



## COMMUNICATIONS

### JIU REPORT ON FLEXIBLE WORKING ARRANGEMENTS IN THE UNITED NATIONS SYSTEM ORGANIZATIONS

**10/24**

**Geneva  
8 April 2024**

---

To: All FICSA Members

From: FICSA Secretariat

---

Dear colleagues,

We are pleased to share the JIU Report ([JIU/REP/2023/6](#)) on “**Flexible working arrangements in the United Nations system organizations**”.

As flexible working arrangements are a constant subject of debate for all our members, **FICSA would like to encourage all members to use the pertinent recommendations in this Report during related discussions with your administrations.** FICSA will also ensure that there is follow-up on the relevant recommendations at the meetings of the High-Level Committee on Management (HLCM) and the Human Resources Network (HRN) and all other relevant fora.

We also take this opportunity to remind you of [the presentation on this topic by Prof. Aditya Jain](#) during the 77<sup>th</sup> FICSA Council. Prof. Jain ensured that the latest information from the JIU report was included in his presentation.

The review found that:

- The emerging commitment towards FWA should be acknowledged in the organizations’ human resources management strategies and that the reporting to legislative organs and governing bodies on the utilization of FWA and associated impacts needs to be optimized.
- FWA data collection and analysis should be improved and the impacts of the assumed benefits and unintended consequences of FWA be measured.
- FWA policy design should be enhanced through precise terminology and generic definitions for FWA, necessary to clearly establish the FWA policies’ scope, to support policy design fit, and to differentiate these arrangements from other forms of flexible work.

- The inclusion of clear-cut concepts, including that of quantifiable commuting distance, and of additional policy elements reflecting inter alia the principles codified in the UN System Model Policy on Flexible Work will further enhance FWA policy design and support the effective operational implementation of FWA.

The report, furthermore, recommends developing harmonized criteria for the maximum duration of teleworking outside the duty station and for the adjustment of entitlements and benefits, in case of its use beyond the maximum duration, with a view to achieve system-wide coherence. It recommends voluntary periodic reporting on the implementation of the UN System Model Policy on Flexible Work to maximize its benefits. The relationship of FWA and new ways of working in the “new normal” should be clearly established, and the latter’s definition should be further explored, as a part of a broader transformation of the UN workplace and workforce.

In total, the report includes 9 formal recommendations and 40 informal recommendations.

[To read the review highlights and complementary paper, please click here](#)

[To read the full report, please click here](#)

*Please share with your affiliated members*

---