
FICSA/C/74/HRM/CRP.1
Provisional agenda item 11
2 x 1.5 hours

Session 1: 12 January, 2021 @ 13h00 Geneva Time (Teams)
Session 2: 14 January, 2021 @ 13h00 Geneva Time (Teams)

STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT

Provisional Agenda



Chair: Lianne Gonsalves



Vice-Chair: Ambretta Perrino



Vice-Chair: Steven-Geoffrey Eales

1. Adoption of the agenda
 2. Election of the rapporteur
 3. Report on Index of Decisions from 73rd FICSA Council
 4. Agile Contractual Modalities and the International Civil Service – Contribution to the joint session on Wednesday 13 January 2021 at 1 PM, Geneva time (CET).
 5. Debrief on the FICSA Joint Session on Flexible Working Arrangements - This discussion will debrief on key takeaways from the FWA joint session, identifying any follow-up for HRM in the coming year.
 6. Enabling Technologies – Contribution to the joint session on Friday 15 January 2021 at 1 PM, Geneva time (CET).
 7. Other business
 8. Nomination of Standing Committee officers and core group members
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FICSA COUNCIL

Standing Committee on Human Resources Management

74th SESSION
VIRTUAL

Agenda Item 4: Summary Sheet

FICSA /C/74/HRM/PA/4

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	FICSA ExCom
Issue (title)	Agile Contractual Modalities and the International Civil Service
Issue description (including reach: global versus local)	<p>Notions to discuss the development of a new model contractual modality.</p> <p>International Civil Service and its distinct legal employment framework are once more under review under the premise of agility, transparency and sustainability. We will discuss the direction this conversation is going and whether it is even needed.</p>
Background documentation	ICSC/84/R.3, CRPs 3, 4 and 5
Action(s) requested from Standing Committee participants	<ul style="list-style-type: none"> - Engage in a discussion on the value of civil service and international civil service in particular. - Review the existing contractual framework and begin a conversation on valid arguments for the status quo.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	<ul style="list-style-type: none"> - Develop a common position on the validity of the existing international civil service setup. - Produce a white paper on the subject for the perusal of the membership to develop internal negotiation strategies.
Timeline	<ul style="list-style-type: none"> - Common ideas reflected in 74th FICSA Council Report - White Paper ready by 74th FICSA Council for further discussion and adoption
Resources required	<ul style="list-style-type: none"> <input type="checkbox"/> Specialist/Consultant <input type="checkbox"/> Legal Adviser <input type="checkbox"/> SC Chair/Vice-Chair <input type="checkbox"/> Core group member(s) <input type="checkbox"/> FICSA Secretariat

	<input type="checkbox"/> FICSA ExCom (Compensation, Field, Treasurer, Other) <input type="checkbox"/> Volunteer/Intern <input type="checkbox"/> Other
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Deliverable	<input type="checkbox"/> Literature review <input checked="" type="checkbox"/> Paper/Article <input type="checkbox"/> Background paper with options <input type="checkbox"/> Legal article/review/opinion <input checked="" type="checkbox"/> Talking points for high-level fora/forum – Advocacy <input type="checkbox"/> Comparative study <input checked="" type="checkbox"/> Good practices <input checked="" type="checkbox"/> Recommendations/ guideline for SAs/unions
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Issue for high level fora	<input checked="" type="checkbox"/> International Civil Service Commission (ICSC) <input checked="" type="checkbox"/> High-Level Committee for Management (HLCM) <input checked="" type="checkbox"/> HR Network <input type="checkbox"/> Joint Pension Board <input checked="" type="checkbox"/> UN General Assembly <input type="checkbox"/> Inter-Agency Security and Management Network (IASMN) <input type="checkbox"/> Other
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FICSA COUNCIL

Standing Committee on Human Resources Management

74th SESSION
VIRTUAL

Agenda Item 5: Summary Sheet

FICSA /C/74/HRM/PA/5

<input type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	FICSA ExCom
Issue (title)	Debrief on joint session on Flexible Working Arrangements
Issue description (including reach: global versus local)	<p>This conversation will be an opportunity to debrief on FWA joint session recommendations, the feasibility of spreading these through member Organization, and the role that the HRM Standing Committee can and should take to support FICSA Member Organizations to move towards more progressive flexible working arrangement policies.</p> <p>The Co-Chairs feel that Member Organizations have administrations which express varying levels of support (in policy and in practice) for FWA. This makes a harmonized UN-wide policy in the short/medium-term. More realistic is a set of principles which Associations/Unions can take to their Administrations when advocating for improvements within their respective policies. These principles are open for discussion but could include:</p> <ol style="list-style-type: none"> 1. The Organization and its varying levels of Management are supportive of and will adopt a default positive stance to flexible work arrangements (FWA). 2. The Organization and its varying levels of Management recognize that good work is based on performance not presence on premises. 3. Recommendations for new/improved FWA policies are evidence-informed, with an enthusiasm towards adopting or innovating on best practices from other UN agencies, NGOs, and the private sector. 4. Flexible work arrangements are made available to all remunerated on-site members of the workforce, where practicable. This includes, for example, middle and senior management, professional staff, general services staff, national professional officers, and consultants in all duty stations. 5. Appropriate FWA mechanisms should be selected based on an individual's roles and responsibilities, rather than their contract type or duty station. 6. Avoiding discrimination and stigmatization at all levels.
Background documentation	FICSA survey on Teleworking – August 2020 Teleworking policies

Action(s) requested from Standing Committee participants	- Agree on HRM-specific priorities identified from FWA Joint-Session on 11 January - Approve FWA principles for FICSA to share with Member Organizations
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	FICSA Secretariat requested to use results of FWA survey to make a matrix tracking which FWA mechanisms are available in various Organizations. Principles to be agreed upon during discussion in 74 th Council Session
Timeline	- Common principles reflected in 74 th FICSA Council Report - Matrix created by FICSA Secretariat in first six months of 2021
Resources required	<input type="checkbox"/> Specialist/Consultant <input type="checkbox"/> Legal Adviser <input type="checkbox"/> SC Chair/Vice-Chair <input type="checkbox"/> Core group member(s) <input checked="" type="checkbox"/> FICSA Secretariat <input checked="" type="checkbox"/> FICSA ExCom (Compensation, Field, Treasurer, Other) <input type="checkbox"/> Volunteer/Intern <input type="checkbox"/> Other

Deliverable	<input type="checkbox"/> Literature review <input type="checkbox"/> Paper/Article <input type="checkbox"/> Background paper with options <input type="checkbox"/> Legal article/review/opinion <input type="checkbox"/> Talking points for high-level fora/forum – Advocacy <input type="checkbox"/> Comparative study <input checked="" type="checkbox"/> Good practices <input checked="" type="checkbox"/> Recommendations/ guideline for SAs/unions
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FICSA COUNCIL

Standing Committee on Human Resources Management

74th SESSION
VIRTUAL

Agenda Item 6: Summary Sheet

FICSA /C/74/HRM/PA/6

<input checked="" type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	FICSA ExCom
Issue (title)	Enabling technologies
Issue description (including reach: global versus local)	<p>The role of digital technology is becoming more and more a predominant component of the way we work, especially during the COVID-19 pandemic. We will try to identify if there are aspects around the digital transformation ongoing in all UN organizations that have relations to HRM SC related matters.</p> <p>This issue is related to one of the three focus areas and proposals highlighted in the interim report of the Chief Executives Board for Coordination (CEB) Task Force on the Future of the United Nations System Workforce (CEB/2020/HLCM/16) for the High-Level Committee on Management (HLCM). It was recognized that technology continue to transform the way we connect, communicate, collaborate and work. Fostering digital dexterity within the organizations must be a priority in order to succeed, to keep pace with a world that is going digital. This requires organizations and their personnel to embrace new technologies and maximize personal learning and training.</p> <p>The report also presented enabling technology projects to pursue, with description of pilot initiatives such creating a Digital UN ID, using Blockchain technology for personnel documents and usage of Artificial Intelligence for talent acquisition and recruitment, aimed to bring efficiency to HR processes.</p> <p>The scope of the discussion is not about deciding whether these technologies should be used or not. The transition is already happening. Nevertheless, the usage of such technologies has also political, social and ethical impact. The joint session will help to gather more information on these. The scope of the discussion on this topic in the HRM SC agenda is to collect inputs and feedback about this topic from HRM SC point in order to bring a more holistic view of the HRM related aspects to the joint session.</p> <p>A survey was launched on 14 December with scope of collecting inputs and feedback on the questions to address during the joint sessions. During the discussion we will also review the results of that survey.</p>

Background documentation	<p>- Interim report of the Chief Executives Board for Coordination (CEB) Task Force on the Future of the United Nations System Workforce (CEB/2020/HLCM/13) (p. 10 to p. 13)</p> <p>Discussion paper on the Interim Report of the Task Force on the Future of the United Nations System Workforce (CEB/2020/HLCM/16)</p> <p>- results of the Mentimeter survey:</p>
Action(s) requested from Standing Committee participants	<p>- Engage in a discussion on what aspects of the HRM SC work relate to the emerging technology topic</p> <p>- Agree on collective view to be presented at the joint session</p>
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	<p>- Follow up with FICSA ExCom about organizing a series of dedicated session to improve knowledge on the digital identity topic and use of Artificial Intelligence in our work.</p>
Timeline	<p>First six months of 2021</p>
Resources required	<p><input type="checkbox"/> Specialist/Consultant</p> <p><input type="checkbox"/> Legal Adviser</p> <p><input checked="" type="checkbox"/> SC Chair/Vice-Chair</p> <p><input checked="" type="checkbox"/> Core group member(s)</p> <p><input checked="" type="checkbox"/> FICSA Secretariat</p> <p><input checked="" type="checkbox"/> FICSA ExCom (Compensation, Field, Treasurer, Other)</p> <p><input type="checkbox"/> Volunteer/Intern</p> <p><input type="checkbox"/> Other</p>

Deliverable	<p><input type="checkbox"/> Literature review</p> <p><input type="checkbox"/> Paper/Article</p> <p><input type="checkbox"/> Background paper with options</p> <p><input type="checkbox"/> Legal article/review/opinion</p> <p><input checked="" type="checkbox"/> Talking points for high-level fora/forum – Advocacy</p> <p><input type="checkbox"/> Comparative study</p> <p><input checked="" type="checkbox"/> Good practices</p> <p><input type="checkbox"/> Recommendations/ guideline for SAs/unions</p>
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