

**JOINT SESSION FOR STANDING COMMITTEES ON STAFF MANAGEMENT RELATIONS AND HUMAN RESOURCES MANAGEMENT (SMR/HRM)**

**Provisional Agenda**



**Chair SMR: Viera Seben**



**Chair HRM: Steven-Geoffrey Eales**

**AGENDA**

1. Latest updates at the UNCS level that members need to be aware: New norms – CEB Model Policy on Flexible Work – *Steven-Geoffrey Eales, Chair HRM & Viera Seben, Chair SMR*

# FICSA COUNCIL

75<sup>th</sup> SESSION

Standing Committees SMR/HRM

## Agenda Item 01: Summary Sheet

FICSA /C/74/SMR/HRM

<input type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
<b>Name of submitting member(s) &amp; organization (s)</b>	Viera Seben and Steven-Geoffrey Eales
<b>Issue (title)</b>	Latest updates at the UNCS level that members need to be made aware of: New norms – CEB (UN Chief Executives Board for Coordination) Model Policy on Flexible Work
<b>Issue description</b> (including reach: global versus local)	<p>Flexible work (FW) entails voluntary adjustments to the normal working hours and/or locations, agreed between UN personnel and their managers in accordance with the organizations' Staff Regulations and Rules and relevant internal policies. It provides a foundation for work-life harmony and offers UN personnel the flexibility to effectively manage both their work and personal responsibilities. These arrangements support overall well-being, including the mental and physical health of UN personnel, as well as motivation, productivity and contribute to attraction and retention of talent.</p> <p>FW must be distinguished from Alternative Working arrangements where the main difference is that FW is voluntary and alternative working is mandated by the organization in response to external forces.</p> <p>While some organizations had already adopted FW policies prior to the advent of the Covid pandemic, other organizations were "forced" to accommodate flexible working during the recent lock-downs. For some, this is still on the horizon.</p> <p>In September 2021, following the virtual session of HLCM, the CEB published a Model Policy on FW, which serves as an example/guide when organizations elect to develop their own policies, and includes general provisions, guiding principles, and descriptions of FW options.</p> <p>This session will serve as a fact-finding exercise to establish a base-line, and to address challenges/best practices with the development, negotiation and adoption of FW policies within the UNCS. Delegates will be invited to share</p>

	<p>The following leading questions will be used to guide the scope of the responses.</p> <ul style="list-style-type: none"> <li>- Is an FW policy in place in your respective organization?</li> <li>- Was the CEB model policy used in the development of the FW policy?</li> <li>- Was the SA/Union consulted during the development phase of the FW policy?</li> <li>- How was the process in the FW policy development?</li> <li>- Did you experience any hesitancy from either side due to transparency, monitoring or performance issues?</li> <li>- Was there any hesitancy from administration/management due to legal aspects (insurance, liability)?</li> <li>- Was the FW policy initiative viewed positively by both parties (staff and managers)?</li> <li>- Any challenges? What worked and what didn't in the process?</li> </ul> <p>Recommendation:</p> <p>Having established a baseline, Staff Representatives will be asked to track the positive and negative aspects of the application of the FW policy, with the aim to re-evaluate the policy and possible challenges in its application in 2 years' time i.e. 77<sup>th</sup> FICSA Council.</p>
<p><b>Background documentation</b></p>	<p><a href="#">CEB model policy on Flexible work</a></p> <p><a href="https://ficsa.org/topics/future-of-work-fwa-contractual-modalities-enabling-tech.html">https://ficsa.org/topics/future-of-work-fwa-contractual-modalities-enabling-tech.html</a></p>
<p><b>Action(s) requested from Standing Committee participants</b></p>	
<p><b>FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:</b></p>	
<p><b>Next step(s)/specific action(s)</b></p>	
<p><b>Deadline</b></p>	
<p><b>Resources required</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Specialist/Consultant</li> <li><input type="checkbox"/> Legal Adviser</li> <li><input type="checkbox"/> SC Chair/Vice-Chair</li> <li><input type="checkbox"/> Core group member(s)</li> <li><input type="checkbox"/> FICSA Secretariat</li> <li><input type="checkbox"/> FICSA ExCom (Compensation, Field, Treasurer, Other)</li> <li><input type="checkbox"/> Volunteer/Intern</li> <li><input type="checkbox"/> Other</li> </ul>

<b>Deliverable</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> Literature review</li><li><input type="checkbox"/> Paper/Article</li><li><input type="checkbox"/> Background paper with options</li><li><input type="checkbox"/> Legal article/review/opinion</li><li><input type="checkbox"/> Talking points for high-level fora/forum – Advocacy</li><li><input type="checkbox"/> Comparative study</li><li><input type="checkbox"/> Good practices</li><li><input type="checkbox"/> Recommendations/ guideline for SAs/unions</li></ul>
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<b>Issue for high level fora</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> International Civil Service Commission (ICSC)</li><li><input type="checkbox"/> High-Level Committee for Management (HLCM)</li><li><input type="checkbox"/> HR Network</li><li><input type="checkbox"/> Joint Pension Board</li><li><input type="checkbox"/> UN General Assembly</li><li><input type="checkbox"/> Inter-Agency Security and Management Network (IASMN)</li><li><input type="checkbox"/> Other</li></ul>
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