

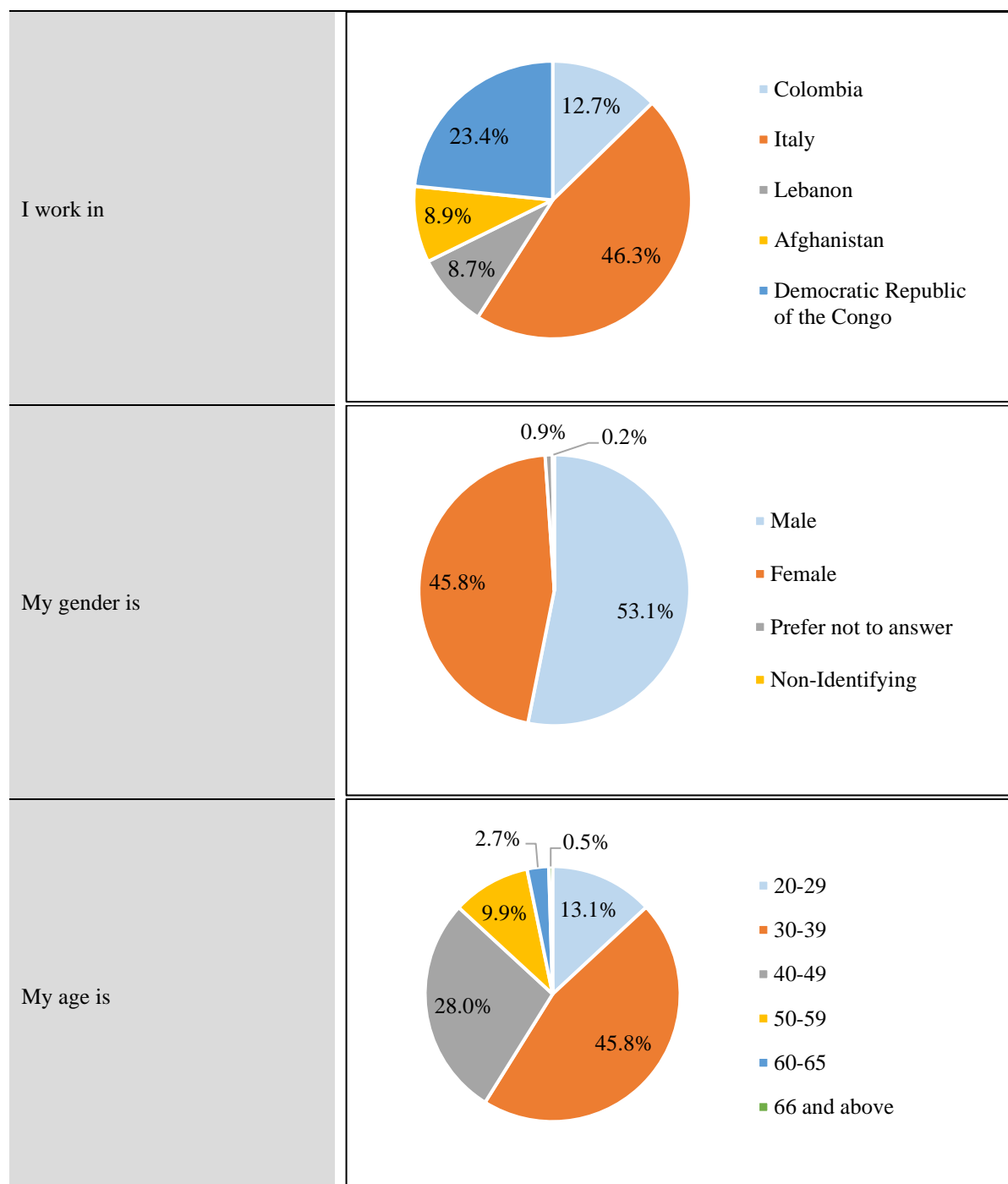
Appendix to JIU report: Review of the use of non-staff personnel and related contractual modalities in the United Nations system (JIU/REP/2023/8)

Results of the Survey to Non-Staff Personnel

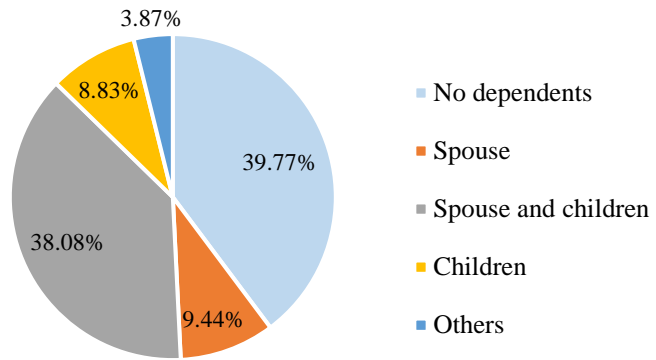
in Afghanistan, Colombia, the Democratic Republic of the Congo, Italy and Lebanon

An online survey was conducted by JIU from July to August 2023 to gather opinions from non-staff personnel working in five countries (one country per region), receiving 2,298 completed responses out of approximately 8,700 recipients.

1. Background information

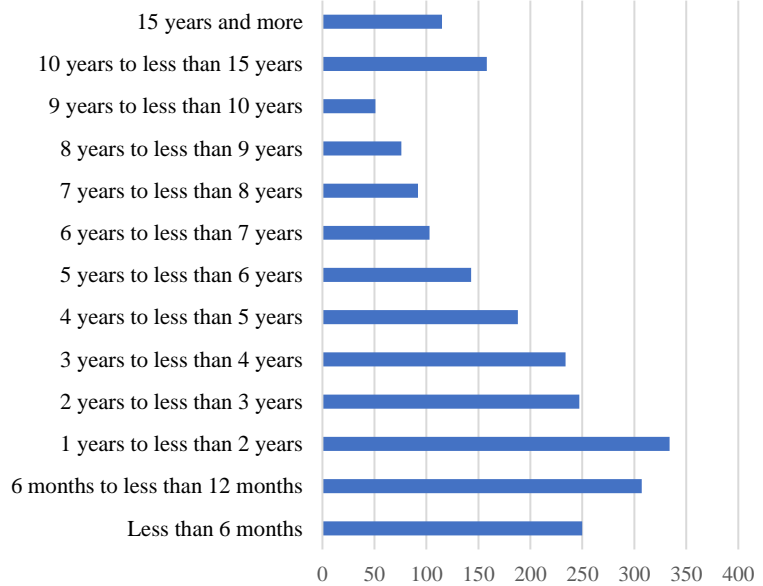


I have:
 (1) no dependents
 (2) a spouse
 (3) a spouse and children
 (4) children

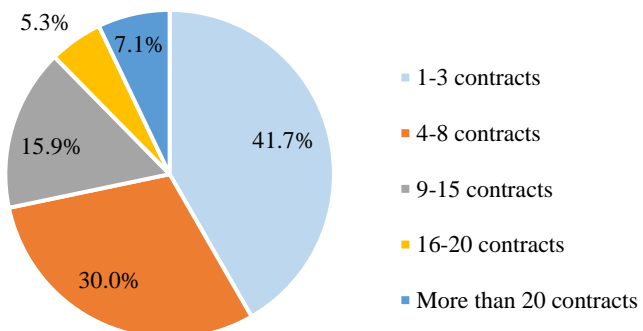


2. Contractual Status

The months/years of experience I have with the organization I currently work is



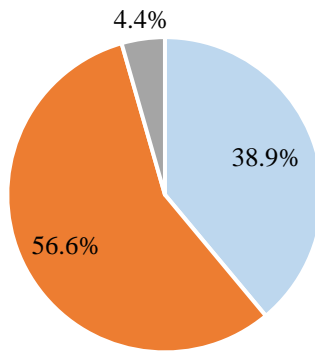
The total number of contracts I have had with the organization I am currently working with is



3. Functions and Practices

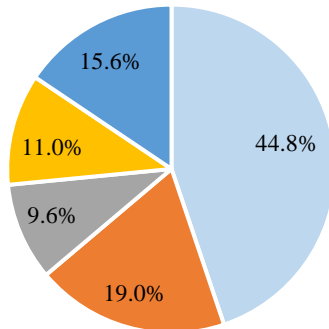
<p>The main area in which I work is</p>	<table border="1"> <caption>Data for 'The main area in which I work is'</caption> <thead> <tr> <th>Area</th> <th>Count (Approximate)</th> </tr> </thead> <tbody> <tr><td>Data management/analysis</td><td>10</td></tr> <tr><td>Monitoring & evaluation</td><td>15</td></tr> <tr><td>Legal</td><td>20</td></tr> <tr><td>Health/medical services</td><td>25</td></tr> <tr><td>Policy/strategy</td><td>30</td></tr> <tr><td>Conference related</td><td>35</td></tr> <tr><td>Technical support</td><td>40</td></tr> <tr><td>Security</td><td>45</td></tr> <tr><td>Protection/human rights</td><td>50</td></tr> <tr><td>Coordination/partnerships</td><td>55</td></tr> <tr><td>Training/workshop related</td><td>60</td></tr> <tr><td>Research & analysis</td><td>65</td></tr> <tr><td>Procurement</td><td>70</td></tr> <tr><td>General administrative work</td><td>75</td></tr> <tr><td>Finance/budget</td><td>80</td></tr> <tr><td>Engineering</td><td>85</td></tr> <tr><td>Supply chain/logistics</td><td>90</td></tr> <tr><td>Human resources</td><td>100</td></tr> <tr><td>Information & telecommunications</td><td>120</td></tr> <tr><td>Program & operations</td><td>150</td></tr> <tr><td>Communication/public information</td><td>180</td></tr> <tr><td>Emergency response</td><td>250</td></tr> <tr><td>Project management & implementation</td><td>650</td></tr> </tbody> </table>	Area	Count (Approximate)	Data management/analysis	10	Monitoring & evaluation	15	Legal	20	Health/medical services	25	Policy/strategy	30	Conference related	35	Technical support	40	Security	45	Protection/human rights	50	Coordination/partnerships	55	Training/workshop related	60	Research & analysis	65	Procurement	70	General administrative work	75	Finance/budget	80	Engineering	85	Supply chain/logistics	90	Human resources	100	Information & telecommunications	120	Program & operations	150	Communication/public information	180	Emergency response	250	Project management & implementation	650
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My work has a clear timeframe



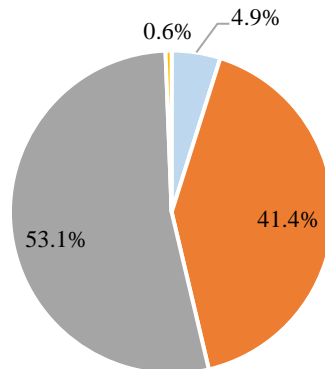
- Yes, it has a clear timeframe
- No, my work does not have a clear timeframe and it seems continuous in nature
- I don't know

During the time I have worked for the organization under multiple contracts



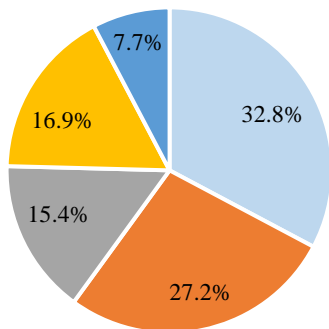
- I have done the same or similar work in the same office/unit
- I have done the same or similar work in different offices/units
- I have done different work in the same office/unit
- I have done different work in different offices/units
- I haven't had multiple contracts yet

The work I carried out in practice has been different from what was stated in my contract(s) or Terms of Reference



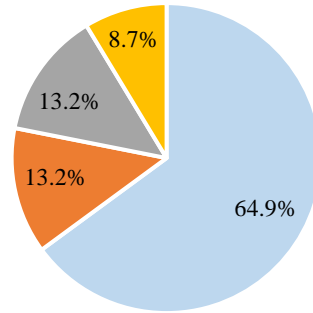
- Yes, it is totally different
- Sometimes different
- No, it is the same as stated in my contract/s or Terms of Reference
- I don't know

I am expected to work at the office or work remotely



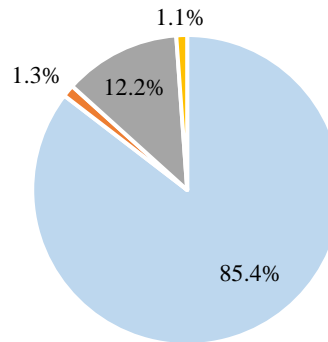
- Yes, I work full time at the office
- Yes, I work at the office 3-4 days per week
- Yes, I work at the office 1-2 days per week
- No, I work fully remotely
- Others

I have participated in training activities provided by my organization while holding a non-staff contract



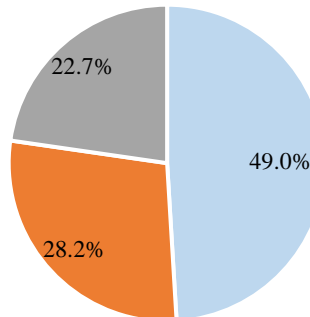
- Yes, I have participated in one or several training activity(ies)
- No, I am not allowed to participate
- I am allowed to participate, but I have not had any time to do so
- Others

I thoroughly reviewed and understood my contract prior to signing



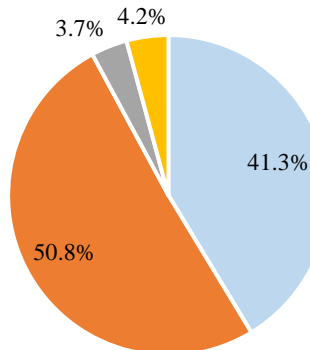
- Yes, I read through and fully understood my contract/s before signing it/them
- No, I did not read through and did not fully understand my contract/s before signing it/them
- I read through but could not fully understand my contract/s before signing it/them
- Others

I believe my contract complies with the labour laws of the country in which I work



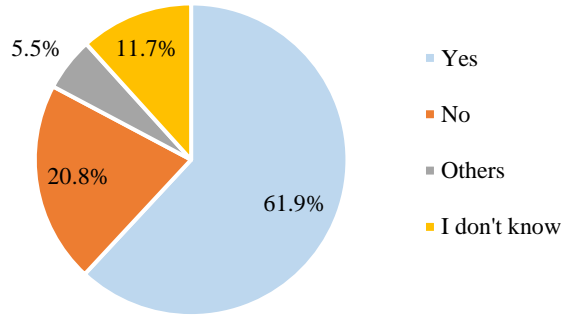
- Yes
- No
- I don't know

I am entitled to leave with pay (e.g., 1.5 days per month)

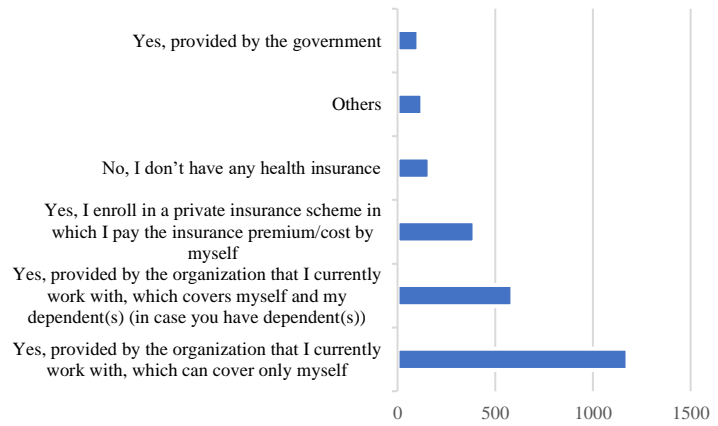


- Yes
- No
- Others
- I don't know

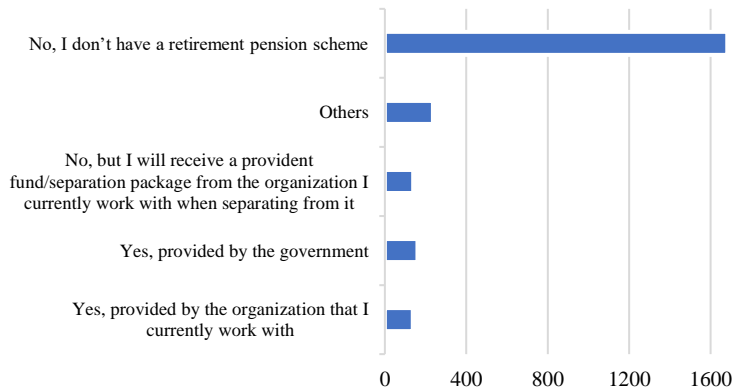
I am entitled to sick leave with pay



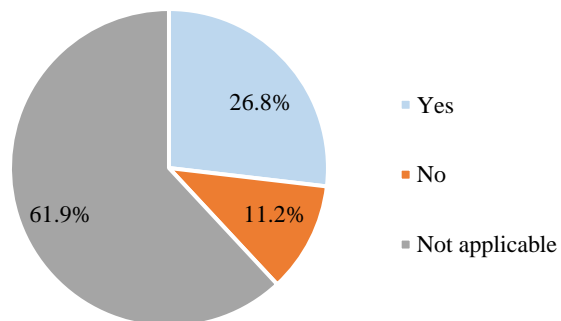
I am enrolled in health insurance scheme(s) (multiple answers)



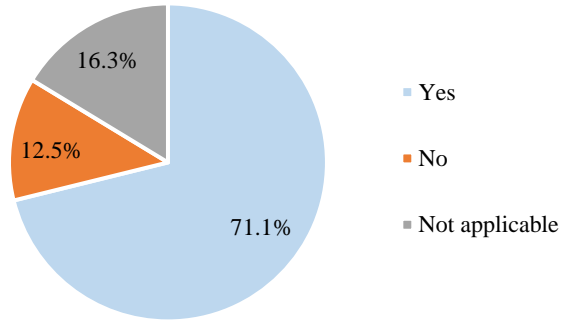
I am enrolled in a retirement pension scheme(s) (multiple answers)



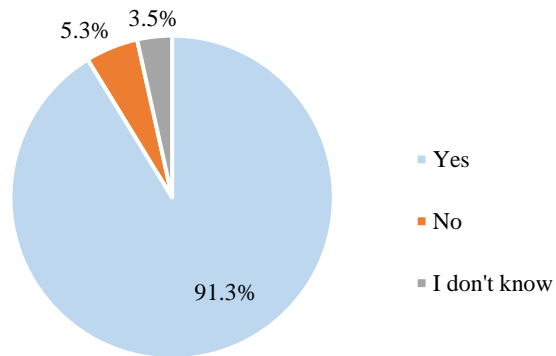
If I currently do not have a health insurance scheme, I would accept my organization offering this benefit and withholding part of my earning to fund it, hence reducing my net salary



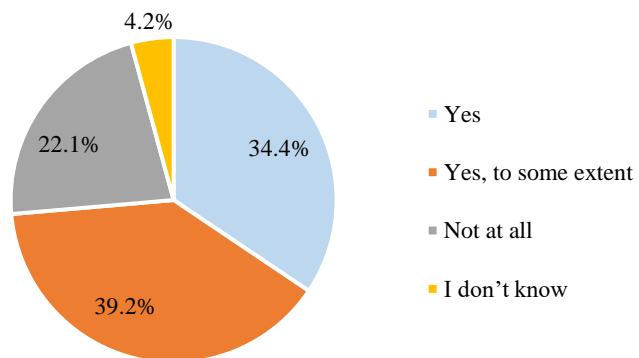
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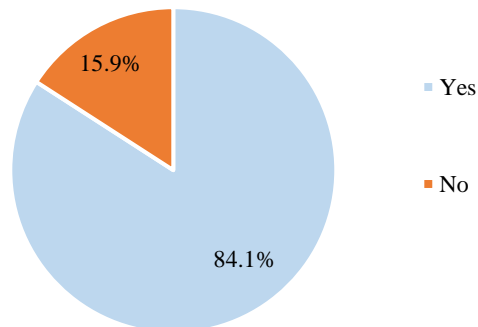
I was informed when joining my organization of any code of conduct or ethical standards applicable to me



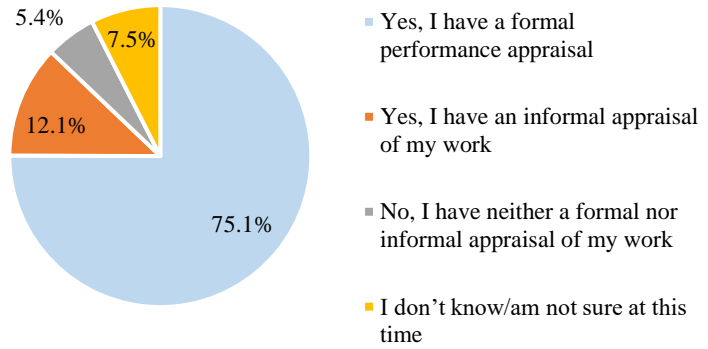
I feel that I can communicate any complaints/concerns in my workplace easily and without any fear of retaliation



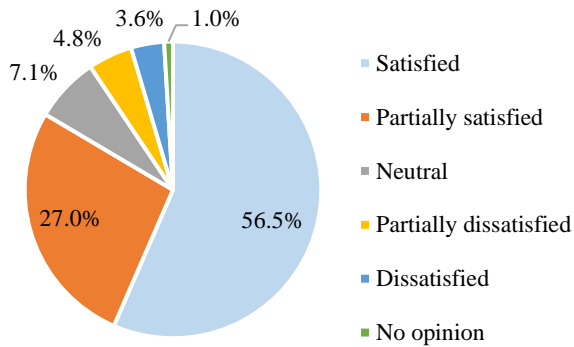
I am aware of formal or informal mechanisms to file a complaint of misconduct



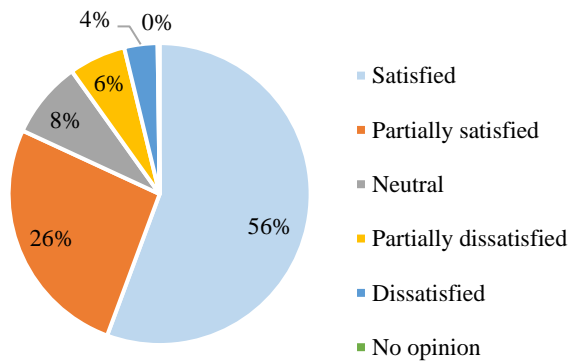
My work is formally or informally appraised



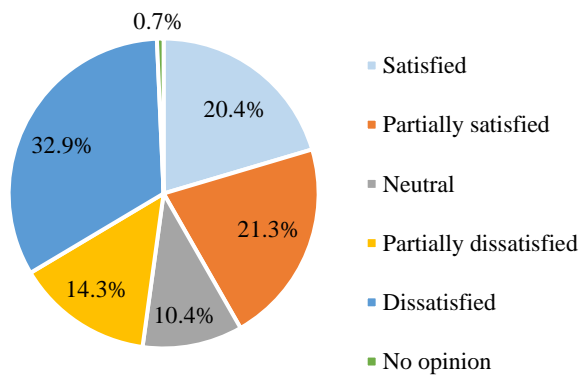
The degree of satisfaction with the work to perform included in the contract(s) I have/had is



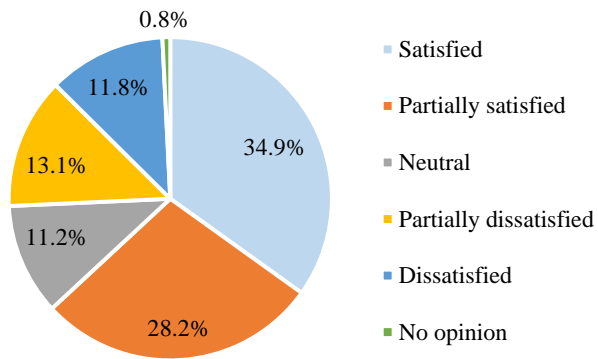
The degree of satisfaction with the clarity of job description/terms of reference included in the contract(s) I have/had is



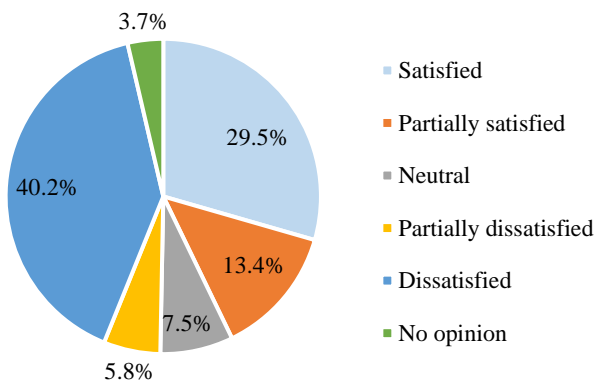
The degree of satisfaction with the duration of contracts included in the contract(s) I have/had is



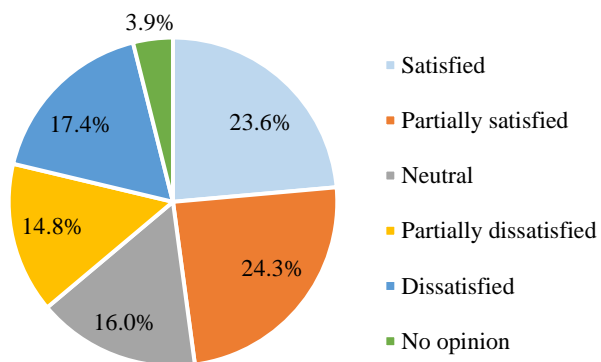
The degree of satisfaction with the salary/remuneration received included in the contract(s) I have/had is



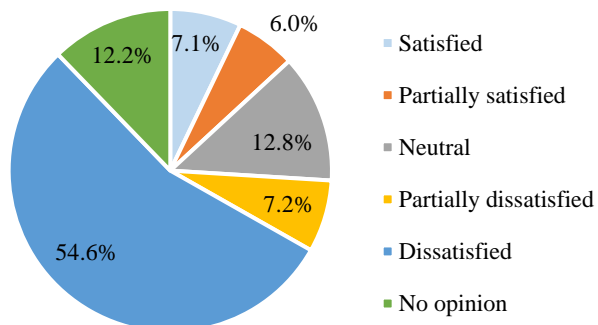
The degree of satisfaction with the leave entitlements included in the contract(s) I have/had is



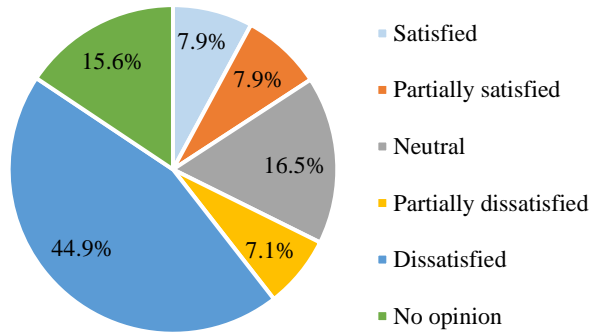
The degree of satisfaction with the health insurance options included in the contract(s) I have/had is



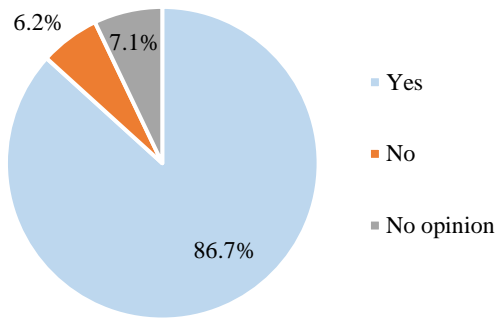
The degree of satisfaction with the pension scheme options included in the contract(s) I have/had is



The degree of satisfaction with the other social benefits included in the contract(s) I have/had is



I am committed to the organization I work for



I feel that I am valued and treated fairly by my supervisor

