

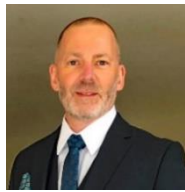
FICSA/C/74/Joint Session
1 hour

13 January 2021 @ 2-3 pm Geneva Time CET (Teams)

JOINT SESSION ON THE FUTURE OF WORK FOCUS: AGILE CONTRACT MODALITIES

Objective: to provide the FICSA membership with a rounded perspective of an emerging workforce topic

Provisional Programme



Facilitator: Simon Ferrar



Speaker: Cosimo Melpignano

1. **Introduction by Evelyn Kortum, FICSA General Secretary (5')**

Evelyn will explain the focus of and the expectations from discussions at this Joint Session. She will introduce the facilitator and the speakers and outline the proceedings.

Facilitator: introduction

2. **Cosimo Melpignano (15')**

Cosimo will outline the different existing contract modalities within the current framework of which its proper implementation is also promoted by the ICSC (GA resolution). He will outline possible plans for future contract modalities and inform about the state-of-the-art of the discussions with respect to the development and implementation of agile contracts. FICSA's position will be reiterated on this issue.

Facilitator: comments

3. **Facilitator: Discussion and Q&A** (including perspectives from the Standing Committees)

4. **Facilitator: Way forward & closing**

FICSA COUNCIL

Joint Session on Agile Contract Modalities

74th SESSION
VIRTUAL

Summary Sheet

FICSA /C/74/Joint Session/ACM

<input checked="" type="checkbox"/> For sensitization and information	
Issue (title)	FUTURE OF WORK Agile Contract Modalities: a current and relevant issue for the FICSA membership
Issue description (including reach: global versus local)	<p>This topic refers to one of the three main work streams in the High-Level Committee for Management (HLCM) which is attended by FICSA officers. The HLCM Task Force on the Future of the UN Workforce was established in 2019 with a mandate consisting of 3 principle aims - to review the current contractual modalities of the UN system; to consider new ways of working in order to propose elements to foster an enabling culture and positive employee experience from multiple perspectives, including leadership, people management, flexible work arrangements, transparency and dialogue; and to look into pilot initiatives that leverage the digitized work environment, enabled by technology.</p> <p>The HLCM envisages that the existing contract modalities could progressively be replaced by agile contracts which are flexible and more suitable for the future workforce. Learnings from the pandemic will be taken into account in terms of opportunities and risks, financial sustainability, and diversity issues, among others.</p> <p>Session - Issues touched upon will include the following:</p> <ul style="list-style-type: none"> • Challenges and opportunities of new contract modalities • The new flexible workforce • Implications for G and for P staff categories • Possible impact on occupational health, safety and well-being (HSW) • Simple and fair for whom? • Objective : cost savings ?
Background documentation	<p>Future of Work and participation of the Federations in the Work Streams - FICSA Comm 70/20</p> <p>Report from the three Federations on the HLCM 40th virtual Session: Future of Work 29 September 2020 - FICSA/CIRC/1334</p> <p>UN GA Resolution on the UN Common System</p> <p>2. Welcomes the decision of the Commission to establish a working group to review the implementation of the current contractual framework by the organizations and any possible improvements within the current framework;</p>

	<p>https://ficsa.org/fileadmin/user_upload/Documents/ICSC.CIRC.GEN.2.2021_4_Jan_2021.pdf</p> <p>Summaries from ICSC documentation: https://ficsa.org/fileadmin/user_upload/ICSC_Appointment_Types_and_Staff_Categories.pdf</p>
<p>Action(s) requested from participants</p>	<p>Engage in the discussion and feel prepared to have an informed discussion with your administrations and your constituents.</p> <p>Re-confirm FICSA’s position.</p>
<p>Next step(s)/specific action(s)</p>	<ol style="list-style-type: none"> 1. Have more in-depth discussions on identified issues in ‘Ask the FICSA Expert’ webinars, in particular on 2.