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**Conference of Staff Associations of International Organisations**

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***SESSION A – TYPE OF CONTRACTS***

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*Contractual arrangements in the UN system.*

*Presentation by Ms Maria Dweggah, FICSA*



## Contractual arrangements in the UN system

Maria Dweggah  
FICSA



### Career vs. Non career

- ◆ ICSC acknowledges two types of civil servants are necessary: career and non-career



## Three categories

- ◆ Indefinite appointments with no expiry date
- ◆ Fixed-term appointments
- ◆ Temporary appointments of less than one year



## Probation period

- ◆ Usually first year of fixed term contract is a probationary period
- ◆ Duration or extension of probation to be decided by organization
- ◆ Conversion of fixed-term to indefinite may entail another probationary period



## Contract renewal

- ◆ Satisfactory performance
- ◆ Continuing need for the function
- ◆ Availability of funding



## Termination of appointment

- ◆ As a general rule organizations can terminate all appointments prior to retirement or expiry date
- ◆ In case of reduction-in-force, staff on indefinite appointments retained in preference to all others
- ◆ Separation payment made





## Recent developments

- ◆ Phasing out permanent (career) appointments; replacing them with indefinite appointments
- ◆ Fixed-term used for a broader range of situations
- ◆ Fixed-term converted at higher rate to indefinite



## A recent example of change

**WHO**



## Contract Reform

- ◆ Career service appointments discontinued and replaced by service appointment
- ◆ RIF rules abolished
- ◆ Fixed-term – unchanged
- ◆ 5 year fixed term appointment unfrozen



## Temporary appointments

- ◆ Contract limited to 11 months
- ◆ Total service limited to 11 month periods (44 out of 48 months)
- ◆ If not successful in finding fixed term employment, mandatory one year break (*four year and out rule*)
- ◆ Two kinds:
  - Short term
  - Term limited (starts at Step III with special allowances)
- ◆ Initial appointment always short-term



## Benefits extended to temporaries

- ◆ Health protection with full benefits extended to staff and dependants after 1st 11- month contract
- ◆ Pension, if more than 6 months contract
- ◆ Maternity leave of 8 weeks after 11 month contract
- ◆ Term limited – special service allowance (non pensionable for both P and GS)
  - family status
  - languages
  - experience
  - hardship



## Recent developments

- ◆ Large percentage of LTST (long term/short term staff) were considered eligible for conversion to fixed term. Criteria was continuous employment totalling 44 months as of 1 July 1998 to 1 July 2002.
- ◆ A large percentage have been converted
- ◆ 1July 2006



## Conclusions

- ◆ Halt abuse of short term contract holders
- ◆ Have three types of contracts
- ◆ HR and managers to closely monitor and assess needs and recruit accordingly
- ◆ Create posts if need is long-term
- ◆ Ensure that all staff, even short-term, have equitable benefits