FWA Survey 2011 [Executive summary]

As follow up to the baseline survey conducted in July/August 2009 on work life policy and practice, the Office of the Focal Point for Women conducted a second round of survey on the use of FWA (FWA) on the UN Secretariat intranet *iSeek* from December 2010 to January 2011. The purpose of the survey was to allow an assessment of where progress has occurred and where not, feeding into improved focus, as necessary.

SUMMARY OF KEY FINDINGS

1. UN staff members awareness of the basic provisions of existing FWA policies has increased, but their knowledge is still average.

A majority of staff reported having good knowledge of the policies on compressed work schedule (26 per cent) and staggered working hours (25 per cent), and having average knowledge of scheduled break for external learning activities (25 per cent) and telecommuting (23 per cent).

- 2. Staff members are still not provided with information about the availability of FWA options at the UN.
 - Most staff (37 per cent) stated that they had found out about FWA through articles on iSeek.
 - However, while 38 per cent of staff members have not received any information about FWA options, most of those who have been provided with information received it from their colleagues (35 per cent) or immediate supervisors (20 per cent).

3. Staff use of FWA is not widespread

Most respondents (33 per cent) admitted that no one in their office was using FWA and 27 per cent stated that they did not know.

4. Staff do not know application procedures for FWA request

The majority of respondents (57 per cent) declared that they did not know the application procedures for FWA.

5. Staff opinion about FWA is predominantly positive.

- A large majority of staff (87 per cent) agreed that flexible work arrangements are simply a modern tool to allow persons to retain their productivity while increasing their flexibility in choosing a work method more compatible to their work life fit.
- Most staff members (72 per cent) understood that flexible work arrangements should be available to all persons irrespective of their situation if it maintains or increases productivity and work life fit/balance.
- A lesser majority (60 per cent) expressed that flexible work arrangements are for those who are responsible and will work anywhere to fulfill the needs of their job.

6. There is a very strong interest in using FWA among UN staff

A high percentage of staff admitted being very interested in using telecommuting (52 per cent), compressed work schedule (42 5252