



Flexible working arrangements

Dear Colleagues,

As you may know well, we have long been encouraging the greater use of flexible working arrangements, particularly in order to support you work-life balance and help the Secretary-General implement his gender parity policy.

Among the changes we have been calling for, based on your feedback to us, are greater use of telecommuting and the ability to work from a different location when there are compelling personal circumstances.

Last year we highlighted these concerns to the Staff-Management Committee.

We are pleased to inform you that the new policy is now out and can be read [here](#).

Improvements include:

- Up to three days a week of telecommuting within the duty station. The previous ceiling was two days a week.
- Up to six months of telecommuting may be considered outside the duty station, when there are compelling personal circumstances.
- Compressed working schedule of five working days in four and a half, in addition to the previous option of ten working days in nine.

The policy on staggered working hours and scheduled break for external learning continues as before.

We are aware that management discretion remains a requirement in order to avail of this policy. Should obtaining this be a challenge for you, please do not hesitate to get in contact with us.

Best regards,
Your Staff Union