

Flexible Working Arrangements (FWA) Awareness Strategy

Flexible working arrangements for all staff is identified as a change management priority for 2009. In addition, SG's reports on the status of women in the United Nations system highlight the lack of FWA as an impediment to gender balance.

Actions

Letter to managers and staff from the DSG, Chair, Change Management Committee

- Priority of FWA in change management
- Executive Offices' Role
- Monitoring

Policy

- Change Management Committee - decision to revise policy and/or issue more flexible guidelines
- Gender Strategy – includes FWA (OSAGI/OHRM)
- Meet with IT team and others to further determine all costs associated with using flexible work arrangements for the staff and organization and better understand what actions are already in place to accommodate arrangements for telecommuting (i.e. plans for H1N1 pandemic emergency response). (DM/OHRM)

OSAGI/OHRM Road Show

- Senior Management Group briefing
- Town Hall meeting for all staff (DSG, DM/OHRM, OSAGI): January 2010
- Department Head meetings with OSAGI, DM/OHRM, Executive Officers and Focal Point
- Departmental meetings organized by each Focal Point: (schedule to be prepared for 2010)

Iseek side bar with announcement on Iseek

Linked to Change Management and OSAGI website with page content as follows:

- Existing policy and guidelines on FWA in the United Nations
- Myths and Facts about FWA
- Your stories
- Survey results from DM, OHRM, OSAGI
- Good practices and comprehensive list of flexible working arrangements
- Bibliography

Inclusion in Departmental intranet websites of Focal Points for Women (OCHA model) or stand-alone with departmental statistics from scorecard

Monitoring Implementation

- Reporting by Executive Offices as input to the Gender Scorecard
- OHRM/OSAGI all staff surveys every 6 months as input to the Gender Scorecard
- Review of Gender Scorecard including relevant FWA indicators by the Change Management Steering Committee chaired by the DSG
- Posting of Departmental ranking and Gender Scorecard on i-seeK
- Proposed electronic reporting system to allow staff to register their interest in FWA to Management

OHRM/ OSAGI Training

- Information brochure
- Inclusion in New Staff Orientation and JPO training
- Discussion with OHRM re inclusion in overall training program

Office of the Focal Point for Women, 27 October 2009