need to be fixed term and not 'consultancy' type of contracts.	3/9/2021 10:48 AM
245	No sufficient information about agile contract.	3/9/2021 10:48 AM
246	it might reduce staff benefits	3/9/2021 10:47 AM
247	There is still a lot of unclarity as to what happens to the current contracts	3/9/2021 10:47 AM
248	There is not enough information on this to give an informed response.	3/9/2021 10:47 AM
249	History has shown that labor law always evolved at the detriment of workers.	3/9/2021 10:46 AM
250	I don't know about this	3/9/2021 10:46 AM
251	I don't know the ins and outs of this contract...	3/9/2021 10:45 AM
252	Agree with having a more flexible type of contract, perhaps fully remote contract, but I have a concern of using it to take advantage on young people who want to have experience at the system like current consultancy and short-term contracts with no or small benefits.	3/9/2021 10:45 AM
253	I will be concerned if it will not respect the rights and needs of the personnel that will be enrolled under this contract	3/9/2021 10:45 AM
254	We are already very weak on labour law	3/9/2021 10:42 AM
255	What is meant with agile contracts?	3/9/2021 10:42 AM
256	If people are afraid, then perhaps they need to improve their job performance.	3/9/2021 10:41 AM

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257	This will make some staff in a precarious situation as it is not clear how the new contract system works.	3/9/2021 10:40 AM
258	I do not hear about it	2/26/2021 10:22 PM
259	It may have a sound intentions but it may very well be implemented in a wrong way	2/26/2021 9:21 PM
260	The do not correspond to the principles of loyalty in the civil service.	2/26/2021 7:31 PM
261	Depends what form they take.	2/25/2021 10:21 AM
262	YES, AS WE DO NOTKNOW WHAT IS NEXT.	2/23/2021 3:08 AM
263	I guess they will not have any affect on my employment any more. But I worry about the new people to join.	2/18/2021 5:00 PM
264	I am, although my current situation as temporary staff is, on many aspects, no better	2/16/2021 3:03 PM
265	All depends on how this will be managed	2/16/2021 2:03 PM
266	It will only only serve to staff with "nothing to lose", stability will always be what human being craves the most, and even for the organisation this won't translate into savings as they will not get the best staff in the end.	2/15/2021 4:43 PM
267	It creates great insecurity, lack of continuity and loss of Institutional knowledge. Staff could suffer from broken pensionable years of service.	2/15/2021 10:54 AM
268	Although they do not concern me, I think, I am concerned for the younger generation and for the future of the UN.	2/13/2021 6:36 PM
269	Loosing fixed term contract	2/13/2021 4:23 PM
270	If you are coming to an age how will you find another job and how will it affect the my UN pension	2/12/2021 5:09 PM
271	Not at all, we all participate in the definition of the new contracts, and the Future of Work initiative is not about making us all gig workers but providing more flexibility to us employees.	2/12/2021 12:54 PM
272	Not if done correctly, i.e. with appropriate HR reform to oust career underperformers.	2/12/2021 5:01 AM
273	as above, bigger issue is how to shift permanent contracts and motivate people under those to do more.	2/12/2021 3:42 AM
274	I don't know the characteristics of this new agile contracts to be concerned at this point.	2/11/2021 5:49 PM
275	Me preocuparian en la medida en la que no se respeten ni guarden las codiciones de seguridad laboral. Flexibilidad y adaptación no tiene que ser sinonimo de desmejora en las condiciones de trabajo de las nuevas generaciones.	2/11/2021 4:53 PM
276	due diversity in the world too difficult to determine what is uniform and suitable for every party involved	2/11/2021 4:53 PM
277	Not sure if the UN will implement this type of contract.	2/11/2021 4:29 PM
278	We need job security and not to be worried about our future in the organisation.	2/11/2021 4:15 PM
279	Agile contracts may be good for agile work but not for sustainable development	2/11/2021 1:26 PM
280	I was on an SSA position for almost 3 years with no benefits, more of this should not be encouraged.	2/11/2021 12:53 PM
281	Nil	2/11/2021 12:38 PM
282	This is the first I am hearing about it. Of course I am concerned !!!	2/11/2021 12:36 PM
283	For the organization to be competitieve in recruitment, secured contract should be retained.	2/11/2021 12:35 PM
284	it's causing me additional worry	2/11/2021 11:39 AM
285	loss of entitlements are clearly linked to this type of contracts in most of cases if used instead of FT	2/11/2021 11:27 AM
286	The idea that the UN is considering adopting an aggressively capitalist hiring strategy is astoundingly alarming, and shakes my confidence in the UN in innumerable ways.	2/11/2021 11:25 AM
287	Again, creating a new contract is not the issue. The main focus of an employment contract is the security offered by that contract. The agility issue is not based on contractual status, but organisational function and operation. Any existing contract should, in principle, be	2/11/2021 11:23 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 applicable to an organisation, but it depends on the management and organisation to be flexible enough to adapt and incorporate them.

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288	The wording of the project is not specific or clear enough. It is very well written but does not give much about the reality of the contracts. This may lead to a lot of geographical discrimination by which countries with less technology may even less be able to join the system. And also, as I mentioned before, there is no unemployment benefits for staff who lose their jobs within the UN system. That is a gap that needs to be filled.	2/11/2021 11:23 AM
289	I have only learnt now.	2/11/2021 11:21 AM
290	changing the terminology does little to hide that nasty intentions of organisations deresponsibilising themselves from any staff concerns and care.	2/11/2021 11:19 AM
291	It will seriously impact upon moral and loyalty to the organisations and international civil servants; it also has the potential to impact upon the level of continuing contributions to the JSPF.	2/11/2021 11:17 AM
292	Agile contracting comes from the IT world. Workers have a corse set of skills and work on "agile" projects. The skills of the worker and not the knowledge of the project is important. The UN is not an IT organization and in general the jobs require knowledge vs technical skill. People cannot be replaced quickly because the learning curve is massive. Agile contracting would focus on technical skills and define a worker as a replacable asset. Also, why would someone who has a family want to work for the UN in Agile contracts? All you will be attracting are young or retired workers.	2/11/2021 11:12 AM
293	Il a un risque de précarité accrue avec ce type de contrat.	2/11/2021 11:08 AM
294	This proposal makes me concerned that the UN wants to move to a system where employees have even less security than they already do. There does not seem to be any consideration for the fact that it benefits the UN to retain those with the necessary knowledge base and experience. Many employees will simply leave if the terms of employment become even worse than they already are.	2/11/2021 11:06 AM
295	this already adds to the feeling of insecurity that i already have about my future and that of my dependents	2/11/2021 11:06 AM
296	Of course, I have a family and financial obligations like the vast majority of us and would like to retain the possibility to plan into the future and work without having to look for a new job every year.	2/11/2021 11:03 AM
297	This does not coincide with the principles of the UN. People well-being should be the main concern of the society not the global economy.	2/11/2021 11:03 AM
298	I don't care. It's stressful either way my contract situation so it doesnt make any difference to me	2/11/2021 11:01 AM
299	I would have to know more about the terms of said contracts	2/11/2021 11:00 AM
300	Hopefully the new type contract will give staff more work security	2/11/2021 10:59 AM
301	Not for myself as I near retirement, but for others	2/11/2021 10:54 AM
302	Il y a un devoir (son absence est légalement opposable) de s'assurer que toute forme de contrat est compatible avec les fondamentaux de l'ONU, notamment les principes Fleming et Noblemaire	2/11/2021 10:52 AM
303	aucune information partagée	2/11/2021 10:42 AM
304	Yes if it leads to a hostile work environment due to inequities.	2/11/2021 10:21 AM
305	Ici encore, il faudra bien négocier les protections/bénéfices en cas de perte d'emploi (licenciement, fin de contrat...)	2/11/2021 10:17 AM
306	Very worried. Almost like the UN isn't actually looking at all the publications coming out (especially by ILO on Non-Standard Employment and Gig Work).	2/11/2021 10:16 AM
307	I am not aware of what it will entail and how it will affect those already in service, moreso how will it also affect those recruited on this type of contract. We often see in cases of short term once the staff member leaves the work is left for with 'better' contract types hence the workload increases	2/11/2021 10:16 AM
308	Have not information on new type of contract.	2/11/2021 9:52 AM
309	not personally but for the Organization	2/11/2021 9:47 AM
310	Change must happen. New socio-economic and technological developments require us to adapt	2/11/2021 9:47 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
311	Still do not know what is 'agile' contracts.	2/11/2021 8:27 AM
312	No information on the "agile" contract type, hence cannot comment.	2/11/2021 7:43 AM
313	I don't know where they are. You didn't share this information but you're asking me to answer about it...!	2/11/2021 5:22 AM
314	Not me personally, but normally more 'agile' means easier to hire and fire, which means manager will want those staff and permanent contract holders may be even more limited in mobility options. Already, staff with children are seen as 'too expensive' for XB posts, so also that needs to be addressed - the cost for schooling and moving should probably not impact project budgets as directly as they do now if we want more equality (to be blunt - now the best person to hire on a project is someone young without children - in particular on a temp as then they hardly even get holidays...)	2/11/2021 5:17 AM
315	I have been never informed of the proposed. "agile" contracts and employment conditions under this proposed type of contract	2/11/2021 5:08 AM
316	Managers will mis use this contract type	2/11/2021 5:01 AM
317	I am concerned it may lead to loss of jobs or even reduced income	2/10/2021 11:29 AM
318	If they do not undermine acquired rights. It has to be an alternative route to employment which my appeal to certain profiles or professional/career stages	2/10/2021 11:23 AM
319	Reduces drastically the job security	2/10/2021 11:00 AM
320	Obviously, moving toward a more precarious workforce is bad news for staff. It looks as if the UN is delving head first into a cynical view of work realities that is being promoted all around. "More agile" is a euphemism for dispensable and replaceable at will, and treating staff as a commodity.	2/10/2021 9:23 AM
321	Il faut éviter de vivre les mêmes situations que l'Amérique latine ; contrats par heure, jour, semaine = abus et vie indigne pour n'importe qu'être humain. Nations unies se doit de donner le bon exemple.	2/10/2021 9:03 AM
322	I personally participate in an unemployment scheme in order to face the risk of unemployment with less concern.	2/9/2021 4:30 PM
323	These new 'agile' contracts will open the door to even more corruption, favouritism, lower productivity of staff (as they are more stressed and anxious) and managers (as they have to spend more time in recruitment) and doesn't work for the core functions (which need staff with skills, knowledge and institutional memory)	2/9/2021 4:29 PM
324	That would depend if the Organization applies the new contracts to current staff. If I were to lose my current status, then, yes, I would be very concerned. Otherwise, I don't know enough to completely rule out agile contracts.	2/9/2021 4:22 PM
325	The idea should be tested and monitored before hands	2/9/2021 3:19 PM
326	I have been holding a temporary contract which provides for 1,5 days of paid annual leave per year which is by far not enough for a mother with two young children and does not offer any job security.	2/9/2021 3:16 PM
327	Eufemismos, la última banderas de los caraduras.	2/9/2021 3:09 PM
328	We desperately need greater flexibility when voluntary contributions to the UN's work fluctuate and are uncertain.	2/9/2021 2:51 PM
329	Current contracts are agile enough. I had fixed terms for 3 or 6 months to "adjust" with budget cycle... One cannot ask staff and their family to move across different regions, have the best expertise and experience, and degrees from one end and from the other have very short contracts. The result will be either bad atmosphere in the office if too many different contracts are allowed, or experienced and skilled staff to resign due to inadequate conditions. With a 2 years fixed-term contract, I almost feel privileged in the UN, but in my country this is seen as very unstable (you can try to ask for a loan in a bank, just to see how humiliating it is).	2/9/2021 2:24 PM
330	Uberisation du travail comme	2/9/2021 2:06 PM
331	I am concerned for the implications for some UN staff members that require greater certainty and predictability, such as persons with families. By extension, I am worried that the proposed changes will have a disproportionately negative impact on women, who are often primary caregivers and therefore need to factor job stability into their career planning.	2/9/2021 1:50 PM
332	Personnellement pas vraiment inquiet mais par solidarité pour la nouvelle génération.	2/9/2021 1:44 PM

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333	Can't have concerns/opinions on something I don't know in detail	2/9/2021 1:23 PM
334	I am reaching retirement age, and I will not be able to get after service insurance because of TA after years of service.	2/9/2021 12:48 PM
335	I think they will lead to a dangerous "hustling" model of work, further limit the already stressful and precarious contract situations for young professionals, and ultimately lead to joblessness, because with the inadequate UN hiring procedures, this "gig" model will just be constantly waiting to be employed, expiring residence permits, non-existent pensions and insurance, etc.	2/9/2021 12:20 PM
336	Si l'ONU cède à la tentation de la précarisation de l'emploi qu'elle dénonce à longueur de document, elle met en jeu sa crédibilité.	2/9/2021 12:19 PM
337	In terms of the evolution of the international civil service yes	2/9/2021 12:17 PM
338	Agile contracts are meant to shed liability and adopt use/shed format with zero interest in what happens to that workforce.	2/9/2021 12:16 PM
339	I am afraid that it will aggravate abuse of power by hiring manager.	2/8/2021 2:58 PM
340	I am not worried about myself but I worry about husband and friends who have consultancy contracts which may provide even less job security.	2/8/2021 12:15 PM
341	I am Fixed Term and all the time before renewal, there is a sword with a thing thread hanging on myself about renewal. There is a lot of stress about contract renewal.	2/8/2021 10:22 AM
342	C'est par manque de bonne planification que l'ONU sent le besoin de se dégager des contrats trop contraignant. En fin de compte, l'ONU peut mettre fin à tout type de contrats, en autant que les compensations et "packages" soient intéressants pour le personnel. Je vois mal les professionnels d'aujourd'hui être aussi fidèles de les anciens par conviction, donc il faudra que les avantages soient similaires au secteur privé.	2/7/2021 5:06 PM
343	Risque de perte d'emploi.	2/5/2021 9:18 AM
344	There are staff who are not performing because they have certain contracts so I think we have to do something about it. However, some managers will use it as a threat. This is a tough one.	2/4/2021 2:43 PM
345	I don't know enough about them: but consultant and internship contracts already contain provisions that contravene ILO minimum recommendations. Are we talking about proposals that are even worse? As a minimum, the current contract abuses should be fixed, and increased flexibility and agility applied to longer term staff (who are on, let us be honest, massive benefits - and I say that as one who receives them!) I am encouraged to note paras 13-14 of the shared proposals, in particular: "It means ensuring fair and decent employment for all its personnel, including universal social protection for consultants, individual contractors, UN Volunteers and interns... Words must be supported by action".	2/4/2021 2:35 PM
346	What will the terms and conditions of this 'agile' contracts?	2/4/2021 10:32 AM
347	I cannot comment until I see the content of the contract. Would existing contract holders will be forced to except the new contract when their current contract expire? what guarantee is there that organizations would not abuse the contract type as they are doing now with consultancy?	2/4/2021 9:06 AM
348	Je ne suis pas au courant	2/3/2021 4:43 PM
349	Yes and they do not provide security, which means you lose good staff to other organization that provides better options	2/3/2021 2:59 PM
350	There is the risk of placing staff in precarious situations in respect of job security	2/3/2021 1:02 PM
351	Cette année j'ai reçu un contrat de un(01) mois, je n'ai pas encore reçu celui de février, c'est inquietant.	2/3/2021 11:02 AM
352	I am concerned about arbitrary decisions if such contracts are not accompagnied with a good control system and check and balance to avoid abuse of power	2/3/2021 10:54 AM
353	Yes. As you can see from my comments above, I do understand some of the frustrations on the part of management, in terms of not being able to enforce performance management properly. But I am suspicious of a change towards more 'agile' contracts, as I suspect it may be rolled out in an unfair manner, and won't discriminate good performers from bad.	2/3/2021 9:08 AM
354	Je voudrais tellement bouger de mon poste actuel.	2/3/2021 8:48 AM
355	I am very concerned that this new proposal will result in the devaluing of experienced, committed and skilled employees.	2/3/2021 8:07 AM

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356	What does this actually mean? Will we all be expected to apply for new jobs everytime our contract ends? And we will not be reassigned anymore to different duty stations after our tour of duty in a duty station?	2/3/2021 7:49 AM
357	Workers never fare well when contracts become shorter and less reliable (see the gig economy, academia, etc.)	2/3/2021 5:54 AM
358	No sé qué son esos contratos ágiles.	2/3/2021 12:34 AM
359	UN is an international public organization. Not a commercial entity. Stability is important. We need to look beyond potential short-term gains...	2/2/2021 5:08 PM
360	Don't understand how it will affect me if it is put in place	2/2/2021 4:01 PM
361	Me preocupan porque pueden no ser utilizados de la forma correcta y pueden dejar desprotegido al personal	2/2/2021 2:50 PM
362	I am very concerned, because as a national office, I am looking for stability and continuity for my personal and professional development	2/2/2021 2:31 PM
363	It depends on the rules of this new agile contracts as it might be set in a way to put staff at risk.	2/2/2021 1:29 PM
364	The concept is welcomed but use of existing modalities and ensuring that sufficient protection of international civil service standards are met while also getting rid of the "gifted amateur" idea that everyone can do anything in the organisation provided they have the ethos of the organisation - agility if it means the most up to date technical and programmatic expertise is welcomed	2/2/2021 12:54 PM
365	I am concerned because this will give threat to our previous contract signed.	2/2/2021 12:12 PM
366	I would hope they would not equate to something similar to zero hours contracts	2/2/2021 11:16 AM
367	Unless "agile" is not declined as "job insecurity".	2/2/2021 10:10 AM
368	because there is no communication on what does that mean	2/2/2021 10:02 AM
369	The process is not a consultative process and lacks transparency	2/2/2021 8:29 AM
370	I don't know the details of the contract and to whom it will be proposed to sign it	2/2/2021 8:17 AM
371	Yes, I am very concerned as we do not know the scope of the new agile contracts if they provide income security and social protection.	2/2/2021 7:07 AM
372	Because it looks like a knee-jerk reaction without considering the employees' fate	2/1/2021 8:17 PM
373	Yes if they do not ensure job security.	2/1/2021 5:45 PM
374	I think that in principal it is good and future-oriented. However, implications need to be assessed very carefully.	2/1/2021 5:33 PM
375	I'm afraid current contracts to be changed to shorter term contracts and would affect staff stability and would open rooms / give the opportunity to supervisors or Management to misuse this type of short contracts.	2/1/2021 4:29 PM
376	Not "concerned" more frustrated that they would rather create new contract types than sort out the existing incoherence in how the current contracts are applied.	2/1/2021 3:52 PM
377	I think people should be able to choose in the type of contract they will most comfortable with	2/1/2021 3:46 PM
378	It might pose a potential unemployment risk to many UN staff members & their families	2/1/2021 3:43 PM
379	They need to be accompanied by competitive global recruitment processes and performance appraisals	2/1/2021 3:31 PM
380	Except the fixed-term or continuing/indefinite contracts, the other type of contracts could be modified to a more precarious type of contract (reduction of contract duration and monthly honorarium). Staff will look for more sustainable contract outside my organization.	2/1/2021 3:25 PM
381	I don't have enough information	2/1/2021 3:18 PM
382	Would be discretionary on who will pass to this category. If applied, should be for new contracts only and not for the current ones	2/1/2021 3:15 PM
383	Yes, as it may prevent working mother to be protected.	2/1/2021 3:03 PM
384	Si la seguridad de l'emploi est garantie, les contrats agiles ne sont pas trop préoccupants	2/1/2021 2:46 PM
385	With sufficient professional experience and with private sector providing (where I come	2/1/2021 2:46 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
from) open ended contracts, i.e. without fixed expiry dates, I would not quit a job to have a 1 to 2 year contract with the UN.

386	I am, because we dont know how it will affect the long-term investment in the ones coming behind us. And it is not fair.	2/1/2021 2:17 PM
387	how sure am i that i will get contract every now and then? This only gives big room to corruption not only who to employ but also encouraging corruption since staff are not sure of getting contract and will try to indulge in corruption to make quick money and leave	2/1/2021 2:03 PM
388	I dont know how they look like, so hard to tell	2/1/2021 1:44 PM
389	It depends on how they are put to use.	2/1/2021 1:44 PM
390	UN should embrace it	2/1/2021 1:29 PM
391	NA	2/1/2021 1:27 PM
392	They must come with a path to a more stable position for good staff - we need to be able to retain good staff in the long term and attract good staff.	2/1/2021 1:13 PM
393	The new contracts may be used as a way to cut costs and limit liabilities in the sense that they can be used to edge out longer term contracts.	2/1/2021 1:11 PM
394	Not sure what the agile contracts are	2/1/2021 1:09 PM
395	Its a bit suspicious and scary at the same time considering the hard times we are in...	2/1/2021 1:09 PM
396	With all changes, one has to be concerned. Experience.	2/1/2021 1:03 PM
397	I don't know enough about them yet	2/1/2021 1:01 PM
398	Ils vont contribuer à rendre précaire la situation des staffs	2/1/2021 12:51 PM
399	we need to keep an eye on it but also understanding what the younger generation want. They have a vert different approach and views and we need to keep up with changing times. that does not mean that it is to take advantage of people	2/1/2021 12:50 PM
400	not aware of what they include	2/1/2021 12:45 PM
401	I am not as I deliver value for organization, the question is if organization recognizes...and even if organization does not, I still deliver and believe in the mission and my/team work.	2/1/2021 12:44 PM
402	In performance driven environment, this is a way forward	2/1/2021 12:37 PM
403	More ways for them to abuse consultants for fixed term positions	2/1/2021 12:34 PM
404	No but let's see	2/1/2021 12:30 PM
405	Its already challenging to maintain job security especially for non permanent contracts. It also affects ability to get long term loans as the employment period is time limited to 2 years or less except for permanent staff	2/1/2021 12:26 PM
406	Good performers won't care about those things.	2/1/2021 12:23 PM
407	Do not have enough information to say if I am concerned or not	2/1/2021 12:20 PM
408	Whose purposes will they meet most? the organisation's or the employees? Accommodations are needed on both sides with flexibility being key without compromising on key contractual obligations	2/1/2021 12:17 PM
409	That presents a scenario of one sitting on the edge of the chair the moment you sign the contract because it gives you a sense of uncertainty in the future of your contract	2/1/2021 12:15 PM
410	i am having first time information on the new type of contract, i wil have to read and understand all it entails.	2/1/2021 12:11 PM
411	We have to be (more) agile. In my country office nobody has ever moved ...	2/1/2021 12:09 PM
412	Take a look at prop 22 in California for a wonderful glimpse into the future	2/1/2021 12:06 PM
413	If not thought well and in-depth, agile could mean precarious. We shouldn't use COVID-19 as an excuse to make jobs more precarious. The right to work is a fundamental one which drives the entire worldwide economy, and cannot be oversee just because the current situation we are in.	2/1/2021 12:03 PM
414	Management is not the enemy. I trust them to make decisions that better the organizations to deliver on their missions - noting that its most important constituents are the beneficiaries and developing nations that we serve, not ourselves.	2/1/2021 11:58 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
415	Because, it may be a way for organisation to dismiss people and also to cut their entitlements in a context where the working conditions of staff are becoming more dangerous and complex.	2/1/2021 11:56 AM
416	We are not cover by direct social protection programme sat home country. Will have a certain duration to be taken on board (6monyhs minumum). Possible that will not received them as well	2/1/2021 11:56 AM
417	personally no since i have a FT contract. I think good contract type would be beneficial for consultants in the org	2/1/2021 11:55 AM
418	Would have little bearing on me personally, but agree that a greater level of agility and operational understanding be formulated into contracting process.	2/1/2021 11:54 AM
419	Haven't heard of this	2/1/2021 11:52 AM
420	Less job security would be very stressful; yet opportunities for part time work arrangements and remote work arrangements could be a big positive	2/1/2021 11:51 AM
421	If they are not well developed an established they will be misused and exploited.	2/1/2021 11:47 AM
422	It will probably mean that the chances I have to get some stability will be even lower... after 11 years of work in the same UN organization, both in HQ and in the field.	2/1/2021 11:42 AM
423	COVID-19 has shown us that flexible working from office or home can be possible. Henceforth, the UN community should integrate work from home and out of duty station for more flexibility.	2/1/2021 11:41 AM
424	Already lots of abuses in the issuance of contracts ..the introduction of a fourth contract type will only further the abuse and manipulation against certain individuals	2/1/2021 11:38 AM
425	If it leads to a reducing in benefits for current/future staff	2/1/2021 11:36 AM
426	I don't know enough detail on the new "agile" type.	2/1/2021 11:36 AM
427	what is an agile contract - what is the agile remuneration, entitlements, benefits, notice - too vague	2/1/2021 11:35 AM
428	Job security	2/1/2021 11:34 AM
429	I don't think they will be more agile than those currently practiced within WFP and actually any harmonization would necessarily be at the benefit of WFP employees...	2/1/2021 11:32 AM
430	The intentions are always good, but the fair and consistent implementation is always the problem.	2/1/2021 11:30 AM
431	Extremely concerned.	2/1/2021 11:30 AM
432	The new agile contracts are only a way of running from existing issues instead of facing them, and I expect them to create more problems without necessarily resolving any. We can do a lot more with what we have right now. Costs can be reduced drastically by moving events and conferences online, reorganising spending, tying budgets to actual impacts, and encouraging innovation within the system. A lot of inventiveness can be unleashed modernising our hierarchy and making it much more horizontal, empowering all staff down from the SG to duty station cleaners and reducing red tape. New "traditions" need to be established that would target older gate keepers (secretaries, etc.) so they help our organisation become more nimble, rather than imposing rigid, and old fashioned ways of doing things.	2/1/2021 11:17 AM
433	it is good to share one of these agile contracts to have a look for knowledge	2/1/2021 10:15 AM
434	Ca sera la porte ouverte aux abus de toute sorte	2/1/2021 9:48 AM
435	There has been no discussion with staff on this.	2/1/2021 9:34 AM
436	it is not clear to me how this will affect my current status and even future pension. It may introduce very short contracts with no hope of renewing them and so lead to job insecurity. It is also a likely source of mental illness to expose individuals to frequent periods of no job and financial instability. No home government will reabsorb persons who preferred the UN to serving their countries.	2/1/2021 9:23 AM
437	I am not sure how organization is intending to apply it. with the absence of staff union's input as major stakeholder of the subject, I have a fear of its inappropriate application affecting the productivity of the organisation as a whole disrupting current staff coordination, institutional memory and overall organisational integrity. Organisation must take consideration of Staff union's input in order to draw effective road map for its fruitful implementation.	2/1/2021 9:15 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
438	The reason is because I do not have trust it will be taken from the situations but my answer on no. 13 relates to my concern here	2/1/2021 9:05 AM
439	This creates another tier of "staff", already we see a big disparity in how fixed term and staff that are on permanent contracts are treated. It also creates disincentives where people on permanent contracts take advantage and do no work because they can never be fired even in cases of harassment or not showing up to work.	2/1/2021 8:38 AM
440	Yes, because decision-makers (top management) normally start experimenting with the general support staff that are 1/ actual doers and even now are underestimated by the organization and 2/ more vulnerable in terms of financial security. Another concern is the UN image - it should set up standards of treating its employees with dignity for the whole world, otherwise it's image is ruined.	2/1/2021 8:29 AM
441	Job security may be at stake if implemented.	2/1/2021 7:58 AM
442	Securing quality Human Resources is becoming difficult, we already have difficulties to secure working conditions that are attractive, especially for women in reproductive age (considering there is no proper maternity Fund in the UN, and childcare is not subsidized or supported, while university fees for staff children over 18 are, which is not gender neutral, the current policies are designed to benefit older male staff).	2/1/2021 7:50 AM
443	It should not be at the expense of job security. It is not beneficial in having a gender parity in the organization.	2/1/2021 7:48 AM
444	I am concerned that they might be used to cut corners or cut down on benefits for employees, both within the new and within the currently existing contracts. The agile contracts should be proposed as an additional alternative, and not change the status of currently existing ones.	1/31/2021 5:20 PM
445	I am worried for new joined staff	1/30/2021 3:19 AM
446	I'm concerned that working conditions, job security and benefits will be whittled away. This will reduce staff morale in very tangible ways that will make a large difference to productivity and to the ability to make good hires.	1/30/2021 1:55 AM
447	Because it risks making precarious or substandard work contracts "permanent". Clearly the point is that the 3 standard contract typologies are considered too expensive in a contexts of cuts and austerity, so in order to stop excol use, a new category of substandard and cheaper contract is proposed. Instead the objective should be to stop social dumping among UN agencies and agree on the use of a 'minimum contract floor'. Is the new agile contract the new 'floor'? Or instead, like done in the ILO, a consistent and appropriate use of existing contracts should be promoted? Certainly the excol contract should NOT be the floor and this practice must be stopped.	1/29/2021 8:21 PM
448	not sure about the details but surely are concerned as i want to serve the highest esteemed organization of the world i.e. UN until I retire	1/29/2021 6:04 PM
449	The threat is real . We saw with the pay cut to the professional category the ease with which management yielded to donor pressure to reduce costs	1/29/2021 5:49 PM
450	I haven't heard of this new type of contract	1/29/2021 5:42 PM
451	Desconozco los terminos y condiciones de este tipo de contratos.	1/29/2021 4:26 PM
452	It may increase abuse, and bring in more people through the back door without competition. This is not in the interest of competency, qualifications, merit or cost efficiency.	1/29/2021 3:53 PM
453	I am not personally concerned.	1/29/2021 3:35 PM
454	I know nothing whatsoever about it.	1/29/2021 3:26 PM
455	Everyone should be extremely concerned.	1/29/2021 3:05 PM
456	less stability	1/29/2021 2:50 PM
457	The devil will be in the detail and as not yet described difficultly to say anything other than yes.	1/29/2021 2:17 PM
458	Again, I am concerned that "agile" in reality means "insecure".	1/29/2021 2:01 PM
459	you are asking about something that we don't know what is it/ what did you mean by "agile contract"	1/29/2021 1:35 PM
460	Pas été mise au courant	1/29/2021 12:28 PM
461	When you come here with your family, partner that doesn't work, children that go to school, you need to have some kind of income security, as your whole family depends on your	1/29/2021 12:26 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas

SurveyMonkey

	income and you left your job, house, country to join the international workforce.	
462	Staff is asking to increase job security and new contract goes opposite way increasing uncertainty for those who will be hired under "agile" type of contracts.	1/29/2021 12:24 PM
463	I hope agile doesn't mean we fire you as soon as we can or as soon as funds expire. There should always been a strategic approach to agile contracts.	1/29/2021 12:14 PM
464	It may be a way of continuing and deepening the sharp distinction between indefinite and other staff that exists now	1/29/2021 12:00 PM
465	L'expérience montre que dans la pratique l'utilisation des contrats connaît beaucoup d'abus car il y a mille et une façon de détourner l'esprit des contrats mis en place. Il faut trouver une solution qui permette une certaine flexibilité mais sans ouvrir la porte à de nouveaux types d'abus. Pas facile.	1/29/2021 11:52 AM
466	Very much. This is against the rights that the UN was created to defend. If the UN should use contracts that would create social and financial precarity to its own staff, I wonder why we need the UN Charter?	1/29/2021 11:52 AM
467	More info required on 'agile' contracts	1/29/2021 11:48 AM
468	I am already in a unstable and stressful situation, and such new "agile" contracts would just raise instability and stress.	1/29/2021 11:46 AM
469	I am concerned that they will be detrimental to job security and stability.	1/29/2021 10:51 AM
470	Je n'ai pas d'information à propos des nouveaux contrats	1/29/2021 10:50 AM
471	pas suffisamment informé	1/29/2021 10:44 AM
472	See previous comment. I find that agile contracts (and I can understand why they would be attractive to an employer) are usually to the detriment of the staff member. In my experience, very few people welcome the flexibility and instability that comes with agile contracts. Younger people maybe. But even so, in the current job climate, job security is hugely important I think.	1/29/2021 10:43 AM
473	Not yet in a position to assess. However, for job security purposes, it is important that agile contracts provide the possibility of long-term employment (indefinite or permanent) within the UN system.	1/29/2021 10:29 AM
474	J'ai déjà vu des lapins agiles, mais des contrats ? ;)	1/29/2021 10:29 AM
475	I don't know enough about them.	1/29/2021 10:22 AM
476	don't know much about them	1/29/2021 10:19 AM
477	Never heard about it	1/29/2021 10:18 AM
478	New "agile" contracts need to be designed in a way that could truly benefit young professionals from all geographic backgrounds, provide them with stability and guarantee their labour rights. New contract formats should not be used to precarize worker's rights and should consider that short-term contracts and contractual uncertainty have strong effects in a worker's life, including regarding their mental health.	1/29/2021 10:18 AM
479	les contrats dits agiles risquent de fragiliser la relation d'emploi et de précariser les travailleurs	1/29/2021 10:09 AM
480	This agility in employment relationship has destroyed labour market stability and job protection for many workers in the private sector, and I don't see why the UN should copy such a bad system.	1/29/2021 10:08 AM
481	This will deteriorate the contract situation or employment status of younger people. While we can't touch the existing staff (50+ with permanent contract), I don't understand why we are only asking for the sacrifice of young people. Also, due to the unstable contract situation, the organization does become a learning organization.	1/29/2021 9:55 AM
482	I value job security. Secure tenure breeds loyalty	1/29/2021 9:55 AM
483	It depends, but a fourth type of contract is definitely required.	1/29/2021 9:52 AM
484	I don't know what they are	1/29/2021 9:50 AM
485	I do not know this type of contract	1/29/2021 9:49 AM
486	I don't know the details. I'd be concerned if it meant that staff with long term working roles end up on de facto less secure contracts	1/29/2021 9:48 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
487	We're in the 21st century, the UN needs to adapt to reality of the current world we live in.	1/29/2021 9:48 AM
488	C'est un nivellement par le bas.	1/28/2021 5:49 PM
489	Yes, for all the reasons stated above: inability to comply with commitments in the long term (pension, medical insurance, etc); inefficiency of work-force; waste of money and of management time, etc.	1/28/2021 11:24 AM
490	It will change the fundamental genuine nature of the UN	1/28/2021 10:11 AM
491	Mediocrity is increasing within the UN System, and the reason is that feeling of insecurity: it is not how you work but who you know to get a security at work.	1/28/2021 9:18 AM
492	Managers will abuse this type of contracts to hire their friends and fire who they don't like	1/26/2021 10:55 AM
493	It means loss of job security in the future, for everyone.	1/26/2021 10:30 AM
494	I don't know what this is	1/26/2021 10:24 AM
495	the thinking behind is for profit organization while the UN is not	1/26/2021 10:00 AM
496	They sound like ways to deny benefits and protection to staff, and move towards an Uber style system for consultants, which reduces long term understanding, planning and accountability	1/26/2021 5:58 AM
497	It's honestly disgusting	1/25/2021 11:24 PM
498	Need more information on management intent	1/25/2021 10:54 PM
499	It would be interesting to have the definition on what an agile contract is. In addition to contracts I would focus on the gaps observed in current staff versus the staff the UN needs (how can we bridge these gaps).	1/25/2021 10:42 PM
500	It is clear that the organizations will use the new 'agile' contracts to further minimize liability and cut costs at the expense of workers.	1/25/2021 9:09 PM
501	Extremely. Not only about me personally, but also because UN will lose experienced experts, specifically in substantive units.	1/25/2021 4:50 PM
502	UN staff already suffers so much uncertainty, with new contracts it will only motivate people to leave the UN rather than to keep staff with valuable experience and knowledge	1/25/2021 4:46 PM
503	no he sido informada de ese tipo de contrato	1/25/2021 4:27 PM
504	Espero que no sean más precarios que los de consultores.	1/25/2021 3:38 PM
505	Let's be honest, this is just another step to the gig economy - screw over employees while ensuring that management and big wigs continue to get paid their petrol allowances (and somehow have the effrontery to make passionate speeches about climate change).	1/25/2021 3:09 PM
506	It may be used to discriminate against one type of staff or another based on gender, age group, education, experience, etc	1/25/2021 11:13 AM
507	I don't really understand what it entails	1/25/2021 10:53 AM
508	L'ONU va perdre des talents, qui seront engagés plus favorablement par des entreprises du secteur privé, avec des conditions plus favorables (meilleur salaire, fonds de pension, assurances sociales, etc.)	1/25/2021 10:19 AM
509	I am afraid that they may lead to more precarious job situations and exploitation of those already facing low job security rather than improving the way we work	1/25/2021 9:07 AM
510	I have no information, only hear about rumours, of course I should be concerned.	1/25/2021 7:14 AM
511	There are at least three aspects to this issue that come immediately to mind: (1) Financial: If the UN moves towards more temporary employees and a drop in those who contribute to the pension system, how will the pension system survive? (2) Organizational: if more people are coming and going, what will happen to institutional memory? and (3) Abuse of power: if employees are desperate to have their contracts renewed, will there not be an enormous potential for abuse by managers? People with contract instability/uncertainty end up working longer hours for no extra pay and can be subject to other abuses.	1/24/2021 10:28 PM
512	I wonder if this isn't the beginning of the Uberisation of the UN...	1/24/2021 5:47 PM
513	I think the UN will loose all talented, high performing people. Should seek ILO opinion.	1/24/2021 4:36 PM
514	I think we need options but we need to make sure we do not abuse people and develop skills invest in staff	1/23/2021 3:59 AM

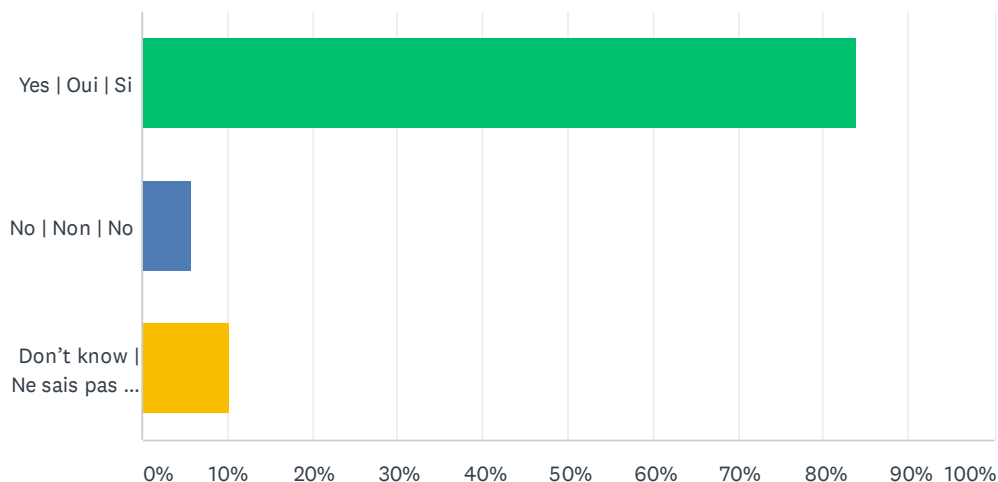
Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
515	I trust the fairness of the UN rules and regulations that govern the system.	1/22/2021 10:17 PM
516	No sé qué son los contratos ágiles	1/22/2021 8:29 PM
517	Sí, aunque no estoy informada sobre qué supondrían exactamente.	1/22/2021 4:43 PM
518	we havent been informed	1/22/2021 3:27 PM
519	They talk about work-private life balance... what kind of private life would it be if you don't even know whether you have a job in the following months? you cannot plan things like having a baby, buying a house etc...	1/22/2021 2:54 PM
520	It makes me feel worried about Job security and my future with the organization.	1/22/2021 12:30 PM
521	I have a family	1/22/2021 12:10 PM
522	Depends if this is for the needs of the organization or simply to get rid of commitments	1/22/2021 10:26 AM
523	Simply because I don't understand the rationale	1/22/2021 10:03 AM
524	we don't have sufficient information at this stage as we hear everything and the opposite!	1/22/2021 9:46 AM
525	partly because I am lucky enough not to be affected. But also because in the 'real world' people don't get super long-term contracts, and then they can reshape their workforce at regular intervals as needs change and as the skills of different people come to light and the value of each kind of skill changes depending on what projects are underway.	1/22/2021 9:45 AM
526	I have always been on short or fix-term contracts for 13 years, WHAT A SHAME!	1/22/2021 9:34 AM
527	The word "agile" is consistantly abused, it is now a synonym of "messy" and "fishy". This word should be seen as an alarm signal when used by management.	1/22/2021 9:32 AM
528	If there's a Jew benefit to be introduced commensurate with the new global work modalities that induce more work life balance such as telecommuting from any duty station (like multinationals and other global international bodies) then let's add that flavor to all of the contract types currently existing.	1/22/2021 9:30 AM
529	The report of the HLCM does say that it "could progressively replace the contractual framework [...]" and this is where the concern is. As a staff member who has access to benefits and the Pension Fund, I am concerned about these being jeopardized.	1/22/2021 9:07 AM
530	While the organization is laden with staff with 20-30 years of service whose capacities and careers have a slow evolution rate, it seems brutal to go from the 'permanent' era directly to 'agile' contracts : more use should be made of fixed-term contracts, less expectation of permanent/continuing contracts, with more emphasis placed on modernization of working methods : the goal being to energize the current status quo. for those who cannot perform or adjust, the question of attrition should then arise. Simply adding a layer of agile contract workers to a lipid-like but loyal mass may affect loyalty and cohesion, which in turn may interrupt any productive momentum that currently exists	1/22/2021 7:43 AM
531	I am retiring soon. But I am concerned about my younger colleagues.	1/22/2021 6:55 AM
532	UN preaching rights is working against the rights of their main resource: staff	1/21/2021 8:52 PM
533	It's pitched as pragmatic but opens too easily the abuse of contractors and the resentment of FT and Permanent staff.	1/21/2021 7:47 PM
534	A new system will undermine the contribution of staff to the UN pension fund, and this will negatively affect all staff, including those who are already more than 15-20 years in the organisation. The UN pension must be kept at the same level as with the currently existing system	1/21/2021 7:06 PM
535	This is against the entire UN environment and what we were recruited against	1/21/2021 7:05 PM
536	J'ai eu mon fixed term apres 3 ans de temporaire, j'ai peur que ce nouveau contrat remette tout en cause !	1/21/2021 6:44 PM
537	C/IC and Temporary/Short-term contract are already agile enough.	1/21/2021 6:42 PM
538	I'd like to see the details before making a firm decision	1/21/2021 6:17 PM
539	I am not concerned for myself but I am for newcomers	1/21/2021 6:14 PM
540	because it gives more discretion to the employer vis a vis the employee.	1/21/2021 6:03 PM
541	staff who work hard and perform should not fear this, staff who do not may do. already temporary staff are employed for long durations, while they should not.	1/21/2021 5:46 PM
542	More so how these conditions will apply and the fairness of their application.	1/21/2021 5:39 PM

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543	Very much concerned. I've already worked for 7 years with temporary contracts	1/21/2021 5:38 PM
544	Not much	1/21/2021 5:18 PM
545	How does the UN expect to attract talented, high-quality workforce without offering anything in return?	1/21/2021 5:05 PM
546	Not if it is transparent what the jobs are and what the job descriptions and if it is motivated, including comparted to other posts that are not agile(and all information is publicly accessible)	1/21/2021 5:02 PM
547	Very much.	1/21/2021 4:52 PM
548	Existing contracts cannot be retroactively downgraded to agile contracts.	1/21/2021 4:39 PM
549	I am proud of being a civil servant and doing a quality job. It would be very sad if that dissapeared	1/21/2021 4:30 PM
550	It won't affect me personally, but this will create more colleagues with anxiety due to job insecurity.	1/21/2021 4:20 PM
551	Yes, because I don't know what "agile" means	1/21/2021 4:20 PM
552	Cela va encore plus péjorer la situation déjà précaire de beaucoup de personnel de l'ONU et de ses agences	1/21/2021 4:16 PM
553	Staff doesn't have enough right, although staff should have	1/21/2021 4:05 PM
554	Very concerning trend, which jeopardises our job security (pension, long-term employment, medical insurance)!!!	1/21/2021 4:03 PM
555	It not only does not give job security but can be not beneficial for the organization in the long run	1/21/2021 3:59 PM
556	Although I have a permanent contract, I don't think is fair for my colleagues and for future generations.	1/21/2021 3:57 PM
557	Already I am witnessing thousands of dollars wasted on "experts" who somethimes never work on the subkect matter they were hired for. I have seen enough photographic JD and TOR tailored made to the skills of the candidate and not vice versa.... It is a shame	1/21/2021 3:49 PM
558	Ces nouveaux contrats démontrent une tendance aux NU visant à prendre son personnel pour quantié négligeable et interchangeable. Or ce qui fait la force des NU c'est son personnel et la riche expertise qu'il possède.	1/21/2021 3:46 PM
559	ils me préoccupent car ils vont orienter nos Organisations vers la médiocrité puis la disparition.	1/21/2021 3:43 PM
560	No job security and falling between the social safety net of the UN staff protection and pension measures and the Swiss measures.	1/21/2021 3:43 PM
561	By ensuring efficiency in operations and value for money ultimately protects more jobs in the long term and saves against arbitrary post cuts	1/21/2021 3:41 PM
562	In my experience, someone that works well, shall not be worried about renewal of contracts... that happens as a consequence	1/21/2021 3:41 PM
563	This threat from agile contracts is just fearmongering from the part of the staff council. I fully support all changes proposed by management.	1/21/2021 3:38 PM
564	Wouldn't affect me now, but perhaps in the future I would be attracted to a contract that paid as a consultant, not a staff member without all the benefits.	1/21/2021 3:37 PM
565	It will exacerbate the existing 'caste' system by including a category of people with even less benefits and entitlement. One of the core tenets of the UN Charter is human dignity. Another is equality.	1/21/2021 3:34 PM
566	As if the over-reliance on consultants wasn't bad enough, we need to add another contract type that will be exploited?	1/21/2021 3:33 PM
567	worried about long term job security	1/21/2021 3:29 PM
568	I feel that there is too much use of "buzz" words to create a certain negative atmosphere without giving really more detailed information about these "agile" contracts. I think that this is not a good way to have an informed discussion or to develop an informed opinion	1/21/2021 3:27 PM
569	I am worried for my younger colleagues	1/21/2021 3:26 PM

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570	they are unfair! We aren't the private sector (with all its financial advantages), we are civil servants!	1/21/2021 3:24 PM
571	Our contracts are unstable enough already. How further will you go?	1/21/2021 10:48 AM
572	I'm not concerned, indeed I'm excited by the prospect, I like the idea of a modern contract, reflecting a 21st century landscape.	1/21/2021 10:35 AM
573	I welcome them	1/21/2021 10:25 AM
574	Risk of losing competent staff	1/21/2021 10:08 AM
575	We do not exactly understand what it entails. I feel, it is a way of getting rid of staff.	1/21/2021 9:15 AM
576	Not for my own contract, but because I don't want my job to be writing TORs for a new contractor for every task we need done. It's soul crushing and expensive to constantly onboard new people. It's a disaster to watch your expert leave when you still rely on them for work we know we'll need indefinitely.	1/21/2021 1:04 AM
577	Working in UN Missions is stressful enough in many different aspects: security, health risk etc, to add job security and uncertainty will be additional stress and low quality of staff interested in short term positions	1/21/2021 12:48 AM
578	Not personally because I am near end of my UN career but for younger people who don't know what they are losing to get a job here - yes	1/20/2021 11:58 PM
579	"Agile" always means more precarious and insecure contract types (to save money, not renew contracts, and not give them all the benefits that fixed-term staff has)	1/20/2021 11:52 PM
580	Need more info about what is proposed	1/20/2021 10:38 PM
581	don't even know what they are supposed to be. Why would I be concerned about something I know nothing about	1/20/2021 9:50 PM
582	What concerns me most is the rhetoric from staff associations calling these "Uber" contracts. They are about as far from an Uber contract as you could imagine. A 2 or 3 year contract is entirely reasonable.	1/20/2021 8:14 PM
583	Loss of motivation, institutional knowledge, loss of skills, recruitment of wrongly motivated staff, mandate delivery will become difficult.	1/20/2021 6:53 PM
584	L'uberisation du monde du travail est en soi un sujet d'inquiétude, et ses effets pervers sont dénoncés partout. Les conséquences seront tout aussi mauvaises pour le personnel de l'ONU.	1/20/2021 4:08 PM
585	Yes it is worrying.	1/20/2021 2:25 PM
586	L'agilité est synonyme de précarisation. l'ONU et ses agences spécialisées ont un devoir moral de montrer l'exemple au reste du monde sur ce qui doit être fait.	1/20/2021 11:24 AM
587	Very concerned.	1/20/2021 11:12 AM
588	it all depends what the conditions are. can they upgrade to regular positions or not?	1/20/2021 10:50 AM

Q17 Do you agree that in case of a job loss, a global UN unemployment scheme needs to be established? | Pensez-vous qu'en cas de perte d'emploi, vous devriez pouvoir bénéficier d'un programme mondial d'indemnités chômage des Nations unies ? | ¿Está usted de acuerdo que en caso de pérdida de empleo, es necesario establecer un plan mundial de desempleo de la ONU?

Answered: 5,259 Skipped: 1,035



ANSWER CHOICES	RESPONSES	
Yes Oui Si	83.89%	4,412
No Non No	5.95%	313
Don't know Ne sais pas No lo sé	10.15%	534
TOTAL		5,259

#	COMMENTS COMMENTAIRES COMENTARIOS :	DATE
1	As a UN staff, if I become unemployed I cannot access unemployment benefits in my country since the UN has not paid this to my Country or State. More concerning is medical coverage. You dedicate years of service, become sick, then unemployed and no means to pay for medical expenses. The UN should provide an unemployment scheme and continued medical insurance coverage at a reduced cost.	3/20/2021 10:27 PM
2	Des fois, le management recourt aux solutions rapides de coupure de poste soit en réponse aux problèmes budgétaires, soit pour des motifs de complaisance,... Si une indemnité de chômage devrait être payée, ça pourrait sécuriser les contrats des staffs.	3/19/2021 8:20 PM
3	My contract typed changed from FTA to TA and this because the organization did something called decentralization and regionalization. With this I was not appointed or even considered to any position. Instead I am on TA now and I am in need of job security as I am responsible for my family.	3/18/2021 12:31 AM
4	Ce qui est normal	3/17/2021 2:29 PM
5	Agencies themselves can be far more creative in the way they manage their staff, based on conversations about career goals and individual priorities, and more digitalised matching of staffing gaps with human resources. If developed using interoperable platforms, there is no reason why this couldn't support more agility across the UN system.	3/17/2021 1:37 PM
6	This will take away the amount of stress that people have to go through towards the end of contract but also during the period after separation when they try to re-integrate back into their home societies and job markets that consider them as foreigners for having been away for many years in some cases.	3/16/2021 5:47 PM

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7	Not sure...Who will pay for it?	3/16/2021 4:15 PM
8	RAS	3/16/2021 9:17 AM
9	.	3/16/2021 8:39 AM
10	My peers in my duty station are all eligible for unemployment when their contracts end. As I was on a UN contract, I was not but was not able to travel home between contracts due to travel restrictions due to the Pandemic.	3/15/2021 9:13 PM
11	RAS	3/15/2021 4:11 PM
12	Les ressources des Nations Unies sont en nette diminution, ce ne sera pas juste de payer les chômeurs	3/15/2021 3:54 PM
13	N/A	3/15/2021 2:58 PM
14	oui si ce programme représente plus d'avantages (garantie de retrouver un poste, indemnité confortable)	3/15/2021 2:51 PM
15	In principle i am against anything that would make UN workers a more privileged group.	3/15/2021 12:23 PM
16	What would that entail? Who would be eligible?	3/15/2021 8:30 AM
17	absolutely, it's a health and welfare matter	3/14/2021 3:51 PM
18	I think that after several years serving UN, it will be fair to provide some guaranties to staff members under certain conditions	3/14/2021 11:14 AM
19	ras	3/13/2021 8:02 AM
20	Open to looking into options and evaluating cost to staff. We are not promised a job for life with the UN.	3/12/2021 11:45 AM
21	I would rather expect more support to persons with a precarious contract in finding a job, but this is also a problem with the staff council, that tends to protect more staff with regular contracts than precarious ones	3/12/2021 10:47 AM
22	Sobre todo con los contratos que son mas inestables, pues siempre serán para cubrir solo las necesidades operativas	3/11/2021 8:16 PM
23	As an American staff member, I have no access to unemployment benefits if I were to lose my job. UN staff should not be put at a disadvantage.	3/11/2021 6:33 PM
24	UN staff are well paid and highly privileged. We should all keep in mind a plan for an alternative career and keep our skills relevant. There are plenty of safeguards built into the fixed term contract that most staff have in UNHCR, which would allow a buffer in case of loss of position.	3/11/2021 5:58 PM
25	Nous pensons oui, si la séparation est dans les bonnes termes car cela pourrait permettre une bonne relation de vie pendant la recherche d'un nouvel emploi (indemnités payées jusqu'à l'obtention d'un nouvel emploi)	3/11/2021 2:50 PM
26	As mentioned above, I am not entitled to any unemployment benefit in my home country because I have been expatriated so long. The UN has a responsibility to staff when they have been working for the organization on a continuing basis on any contract type for a mid-longer period of time.	3/11/2021 1:43 PM
27	I am not sure we need that level of protection. After all, there is a national state that is expected to protect its citizens in case of unemployment	3/11/2021 12:04 PM
28	At least a voluntary program could be offered, like unemployment insurance.	3/11/2021 12:00 PM
29	I would agree but before it would be also helpful if the organization wouldn't sit 8-10 months on my last salary. this is absolutely unacceptable and still in practice.	3/11/2021 11:58 AM
30	I have no idea what that means	3/11/2021 11:08 AM
31	Working with the UN should not be a life-time career. The UN needs experts that have gained experience in 'regular' jobs and not people who spend their life with the UN. Rather than an unemployment scheme, greater efforts should be made to support mobility in and out of UN jobs.	3/11/2021 10:54 AM
32	Par quel status? nous pouvions beneficier?	3/11/2021 8:34 AM
33	N/A	3/11/2021 6:53 AM
34	Dependamment de la nature du contrat pour pour ceux qui sont employés depuis 10 ans et	3/11/2021 6:28 AM

Survey on the 'Future of Work' in the UN common system Enquête sur «
l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las
plus

SurveyMonkey

35	It sounds good on paper but this can be easily manipulated and abused.	3/10/2021 6:39 PM
36	Yes, this is a great idea! Many of my colleagues from Europe are considering leaving the UN and returning to their countries of nationality due to the unemployment benefits and other social safety nets available there.	3/10/2021 3:35 PM
37	Interesting proposal. Some skills may be very UN specific and it is hard to find placement outside especially if a staff member has a had a long period of service in the UN.	3/10/2021 3:16 PM
38	Since we are employed in the UN system, we lose all the benefits that we would have in our national social security system. We could not ask for any unemployment benefit for instance.	3/10/2021 3:13 PM
39	No comment	3/10/2021 3:10 PM
40	Yes. If it exists for P-staff in form of CIBA (even though they can much more easily could bridge a few months' of unemployment), it should exist for G-staff, too. (E.g. beyond a certain time spent in UN-employment.)	3/10/2021 2:39 PM
41	J'espère oui pour la bien-etre de fonctionnaires des Nations Unies	3/10/2021 2:16 PM
42	Absolutely! And this should cover all staff, regardless of contract type, and rather focus on the number of years of service.	3/10/2021 1:59 PM
43	NE PAS LAISSER SOUFFRIR UN EX TRAVAILLEURS DE NU	3/10/2021 1:48 PM
44	This will help the people who are jobless.	3/10/2021 12:58 PM
45	Oui, car avoir un emploi au Mali est tres difficile. Je connais un des collegues qui a perdu son emploi en 2017 et qui jusqu'aujourd'hui est dans la precarite avec des petits contrats avec un salaire derisoire	3/10/2021 12:41 PM
46	Il faudra des indemnités de chômage pour couvrir entre autres le reste des cotisations pour la pension notamment pour le personnel proche de la retraite	3/10/2021 12:26 PM
47	It should depend on the years spent in work. Ideally after 3 years.	3/10/2021 11:48 AM
48	Employees leave the security of their home country to provide knowledge and expertise to their careers in the UN, with very little to no security in case of job loss or summary termination. This needs to be improved substantially.	3/10/2021 11:40 AM
49	Tout au moins en reconnaissance des services rendus.	3/10/2021 11:29 AM
50	This will provide opportunity to the UN to document reserves that can be used.	3/10/2021 11:09 AM
51	With reduced life expectancy and funding environment job loss is rampant and there is need to plan for the welfare of the unemployed UN staff	3/10/2021 10:26 AM
52	Interesting idea	3/10/2021 10:24 AM
53	No comment	3/10/2021 10:19 AM
54	Let's wait and see th eoutcome of all this Covid issue.	3/10/2021 9:23 AM
55	In UNHCR, the contract one holds depends on the operational Needs, at some time one is forced out of the job due to operational financial shortfalls/funding, the effects goes on the workforce/staffs retrenchemnt.	3/10/2021 8:55 AM
56	With rising nationalism within countries worldwide a former UN employees may be faced with discrimination if attempting to engage themselves outside the UN system.	3/10/2021 8:34 AM
57	Again, the work in the UN detaches us from natinal work systems, pensions and job recording systems. In case of job loss we must have a transition period to readapt. However from a certain point after many years there is a poing of no return and we should be given the opportunity to move to other agencies	3/10/2021 7:59 AM
58	Yes, since I will not be protected by local Swiss unemployment scheme nor Japanese unemployment scheme of home country. I need to be protected by UN as we do not fall under any unemployment scheme of specific country.	3/10/2021 7:53 AM
59	None	3/10/2021 7:40 AM
60	Not sure of its purpose	3/10/2021 7:01 AM
61	like us UNOPS contract if we lost our job we dont have any compensation or beniffets like UNHCR contract	3/10/2021 1:59 AM

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62	Les cotisations sont elevees et devraient servir a cela...	3/9/2021 10:44 PM
63	highly needed but should be well designed to ensure finding a new appointment in a short term	3/9/2021 10:30 PM
64	je n'est jamais ete breaffer sur ce genre d'indemnites	3/9/2021 9:24 PM
65	Absolutely. Working for the UN we are not under any government support, therefore we don't benefit from any unemployment scheme. It is urgent to establish it.	3/9/2021 9:10 PM
66	I have lost my current contract due to COVID-19 situation and Poor Management (especially the senior Management and their unplanned decisions)	3/9/2021 8:51 PM
67	N/A	3/9/2021 7:04 PM
68	International category and national staff have so many differences in terms of job security, this is why I have no idea if ever such an unemployment scheme would benefit national staff.	3/9/2021 6:39 PM
69	UN can built networks with international organizations to accommodate/suggest UN trained staff.	3/9/2021 6:24 PM
70	I will never understand why we pay so much taxes and we do not get unemployment benefits and in Government system	3/9/2021 6:20 PM
71	But an AGILE one!!! It doesn't help to extend the current degree of abuse ad Infinitum	3/9/2021 6:17 PM
72	je ne crois pas ce systeme n'existe presque pas mais si ça l'est ,c'est genial.	3/9/2021 6:00 PM
73	oui pour aider au staff de survivre	3/9/2021 5:22 PM
74	Yes and not only the length of the FTA history should count, but also the TA history before becoming FTA.	3/9/2021 5:05 PM
75	No comment	3/9/2021 5:03 PM
76	But it depends why the job was lost - if for lack of funding and hiring possibilities or as a result of non performance	3/9/2021 4:26 PM
77	The overhead or administrative cost in the UN is already high, adding another layer would make us even less attractive for donors.	3/9/2021 4:20 PM
78	Money that could be spent better elsewhere. It might be a good idea if it doesn't reward losing a job due to bad behaviour or complaints.	3/9/2021 4:10 PM
79	Having no redundancy after 22 years in the UN system is crazy.	3/9/2021 4:00 PM
80	no comments	3/9/2021 3:58 PM
81	When I was hired I signed on to go wherever I was assigned and it was the organization's (HR) responsibility to find me my next posting. Nowadays I have find my posting and HR just ensures compliance of rules!	3/9/2021 3:47 PM
82	NORMALEMENT	3/9/2021 3:47 PM
83	Only if staff contribute to the unemployment scheme by choice, and it is offered flatly to all staff (non consultants) regardless of contract type	3/9/2021 3:40 PM
84	I strongly recommend the establishment of the global UN unemployment scheme and a lump sum for those who will loose indefinitely the job.	3/9/2021 3:33 PM
85	Yes but with a very clear time limit and only after a certain period of time of work that gives right to this entitlement.	3/9/2021 3:18 PM
86	this should be trans UN orgs. At the moment it is still so difficult and rare to move from one org to another	3/9/2021 3:14 PM
87	I think it is a big discussion regarding who would have access to this unemployment scheme, and I would not be eager to say yes r no so easily	3/9/2021 3:05 PM
88	UN staff should be secured as he/she might not find another job especially when UN agencies investing in their national staff and build their capacity by sending them to trainings/ToTs abroad	3/9/2021 2:56 PM
89	it's all about how to motivate your staff	3/9/2021 2:48 PM
90	it is my right	3/9/2021 2:40 PM
91	But has to be carefully managed so that people will not incorrectly benefit of the system	3/9/2021 2:35 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
92	Exactement. Doit être fortement encouragée à cause de tous les fleaux sociaux dont le monde fait face de nos jours.	3/9/2021 2:23 PM
93	Would great to hear more info on this unemployment scheme	3/9/2021 2:23 PM
94	In order to maintain database for those who will loose job and consider them in case of new opening accross-UN System	3/9/2021 2:16 PM
95	I don't think this is feasible and necessary, unless it will benefit national colleagues whose countries don't have unemployment schemes. International staff earn sufficiently and have safeguards in place to be prepared for job loss.	3/9/2021 2:07 PM
96	Ability for the agencies to retain the workforce	3/9/2021 2:01 PM
97	Humanitarian workers devote their lives to the UN values and mission, living in extreme conditions, exposed to risks and sacrificing their personal lives. It's a mission, not a job . UN staff should be treated accordingly, not as disposable assets that can be thrown away after use.	3/9/2021 1:58 PM
98	UN "staff" are already incredibly privileged. Some longstanding staff members just coast on their contract benefits and do little actual work, or once they get out of the field for Geneva, just continuously extend their stay in HQ at the expense of the field staff who actually have to serve in hardship locations. And so many duty stations for other UN Agencies, less field-based than UNHCR, just live a well-paid bureaucratic	3/9/2021 1:44 PM
99	Would need more details on how this would work and what a global employment scheme for the UN would look like	3/9/2021 1:41 PM
100	This would enabel affected staff cushion the impact of such a change on their social and economic status and even countries would be economically affected without such a deliberate effort.	3/9/2021 1:33 PM
101	To help victim of such circumstances	3/9/2021 1:33 PM
102	NO	3/9/2021 1:29 PM
103	This would make a lot of sense, as we currently cannot benefit from any national unemployment scheme.	3/9/2021 1:29 PM
104	n/a	3/9/2021 1:25 PM
105	Non	3/9/2021 1:24 PM
106	Yes. A proportion fo salary and benefits for a fixed period of time to allow for transition for ALL staff employed by the UN.	3/9/2021 1:24 PM
107	Yes, definitely, and I have never really understood why this is not in place yet. First, as an international staff going abroad, there is no relation between the UN and any national welfare system, so if a job is lost, you are back home without any type of social protection, health insurance, etc. Second, when doing years on consultancies and TAs, it can be quite frequent to remain in between contracts for several months, in which you have no income, no health insurance, no nothing, and it can be highly precarious. So many staff end up saving money during their work to only have savings when their contracts are ending and they can spend all their savings during the 2 to 4 months in between contracts, which is quite useless and baseless. Have a minimum of welfare for these types of periods should be a basic necessity.	3/9/2021 1:20 PM
108	Du moment qu'un suppose depart ne serait pas de mon fait (pas de faute, pas de demission), une institution comme les NU se doit de respecter le droit social et offrir a ses vaillants travailleurs une indemnité.	3/9/2021 1:15 PM
109	Je ne pense en ma qualite de staff national dès lors que les grands avantages sont tirés par le personnel international	3/9/2021 1:12 PM
110	Specially if the contract duration is not long enough. It is not easy to get hired on a frequent basis, and for staff with families and other responsibilities, this is specially challenging. UN work is very specific in certain functions. Job opportunities outside UN would be limited, specially in certain geographic areas. This would put a lot of staff at risk of spending a long time without work when UN employment is terminated.	3/9/2021 1:11 PM
111	Yes. Theres always something that needs to be done somewhere. So this scheme must be both a bridging scheme — something to tide you over while looking for work and at the same time a portal to connect those in between assignments and offices with job vacancies	3/9/2021 1:10 PM
112	This is one of the worst ideas I have ever heard.	3/9/2021 1:09 PM
113	Absolutely. At the moment, the UN is asking me to fall out of my national system while	3/9/2021 1:08 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
leaving me stand without health insurance and income from one day to the next. That can be dangerous after deployments into dangerous and hardship duty stations.

114	Yes, this is something I have been brainstorming a lot of the past years. Having such scheme would have many many benefits, including saving costs for the organization, especially for agencies where rotation is mandatory. Staff are exhausted, get sick, have mental health problem and their work looses efficiency over time. It would really an excellent initiative to prevent many issues that the UN is facing.	3/9/2021 1:05 PM
115	je n'ai jamais ete informe sur ca	3/9/2021 1:03 PM
116	Surtout pour les TA avec des contrats qui sont instables et qui destabilisent les familles au cas des coupures.	3/9/2021 1:00 PM
117	The UN needs to serve as the gold standard for all employers - a decent wage, adequate health care, decent pension. Will certainly help close the inequality gap	3/9/2021 12:58 PM
118	Évidemment. Je suis en ce moment sans emploi avec une famille en période de covid après que mon TA ait été coupé	3/9/2021 12:56 PM
119	it should be ,as in any other enterprise who has respect for the work-force who has worked for a certain period of time.	3/9/2021 12:55 PM
120	Of course! As we are not protected by states for not being tax-payers, we have no protection against unemployment. This is a must.	3/9/2021 12:55 PM
121	After long years of services and few steps away from retirement, of course I should be concern.	3/9/2021 12:52 PM
122	Je suis un personnel recrute sur le plan national. On n'a pas souvent le memes avantages que les internationaux	3/9/2021 12:51 PM
123	RAS	3/9/2021 12:42 PM
124	The loss of emplyment in the UN system would cause immense damage on the family, health and social plan and the unemploment benefits would be of a very financial and psychological support.	3/9/2021 12:39 PM
125	Of course.	3/9/2021 12:39 PM
126	Yes but provided that certain criteria/requirements are met	3/9/2021 12:38 PM
127	Jusqu'a ce que le staff ait un nouvel emploi.	3/9/2021 12:38 PM
128	Cant say without full details. If such a scheme were to be established it should focus on transition measures for long standing serving national staff. There is no justification to consider an unemployment scheme for international professional staff	3/9/2021 12:38 PM
129	to cater for the lost job where finacial resources are lost and not able to cater for the family basic needs	3/9/2021 12:37 PM
130	Cela n 'exsiste pas dans les textes courant	3/9/2021 12:33 PM
131	yes, if the person cannot get an allowance form social security in her/his country ... in the end it will be the same member states paying for it, directly in country or through the contribution to the UN	3/9/2021 12:30 PM
132	je suis pas assez informer sur les bénéfices d'un programme mondial d'indemnités chômage des Nations unies	3/9/2021 12:29 PM
133	RAS	3/9/2021 12:26 PM
134	In France, UNHCR uses a very precarious status for consultants who are appointed as Judge-assessor to the French Appeal Court. When their contract is not running, they are in a very precarious situation without any financial security.	3/9/2021 12:25 PM
135	At the moment, we do not even keep our health insurance for a few months after the end of the contract ...	3/9/2021 12:24 PM
136	yes or no and only after a serious screening process that can be done. Sometimes I believe that some people are not up to the job while other just want/need a change	3/9/2021 12:22 PM
137	In theory yes, but I am not sure how that would look. I am lucky and, so far, have managed to continue to be covered by my home country's unemployment scheme however this may not last if I continue to work abroad.	3/9/2021 12:17 PM
138	n/a	3/9/2021 12:15 PM

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139	Absolument ! tel que la retraite	3/9/2021 12:14 PM
140	I think it would be better to look at preventing job loss but where this is sudden and unexpected then yes.	3/9/2021 12:13 PM
141	A great step in this direction would be making some kind of provision for the 30-90 days temporary staff have to take in contract break between temporary assignments	3/9/2021 12:09 PM
142	Yes! So many colleagues, myself included, worry as soon as the contract starts drawing to a close. Will I get a new contract? What if I don't? How do I pay for the kids school? Housing? Will I have to use my savings to survive? What a relief if you would know that a basic income would be available for the period you would be in-between contracts!	3/9/2021 12:09 PM
143	totally, it is a MUST	3/9/2021 12:04 PM
144	UN and donors invest in its staff and the investment and expertise should not be lost for the deserving staff members	3/9/2021 11:51 AM
145	the agency that do not protect its staff, can not protect vulnerable people	3/9/2021 11:51 AM
146	Si les Nations Unies sont dans une disposition de couper des postes pour raison budgétaire ou de manque de financement, en plus des indemnités et droits de separation, il faut qu'on prévoit une indemnité mensuelle de chômage des Nations Unies qu'on payera à l'employé jusqu'à qu'il trouve un autre emploi. Le paiement de cette indemnité de chômage cessera dès que le fonctionnaire trouve un autre emploi. Cette indemnité de chômage est très importante car elle permet d'équilibrer le personnel et réduire la peur de perdre son emploi	3/9/2021 11:48 AM
147	UN conditions in regards to unemployment are significantly worse vs. the in-country conditions.	3/9/2021 11:47 AM
148	In 2011 I had already worked for 15 years and within a day I was about to be thrown onto the street. There needs to be some safeguard against this.	3/9/2021 11:46 AM
149	I would suggest to protect indefinite holders be protected and those with less than 10 years of retirement be allowed to retire or grant packages.	3/9/2021 11:46 AM
150	I am not sure how that would work, and would it not invariably lead to an even greater reluctance of the organisations to issue continuing and long FT contracts due to further liabilities building up? in my view it would be better to issue continuing contracts which provide long-term options for staff and reduce the admin burden associated with contract renewal (visa, spouse employment etc); provide separation payments linked to length of service (as is partly the case now); at the same time have robust procedures against arbitrary termination and abuse of authority (this is completely insufficient at the moment); have options for long-term paid (parental) and unpaid special leave to keep people on board who cannot and do not want to prioritise work above family and partners at all times; and finally provide options for the organisations to terminate these contracts in case of gross underperformance or pressing budget needs, so the continuing contracts get actually used.	3/9/2021 11:43 AM
151	Interesting. A "flexicurity" system for the UN? Why not - if that means it will be easier to fire people who are underperforming then that sounds like a good way to go.	3/9/2021 11:42 AM
152	N/A	3/9/2021 11:39 AM
153	n/a	3/9/2021 11:38 AM
154	Jobs especially field (Remote) based do rob away opportunities for staff to establish themselves something that is very so important in their future lives while they are not employable. Work is busy, leaves are short, difficult to maintain work life balance VS staff development for future	3/9/2021 11:36 AM
155	Yes, although I don't believe we should reach to that point. UN Civil servants sacrifice a lot to serve the population under hard conditions. We should not forget this!	3/9/2021 11:32 AM
156	We need to protect interest of the staff to work free of stress of losing employment	3/9/2021 11:31 AM
157	No comment.	3/9/2021 11:31 AM
158	Oui, à défaut d'un système qui nous permet de se relancer dans d'autres structures des NU	3/9/2021 11:28 AM
159	why not, as s/m in the system normally don't have access to their own country's unemployment benefits	3/9/2021 11:28 AM
160	The UN is not a State. Please let us all be reminded that it is an employer as any other one. Staff that go unemployed should look into their State social protection - and also there are plenty of jobs in the humanitarian sector.	3/9/2021 11:27 AM
161	would be a great idea!	3/9/2021 11:27 AM

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162	No comment.	3/9/2021 11:24 AM
163	This is bad in my own points of views	3/9/2021 11:23 AM
164	i think this question has a more significant bearing on national colleagues than international colleagues- who are required to already have several years of experience before they join, and thus can leverage their skills and work experience for other positions within or outside the UN system. the same doesnt apply to national colleagues, several of whom engage in no kind of capacity building to enhance their skills, and often are limited by their linguistic skills	3/9/2021 11:21 AM
165	Staff need more support	3/9/2021 11:21 AM
166	UN staff (on fixed term) do not need more benefits, but rather we need to provide better contracts (e.g. equal pay and vacation) for affiliates. Staff remuneration is sufficient.	3/9/2021 11:21 AM
167	Especially for TE and consultancies, which are the less protected ones. FTAs are i the Group 1, they have much more possibilities to be re-appointed, while the other categories leave a perpetual insecurity to be renewed and much less possibility to be shortlisted for other positions.	3/9/2021 11:17 AM
168	N/A	3/9/2021 11:15 AM
169	N/A	3/9/2021 11:14 AM
170	because UN official have no fall back position in existing national social safety schemes e.g. unemployment	3/9/2021 11:12 AM
171	It is a true shame that such a programme does not exist yet.	3/9/2021 11:11 AM
172	the need for the UN to establish a fund that will look at former employees can not be over emphasized	3/9/2021 11:10 AM
173	I don't know what the Global UN employment scheme would entail, what would be envisaged by this.	3/9/2021 11:09 AM
174	This would be a great idea, to help place people even those on TAs who lose employment through no fault of their own. Would be an additional layer of security and reduce what is otherwise exceedingly stressful.	3/9/2021 11:08 AM
175	For sure!	3/9/2021 11:07 AM
176	This will provide support for staff who have spent all their career working with UN, and ight be difficult for them to get jobs elsewhere	3/9/2021 11:06 AM
177	The setting up f a global UN Unemployment Scheme will help to cussion the negative effect of being laid-off before planned retirement	3/9/2021 11:06 AM
178	Cest une necessite abolue totalement ignoree aujourd'hui	3/9/2021 11:05 AM
179	it may help. especially if we want to retain talent.	3/9/2021 11:05 AM
180	At least for a "buffer" period of time, in line with a "flexsecurity" approach that is currently discussed in many country as new form of social security system	3/9/2021 11:03 AM
181	This could be a good way to direct and develop skills within the work force.	3/9/2021 11:03 AM
182	This is a great idea in the best interest of UN and those who loose their jobs.	3/9/2021 11:02 AM
183	Requires further clarification on how t will work	3/9/2021 10:59 AM
184	My surge contract where I worked for UNHCR in Addis Ababa for 3 years ended while I was pregnant. I was an expatriate for 15 years so I had no benefits in my home country. I no longer had health coverage (in fact the surge contract did not provide health coverage in case of pregnancy). I was given the option of... guess what? .. extending my surge contract and teleworking. I had no choice! I had to sign the contract and so I from 2 weeks after giving birth. Thank you for respecting the needs of UN women who decide to give birth on the surge contract. (That was in 2015 during my 7th year of working for UNHCR). Imagine that! Can we please reform this 1945 post-war system? It's 2021. Women are no longer in the kitchen! Thanks for what you are trying to do.	3/9/2021 10:58 AM
185	Yes, need to create attractive options for staff to move, if they choose to, according to career development and personal preferences.	3/9/2021 10:58 AM
186	cette indemite pourra aider la personne concernee a subsister en attendant de trouver autre chose	3/9/2021 10:57 AM
187	An interesting proposal and are colleagues covered by schemes in their country of work ?	3/9/2021 10:57 AM

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188	A system of gratuity should also be introduced to allow for staff members who are let go to manage their immediate family commitments	3/9/2021 10:56 AM
189	While my country provides unemployment benefits, others do not. Also, if I choose to live outside of my country for an extended period of time, I will not receive the benefits. Benefits only apply if I return to my country of nationality. This would be tricky and potentially divide families.	3/9/2021 10:56 AM
190	definitely as now colleagues fall without any financial resources. they need to resort to their savings and they're under unacceptable pressure, especially those with families, to accept whatever position or leave the UN	3/9/2021 10:56 AM
191	Yes, because talent retention should be one of the biggest priorities of the UN. This should be emphasized before the potential job loss, among all UN entities present at that location (and preferably internationally with consideration to applicable national laws).	3/9/2021 10:53 AM
192	it is a better way for UN system to keep the Efficient and qualified staff	3/9/2021 10:53 AM
193	NSTR	3/9/2021 10:50 AM
194	it depends on how the job loss came to be, and which legal framework it would be modelled on.	3/9/2021 10:50 AM
195	Job loss in fix term contracts is rare. Almost only happens when the staff heavily underperforms or some disciplinary measure. Don't think we should retain this staff for longer	3/9/2021 10:49 AM
196	I'm not entitled to State unemployment scheme if I loose job in UN	3/9/2021 10:49 AM
197	DEFINETLY!	3/9/2021 10:49 AM
198	That's a great idea, thank you!	3/9/2021 10:48 AM
199	It is definitely making the staff anxious, depress knowing that they will be jobless. Wiht the pandemic, situation is a bit harder.	3/9/2021 10:48 AM
200	In my country, we are not subject to Labour laws as we are UN employees, therefore in case of job loss we cannot benefit from national unemployment scheme either. Therefore, UN should introduce its own unemployment benefits system as well, at least for a certain time.	3/9/2021 10:48 AM
201	Especially when it is linked to a staff member becoming disabled for work due to accident or illness.	3/9/2021 10:48 AM
202	UN system should have more global vision; the key issues to enhance its performance for which good performing staff is important. How we can maintain good performing staff within the larger UN system is also a key.	3/9/2021 10:47 AM
203	To be able to place staff whose skills could be required elsewhere	3/9/2021 10:47 AM
204	If such system would be put in place, as for the rest of the world, it is also clear the staff would have to contribute.	3/9/2021 10:46 AM
205	This! but please with access for everyone regardless of whether a person is seconded through a third party, on a short-term consultancy, on a UNOPS contract, or a UNHCR contract	3/9/2021 10:46 AM
206	a fair and time-limited unemployment scheme would be a good thing	3/9/2021 10:46 AM
207	Staff could benefit from the unemployment schemes in their respective countries of nationality/residence, if such schemes exist.	3/9/2021 10:44 AM
208	It depends how it would function	3/9/2021 10:44 AM
209	We are given high salaries which I believe should cover the risk of unemployment. UN personnel costs should not increase further.	3/9/2021 10:42 AM
210	This is a global standard advocated by the ILO so the UN should follow what it preaches.	3/9/2021 10:38 AM
211	Why to employ us at certain age and when reaching an age of 50th, the idea to fire us.. no ethical behavior.. suggest a program of career development and capacity development instead of hiring new staff	2/26/2021 10:22 PM
212	And ASGs and USGs should heavily contribute to that scheme, and be charged with personal responsibility for any abusive firing of staff.	2/26/2021 7:31 PM
213	Con parámetros muy claros.	2/25/2021 2:03 PM

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214	In the absence of a national scheme, if someone's contract "ends" and they have been employed a certain amount of time (e.g., 2-5yrs), then a UN unemployment scheme could be beneficial. However, existing and future staff would have to contribute to such a scheme as well as organizations. As staff are given access to health care post contract for a limited duration, such a scheme could be tied to the same period.	2/25/2021 10:21 AM
215	ABSOLUTELY YES / this could be an option, along with voluntary contribution to country of assignment or country of origin contribution to social security / unemployment benefits	2/22/2021 10:46 AM
216	I strongly believe this especially for intergovernmental sector which strongly relies on member state funding.	2/19/2021 5:21 PM
217	Indispensable in my view and al	2/19/2021 4:07 PM
218	Absolutely necessary. Is this not a basic right that already exists for many workers in the world?	2/19/2021 2:55 PM
219	Absolument, surtout quand certains états exigent la récupération des droits quand un membre du personnel doit retourner dans son pays	2/19/2021 2:04 PM
220	Yes, definitely. I've seen friends with a fixed term contract lose their job, and it is hell, because you fall in to a big black hole. Why is it not possible to join in with local rules?	2/18/2021 5:00 PM
221	je reponds oui dans la mesure où nous sommes considérés comme "fonctionnaires du monde"	2/18/2021 4:14 PM
222	Absolutely yes, and/or better agreements for unemployment benefits shall be established with the host country.	2/16/2021 3:03 PM
223	An unemployment scheme of some sort, such as continued medical insurance for example, preferential access to vacancies in UN Common System, career coach/conselling, but not blanket unemployment payments unless there was an "opt in" scheme, where staff could choose to self-fund their own unemployment security to a level matching their needs (laddered approach and amounts), and since self-funded for self-use, if it is left unused, it would be paid out to staff on departure.	2/15/2021 4:58 PM
224	Considering the host countries rules do not apply and unemployment scheme is something found in most of the nations, this is just logical.	2/15/2021 4:43 PM
225	I don't want to loose my job	2/13/2021 4:23 PM
226	I strongly agree, because such decision would put many in not all staff members in very difficult financial situations which would not be correct. For example, for staff residing in Switzerland and probably in France as well, there is no possibility to request unemployment benefits/assistance from the authorities should staff find themselves unemployed. Even if there was a possibility, the Swiss nor the French system can align with the United Nations employment conditions which requires the UN to find suitable solutions for their staff.	2/12/2021 9:02 AM
227	The UN should read up about flexicurity.	2/12/2021 5:01 AM
228	What do you need to create job loss?	2/11/2021 6:06 PM
229	We earn enough and should be able to set aside funds for such an eventuality	2/11/2021 5:02 PM
230	This would be a too exepensive solution.	2/11/2021 4:55 PM
231	still for security purposes	2/11/2021 4:53 PM
232	Yes, this is important for job security.	2/11/2021 4:15 PM
233	Because one cannaot fall back on national states for this	2/11/2021 2:24 PM
234	OUI mais sous-quelle forme? Des précisions s'avèrent nécessaires	2/11/2021 1:44 PM
235	Si on perd son emploi, à l'heure actuelle, on perd tout : mutuelle, pas de chômage et indemnités trop peu élevées	2/11/2021 12:48 PM
236	Nil	2/11/2021 12:38 PM
237	n/a	2/11/2021 11:39 AM
238	Absolutely agree!	2/11/2021 11:36 AM
239	We are are hired in the International Civil Service and logically the system should have this formula.	2/11/2021 11:31 AM
240	at it is not available nationally	2/11/2021 11:27 AM
241	It's already hard enough as it is to let go of 'less' productive staff.	2/11/2021 11:22 AM

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242	Due to the fact that we have exemption from taxation in host country, we are not eligible for unemployment benefits anywhere in the world. This should not be the case.	2/11/2021 11:21 AM
243	In case of the ICC in the Netherlands, the fact that staff do not contribute to the national tax schemes leaves them without a safety net in case of job loss. A UN unemployment scheme should therefore be put in place; or staff should be given the choice (if feasible) to keep contributing to the national tax scheme during their employment.	2/11/2021 11:19 AM
244	Folks are losing their jobs within a few years of pension age - this is not fair	2/11/2021 11:17 AM
245	I never thought of it. I guess it makes sense considering we don't have access to our national unemployment system.	2/11/2021 11:12 AM
246	that would be great, it's already strange that it does not already exist	2/11/2021 11:06 AM
247	Yes, we pay ENORMOUS amounts of money every month for the pension and the horrendous insurance we have and it is unfair not to have any money allowance in case of a job loss	2/11/2021 11:01 AM
248	UN workers have special needs including zero support from host state	2/11/2021 10:54 AM
249	I don't know what you mean by a 'global UN unemployment scheme'	2/11/2021 10:21 AM
250	Le travail dans les organisations internationales est très précis et se retrouver du travail peut prendre un certain temps selon le champ de travail. Certaines personnes peuvent perdre leur travail après très peu de temps dans l'organisation et n'ont peut être pas été en mesure d'économiser suffisamment pour survivre plusieurs mois sans salaire.	2/11/2021 10:17 AM
251	Unemployment protection is critical and should take into consideration the UN contracting system. Many of us try to accumulate leave days to the maximum allowable for carry over as this final pay provides a cushion as we transition. Many also rush to withdraw their money from the UN Pension Fund for survival once their contracts end. This needs to change by providing an unemployment benefit	2/11/2021 10:07 AM
252	Unemployment protection for UN staff is as important as for any other employee - especially for those who are contracted with FT and ST contracts.	2/11/2021 9:57 AM
253	I believe majority of admin and support staff may struggle getting jobs once laid off and need some help. Less for professional and other categories though	2/11/2021 9:47 AM
254	Exactly there should be a scheme to help the unemployed as UN is a Humanitarian Organization.	2/11/2021 8:27 AM
255	Especially if the job loss is due to re-structuring, and not individual job performance issue.	2/11/2021 7:43 AM
256	Sounds good but very complicated... for everyone regardless of time working in the organization? Maybe only after x years of work and beyond sounds more reasonable.	2/11/2021 5:22 AM
257	The implication here is bizarre. Are there really people that consider that the UN should pay unemployment benefits to people it no longer employs? This is completely unnecessary and a very strange consideration.	2/11/2021 5:21 AM
258	It would be good, but likely unrealistic. That said, we do have repatriation & separation grants, which I guess are meant to serve that purpose somewhat.	2/11/2021 5:17 AM
259	If contracts are changed in the direction of more precarious conditions, this should be done at least hand in hand with offering an employment scheme, to remedy to a certain extent the loss of employment. The risks are even greater as many of us are completely disconnected from the job market in our home countries, so the chances that we find jobs at home are slim. It is not appropriate to compare with diplomatic service as these people do not lose the link with their home country/domestic social security schemes etc.	2/10/2021 8:49 PM
260	Preferably on a VOLUNTARY basis in the form of EXIT PACKAGE incentive as it is used in some organization to accelerate rotation of workforce	2/10/2021 11:23 AM
261	We are at a turning point of historical proportions. Now is the time for the UN to decide what kind of organization it wants to be : one that uses and discards human resources on a whim, or one that ensures employment security and values its staff.	2/10/2021 9:23 AM
262	The counterpart of agile contracts is social protection, including unemployment insurance. I trust the organization to fail on social protection and to rely on existing national systems. The issue is that most staff cannot claim any benefit from their national system, assuming that these systems offer unemployment insurance benefits..	2/9/2021 7:05 PM
263	perhaps	2/9/2021 4:31 PM
264	If the employer can't guarantee stable long-term employment, an unemployment scheme is	2/9/2021 4:30 PM

265	I agree that there has to be some sort of safety net. Either through the Organization in countries without proper social security systems or through the host country (whether through the staff assessment or another deduction)	2/9/2021 4:22 PM
266	No comment, this is simply important for well-being to everyone	2/9/2021 3:19 PM
267	No estoy de acuerdo con el job loss, y no lo voy a admitir. respecto a la propuesta, me muero de risa. La ONU es incapaz de crear un fondo de desempleo y el que ha hecho esta encuesta lo sabe muy bien.	2/9/2021 3:09 PM
268	The severence scheme is already generous (termination indemnity or separation/repatriation allowances)	2/9/2021 2:51 PM
269	Quid du financement?	2/9/2021 1:44 PM
270	that's the key element missing currently	2/9/2021 1:23 PM
271	Create something similar to the Swiss AVS unemployment benefits	2/9/2021 1:18 PM
272	However the establishment of such scheme might become a justification to worsen job contract conditions	2/9/2021 1:13 PM
273	Very interesting concept! This is indeed a very crucial element that is currently missing. There is also no universal rule that former UN staff that has become unemployed, is covered by their own countries employment schemes. This could already be a step in the right direction...	2/9/2021 1:07 PM
274	See my earlier comment. This is a basic right in most countries yet it seems we forget that UN staff are not entitled to social protection. We do not pay direct income taxes and so do not see any fo the benefits - even through the staff assessment he host country does not make this possibility available to UN staff.	2/9/2021 12:45 PM
275	If yes, then only for staff, not for consultants.	2/9/2021 12:44 PM
276	The idea in itself is agreeable. Questions on who and what will fund this remains.	2/9/2021 12:43 PM
277	Indeed, international workforce is outside of national civil service unemployment mechanisms and safety nets.	2/9/2021 12:16 PM
278	Ce n'est pas une mauvaise idee ou une compensation egale a un mois par annee travaillee, car un programme d'assurance chomage serait complexe a gerer.	2/7/2021 5:06 PM
279	Most of the time, job loss is not due to the resource constraints. This is because of liking/disliking of the particular manager. UN system has not developed enough to protect employees.	2/7/2021 7:40 AM
280	Aucune garantie.	2/5/2021 9:18 AM
281	Such a proposal should both provide opportunities and pathways for someone to retrain/improve their skills/transfer to a new organization, but also be applied alongside enhanced accountability for personnel for poor performance and/or unacceptable behaviour.	2/4/2021 2:35 PM
282	It depends on the clauses of schemes.	2/4/2021 10:32 AM
283	I do not know the details of it.	2/4/2021 10:21 AM
284	With the use of FT contracts, an unemployment scheme will not be applicable	2/3/2021 9:28 PM
285	this could be very low-level indemnities. something that corresponds to a minimum salary in your home country	2/3/2021 8:23 PM
286	Yes but UN should pay for it (as they require more flexibility and cuts), staff should pay zero or minimally contribute for it	2/3/2021 6:49 PM
287	UN employees have no fall back in case of job loss. In countries where no social security systems exist for UN employees to pay into, a global UN unemployment scheme would be most useful.	2/3/2021 1:02 PM
288	the UN is outside of any legal system, or staff are not well informed about how to be part of any legal national/international system to protect themselves in case of job loss	2/3/2021 10:54 AM
289	I don't know, but I suspect this is not a viable proposal. Are you suggesting deductions from Staff Salaries on a monthly basis, in case our contracts are not renewed?	2/3/2021 9:08 AM
290	Dada la trayectoria que tiene cada funcionario, el plan mundial de desempleo podría ser necesario en caso de nuevas formas de contrato, pero no para los que llevamos varios	2/3/2021 12:34 AM

291	The interests of the organization go before individual interests. By joining the UN we choose to commit to this principle. On the other hand, some very temporary benefits could be granted	2/2/2021 5:08 PM
292	absolutely	2/2/2021 4:57 PM
293	some agencies have limited FT contracts and that is a good thing but comes with exceptions due to favoritism	2/2/2021 4:43 PM
294	Sí. Debe haber compensación para el personal de la ONU que pierde su empleo	2/2/2021 2:50 PM
295	UN is not a government that can subsidise	2/2/2021 2:07 PM
296	As this might be quite expensive and would be reduced from staff salaries/funds, an alternative could be negotiating with host countries to link to their unemployment where possible and have a smaller UN unemployment scheme for those that are not in countries accepting UN staff in their schemes.	2/2/2021 1:58 PM
297	surely this for the various national unemployment schemes to deal with ...with provisions where such schemes do not exist but not universally if good national schemes exist. UN could also negotiate and make arrangements with national systems to ensure staff can be covered. Perhaps some private schemes along the lines of UN pension schemes . UN should not be seen as a world on its own	2/2/2021 12:54 PM
298	UN resources are scarce. I believe that resources should be spent on constituents' needs, not more administrative bodies.	2/2/2021 11:16 AM
299	Fore sure	2/2/2021 9:25 AM
300	Provided that the employee salary cuts to cover these scheme kept at minimum.	2/2/2021 7:23 AM
301	I fully supports this idea. While we are advocating unemployment benefits for national workers why don't we establish a similar one for UN staff?	2/2/2021 7:07 AM
302	Si una persona ya ha ganado experiencia en el sistema de la ONU y su desempeño ha sido sobresaliente, debería tener la opción de estar en un listado con prioridad ante de contratar gente que no tiene experiencia en el sistema.	2/1/2021 7:22 PM
303	Absolutely agree, in order to support staff who lost jobs and their relocation to other UN agencies, if they desire so.	2/1/2021 5:45 PM
304	I do not see how this could work given the abundant use of consultant and short term employment mixed with employees on eternal consultant and short term contracts.	2/1/2021 5:33 PM
305	There needs to be compensations about the job loss on the financial, psychological and social level for both the employee and his family membres.	2/1/2021 4:49 PM
306	Super important. Yes. Staff literally face bankruptcy in taking engagements that are for 16 months (house rental + notice period) and school fees, while the contract length can be much shorter or the renewal is not clear before the liability is taken. This is mine and many colleagues annual situation.	2/1/2021 3:52 PM
307	Absolutely.	2/1/2021 3:47 PM
308	In case the contracts are finished, the UN as a whole must offer attractive early retirement packages to all those who are eligible to retire	2/1/2021 3:15 PM
309	Absolutely indispensable; while this exist in most jobs, is mandatory in some countries, same should apply to the UN.	2/1/2021 3:03 PM
310	As also in the European Institutions	2/1/2021 2:46 PM
311	Never thought about this before, but this does make sense. Finding a new job and settling down is hard for long-time UN staff in terms of where to work and live... Unemployment scheme could help even if that would be set for few months to provide buffer for the initial phase.	2/1/2021 1:52 PM
312	Who will fund such proposed fund???? or Global UN unemployment scheme....	2/1/2021 1:27 PM
313	This would certainly cut back on the anxiety that many staff feel	2/1/2021 1:13 PM
314	As we continue to advocate for unemployment protection with member states - the pandemic has spoken to the importance of this , the same principle should apply to UN employees	2/1/2021 1:09 PM
315	Ex Colls, and short-terms, often do not get national unemployment benefits !!!!	2/1/2021 1:03 PM

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316	If viable, I think it would be extremely helpful - often we don't give much notice and staff have sacrificed a lot and cut network ties to national job markets, leaving them vulnerable	2/1/2021 1:01 PM
317	Definitely! I've been working for the UN for more than 12 years (4 years on fixed, 2 years on temp and the rest on fixed) but despite dedicating my whole career for the UN, if I lost my job for whatever reason, I am not even compensated at all because I am on a fixed term and the Organization is basically cutting its liability to me as a staff member. If you compare this to the private sector, 12 years is not nothing. I am utterly disappointed that the UN not able to walk the talk when it comes to fair and just employment / workign conditions.	2/1/2021 12:59 PM
318	Un dédommagement conséquent afin de ne pas créer la pauvreté en luttant contre la pauvreté	2/1/2021 12:51 PM
319	definitely yes, as it will give some cushion for those to bridge until a new job is found or reduce the gap.	2/1/2021 12:44 PM
320	If one loses the job due to have to be competent enough to find another job in any other sector.	2/1/2021 12:37 PM
321	These are highly specialized jobs, if you want me to stay in this field I need some assurances	2/1/2021 12:34 PM
322	was close to be separate despite Indefinite appointment that I work and fought for	2/1/2021 12:30 PM
323	Proper compensation to match corporate respected markets is essential	2/1/2021 12:23 PM
324	I cannot enroll in an unemployment sceme in my homecountry on a voluntary basis. So I would want the option to have this from the UN.	2/1/2021 12:23 PM
325	It would be nice to have a global unemployment scheme, but not only for the UN. We should work for a global social protection floor.	2/1/2021 12:09 PM
326	Since it's the UN (in this case) creating precarious jobs, an unemployment scheme should be then developed (or a career replacement center, which supports staff in finding another assignment within the UN system).	2/1/2021 12:03 PM
327	This question is worded awkwardly - I answered No - assuming you meant any job loss at all to anyone. This seems like overkill in that scenario. However, if you mean the removal completely of a contract type - then the answer is "don't know".	2/1/2021 11:58 AM
328	I would need to know more about the potential content	2/1/2021 11:55 AM
329	Not sure I understand how this would work and for which 'unemployed' it would cater too.	2/1/2021 11:54 AM
330	Not necessarily, depends on the cause of job loss, also what is meat by employment scheme	2/1/2021 11:52 AM
331	Most countries do not give unemployment fees whilst looking for a new job. Alsop factoring in that people for 10plus years in the organization, and above 45 might have a hard time finding similar level jobs elsewhere	2/1/2021 11:51 AM
332	Cela parait compliqué car les financements sont octroyés pour mettre en oeuvre des projets/programmes. D'où viendrait le financement du chômage?	2/1/2021 11:46 AM
333	interagency access	2/1/2021 11:35 AM
334	This is a challenging one. Bc who would be eligible? [eg if it is CST, a contract in theory to be used for a punctual gap, it is likely this group would not be eligible for unemployment - however this is the group most vulnerable]	2/1/2021 11:33 AM
335	Yes, because the salaries have gone significantly down over the last 10 years and do not compensate any more the unemployment support you can get within the majority of developed countries. (unless termination indemnities are clarified and harmonized rather than ad hoc negotiations with the HR).	2/1/2021 11:32 AM
336	I'm not sure what this means and how it can help in the current world job market.	2/1/2021 11:30 AM
337	If member states want the UN employment to mirrors theirs it has be more that just cutting salaries and entitlements by providing unemployment to UN staff who lose their jobs.	2/1/2021 11:30 AM
338	When working for the UN put you in an uncomfortable situation towards your home country, you may experience difficulties finding a new job afterwards. The UN should definitely take responsibility to help former staff in such situations get back on their feet.	2/1/2021 11:17 AM
339	Il faut un systeme de compensation puisque votre arrivee a l'ONU correspond a une perte d'opportunités.	2/1/2021 9:48 AM
340	This is ultimate case (worst case scenario)	2/1/2021 9:37 AM

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341	The pension scheme must be adjusted to cover and the terms of contract must give enough advance notice, 1 year, and repatriations should be available.	2/1/2021 9:34 AM
342	Even though I have answered yes, it is not clear how this will work. For how long will such a scheme resolve the challenges of individuals?	2/1/2021 9:23 AM
343	A job loss is a crisis over a crisis for UN. It must be prevented from occurring as much as possible. As I said above Jobs in UN are more of Noble responsibility to the global demands. the institutional memory loss must be well thought and so the unemployment scheme is crucially necessary to prevent the organisation from complex crisis given the situation across the glob. The scheme might need to see offering voluntary works (UNVs) for employees to be laid off on a temporary bases or something in order to keep staff moral and prevent human capital crisis to the organisation.	2/1/2021 9:15 AM
344	It is absoltely important as it affects not only from the money point of view but morale and security issues affected not only the staff personeel but their dependents even across society. It should be considered seriously	2/1/2021 9:05 AM
345	The English version of the question doesn't make sense. My response is based on the French version of the question.	2/1/2021 9:02 AM
346	Depending on what is mean by 'a global UN unemployment scheme'. If it is a set of measures to financially or by other means protect the UN staff scheduled for job loss, then yes. It shouldn't mean extra financial burden to the staff though..	2/1/2021 8:29 AM
347	The truth is functional countries have unemployment schemes. The UN is not a member State and should not take on the role of member Stateske on the	2/1/2021 8:24 AM
348	It should be equal to national and international staff.	2/1/2021 8:13 AM
349	Before that a proper maternity fund is needed, as well as a sickness one, those are currently employer liability schemes and do not work well.	2/1/2021 7:50 AM
350	There should be adequate compenation	2/1/2021 7:48 AM
351	It would make sense, at least for those who have spent 5 years or more as common system staff members. Please bear in mind that many UN staff (both national and international) do not pay contributions into their national social security systems.	1/31/2021 5:20 PM
352	Safety nets and social protection are key. In a scenario of global hiring where we are not within the jurisdictions of our own countries, this is important.	1/30/2021 1:55 AM
353	Participation à trouver un autre emploi formation...	1/29/2021 8:19 PM
354	yes that would be useful to compensate for the lack of access to national unemployment benefits schemes; there is the staff assessment to compensate for cases of national income tax liabilities there should be something similar for unemployment insurance and possibly even social security if feasible	1/29/2021 5:49 PM
355	And all staff should of course contribute to it, as any other person would pay their taxes.	1/29/2021 5:42 PM
356	Absolutely because we cannot rely on a national one despite working many years. The fact that in 2021 we are even being asked that question is incredible. If it is a right at the national level , it should absolutely be one at the international level especially for international civil servants who accounts for a highly qualified workforce but too often without proper social protection.	1/29/2021 3:05 PM
357	We demand it for governments. Why not demand it for ourselves	1/29/2021 2:18 PM
358	This is very important security is required by all workers.	1/29/2021 2:17 PM
359	yes. i think it is unbelievable that this does not even exist.	1/29/2021 1:36 PM
360	My response is "yes" but you need to qualify what "job loss" means. If the staff is non-performing and should be let go, then why should that staff qualify for unemployment?	1/29/2021 1:22 PM
361	My understanding is that we get severance pay, which is essentially works like a UI scheme	1/29/2021 1:20 PM
362	A la sortie d'un contrat temporaire, nous sommes à la rue.	1/29/2021 12:28 PM
363	When you come here with your family, i.e. partner that doesn't work, children that go to school, you need to have some kind of income security, as your whole family depends on your income and you left your job, house, country to join the international workforce.	1/29/2021 12:26 PM
364	Let's imagine a situation of someone over 50 years old with 20 years of service under TC terms, not being extended for another term. This person has not sufficiently contributed to UN pension scheme and cannot benefit from earlier retirement. National unemployment	1/29/2021 12:24 PM

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SurveyMonkey

Encuesta sobre el "futuro del trabajo" en el sistema común de las

scheme cannot provide this person with sufficient financial help to survive because we often have the possibility to voluntarily contribute to national unemployment scheme. In this type of cases, I strongly think that UN unemployment scheme could be a huge help and become additional financial security to all UN staff.

365	Especialy is more mobility, agility etc is required from staff	1/29/2021 12:19 PM
366	Assurance chômage est certainement une option à explorer ...	1/29/2021 11:52 AM
367	Absolutely. International staff rely heavily on their departure indemnity and sometimes pension. But this is finite. It is therefore, paramount to have proper protection mechanisms for active people.	1/29/2021 11:52 AM
368	In Switzerland there is this possibility for Swiss nationals working in the UN whereby the official pays monthly enough to cover for two years of unemployment insurance in the case they are made redundant. This is not possible for other international officials and may offer people more scope for life related events such as childbirth, leave for an extended period for study or other, etc.. Flexibility is key.	1/29/2021 11:48 AM
369	It is shameful that it is not already the case.	1/29/2021 11:46 AM
370	This may be needed in some agencies where jobs are less secure and for people let go under fixed term contracts	1/29/2021 11:13 AM
371	UN staff do not have access to unemployment benefits in their country of residence	1/29/2021 11:02 AM
372	It is scandalous that there is no unemployment scheme at the UN!	1/29/2021 10:52 AM
373	I think the UN should not have more preferential treatments than the rest of the world. THE focus should be on protecting jobs for all and not a separate scheme for UN.	1/29/2021 10:46 AM
374	plutôt non!	1/29/2021 10:44 AM
375	But I don't see how that could work. In reality would be difficult, I think-	1/29/2021 10:43 AM
376	This may be a huge investment.	1/29/2021 10:29 AM
377	What is meant by this - that the UN would recompense those losing jobs, or the UN would look to improve or create global unemployment schemes	1/29/2021 10:18 AM
378	even if it means or should mean a contribution from employees	1/29/2021 10:12 AM
379	faudrait-il créer une cotisation spécifique liée au risque de la perte d'emploi?	1/29/2021 10:09 AM
380	Indeed it should be established. This is trend that is being followed in several countries at the present moment	1/29/2021 10:08 AM
381	This is vital! especially that in many cases, UN staff are not even authorized to voluntarily subscribe to national unemployment scheme	1/29/2021 10:07 AM
382	The UN should either have its own employment scheme or negotiate with host countries where UN offices are located the possibility for staff to adhere voluntarily to the host country employment scheme (such as in Switzerland - where UN officials cannot voluntarily adhere to the Swiss unemployment system even if they wish too). The UN should start negotiating with the Swiss Government to change this !	1/29/2021 9:56 AM
383	UN staff earns really well and can save money. Also, the conditions are clear when we are engaged. If you join UN and expect unemployment benefits means that you did read the conditions before joining.	1/29/2021 9:50 AM
384	However, it depends on the reasons for the job loss.	1/29/2021 9:49 AM
385	It would depend on the specifics. I understand income continuance places already exist on a voluntary basis.	1/29/2021 9:48 AM
386	ITC staff contracts are limited to service in ITC only, and give no 'access' to other UN organizations.	1/28/2021 3:30 PM
387	Unemployment schemes are inserted within the general boundaries of welfare and social provisions, and are inscribed within precise labour market legislation, all of which are circumscribed within national boundaries. Also, from a basic macro-economic analysis, there are macroeconomic positive multipliers of unemployment payments that trigger more economic activity; but the UN is not positively affected by more demand for goods and services resulting from such unemployment schemes. For all these reasons, unemployment insurance should remain a national responsibility of governments.	1/28/2021 11:24 AM
388	Fully agree!! I know cases of people that for unjustifiable reasons were dismissed, they found themselves and their families without any support, neither from the host country nor	1/28/2021 9:18 AM

389	Strongly agree. People in countries are covered (at least to some extent) by unemployment benefits, it is very unfair that this does not exist for UN.	1/27/2021 3:40 PM
390	This is basic rights of workers, as advocated by ILO	1/26/2021 10:55 AM
391	Depends on the modalities of such	1/26/2021 10:24 AM
392	a social security system for the UN is needed, the pension fund can help with that	1/26/2021 10:00 AM
393	But time limited, naturally	1/26/2021 5:51 AM
394	How will it be financed?	1/25/2021 10:54 PM
395	Not sure what is understood as unemployment scheme. It could prove useful to promote a job database across the UN System and promote contracting/mobility between agencies, duty stations and whenever not possible to redeploy staff the possibility to support with outsourcing/training, other type of support.	1/25/2021 10:42 PM
396	Yes. This is consistent with ILO principles of decent work.	1/25/2021 9:09 PM
397	And it has to include consultants not just protected staff members	1/25/2021 3:09 PM
398	Many do not have access to the host country unemployment scheme and therefore losing their job with the UN has big consequences often incurring large expense to return to home countries at very short notice	1/25/2021 2:20 PM
399	On top of that, you discover that you are not at all protected against job-loss after you sign the contract: there is NO information about this peculiarity.	1/25/2021 12:52 PM
400	UN is our social security provider. My national government cut me out of social security schemes when I joined UN and I have no rights to remain in my current country of residence if my UN employment was terminated. I would lose my home and I would have no social security from anywhere. My national government would put me in quarantine for not having contributed to the social security for the first 6 months if I had to return there. After that, I would only receive "poverty line/level" support.	1/25/2021 12:32 PM
401	Definitely!	1/25/2021 11:16 AM
402	How would it be funded? Some people in the UN deserve to lose their jobs. We need to get better at staff management first.	1/25/2021 10:53 AM
403	Si la continuité des contrats n'est pas maintenue, cela me paraît indispensable ! En Suisse, les cotisations volontaires à l'AVS/Chômage etc. sont très onéreuses et seulement possibles si l'on a déjà été salarié en Suisse.	1/25/2021 10:19 AM
404	Cela me paraîtrait plus juste.	1/25/2021 8:38 AM
405	Other governmental organizations have unemployment scheme, like European Commission	1/25/2021 8:23 AM
406	It's crazy that one can work for the UN for many years, but if they are downsized or their contract isn't renewed after many years, they are not entitled to any type of unemployment.	1/24/2021 10:28 PM
407	Es como en cualquier empresa, lamentablemente trabajamos para el proximo y no en benefico personal. Insisto el que no otorga un trabajo de calidad debe ser desvinculado, se aprovechan del sistema	1/23/2021 3:20 AM
408	At a minimum, the UN could find a vendor that provides unemployment insurance to the common system through a direct or indirect tax.	1/23/2021 1:07 AM
409	In Switzerland for example, an international civil servants who holds the swiss nationality has zero indemnity and can not claim benefits from the national unemployment in case of loss of job . That is why it is very important to have a global UN unemployment scheme.	1/22/2021 5:35 PM
410	Very, very, very important - not in the future, but even now with temporary contracts	1/22/2021 5:29 PM
411	Maybe some agreement with countries of nationality (in case of P staff) or country of work (for G staff)	1/22/2021 5:06 PM
412	No estoy familiarizada con los detalles de esta propuesta.	1/22/2021 4:43 PM
413	No se si esto se refiere a seguro de desempleo. Me parece que la introducción de un seguro sería una buena medida para enfrentar la precarización del sistema.	1/22/2021 4:37 PM
414	If not, then staff members should be allowed to be unionized under existing non-UN conditions	1/22/2021 10:26 AM
415	That's quite a good idea, because we don't get unemployment benefit from anywhere else!	1/22/2021 10:03 AM

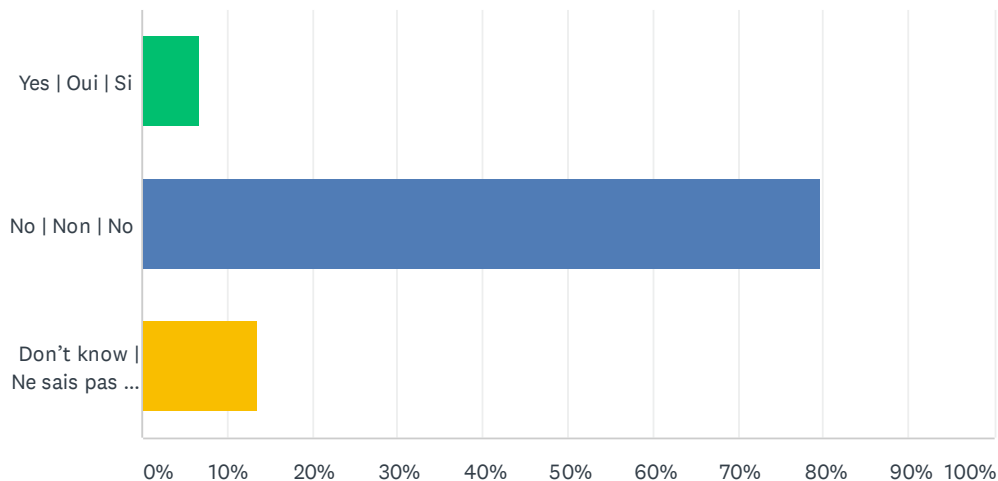
Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
416	This cannot be emphasized enough! People need financial security in case of job loss, especially when dependents are involved.	1/22/2021 9:59 AM
417	probably only staff eligible after a number of years of contribution to the unemployment system	1/22/2021 9:46 AM
418	Don't understand.	1/22/2021 9:30 AM
419	the international civil service has become a professional guild in itself and staff are not immediately redeployable in the private or public sectors; after decades of absence from their home countries, not everyone can just 'go back home' and resume life. Efforts first need to be made to try to redeploy staff within the organization, then agency-wide, and then with other international entities	1/22/2021 7:43 AM
420	UN is below standards of the civilized world.	1/22/2021 6:55 AM
421	But I think that it would probably only serve staff. Those in the most precarious position, long term consultants, interns, junior staff are the ones who need it more.	1/21/2021 7:47 PM
422	Staff should be able to have access to local unemployment schemes.	1/21/2021 6:42 PM
423	This is the most important piece missing in the UN social benefits schemes.	1/21/2021 6:19 PM
424	need to know how this scheme looks like and works.	1/21/2021 6:03 PM
425	This should have already been put in place long time ago. It will give the chance for talented staff to look for the next project/job.	1/21/2021 5:39 PM
426	Yes. For at least 2 years coverage	1/21/2021 5:14 PM
427	In many countries such schemes exist but these are not accessible to us as we did not pay into them. So this means a loss compared to not joining the UN. For countries that do not have any social security, nothing changes but for them it might not be fair neither to not have these rights. A bit comparable to education grant: all have the right to get the grant to get access to good international/private schools even though for some the same quality would be free in their country, while others would not have access to free/cheap good quality education in their country.	1/21/2021 5:02 PM
428	Of course !	1/21/2021 4:58 PM
429	I imagine that short-term staff, consultants and individual contracts would not be eligible for such an unemployment scheme. The real problem are short-term contracts and the lack of social benefits.	1/21/2021 4:56 PM
430	We do not pay tax so we have no unemployment to rely on, how do you want people who are the breadwinners for a whole family to sleep at night.	1/21/2021 4:52 PM
431	Yes, from what it sounds like, although I am not 100% clear on what you mean by this and would like more information	1/21/2021 4:41 PM
432	Would depend on terms of the scheme.	1/21/2021 4:39 PM
433	Some duty stations offer the opportunity for voluntarily joining the local unemployment scheme. The relationship between local and UN rules is generally often problematic, for example the area of family law.	1/21/2021 4:38 PM
434	We feel and are unprotected in case of a job loss.	1/21/2021 4:30 PM
435	This would be great.	1/21/2021 4:20 PM
436	Interesting idea. Depends on the details of this scheme.	1/21/2021 4:20 PM
437	Ce serait la moindre des choses !	1/21/2021 4:16 PM
438	United Nations is an organization, known who protects and promotes Human Rights. Therefore, it is important that UN must promote and secure the job of its employees with their pension rights, specially people are suffering in many ways in different parts of the world. Also factors like, a sole bread earner, family responsibilities and age factor should be kept in view.	1/21/2021 4:09 PM
439	That will be a pity.	1/21/2021 4:06 PM
440	It depends on who it's for and how it's set up.	1/21/2021 3:57 PM
441	Alternatively, staff would need to be made aware and actively encouraged (where possible and existing) to contribute to national "safety nets". But in many countries this possibility does not exist, not for UN staff at least. So another scheme may have to be considered indeed.	1/21/2021 3:55 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
442	Cela existe partout ailleurs...	1/21/2021 3:50 PM
443	In the UN we are squeezed like lemons and then thrown away... We need a safety net.....	1/21/2021 3:49 PM
444	That's a step too far, one that will almost certainly propel the UN towards establishing a fourth type of contract. Job loss is a fact of life for an organisation like the UN; priorities change.	1/21/2021 3:47 PM
445	Ce point est essentiel pour garantir de bonnes conditions de travail	1/21/2021 3:47 PM
446	We should have it as it is the case in other international organizations - e.g. EU Commission	1/21/2021 3:46 PM
447	de toutes façons ce type de programme sera finance par les membres eux-mêmes avec une participation des organisations comme cela se fait pour la retraite des fonctionnaires.	1/21/2021 3:43 PM
448	Contributions should be paid by UN and employee into the employees national unemployment schemes. We are income tax free, but should pay and benefit from social protection.	1/21/2021 3:43 PM
449	It's not acceptable that this system exists in the private sector but not within the UN. If you lost your job you have no rights at all and your Government will not provide you with unemployment payments as you were not working in the private sector.	1/21/2021 3:42 PM
450	Would need further details to answer this question	1/21/2021 3:41 PM
451	Most international staff is not covered with unemployment benefits of the host country. Think of the damaging psychological impact on the s/m who has a family to maintain.	1/21/2021 3:41 PM
452	that should include contracts not being renewed, not just contracts terminated early. I have seen colleagues being told their contract was not going to be renewed just days before end date. So inhumane!	1/21/2021 3:39 PM
453	It could be a compensation	1/21/2021 3:38 PM
454	Might be a good idea.	1/21/2021 3:38 PM
455	..if not covered by an existing social safety net.	1/21/2021 3:37 PM
456	Or we should get access to local schemes. Not sure why we are excluded.	1/21/2021 3:35 PM
457	It depends on what is meant by this. The capacity needed to manage this unemployment scheme should not lead to further unemployed staff...	1/21/2021 3:34 PM
458	Absolument nécessaire	1/21/2021 3:27 PM
459	We suggested it some time ago; it was discarded	1/21/2021 3:26 PM
460	This is also what the UN dispute tribunal says. Unless the UN likes to continue paying compenstion damages ?	1/21/2021 3:24 PM
461	Since staff members do not pay local social security as international civil servants, they have no form of protection if they lose their job.	1/21/2021 11:07 AM
462	UN's unemployment scheme is non-existent and it hurts when you are not extended suddenly.	1/21/2021 10:48 AM
463	It think it depends. For long serving staff (more than 5 years) it makes sense, not so for staff that have not been with the organization for a long time.	1/21/2021 10:35 AM
464	We get paid well. People should be saving money.	1/21/2021 10:25 AM
465	1: these short revolving precarious contracts shouldn't exist. 2: true consultants, ie, specialized experts, should be paid enough to cover insurance, retirement, sick days, and frictional unemployment. A consultant for a professional graded post should make 30-40% more than their continuing contract counterpart.	1/21/2021 1:04 AM
466	Would need to know details	1/20/2021 11:58 PM
467	The term UN unemployment scheme is vague, I would need more details to agree/disagree to it. There are already separation benefits when you leave the job	1/20/2021 10:58 PM
468	Have not heard of this concept before for the un.	1/20/2021 10:54 PM
469	If staff are willing to pay into it	1/20/2021 10:38 PM
470	Isn't that termination indemnity? What is "job loss"? Expiration of limited-duration appointment shouldn't necessarily be a "job loss".	1/20/2021 10:17 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
471	I have no idea what form this might take but my view is that the UN is an employer who should be able to hire and fire (within the rules) as necessary. Individuals have to manage their own careers.	1/20/2021 8:14 PM
472	Absolutely yes. My home country will give me no social security. The opposite is true, because I have been away from my country for many years, I even am cut on my national pension benefit despite my staff assessment being deducted from my countries contribution to the UN.	1/20/2021 6:53 PM
473	Je serais prête à réduire mon salaire pour une meilleure protection sociale.	1/20/2021 4:08 PM
474	I am by law not able to voluntarily participate in my home country's unemployment protection scheme.	1/20/2021 3:08 PM
475	C'est un manque évident dans le système de sécurité sociale du système des Nations unies et une atteinte aux droits fondamentaux de l'être humain. Une assurance chômage DOIT être accessible pour tous les fonctionnaires internationaux sans différenciation.	1/20/2021 11:24 AM
476	Absolutely, as we cannot rely on country schemes! This is a must!	1/20/2021 11:15 AM
477	One was submitted by CCISUA / FICSA to the ICSC in 2008 (I believe). Just dust that off as a starting point.	1/20/2021 11:12 AM

Q18 If you lost your job, would you be able to immediately claim benefits from your national unemployment or social security system? | Si vous perdiez votre emploi, seriez-vous en mesure de demander immédiatement des prestations à votre système national d'assurance chômage ou de sécurité sociale ? | Si perdiera su trabajo, ¿podría reclamar inmediatamente las prestaciones de su sistema nacional de seguridad social?

Answered: 5,259 Skipped: 1,035



ANSWER CHOICES	RESPONSES	
Yes Oui Si	6.79%	357
No Non No	79.69%	4,191
Don't know Ne sais pas No lo sé	13.52%	711
TOTAL		5,259

#	COMMENTS COMMENTAIRES COMENTARIOS :	DATE
1	En Afrique il n'y a pas de systeme national d'assurance chomage	3/23/2021 1:14 PM
2	Such systems are at their infancy in my country hence numerous challenges in accessing one's benefits.	3/22/2021 10:37 AM
3	No because as a UN staff the UN has not withheld or paid into the national unemployment or social security system.	3/20/2021 10:27 PM
4	C'est pour les fonctionnaires nationaux.	3/17/2021 2:29 PM
5	I would be jobless for a long time.	3/17/2021 9:31 AM
6	We don't have such social protection scheme when you lost your job	3/16/2021 6:51 PM
7	I can not claim unemployment benefits. And this is a basic social system on most countries.	3/16/2021 6:36 PM
8	Certainly not.	3/16/2021 6:19 PM
9	I am not eligible into the social security system of my country as I work overseas.	3/16/2021 5:47 PM
10	In Turkey we do not pay social security since we are exempted. In case of job loss, we will be left without job and income.	3/16/2021 10:31 AM
11	RAS	3/16/2021 9:17 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
12	.	3/16/2021 8:39 AM
13	je ne pense pas que cela existe et si cela existe la bureaucratie existante et lourde et s'apparante aux ailes de l'abatros.	3/15/2021 5:33 PM
14	RAS	3/15/2021 4:11 PM
15	Je ne	3/15/2021 3:54 PM
16	My country has not national unemployment system	3/15/2021 2:58 PM
17	There are no unemployment benefits in Iraq	3/15/2021 1:00 PM
18	And I believe that this is the case for most of the countries. We do not pay taxes to our home countries apart from the few.	3/15/2021 12:23 PM
19	In the country of duty station my stay is linked to the contract. If contract ends, then I need to move out of the country. This would mean I need to relocate back to home country. Home country has conditions to start receiving unemployment benefits. I think UN needs to have something in place the same way as EU has for their staff. After a fixed-term EU contract, you can receive up to three years unemployment benefits while searching for a job.	3/15/2021 11:23 AM
20	Having been outside of my national security system for more than 6 years, I have no links to it and would be left on my own.	3/15/2021 8:30 AM
21	We do not have such a system in the country where i am from.	3/15/2021 7:58 AM
22	That consider is necessary and should consider you hardship and length of serving in hardship, also the length of your service.	3/14/2021 3:51 PM
23	This possibility is not existing in my country of nationality and residence.	3/14/2021 11:14 AM
24	If I would return to my home country	3/13/2021 11:32 AM
25	non applicable	3/13/2021 8:02 AM
26	Podría desde lo jurídico. Pero desde lo subjetivo, dependería de la forma de pérdida del trabajo	3/12/2021 5:23 PM
27	I would need to work at home. But we are paid well - there is a level of personal responsibility too.	3/12/2021 11:45 AM
28	I would only be able to benefit from my national unemployment scheme if I had been working nationally and having paid national unemployment schemes. In my case, I would thus not be eligible for ANY national social security system.	3/12/2021 11:37 AM
29	My country of citizenship do not have an unemployment scheme if I lose my job.	3/11/2021 10:55 PM
30	As an American staff member, I have no access to unemployment benefits if I were to lose my job. UN staff should not be put at a disadvantage.	3/11/2021 6:33 PM
31	I would not be entitled to unemployment payments and would not need it. I am paid well, have savings, have the right to long notice before cutting of a position and I am confident I would find employment elsewhere if I had to try. Unemployment benefits are for people on low incomes who are at serious financial risk if they lost income/employment.	3/11/2021 5:58 PM
32	Because I will depend on that Benefits.	3/11/2021 3:00 PM
33	N/A dans notre système national	3/11/2021 2:50 PM
34	RAS	3/11/2021 2:41 PM
35	I don't have such system in my Country	3/11/2021 2:19 PM
36	car je ne verse pas d'allocation au niveau national et l'organisation non plus	3/11/2021 1:24 PM
37	There is no unemployment or social security system in my country. If you don't have a job, you can't bring food to the table.	3/11/2021 12:39 PM
38	Since I do not pay taxes, most likely such benefits would be very limited	3/11/2021 12:04 PM
39	From Hungary? Not at all!! Under what title? Totally impossible. This is why it is deeply disturbing that the organization sits on a certain percent of my last salary for almost a year!!!	3/11/2021 11:58 AM
40	I am not part of nay national employment or social security system as I am not a permanent resident or such a scheme doesn't exist. It is presumtuous to believe that everyone has the luxury of having this type of fall back network, this being a global and international organisation where it si imposible to have a permanent home	3/11/2021 11:08 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
41	In my current we don't have unemployment or social security system	3/11/2021 11:06 AM
42	There are no such systems in my country.	3/11/2021 9:03 AM
43	I do not save with the National Social Security fund but rather with UN Pension Fund. But even if I did, I wouldn't access my savings because of the policy (age). Instead it is the other way round, one accesses NSSF when you join UN or any other recognizable alternative saving scheme	3/11/2021 8:41 AM
44	On peut toutefois demande,mais hélas ca prend du temps et on ne reconnais plus que tu etais un fonctionnaire des Nations Unies	3/11/2021 8:34 AM
45	Existing beauracracy do not allow this to be processed immediately.	3/11/2021 8:33 AM
46	N/A	3/11/2021 6:53 AM
47	No such a this is in Uganda. Other employers even run away from former UN staff who they consider complex	3/10/2021 7:52 PM
48	Not living in my national country	3/10/2021 7:32 PM
49	I would have absolutely no right to unemployment benefits.	3/10/2021 5:42 PM
50	I have worked so long for the UN that I do not fit into any national social security system, pension will be my retirement	3/10/2021 5:37 PM
51	In our country this system doesn't work or the payment is extremely low (less than a 1 dollar per month)	3/10/2021 5:16 PM
52	having only worked for the UN and thus not having contributed to a national scheme, i can NEVER claim unemployment benefits from my passport country. This is very worrying.	3/10/2021 3:35 PM
53	Pension would be an issue for sure.	3/10/2021 3:16 PM
54	Since we are employed in the UN system, we lose all the benefits that we would have in our national social security system. We could not ask for any unemployment benefit for instance.	3/10/2021 3:13 PM
55	Even if I could, my home country, Hungary, currently provides 3 months' unemployment benefits. That's it.	3/10/2021 2:39 PM
56	Si je suis depourvu de moyen de substance de contuer a vivre dans de bonne condition.	3/10/2021 2:16 PM
57	I no longer have access to the social security system of my country of origin (Norway), as I moved out of the country a long time ago. This makes the future of me and my family very uncertain.	3/10/2021 1:59 PM
58	As I don't pay tax in my place, plus the scheme is not for everyone.	3/10/2021 1:39 PM
59	I will wait from my employer to advise.	3/10/2021 12:58 PM
60	Etant employé des Nations Unies, on a aucun rapport avec le système national d'assurance chômage ou de sécurité sociale. Par conséquent, il n'est pas possible de demander aucune prestation au système national.	3/10/2021 12:26 PM
61	Home country requires a period of residency to prove entitlement to unemployment schemes, and previou mobility with the UN might affect this.	3/10/2021 11:40 AM
62	Non existence dans le pays du système national d'assurance chômage; la sécurité sociale connaît de nombreux problèmes de dysfonctionnement.	3/10/2021 11:29 AM
63	NA	3/10/2021 11:26 AM
64	Social security systems are non existent in my country. So there will be no benefits.	3/10/2021 11:09 AM
65	Current UN contacts for national staff are not in line with the national legislation in terms of job security and UN system does not feed into the national pension system.	3/10/2021 10:52 AM
66	No, not at all, as I was obliged to leave the national health system. I cannot take the current state family home creation support, soft loan, renovation support either, which is a great disadvantage besides we are not receiving any bonus payments or 13th monthly pay either, which is understandable in this sector, but at the end, these are disadvantages.	3/10/2021 10:37 AM
67	After years and years of being out of the country working for UN, I would not be able or qualify for any social benefits.	3/10/2021 10:34 AM
68	The current system only considers people who reach 60-65 years of age. Nothing is in place for those less than 60 years. I propose retirement age is 55 years and provision is made for contract employment for those intending to serve the UN after 55 years.	3/10/2021 10:26 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
69	No comment	3/10/2021 10:19 AM
70	If i have lost my job in the UN system, the organization I have been working for is the one responsible for paying my benefits and not any other national bodies.	3/10/2021 10:07 AM
71	To receive benefits in my country, you need to have worked for a specific number of months under a different type of contract which is for the public and public sector.	3/10/2021 9:37 AM
72	Once employed by UNHCR noi else where one could work again	3/10/2021 8:55 AM
73	In my country we don't have social security system.	3/10/2021 8:31 AM
74	we have no such eligibility in our country unfortunately	3/10/2021 8:30 AM
75	Unemployment benefits are attached to social security contributions and do not apply to UN workers who are out of national systems	3/10/2021 7:59 AM
76	UNHCR does not register staffs under national social security system, therefore no unemployment and social security benefits	3/10/2021 7:58 AM
77	No, not at all. I am non-resident, so I will not be qualified for such scheme.	3/10/2021 7:53 AM
78	My country like many others does not have such a social security system	3/10/2021 7:51 AM
79	For government, yes. But UN takes long to pay	3/10/2021 7:40 AM
80	I do not think we are registered	3/10/2021 7:16 AM
81	I live outside my country and could not return As my daughter is in her final two years of school so I would need to stay until she completed the school	3/10/2021 7:15 AM
82	ce systeme de droits de chomage n'existe pas dans mon continent	3/10/2021 7:08 AM
83	It takes substantial amount of time.	3/10/2021 7:01 AM
84	This sort of scheme is available mostly in developed countries.	3/10/2021 5:26 AM
85	It takes time	3/10/2021 4:36 AM
86	Can't be protected by national social security system since the organization is registered as an 'international organization'	3/10/2021 2:08 AM
87	UN Staff are excluded from natonal unemployment benefit.	3/10/2021 1:54 AM
88	i learnt from previous colleagues that it took them a long while to get their entitlements	3/9/2021 11:50 PM
89	I do not have access to unemployment pension. If I lost my job I would have to live on my savings until I find another one	3/9/2021 11:01 PM
90	L'Administration va faire son travail et m' interpella pour les formalitees administratives	3/9/2021 9:24 PM
91	I am working in UNHCR since 2011, I lost all benefits from my national unemployment and social security system since then.	3/9/2021 9:10 PM
92	We don't have one	3/9/2021 8:04 PM
93	I think staff in developed countries (EU, UK, Canada, etc.), can actualy claim unemployment or social security system . Not the case for developing countries. I strongly suggest to look economic statistics (public debt, GDP, poverty, etc.) in developing countries to plan any unemployment scheme for national staff. International staff can also afford a decent unemployment scheme considering the high salaries they receive (P4 and beyond).	3/9/2021 7:46 PM
94	But not for a long period of time.	3/9/2021 7:27 PM
95	In Brazil, we are not covered by the government unless we pay, and we are already paying more than the national plans to our UN pension fund and UN taxes. So to pay both is quite impossible. If we lose our job, we do not claim benefit from elsewhere.	3/9/2021 7:12 PM
96	Not immediately. Even so, it is insufficient.	3/9/2021 7:10 PM
97	Le systeme national d'assurance chomage n'existe pas au Congo Brazzaville	3/9/2021 7:04 PM
98	Working for the UN I do not pay taxes in my own countries that means I cannot benefit from any scheme.	3/9/2021 6:52 PM
99	a certain amount of years is needed for that	3/9/2021 6:43 PM
100	There is no such national system available in the country.	3/9/2021 6:24 PM
101	En mi pais solo se cotiza a fondos privados que han empobrecido las pensiones, y al	3/9/2021 6:22 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas

SurveyMonkey

102	It is impossible since UN staff cannot claim unemployment benefits in the country of nationality	3/9/2021 6:20 PM
103	Cet appui va me permettre de survivre avec ma famille en attendant de trouver un autre job.	3/9/2021 6:00 PM
104	Non applicable	3/9/2021 5:22 PM
105	Very slow processing of benefits	3/9/2021 5:17 PM
106	It doesn't exist in my country	3/9/2021 5:12 PM
107	As Un staff, we are excluded from national systems so no benefits will be paid to me by my country	3/9/2021 5:04 PM
108	Its take long to get my benefits in South Sudan	3/9/2021 5:03 PM
109	Siempre y cuando cotice en el sistema nacional, situación que muchos/as empleados dejaron de realizar al ser contratados en UN. Además la prestación es bastante baja	3/9/2021 4:32 PM
110	because of the delay from them in paying	3/9/2021 4:28 PM
111	This is the huge gap which make me as UNOPS contract to be the victim of the systems (national government and UN).	3/9/2021 4:19 PM
112	It wouldn't be an immediate relief.	3/9/2021 4:15 PM
113	I don't know, probably. But it won't be enough for anything, so I would look for a job anyway.	3/9/2021 4:10 PM
114	No tengo esa información	3/9/2021 4:07 PM
115	By virtue of being employed by the UN regardless of contract type, I do not qualify to register for unemployment benefit. Only registered employers have the benefit , the UN is not one such, it is not bound by local labour laws that require registration of employees for this facility. So we are in a corner as local staff, no permanant contract with the UN yet not covered under national labour safety nets	3/9/2021 4:05 PM
116	No comments	3/9/2021 3:58 PM
117	La question des pensions est trop compliqué, dans l'operation du Tchad j'ai vu et entendu des collègues qui ont attendus des années pour percevoir leurs pensions	3/9/2021 3:55 PM
118	I am not currently affiliated in the national social security of my country of origin	3/9/2021 3:48 PM
119	The majority of staff come from countries without such social support network. Additionally as UN staff we do not contribute into national coffers!	3/9/2021 3:47 PM
120	I would not qualify as we do not pay taxes on our salary and therefore do not contribute to the provincial social security system. As a result, I would not have access to the unemployment benefits	3/9/2021 3:47 PM
121	AUCUNE IDEE	3/9/2021 3:47 PM
122	Very few who work overseas for the UN can claim national unemployment benefits or benefits from the social security system (not even in my very generous country Sweden)!	3/9/2021 3:45 PM
123	Absolutely not. The national system is completely broken and unsustainable in my national country. It is projected to go bankrupt in less than 5 years. Also, because I am a UN employee, I don't get the fee automatically deducted from my paycheck, hence I don't participate in the system even (which I am happy about, I refuse to give money to a system already bankrupt.)	3/9/2021 3:37 PM
124	It doesn't exist	3/9/2021 3:33 PM
125	The social security system is not valid/active in Iraq, besides that increasing dead people in Iraq (due to on going bombs/explosions, killing incidents, abduction) made most of UN staff responsible for more than one family from his/her own relatives who lost their households which makes it hard to be jobless	3/9/2021 2:56 PM
126	Hahaha No such things here. Pray and re-start looking for a living	3/9/2021 2:48 PM
127	Employment with UNHCR is not recognized under the national unemployment or social security system due to absence of host agreement	3/9/2021 2:45 PM
128	N/A	3/9/2021 2:40 PM
129	En Costa Rica el sistema de Naciones Unidas no se ofrecen prestaciones ni garantías sociales de carácter obligatorios a nivel nacional	3/9/2021 2:29 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
130	No. In my location such claim is possible after any type of UN contract.	3/9/2021 2:26 PM
131	Absence d'opportunit�	3/9/2021 2:23 PM
132	no support will be handed to me by my national government through the SSS	3/9/2021 2:23 PM
133	I am specifically excluded from unemployment benefits due to my employment with the UN. I would have no safety net in case of job loss.	3/9/2021 2:17 PM
134	The issue of payment to those who were separated from UNHCR is one of the major concern by staff. this is evidenced on what has happened to several staff who were holding Temporary contracts, it took more than two years for some staff to be paid. To be precise this is one of the issue raised by staff to the UNHCR High Commissioner visiting the country now. We appeal for harmonization.	3/9/2021 2:16 PM
135	Does not exist in my country	3/9/2021 2:01 PM
136	For three months, which is barely sufficient to survive.	3/9/2021 1:49 PM
137	My country does not offer unemployment benefits.	3/9/2021 1:44 PM
138	Due to uncertainty of redeployment	3/9/2021 1:44 PM
139	Because I don't earn money in my country I am unable to access social protection or national benefits	3/9/2021 1:41 PM
140	meme si on demande on ne recoit pas	3/9/2021 1:36 PM
141	I have no savings with Social Security system other than UN Pension Scheme	3/9/2021 1:33 PM
142	Because i have never be in a communication with them	3/9/2021 1:33 PM
143	the social security system in my country is not efficient	3/9/2021 1:33 PM
144	I do not have a local or national social security account	3/9/2021 1:32 PM
145	le systeme des Nations Unies a son propre systeme de pension qui n'est meme pas inclu dans le systeme nation, si quelqu'un perd du travail aux Nations Unies a notre age, c'est a notre risque peril	3/9/2021 1:27 PM
146	Ca n'existe pas au Niger	3/9/2021 1:27 PM
147	That depends on the age but if am still strong i will not claim my benefit.	3/9/2021 1:26 PM
148	no social security system	3/9/2021 1:25 PM
149	There is no national unemployment benefit in my country and contract continuity is a concern that makes our job less attractive because of this risk within a job market that has high unemployment rates.	3/9/2021 1:23 PM
150	No, not as an international staff, since I don't fund any national system	3/9/2021 1:20 PM
151	In my country there are no such national systems in place/functioning.	3/9/2021 1:17 PM
152	Les realites de l'Occident ne sont pas vraies partout: un syst�me national d'assurance ch�mage ou de s�curit� sociale n'existe pas dans tous les pays ou ne s'offre pas a tous.	3/9/2021 1:15 PM
153	Je n'ai pas entendu parler de tels avantages. Si cela existe, ca allait nous aider.	3/9/2021 1:12 PM
154	A lot of developing countries do not have such a system, specially for citizens living outside or working for private entities. Hence only those staff who have considerable savings would be able to survive for a few months without work. I believe when we hire someone, we have a moral and humane responsibility towards them. Atleast at the UN, we have to have opportunities that should be fair in all aspects. Termination included.	3/9/2021 1:11 PM
155	No	3/9/2021 1:10 PM
156	Mon pays ne dispose de ce type de service	3/9/2021 1:10 PM
157	I do not have a national unemployment or SS.	3/9/2021 1:09 PM
158	I believe there are various conditions to meet, including a genuine attempt to find work. I am extremely privileged to be a cisgender, heterosexual white man with many advantages, and I do not think I should be first in line for a hand-out from the government.	3/9/2021 1:09 PM
159	It is due to the UN and its nature that I am not able to get health insurance or unemployment benefits in my home country if I should fall into unemployment at the end of an assignment.	3/9/2021 1:08 PM
160	nothing at all, since as UN staff we don't pay tax therefore I wouldn't be eligible for anything.	3/9/2021 1:04 PM

161	car je suis pas informe de la pocedure	3/9/2021 1:03 PM
162	Car notre systeme d'assurance locale doit attendre que tu atteigne l'age de 60 ans pour beneficier l'assurance de pension. Au burundi, il n'existe pas d'assurance chaumage, si vous etes coupee, vous rentrees avec votre derniere salaire pour attendre le prochain emploi qui est incertain	3/9/2021 1:00 PM
163	My country does not have a national unemployment system. The social security system is only accessible after my retirement.	3/9/2021 12:55 PM
164	my job is not recognized within the national social security system	3/9/2021 12:55 PM
165	Unless you make payments on a 'voluntary basis from your own salary' to the social security system, you CANNOT benefit from the national unemployment scheme. So no.	3/9/2021 12:55 PM
166	in my age and under the current situation of the pandemic; will not be able to support my family.	3/9/2021 12:52 PM
167	J'aurai uniquement droit a ma pesion a la caisse commune qui prend aussi beaucoup de temps aavant de payer	3/9/2021 12:51 PM
168	RAS	3/9/2021 12:42 PM
169	Working with the UN, we are not aligned on our national unemployment or social security system.	3/9/2021 12:39 PM
170	When on an UN contract one does not contribute to the social security system of the country and therefore does not benefit from protection in case of job loss.	3/9/2021 12:39 PM
171	Absolutely not and that is a major issue	3/9/2021 12:39 PM
172	Cela n'existe presque pas.	3/9/2021 12:38 PM
173	I would recommend that staff on FTA after two years of appointment, they should be given five years contract or at least three years contract to have more job security, in order that staff plan well for their career future and not being left unemployed all of a sudden.	3/9/2021 12:37 PM
174	In most African countries such funds do not exist or atleast only on paper	3/9/2021 12:36 PM
175	There is no social protection scheme in my country of origin	3/9/2021 12:35 PM
176	ela n 'exsiste pas dans les textes courant	3/9/2021 12:33 PM
177	no - people working for the UN have no social rights while returning to the Netherlands ... I will be told to sell my house and eat the money I get for it and pay the rent for a house I will need to rent (if available) ... etc. This might be an issue to discuss with member states and make them aware of missed opportunities, and not to try to do it all within the UN	3/9/2021 12:30 PM
178	je suis pas assez informer sur les prestations du système national d'assurance chômage ou de sécurité sociale	3/9/2021 12:29 PM
179	Tout dépendra de la politique mise en place par le SNU et les modalités qui y accompagnent le staff dans ce cas	3/9/2021 12:26 PM
180	RAS	3/9/2021 12:26 PM
181	Not for the UN assignments. They don't recognize the international assignments to the UN system because the employee doesn't contribute to the social system in here.	3/9/2021 12:25 PM
182	Some conditions are too stringent that we have lost some colleagues/ have died after even retiring but without access to their benefits	3/9/2021 12:25 PM
183	I don't know if employment with an international organization allows me to claim any unemployment benefits should I "lose my job." Currently, if my contract ends and I do not get another contract, that is not a case of "losing my job," it is simply a case of not getting a contract. Very different things.	3/9/2021 12:23 PM
184	Non, car le systeme national d'assurance chomage ou de securite sociale n'est pas operationnelle dans mon pays.	3/9/2021 12:23 PM
185	I would not be eligible.	3/9/2021 12:23 PM
186	As noted above, right now yes, because my JPO was sponsored by my government. But when I start on a UNHCR-funded temporary assignment next month, I am not sure that I would continue to be able to claim such benefits, even though I am paying monthly to maintain my access.	3/9/2021 12:17 PM

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187	J'ai déjà expérimenté des périodes sans contrat et donc sans revenu et il est important de permettre au staff d'avoir recours à ce genre de système tout en cotisant pendant les périodes de travail	3/9/2021 12:14 PM
188	I would not be able to claim benefits from my national security system as having always been employed by the United Nations I have not contributions into the national system and no rights.	3/9/2021 12:12 PM
189	But I'm aware I'm (based on my nationality) quite lucky in that regard.	3/9/2021 12:11 PM
190	I do not belong to my social security system any longer. I am no longer registered as an inhabitant of my home country.	3/9/2021 12:09 PM
191	Since I have been enrolled in the pension system, the UN will immediately start paying the entitlements	3/9/2021 12:06 PM
192	As our social security is not covered by UNHCR during our employment, I face challenging to benefit from unemployment salary and social security system if I lose my job.	3/9/2021 12:04 PM
193	Notre système national de sécurité sociale est défaillant.	3/9/2021 12:03 PM
194	In my country there is no national unemployment benefit. The Social security system only serves those who have worked in the country and contributed. As such if I lost my job, I wouldn't have any support except from my UN pension benefits.	3/9/2021 12:03 PM
195	I am not eligible	3/9/2021 12:00 PM
196	Not applicable in my country as enrollment is optional for civil servants	3/9/2021 11:55 AM
197	I don't have national unemployment or social security	3/9/2021 11:53 AM
198	My country do not have such a plan in place; once a job is lost there is no any compensation.	3/9/2021 11:52 AM
199	In the developing countries, there is no social benefits due to unemployment. The UN system should look into allowing the staff to be assigned in other agencies or location as priority.	3/9/2021 11:50 AM
200	As a Pakistani citizen, we do not have social security system in place in Pakistan. In Pakistan, a jobless individual does not receive any kind of benefit from the government or any other organization.	3/9/2021 11:48 AM
201	Mon pays n'a pas un système national d'assurance chômage. Par conséquent, je ne peux pas me prétendre de le demander	3/9/2021 11:48 AM
202	I am British living in Switzerland on a G post. If I lost my job I would have to go to the UK. I have not paid into the social security there for years, I doubt I would have anything there. But more immediately it would be a massive life-changing situation.	3/9/2021 11:46 AM
203	No, my country does not have such a system	3/9/2021 11:46 AM
204	The national social security system can only be claimed after retirement at the age of 60.	3/9/2021 11:44 AM
205	It might be complex to obtain an unemployment subsidy. For example, as far as I know, in Italy subsidy is mainly based on previous job contracts, country of employment and local contributions, which are hard to identify for UN contracts	3/9/2021 11:43 AM
206	I may claim my benefits coz is what my dependants are feeding, shelter, education etc. like in case of our country south Sudan.	3/9/2021 11:39 AM
207	n/a	3/9/2021 11:38 AM
208	UN system employment is not registered under National Social Security System and it is not possible to claim benefits from unemployment	3/9/2021 11:38 AM
209	Le système de recrutement et d'allocation de retraite des Nations Unies n'ayant aucun rapport avec ceux du pays, il m'est impossible de demander une quelconque allocation à notre système national.	3/9/2021 11:37 AM
210	There is no such provision in my country	3/9/2021 11:36 AM
211	Staff should be given long term contracts to get more moral to serve the organisation.	3/9/2021 11:34 AM
212	Not available in all countries.	3/9/2021 11:32 AM
213	No comments	3/9/2021 11:31 AM
214	No comment.	3/9/2021 11:31 AM

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215	The job finding support can be maximum 3 months and the money is limited/very low - it depends from the salary and the number of worked days (but not in the international organisation).	3/9/2021 11:31 AM
216	Can only claim if company and individual contribute to scheme - most of us not nationals in country where we work. And because of no TAX contribution claiming is difficult	3/9/2021 11:28 AM
217	Je serai même très en difficulté pour trouver un autre emploi dans le système national de mon pays	3/9/2021 11:28 AM
218	UN is a parallel system. Since I joined the UN, I do not pay social security scheme in my country any longer.	3/9/2021 11:28 AM
219	despite paying staff assessment for years, it doesn't count with our governments - it should be seen as a contribution and recognised.	3/9/2021 11:28 AM
220	i understand it take some time to get the benefit.	3/9/2021 11:24 AM
221	no, but i have my own savings and can live comfortably for 6+ months without being in a salaried position; that is why i do not see the need/ necessity to claim unemployment benefits- even if i were to be unemployed.	3/9/2021 11:21 AM
222	No comment	3/9/2021 11:21 AM
223	UN employment scheme is not a part of national unemployment or social security system in my country. In other words, we could not claim anything from the government if we were terminated from UN employment.	3/9/2021 11:21 AM
224	it depends on the situation for the job loss	3/9/2021 11:21 AM
225	In Hungary it takes time.	3/9/2021 11:20 AM
226	I cannot claim benefits from my national unemployment or social security system. As a UN staff I don't have the right to do so.	3/9/2021 11:18 AM
227	the amount won't be appropriate to survive	3/9/2021 11:18 AM
228	since I am out of the country I do not have access to national system which is weak	3/9/2021 11:18 AM
229	In my country this possibility does not exist (there are very small contributions planned only for very poor groups of the society)	3/9/2021 11:17 AM
230	This is my most pressing issue. I am living in switzerland since 7 years, but once I have accepted a UN contract I have lost all social benefits in my host country.	3/9/2021 11:17 AM
231	I heard from my colleague that it takes time for one to get pension funds in time.	3/9/2021 11:15 AM
232	N/A	3/9/2021 11:14 AM
233	i come from the developing country, like many other colleagues, we have little to no rights or even our basic securities don't exist. without a UN job, healthcare, pension, we are on our own.	3/9/2021 11:13 AM
234	I don't believe this exists anywhere around the world. While working for the UN we don't pay taxes. And if you don't contribute to the social security scheme, how would you be able to claim unemployment benefits? When fired from the UN or willing to quit, we don't get any type of unemployment support from no institution, be it international or national.	3/9/2021 11:11 AM
235	not at all, I will end up in financial crisis, in debt and with two small children	3/9/2021 11:10 AM
236	I have not lived or worked in my home country for over 10 years and therefore am not eligible for benefits there.	3/9/2021 11:09 AM
237	I work outside of my home country (and as per UN rules do not benefit from any social security or services in this country) and, therefore, should I lose my job here I would have no support.	3/9/2021 11:09 AM
238	My Government does not have a national unemployment or social security system	3/9/2021 11:08 AM
239	I would be entitled to register as unemployed but not claim any benefits.	3/9/2021 11:08 AM
240	In Hungary we are absolutely excluded from the national systems solely due to our UN employment.	3/9/2021 11:08 AM
241	no tonly immediately but i will never receive any national benefits not even be unemployed but completely out of the national system	3/9/2021 11:08 AM
242	But probably not, as I'm not in 'my' country. Will have to be 'any kind of work'	3/9/2021 11:08 AM

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243	This is so because it is usually a long process to claim the benefit. I would suggest that mid term benefits should be impressed before retirement.	3/9/2021 11:08 AM
244	Absolument aucune compensation pour la perte d'emploi	3/9/2021 11:05 AM
245	it does not apply in our case.	3/9/2021 11:05 AM
246	This is because I am paying from my pocket a kind of insurance	3/9/2021 11:04 AM
247	I pay to an unemployment insurance scheme as I would be quaranteened after reentering my national social security scheme and only be able to gain equal access once I start paying full taxes again. The other aspect to consider here is access to pension schemes where the UN and national systems collide, if not crash..	3/9/2021 11:03 AM
248	This is not true in my case due to non-existence of such a social system.	3/9/2021 11:02 AM
249	Since I am working for UNHCR, I am not included to national unemployment system as UN does not pay tax and unemployment fee to the government of Turkey	3/9/2021 11:02 AM
250	we are not covered by national social security system, neither UN common system. So, we are not recognized by the national social care system	3/9/2021 11:01 AM
251	In the 3rd world countries such systems does not exist and in case of job lose, one is left to his/her own devices	3/9/2021 10:59 AM
252	Non parce que je ne suis pas affilié localement	3/9/2021 10:58 AM
253	Not only I don't have an unemployment scheme in my country (Lebanon), we are living through the most uncertain times with a collapsed economy. Once my TA comes to an end, I will be left unemployed, and afraid to start a family as I don't know what my future holds	3/9/2021 10:58 AM
254	Mon pays ne dispose d'aucun systeme national d'assurance chomage.	3/9/2021 10:58 AM
255	oui si c'est applicable mais au cas contraire non	3/9/2021 10:57 AM
256	(thanks to coming from a welfare state, something would be possible)	3/9/2021 10:57 AM
257	In case I lost my job with the UN, I would not only not be able to access national unemployment and security system, but would also be left without a health insurance.	3/9/2021 10:57 AM
258	In Greece there are no provisions for unemployed UN members as you have to be part of the national security system at least 12-16 months before you can claim any benefit.	3/9/2021 10:56 AM
259	Impossible	3/9/2021 10:56 AM
260	this is a serious concern! to nenefit, you first need to have contributed... maybe a system can be foreseen whereby part of our social contribution can be paid to the national system so that we're covered in case we leave the UN?	3/9/2021 10:56 AM
261	You can only claim if you did contribute which is not the case for almost all UN staff	3/9/2021 10:55 AM
262	I am not allowed to claim anything	3/9/2021 10:54 AM
263	I'm from a developing country, an Arab country, lowest of the low with an unprivileged passport/citizenship. If I had an EU/US passport, I would have been able to deal with my cut contract while abroad during maternity much easier.	3/9/2021 10:54 AM
264	Since when working for UN I do not pay taxes in Sweden I cannot access the benefits from my country's social security system.	3/9/2021 10:54 AM
265	In my country unemployment system does not exist	3/9/2021 10:53 AM
266	Non exist.	3/9/2021 10:53 AM
267	Iraqi unemployment or social security system is not functional as it should be	3/9/2021 10:53 AM
268	My country's unemployment arrangements are extremely abusive, it takes about 3-5 months to get it, and you only get it for 3 months and the money is not sufficient even for a monthly rental.	3/9/2021 10:52 AM
269	I would not be eligible	3/9/2021 10:51 AM
270	With working at the UN, I am outside the unemployment scheme in my home country. I have no access to an unemployment scheme therefore	3/9/2021 10:50 AM
271	NSTR	3/9/2021 10:50 AM
272	in Turkey UN staff members are not covered under national social security system which creates hardship in the long run. imagine you worked 10 years in UN then decided to change	3/9/2021 10:49 AM

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 your carrier path. Then, since 10 year of UN pension means nothing, s/m found themselves in a very blizzard situation

SurveyMonkey

273	Not immediately, not ever!!	3/9/2021 10:48 AM
274	No other pension except the pension plan from the organization. No separation pay either	3/9/2021 10:48 AM
275	in many arab countires we dont have a social security system	3/9/2021 10:48 AM
276	There is no national unemployment or social security scheme/system in my country. There is no such system or developing countries have already 30-40% unemployment ratio so there is no system to support me if I lost my job.	3/9/2021 10:48 AM
277	ABSOLUTELY NOT. I have been out of the system for many, many years. I lost all my social protection when I joined the organisation.	3/9/2021 10:48 AM
278	No benefits will be given at all in the actual situation	3/9/2021 10:47 AM
279	non on a pas ce système au Maroc, il est entièrement réservé aux personnes qui sont inscrites avec la caisse nationale de sécurité sociale, ce qui n'est pas mon cas, ni celui du système des nations unies au Maroc	3/9/2021 10:47 AM
280	I rely solely on my pension contributions to the UN	3/9/2021 10:47 AM
281	As an international staff in a different system, I automatically forfeit my rights in my country as I am not contributing.	3/9/2021 10:46 AM
282	Because UN employment is NOT REGISTERED to the national social security system, it is NOT POSSIBLE at all to claim any benefits.	3/9/2021 10:46 AM
283	this is simply not possible since the UN system has no links with the national pension and disabilities fund	3/9/2021 10:46 AM
284	And this is very important to me.	3/9/2021 10:45 AM
285	No, because UN do not inform governmental institutions regarding the changes of our job status, my job status is unemployed since social security taxes are not being paid by UN to the government.	3/9/2021 10:43 AM
286	Oui, car j'ai choisi de payer les cotisations de l'assurance chômage de mon pays	3/9/2021 10:43 AM
287	I have been outside of my national employment scheme for 15 years -- the number of years served with the UN so far. Reentering the employment/unemployment national system -- if necessary -- will be a huge burden	3/9/2021 10:43 AM
288	No, I have worked outside of my country of origin for 24 years. I would not be able to claim any unemployment benefits.	3/9/2021 10:42 AM
289	Due to not paying taxes I wouldn't be able to access benefits, but I take this into consideration. I have an excellent salary and don't think I should get access to my national unemployment system as I haven't paid taxes. I would feel very bad about gaining benefits from a system I'm not contributing to.	3/9/2021 10:42 AM
290	No one would be able to as international staff because you're not paying into it.	3/9/2021 10:38 AM
291	we dont have any	3/9/2021 10:37 AM
292	I do not have an access to my country: Gaza in Palestine.. we do not have any type of social security system	2/26/2021 10:22 PM
293	It doesn't exist in my country	2/26/2021 7:39 PM
294	Most of the staff would not. In my case, I would retire, but what is the perspective for young talented people, who we are bringing to the UN.	2/26/2021 7:31 PM
295	I am not allowed to contribute as I work outside of the country for a non-US entity. I am not available for either unemployment or pension as a US citizen working outside the country.	2/25/2021 10:21 AM
296	As I am working at HQ, I neither entitled to these benefits in Switzerland or my home country.	2/23/2021 1:49 PM
297	I DO NOT CONTRIBUTE TO MY NATIONAL SOCIAL SECURITY SYSTEM.	2/23/2021 3:08 AM
298	as a french national having lived overseas for over 20 years this is not a possibility.	2/22/2021 10:46 AM
299	Cela sera impossible car n'ayant jamais été intégrée au système national	2/19/2021 2:04 PM
300	There is no national unemployment or social security system in my country.	2/17/2021 1:09 AM

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301	I do not contribute to any national security scheme.	2/16/2021 11:34 AM
302	No, but if I could opt-in to self-fund my own UN unemployment benefits then I would participate and have access to these funds. The only portion the UN would pay is the medical insurance, which would form part of the unemployment insurance coverage. If the self-funded amount is unused, these funds are returned to the staff member on departure (from the UN system) but transferable to other UN jobs. These funds are managed like a provident fund, where the UN also contributes a minimal amount and when it's paid out, the UN keeps its portion but pays out any interest/dividend accrued.	2/15/2021 4:58 PM
303	I would not be entitled to have any unemployment benefit from my national country	2/15/2021 4:43 PM
304	No as I am not part of the National system and do not contribute to it	2/12/2021 5:09 PM
305	There is no unemployment or social security system available for United Nations Staff from my national unemployment or social security system.	2/12/2021 9:02 AM
306	Absolutely no chance. After 15 years overseas with the UN, i'm on my own and STILL on year-to-year contracts	2/12/2021 5:01 AM
307	No unemployment scheme	2/12/2021 4:29 AM
308	On what grounds you may claim national unemployment benefits if you have not contributed?	2/11/2021 6:06 PM
309	I am not registered anymore at the Peruvian pension system nor to the national health system for employees. There is no unemployment insurance either.	2/11/2021 5:49 PM
310	Probably yes, but I would have to "fight for it", it might be difficult in the beginning.	2/11/2021 5:01 PM
311	Al ser funcionario de NU no accedo directamente a las prestaciones sociales del pais donde trabajo. Mis prestaciones son las que me brinda el Sistema de NU.	2/11/2021 4:53 PM
312	it is difficult due to the limitations and conditions like for example age	2/11/2021 4:53 PM
313	No, since I don't pay taxes.	2/11/2021 4:15 PM
314	There are no unemployment benefits in my country of residence	2/11/2021 3:26 PM
315	unequivocally no	2/11/2021 3:10 PM
316	Le système national de sécurité sociale est inopérant en matière d'assurance chômage. Il est inconcevable pour un système national de séc soc qui bat de l'aile pour payer les rentes de retraite de payer le chômage. Je recommande de lire les rapports d'études actuarielles du BIT et de l'AISS ainsi que les rapports de la CIPRES sur la réalité des Caisses de sec soc africaines.	2/11/2021 1:44 PM
317	but at a very low level	2/11/2021 1:10 PM
318	Expatriée depuis 15 ans, donc droit à aucune prestation (ni chômage ni Sécurité sociale, etc.)	2/11/2021 12:48 PM
319	Nil	2/11/2021 12:38 PM
320	My country does not have an unemployment benefit scheme.	2/11/2021 11:58 AM
321	Two thirds of countries in the world do not provide its citizens a proper social benefits or pension cover. Working with UN or its agencies would most probably result to a loss of employment at national level, and subsequently a loss of benefits. Removing UN employment security would result to uncertainty pressure on middle age families that can also affect their young children and increases their suffering.	2/11/2021 11:29 AM
322	Working for the UN system also comes with disadvantages; not being able to claim benefits from national unemployment and no social security system is a big concern.	2/11/2021 11:25 AM
323	We all know that this is impossible.	2/11/2021 11:21 AM
324	See comment above.	2/11/2021 11:19 AM
325	I do not have the right to do this as I don't pay unemployment benefits.	2/11/2021 11:12 AM
326	En fait j'aurais droit à une assurance santé mais à aucune aide en tant que chômeur, contrairement à mes compatriotes ayant travaillé dans le système national.	2/11/2021 11:08 AM
327	since I have left my home country, i have no entitlement there, even though i am hired locally in the Hague, i have no entitlements here neither	2/11/2021 11:06 AM
328	Certainly not. I am living abroad, not in my home country. I never worked for a company there and will not be entitled to any unemployment benefit.	2/11/2021 11:03 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
329	I think you cannot claim money from NL since we don't pay taxes here	2/11/2021 11:01 AM
330	Nothing is foreseen at the national level in that case	2/11/2021 11:00 AM
331	Currently our government does not have unemployment support	2/11/2021 10:59 AM
332	uniquement sécurité sociale	2/11/2021 10:52 AM
333	As a non-resident, I would have a significant waiting period	2/11/2021 10:21 AM
334	La demande est en lien directe avec la résidence dans le pays et le fait d'y avoir travaillé.	2/11/2021 10:17 AM
335	In Bangladesh, government has no provision for national unemployment or social security/protection scheme. Therefore, for me, unemployment meaning living in extreme poverty along with dependents family members.	2/11/2021 10:12 AM
336	Unemployment benefit is not part of our National Social Security System. In any case the UN does not contribute to the National Social Security Fund or even to the National Hospital Insurance Fund.	2/11/2021 10:07 AM
337	The national social security system in Zambia only allows one to claim benefits when they attain the age of 55 years	2/11/2021 10:00 AM
338	We don't have such facility in our country like national unemployment or social security system.	2/11/2021 9:52 AM
339	No such provisions in my home country	2/11/2021 9:47 AM
340	There is no national unemployment or social security in Thailand if one does not self-subscribe fee.	2/11/2021 8:27 AM
341	My country does not have this social security system. If I lose my job, my income is zero.	2/11/2021 7:43 AM
342	UN hiring has not been applied to Thai Social Security System.	2/11/2021 5:19 AM
343	I would have to work in my country for 9-12 months before being able to claim unemployment. For social security, I would get free health care, but no sick leave allowance as I didn't work in my country.	2/11/2021 5:17 AM
344	As most of UN contracts are not permanent contract, it is hard to claim benefits.	2/11/2021 5:01 AM
345	only able to claim benefits to the national unemployment scheme if you pay into it through a national employer	2/10/2021 8:57 PM
346	as far as i am aware i would never be entitled in the netherlands	2/10/2021 1:30 PM
347	Such social schemes are non-existent	2/10/2021 11:29 AM
348	Very few countries in the world have such a scheme and would not apply to international civil service staff	2/10/2021 11:23 AM
349	I no longer have a right to unemployment because international civil servants are exempt.	2/10/2021 9:23 AM
350	Je ne possède pas d'assurance chômage en suisse, comment presque tous les fonctionnaires ONUG.	2/10/2021 9:03 AM
351	Not immediately, neither later: I did not accumulate any rights to unemployment insurance.	2/9/2021 7:05 PM
352	I am based in Geneva, we have zero unemployment rights here, unlike local population.	2/9/2021 4:58 PM
353	As I understand.	2/9/2021 4:30 PM
354	No. I could not claim any assistance from either of my countries of nationality.	2/9/2021 4:22 PM
355	I can claim nothing and wouldn't even have a right to continue living in the country.	2/9/2021 3:40 PM
356	They do not recognize UN insurance plan	2/9/2021 3:19 PM
357	¿Nos toman por estúpidos? "Inmediatamente". Un funcionario de la ONU en la cola del desempleo. Se morirían de risa.	2/9/2021 3:09 PM
358	Only because I am paying about \$2,000 into my country's unemployment scheme every quarter myself and I have been doing so since starting my UN employment. If I was not doing so, I would not be eligible for unemployment benefits as I would not have been paying into the system. In this respect, working for the UN is actually a liability.	2/9/2021 2:43 PM
359	Luckily, such social coverage exists in my country. However, one needs to be a fiscal resident, which I am not because I am an international civil servant. So, if my contract is	2/9/2021 2:24 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas
 terminated, I am left with no social coverage, no residency permit at the duty station, just a plane ticket to bring my and my family back home.

360	En tant que personnel des Nations Unies, nous n'avons PAS droit à l'assurance chômage.	2/9/2021 1:35 PM
361	Unemployment benefits doesnot exist in my country	2/9/2021 1:18 PM
362	Je n'ai pas d'assurance chomage.	2/9/2021 1:13 PM
363	I would be in extreme precarity	2/9/2021 12:58 PM
364	Only one benefit: unemployment for 18 months. Health would be lost, pension fund not aligned with the national system	2/9/2021 12:53 PM
365	I am not qualified, I left my country almost 40 years ago, never worked there	2/9/2021 12:48 PM
366	This would not be based on my previous salary but only be a minimum payment as the work in the UN is not counted as years of contributing to the national social services.	2/9/2021 12:44 PM
367	IMPOSSIBLE EN TANT QUE FONCTIONNAIRE INTERNATIONAL	2/9/2021 12:44 PM
368	If managers have fewer or no "regular" staff to supervise, or an "agile" number of staff, surely the post level should also be adjusted downward. That would be an important way to save even more, assuming there is no way to stop the trend towards instability.	2/9/2021 12:42 PM
369	I have been with the UN for 25+ years - I have no domestic system to fall back upon.	2/9/2021 12:18 PM
370	It would be quite complicated as I would not even have a place to go in my home country	2/9/2021 12:17 PM
371	Absolutely not.	2/9/2021 12:16 PM
372	I'm coming form 3 world country, there is no social secirity system nothing. If i lose my job, my kids loses thier school my family and extended family lose ther meal. Every day 13 dependent and extended family members are eating from the money i make from the job i have.	2/8/2021 10:39 AM
373	My country don't offer this. We have terror organizations and this kind of network in our country and I hate to join them but then what will be the choice? In case of job loss, this will be the alternate. I am not European.	2/8/2021 10:22 AM
374	Il est d'ailleur inexistant dans la plupart des pays.	2/7/2021 5:06 PM
375	Extremely difficult for employees from under-developed, developing nations	2/5/2021 12:26 PM
376	Ce système n'existe dans mon pays.	2/5/2021 9:18 AM
377	No. But let's be honest, if someone on a secure contract is terminated, the repatriation benefit alone is significant. Consultants only get a ticket home: full stop. If the	2/4/2021 2:35 PM
378	There is no national unemployment or social security system in my country	2/4/2021 8:47 AM
379	I have been so long away, I dont think I will get support right away if any at all - I will not be considered as per the current national employees pool.	2/4/2021 8:35 AM
380	In Italy no benefits for people not employed under italian job contracts. So I don't have access to any benefit	2/3/2021 6:49 PM
381	Due to contract lenght, I decided to pay an unemployment insurance to be covered in this case.	2/3/2021 6:10 PM
382	ça n'existe pas ici	2/3/2021 4:18 PM
383	But social security systems dont provide for adequate living conditions and food.	2/3/2021 2:59 PM
384	n/a	2/3/2021 1:02 PM
385	HR departments should include information/documentation necessary for this at the contract proposal stage.	2/3/2021 11:58 AM
386	Since my current contract is with the UN system, i don't believe there will any way for me to claim unemployment claim to the national unemployment or social security system	2/3/2021 11:09 AM
387	In Nigeria, we do not have a social security system in case of Job loss. This may grossly impact the livelihood of staff and families	2/3/2021 11:06 AM
388	This is the biggest problem	2/3/2021 9:35 AM
389	I have been away from my country of origin now for nearly 30 years. I have no social entitlements or pension.	2/3/2021 9:08 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
390	Neither a national unemployment or social security system exists in my country	2/3/2021 7:49 AM
391	Téngase presente que los extranjeros residentes no tienen ninguna prestación, y tampoco en su país de origen ya que su trayectoria la han dedicado a Naciones Unidas.	2/3/2021 12:34 AM
392	we do not have such system in my country at national level.	2/2/2021 7:13 PM
393	Dans mon pays il n'existe pas d'assurance chômage ou de sécurité sociale	2/2/2021 5:45 PM
394	never if no voluntary contributions were made! this only works for JPOs from certain countries!	2/2/2021 4:57 PM
395	i was harassed out of a job and could not get social security	2/2/2021 4:43 PM
396	we don't have the facility to claim from in my country	2/2/2021 4:01 PM
397	Being on a Fixed term contract I believe this would not be possible.	2/2/2021 3:35 PM
398	not applicable as there is no national unemployment benefits in my country of origin	2/2/2021 3:07 PM
399	En mi país no existe un sistema nacional de seguridad social	2/2/2021 2:50 PM
400	Unfortunately, I am a National of a low developed Country, and my country does not provide unemployment benefits.	2/2/2021 2:31 PM
401	There is no such system in my country .	2/2/2021 2:15 PM
402	Securing staff employment must be the primary goal of the Management.	2/2/2021 2:12 PM
403	Uncertain - but in some countries, UN staff are for various purposes considered equivalent in status as government out posted staff (e.g. for electoral roll purposes) so again UN could negotiate and insure unemployment/social protection access as part of any "UN unemployment scheme" - could also work with health insurance. As our staff assessment is seen as a "tax" given back to the countries (deduction from membership fees) then a case could be made that UN staff is paying tax and therefore to be covered by national schemes funded by tax	2/2/2021 12:54 PM
404	ce système n'existe pas dans notre pays	2/2/2021 12:42 PM
405	My country does not provide unemployment benefits.	2/2/2021 11:31 AM
406	But to a very limited extent. I would fall back to the minimum support provided, not the general 12-month unemployment coverage as I am outside of the German system for too long	2/2/2021 10:45 AM
407	In Turkey as a ILO staff we are not including the national security system. We are only included ILO pension system. That's why there won't be any coverage after the job loss.	2/2/2021 8:21 AM
408	It is different and complicated system and as an UN staff we don't have any rights to claim unemployment benefits from the government	2/2/2021 8:17 AM
409	As a NO, I am not registered in the national security system, so I cannot claim benefits	2/2/2021 8:05 AM
410	We cannot claim unemployment benefits as we are outside the national social security system. There is no way to claim such request.	2/2/2021 7:07 AM
411	These things do not exist where some of us come from	2/2/2021 3:08 AM
412	same with health care which is a real challenge in times of C19.	2/1/2021 5:33 PM
413	No such scheme in my country	2/1/2021 4:52 PM
414	there is no social security system in my country	2/1/2021 4:47 PM
415	En mi país no existe un sistema de seguro por desempleo ni un mecanismo de protección frente al desempleo.	2/1/2021 4:30 PM
416	Would face immediate economic implications - potentially severe if this were to happen, e.g. at the beginning of the school year with fixed commitments - and the fixed annual rental agreements in place in Switzerland	2/1/2021 3:52 PM
417	Of course not.	2/1/2021 3:47 PM
418	I don't have a national unemployment or social security system?	2/1/2021 3:26 PM
419	Car ce système n'existe pas. Les chômeurs ne touchent pas de pensions	2/1/2021 3:24 PM
420	In Nigeria, unemployment or social security benefits do not exist.	2/1/2021 3:21 PM
421	No, it is not possible and one of the main downside of UN P staff contracts	2/1/2021 3:20 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
422	but I have earned a very good salary for many years and I have also the funds in the pension, which I can claim. I also think I could find another job	2/1/2021 3:15 PM
423	There are no unemployment benefits in my country and the social security system is available only to those who have contributed to it which is not our case	2/1/2021 3:15 PM
424	Staff are the most important resource of the UN. The so-called agile contracts are nothing but precarious. They will instead reduce the effectiveness of the UN, rather than increase.	2/1/2021 3:11 PM
425	It would not be recognized and i would have no protection.	2/1/2021 3:03 PM
426	En principe c'est à l'organisation qui à utilisé nos force de nous faire des prestation sociales.	2/1/2021 2:59 PM
427	Mon souffre d'un chômage de masse chronique et ne peut donc pas assurer tout le monde contre le chômage	2/1/2021 2:46 PM
428	Not paid in quid no benefits	2/1/2021 2:46 PM
429	there is no national unemployment or social security system in my country.	2/1/2021 2:31 PM
430	In Egypt there is no such national unemployment or social security system that would provide support in case of job loss.	2/1/2021 2:26 PM
431	Indeed no. I dont have anything locally. Because I am with the UN we are off the radar nationally.	2/1/2021 2:17 PM
432	There is no social security system in Nigeria and there is a high rate of unemployment and inflation in the system already.	2/1/2021 2:12 PM
433	I would not be eligible for unemployment scheme immediately, but social security (access to health care etc) would be available immediately once I would return and live in my home country.	2/1/2021 1:52 PM
434	p	2/1/2021 1:44 PM
435	Suggest also reviewing the fact that years and amounts contributed to each of the national and UN social security systems are not considered by the other system (in the sense that contributions made to national pension schemes are basically lost if staff can only retire under UN scheme)	2/1/2021 1:19 PM
436	I laughed first! Nigeria has no social security system in place! the hyper inflation here is scary	2/1/2021 1:09 PM
437	I don't actually know - presumably a small amount for a limited time	2/1/2021 1:01 PM
438	This does not exist in my country.	2/1/2021 12:54 PM
439	My national system does not recognize the UN system. I will not be entitle to any allowance, support.	2/1/2021 12:51 PM
440	Système inexistant dans mon pays	2/1/2021 12:51 PM
441	Where I came from, there is not functioning social security system for citizens so not possible to claim any benefits in case of loss of job.	2/1/2021 12:50 PM
442	My country (Nigeria) does not have a national unemployment or social security system in place	2/1/2021 12:44 PM
443	You know the saying there are no stupid questions...this is. I cant even access my national heath care if I lose my job, no one ca	2/1/2021 12:34 PM
444	We don't have a social security system.	2/1/2021 12:30 PM
445	there is no national unemployment scheme in my country	2/1/2021 12:26 PM
446	We do not have unemployment benefits in my country	2/1/2021 12:20 PM
447	We do not have the right of claiming benefits from the national system as we work for UN.	2/1/2021 12:19 PM
448	Organisation does not contribute into the nation unemployment system and so this is not an option. However, I contribute monthly into an insurance policy in case I become unemployed or unable to work for whatever reason- this could be an optional benefit UN employees take on themselves should they choose	2/1/2021 12:17 PM
449	There is no such thing in my country.	2/1/2021 12:14 PM
450	there is no such in my country	2/1/2021 12:11 PM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas		SurveyMonkey
451	not at all, i would have no benefits at all, and it happened to me in the past when my short term contract was arbitrarily terminated in Niger	2/1/2021 12:04 PM
452	I am italian, and I can assure you that Italy is the most useless country ever when it comes to support its own citizens after losing a job. Not only you have to fall within unrealistic criteria, but even if you do, it takes months to receive the social support. We must change mentality in general, perhaps pay less D1 and above and distribute equally among all staff, while providing contracts to people who are really worth working.	2/1/2021 12:03 PM
453	Many of the UN employees are coming from third world where such system do not even exist	2/1/2021 12:02 PM
454	Probably for unemployment, but no for social security until I reach the appropriate age.	2/1/2021 11:58 AM
455	Will take between 6 minths to one year (happen to me once in my carreer)	2/1/2021 11:56 AM
456	You and your employer have to "pay in" to the national unemployment system in order for you to qualify for benefits	2/1/2021 11:55 AM
457	But I would look for another job. We are a charity for beneficiaries, not able bodied/minded and employable UN staff.	2/1/2021 11:54 AM
458	No such thing as national unemployment or social security system in Nigeria	2/1/2021 11:54 AM
459	In Bangladesh, we don't have any national unemployment or social security system. There is limited social safety nets for the people who living in the poverty line.	2/1/2021 11:52 AM
460	UN doesn't participate in the national social security system	2/1/2021 11:52 AM
461	I am from Nigeria, we do not even have any plan for people nd there are a lot young people unemployed, if this plan is to go through a lot of young people will loose their jobs and another different set of crisis can erupt.	2/1/2021 11:51 AM
462	I do not think we have any other social security available. Our pension is THE ONLY SECURITY THAT WE HAVE AT THE MOMENT, IF THAT TOO IS TAKEN WAY WE FEEL WE LOOSE OUR SECURITY. I RECOMMEND THAT SYSTEM OF PENSION MUST BE STRENGTHENED AND MORE STREAMLINED. Employer contribution can be reduced and employee contribution can be increased to reduce burdon on the organizaition.	2/1/2021 11:49 AM
463	In my country we don't have such systems. I am from a third world country	2/1/2021 11:47 AM
464	Ce systeme n'existe pas dans tous les pays , surtout en Afrique.	2/1/2021 11:46 AM
465	No. I will try my best to first explore opportunities for employment. The social system should be the last resort. In addition, i come from a developing country where such a system does not exist.	2/1/2021 11:45 AM
466	But it does not match in any way the level of salary I receive.	2/1/2021 11:42 AM
467	We do not have a national unemployment/social security system in my country	2/1/2021 11:40 AM
468	Does not exist in my Country	2/1/2021 11:40 AM
469	I could fall back on a minimum wage within the Belgian legislation if i can showcase that i have insufficient funds. i would never be eligible after employment with the UN.	2/1/2021 11:38 AM
470	Unfortunately, as a UN employee i am not eligible to my govenrnmnt unemployment system.	2/1/2021 11:37 AM
471	As international staff I do not contribute and being older I would have a wait period of years	2/1/2021 11:36 AM
472	I would have no benefit at all from my national security system because despite the fact that I do pay each month some taxes, they are not considered within the national security scheme.	2/1/2021 11:32 AM
473	not at all	2/1/2021 10:24 AM
474	We are not entitled to tap in our own social security system. we need to stay in our country for at least 6 months before claiming for these.	2/1/2021 10:15 AM
475	There is no social security system in my country.	2/1/2021 10:08 AM
476	Je ne suis plus lie au systeme national	2/1/2021 9:48 AM
477	This framework do not exist in my country	2/1/2021 9:37 AM
478	Such claims do not exist.	2/1/2021 9:23 AM
479	unfortunately there is no such social security system in place in Ethiopia and so it will be a	2/1/2021 9:15 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies
Encuesta sobre el "futuro del trabajo" en el sistema común de las Naciones Unidas

sad situation of major crisis to my wellbeing as well as my old parents and countless intermittent dependents at least for a year period of time .

SurveyMonkey

480	I do not have this system in my national and it will be a total lose	2/1/2021 9:05 AM
481	I think this system is not existing in our country policy for UN Staff. or my be i don,t know	2/1/2021 8:50 AM
482	Nous fonctionnaires des Nations unies, nous n'avons pas droit au prestations chômage du pays.	2/1/2021 8:42 AM
483	No, national unemployment or social security system are dysfunctional in our country and can not compensate even for the minimum living standards. Also given the UN staff does not pay local taxes, they would be the last ones to receive benefits if any.	2/1/2021 8:29 AM
484	This is impossible as we are not registered in the National Security System. National Unemployment system does or may not exist here.	2/1/2021 7:58 AM
485	And this could be something to negotiate with member states	2/1/2021 7:50 AM
486	There is no unemployment or social security system in our country.	2/1/2021 7:48 AM
487	Unfortunately, in our country, we dont have Social Security System	2/1/2021 7:02 AM
488	No any chances. Also national unemployment allowance is around 150 US\$ per month - I will not be able to feed even one person for this amount, of course I'll not be able to feed kids and support my family even at the minimum level.	2/1/2021 4:42 AM
489	I have worked for the UN (first as an intern, then consultant, then UNV, TA, JPO, TA, FTA, etc) since I finished my postgraduate studies at a young age. So I have never contributed / paid into my national social security system and I would be be allowed to claim benefits from it.	1/31/2021 5:20 PM
490	Of course not.	1/31/2021 12:36 PM
491	There is no such arrangement.	1/29/2021 8:36 PM
492	there is no social security system or national unemployment scheme in a middle income country like Bangladesh	1/29/2021 6:04 PM
493	No, I wouldn't get anything at all. I would have to live on my savings until I find a new job. So if I fell seriously ill while looking for another job, I wouldnd't benefit from any sort of social protection.	1/29/2021 5:42 PM
494	in my country the national health insurance collapsed	1/29/2021 4:40 PM
495	I have saved more than one year's salary in the bank for emergency. All staff should do this.	1/29/2021 3:53 PM
496	Benefits from our national unemployment or social security system are only for persons paying into that system	1/29/2021 3:35 PM
497	Absolutely not! As international civil servants we do not pay income tax directly to our home country and do not contribute to the national social protection scheme. We are left "floating" without proper social protection and any protection or social benefits is entirely linked to our contract with the organization.	1/29/2021 3:05 PM
498	However, social security is not taken out of my UN salary from my government. Therefore, my years of work in the UN will not reflect in any benefit claim	1/29/2021 2:18 PM
499	It depends on the specific situation, ultimately social welfare is available immediately under certain conditions	1/29/2021 2:16 PM
500	As a Canadian living outside Canada for many years, I would not be immediately available for national unemployment insurance	1/29/2021 2:01 PM
501	There has never been a scheme for unemployment or social security system in Lebanon, and Lebanon is currently under servere economic, political, and health crises	1/29/2021 1:39 PM
502	6 months waiting and minimum is extremely low	1/29/2021 1:36 PM
503	This system doesn't exist in my country	1/29/2021 1:35 PM
504	Je n'ai pas le droit de contribuer à la caisse de chômage national. Ma demande ne serait pas recevrable.	1/29/2021 1:18 PM
505	Il n'y pas d'assurance chômage dans notre pays d'origine (France) pour les fonctionnaires internationaux.	1/29/2021 12:14 PM
506	I don't belong to any!!	1/29/2021 11:52 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies Encuesta sobre el "futuro del trabajo" en el sistema común de las		SurveyMonkey
507	I won't be allowed unemployment benefit and social security would take several months to cover me.	1/29/2021 11:46 AM
508	I have lived away for too long...this whole exercise is deeply suspicious and will undermine staff confidence. Look at the example of zero hours contracts. In theory a great idea to benefit employers and certian workers. In practice an absolute disaster for millions of workers.	1/29/2021 11:16 AM
509	It's not possible in Switzerland neither immediately, or ever.	1/29/2021 11:02 AM
510	I voluntarily pay unemployment insurance.	1/29/2021 10:53 AM
511	Not immediately, because my contract appears as fixed -term, but I would eventually as I am contributing to it externally	1/29/2021 10:52 AM
512	Like many expats who have lived abroad for a long time, I am kind of unaware of how I stand with respect to my rights in my home country and in this, my "adopted" country.	1/29/2021 10:43 AM
513	From the social security system potentially (depending on my assets), but the unemployment system not.	1/29/2021 10:39 AM
514	I think I could not claim benefits from my national unemployment system, but I could receive emergency social assistance, in particular here in the Geneva canton (Switzerland).	1/29/2021 10:26 AM
515	such a scheme does not exist	1/29/2021 10:22 AM
516	because i've never thought i was able to contribute to the scheme and that my contribution is to the UNJSPF. Would be great to get clarification on this as the UN would need to make the employer contribution based on the governance in my country	1/29/2021 10:19 AM
517	If I lose my job, I am left we absolutely no source of money	1/29/2021 10:18 AM
518	I think that if the unemployment benefit was paid by UNs system they would seriously rethink the employment of staff with precarious contracts	1/29/2021 10:15 AM
519	Pas autorisé puisque je ne cotise pas dans le système national	1/29/2021 10:09 AM
520	ce serait un revenu ultra minimal, pour survivre	1/29/2021 10:09 AM
521	No. My country does not as yet have a national unemployment or social security system. Even if the country had the system, most of these systems are contributory and one needs to be working in the country to contribute together with the employer. Working for the UN means the majority of UN employees might therefore lose out from their national security protection	1/29/2021 10:08 AM
522	Swiss system does not allow UN staff to voluntarily contribute	1/29/2021 10:07 AM
523	No, because in Vietnam, if we are not contributing to social security system via an registered establishments, such as enterprises, we are not entitled to national unemployment insurance. If we join the national social security scheme voluntary as individuals, we are entitled to pension insurance only, not unempleoyment insurance.	1/29/2021 10:03 AM
524	none (france) since I never contributed	1/29/2021 10:01 AM
525	Because I cannot contribute to the national social security system, I am not protected by their system. Once I join the UN system, I am obliged to give up on all my social security rights.	1/29/2021 9:55 AM
526	No such benefits exist in my country	1/29/2021 9:55 AM
527	I am about to lose my job, in the middle of a pandemic, and I am not going to receive any unemployment benefits.	1/29/2021 9:52 AM
528	There is no unemployment or social security system in my home country	1/29/2021 9:50 AM
529	Not at all, there are no unemployment benefits in my country.	1/29/2021 9:49 AM
530	In Pakistan, unemployment insurance is non existent.	1/29/2021 9:49 AM
531	Loss of job would mean huge disruptions for my children, their education, their quality of life and their future.	1/28/2021 3:30 PM
532	I honestly think this is the case but have not investigated that eventuality. But for the reasons stated in the previous comment, this should be the case for national jurisdictions and the UN should strive that all nationals of all nations are entitled to national unemployment insurance.	1/28/2021 11:24 AM
533	Not at all. Since I have not contributed to my country (or the host country), I have no right,	1/28/2021 9:18 AM

Survey on the 'Future of Work' in the UN common system Enquête sur « l'avenir du travail » dans le système commun des Nations Unies

SurveyMonkey

Encuesta sobre el "futuro del trabajo" en el sistema común de las

neither my family (my husband) does not have right to get benefits from my national country because we are not residents or we do not contribute there. So, in our case, we would have economic troubles but also administrative problems (my husband's administrative situation is linked to my working situation in the host country: no work for me, no papers for my husband -either in my national country).

534	International organisation work is not recognized to permit staff to make contributions to nations schemes, without which most cannot avail of unemployment insurance options	1/27/2021 9:35 PM
535	I am not entitle to any national benefit. Nothing (and I am from a EU member state)	1/27/2021 8:36 AM
536	in Thailand, social security system is ineffective. and the compensation is worst. Also, there is no national unemployment system.	1/27/2021 5:08 AM
537	We don't work in our national countries so cannot claim unemployment or social security there	1/26/2021 10:55 AM
538	i can not because the system does not exist in my country	1/26/2021 10:00 AM
539	Although I am required to pay into the Swiss social security schemes, I am unable to claim benefits from it as my right to be in Switzerland is directly link to my UN work contract. When the contract expires, my right to be here expires and therefore I have no means to claim benefits from the security system into which I have paid. Moreover, I pay more into this system than local workers, as I cover both the employee and employer taxes because the UN is tax exempt. It is criminal!	1/25/2021 9:09 PM
540	That is the reason UN need some unemployment system. Staff working in UN doesn't pay any contribution to his/her country social system so they can't get either unemployment benefits or pension. So at least UN should agree with governments a way to contribute for whoever wants to.	1/25/2021 6:58 PM
541	Absolutely NO	1/25/2021 4:50 PM
542	ces dispositions ne sont pas prévus dans nos contrat actuels.	1/25/2021 3:02 PM
543	My government will grant me the minimum benefit, i.e. 564,78 € per month	1/25/2021 12:52 PM
544	My national government cut me out of social security schemes when I joined UN and I have no rights to remain in my current country of residence if my UN employment was terminated. I would lose my home and I would have no social security from anywhere. My national government would put me in quarantine for not having contributed to the social security for the first 6 months if I had to return there. After that, I would only receive "poverty line/level" support.	1/25/2021 12:32 PM
545	Actuellement, je n'aurais pas droit aux chômage français car j'ai toujours travaillé dans une organisation internationale.	1/25/2021 10:44 AM
546	Cela est impossible en Suisse, puisque nous ne contribuons pas automatiquement aux assurances sociales. Il faut contribuer volontairement (cf. commentaire 15)	1/25/2021 10:19 AM
547	i don't have that with the national scheme since i have been working with the un	1/25/2021 5:53 AM
548	No aplica como organizsmo internacional.	1/23/2021 3:20 AM
549	Lebanon is facing a number of crises: Economic, financial, 80% currency devaluation, in addition to the covid-19. Losing my job would be a disaster as I support my elderly parents..	1/22/2021 10:17 PM
550	Impossible	1/22/2021 5:35 PM
551	Me and my family would be expelled from the country (Switzerland) within a few months!!!	1/22/2021 5:29 PM
552	Tengo entendido que puedo retirar mi aporte al fondo de pensiones de Nacion Unidas.	1/22/2021 4:20 PM
553	Merci pour cette prise d'initiative et de vos questions pertinentes. JTAROT(22/01/2021).	1/22/2021 4:14 PM
554	I know I would have NO health care.	1/22/2021 3:27 PM
555	Lebanon does not have such system	1/22/2021 12:30 PM
556	I would not be entitled	1/22/2021 10:03 AM
557	No unemployment benefit can be claim.	1/22/2021 9:34 AM
558	Lebanon does not have national unemployment or social security system	1/22/2021 8:38 AM
559	No social Security system in our country	1/22/2021 8:26 AM
560	I think that nobody can - almost nobody.	1/22/2021 6:55 AM

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561	I would have to wait a period of time after relocating to my home country before I would be eligible for unemployment	1/22/2021 3:18 AM
562	My countries does not have a security system	1/21/2021 10:05 PM
563	Because since I naturalised as a Swiss, i voluntarily subscribe to a non-mandatory unemployment insurance, which was an option that was offered to me by the Swiss authorities and it is a big lack/gap within the UN system.	1/21/2021 9:48 PM
564	Hope not to lose any job. This is the only secure source for us to survive in front of the difficult coming years and is essential for us to be able to support our families	1/21/2021 7:26 PM
565	Most UN staff will not be able to do it at all!!! as we did not pay to national unemployment or social security systems. Our UN salary does not allow us to pay both to the UN pension fund and to the national systems, and most of us irrevocably opted for the UN pension when got a UN contracto We are very vulnerable to these matters	1/21/2021 7:06 PM
566	I don't have social security in my own country	1/21/2021 7:05 PM
567	Not only not immediately in my country there is no unemployment benefits at all!	1/21/2021 6:36 PM
568	I am Swiss and work in Geneva. To gain access to my National Unemployment Scheme I must pay into the national social security system (13% of my gross salary).	1/21/2021 6:28 PM
569	Swiss, and I contribute out of pocket to assurance chomage. Not everyone does, it's not mandatory.	1/21/2021 6:19 PM
570	international civil servants are not included in such national system.	1/21/2021 6:03 PM
571	Whenever my temporary contracts are finished, I have no income at all	1/21/2021 5:38 PM
572	Yes, because I have been contributing at 100% to the unemployment system as a Swiss national.	1/21/2021 5:14 PM
573	I am an expat on a G contract, I have no rights.	1/21/2021 5:05 PM
574	As the UN does not contribute to national funds, no rights are built up	1/21/2021 5:02 PM
575	Of course not.	1/21/2021 4:58 PM
576	As most people I know we have served the system for many years, therefore we are no longer registered in our county of origin.	1/21/2021 4:52 PM
577	No, but the question is somehow misplaced, because UN Civil Servants should not be bound to any national government benefits. I do pay voluntary unmemployment benefits from my UN net pay.	1/21/2021 4:46 PM
578	I'm not sure, but my national social safety net system is very poor in general, so it would not be enough to live on, even if I could claim benefits	1/21/2021 4:41 PM
579	Could not get any benefits at all.	1/21/2021 4:39 PM
580	Neither immediately nor over time, I just would not receive any benefits from my social security system.	1/21/2021 4:31 PM
581	Not at all. I am deffinitelly excluded of my national unemployment or social security system due to the fact that I am an international civil servant	1/21/2021 4:30 PM
582	I needed to contribute to the social security scheme of Brazil to be entitled to it.	1/21/2021 4:20 PM
583	Yes, but I would have to move back to my country, which would not be feasible given my family situation.	1/21/2021 4:20 PM
584	J'ai raté la fenêtre d'opportunité de m'y inscrire (délai de 3 mois à partir de la signature du premier contrat) et maintenant si je perd mon travail je me retrouverais SDF vu que je ne pourrais plus payer le loyer	1/21/2021 4:16 PM
585	I would not be eligible for such benefits at all.	1/21/2021 4:11 PM
586	Je ne connais pas la législation et l'ONU n'est absolument pas transparent à ce propos. Les collègues en RH ont très peu de connaissances fiables ceci étant renforcé par le fait que le siège est à Nairobi et la seulepersonne garanties questions de personnel est à Genève est un G staff. Ceci ne donne pas de légitimité suffisante à la fonction. Dossiers personnels du staff récemment jeté sans informer le personnel. Une honte.	1/21/2021 4:08 PM
587	As a UN employee we don't exist in any Gouvernement system so we can't apply for unemployment subsidies. we would be on the street, as simple as that.	1/21/2021 4:04 PM
588	I don't live there, so I doubt it.	1/21/2021 3:57 PM

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589	I think there have been come changes in Germany in recent years for former employees of international organisations, including the UN, in response to a growing need in that area. But I am not entirely certain.	1/21/2021 3:55 PM
590	Je n'y serai pas éligible.	1/21/2021 3:50 PM
591	Not sure but unlikely.	1/21/2021 3:49 PM
592	I have witness cases of people who got sick and I saw how the Organization treats these people and what fights they have to fight for their rights.... Who trusts the Administration?	1/21/2021 3:49 PM
593	There is no national unemployment or social security system in my country for people who work abroad	1/21/2021 3:46 PM
594	Perdre mon emploi aux NU me mettrait dans une situation très précaire. J'ai mis ma vie personnelle et familiale de côté pour remplir mes fonctions aux NU. La moindre des choses serait que les NU m'offre un minimum de sécurité d'emploi.	1/21/2021 3:46 PM
595	I make personal voluntary contributions paying double as my employer (UNOPS) does not contribute their part like any other organization in Switzerland would pay.	1/21/2021 3:43 PM
596	This is the case in most countries in the world. There is always a period before you can start to claim	1/21/2021 3:41 PM
597	After 9 months minimum which means that neither me or my spouse would have income for nine months unless we can find a job quickly. Due to Covid and future economic crisis and debts of states will not be easy...	1/21/2021 3:41 PM
598	One needs to contribute to the welfare system. The UN could have use the staff assessment deductions to set up such social security system.	1/21/2021 3:41 PM
599	I would have no unemployment benefits as i have not contributed to the national social security system as working for the UN. If I lost my job, I would be forced to rely entirely on my savings until i could find a new job. This can be catastrophic for people with mortgages or who put their kids in private schools.	1/21/2021 3:39 PM
600	Absolutely not! It is extremely worrying.	1/21/2021 3:39 PM
601	But this is not the case for consultants	1/21/2021 3:38 PM
602	in Switzerland we don't have right to unemployment benefits as UN staff members. My personal experience: having a contract "lined up" then cancelled because of budget cuts, meant I had to live 6 months during the pandemic without a job, without a permit and without unemployment	1/21/2021 3:38 PM
603	I have not worked in my country for over 10 years and will get no benefits whatsoever.	1/21/2021 3:32 PM
604	je n'aurais plus rien! Aucune prestation de mon pays ou des nations unies	1/21/2021 3:31 PM
605	Impossible as a UN staff, I am not covered under any national social security plan	1/21/2021 3:30 PM
606	I think that practically nobody can claim national unemployment benefits	1/21/2021 3:26 PM
607	Mine is a developing country, with very minimal resources for such support.	1/21/2021 3:25 PM
608	There isn't such a system in my country	1/21/2021 3:25 PM
609	absolutely not! That is a major issue, my taxes are retained from the contribution of my country to the UN but my country don't offer my any unemployment or social security! It's UNFAIR!	1/21/2021 3:24 PM
610	I would not be able to claim any benefits ever.	1/21/2021 3:24 PM
611	I will become homeless	1/21/2021 12:37 PM
612	I would not have access to the national social security system since I am an international civil servant and do not pay national social security. The UN should not be relying on its member states to cover unemployment benefits to its staff if they lose their jobs.	1/21/2021 11:07 AM
613	P staff members don't work in our home countries and so we can't do anything after losing our jobs. You must know this already - are you kidding me?!	1/21/2021 10:48 AM
614	Frankly, It would be a catastrophe. My family would be functionally homeless and have to completely uproot our lives to return to my home country, where my children have never lived or attended school. I could not work in a precarious contract, the UN would in no way be an appealing or competitive employer for someone with my skills and expertise. This is the reason why I can't recruit adequate consultants: no one would want a low paying unreliable contract with no future.	1/21/2021 1:04 AM

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615	If I loose job In UN I will need to return to my country and search for Kob	1/20/2021 11:59 PM
616	Not a US citizen	1/20/2021 11:58 PM
617	As question 15	1/20/2021 6:53 PM
618	I will be Jobless as we don't have such a legacy to have unemployment system or social security system so I will be using only my pension	1/20/2021 5:13 PM
619	Je ne pourrai rien attendre du système national dont je dépends puisque je n'y cotise pas. Une partie conséquente de mon salaire me sert à épargner pour le cas où je perdrais mon emploi, car je ne pourrai compter que sur moi-même.	1/20/2021 4:08 PM
620	I have not had the patio of resorting to domestic unemployment or social security for 25 years.	1/20/2021 3:11 PM
621	Not eligible, did not participate to the funds	1/20/2021 12:48 PM
622	It does not exist in my country	1/20/2021 12:09 PM
623	Par définition, et dans tous les accords de sièges, le Fonctionnaire International n'est pas intégré au système des assurances sociales Suisses (ou d'autres pays hôtes). L'organisation doit pourvoir à ces besoins. une seule exception persiste mais elle coute cher et n'est disponible que pour une partie minime des FONctionnaires internationaux : Le fonctionnaire Suisse domicilié en Suisse peut cotiser de facon volontaire aux assurances sociales Suisses ou juste à l'assurance chômage, pour autant qu'il en fasse la demande dans les 6 mois suivant le début de son contrat et qu'il n'interrompe pas le versement des cotisations... autant dire que personne n'y a droit	1/20/2021 11:24 AM
624	I would never be able to do so given that I have not contributed to my national social security as a UN employee	1/20/2021 11:15 AM
625	it takes 3 months for social security system	1/20/2021 10:49 AM
626	No such provision exist in our country	1/19/2021 2:25 PM