



Resolution on contractual arrangements

The 36th General Assembly of CCISUA,

Recalling the Universal Declaration of Human Rights and internationally recognized human rights and labour norms and standards and the need for the United Nations, its specialized agencies, funds and programmes to abide by those standards,

Noting with concern the proliferation of precarious contracts across the common system organizations,

Noting with grave concern the extensive use of United Nations Office for Project Services (UNOPS) contracts and other affiliate contracts, which are incompatible with local labour laws in certain duty stations,

Noting with concern the way in which precarious contracts deter personnel from speaking out against all forms of misconduct and can lead to unfair workload distribution,

Regretting that contractual instability exposes staff to unjustified contract terminations,

Noting the impact of precarious contracts on staff morale and welfare,

Reaffirming that budgetary constraints should not be used as a justification for the proliferation of precarious contracts,

1. **Reiterates** the relevancy and importance of the contractual framework established by the International Civil Service Commission (ICSC) and calls upon the common system entities to make use of contracts within the existing framework;
2. **Expresses** its concerns regarding the impact of the use of precarious contracts on the long-term sustainability of the Pension Fund;
3. **Calls** on the United Nations Secretariat, specialized agencies, funds and programmes to make proper use of the different types of contracts, while ensuring consistency across the board;

4. **Calls** on the United Nations Secretariat, specialized entities, funds and programmes to end the use of precarious contracts and to grant continuing contracts for functions of a long-term nature;
5. **Recalls** that contractual stability is an important pillar of the independence of the international civil service;
6. **Highlights** the importance of delinking the type of contract granted from budgetary considerations.