

COMMUNICATIONS

04/21

Communication distributed by the UNOG Staff Coordinating Council on 20 January 2021

**Geneva
21 January 2021**

To: All members

From: Tanya Quinn-Maguire

You may have seen the message distributed by the UNOG Staff Coordinating Council yesterday which claims that *'staff unions in the UN common system have put together this confidential survey so that you can tell us what you think about the new, flexible, so-called "agile" contract that heads of UN organizations are proposing to phase in and gradually replace existing staff contracts'*.

FICSA would like to strongly stress that neither FICSA nor any of our member staff associations/unions who represent staff from the UN common system were consulted on the development of this survey. Neither is it clear to us which group may have ownership and use of the data collected from this survey.

Discussions are ongoing within the High-level Committee for Management (HLCM) and the HR Network on the Future of Work workstream on agile contract modalities, with the engagement of FICSA and our sister staff federations, as mentioned in [FICSA Communications 70/20](#). To date, there has not been any concrete proposal from the HLCM. The message accompanying the survey seems to imply otherwise.

We have clearly conveyed the FICSA position on this issue, which is that the existing ICSC contractual framework should be fully implemented in order to address individual organizational needs, at every possible occasion. In addition, we are awaiting a formal invitation to participate in an ICSC meeting which will develop terms of reference for a working group on this topic. Please refer to our recent circular on these issues for all related information - [Circular 1341](#).

We will continue to keep you informed of any developments related to the issue of staff contracts and will of course continue to involve you in developing any FICSA position on this topic – as with all topics of importance to our members.

As you know, we just finalized three joint standing committee sessions on the issue of "future of work". One of those sessions was dedicated to the issue of agile contracts, and we hope that you were able to follow all three sessions in order to be informed on the latest developments on the related topics. All participants in those joint sessions contributed to the development of recommendations, which will be shared with you before approval by the 74th FICSA Council which will be held virtually from 9-11 February.

If our communications to date are not clear to you, or if you require further information on this or any related issue, please contact us at ficsa@un.org