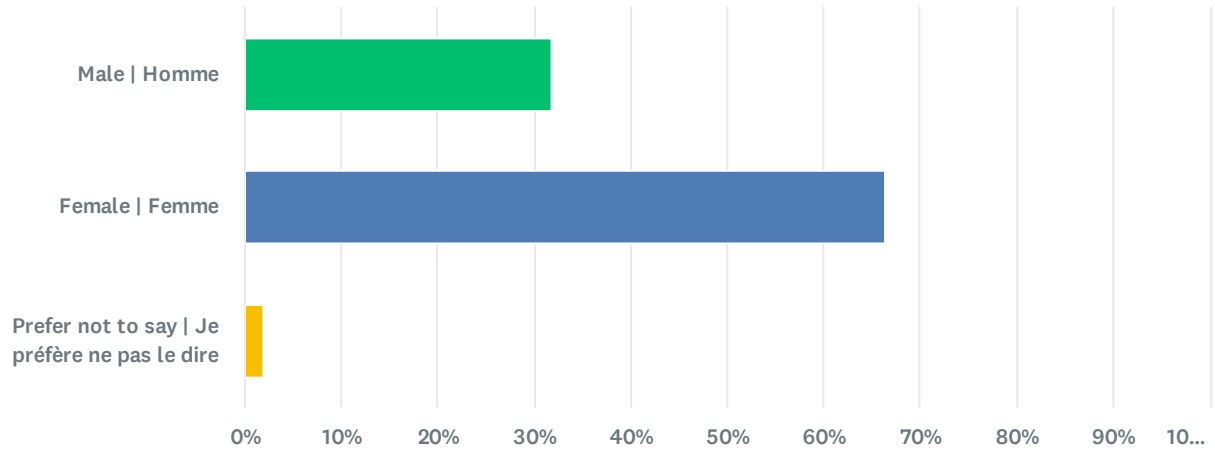


Q1 Are you: | Etes-vous :

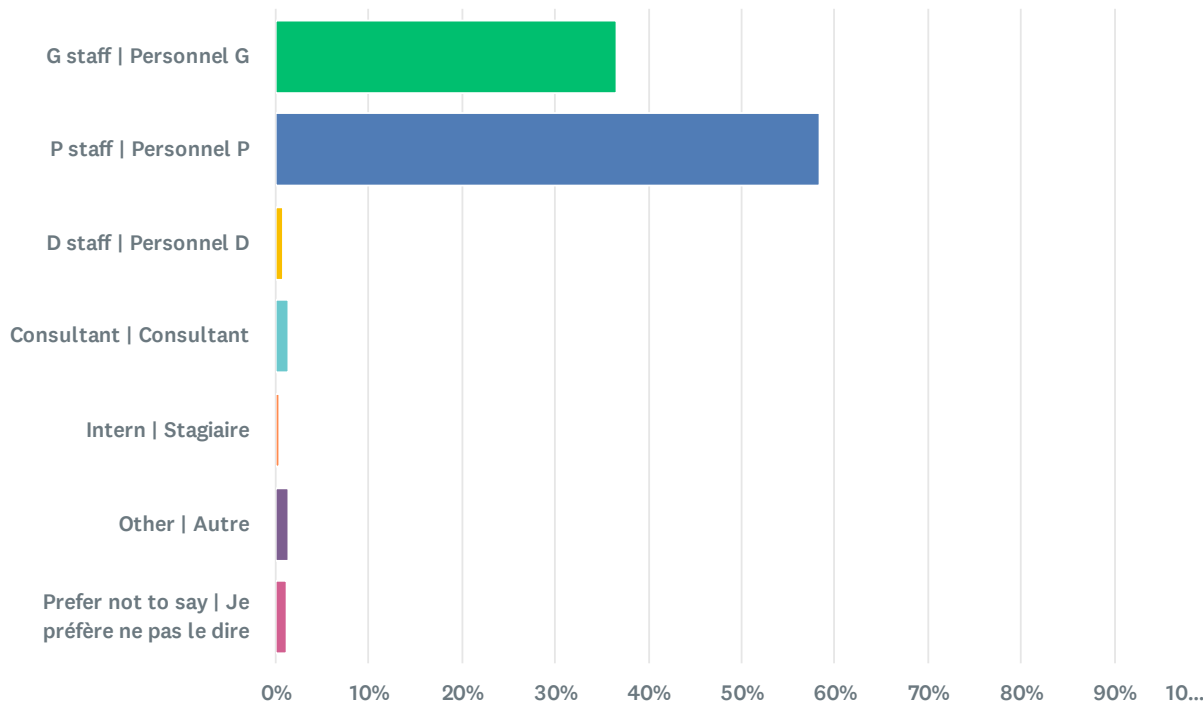
Answered: 1,004 Skipped: 2



| Answer Choices | Percentage | Responses |
|-------------------------------------------------|------------|-------------|
| ● Male Homme | 31.77% | 319 |
| ● Female Femme | 66.43% | 667 |
| ● Prefer not to say Je préfère ne pas le dire | 1.79% | 18 |
| Total | | 1004 |

Q2 Are you: | Etes-vous :

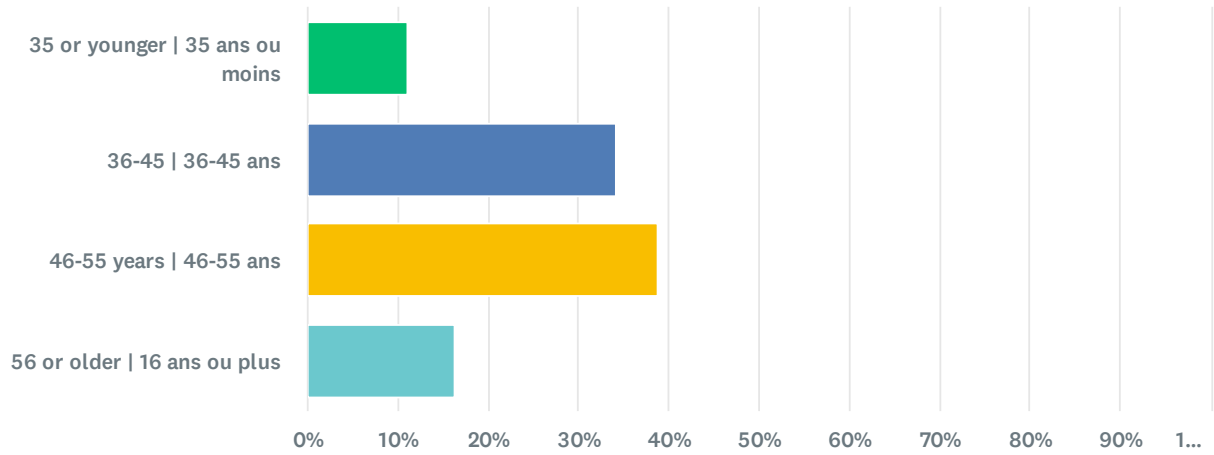
Answered: 1,004 Skipped: 2



| Answer Choices | Percentage | Responses |
|-----------------------------------------------------------------------------------|------------|-------------|
| ● G staff Personnel G | 36.65% | 368 |
| ● P staff Personnel P | 58.27% | 585 |
| ● D staff Personnel D | 0.80% | 8 |
| ● Consultant Consultant | 1.39% | 14 |
| ● Intern Stagiaire | 0.40% | 4 |
| ● Other Autre | 1.39% | 14 |
| ● Prefer not to say Je préfère ne pas le dire | 1.10% | 11 |
| Total | | 1004 |

Q3 How old are you? | Quel âge avez-vous ?

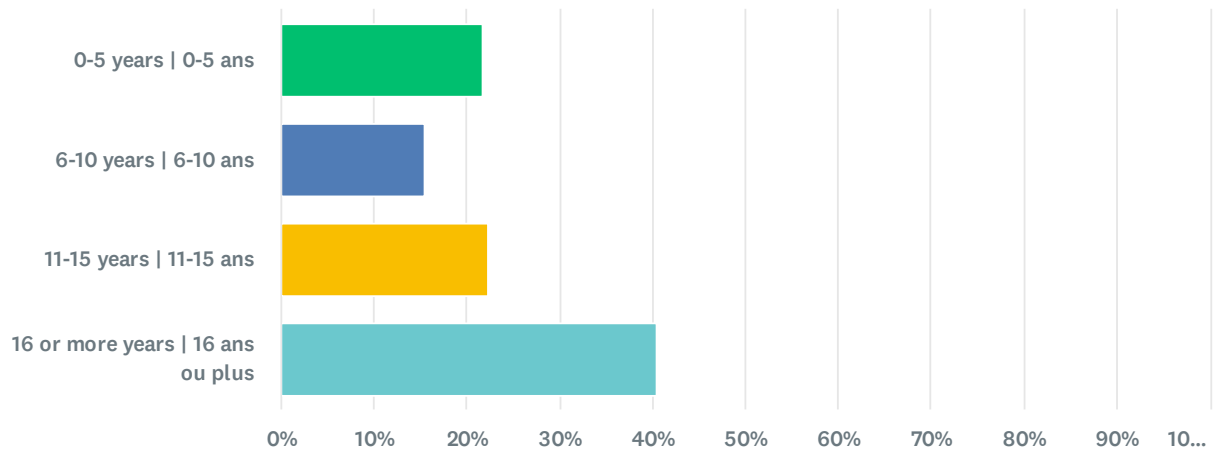
Answered: 1,001 Skipped: 5



| Answer Choices | Percentage | Responses |
|-----------------------------------|------------|-------------|
| ● 35 or younger 35 ans ou moins | 10.99% | 110 |
| ● 36-45 36-45 ans | 34.07% | 341 |
| ● 46-55 years 46-55 ans | 38.76% | 388 |
| ● 56 or older 16 ans ou plus | 16.18% | 162 |
| Total | | 1001 |

Q4 What is your length of service? | Quelle est votre ancienneté ?

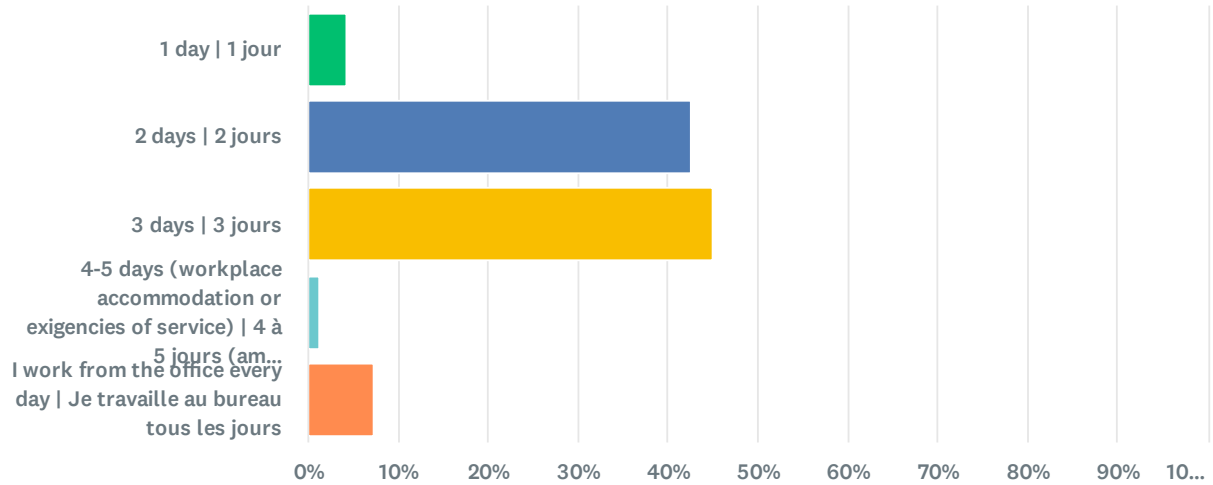
Answered: 1,000 Skipped: 6



| Answer Choices | Percentage | Responses |
|-------------------------------------|------------|-------------|
| ● 0-5 years 0-5 ans | 21.70% | 217 |
| ● 6-10 years 6-10 ans | 15.50% | 155 |
| ● 11-15 years 11-15 ans | 22.30% | 223 |
| ● 16 or more years 16 ans ou plus | 40.50% | 405 |
| Total | | 1000 |

Q5 How many days do you currently telecommute per week? | Combien de jours par semaine travaillez-vous actuellement à distance ?

Answered: 1,006 Skipped: 0



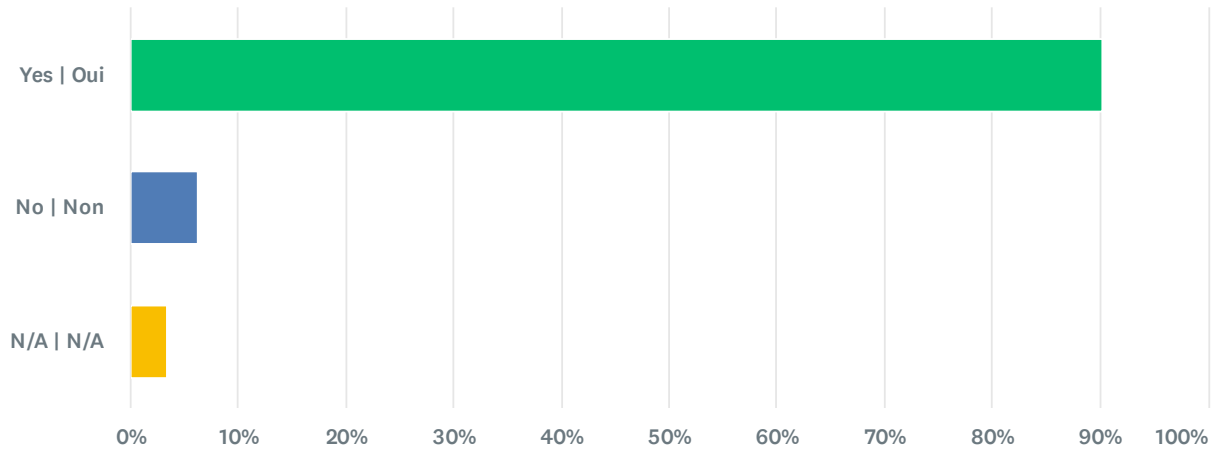
| Answer Choices | Percentage | Responses |
|--------------------------------------------------------------------------------------------------------------------------------------|------------|-------------|
| ● 1 day 1 jour | 4.17% | 42 |
| ● 2 days 2 jours | 42.45% | 427 |
| ● 3 days 3 jours | 44.93% | 452 |
| ● 4-5 days (workplace accommodation or exigencies of service) 4 à 5 jours (aménagement du lieu de travail ou exigences du service) | 1.29% | 13 |
| ● I work from the office every day Je travaille au bureau tous les jours | 7.16% | 72 |
| Total | | 1006 |

Q6 If telecommuting is reduced or restricted, what consequences would this have on your work? | Si le télétravail est réduit ou restreint, quelles conséquences cela aurait-il sur votre travail ?

Answered: 883 Skipped: 123

Q7 Do you believe that telecommuting allows you to be more productive and better deliver your mandate? | Croyez-vous que le télétravail vous permet d'être plus productif et de mieux exécuter votre mandat ?

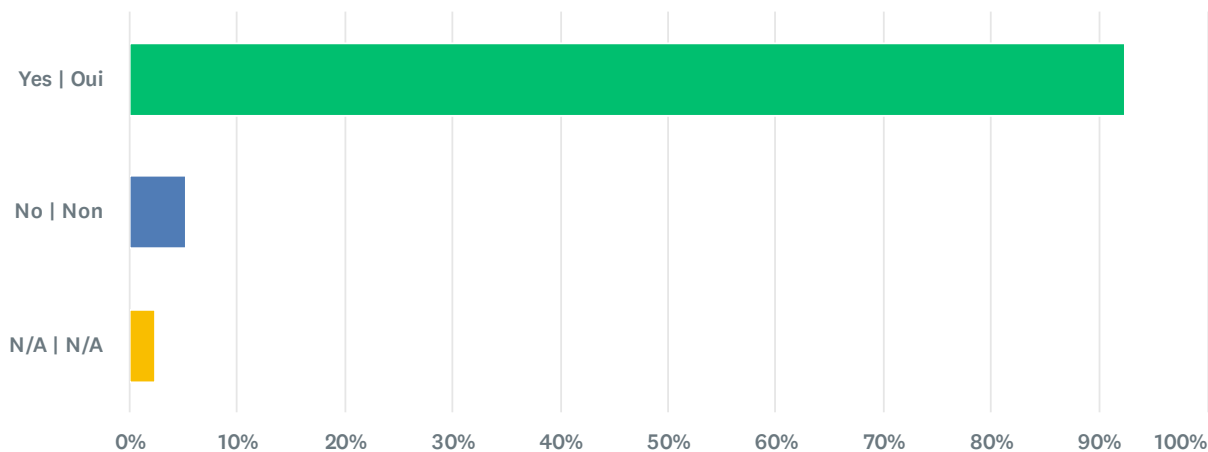
Answered: 1,001 Skipped: 5



| Answer Choices | Percentage | Responses |
|-------------------------------------------------|------------|-------------|
| ● Yes Oui | 90.31% | 904 |
| ● No Non | 6.29% | 63 |
| ● N/A N/A | 3.40% | 34 |
| Total | | 1001 |

Q8 Do you think that allowing staff to undertake hybrid work (up to 3 days telecommuting with the other days in the office) contributes to a more positive work environment? | Pensez-vous que permettre au personnel de travailler en mode hybride (jusqu'à 3 jours de télétravail et les autres jours au bureau) contribue à un environnement de travail plus positif ?

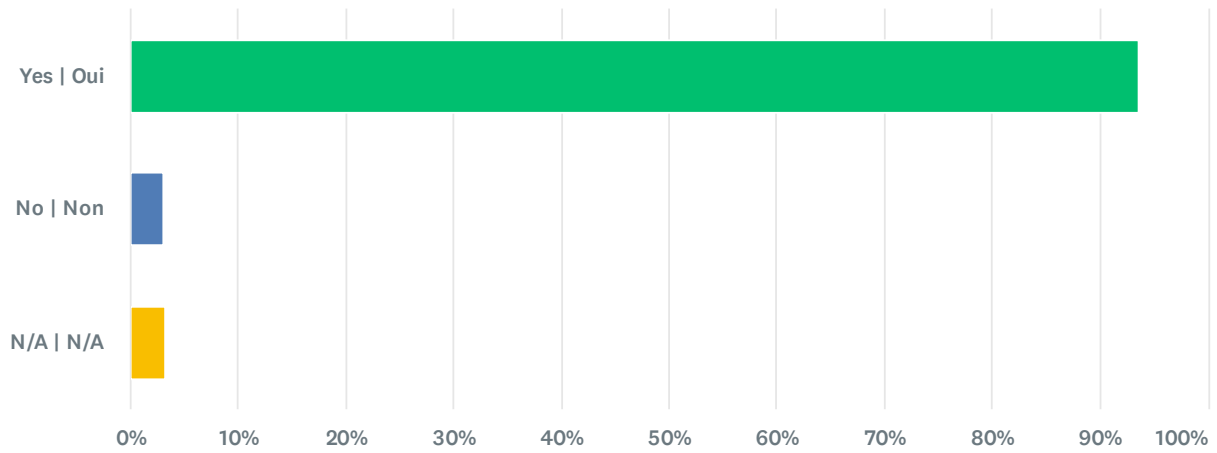
Answered: 1,004 Skipped: 2



| Answer Choices | Percentage | Responses |
|----------------|------------|-------------|
| ● Yes Oui | 92.43% | 928 |
| ● No Non | 5.28% | 53 |
| ● N/A N/A | 2.29% | 23 |
| Total | | 1004 |

Q9 Has hybrid work improved your well-being? | Est-ce que le travail en mode hybride a amélioré votre bien-être ?

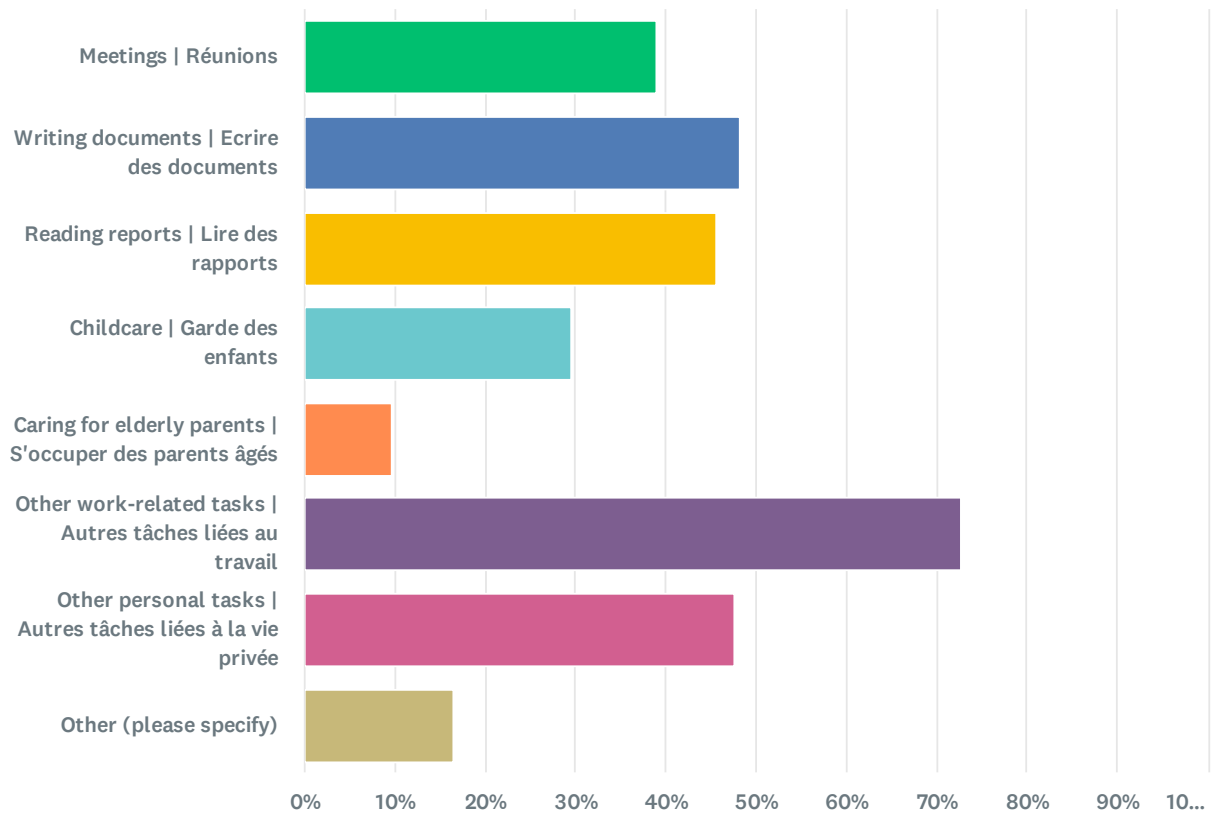
Answered: 1,006 Skipped: 0



| Answer Choices | Percentage | Responses |
|-------------------------------------------------|------------|-------------|
| ● Yes Oui | 93.64% | 942 |
| ● No Non | 3.08% | 31 |
| ● N/A N/A | 3.28% | 33 |
| Total | | 1006 |

Q10 When telecommuting, what do you do with the time saved commuting? (tick all that apply) | Quant vous télétravaillez, qu'est-ce que vous faites pendant le temps gagné (cochez toutes les cases applicables) ?

Answered: 985 Skipped: 21



Q11 Do you have any other comments? | Avez-vous d'autres commentaires ?

Answered: 507 Skipped: 499

Q6 If telecommuting is reduced or restricted, what consequences would this have on your work? | Si le télétravail est réduit ou restreint, quelles conséquences cela aurait-il sur votre travail ?

Answered: 884 Skipped: 123

| # | RESPONSES | DATE |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 1 | I would likely look for another position where I can balance work-life | 3/31/2026 4:55 PM |
| 2 | It would decrease the quality of my work and add unnecessary fatigue | 3/31/2026 4:46 PM |
| 3 | Reducing telecommuting would likely have an impact on my productivity and overall energy levels. Working from home allows me to start the day well rested and available at my desk as early as possible, which helps me focus and engage fully with my work from the beginning of the day. When commuting to the office several times a week, a significant amount of time and energy is spent preparing and traveling, which can be physically tiring and reduces the time and energy available for work. Telecommuting helps me manage my energy more effectively and maintain a higher level of efficiency and concentration throughout the day. | 3/31/2026 4:11 PM |
| 4 | Restricting telecommuting would reduce my productivity and efficiency by limiting the quiet, focused environment I rely on for detailed administrative work, while also adding non-productive commuting time that currently allows me to respond faster and manage heavier workloads. It would also reduce my flexibility to collaborate with colleagues in different locations and impact the work-life balance that supports my overall performance and motivation. Maintaining telecommuting is essential for sustaining the quality, responsiveness, and reliability of my work. | 3/31/2026 3:47 PM |
| 5 | If telecommuting were reduced or restricted, the impact on my work would be immediate and significant: productivity would drop, flexibility would vanish, and the balance that currently allows me to perform at my best would be seriously disrupted. What now feels efficient and sustainable could quickly become stressful and far less effective. | 3/31/2026 3:41 PM |
| 6 | Problems at home with my kids. prolonged commute time. less flexibility during the days although my job require a lot working out of usual working hours. It is unfair. It will also cause further financial burden on us as a family with prolonged parascolaire activities and hiring nannies. | 3/31/2026 3:09 PM |
| 7 | None, I'm flexible and come depending on the exigency of service. | 3/31/2026 2:46 PM |
| 8 | Mental health Arrangements of dependants while I am not at home | 3/31/2026 1:28 PM |
| 9 | Reduced efficiency gains; more time spent interacting with colleagues or sorting out logistics (e.g., finding a meeting room that is available) than doing focused work | 3/31/2026 10:43 AM |
| 10 | moins motivée | 3/31/2026 10:32 AM |
| 11 | There is a lack of meeting rooms/focus booth where participation in meetings is possible without disturbing others. Also, if we all come on 4 days, finding a workstation will be difficult. There is a tendency of people occupying spaces, leaving stuff, plants. Then there is the issue of the nice places with a nice view and the not so nice work areas. And the time required for commuting. | 3/31/2026 10:15 AM |
| 12 | Working 4 days in the office will have an impact on my productivity, as I am interrupted by colleagues more often and I can concentrate less due to other people speaking in the open space. | 3/30/2026 7:50 PM |
| 13 | I would occasionally need to leave earlier or miss work with emergencies because of lack of flexibility. | 3/30/2026 5:56 PM |
| 14 | I am disabled so it would add considerably to my exhaustion and physical pain. Plus with additional family commitments and medical appointments it would reduce my flexibility to integrate these commitments and add to my and my family's stress | 3/30/2026 5:29 PM |

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|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 15 | I will not have the work so fluid, since in the office usually we have lot of people and situations. Also I will have some problems with meetings, since I work in a shared space. | 3/30/2026 5:28 PM |
| 16 | None | 3/30/2026 4:24 PM |
| 17 | Teleworking has proved good for my life/work balance, I work better at home as it is really difficult to concentrate in the open space configuration we all have at the moment and I can even work more hours as I save the time I would spend commuting. If telecommuting is reduced I feel I will be less productive, specially for the tasks that need concentration My commuting expenditures will also increase if we go back to work more days and since 2020 prices have increased significantly all this would have a negative impact on my life/work balance and on my work efficiency | 3/30/2026 3:14 PM |
| 18 | More fatigue, less performance at work. | 3/30/2026 3:05 PM |
| 19 | It will be difficult to put in if needed extra hours as UNOG is closed from 1900 onwards. | 3/30/2026 3:03 PM |
| 20 | I will not be able to devote sufficient time to my work due to the commuting hours. In addition, the commute and the associated fatigue that will prevent me from spending enough quality time with my family. | 3/30/2026 2:47 PM |
| 21 | It is being reduced - this impacts work life arrangements that had been in place. In terms of care of family members, pets, but also because work conditions at home more suited suited when needing quite time to concentrate | 3/30/2026 1:53 PM |
| 22 | More stress, as the commuting for me is long and also with two kids to bring to the school. | 3/30/2026 12:22 PM |
| 23 | It would certainly make my life more challenging and affect my mental health | 3/30/2026 11:32 AM |
| 24 | Just less time. | 3/30/2026 11:29 AM |
| 25 | Tout d'abord un impact sur le temps du trajet, le stress de la circulation qui peut engendrer une fatigue émotionnelle. Ensuite, il faudra un temps pour se réapproprié des habitudes et une organisation de travail Conséquence, cela se ferai ressentir sur les performances et la productivité. | 3/30/2026 11:21 AM |
| 26 | No desk space available | 3/30/2026 10:19 AM |
| 27 | There will not be enough desk or workstation for us in the office and we don't have confirmed message from chiefs that they will be replenished. | 3/30/2026 9:55 AM |
| 28 | A lot of traffic in the mornings and in the evenings waste of time in traffic jams highway | 3/30/2026 9:51 AM |
| 29 | Reduced telecommuting will result in decreased productivity and higher stress, less time for work and rest. | 3/30/2026 9:38 AM |
| 30 | There will be a lack of office space/desks for the number of staff we have, and an increased number of staff in the office will increase the noise level and meeting rooms availability | 3/30/2026 9:38 AM |
| 31 | Fatigue et moindre qualite de travail. | 3/30/2026 9:38 AM |
| 32 | I would have to spend a considerable amount of time in traffic to and from the office. I would have to fight for a parking lot and a desk as there are not enough desks for all the service. | 3/30/2026 9:34 AM |
| 33 | I am working 80% (4 days). Currently I am working from the office 3 days a week and from home 1 day a week. If 4 days in the office are required, does that mean that I have no day of working from home at all? | 3/30/2026 9:34 AM |
| 34 | Je réserve ce jour de télétravail pour passer des appels en toute confidentialité et en toute tranquillité, sans avoir à me soucier si cela pourrait déranger mes collègues. Je privilégie également des tâches qui nécessitent plus de concentration et pour lesquelles je ne serai pas dérangée. | 3/30/2026 7:50 AM |
| 35 | I work in an open space where there is a lot of noise and open online meetings going on. Being able to work from home twice a day allows me to focus more and improve the quality of my reports without distractions. Not having an office where I can focus and work and restricting that opportunity to work from home will dilute the quality of my work. Not to mention disrupt my life and work balance as I will end up anyway taking the work home. | 3/30/2026 5:19 AM |
| 36 | mauvais | 3/29/2026 11:03 PM |

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|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 37 | plus de bruits, moins de concentration, plus de stress à cause du trajet et des bouchons, perte de temps, plus de risque d'accidents sur le trajet | 3/29/2026 10:46 PM |
| 38 | Here are the three main consequences: it is difficult to hold webinars or meetings in the office, and even more when it us on the spot as you move around searching fora room or even seat on the sofa's outside if there is no room available. Also, you normally need several screens to monitor Q&A, TEAMS and share your screen with the PPT at the same time - and this is not possible in the meeting rooms and you cant conduct a webinar or meeting from your open-space office as it bothers everyone. I would need to leave earlier from office to pick up my children from daycare due to the traffic in A1 that has become more heavy in the past years & and I cant arrive earlier as I did before around 7.20am to avoid traffic - as the office opens at 8. Similarly, traffic in the morning is also heavy as it can take me up to 1+ hour to arrive - in normal conditions it takes 20/25 minutes, hence when i tend to arrive tired stressed and take me some time to focus. | 3/28/2026 7:12 AM |
| 39 | I will not be able to perform the same amount of work. The quality of my work will reduce. | 3/27/2026 11:44 PM |
| 40 | We do not have enough desks available so I will not have a desk to sit at on the other days. Also I am very often in meetings where I have to intervene, which is difficult in an open space. Teleworking 3 days a week allows me to be more productive while having meetings in persons during the 2 days I come to the office. | 3/27/2026 9:41 PM |
| 41 | BAD | 3/27/2026 4:00 PM |
| 42 | The offices are not compatible with comfortable working and would definitely have a negative impact on my productivity. | 3/27/2026 3:47 PM |
| 43 | It would possibly only require an adjustment to the schedule | 3/27/2026 3:37 PM |
| 44 | Please see comments below. | 3/27/2026 3:25 PM |
| 45 | I would have incredible difficulty concentrating. Right now I share an office with multiple other people who have a lot of meetings. It's a loud space, and I need quiet to think and draft documents. | 3/27/2026 3:12 PM |
| 46 | The time that I spend to commute on the days when I go to the office, on telecommuting days I spend working, this allows me to be more flexible with my work tasks. | 3/27/2026 3:10 PM |
| 47 | I would be wasting more time to commute deducted from work or life balance time | 3/27/2026 2:51 PM |
| 48 | It would affect my work morale and motivation. I would be more stressed trying to manage work, a daily commute and family obligations/pickup of children. I would also spend 1.5 hours commuting per day, which could be dedicated to working. | 3/27/2026 2:40 PM |
| 49 | It is a very unpopular measure, as people value the flexibility. Although I choose to work in the office everyday, I find the measure unnecessarily disruptive. It adds to the demoralizing atmosphere. | 3/27/2026 2:19 PM |
| 50 | I will just work the 40 hour week instead of the extra hours I get to do when working from home (less time in my day due to travel time). Reducing telecommuting also feels unfair given that we work hard for this privilege. Feels like a kick in the teeth, so to speak. Also, I get more done at home, with less interruptions from colleagues wishing to chit chat!! | 3/27/2026 1:26 PM |
| 51 | Less ability to concentrate in the office due to open space and calls, noise, need to move to meeting rooms. Which impacts in quality, effective time use and productivity. Worse work-life balance, due to time spent in commuting. Diminish motivation, including feeling that telecommuting is only used to the benefit of the employer (during Covid, budget constraints or snow storms) but it is appropriate but not for staff considerations as well-being, work-life balance, family-related flexibility, avoid pollution, costs and time of commuting, etc. | 3/27/2026 1:02 PM |
| 52 | Reduced flexibility to balance life with work will lower productivity, lower ability to focus, increased stress/pressure (also at work), reduced ability to participate effectively in meetings/exchange with partner agencies and colleagues in other time zones. | 3/27/2026 12:32 PM |
| 53 | Lesser productivity since a lot of time will be spent travelling to the office. | 3/27/2026 12:18 PM |
| 54 | This would reduce the efficiency of my work. I often need to draft reports, which is challenging to do from H-Building where my desk is (or other office environments), because it is noisier and I need long stretches of uninterrupted time. So far, I have enjoyed considerable flexibility to adjust my working routine to the demands of my tasks - to work from home or, e.g., the | 3/27/2026 12:06 PM |

UNOG library, for tasks such as this. It has also helped to accommodate private life issues - I could work from home on days when I have a doctor's appointment, physiotherapy, or other appointments in the city that I have to take place during the week, which as allowed me to minimize time spent on commuting to those appointments. It also allows me to be more flexible when I feel slightly sick (but not sick enough not to work) to work from home and avoid potentially endangering colleagues.

| | | |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 55 | None | 3/27/2026 11:42 AM |
| 56 | If I will have a designated desk with two screens in the office, it won't have any consequences on my work, however if I won't have designated desk with two screens in the office my productivity will be seriously affected. | 3/27/2026 11:38 AM |
| 57 | Il s'agit d'un nouveau changement à absorber, après déjà cinq années de fonctionnement éprouvé et efficace pour mon service. L'organisation actuelle garantit en permanence une présence sur site, avec annulation du télétravail en cas d'absence de la personne prévue. Par ailleurs, le télétravail est déjà limité à un maximum de deux jours par semaine (les trois jours n'ont jamais été autorisés). De plus, les tâches nécessitant concentration risquent d'en pâtir, en raison des interruptions fréquentes liées à la présence continue sur site, dans des espaces de travail communs inadaptés à une partie de mes activités. Cette modification n'apporte pas de bénéfice concret en matière de présentiel, pourtant avancé comme argument principal. | 3/27/2026 11:23 AM |
| 58 | Comme je suis professeure (LT), je passe mon temps à réserver de petites salles pour enseigner en ligne, déplacer mon matériel, le reconnecter, retrouver une autre salle pour préparer des cours ou enregistrer des feedback vocaux à mes étudiant(e)s (impossible de la faire en openspace). Je perds un temps incroyable les 2 jours où je suis au bâtiment H et dois rattraper toutes ces heures perdues le weekend sur mon temps personnel. Si je devais venir 4 jours et perdre 2 fois plus de temps, je ne pourrais plus rattraper sur mon temps personnel à moins de finir en burnout et par conséquent, je serais beaucoup moins efficace à un moment où ma hiérarchie vient d'augmenter considérablement ma charge de travail. En bref ce serait désastreux. | 3/27/2026 10:44 AM |
| 59 | Major consequences. The nature and confidentiality of the work cannot be done in the setting the office has provided. The H building is currently packed and OHCHR Palais Wilson is due to move to the H building in the summer. The same time as when this new policy is to be introduced. We urge senior management to be flexible and reserve the right to Managers to decide if staffs' conditions require them to continue working from home 3 times a week like me are necessary then to continue this. We cannot be cramped up in the H building sitting on top of each other. Thank you for your attention to this matter. We are not sardines. | 3/27/2026 10:33 AM |
| 60 | The work I am carrying out will be significantly impacted. I work in an open space with few booths/meeting rooms available. If home office is reduced this means that more than 50 people will be sitting in my area. I am often drafting legal papers and need total silence for concentration. That is why home office is practical for this kind of work. There is also an insufficient ratio desks and staff, meaning that coordination efforts will be tricky if not impossible and this will mean hot desking. Setting up a computer each time with a new docking station is a waste of time and impacts our work. | 3/27/2026 8:56 AM |
| 61 | If telecommuting is reduced or restricted, it would have a negative impact on my productivity and ability to work efficiently. The open-space office environment is often very noisy, which makes it difficult to concentrate, especially when handling tasks that require focus. In addition, desks are not always available, which creates uncertainty and disrupts workflow. A significant part of my work involves making calls to travel agencies and coordinating with colleagues, but there are not enough quiet or private spaces (such as small cabins) to conduct these calls effectively. Parking availability is also limited, which adds to the daily logistical challenges. Overall, these factors—noise, lack of available workspaces, insufficient private areas for calls, and parking constraints—make it difficult to perform my duties optimally from the office environment. | 3/27/2026 8:09 AM |
| 62 | I really need the flexibility to work from home, whether it is to save time on commuting, or to concentrate on drafting a report. My job requires a lot of concentration which I cannot achieve in an open-space plan. | 3/26/2026 5:48 PM |
| 63 | I manage large datasets and have a wide screen monitor at home suitable for the task. If I have to be in the office the equipment is not suitable and therefore my productivity will decrease. | 3/26/2026 5:03 PM |

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| 64 | Significant consequences to how I maintain a work-life balance. A lot of time spent commuting. | 3/26/2026 4:40 PM |
| 65 | Telecommuting makes it easier to concentrate when there is a particular task that requires quiet and focus, without distractions. This is particularly true with current working practices, where we have more online meetings and shared working spaces so often we inadvertently have to listen to our office mate's meeting | 3/26/2026 4:37 PM |
| 66 | Aucun | 3/26/2026 4:17 PM |
| 67 | Plus de fatigue liée aux déplacements domicile-travail / moins de possibilités d'être plus concentrée dans un environnement calme pour la préparation de textes réglementaires / moins de contacts téléphoniques avec les clients du fait | 3/26/2026 4:07 PM |
| 68 | Open space is not conducive to concentration. Confidential work and calls can not easily be made when there is no private space. I need to work from home. | 3/26/2026 3:46 PM |
| 69 | Reducing or restricting telecommuting can negatively impact well-being and productivity. Working in a noisy open-space environment tends to increase anxiety and makes it more difficult to concentrate, which in turn lowers efficiency and output quality. By contrast, my home setup provides a quiet, well-equipped workspace, including a standing desk, which allows me to work in a focused and ergonomic environment. This significantly supports sustained productivity and overall performance. | 3/26/2026 3:25 PM |
| 70 | Plus d'anxiété, moins d'efficacité | 3/26/2026 3:23 PM |
| 71 | Dire. We no longer have our own offices, so we have strategically arranged our days-in to share with persons who are in-office on alternating days so that we have the focus needed to do our work. Not only that but most of my team are in offices that now are regularly 30+ degrees C in the summer, with no AC, so that will only get worse with more bodies crammed into the spaces. We have also lost access to our focus booths that we used to use. It's 2026, not 1996. We do not need to be in the offices to do our work - and indeed we do more and better work in our own home offices. It was perfectly fine for us all to work 100% remotely -- and at 100% or greater of our workload standard -- during the pandemic when it suited the Org., but now that it suits the workers, it's suddenly untenable? | 3/26/2026 3:04 PM |
| 72 | i have a medical certificate | 3/26/2026 3:02 PM |
| 73 | Less productivity, problem of concentration in open space. | 3/26/2026 2:55 PM |
| 74 | None on my work, but it would create problems with office space (already very scarce). Managers would need to apply CONSISTENTLY hot-desking. Currently, there are people who pretend to have access to a desk even if they are hardly ever in the office | 3/26/2026 2:39 PM |
| 75 | One hour daily lost in traffic, to no professional or personal benefit. Using a workstation in the office that otherwise will benefit to staff whose presence in-person is preferable - my work is of 'back-office' nature. | 3/26/2026 2:25 PM |
| 76 | We do not have enough places after the 2024 move from E building. Possible impact on my work due to restructuration of my family routines and may physical and mental routines. | 3/26/2026 2:21 PM |
| 77 | There is an unmistakable convenience about being able to work from home, especially given the ever increasing traffic congestions in an around Geneva and the UN. Very simply put, it will force me to be more strict with my own time. Early starts for remote maintenance and evening calls with New York will become the exception. This may be a good thing for some, as remote work tends to blur the line, and have a negative impact on work life balance. | 3/26/2026 2:12 PM |
| 78 | Aucune incidence car mon travail peut être effectué à distance ou au bureau | 3/26/2026 2:03 PM |
| 79 | It would be more difficult to work late in office, as we would need to leave office early enough to do things which we could previously do when working from home. It would also be more difficult to work beyond our official working hours. | 3/26/2026 1:56 PM |
| 80 | It will significantly reduce my motivation and faith in the organization as this feels like a way to control staff. This is taking a very patriarchal approach to work and an Office culture. | 3/26/2026 1:49 PM |
| 81 | Deterioration of my work conditions, lower work productivity, lower moral, poor work and life balance, consequences on my family (as a single mother). | 3/26/2026 1:08 PM |
| 82 | none | 3/26/2026 1:07 PM |

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|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 83 | More distractions, less productivity, decreasing of work quality due to increase of tiredness and stress | 3/26/2026 1:05 PM |
| 84 | I often have to monitor things off-hours, the 2 days WFH allow me to have a better work life balance, specially as it reduces travel time, it also helps me to be much more focus for certain tasks as I don't have my own office and it can get very noisy. | 3/26/2026 12:59 PM |
| 85 | higher fuel consumption, shorter working days | 3/26/2026 12:56 PM |
| 86 | Negative impact on innovative and dynamic performance and deliverables | 3/26/2026 12:37 PM |
| 87 | Harder to concentrate on work and participate in online meetings. | 3/26/2026 12:28 PM |
| 88 | When I work from home, I am able to read reports or figures aloud which helps me as I process and compare budget details, for example. I do not feel I can do this in the office because I want to avoid distracting my colleagues. I also am less likely to take small breaks in the office to stand and stretch my back. At home, I am able to stand while working if I need which helps me avoid back pain. | 3/26/2026 12:24 PM |
| 89 | Detrimental since, inter alia, office allocation is not adequate | 3/26/2026 12:21 PM |
| 90 | it is very difficult to talk on the phone in the office, especially on calls with the countries when need to speak loudly. Going into the corridors to talk is even worse. In a shared offices it is difficult to talk with colleagues even on Teams. Or oter colleagues talk in the meeting or phone, disturb others to concentrate in their work. | 3/26/2026 12:19 PM |
| 91 | Parking and office space | 3/26/2026 12:15 PM |
| 92 | i will have to go back to 8 hours per day instead of 10, hire a person to baby sit my kid at 730 drop them at school at 8 and then pick them up at 430. my quality of life and health will drop. | 3/26/2026 12:11 PM |
| 93 | 1. It changes the practice of the policy. 2. It lessens the flexibility. | 3/26/2026 12:10 PM |
| 94 | efficiency and productivity, ability to focus on the drafting, more time spent on getting to the office and back. | 3/26/2026 12:09 PM |
| 95 | En tant que membre de l'equipe support de SYDONIA, Le télétravail me permet de programmer facilement des sessions de support sur Teams sans dérangé les collègues dans le workplace. Vue les restrictions de sécurité réseau, il est difficile d'accéder aux serveurs des pays utilisatrice de système SYDONIA, depuis le Plais, pour les fournir un support technique. Le télétravail me donne une flexibilité sans se soucier des restrictions réseaux. | 3/26/2026 12:08 PM |
| 96 | Lower productivity, lower quality and problematic imbalance between family and professional life. | 3/26/2026 12:07 PM |
| 97 | As a single father, I would have trouble organising child care, as my salary does not allow costly arrangements. And I really dislike polluting the environment with a trajectory of 1 hour (each way) on a daily basis. | 3/26/2026 12:01 PM |
| 98 | Reduced productivity. My work consists mainly of research. Noise in the open-office space impairs my concentration and affects my health. Maintaining focus requires considerable effort, and I frequently end up with headaches. | 3/26/2026 11:58 AM |
| 99 | Operational efficiency - In an office, coworkers tend to drop by my desk for "quick questions" that break my deep-focus flow. At home, I can manage these via chat on my own timeline. Offices are loud (calls and coffee machine chatter). Daily commuting, looking for parking. | 3/26/2026 11:57 AM |
| 100 | Less productivity in increasingly crowded office space; more struggles over offices and desks; more time commuting and in jams; less flexibility and feeling of disempowerment. | 3/26/2026 11:56 AM |
| 101 | Plus de fatigue engendrée par les trajet et moins de concentration lors de la presence au bureau | 3/26/2026 11:53 AM |
| 102 | Less focus time. | 3/26/2026 11:52 AM |
| 103 | Enormément de conséquences! très difficile de se concentrer dans cet "open-space" car beaucoup de bruit. Difficile de respirer correctement, l'air est étouffant. Les virus se propagent à grand V, il est angoissant de travailler dans un espace où les gens toussent, éternuent et sont fébriles, mais sont là! | 3/26/2026 11:52 AM |
| 104 | I would probably be less productive | 3/26/2026 11:50 AM |

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| 105 | I may not be able to get a desk to sit near my team if I work from office. | 3/26/2026 11:45 AM |
| 106 | None | 3/26/2026 11:45 AM |
| 107 | I need to go see a doctor often due to medical reasons and it will make it much more difficult to schedule these visits and impact my health. Also there is no place to take online meetings at work. | 3/26/2026 11:37 AM |
| 108 | Myself and colleagues need to do interviews remotely which can last hours. Doing these calls in the office can be difficult when you share an office with someone like I do, let alone if we will at some point need to be in an open office space. The office space can be loud at times with other colleagues talking, which is not ideal when you are dealing in an interview with highly serious issues. And what if both my colleague and I need to do these calls at the same time? There will need to be a level of planning which can slow down the work. If I were to find a meeting room, I have to walk 10-15 minutes to another building to find one, and then I am not in my office space where I have everything I need. WFH helps avoid all these problems as I can take these calls at home, in silence, with everything I need and no concerns about disruption. This ensures better efficacy and effectiveness in doing better interviews and faster. Furthermore, there are times that working at home in a silent atmosphere is better for concentration and you can get more done, without colleagues bothering you with random requests that take you away from that work. Time is also saved from commuting back and forth from the office, which for me takes up one hour a day all together. | 3/26/2026 11:37 AM |
| 109 | I am using a hot desk with a colleague; I may have problems to find a physical place where to work. | 3/26/2026 11:36 AM |
| 110 | Limited up until now but I may need to request more days of telecommuting if working conditions in S building are not comfortable | 3/26/2026 11:35 AM |
| 111 | Negative financial consequences. | 3/26/2026 11:34 AM |
| 112 | affect work life balance | 3/26/2026 11:29 AM |
| 113 | Reduced productivity. | 3/26/2026 11:28 AM |
| 114 | it would imbalance the healthy life balance between work and personal. In my view working from office should be 3 days a week. This is the ideal balance. There are certain tasks that can be completed more productively at home. | 3/26/2026 11:28 AM |
| 115 | I would struggle to complete tasks during working hours. I would not be able to fully participate in the many online meetings that require a private space. | 3/26/2026 11:22 AM |
| 116 | My work would not be affected very much since I live very close to the office. | 3/26/2026 11:22 AM |
| 117 | It would have consequences on my mental health and then subsequently to my output. | 3/26/2026 11:22 AM |
| 118 | Less time to focus on work requiring time, space and focus; more meetings with negative impacts on productivity and efficiency; less work satisfaction. | 3/26/2026 11:21 AM |
| 119 | More noisy environment because of the full occupancy in a small office. | 3/26/2026 11:19 AM |
| 120 | It will be difficult to ensure quality deliverables considering H building working conditions. It is difficult to concentrate when working on reports or any other important document. If three colleagues are working in the same row even the noise of typing and also some exchanges among colleagues make it difficult to be focused. After such working day, one feels so tired ... | 3/26/2026 11:15 AM |
| 121 | Less time with my children. | 3/26/2026 11:13 AM |
| 122 | Less efficient work. | 3/26/2026 11:10 AM |
| 123 | I have 3 children, 1 at school in France and 2 at school in Switzerland. My wife is a healthcare worker and cannot always take them to school. This makes school runs complicated. Working from home gives me the flexibility to make these arrangements work. Working in an overcrowded, noisy open-plan office will make it harder for me to do my job, not easier. | 3/26/2026 11:08 AM |
| 124 | More noise in the office, colleagues who do not know how to behave anymore working everyday in an office and office space. Apparently some entities will have to diminish their footprint to accommodate the OHCHR, less space for everyone. | 3/26/2026 11:07 AM |
| 125 | I do not mind coming more often to work given that we have proper workspace in an office like | 3/26/2026 11:04 AM |

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before where we can create our own atmosphere to work and no one else is occupying that place.

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| 126 | High negative impact, mostly because of the commuting time and the noise/disturbance in an open space environment where hot desking is the norm. This will also create greater stress and impact on my efforts to be a progressive father fighting for gender equality in my day-to-day life. Less flexibility for me means that ultimately my partner needs to be more flexible for childcare issues. | 3/26/2026 11:00 AM |
| 127 | Demotivation and distraction, less time to work because of commute time, reduced productivity, delays in work, more people competing for limited workstations and meeting rooms | 3/26/2026 11:00 AM |
| 128 | None personally as I work from the office, but reducing telecommuting could negatively affect team productivity, flexibility, and morale. Many colleagues perform very effectively remotely, and limiting this option could reduce overall efficiency and work-life balance. | 3/26/2026 10:52 AM |
| 129 | My work hours will be reduced due to the need to get my son from creche at fixed hours each day. Living close to the creche and working from home 2 or 3 days per week meant being able to work for longer on those days. On the four office days, I will need to leave at 4pm in order to commute and get to my son on time. This is possible with breastfeeding hours but will make my work day shorter than ideal and increase pressure to fulfill work demands in less time. | 3/26/2026 10:51 AM |
| 130 | Hugely negative, as there are not enough enclosed spaces to talk aloud in the H building and as a teacher, I need to be speaking aloud. | 3/26/2026 10:51 AM |
| 131 | less productive work conditions as open space makes it difficult to concentrate. and hot desking is not optimal for team productivity either. | 3/26/2026 10:50 AM |
| 132 | First, the work-related stress will increase and productivity will decline, as our working environment at office is unsatisfactory, with desk-sharing arrangements, several people working in the same office, and no quiet space. Second, the long commute per day leaves staff physically and mentally exhausted, which is likely to lead to an increase in sick leave. Third, as a team leader, I will not have a suitable private space for confidential discussions with colleagues. At present, when both sides are working from home, such conversations can take place privately via Teams, but once everyone is required to be in the office, we will frequently have to book meeting rooms for these discussions. | 3/26/2026 10:49 AM |
| 133 | I do not have alternative care options for my dog, so this would be very difficult for me. | 3/26/2026 10:48 AM |
| 134 | Will lose a lot of my time in preparing my self and in the journey. | 3/26/2026 10:47 AM |
| 135 | There would not be a major impact overall; however, telecommuting can sometimes be more efficient than working in the office. In the office environment, colleagues often approach with questions on an ad hoc basis, making it more difficult to manage time and maintain focus. In contrast, telecommuting allows for better scheduling of discussions and dedicated time for tasks, which supports productivity. As a result, working primarily in the office may lead to more time spent in unscheduled interactions and meetings, reducing time available for focused work. | 3/26/2026 10:46 AM |
| 136 | The reduction or restriction of telecommuting would significantly affect the quality of my work, my productivity, my work-life balance, and my family's childcare arrangements. In my role, I am often required to produce substantive outputs on highly sensitive issues under tight deadlines—work that is simply not feasible in a hot desking environment. I also frequently receive work related calls at short notice, and it has become increasingly difficult to find meeting rooms or other suitable spaces in Building H where confidential matters can be discussed. I also do not understand the timing of the request to work at least four days per week from the office when: (1) Colleagues from Palais Wilson are expected to relocate permanently to Building H, increasing space and resource constraints; and (2) Many organisations—international, public, and private—are expanding telecommuting options for their staff due to the sharp rise in oil and gas prices linked to the ongoing armed conflict in the Middle East. See, for example, AIE: dix mesures pour réduire la consommation de pétrole. | 3/26/2026 10:46 AM |
| 137 | This will affect work/life balance and increase level of stress. It will also have an environmental impact, as I have to use my car to come to the office. | 3/26/2026 10:46 AM |
| 138 | My work requires focus that is very difficult to achieve in the open space (noise, bad air quality, heat in summer). If I had to be in the office for four days, I presume that I would have | 3/26/2026 10:42 AM |

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to compensate in the evenings as the one telecommuting day would not allow for me to do all the focused work I have to deliver.

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| 139 | More time will be spent on commuting and traffic, and thus reduces the quiet time that is used for more analytical and complex tasks. Teleworking immensely helps with the work that requires concentration and reflection which the office environment does not provide. | 3/26/2026 10:39 AM |
| 140 | I spend about 3h30 a day in the car getting to the office. I simply cannot consider being able coming 5 days a week. I already spend 14h a week on the road. It would be exhausting, and my wellbeing would be hugely impacted. Having the feeling to spend more of my free time on the road instead of with my kids. | 3/26/2026 10:39 AM |
| 141 | Une perte de temps avec la route, les embouteillages. Une perte d'argent avec le prix des carburants Sur place: difficile de se concentrer dans l'open space, dérangé en permanence. Sur la pause de midi, pas d'endroit pour se reposer un moment, s'allonger (mon dos a besoin d'un break à la mi journée!) Beaucoup moins de stress, nette amélioration de la balance vie familiale/vie professionnelle | 3/26/2026 10:38 AM |
| 142 | This will considerably affect my deliverables | 3/26/2026 10:38 AM |
| 143 | I would feel less autonomous and less motivated overall. It feels like an outdated control mechanism, and ultimately as the organization does not trust its staff. | 3/26/2026 10:34 AM |
| 144 | With the volatile oil price, commuting can become more expensive. The underling anxiety about this affects work unconsciously. | 3/26/2026 10:30 AM |
| 145 | Significant consequences- I'm placed in the open space, which is already difficult to concentrate in with up to half people in the office. I feel I'm much less productive in the office due to inability to concentrate. Furthermore, there is no fresh air (building H) and I don't feel so well there. | 3/26/2026 10:29 AM |
| 146 | Harder to juggle work/family as a single mom. Also harder to concentrate for substantive work while in the office. | 3/26/2026 10:28 AM |
| 147 | I will end up working less, as I will have to spend hours commuting every day and I get more tired in the office. As it is now, I usually work more than 40 hours per week. It is easy to stay a bit longer or come back later in the evening to finish a task. On the other hand, I expect that communication within our team will improve if we spend more time physically in the same office and have coffee together. | 3/26/2026 10:25 AM |
| 148 | At least 1 day of telecommuting is ok for me but I understand perfectly that colleagues with heavier personal responsibilities might be akin to stick to 2 days of telecommuting and would stand on their side. | 3/26/2026 10:25 AM |
| 149 | Communication and teamwork at the office would be improved. I can concentrate better at work. | 3/26/2026 10:22 AM |
| 150 | If telecommuting is reduced or restricted, it would have no significant impact on my work. However, I currently appreciate the flexibility that telecommuting provides, as it allows me to better organize my time and efficiently deliver on my work commitments. | 3/26/2026 10:22 AM |
| 151 | Hotdesking, reduced office space, and meetings space will impact my capacity to deliver productively on numerous tasks for my workplan. Reduced telecommuting will also make working for the UN less attractive for me. | 3/26/2026 10:22 AM |
| 152 | Je vais être maman seule au mois de Juin et avoir un jour de télétravail en moins et tout simplement très très compliqué pour ré organiser le planning que j'étais en train de mettre en place. Je n'ai pas de famille sur place et le télétravail me permettait de ne pas trop stresser pour les horaires de la crèche le soir. | 3/26/2026 10:18 AM |
| 153 | Je suis en fait beaucoup efficace et productive en télétravail, non seulement parce que je ne suis pas interrompue et parce que je suis dans un environnement sans bruit, mais également car cela me permet de trouver un équilibre avec ma vie privée (par exemple en pratiquant du sport sur ma pause déjeuner qui me redonne de l'énergie pour affronter l'après-midi). | 3/26/2026 10:17 AM |
| 154 | Pas assez de place de travail au Palais. | 3/26/2026 10:14 AM |
| 155 | Time spent on work will be reduced, since more time needs to be spent on travelling to the office. Efficiency of the work will be reduced, since I am no longer very flexible to arrange my life so that I could better serve my work. | 3/26/2026 10:10 AM |

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| 156 | As our work involves conducting sensitive interviews with victims and witnesses in private spaces, increasing the number of mandatory in-office workdays reduces the availability of these essential rooms. As a result, staff would have to search for meeting rooms in other buildings, leading to unnecessary loss of time and energy. | 3/26/2026 10:09 AM |
| 157 | Loss of productivity | 3/26/2026 10:08 AM |
| 158 | It would make managing family responsibilities as a single parent more difficult by removing some of the flexibility that allows me to perform my professional duties fully. | 3/26/2026 10:02 AM |
| 159 | Efficiency will decrease given that we are currently four persons seated in offices that were made for two persons. Life-work balance will also suffer as telecommuting allows to gain time which is otherwise used for commuting. | 3/26/2026 10:02 AM |
| 160 | I will have more time for commuting, therefore less time for work. In the current office setting, my work efficiency will be impacted. | 3/26/2026 10:00 AM |
| 161 | It will affect my ability to concentrate and delay some responses due to commuting to and from work. | 3/26/2026 9:58 AM |
| 162 | RAS | 3/26/2026 9:57 AM |
| 163 | Si le télétravail est réduit, cela affecterait ma productivité ainsi que ma motivation sachant que mon volume de travail est assez conséquent, et j'habite environ à 50mn du bureau. Je pourrais le faire si cela est imposé, mais cela aura un impact conséquent sur ma qualité de vie au sens de l'équilibre entre vie professionnelle et vie privée. Je suis plus concentrée et productive en travaillant depuis la maison en raison du manque de distraction et je trouve que travailler en open space avec les collègues a ses avantages pour les différentes interactions et échanges mais ne permettent pas forcément de se concentrer longuement sur des travaux d'analyses et de rédaction que mon travail requiert. | 3/26/2026 9:56 AM |
| 164 | some, but not a lot. I'm more efficient at home, but I'm more 'tuned in' (networked) when at the office as I see my teammates and have informal conversations a lot more. | 3/26/2026 9:54 AM |
| 165 | Most critical will be difficulties in holding teleconferences (our primary and cost effective way of collaborating), as it is already difficult to ensure availability of meeting rooms for these, and it is only gong to get worse. | 3/26/2026 9:54 AM |
| 166 | I share the office with 16 colleagues. Since we do not have isolated offices or dedicated rooms for phone calls, everyone is speaking with clients at the same time, making it very difficult to concentrate and stay focused when drafting reports, documents, and performing other tasks. Furthermore, the office has increasingly become a storage area for different sections, with many boxes of publications scattered throughout the space. This is affecting the work environment and creating additional dust on the carpets. As a result, allergy problems are beginning to arise among us. | 3/26/2026 9:53 AM |
| 167 | Fatigue morale rapide. Absence de période de concentration adu aux espaces ouverts. | 3/26/2026 9:52 AM |
| 168 | Because we work in an open space, I do different things when I work from home, especially work that requires more concentration or an environment where I don't get disturbed by people, phone calls or meetings. | 3/26/2026 9:51 AM |
| 169 | More time spent commuting and therefore worse work/life balance, impacting motivation and efficiency at work. | 3/26/2026 9:51 AM |
| 170 | I am very sensitive to noises, whilst having a job that demands high focus doing analytical work. Currently, I try to organize my work week so that I do the tasks that require less concentration (like coordination, writing mails, meetings) in my office days. Those tasks that require a deep focus, in particular writing policy analyses, is simply done much better at home, where I have a well-equipped and quiet home office. I simply advance much better on these "heavy-lifting" intellectually demanding tasks in an environment that is less noisy and prone to distractions. | 3/26/2026 9:49 AM |
| 171 | Considerably reduce productivity by reduced capacity to concentrate due to the noisy office environment (drafting documents is one of my key tasks - and requires concentration). Two-hours/day commute to the office and back lengthen the working day and worsen work-life balance. | 3/26/2026 9:47 AM |
| 172 | Office does not have enough space for all staff to sit. Meetings are almost impossible to have | 3/26/2026 9:42 AM |

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due to lack of space.

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| 173 | It affects my wellbeing and sometimes my work because my office is crowded with 6 people in total. It's difficult to work and concentrate when someone has a meeting/training session. | 3/26/2026 9:42 AM |
| 174 | I will deliver the same (nor more) - probably with an extra dose of stress. | 3/26/2026 9:40 AM |
| 175 | If I have to come more often in the Office, I would be a LOT less efficient! I have at least two hours drive a day with the current traffic (more if everyone has to come back in Geneva every day). That would for sure trigger fatigue and unnecessary stress. I work independently, most of the time on figures, excel tables etc. In the office, I'm constantly disrupted by colleagues which might lead to errors. At the moment, I do important work at home and work which required less concentration in the office. | 3/26/2026 9:40 AM |
| 176 | Less working hours, less efficient work as I take a lot of calls and meetings that will require logistics to happen in the current workspace where we have VERY LIMITED focus/meeting rooms with screen required for my presentations. | 3/26/2026 9:40 AM |
| 177 | Due to lack of office space and private space, it is difficult to read and draft because of noise and impromptu meetings. I find I cannot concentrate. I can focus much better when telecommuting from home. I find a balance of 3 days in the office and 2 days working from home is ideal for different types of work and would make it more efficient. Plus, it relieves stress to have this balance too. | 3/26/2026 9:39 AM |
| 178 | The impact would not be on my work (I actually work more hours when working from home), but on my mental health (telecommuting saves time avoiding transport etc) | 3/26/2026 9:39 AM |
| 179 | Actuellement, je ne travaille pas à distance mais je préfère avoir 2 jours de télétravail par semaine. | 3/26/2026 9:37 AM |
| 180 | It would lower the work done in a week as telecommuting gives me the opportunity to start earlier and stop later rather than using the time for commuting to work. It will hinder our children to continue with their out of school activities and it will tear on my personal well-being and I am afraid that this could mean in long term that my work quality would suffer even more as I would feel more exhausted every day. | 3/26/2026 9:37 AM |
| 181 | Less focused time at home (e.g. to write proposals, for instance), meaning more interruptions and more headache to find a meeting room in the office, as I spend a lot of time in meetings with developing countries every week (I work in technical cooperation). | 3/26/2026 9:35 AM |
| 182 | Distance home-work is of two hours a day. If I were to work in the office more days, it would reduce by 2 hours my work capacity per day. | 3/26/2026 9:34 AM |
| 183 | Our office is moving to the H building in the coming months, and having a full office there will lead to shortage of space, difficulty concentrating, and lower productivity. | 3/26/2026 9:33 AM |
| 184 | - more time lost in commuting to and from the office - reduced work productivity (very difficult to draft reports in an open space, which is usually loud and disruptive) - reduced flexibility to schedule meetings (on busy days, it is often very challenging to find an available meeting room) - negative impact on work/life balance, quality of life and mental health | 3/26/2026 9:32 AM |
| 185 | It will increase the stress in managing work-life balance, which will impact negatively my mental health and therefore my ability to deliver at work. | 3/26/2026 9:32 AM |
| 186 | I work much more at home as I'm more concentrated. In general, even more than expected. In the office, work that requires concentration became very difficult | 3/26/2026 9:31 AM |
| 187 | Je fais des heures supplémentaires (bénévoles) quand je fais du télétravail. Si le télétravail est réduit je ne ferai plus les heures supplémentaires que je faisais bénévolement car je serai sur la route pour rentrer chez moi (1h 15 de trajet en moyenne le matin et pratiquement 2h le soir). S'il est réduit, ma fatigue sera accrue due au temps sur les trajets au quotidien. | 3/26/2026 9:31 AM |
| 188 | It ma affect my work-life balance, i have three young kids. | 3/26/2026 9:30 AM |
| 189 | Way more time spent in my commute, which is getting increasingly longer with all the construction work ongoing in Geneva. Deep work (drafting reports, analysis), is impossible to do in our current open space hotdesking set-up, so I reserve those tasks for my telecommuting days. | 3/26/2026 9:30 AM |
| 190 | No desk availability. Work interruptions and concentration problems due to people needing to | 3/26/2026 9:29 AM |

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| | take calls in shared office spaces as there are not enough meeting rooms or any call booths. | |
| 191 | depending on the nature of the work as long as there are personnel go to the office my work is to be physically present. | 3/26/2026 9:27 AM |
| 192 | More stress, and reduced work time due to hour's commuting and personal life | 3/26/2026 9:27 AM |
| 193 | As a breastfeeding mother, I will lose much more working time because it takes much longer to express milk at the office than quickly feed my baby while working from home. | 3/26/2026 9:25 AM |
| 194 | In a shared front office environment, I regularly deal with sensitive or confidential information. I also spend a lot of time in Teams meetings and conversations that can be distracting to my office mates. I would also have reduced capacity to focus on concentrated drafting and report writing which I normally do on my telecommuting days, as the work environment at home favors concentration and detailed work with minimal interruptions. | 3/26/2026 9:24 AM |
| 195 | Less efficient and effective | 3/26/2026 9:22 AM |
| 196 | I find that I am more productive and have a better work-life balance if I can have several days of telecommuting. | 3/26/2026 9:21 AM |
| 197 | complicated family organization. | 3/26/2026 9:21 AM |
| 198 | I share an office with a colleague who has a lot of calls and online meetings and talks very loudly. I find it difficult to complete my work when we're both in the office, especially when we have calls /meetings at the same time. I would prefer to telecommute more than one day a week but my organization (UNEP) has had a 1 day per week restriction in place for some time, despite it going against the official rules. | 3/26/2026 9:20 AM |
| 199 | It will be harder to do certain tasks in the office, given the limited space, and greater distractions and noise. | 3/26/2026 9:20 AM |
| 200 | Productivity could decline due to the loss of a controlled, distraction-minimized environment and the added burden of commuting time. Flexibility would also be constrained, making it more difficult to balance work responsibilities with personal obligations, and will increase stress levels. | 3/26/2026 9:19 AM |
| 201 | I will not be able to read and do more research. At a personal level, telecommuting has really helped in work life balance. I am able to integrate some personal tasks in work without affecting my deliverables. | 3/26/2026 9:17 AM |
| 202 | bouleversement du planning et de l'équilibre de la famille | 3/26/2026 9:15 AM |
| 203 | Decreased in productivity | 3/26/2026 9:11 AM |
| 204 | If telecommuting were reduced, the energy lost to commuting and the noise of open-space offices would make focused work harder and reduce my overall efficiency. | 3/26/2026 9:11 AM |
| 205 | Challenges in finding a space in the office, as there are fewer desks than staff. | 3/26/2026 9:05 AM |
| 206 | It would detrimentally impact my work life balance and output. I would adhere more strictly to working hours (often working and producing more now), working only while in the office. Calls and meetings with offsite organizations would become very difficult, considering difficulty in finding space already without higher in office requirements. It would decrease my overall satisfaction with working at the organization and make it more likely I would leave. | 3/26/2026 9:04 AM |
| 207 | 3 hours daily will be spent in transport that could be used to complete work-related tasks. Difficulty to focus on drafting documents in a busy - and noisy- open-space environment. As a result, a negative impact on product is likely to occur. | 3/26/2026 9:03 AM |
| 208 | I will actually not be able to deliver my work as well as now, and will not be able to deliver as much. Teleworking allows me to focus on deeper, more demanding tasks that I would not be able to complete well enough in my current, shared office environment. | 3/26/2026 8:59 AM |
| 209 | The quality of my work will decrease, as I am less productive in the office than at home. The only way to meet the new workload standard, especially if forced to be in the office more often, will be to cut significant corners. | 3/26/2026 8:59 AM |
| 210 | Less concentration, more frustration, less productivity | 3/26/2026 8:58 AM |
| 211 | Aucune conséquence si le télétravail est réduit | 3/26/2026 8:58 AM |

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| 212 | It could affect my productivity as I will be consistently moving between spaces to take online calls, particularly since country leads are being relocated to field locations and /or regional offices. | 3/26/2026 8:54 AM |
| 213 | Low quality of work. Unable to focus in a fully occupied open space | 3/26/2026 8:53 AM |
| 214 | Less productivity | 3/26/2026 8:53 AM |
| 215 | Family and work balance to adjust - childcare purposes | 3/26/2026 8:52 AM |
| 216 | Office space here is limited, and I'm simply more focused and productive when working from home. | 3/26/2026 8:52 AM |
| 217 | I work at 80% and work 2 days in the office and 2 days from home. Almost all my colleagues avail of the option to work 3 days per week from home and we are already short of desks two days per week (Tuesdays and Thursdays). During those days, it is very difficult to focus due to noises, constant peripheric movements and conflicting activities. There are not enough rooms available for meetings and discussions. People take calls at their desk which is a real nuisance and raises the issue of confidentiality protection. People are more stressed and aggressive and are more prone to making mistakes. I had initially opted to coming to the office on the two busiest days in order to have more in-person interactions with my team but changed one of the days to a less popular day as I noted the initial arrangement was impacting my productivity, the quality of my work and my overall stress level. With the change of practice, I fear that there will be a very high office attendance every day (as is the case for Tuesdays and Thursdays) which will be totally unmanageable. | 3/26/2026 8:51 AM |
| 218 | It won't affect my work but it will significantly affect my private life | 3/26/2026 8:51 AM |
| 219 | Decline in quality and productivity/performance | 3/26/2026 8:51 AM |
| 220 | Work and life balance will be greatly impacted | 3/26/2026 8:49 AM |
| 221 | No changes except for more time spent commuting than working. | 3/26/2026 8:47 AM |
| 222 | Je fais souvent plus d'heures lorsque je suis en télétravail que lorsque je suis au bureau, car je n'ai pas à me soucier du trajet de retour | 3/26/2026 8:46 AM |
| 223 | Leaving my dog alone for the whole day. I wouldn't have adopted one with only one day of telecommuting Increased spending on fuel Increased time spent in traffic jams | 3/26/2026 8:45 AM |
| 224 | Arriver au travail plus stressé du à l'augmentation du trafic. Moins de possibilité de faire des activités sportives en fin de journée, du à un retour trop tardif à la maison (dû aux bouchons) | 3/26/2026 8:44 AM |
| 225 | Plus de stress car je devrai me réorganiser avec les activités des enfants. | 3/26/2026 8:44 AM |
| 226 | Personal life and the system put into my current life style, life work balance totally disturbed | 3/26/2026 8:43 AM |
| 227 | It will be more difficult to get work done as in a noisy and crowded open workspace it is more difficult to concentrate. | 3/26/2026 8:38 AM |
| 228 | My work/life balance will become negatively affected. I am more productive while at home, alone, no distractions compared to in an open-space environment with constant background noise | 3/26/2026 8:38 AM |
| 229 | Je serai affectée dans l'équilibre travail-vie privée, fatigue des transports, moins productive par les conditions de l'open space | 3/26/2026 8:36 AM |
| 230 | Shorter working hours due to commuting time. Less mental space for work as some is being reallocated to more logistical questions. | 3/26/2026 8:36 AM |
| 231 | quality of work, concentration | 3/26/2026 8:35 AM |
| 232 | none.. if we have enough desks and respected calm conditions in the shared space | 3/26/2026 8:27 AM |
| 233 | My teleworking day is usually my most productive and immersed as I can focus strictly on work, I don't waste time commuting, and my desk set-up is more comfortable. I can also manage my personal life better, using breaks to do groceries, work out, or have a healthy meal, which leads to a better work-life balance overall. | 3/26/2026 8:24 AM |
| 234 | If telecommuting is reduced to one day a week, my health and moral would tremendously suffer to the point I will probably have to work less as I suffer from a chronic medical condition. | 3/26/2026 8:21 AM |

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Work-life balance would tremendously suffer as well having young children and I would probably consider either working less or leaving the organization sooner than planned. The hours spent commuting are usually hours spent working but at least I do it at my own pace, being able to lie-down when needed. My work has never suffered, and my productivity is higher at home that it is in the office. This is creating a lot of unnecessary anxiety and stress, keeping me awake at night trying to come up with practical arrangements so my children still get to see their parents a decent amount of time during the week.

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| 235 | Fatigue, more time spent travelling, lower concentration and higher disruption levels | 3/26/2026 8:15 AM |
| 236 | . | 3/26/2026 8:12 AM |
| 237 | Stress, fatigue, temps perdu dans les transports, moins de bruit pour travailler (open space) | 3/26/2026 8:11 AM |
| 238 | It would negatively affect the delivery of my outputs. Telecommuting allows me to save time on commuting, have dedicated focus time without distractions etc. | 3/26/2026 8:08 AM |
| 239 | Most likely improvement in productivity and efficient delivery of mandate. | 3/26/2026 8:06 AM |
| 240 | Moins efficace | 3/26/2026 8:00 AM |
| 241 | Less productive as offices become more crowded and noiser due to more meetings and lack of meeting space. | 3/26/2026 7:53 AM |
| 242 | It would definitely slow down my work and affect my physical and mental health in the long run. Geneva has a lot of traffic and I spend between 3 to 4 hours on average every day to get to work and come back home, this makes my days longer and heavily restricts the work life balance the UN has always championed for. Plus, I would say that I work more efficiently but also longer when I work from home because I don't have to worry about trafic and if I'll miss my bus or anything else, I just work until I complete all my tasks, uninterrupted. I currently like the 2 WFH days and 3 days at the office, it allows me to be flexible, maintain a good balance, see my colleagues and work efficiently. | 3/26/2026 7:49 AM |
| 243 | Manque de places de travail | 3/26/2026 7:48 AM |
| 244 | None | 3/26/2026 7:45 AM |
| 245 | I will need to work on my documents and reports (all work items that require calm and concentration) before breakfast at home. | 3/26/2026 7:38 AM |
| 246 | Less efficient as not being able to concentrate as much. Too much distraction from other colleagues when in the office, too much noise. | 3/26/2026 7:34 AM |
| 247 | less work hours because of travelling time | 3/26/2026 7:14 AM |
| 248 | There is so much traffic and I am able to work well on telecommuting days which are stress free | 3/26/2026 7:02 AM |
| 249 | Productivity will decrease significantly. The office environment is borderline toxic; definitely not conducive to working- zero privacy; extreme temperatures (too cold/too hot); you can hear conversations from the other side of the floor so goodbye confidentiality across the board; people are walking on eggshells trying to whisper, which leads to invading personal space when one does not hear and must get closer to the speaker. Toxic meaning lines are so blurred due to the layout- some act as if they are home in their PJs with friends/family, while others are at work and professional. | 3/26/2026 7:01 AM |
| 250 | More fatigue and less concentration, so lower quality of work | 3/26/2026 6:55 AM |
| 251 | More time spent commuting instead of working, less likely to work overtime if necessary. More time spent in the office in shared spaces which reduces focus and concentration will impact the delivery of drafting and analytical tasks. Probably better team cohesion because of the more time spent together socially but not necessarily. | 3/26/2026 6:24 AM |
| 252 | Reduced productivity and flexibility: Remote work allows me to manage tasks during peak focus hours and minimize disruptions. Limiting it could reduce efficiency, especially for work that requires sustained concentration (e.g., drafting reports, analysis, or preparing remarks). Increased time lost to commuting: Commuting would take time away from working hours and personal time, potentially leading to fatigue and reduced overall performance. Impact on work-life balance: Telecommuting helps balance professional responsibilities with personal needs. Restrictions could make it harder to manage both effectively, which may affect well-being and | 3/26/2026 5:39 AM |

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long-term sustainability. Less efficiency for certain types of work Some tasks, such as writing, research, and virtual coordination across time zones, are often more effectively done remotely than in an office environment. In general, I think that reducing telecommuting would likely have a net negative impact on productivity, flexibility, and well-being, especially for roles that involve significant independent, analytical, or writing-based work.

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| 253 | Financial implications - extra childcare cost, commuting cost environmental impact - worsened pollution in the city due to increased carbon emission performance productivity - limited availability to accommodate time differences with other duty stations, lack of space to conduct online activities/presentations | 3/26/2026 3:59 AM |
| 254 | Reduced productivity due to open-space offices and longer commute time. | 3/26/2026 3:26 AM |
| 255 | It makes it much more challenging to accommodate calls with colleagues outside my time zone and increases my working hours. | 3/26/2026 3:16 AM |
| 256 | If telecommuting were reduced, my work would be less efficient and more time-consuming. Telecommuting allows me to accomplish a lot of work, combine personal time and professional tasks in convenient conditions, so restricting it would reduce productivity and flexibility. | 3/26/2026 1:21 AM |
| 257 | Less possibility to concentrate as in the office potentially affecting my productivity as there is a lack of quiet spaces in the office. | 3/26/2026 12:08 AM |
| 258 | None | 3/25/2026 11:06 PM |
| 259 | No aplica | 3/25/2026 10:18 PM |
| 260 | I live in a duty station with heavy traffic and limited public transportation. Telecommuting days allow for more "real" hours of work, without having to work late into the evening. | 3/25/2026 10:08 PM |
| 261 | None, but it will have on my staff well-being and it will impact me. Situation is already difficult, it is not the right time to reduce staff FWA as proposed. More broadly, I believe that reducing to two days instead of three would make sense. | 3/25/2026 9:57 PM |
| 262 | I work longer hours and more efficiently from home. I can deliver more when telecommuting. If telecommuting is reduced I will be less productive at a time when the teams are stretched. I will also be less available for online meetings with field colleagues as the open space office is not conducive for online meetings. | 3/25/2026 9:50 PM |
| 263 | Avec tous les travaux en france voisine je passe 4heues par jpur dans les bouchons du coup fatigue risque detre plus en maladie de plus de la maison je suis connectee tout le temps et efficace pour travailler .de plus je nai aucune raison detre pmus presente au bureau car autonome dans mon travail pour logistile administrative aucune justification detre au bureau perte de temps et d'efficacite. | 3/25/2026 9:49 PM |
| 264 | significant impact on work and significant impact on my family and health | 3/25/2026 9:46 PM |
| 265 | In my department we are allowed 2 days of telecommuting and, therefore, if this is reduced, reorganising the work/life balance factor becomes difficult! | 3/25/2026 9:43 PM |
| 266 | Extremely negative, offices are often overcrowded and disruptive. To me, telecommuting is one of the few remaining "perks" of the United Nations system. | 3/25/2026 9:38 PM |
| 267 | It Will demotivate me. So probably less efficient n | 3/25/2026 9:36 PM |
| 268 | A huge consequences. I use telecommuting to do tasks that require concentration. In addition, telecommuting helps me save time needed to commute to the office, and I have more time to work. It helps me, as a woman and mother, to better deliver on both the tasks required from me as a professional staff and as a working mother. It gives me the flexibility needed to work at the best possible time of the day to organize the life of my family, but also work late in the evening to accomodate requests by colleagues based in the Americas - geographic focus of my work. In the end, I really think it is a win-win situation. | 3/25/2026 9:29 PM |
| 269 | If telecommuting were reduced or restricted, it would have a fairly direct impact on my work. I'd likely lose efficiency on tasks that require deep focus, since the office environment tends to be more interrupt-driven. There's also the added "dead time" from commuting, which in practice reduces actual productive hours. It would also limit flexibility when coordinating with colleagues or stakeholders across different countries and time zones, which is an important part of my work. That said, in-person work does add value in specific situations—like strategic meetings | 3/25/2026 9:29 PM |

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or team building—but overall, restricting telecommuting would probably make the work less agile without necessarily improving outcomes.

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| 270 | sense of being policed and controlled affecting productivity and motivation | 3/25/2026 9:24 PM |
| 271 | Manque de place, de salles de réunion | 3/25/2026 9:19 PM |
| 272 | none | 3/25/2026 9:12 PM |
| 273 | I will not have time to focus for drafting, I will loose time to find a place to sit (at least 1/3 of the screens are not working), I will spend at least one hour commuting, I will need to reserve a room or go to a focus booth every time I have a meeting. My productivity will certainly decrease. | 3/25/2026 9:09 PM |
| 274 | Confidentiality due to the nature of my work. | 3/25/2026 9:07 PM |
| 275 | Legal analysis and drafting will be difficult as it requires concentration and no interruption preferably for 2-3h segments of the working day. As OHCHR is moving from PW to open space and hot desking in the H building adaptation will be challenging. | 3/25/2026 9:06 PM |
| 276 | This doesn't appear to be feasible given the office space and other considerations. I could accomplish many work-related and personal things in two hours of commuting (one hour each way). | 3/25/2026 8:50 PM |
| 277 | The H Building was to accomodate OHCHR staff on 10 to 6 capacity if not less. PW moves staff, this will become a sardine can. It is already conjested. Not healthy environment for most. Question 7, is not relevant. This is not about productivity. | 3/25/2026 8:50 PM |
| 278 | Au delà du manque de place - la situation est déjà compliquée actuellement - aucun booth pour faire des réunions donc tout le monde fait des réunions depuis l'open Space et parle fort pour entendre sa propre réunion, je suis moins flexible et impossible d'être concentrée on dira un hall de gare. Les gens sont tendus et s'énervent entre collègues | 3/25/2026 8:33 PM |
| 279 | No consequences | 3/25/2026 8:25 PM |
| 280 | It means I will have extra time in the office being constantly interrupted for mostly non work related conversations. | 3/25/2026 8:22 PM |
| 281 | I find that the more we are in the office, the more we unnecessarily prolong meetings. Working in any open space is positive for coordination, but I do my focus work at home | 3/25/2026 8:22 PM |
| 282 | Since I am not telecommuting, this will not affect my work. | 3/25/2026 8:21 PM |
| 283 | Lower productivity as my work requires quiet time and concentration, which is not always the case in the open space office. | 3/25/2026 8:18 PM |
| 284 | I'm working on staggered hours, 07h00 to 16h00. When I'm on teleworking I can adjust my working hours depending on work needs. For example, currently my work needs a lot of task out of working hours. I can start my task at 06h30 and if needed I can finish at 16h30. I'm going to the office by train, I can't arrive before 07h00, portail is closed and I have to leave at 16h00 since I have a train at 16h30 | 3/25/2026 8:17 PM |
| 285 | If telecommuting were restricted, the consequences would be quite significant for me. As an administrative assistant, many of my tasks can be performed effectively from home—managing schedules, coordinating meetings, preparing reports, and following up on processes. Reducing remote work would mean commuting daily to the office, which would increase travel time and reduce my availability for family responsibilities. As a mother of two young children, telecommuting has allowed me to balance my professional duties with my family life. Being close to them, supporting their routines, and responding quickly to their needs is essential. Limiting this flexibility would force me to reorganize my entire family logistics, which could lead to more stress and affect my productivity. In summary, restricting telecommuting would not only impact my professional performance but also my ability to maintain a healthy balance between work and personal life. | 3/25/2026 8:15 PM |
| 286 | I have a 60 min commute to the office so it means less time for myself and being too tired to engage in activities after work. | 3/25/2026 8:14 PM |
| 287 | It would be an inconvenience as most of my meetings are via Teams with colleagues around the world and often discussing sensitive issues. Private areas in UNHQ are extremely limited | 3/25/2026 8:05 PM |

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and it's also silly to commute to an office to connect with colleagues around the world. I have better internet at home.

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| 288 | 1. Certain meetings would not be possible at certain times, due to long commuting distance, while at home I can join meetings at any time. 2. Less focused time, it's difficult to concentrate in open spaces, often interrupted. 3. Risk of not having a desk to work properly if too many people at the same day. | 3/25/2026 8:02 PM |
| 289 | My child will have to stay at school an extra hour, so I'll Have to seek childcare arrangement as a single parent I am. | 3/25/2026 8:01 PM |
| 290 | The consequences would be devastating. I love my colleagues and we have a beautiful dynamic at work, this has nothing to do with seeing colleagues. However, making us come to the office more than 2 times a week or not allowing flexibility affects me negatively to the point where I don't know if I will continue at my job if that is the case. We got used to being home and having a balance whereby we work, we exercise, we cook, we sleep well and we are not tired. Making me come to the office multiple days during the week means I will not get the right amount of sleep as we should, we waste time by getting up early getting ready and commuting to the office and then wasting time again to get back home and getting stuck in traffic. By the time we arrive home we are too tired to cook, too tired to sit with family and want to disconnect but can't as we have to repeat the same thing all over again the next day. I LOVE my colleagues but being at the office all the time is inefficient! Because we are all socialising, meaning we barely get work done as there is no way not to chat with colleagues or office mates. In addition to that the offices are crowded and having meetings there is not comfortable all the time. When I telework from home, I wake up and start working right away, I get things done without distractions at all, during my lunch break I do 30 mins of workout outside which makes me feel more energized to work. When work is done I have time to go do groceries and not waste time commuting back from work! And I have time to cook and be healthy, and also allows me to have a balanced life! It makes interactions with colleagues even better cause when we do come to the office multiple days we are all socialising tired and not productive. Plus, everytime I go to the office due to the human and normal socializing I barely get anything done which accumulates more work for me to do later on. I really hope this doesn't happen as I know how badly this will affect my mental health. | 3/25/2026 8:00 PM |
| 291 | nothing | 3/25/2026 7:59 PM |
| 292 | Il sera plus difficile pour moi de travailler au bureau (dans un open space) car j'ai besoin de me concentrer. Donc cela va affecter la qualité de mon travail; de plus perdre de temps pour le trajet | 3/25/2026 7:54 PM |
| 293 | Telework helps us deliver high-quality results: we cut unproductive commuting time, gain focused hours to resolve incidents, document, and coordinate (even across time zones), and we also reduce our environmental footprint from daily travel. In our office, where parking is limited and we have to rotate spots, a hybrid setup has helped optimize infrastructure (parking, and meeting rooms) and avoid unnecessary delays. I've also seen how telework is especially valuable for many young mothers on our team, enabling a healthier work-family balance—from daycare drop-offs and pediatric appointments to breastfeeding schedules—without sacrificing performance or availability. If telework is restricted, commute time and costs, lateness, and stress are likely to rise, directly impacting productivity and well-being; and we would also lose a key support that helps young mothers sustain their careers alongside family responsibilities. As an organization that defends the rights and well-being of others, we should lead by example by implementing this within our own institution. | 3/25/2026 7:48 PM |
| 294 | There are tasks that require more concentration than the one you get to have in an office with shared spaces where lots of interactions occur and several conversations may happen at the same time. These tasks of study, analysis and others that demand long concentration times are best done by teleworking from a more comfortable space. Sometimes presence work is indispensable, other times may enrich your results and delivery, but for sure not always is the case. That is why flexibility and rationality should be preferred. | 3/25/2026 7:43 PM |
| 295 | It will be harder to concentrate on tasks requiring a calm environment, such as research, drafting reports, and analysis - a significant part of my job. It will also be harder to find quiet space (also allowing confidentiality) to have phone calls with counterparts as my role as a human rights officer includes communication with NGOs and advocates around the world. | 3/25/2026 7:41 PM |
| 296 | The days I telecommute are when I have most of my meetings with a different time zone, meaning that sometimes I start even before my regular working hours. Not having to go to the | 3/25/2026 7:41 PM |

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office those days allows me to connect on time and have a proper breakfast, and if that change my quality of life will change.

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| 297 | L | 3/25/2026 7:34 PM |
| 298 | Reducing or restricting telecommuting would negatively impact my productivity and efficiency. While my work would still get done, I would be forced to hot-desk or work in common areas, lounges, and kitchens, which are not conducive to focused, high-quality work. The lack of a stable, quiet workspace would make tasks more time-consuming and increase the risk of errors. A reliable remote setup allows me to deliver consistent results, and removing that flexibility would introduce unnecessary friction without any clear benefit to the UN. | 3/25/2026 7:32 PM |
| 299 | More expense (on petrol and food), more time spent commuting and less time for work, greater fatigue levels | 3/25/2026 7:32 PM |
| 300 | I will spent more time in arriving to the office. This aspect will become me in a less productive worker. I really use the telecommuting in the best way. | 3/25/2026 7:26 PM |
| 301 | Reduced efficiency and production level due to decreased concentration on drafting reports and communications. Not all working stations are fully functional in H building, sometimes it is difficult to find a working docking station. Reduced capacity to conduct interviews with victims and their families due to lack of privacy. | 3/25/2026 7:24 PM |
| 302 | I get average 2 hours more of work at home since work since early in the morning, when the Office is not open (I have tried to go to the Office at 7 and they wont allow me in). I cant take all my calls in the Office due to sensibility issues, which make me have to either cancel or move them to the day when I work from home. I am incessantly interrupted while working from the office and my concentration is much lower due to sound and movement around. My morale has honestly taken a serious hit as well - 6 month contract, constant threat of losing job, 20% of colleagues let go, threats of pay cuts, and now this, which is so avoidable. | 3/25/2026 7:21 PM |
| 303 | reduced productivity due to crowded workspaces | 3/25/2026 7:17 PM |
| 304 | This would be a great difficulty, because my responsibilities are completed in an efficient and timely manner working on this hybrid way. I do administrative work and may be done perfectly on teleworking, with punctual tasks that required my presence at office. | 3/25/2026 7:17 PM |
| 305 | Significant as I have a lot of drafting responsibilities and I need quiet environment to concentrate. Also some days I have a lot of meetings and interviews with victims I am on the phone most many hours which could disturb others. | 3/25/2026 7:16 PM |
| 306 | Several impede my work/life balance in achieving consistently excellent results in my work. As regional focal point for africa and Asia for my work, I need flexible call times for vary disparate time zones and being in the office 4 days a week will not support this modality. | 3/25/2026 7:15 PM |
| 307 | Will highly impact negatively in my productivity as well as on my motivation. Telecommuting has been allowing a better and healthier work-life balance which is positively reflected in my performance and results achieved | 3/25/2026 7:13 PM |
| 308 | It would severe impact focused drafting time and ability to have sensitive calls. Also my work productivity would suffer due to the unnecessary stress time and costs of commuting. | 3/25/2026 7:12 PM |
| 309 | Perte de concentration et perte de confiance bureauc inadaptés au type de travail a fournir | 3/25/2026 7:09 PM |
| 310 | To come to work it takes me at least 1 hour drive, which is a time consuming. | 3/25/2026 7:06 PM |
| 311 | Difficulties to focus | 3/25/2026 7:05 PM |
| 312 | I will take calls, attend online meetings, run/chair online meetings, do in person meetings in the open space as there are no suitable meeting rooms are larger bookable rooms are in general not available (and blocking a 6-40 person room by one person neither logic). I will neither do any work from home outside the official hours and if I get any physical issues, the UN will be responsible for not having provided suitable working conditions (i.e. height changeable desks and monitors, proper sun screens, quiet working environment etc.) | 3/25/2026 7:04 PM |
| 313 | More time will be spent on commuting (1,5h per day - i.e. more than half working day per week) which could be used to deliver substantive work assignments. | 3/25/2026 7:04 PM |
| 314 | 1. Reduced Focus and Productivity2. Commute and Time 2. Increased Stress and Fatigue 3. Impact on Work Quality | 3/25/2026 7:02 PM |

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| 315 | I can adapt as long as I do have my own permanent working space and desk. Hotdesking or similar would be catastrophic. | 3/25/2026 6:59 PM |
| 316 | Less focus time | 3/25/2026 6:57 PM |
| 317 | Less productivity, as I work more from home | 3/25/2026 6:57 PM |
| 318 | I suffer from insomnia and working from home decreases the stress of having to wake up early, get ready, commute etc. this increasing the chances of falling asleep. | 3/25/2026 6:55 PM |
| 319 | My access to office involves driving of over 2 hours one way. My organization is considering reducing the telecommuting and this may cause health issue. | 3/25/2026 6:55 PM |
| 320 | I must keep Wednesday as kids finish school at 12h30 | 3/25/2026 6:52 PM |
| 321 | Our office space is small, and has 4 people per room, working from the office disrupts my work especially when all 4 team members are on calls. Moreover certain days I have calls for more than 6 hours, which not only disrupts productivity but also is a waste of useful time in the morning and evening commuting. | 3/25/2026 6:52 PM |
| 322 | Low motivation and productivity and fatigue caused by the 2 to 3 hours of commuting every day | 3/25/2026 6:51 PM |
| 323 | impact on productivity due to time spent in commuting and ability to schedule calls and online meeting dur sharing of office space. | 3/25/2026 6:50 PM |
| 324 | We are too many in the office, probably it would be complicated especially during meetings. | 3/25/2026 6:49 PM |
| 325 | Perte de concentration/ motivation / fatigue/ difficultés à gérer les aspects familiaux | 3/25/2026 6:48 PM |
| 326 | Limited space in the office | 3/25/2026 6:48 PM |
| 327 | I have been surviving on one or two months contracts for a long while. My wife has a job and my son has some problems which require follow up. If I will not be able to continue telecommuting I will be forced to quit my job. | 3/25/2026 6:47 PM |
| 328 | I do a significant amount of work that requires full attention and concentration (analytical reports, data analysis). In the office, I share a workspace with four other colleagues, some of whom have frequent virtual meetings. Increasing the number of days I spend in the office would undoubtedly affect my ability to produce reports, as it would be difficult to concentrate fully | 3/25/2026 6:45 PM |
| 329 | - Reduced productivity - Challenges in securing appropriate spaces for formal and confidential calls with counterparts | 3/25/2026 6:44 PM |
| 330 | That would put an unnecessary, additional pressure on an already overwhelming, understaffed work. Commuting is hard and traffic is extremely busy in my duty station, making us waste valuable time and energy that could be spent in being more efficient and producing better results. Our premises are also overcrowded and are not always appropriate to perform our work (e.g. 3 or 4 parallel calls in a small room or bandwidth overuse that slows down important processes, particularly with large files). In addition, we work with different countries so at the end of the day we work online and via Teams most of the day. This is also hard to make it compatible with childcare responsibilities, often creating an additional burden on women staff members who already have to deal with several structural inequalities in the workplace, which feels contradictory with the values the organization is committed to promoting. | 3/25/2026 6:42 PM |
| 331 | Reduced well-being and ability to keep up with other responsibilities, apart from work. | 3/25/2026 6:42 PM |
| 332 | Moins de temps de concentration, perte de temps à chercher des espaces pour les réunions en ligne. Plus d'interactions informelles avec les collègues. | 3/25/2026 6:39 PM |
| 333 | My work is detailed and requires deep focus, such as reading and writing long documents. As such I am most productive when at home. I would suffer a large loss of concentration and efficiency if forced to do this primarily from the office. Secondly, telecommuting has allowed me to better manage chronic health issues, as I need to access specialist health services only available on week days. The loss of this flexibility will be a direct hit on my on health and in turn my ability to work at full capacity. | 3/25/2026 6:38 PM |
| 334 | As office space has been reduced, not every staff has a desk to work on. We are now forced with several colleagues sharing small office space. As someone who is 90% in meetings and | 3/25/2026 6:38 PM |

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talking, this is very disruptive especially for the colleague who has to focus.

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| 335 | I will strictly abide by the working hours. No more, no less. | 3/25/2026 6:37 PM |
| 336 | If telecommuting is reduced or restricted, it would likely have a negative impact on both my efficiency and overall work quality. I would experience increased stress and reduced focus, as I would need to constantly monitor time and traffic conditions to ensure I can leave the office punctually to pick up my son. This added pressure would limit my ability to fully concentrate during the workday. In addition, less flexibility would reduce my capacity to manage peak workload periods effectively, particularly when tasks require sustained focus or extended hours. Overall, it would affect my productivity, increase stress levels, and reduce the quality of my output. | 3/25/2026 6:37 PM |
| 337 | I will lose two hours in commuting each time I am onsite. Due to the nature of our work which requires strict adherence to safety/confidentiality we are discourage to use our work phone or laptop during commuting. Our office which is located in the UNOG compound but separately from the main buildings (for example H, A) only has two meeting rooms. Due to the confidentiality requirements of our work, we are not permitted to use meeting rooms outside of our office including the Palais. With 4 times a week arrangement it will be more challenging to book these two meeting rooms. The open-plan layout of our office makes it more challenging to conduct calls or online meetings, particularly when confidentiality is needed. It will be more difficult when we are all in the office 4 times a week. | 3/25/2026 6:36 PM |
| 338 | It wouldn't have an effect on my work, but it would have an effect on my well-being as an employee. | 3/25/2026 6:32 PM |
| 339 | Less possibility to do focus work (a lot more noise and interruptions in the office). | 3/25/2026 6:32 PM |
| 340 | There is a significant amount of noise in the corridors, making it difficult for me to concentrate. | 3/25/2026 6:31 PM |
| 341 | Lack of comfort/space. Work in a noisy environment, it is terrible as our offices are located in a part where there is a lot of delegates coming and going, talking and making a lot of noise. Lack of parking places. | 3/25/2026 6:29 PM |
| 342 | Less effective including due to hot desking, it is time consuming and affects concentration, also more time on commuting from outside Geneva that could be used to make progress on urgent tasks where physical presence is not necessary. | 3/25/2026 6:28 PM |
| 343 | With 3 days at office, we already experienced crowed space in our sector, plus not all computer stations works, some of them not in good condition to use in full capacity: i.e. cannot adjust up or down, some cable not working, etc. Also when there in teams meeting or call, no confidential can be kept or guaranteed. Or too noisy when colleagues take next to you. | 3/25/2026 6:28 PM |
| 344 | I do not telework on a programmed, regular basis. The new restrictions however may prevent occasional teleworking for 2 consecutive days when needed (e.g. to concentrate on an intensive work project, to better manage work during hot weather (our offices have reached up to 38C), to be present for apartment works/repairs, to be able to undertake medical treatment that does not merit sick leave, etc) - having the opportunity to telework in such circumstances may not sound much, but is a much-appreciated in-built flexibility that facilitates working life | 3/25/2026 6:27 PM |
| 345 | I work with databases and write analytical inputs for my organization's publications. My work requires high mental concentration, attention, and quiet environment, which are impossible to provide in the open space offices of an unsuitable building. Since moving from Building E, where I had a separate office, I can only do substantial work from home. Database errors will entail problems for the organization. | 3/25/2026 6:26 PM |
| 346 | I work better from home as I do not have disruptions of any kind or interruptions from staff. I have noticed that my productivity is much higher when working from home. It takes me 45 min. one-way to come to the office and if I use that time to respond to staff and their needs, it adds into my higher productivity. | 3/25/2026 6:26 PM |
| 347 | General lack of motivation to deliver. Staff are already operating under tight budget and operational constraints, working unpaid overtime. Losing the flexibility of telework would dramatically impact my current routine and wellbeing. For instance, I use my lunch breaks when teleworking to go to the gym, which I would not have time to do otherwise. Further, telecommuting allow me to conduct tasks otherwise difficult in a shared office. Eg., online meetings and tasks requiring extra concentration such as programming | 3/25/2026 6:23 PM |
| 348 | With the required productivity increase and loss of extra 4 hours a week to the commute, i look | 3/25/2026 6:23 PM |

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at essentially extending my working week by 1.5 days.

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| 349 | The productivity will drop, given the open space, hot-desking situation. It's already difficult as it is to find a meeting room when many colleagues show up on the same days. In addition, the air quality is very poor in the large enclosed offices in the S building. | 3/25/2026 6:22 PM |
| 350 | none | 3/25/2026 6:22 PM |
| 351 | I will have less time dedicated to work, as commuting to the office takes me at least one hour. The quality of work will also suffer, as telecommuting allows me to have quiet, uninterrupted time to finish certain tasks that require concentration, such as research and writing. | 3/25/2026 6:21 PM |
| 352 | It will put very big strain on my ability to balance work and personal life; it may require me to be present only during 10-16 hours in the office and work remaining 3 hours after 21hr. Considering the workload has become already unmanageable due to overall staff shortages and increased demands, i anyway work late hours and weekends already. Hence this will overall reduce total of numbers worked. The constraint with inoffice presence 4 days per week will impact how much i can deliver as consistently working late evenings will be bad for my health. It also makes me question the conditions of service and the reasons i do this job still if the scrutiny to justify it is so high. It no longer feels like our service is valued and rather we are treated as an inconvenience that costs a lot of money and that can be easily replaced for cheaper entry level staff just because...it looks good on the KPIs for the senior managers. Bottom line is that i am not interested in working anymore for the organization because organization has changed its values to its staff. | 3/25/2026 6:21 PM |
| 353 | Less productivity and increased stress levels | 3/25/2026 6:21 PM |
| 354 | Augmentation du temps de déplacement : Cela pourrait réduire le temps productif disponible dans ma journée et augmenter la fatigue liée aux trajets. Moins de flexibilité dans la gestion des tâches : Le télétravail offre parfois une meilleure conciliation entre concentration et planning ; une restriction pourrait limiter cette souplesse. | 3/25/2026 6:20 PM |
| 355 | It's impossible to do tasks that require focus in a crowded office | 3/25/2026 6:20 PM |
| 356 | My partner and I are not living together, and restricting/reducing telecommuting would negatively impact our relationship and well being. We live one TGV train away from each other (telecommuting outside of duty station). My manager understands my situation and approves of this. Additionally, my parents are older and I would need to assist them every other month. I would be telecommuting outside of duty station for max. 1 week. My manager also understands this and approves this. | 3/25/2026 6:20 PM |
| 357 | It would be more difficult to work on tasks which require focusing. Plus being able to work from home allows me also to take care of my home and family, when necessary. The flexibility of teleworking brought us well-being and helped release stress and tension, which now might disappear. | 3/25/2026 6:20 PM |
| 358 | It would have very negative consequences for the volume and quality of work that I am currently able to deliver. Our team does not service inter-governmental meetings. Instead, my work consists mainly of outreach to partners (often together with our field presences), report and proposal writing, editing, elaboration of results frameworks, drafting of official emails to counterparts, etc.). For this type of work to be efficient and successful you need peace and quiet, something that cannot be had in the open space in the H-building. The hot-desking formula adds complications in that with the H-building moving towards full capacity, some staff may not find an empty desk and will therefore have to return home to work, causing loss of precious time and concentration. Everyone in our team is available to come in to the office for official meetings, there has never been an issue in that regard. | 3/25/2026 6:19 PM |
| 359 | Bcp plus d'heures de trajet pour venir au bureau (1h30 aller et 1h30 retour) ce qui occasionnerait plus de fatigue et un manque de concentration et d'efficacité évident. De plus, étant en open space, mon travail s'en verra affecté ne pouvant pas travailler dans les mêmes conditions qu'à la maison. Les bureaux au H. building seront pris d'assaut car en juillet, les collègues du PW emménageront au H. building. Qu'en sera t'il si nous devons tous venir 4 jours par semaine au bureau mais qu'il n'y a pas de place assise disponible? | 3/25/2026 6:19 PM |
| 360 | Less productivity Reduce wellbeing | 3/25/2026 6:18 PM |
| 361 | Je travaille au service linguistique. Mes tâches demandent un niveau de concentration élevé difficile à maintenir de manière constante en espace-partagé. Le calme de la maison facilite la | 3/25/2026 6:18 PM |

concentration car le bureau est souvent un lieu de distractions (discussions improvisées, bruits, réunions, etc.). Mon temps de trajet quotidien fluctue entre 2h30 et 3h. J'ai, depuis l'instauration du télétravail à raison de 3 jours par semaine, un meilleur équilibre entre vie professionnelle et vie privée et, de ce fait, je suis plus enclin à achever un travail au-delà de mes horaires. Avec un télétravail réduit, cette pratique va se réduire également. Le télétravail permet de travailler en cas de contretemps qui aurait causé une absence complète autrement (rendez-vous médical, intempéries, problème de transport). Sans télétravail, ce type d'inconvénients entraînera une absence. Enfin, travailler chez soi permet un confort en termes de posture, de bruit, de température qui entraîne une meilleure performance.

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| 362 | More distractions, less focus on work. Deterioration of work-life balance and therefore, affected well-being. Wasted time on commutes. | 3/25/2026 6:17 PM |
| 363 | I can concentrate better at home where there is no noise from the neighbor offices. And I am not sure if there will be enough space. | 3/25/2026 6:16 PM |
| 364 | More work related stress Disturbance (office mates on calls) Less productivity | 3/25/2026 6:16 PM |
| 365 | It will reduce my productivity as I will spend more time travelling to the office and be more tired. | 3/25/2026 6:16 PM |
| 366 | It will increase the commuting time and cost, and impact my efficiceny, especcally is we have to hotdesk | 3/25/2026 6:15 PM |
| 367 | Cela serait parfait pour avoir une équité entre tous les services des nations unies basés à Genève | 3/25/2026 6:14 PM |
| 368 | Le télétravail permet de réduire les déplacements et, par conséquent, le trafic, ce qui contribue à diminuer la fatigue et le stress. Or, ces deux facteurs ont un impact direct sur la concentration et la productivité. En les atténuant, le télétravail favorise donc de meilleures conditions de travail et une performance globale accrue. | 3/25/2026 6:14 PM |
| 369 | I would like to express that any reduction in FWA would significantly affect my ability to maintain a healthy balance between my professional responsibilities and personal commitments. FWA have been essential for managing both effectively, and changes to these arrangements would have a considerable impact on my overall well-being and productivity. In addition, the open-space working environment poses significant difficulties when it comes to concentration, particularly for tasks requiring deep focus. It is often highly disturbing due to noise and constant movement. Unfortunately, focus rooms are rarely available, and meeting rooms are frequently fully booked, making it difficult to find a quiet space to work when needed. This further reinforces the importance of FWA, as remote work often provides the conditions necessary for sustained focus and productivity. | 3/25/2026 6:14 PM |
| 370 | Less productivity, more wasted time on commuting. | 3/25/2026 6:13 PM |
| 371 | When on a big project with a tight deadline cannot always concentrate fully in the office due to open plan space. | 3/25/2026 6:13 PM |
| 372 | I am more efficient and productive when at home so I can stay late and not thinking about commute from office to home | 3/25/2026 6:13 PM |
| 373 | Better team work and more results | 3/25/2026 6:12 PM |
| 374 | Le fait de partager le bureau diminue la qualité du travail, tandis qu'à la maison je suis toute seule et je n'ai pas des interruptions incessantes. La tranquillité m'aide à mieux réfléchir et je fais moins d'erreurs. | 3/25/2026 6:11 PM |
| 375 | Less productive hours due to open space in the office, the nature of the work consists mostly on drafting reports, needing a quiet environment to concentrate. Full work days without interruptions will not be enough to fulfil tasks if asked to be in the office more often. | 3/25/2026 6:11 PM |
| 376 | Even though I currently work on-site, the absence of a telecommuting option makes it harder to balance professional and personal responsibilities when unexpected situations arise. If telecommuting were restricted further, it would reduce my ability to maintain continuity of work during such moments and could increase stress without improving performance. Having the option — even occasionally — would support both productivity and well-being. | 3/25/2026 6:11 PM |
| 377 | I would be less motivated to continue working at the UN. While I enjoy in-person interaction and have no desire to work 100% remotely, I also appreciate the convenience of working from | 3/25/2026 6:10 PM |

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home and the greater focus it affords. At home I have fewer interruptions or distractions and my Internet connection is faster and more reliable.

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| 378 | Moins de temps à consacrer à mon travail à cause des trajets quotidiens. Une fatigue accrue due aux trajets, ce qui entraîne une baisse de productivité et une augmentation du niveau de stress. | 3/25/2026 6:10 PM |
| 379 | I am afraid to be more tired by the end of the week and unable to meet productivity expectations. I have already been on a prolonged sick leave due to burn out and I wouldn't like it to happen again. | 3/25/2026 6:10 PM |
| 380 | If telecommuting is reduced, it may limit my ability to focus on complex analytical tasks that require sustained concentration, potentially affecting efficiency. At the same time, increased on-site presence can facilitate quicker collaboration and decision-making with colleagues. However, reduced flexibility may impact work-life balance and overall performance. A hybrid approach remains the most effective to balance productivity and teamwork. | 3/25/2026 6:10 PM |
| 381 | At UNITAR, we used to have the possibility to telecommute until January this year, in our division, but due to a new policy, it changed and no more telecommuting is allowed anymore after this. I can confirm that the possibility of telecommuting had a strong positive impact on work productivity and well being. And I think it is a shame to be back on old practices and to lose this flexible work arrangement. | 3/25/2026 6:09 PM |
| 382 | None | 3/25/2026 6:09 PM |
| 383 | I will disconnect earlier to drive back home and will be less flexible to work longer when needed. I will have less opportunities to concentrate on delivering reports and reviewing documents. | 3/25/2026 6:08 PM |
| 384 | less ability to focus on tasks uninterrupted. increased disturbance by colleagues needing to take calls in the shared office due to lack of available meeting rooms. | 3/25/2026 6:08 PM |
| 385 | A drop in productivity, more time spent commuting, and diminished energy for work | 3/25/2026 6:07 PM |
| 386 | I do at home all the work that requires concentration and quality time. Also working from home allows to spend more time with my kid at lunch time | 3/25/2026 6:07 PM |
| 387 | Reducing the opportunities for telecommuting will have a negative impact on the quality of my work, as current working conditions in the office are made difficult by the constant background noise caused by the proximity of meeting rooms and the fact that meeting participants generally fail to observe the rules regarding silence when passing through the translation sections. | 3/25/2026 6:07 PM |
| 388 | Huge effect as there is a lot of distraction in the working environment | 3/25/2026 6:06 PM |
| 389 | I fear a lack of concentration time, as we work in the H building. Lack of space may be a problem. | 3/25/2026 6:06 PM |
| 390 | Less productivity due to more difficult in focusing (sharing office, sharing desk, bad air conditions in my office, allergy to dust) | 3/25/2026 6:06 PM |
| 391 | It is literally impossible to work on writing or reviewing reports and tasks that need thought and concentration while in the office even at the moment when most colleagues are telecommuting for some days. The same goes for the calls with internal and external partners as there are simply not enough quiet rooms for this purpose. | 3/25/2026 6:06 PM |
| 392 | Demoralized. Lack of incentive to exceed expectations. | 3/25/2026 6:06 PM |
| 393 | Given the open office arrangements currently in place, reduced possibilities for telecommuting would mean more time wasted in finding appropriate environment for conversations, less opportunities to concentrate on work such as drafting of communications, reports, etc. | 3/25/2026 6:05 PM |
| 394 | we would not have enough space in our hot desking offices for all our colleagues | 3/25/2026 6:05 PM |
| 395 | Significantly impacted work-life balance, lower productivity due to reduced focus (noise in the office, given the open floor plan and absence of phone booths or private areas to take calls). Significantly less attractive working conditions overall. | 3/25/2026 6:05 PM |
| 396 | J'aurais + de temps de trajets par semaine, ce qui me fatiguera davantage, et me rendra - productive / concentrée. | 3/25/2026 6:05 PM |

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| 397 | Over the past three years, I have developed a chronic health issue. Since moving from the E building to the S building, my symptoms have increased significantly. Teleworking two days per week helps me manage my condition, as working from home provides a controlled environment that enables me to feel better physically and conserve energy for my days in the office. I value working in the office and enjoy being part of the team. However, working remotely twice a week is essential for my health and allows me to remain as productive and effective as possible. In the past I would not mind working fulltime in the office, but now I am scared to think that I would have to work more days in the environment which triggers my symptoms. | 3/25/2026 6:05 PM |
| 398 | Perte de temps dans les trajets, baisse de la productivité en raison de la promiscuité dans les bureaux | 3/25/2026 6:04 PM |
| 399 | My job cannot be done out of the office | 3/25/2026 6:04 PM |
| 400 | In view of staff cuts and ongoing personnel reduction, I am currently undertaking the work of 2 full-time staff with an important workload. Teleworking allows for quiet time to focus and concentrate on the work, particularly in view of the increased workload. This is hardly possible in the open space area (H-building), especially during days when most of the colleagues are in the office (despite everyone's best efforts, the open space in H-building is not conducive to focus and concentrate, e.g.: staff constantly passing by/walking along the corridor areas, which are part of the open space areas; Staff chatting or discussing in the or nearby the open space area; mobile phones vibrating or ringing; etc. The H-building will become even more crowded in the coming months, reducing also the capacity to use the closed rooms, which are already difficult to secure when in need to attend one-to-one meetings or calls. | 3/25/2026 6:04 PM |
| 401 | Likely disruptive to family related commitments, professional development, support family welfare, education and child development opportunities. At times, telecommuting allowed for flexibility for balancing work and family commitments. Telecommuting also enable staff to make up time for work even after standard working hours. | 3/25/2026 6:03 PM |
| 402 | I need days at home when I can concentrate on technical and other documents. | 3/25/2026 6:03 PM |
| 403 | In the office, I am less productive due to noise in the openspace. | 3/25/2026 6:02 PM |
| 404 | Plus de temps dans les transports, plus de fatigue, moins de temps pour me concentrer car je suis constamment interrompue dans mon travail quand je suis au Palais des Nations, donc une moins bonne productivité. | 3/25/2026 6:02 PM |
| 405 | More commuting hours, late arrival in the office which implies no parking space and/or desk | 3/25/2026 6:01 PM |
| 406 | Much less productivity due to wasted time in transports. I generally start work 7am (if not before) and I'm able to work pretty much uninterrupted until 7pm with a one hour break for lunch. I sometimes continue work later at night if needed. Coming to the office means around 2h lost in commuting, which will inevitably lead to a loss of working time. In addition, this will lead to a substantive reduction in quality of life as workload will not diminish but time reserved for activities unrelated to work will (i.e.: working out, cooking, seeing family, etc). On the days I come to the office, I am systematically less productive, averaging around 8 hours of actual work time (versus 10-11hours when telecommuting). | 3/25/2026 6:01 PM |
| 407 | It will be less convenient for meetings and briefings that I sometimes deliver. Finding available meeting rooms is already quite hard on Tuesdays and Thursdays. Once everyone is back to the office almost every day, I imagine it will be virtually impossible to find meeting rooms. And some meetings cannot be held in the open space, including for confidentiality reasons. | 3/25/2026 6:00 PM |
| 408 | The quality will be reduced. We have many online meetings with experts from member states (some of them are spontaneous), and there aren't enough meeting rooms already in Palais. Also, most meeting, I am the organizer, so I often need to share my screen and meeting rooms in Palais aren't ideal for this (there is cable, but often doesn't work!). | 3/25/2026 6:00 PM |
| 409 | Impact negatively my work as sometimes it is not possible to have meetings not to find a booth particularly with building E closed and building H being used as an alternative | 3/25/2026 6:00 PM |
| 410 | I would have to commute for long hours, I would be more tired, I will have less time for my personal activities, I will become demotivated | 3/25/2026 6:00 PM |
| 411 | Increased family care expenses | 3/25/2026 6:00 PM |
| 412 | Low efficient. Crowded small office, difficult to concentrate. Extremely hot in summer | 3/25/2026 6:00 PM |

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| 413 | None | 3/25/2026 6:00 PM |
| 414 | far longer daily commutes, negative impact on work-life balance, incl. personal social connections outside work | 3/25/2026 6:00 PM |
| 415 | Increased commuting time. Having to bring my laptop, documents, materials back and forth and looking for a desk to work. Many meetings remain online and there are noises in the office, | 3/25/2026 6:00 PM |
| 416 | lack of work-life balance, increased commuting costs, impossibility to do the basic household or childcare staff early before work, at lunchtime or just after work | 3/25/2026 6:00 PM |
| 417 | Les réponses seront moins rapide et peut etre moins completes, la qualité du travail fournie ne sera pas la même, étant donné qu'au bureau il y a trop de va et vient et de gens qui discutent partout. | 3/25/2026 5:59 PM |
| 418 | The office does not have enough number of desks which will create competition and stress to secure a workspace among the colleagues unnecessarily | 3/25/2026 5:59 PM |
| 419 | I believe more people in the office = more distractions. While our section has enough space to accommodate everyone, we have been told that this is not the case with other sections, whose members may have to come and work in our offices on the 1 day per week on which a given desk is spare. I do not want to share my office with a complete stranger who may have different working habits to my own (and I am someone who enjoys sharing with colleagues and is fairly relaxed about noise). Unless there is a watertight system in place to manage this, I see it being complete chaos. I am also concerned about the heat in summer, when three of us will be packed into an office with only a fan or two to cool us down. This is surely a health concern. | 3/25/2026 5:59 PM |
| 420 | It will be very noisy reducing the level of concentration. Also, on some days (e.g., on Tuesdays and Thursday) it will be impossible to find a work desk with two large screens. | 3/25/2026 5:58 PM |
| 421 | I will spend more time in traffic and less time working in the office. I will have to spend more money to get childcare | 3/25/2026 5:58 PM |
| 422 | I believe it will have an impact on the quality of work, more stress | 3/25/2026 5:58 PM |
| 423 | Moins productif | 3/25/2026 5:58 PM |
| 424 | It would have a negative impact for me. Telecommuting makes it easier to focus and advance on my operational work; while during office days I have more interactions and meetings for my coordination work. | 3/25/2026 5:57 PM |
| 425 | I would have a much noisier, crowded office, and I fear summer in these conditions: our offices are not equipped with air conditioning, and the fans produce more noise than cooling, this could amount to ill-treatment. With the sound-proofing already lacking, combined with the expected addition of IT Helpdesk next door, it will be impossible to focus in the office. | 3/25/2026 5:57 PM |
| 426 | -The main consequences on my work would relate to efficiency, flexibility, and continuity of deliverables. -There may also be implications for work-life balance and commuting time, which can indirectly affect overall productivity and availability. | 3/25/2026 5:57 PM |
| 427 | Given the limited office space and hot desking it's impossible to concentrate when drafting or organizing confidential missions that require lots of phone calls. | 3/25/2026 5:57 PM |
| 428 | I am currently planning most of online meetings during the days that I am telecommuting due to the limited space for a call in the office. I am also telecommuting for those days when the office is less crowded so that I can concentrate better on work. The reduced telecommuting days would reduce my productivity and increase unnecessary work stress. | 3/25/2026 5:56 PM |
| 429 | Reduced work-life balance | 3/25/2026 5:55 PM |
| 430 | Makes work less enjoyable because working from home feels better than being stuck in the shared small offices if the S building | 3/25/2026 5:55 PM |
| 431 | My efficiency will be reduced overall, as I'll observe official working hours and will limit my adjustments to circumstances (various time zones, requests by colleagues that go beyond working hours) | 3/25/2026 5:55 PM |
| 432 | Decreased productivity, as telecommuting allows more focused work. | 3/25/2026 5:55 PM |

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| 433 | The office would be very full and noisier. Other than that not much impact as I choose to come to the office every day out of private preference (and school logistics) | 3/25/2026 5:55 PM |
| 434 | Reduction in telecommuting will probably create additional stress on me. Currently, by telecommuting, I save on commute time and can work longer and also organize my family and house better. The additional stress of working more days in the office will definitely increase my stress and this will adversely affect my performance at work. | 3/25/2026 5:55 PM |
| 435 | Je ferai moins d'heure car je fais en télétravail le temps du trajet | 3/25/2026 5:54 PM |
| 436 | Présence au bureau inutile, télétravail plus efficace | 3/25/2026 5:54 PM |
| 437 | It will be time consuming as I'll have to spend more time in public transports, doing the queue on Pregny or Peace gates every morning, meanwhile I'm asked to rise my productivity. It will also mean that during heatwaves, I'll have to work in 30 degrees office without AC. | 3/25/2026 5:54 PM |
| 438 | Make it worse and diminish my motivation | 3/25/2026 5:54 PM |
| 439 | Impact on the quality of my work. No personal space | 3/25/2026 5:54 PM |
| 440 | given the open space office layout and the limited availability of meeting rooms, more office presence would significantly reduce productivity through shorter time (if at all) to concentrate on report writing and qualitative thinking. Repeat distraction in the open office environment will reduce concentration spans, prolonging time to complete work tasks. | 3/25/2026 5:54 PM |
| 441 | Will try to maintain same arrangement with my manager. | 3/25/2026 5:53 PM |
| 442 | none | 3/25/2026 5:53 PM |
| 443 | It will slow down complex projects because the office is noisy and full of distractions whereas it is much easier to get into concentration 'flow' at home. | 3/25/2026 5:53 PM |
| 444 | My work (legal drafting) requires uninterrupted concentration; the office is normally full of distractions, whereas working from home enables me to concentrate and perform better. | 3/25/2026 5:53 PM |
| 445 | The inability to concentrate as my workspace is very noisy. | 3/25/2026 5:53 PM |
| 446 | I will have less time in which I can do tasks requiring focus in the comfort of my home. I will spend more time commuting, which will be at the expense of my time spent with family. | 3/25/2026 5:53 PM |
| 447 | more time spent on commuting, more difficult work-life balance and family care, lower moral | 3/25/2026 5:53 PM |
| 448 | I will be forced to go on sick leave long-term, which will heavily impact the quality and timeliness of services delivered by my unit. | 3/25/2026 5:53 PM |
| 449 | I am more efficient working from home than from an open space (H building). It is quite stressful working in an open space all the time. I feel drained when I leave the H building in the end of the day. | 3/25/2026 5:53 PM |
| 450 | Demotivation, stress | 3/25/2026 5:52 PM |
| 451 | There will be no space in the office and will be difficult to focus | 3/25/2026 5:52 PM |
| 452 | moins de concentration, moins de performance | 3/25/2026 5:52 PM |
| 453 | I am a frontaliere and working from home saves me 2 hours per day for telecommuting to and from work. | 3/25/2026 5:51 PM |
| 454 | N/A | 3/25/2026 5:51 PM |
| 455 | More commuting, less work-life balance, more fuel costs. I will not work more than stipulated hours and not take meetings during leave days. | 3/25/2026 5:51 PM |
| 456 | Limiting teleworking to 1 day per week, It will definitely help the coherence and coordination of our work. | 3/25/2026 5:51 PM |
| 457 | Ability to concentrate and produce quality work | 3/25/2026 5:51 PM |
| 458 | Major impact as it is much easier to focus at home. Basically, the work that requires coordination I do during office days, and the work that requires focus I do during home days. Losing these focus days would be really detrimental to my work. | 3/25/2026 5:51 PM |

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| 459 | Je vais perdre du temps dans les trajets car je n'habite pas Genève, je vais consommer de l'essence, au détriment de l'environnement, et je vais perdre de l'argent... | 3/25/2026 5:51 PM |
| 460 | Low quality output. My work is data heavy and requires concentration for long periods of time. New office layouts and "hot-desking" make it increasingly difficult. | 3/25/2026 5:50 PM |
| 461 | We need to adapt of what the Organization is requesting to do. | 3/25/2026 5:50 PM |
| 462 | None | 3/25/2026 5:50 PM |
| 463 | - spend more than 2 hrs on coming and leaving the office - leave the 3 children unattended for whole days | 3/25/2026 5:50 PM |
| 464 | Office is noisy so it affects my delivery | 3/25/2026 5:50 PM |
| 465 | Negatif | 3/25/2026 5:50 PM |
| 466 | Given the limited and sometimes noisy office space, it will be difficult to concentrate on tasks which require concentration. | 3/25/2026 5:33 PM |
| 467 | Disturbances in the office, cannot concentrate, hard to find a place for meetings, lack of parking, hard to find parking | 3/25/2026 4:53 PM |
| 468 | Moins de concentration, beaucoup déranger par le bruit, par les questions récurrentes de mes collègues proches. Beaucoup moins de dossiers réalisés en open space car coupé régulièrement dans mon travail. De plus, ma vie de famille est très impactée, notamment avec les nouveaux horaires imposés de 8h00 / 17h00 qui bloquent tous les parents. J'ai dû trouver une nounou que je dois payer tous les jours alors que le règlement autorise le travail à partir de 7h00. | 3/25/2026 4:50 PM |
| 469 | More time spent on commuting; looking for empty meeting rooms or spaces to discuss with colleagues = significantly less time spent on work Less possibilities to concentrate and deliver quickly high-quality deliverables due to open space Reduced morale = less efficiency | 3/25/2026 3:00 PM |
| 470 | I will be less productive, and probably end up on long term sick leave. I have ADHD and working in open space and hotdesking is extremely challenging for me, I am completely exhausted at the end of the day when I work in the office | 3/25/2026 11:17 AM |
| 471 | Moins de flexibilité horaire, moins de concentration, moins satisfait | 3/25/2026 9:33 AM |
| 472 | If telecommuting were reduced, it would impact my work mainly in terms of productivity and flexibility. Remote work allows me to manage focused tasks with fewer interruptions, which increases the quality and speed of my output. Reducing telecommuting could lead to longer commuting times and reduce the overall efficiency of my workday, though I would continue to adapt and deliver results regardless of the working arrangement. | 3/25/2026 9:11 AM |
| 473 | Perte éventuelle de temps (trajets embouteillages) heures productives réduites. Augmentation des frais de déplacement. Plus d'absences liées aux trajets / contraintes familiales Perte de la qualité de vie (mes filles rentrent à midi et je peux partager le repas avec elles) Lorsque nous avons un rhume ou petite grippe depuis la maison nous pouvons travailler et ne pas être en arrêt de travail. | 3/25/2026 7:39 AM |
| 474 | Less productivity, less quality in deliverables. I'll be much more tired hence a vicious cycle of productivity loss. I will also be unable to do sport activities that are necessary for my health, notably preventing back pain. My health is therefore likely to deteriorate, which will impact on work as well. Directly with more sick leave and indirectly with the reverberation of health problems on productivity, team spirit, etc. | 3/25/2026 2:22 AM |
| 475 | I work on confidential cases and have frequent calls with persons of interest. confidentiality might be compromised given that I work in an open space. the other aspect of my work requires concentration, which is also difficult in an open space. | 3/24/2026 9:16 PM |
| 476 | Efficiency negatively affected given the noisy, dirty (desks and meetings rooms are not cleaned sufficiently) environment in the Palais. Health implications given crowded offices, noise, stress due to increasing work load with less resources but no support. Instead increased administrative burden and impression that Senior managers just wish to exercise power and control staff. Negative impacts on work life balance given increased commuting time. Negative impacts on the environment, air quality etc. - all aspects against the UN policies incl. Greening the Blue | 3/24/2026 9:01 PM |

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| 477 | There is no enough space in H Building to work properly. I will DEFINITELY be less efficient | 3/24/2026 5:52 PM |
| 478 | Less productivity because of commuting and the impossibility to take care of my son. | 3/24/2026 5:45 PM |
| 479 | No space to do confidential calls or be able to write in environment without noise or other disruptions. Temperatures in summer are also unsustainably high for a working environment in the office. There is insufficient allocated space for the no of staff being allocated to the H building. | 3/24/2026 5:15 PM |
| 480 | it restricts efficiency as I waste time commuting during rush hour. Also restricts availability at home to get things that I can't control, such as deliveries, repairs etc. | 3/24/2026 5:07 PM |
| 481 | I arrange my work to combine most of my online meetings on the 2 days I work from home, however I still have several meetings online, which is hard to manage in my office where 5 of us seat together. If we're all on online calls, it is impossible to work/focus/concentrate and/or to be on a call as well. | 3/24/2026 5:06 PM |
| 482 | As an unpaid intern living 1 hour and 45 minutes away from the office (as I was unable to find affordable housing in Geneva), telecommuting plays an essential role in managing my daily commute. When I come in person, the round trip takes about 3 hours and 30 minutes. Being able to work remotely two or three days per week, depending on meetings and operational needs, helps me reduce the financial burden of commuting and maintain a sustainable balance in my personal life. | 3/24/2026 5:04 PM |
| 483 | The extra hours I work when from home will not be done anymore as the time spent commuting to and from work will mean I will no longer have the time to work more on my tasks. When I work from home I eat at my desk rather than going to the cafeteria and taking an hour to eat so I feel more productive at home. 2 days or maximum 3 days a week in the office are more than enough to have all the face-to-face meetings and the rest from home are extremely productive for our work. Moreover, we work with extremely difficult content and graphic content which can be difficult to do in an office if you need time to yourself to recover. I am much less productive at the office since there is a lot of side-chatter as well. | 3/24/2026 5:02 PM |
| 484 | I would not be able to get much of my work done because it is impossible to properly focus in the H building. | 3/24/2026 4:58 PM |
| 485 | I believe it will remain the same because I would have to work extra to compensate the commuting time. | 3/24/2026 4:52 PM |
| 486 | Restricting telecommuting would create immediate operational and physical friction because current office redesigns rely on a desk-sharing ratio that assumes significant remote work. Forcing a near-total return to the office leads to a critical shortage of workspace and pushes occupancy to a high-density level that the open-plan layout cannot support. This environment causes acoustic fatigue and constant distractions, which severely diminishes the quality of high-level analytical tasks that require the deep focus typically achieved during home-based work days. Furthermore, this policy creates a profound institutional contradiction by ignoring the global energy crisis and the IEA's recommendation for three days of telecommuting to curb fuel demand. By mandating frequent commutes, the organization significantly increases its carbon footprint and imposes higher financial and personal burdens on staff, particularly those with caregiving responsibilities. This shift from a results-based culture to one of "presenteeism" undermines staff morale and erodes the organization's credibility as a leader in sustainability and modern, agile work practices. | 3/24/2026 4:17 PM |
| 487 | loss of productivity; lower flexibility | 3/24/2026 3:58 PM |
| 488 | Hbuilding at PdN Geneva, having been designed as a hotdesking environment, will not be able to absorb all staff simultaneously, especially in light of the envisaged move of colleagues from Palais Wilson. The level of noise, lack of physical space, lack of confidentiality for those who, like myself, deal with confidential documents, inability to focus when finalizing legal drafts, exagebated difficulty to book meeting rooms - all this will be the result of this arrangement. | 3/24/2026 3:51 PM |
| 489 | It will be slower and less efficient | 3/24/2026 3:05 PM |
| 490 | It would mean sharing open spaces, being distracted, more prone to seasonal flu and therefore missing work more often, not being able to focus or run around looking for an empty office to have a call, it would mean less focus and more frustration. I found I am way more productive and have a tendency to work MORE if i work from home. | 3/24/2026 2:44 PM |

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| 491 | <p>If telecommuting were reduced or eliminated, it would have clear negative consequences for me, both practically and psychologically. First, I would lose an important part of my autonomy. Telecommuting provides greater control over how and when work is done. For me, this means I can align my work with the times when I am most productive. Without this flexibility, my work would become more rigid, which would likely reduce both my efficiency and motivation. In addition, my work–life balance would deteriorate. Telecommuting reduces conflict between work and personal life, partly because it saves time by eliminating commuting. If I had to return to working fully on-site, I would lose that time and flexibility, which would result in more stress and less room for personal responsibilities. My job satisfaction would also decrease. Telecommuting is positively associated with employee satisfaction. For me, working from home is an important part of what makes my job enjoyable. Losing it would reduce my overall satisfaction and engagement. Furthermore, I expect that my productivity would be negatively affected. At home, I can work with greater focus and fewer interruptions. Without telecommuting, I would be more easily distracted in the workplace, which could harm my performance, even though telecommuting is often associated with better performance. Finally, my stress level would likely increase. Reduced flexibility and the need to commute again are factors that contribute to higher role stress when telecommuting is absent. For me, this would mean that work feels more demanding and harder to combine with other responsibilities. In summary, if telecommuting were reduced or abolished, it would lead to less autonomy, a poorer work–life balance, lower satisfaction, potentially lower productivity, and higher stress for me.</p> | 3/24/2026 2:36 PM |
| 492 | <p>this will have an impact on my mental health and productivity at work</p> | 3/24/2026 2:35 PM |
| 493 | <p>Loss of flexibility and efficiency working in big open space and no focused rooms/spaces to work on my own, particularly those that require focused, uninterrupted time for analysis, drafting, and research.</p> | 3/24/2026 2:22 PM |
| 494 | <p>It would likely impact both efficiency and flexibility in my work. Much of my role involves coordinating with international stakeholders across different time zones, preparing documentation, and managing digital workflows, all of which are effectively supported through remote work. Reduced telecommuting could lead to decreased productivity due to commuting time, less flexibility in scheduling meetings with global partners, and potential delays in deliverables. It may also limit the ability to respond promptly to ongoing projects and collaboration needs, particularly in a highly digital and internationally coordinated environment.</p> | 3/24/2026 2:20 PM |
| 495 | <p>less productivity, motivation, well-being.</p> | 3/24/2026 2:15 PM |
| 496 | <p>When telecommuting i work more hours as i do not have to commute to and fro work. Its more productive as there are no distractions from noise, etc.</p> | 3/24/2026 1:58 PM |
| 497 | <p>When open spaces are full they becomes very noisy and do not allow for concentrating on focus work (i.e. writing documents). Finding a desk and parking will be a nightmare.</p> | 3/24/2026 11:44 AM |
| 498 | <p>Less flexibility means more difficulties towards the tasks, therefore less productivity.</p> | 3/24/2026 11:32 AM |
| 499 | <p>If telecommuting were reduced or restricted, it would have a negative impact on my work. Telecommuting allows me to better manage my time, maintain a good work-life balance, and stay more productive overall. Reducing it would likely lead to decreased productivity and well-being.</p> | 3/24/2026 10:42 AM |
| 500 | <p>My daily work involves a lot of phone calls; when I am in the office (building H) it is very difficult for me to deal with this aspect of my work as I cannot drop or receive calls from colleagues freely as I am in an open space and the focus booths are most of the time unavailable. Therefore, I schedule calls, especially those of confidential nature, for days when I telecommute.</p> | 3/24/2026 10:42 AM |
| 501 | <p>I would reduce the time with my family and I would have a lot of difficult to reconcile my personal appointments. We've been telecommuting since covid and it always worked well, it is really important to have a balance of work and personal life. It would be more exhausting and a lot of things that we can organiza at home would also accumulate for the weekend. We should rest on weekends and we would be taking more time of the weekend to put some stuff in order. When you telecommute, you don't lose the time on the traffic, you can sleep better, start your day with less stress and manage your work with personall activities.</p> | 3/24/2026 9:42 AM |
| 502 | <p>I'll be less productive since the office is not conducive to productivity.</p> | 3/24/2026 8:58 AM |
| 503 | <p>I will have to strictly adhere to working hours as they interfere with child care. Less productive at the office as I can better concentrate at home.</p> | 3/24/2026 8:12 AM |

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| 504 | Aucunes conséquences, je pense que cela remettrait un dynamisme au sein des équipes de travail. | 3/24/2026 7:52 AM |
| 505 | Daily stress linked to commuting could result on daily stress at work. Telecommuting allows for better flexibility with childcare. | 3/23/2026 9:09 PM |
| 506 | less motivation - for me it is up to local managers to decide on this based on real needs of service and staff's constraints (children, medical appointments, etc.) | 3/23/2026 5:38 PM |
| 507 | I will spend a lot of time on commuting, being less concentrated during working hours and having less energy to work due to the working condition in the office and more pressure to meet the rising productivity requirement. | 3/23/2026 4:30 PM |
| 508 | A reduction or restriction in telecommuting would negatively affect work efficiency and delivery of analytical and policy outputs. The current telecommuting arrangement allows focused time for developing thought products, which is often less feasible in the office environment due to interruptions and meeting schedules. Additionally, the time currently saved from commuting—approximately 1.5 hours per day—is dedicated to productive work, contributing to higher overall efficiency and output quality | 3/23/2026 4:25 PM |
| 509 | Decreased productivity for time spent telecommuting, increased risk of accident with the bicycle due to the number of roadworks in Geneva. Possibly more absences due to increased stress and unhealthy street food (no proper cafeteria in our office). | 3/23/2026 4:03 PM |
| 510 | Negative impact on working conditions, more interruptions, and making it more difficult to focus on tasks in an open space office | 3/23/2026 3:55 PM |
| 511 | 1. Very difficult to find meeting rooms to have meetings with colleagues or Teams calls with member States: I am assigned to an open space large office in the S building where I have to hotdesk. I often have to be on Teams calls with member States. As I do not want to bother other colleagues in the open space, I try to book a meeting room to take such calls. But in the whole S building there are only around 10-12 meeting rooms, and they are usually all booked out days in advance. So I have several times had to take calls standing in the middle of the corridor or sitting on the staircases. 2. Difficulty concentrating in open space: Significant portions of my job require drafting long documents and research, or complicated calculations to come up with project budgets. It's difficult to muster up the required calculation in an open space environment where colleagues are often talking. For these reasons I prefer to work from home the maximum number of days possible, where I can concentrate in a quiet atmosphere or take calls without bother anybody, and then come to the office 2-3 days max to have meetings with colleagues on site. | 3/23/2026 3:01 PM |
| 512 | J'aurais des soucis de santé | 3/23/2026 2:49 PM |
| 513 | If telecommuting were reduced or restricted, it would have several negative consequences on my work performance and overall productivity. Our current office is a temporary space not designed for daily operational use. The environment is extremely noisy, with constant movement and continuous passage of people throughout the day, which makes it difficult to concentrate and carry out tasks that require focus. Additionally, finding a parking space in the morning is often challenging, increasing stress and reducing the time available to begin work efficiently. The lack of a dedicated restroom also affects daily workflow, as we have only three shared bathrooms on our floor (quite distant also) for all personnel, including delegates, staff, and drivers. This often results in queues and additional time lost, and the state of the bathrooms is highly questionable. We also share a very small kitchenette with limited seating—only six seats—used simultaneously by security, staff, and delegates. This makes it difficult to take proper breaks or have short informal discussions with the team, further impacting the overall quality of work. When telecommuting, however, my productivity is significantly higher. I am able to work with greater concentration, without noise or interruptions, and I tend to be more focused throughout the day. I also notice that I am less aware of the clock and often work more continuously, without distractions, which results in improved efficiency and output. Overall, restricting telecommuting would reduce productivity, increase daily stress, and force work into an environment that is not conducive to maintaining high-quality performance. | 3/23/2026 1:21 PM |
| 514 | Je suis papa dans une famille recomposée comprenant 5 enfants en bas age (18 mois à 9 ans). Entre les gardes alternées et les différentes écoles et crèche des enfants, notre planning est très fragile. le télétravail me permet de diminuer les temps de trajet (1h matin 1h soir) que qui me permet de préparer mes enfants le matin et de les récupérer le soir à l'école et la | 3/23/2026 1:18 PM |

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crèche. De plus mon espace de travail à la maison est plus favorable au travail dans le calme (au Palais des Nations nous sommes 12 dans le même bureau).

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| 515 | Je ne fais que sporadiquement un jour de télétravail par ci, par là, je ne suis pas fan du tout de cet isolement social. Et le retour au bureau n'est que bénéfique pour retisser des liens entre collègues. Le télétravail 3 jours par semaine a pris beaucoup trop de place maintenant, il faut un retour au Palais. 3 jours sur place, 2 jours à la maison serait un bon compromis. | 3/23/2026 1:12 PM |
| 516 | It means that I spend more time traveling back and forth to the office, adding also to additional GHG emissions (car). I work more efficiently while at home, as I can take a lot of meetings and concentrate better. It also adds to a better work/life balance, as I can be home for my children once they return from school. | 3/23/2026 1:06 PM |
| 517 | Perte de concentration, plus de fatigue | 3/23/2026 12:19 PM |
| 518 | The Organization forced us to apply only one day of telework and it has had a lot of impact in terms of the workload , the difficulty to focus, the confidentiality of the discussions, the trust that can be generated in the virtual meetings, more stress with additional challenges, timetables arriving home very late due to less frequent transport | 3/23/2026 11:54 AM |
| 519 | None on my work. | 3/23/2026 11:47 AM |
| 520 | Very negative | 3/23/2026 11:16 AM |
| 521 | I have a big concern on parking in the Palais. A lot of important calls can NOT be scheduled in office. | 3/23/2026 11:09 AM |
| 522 | More discussion with colleagues, less concentration, finding space for HR related conversations. | 3/23/2026 10:47 AM |
| 523 | Telecommuting helps with concentration and advance work when I need silence, as a project manager, when I'm in the office I have lots of meetings and people to supervise. This don't let me own work to be delayed. | 3/23/2026 10:40 AM |
| 524 | less productive | 3/23/2026 10:36 AM |
| 525 | serious problem with handling daily life with a child of 1 year and other of 7, with spending more that 1 one in travelling by car to/from office. | 3/23/2026 10:29 AM |
| 526 | Production will go down. The three days I am working from home I work on average 1 to 1/2 hours extra everyday. The time I take to compute, to park, to connect my computer etc - is time I work when I am on teleworking | 3/23/2026 10:17 AM |
| 527 | I have difficulties concentrating in the office so when possible I try to do the more analytical part of my work from home. If telecommuting is reduced I would also have to dedicate less time in the office to be able to attend to the need of my children as the office is far from the school for instance. | 3/23/2026 10:05 AM |
| 528 | bad consequences, due to: wasted time in traffic, noisier place at work (open space - a BIG mistake), less focus, diminished productivity. | 3/23/2026 9:52 AM |
| 529 | Not much. | 3/23/2026 9:48 AM |
| 530 | Significant time lost in traffic jams — I live in Annecy and it takes me on average between 1 hour 15 minutes and 1 hour 30 minutes to get to the Palais, not to mention the stress and fatigue. | 3/23/2026 9:41 AM |
| 531 | I would find it much harder to meet the productivity standard and I would feel even more stressed as a result. | 3/23/2026 9:37 AM |
| 532 | Less working hours, and will need to continue working at night when reaching home | 3/23/2026 9:37 AM |
| 533 | Trajet important qui génère stress et fatigue | 3/23/2026 9:29 AM |
| 534 | Grande perte de motivation. Je passerai 2h30 sur la route, perte de temps sur ma vie privée, pollution car je viendrai en voiture, baisse de la qualité de vie. Je perdrai du temps au travail à discuter avec mes nombreux collègues, chose que je n'ai pas lorsque je travaille de la maison. Diminution du confort de travail d'u aux Open Spaces, locaux non conformes pour travailler avec beaucoup d'attention, bruyant, nuisances dû aux travaux etc... aveant je prenai le télétravail comme une récompense, une bénédiction, aujourd'hui de revenir 4 jours, je le prends comme une punition, gorsse perte de motivation, je faisais le travail de mon chef qui est parti | 3/23/2026 9:28 AM |

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à la retraite et non renouvelé dû aux problèmes budgétaires, ben je m'en tiendrai à ma description de poste. Mauvaise ambiance dans les services, car tout le monde à organiser sa vie personnelle sur 3 jours de télétravail. Je suis tellement degouté.

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| 535 | less flexibility, less focus time, more commuting time (and less extra working time, on top of the 8 daily working hours) and more stress. | 3/23/2026 9:26 AM |
| 536 | unnecessary commute time which can be used to something else. | 3/23/2026 9:21 AM |
| 537 | spending too much time on transport (since we are in PdN it take me 1h15 minutes to go to work) | 3/23/2026 9:14 AM |
| 538 | Beaucoup moins de motivation et de concentration dû à la fatigue des allers retours au bureau. | 3/23/2026 8:58 AM |
| 539 | complications with childcare and care responsibilities | 3/22/2026 3:54 PM |
| 540 | Greater fatigue | 3/22/2026 12:32 PM |
| 541 | This one day working from home gives me psychological safety and calm. I would be more tired and stressed if I could not have this one day. Overall there are not enough working spaces and meeting rooms for everyone to work from office. | 3/22/2026 7:06 AM |
| 542 | i will not have enough time for focused work as the current office space is too crowded and with no focus booth. the current arrangement allows a better balance between physical interaction with colleagues and time to work in quiet. it also saves precious commuting time. | 3/20/2026 6:26 PM |
| 543 | Lost time spent commuting an extra day | 3/20/2026 12:30 PM |
| 544 | More time spent commuting = less time spent working. | 3/20/2026 9:53 AM |
| 545 | It will significantly limit my productivity. The load of assigned tasks will have to be substantially reduced. | 3/19/2026 11:02 PM |
| 546 | 1. reduced efficiency in work at office, because of time wasted in adapting desk, chair, display, keyboard, mouse, etc. , and lack of concentration in work because of shared office, telephone calls, etc. 2. difficulty and time wasted in finding parking places everyday because of crowded Palais; 3. anticipation of worse working environment and atmosphere because of shared office and shared desk setup; 4. more crowded cafeteria. | 3/19/2026 8:00 PM |
| 547 | More fatigue | 3/19/2026 7:39 PM |
| 548 | I come to the office everyday, but there are times where I need to work from home, or from outside the duty station. This felxibility is highly valuable for my work, as I often need to work off-hours (evenings, weekends, unplanned world events). | 3/19/2026 5:46 PM |
| 549 | None | 3/19/2026 5:45 PM |
| 550 | none, will be easier to meet colleagues | 3/19/2026 5:44 PM |
| 551 | Beyond the work–life balance implications (childcare, commuting, other family tasks), this will definitely affect my productivity, and, potentially, my health. The current infrastructure (lack of work stations for everyone, poor ventilation in H building) and the open space setting do not appear to support a higher level of on-site presence and make it difficult and sometimes even impossible to concentrate and work efficiently, especially when performing tasks that require sustained focus. | 3/19/2026 5:16 PM |
| 552 | Le calme de la maison facilite la concentration car le bureau est souvent un lieu de distractions qui est façonné par des facteurs éducatifs, sociaux et culturels (discussions improvisées, bruits, réunions, etc.). | 3/19/2026 4:55 PM |
| 553 | It will decrease my productivity | 3/19/2026 4:54 PM |
| 554 | Less productive, possibly have to leave my job because I live far away due to the proximity exigencies of my partner's work. I have three young kids; I have been advancing global rights agendas and getting promoted thanks in no small part to the current FWA Policy, allowing me great control of my time, work location and juggling the intense professional and childcare / domestic responsibilities that I carry. I am best placed to decide and define how I juggle all of this (and have optimized it in minute detail to deliver well on all fronts), to make it all work - if I was required to be in office 4 days per week I would have to seriously consider leaving my career, to ensure the wellbeing of my young kids and family (ages 8, 6 and 2 years). The proposed change reflects a serious lack of consideration for the real gendered constraints and | 3/19/2026 4:43 PM |

challenges working women face. It would take us far, far back in time, and in productivity. How can we even compare the deep personal and societal importance of these women's rights considerations to the preferences of Member States to have a few more face to face meetings with Staff? I find that consideration also very skewed - for example, maybe it is important in NY, but here in Geneva many of us meet with member States less frequently, but when we need to we certainly organize ourselves to align with calendars in Geneva and appear in person. We are highly responsible professionals and need to be treated as such. Trust your staff, give them control to manage their work and lives within their own individual constraints - and they will deliver more, not less. We are in 2026 not 1990 - thankfully by now there is plenty of evidence to back this up.

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| 555 | Lower efficiency. | 3/19/2026 4:38 PM |
| 556 | Reducing or restricting telecommuting would negatively affect both my productivity and the quality of my work. My role requires sustained concentration for analytical and documentation tasks, which is easier to maintain in a remote setting. It also involves communication with clients on sensitive matters, where privacy and confidentiality are essential. Telecommuting provides the flexibility needed to ensure effective, timely, and secure interactions. | 3/19/2026 4:34 PM |
| 557 | More difficult to participate in online meetings. Less flexibility in reconciling work and family | 3/19/2026 4:28 PM |
| 558 | To rethink if I want to continue like this. They are changing policies every other week. | 3/19/2026 4:26 PM |
| 559 | Definitely | 3/19/2026 4:19 PM |
| 560 | My current working conditions is featured by shared offices, insufficient desks, useless blinds, super hot rooms from June to September. Therefore, I concentrate better and work much more efficiently and even longer hours at home. If I work more days in the office, I will have more days during which I find it harder to concentrate and work less efficiently. This is horrible against the background of 20% increase in the workload from April. Besides, I will waste my time finding a desk and setting up the computer etc. and spend more time on commuting, thus feeling more tired. | 3/19/2026 4:18 PM |
| 561 | It would be a significant negative change to my work. My role requires a lot of concentration and reading/reviewing documents. At home, it is quiet with little to no interruptions. I share an office with 2 other people which leads to noise, conversations and frequent disruptions. Additionally, half of my work week would have to be spent in a room with over a dozen colleagues hot desking as the office space allotted to our division cannot accommodate us all. And during the summer with no air conditioning makes work unbearable and completely unable to focus for long periods of time. | 3/19/2026 4:00 PM |
| 562 | My work as a translator requires 100% concentration and limited interactions with colleagues, let alone member states. Reduced telecommuting, combined with crowded and/or noisy offices, will make it impossible to produce the required quantity and quality of translations every day without overtime. | 3/19/2026 3:59 PM |
| 563 | More time on commuting, less time for cooking, which might ultimately lead to less than healthy diets and eating habits; inconvenience in taking online language courses around lunch time. | 3/19/2026 3:58 PM |
| 564 | Spend time on commuting | 3/19/2026 3:51 PM |
| 565 | Reduced productiveness due to noisy environment; impossibility to hold meetings with partners (which are part of our core work) because of unavailability of sufficient meeting rooms; increased stress and frustration | 3/19/2026 3:50 PM |
| 566 | I telecommute on two days of the week when road traffic is particularly heavy. I can start working early in the morning instead of being caught in the traffic. | 3/19/2026 3:49 PM |
| 567 | Lower effectiveness and efficiency: with constant interruptions in our open office spaces, I am forced to use noise-cancelling headphones to complete even basic tasks. | 3/19/2026 3:47 PM |
| 568 | Lower productivity because of poorer office conditions: more people in a small office, hence more noise and distractions. | 3/19/2026 3:44 PM |
| 569 | The workspace is quite crowded, which leads to frequent distractions among colleagues, differing preferences regarding ventilation and lighting, and ultimately added pressure and reduced work efficiency. | 3/19/2026 3:43 PM |

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| 570 | I would have difficulties in arranging calls /videoconferences from the office (subject to availability of private meeting rooms). | 3/19/2026 3:36 PM |
| 571 | I depend on flexible arrangements/telecommuting to get my work done. The open space set up is too noisy and distractive to work, and I try to minimise my time in the office days to core hours (10am-4pm). I work in H-building, which is also too hot/bad air and often either too much sun light or too dark. I will be obliged to ask for special accommodations if forced to come to work more than 2 days a week, or otherwise I will have to resign as it will not be possible to get my work done. | 3/19/2026 3:28 PM |
| 572 | It will slow down my work, because I work with 87 different field presences, and my work is very often conducted outside local Geneva time working hours. Also the nature of my work is confidential and I handle issues which require discretion. We work in the office on a hot desk process which means that privacy is not always possible. The meeting rooms are usually booked in advance and so it is even now difficult to have a private conversation with my field colleagues. As things currently stand I schedule confidential meeting for my days at home. If I have to return to the office 4 days a week it is going to decrease my availablilty to work with my field colleagues, it will also put me under more stress as the current system for hotdesking means that there are not going to be enough space for all colleagues who turn up to work. So every day one does not know where one is going to sit, given the nature of our work and the fact that we handle sensitive information surely we should not have to deal with having to "find" a place to sit every dey. The new system in Building H was designed to facilitate hybrid working it is not suitable for a continuous presence. In effect we will be playing musical chairs every day that we come to work. | 3/19/2026 3:26 PM |
| 573 | Travailler en open space est un vrai challenge. Les collègues sont la plupart du temps bruyants, rendant la concentration très difficile. Cela impacte bien évidemment au quotidien la productivité et la qualité du travail fourni. Sur la semaine, cela cause beaucoup de stress, d'irritation et de fatigue nerveuse. Les jours de télétravail permettent à beaucoup d'entre nous de rattraper le retard cumulé en présentiel car toujours distrait ou dérangé par des tiers et de retrouver une certaine sérénité, indispensable pour préserver sa santé mentale. Pour ces raisons, si le télétravail est réduit, il faudra s'attendre à une nouvelle dégradation des conditions de travail et à une baisse significative de l'implication et de l'intérêt des fonctionnaires pour leur travail. Nous savons déjà qu'il y a moins de postes de travail que de fonctionnaires, et ce, à dessein. Concrètement, comment cela va-t-il se traduire si nous passons à quatre jours de présence par semaine ? Peut-on encore parler de « flexible working arrangements » ? Le jour de télétravail devra-t-il être imposé ? | 3/19/2026 3:25 PM |
| 574 | decrease productivity and affect the wellbeing | 3/19/2026 3:23 PM |
| 575 | I currently share a desk with a colleague. If telecommuting is reduced, we don't have enough space to work. Plus, I will have to spend more time on commuting, which I currently use for my translation work. With the 20% workload increase starting in April, I'm not sure how I will be able to cope if I need to spend extra time on commuting. | 3/19/2026 3:21 PM |
| 576 | Less efficient - less concentration - more stress - | 3/19/2026 3:18 PM |
| 577 | Less ability to focus. I share my office with two other colleagues at least 1/3 or 1/2 of my day is spent in meetings. We do have cubicles in the office but not enough. In the area where I leave main shops/services closes at 6 PM. This make it difficult to have appointments or do groceries. I also have a low iron issue. It is not critical but it gets more intense when I have to be in the office for too long. Finally coming from the private sector I appreciate that the UN is offering flexible work arrangement. Losing this perk could make the organization less attractive to young professional with high skills. | 3/19/2026 3:04 PM |
| 578 | Lack of productivity Added stress due to palais renovations | 3/19/2026 2:59 PM |
| 579 | More work, more stress, less productivity, less family time, less focus, less healthy homemade meals in a quiet environment | 3/19/2026 2:53 PM |
| 580 | commuting time is 30 minutes away from home. When I work from home I used that time for work | 3/19/2026 2:51 PM |
| 581 | Telecommuting saves significant time and energy by eliminating the daily commute. The effort required to travel to and from the office can be redirected toward productive work and better work-life balance. Setting up and closing down a workspace each day also consumes time and energy. When working from home, employees typically keep their equipment connected and ready, which reduces daily friction and allows them to begin work more efficiently. In the | 3/19/2026 2:44 PM |

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office, each staff member should ideally have a dedicated desk. Without fixed workstations, employees spend additional time searching for appropriate spaces and reconnecting equipment, which can disrupt focus and reduce productivity. A well-organized office with assigned desks supports better concentration and efficiency. Having a stable, predictable workspace—whether at home or in the office—helps employees maintain continuity in their tasks and minimize time lost to setup activities. Our health is affected..

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| 582 | Less work-life balance. | 3/19/2026 2:36 PM |
| 583 | N/A | 3/19/2026 2:26 PM |
| 584 | We are already told we only have 1 day available to us in field offices, for "operational requirements" without specification from management. We have also been told we are required to maintain this despite being in the middle east region and in close proximity to the US embassy, indicating prioritization of presence over safety | 3/19/2026 2:14 PM |
| 585 | I can't imagine being able to be anything as efficient as what I am today. Reducing teleworking time is a big mistake and I think efficiency will take a big hit. I am reliant on my manager being able to call me and discuss with her and there is a big difference in the quality of those calls when they are taking from an office and when not. I do a lot of research which requires that I be able to concentrate, to get work done. If the future of work at the UN is counterintuitive to the times we are in and flexibility that good work requires, then as a younger consultant I am not sure I want to continue working here. | 3/19/2026 1:57 PM |
| 586 | I would be less productive and obliged to move all confidential meetings to the one day I work from home. I would also be unable to give trainings remotely the days I am in the office, due to lack of rooms with two screens. The nature of the work I do requires either an office or a meeting room available throughout the day. Neither of these options are available in Building H, where I work. | 3/19/2026 1:53 PM |
| 587 | When I'm telecommuting, I'm able to take a proper nap (I have a newborn, my sleep is frequently interrupted) which is of immense help to focus in the afternoon, and I'm working one hour more than the days I have to be in building H. As I can properly rest, and also work in a quieter environment, my work is of better accuracy, which is crucial in my role. | 3/19/2026 1:13 PM |
| 588 | Reducing telecommuting would lead to demotivation and might also be a disincentive to the way I work. It would negatively impact the way I work. It would disrupt my childcare arrangements and might lead to low productivity levels. This can also lead to mental health related issues. | 3/19/2026 1:02 PM |
| 589 | More time lost in commuting (I leave outside Geneva), more stress and less time for work and family; less quality of work, fewer deliverables - I need to focus for drafting and open space does not allow it. | 3/19/2026 12:18 PM |
| 590 | Given the Geneva traffic, I lose up to 3 hours a day commuting, on the worst days. This, paired with the rising fuel prices, should be a compelling reason to continue with the 3-day telecommute scheme. | 3/19/2026 12:15 PM |
| 591 | Malheureusement, nous n'avons pas la chance d'être en télétravail | 3/19/2026 12:13 PM |
| 592 | The commuting time would squeeze my time for concentrated work. | 3/19/2026 12:10 PM |
| 593 | Reduced telecommuting would make it significantly more difficult for me to maintain consistent focus and productivity for tasks that require a more 'silent' environment. As a working parent, this would also negatively impact my ability to manage work and family responsibilities, ultimately affecting my overall work-life balance. | 3/19/2026 12:01 PM |
| 594 | My productivity would go down. It can be distracting in the office with people coming in interrupting to ask questions or chat. It is also a lot more difficult to organize calls and meetings. | 3/19/2026 11:57 AM |
| 595 | - issue on comfort at work because lot of noise (too much people speaking on the same area) - issue to find a place, a desk available on certain days as tuesday and thursday - issue to find a parking place outside as it is already full currently... so how can we find a place if all people are here on Tuesdays and Thursdays? - less efficient - increase of fuel will have a bigger impact on my monthly budget | 3/19/2026 11:57 AM |
| 596 | Plus de stress due au trafic qui a beaucoup augmenter sur Genève et la région voisine | 3/19/2026 11:56 AM |

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| 597 | As I drive to work every day, during rush hours of course, this is physically very tiring. The time I commute, I would normally already be working remotely, so increasing days at work will, plain simply, increase fatigue and reduce my output. | 3/19/2026 11:53 AM |
| 598 | Meetings are often scheduled outside regular working hours due to time zone differences. Telecommuting helps ensure more efficient use of overall working time. | 3/19/2026 11:50 AM |
| 599 | I will make my work just more complicated. My actual 3 days are very useful to plan for online meetings, calls and other activities that are difficult to manage in a shared office and a building where it is difficult to find suitable space for that. | 3/19/2026 11:31 AM |
| 600 | Not enough place for meetings (ie. H building). Noisy environment, concentration can be impacted. Work life balance can be affected. | 3/19/2026 11:29 AM |
| 601 | -Less ability to focus when carrying out substantive work such as research or drafting - Difficulty finding quiet/private spaces for calls so as not to disturb colleagues and be able to discuss sensitive issues | 3/19/2026 11:22 AM |
| 602 | none | 3/19/2026 11:19 AM |
| 603 | Lower productivity because of fatigue and stress from spending a lot of time in transports. | 3/19/2026 10:58 AM |
| 604 | Since Covid, work spaces have not been designed to fit everyone in the office. There are insufficient meeting rooms and it is difficult to join online calls from my office when there are multiple other people using the same office. I typically schedule some of my more complex or sensitive online meetings for days when I am teleworking, so that I can focus better. Additionally, on days when I work in the office, my organisation only counts the hours I'm in the office as time worked, which fails to take into consideration the work I do and meetings I join in the early mornings and late evenings - a necessity when working across time zones. The teleworking system is the only way to have this extra time 'count'. | 3/19/2026 10:58 AM |
| 605 | Il serait nécessaire de revoir les habitudes d'organisation, notamment en ce qui concerne la gestion du temps, la préparation des déplacements et l'accès à certains outils. | 3/19/2026 10:49 AM |
| 606 | It will have consequences on my well-being | 3/19/2026 10:46 AM |
| 607 | If telecommuting is reduced or restricted, it would negatively impact my work-life balance and productivity. I would spend more time commuting, which would reduce my efficiency and flexibility. It could also make it more difficult to manage personal responsibilities, especially with children. | 3/19/2026 10:46 AM |
| 608 | It would reduce my ability to focus on substantive work, which is much harder to complete in H building. It would reduce my productivity overall because of the time needed for commuting. It would hamper my ability to work effectively with other parts of the office and entities outside of the office because of the difficulty in making calls/attending meetings online in H building. My mental health would suffer as a direct result of increased restrictions on my ability to carry out my work. I think it would reduce my trust in the organization because while we still deliver more with less, we will also have our most basic required ignored and revoked. I think that increasing telecommuting days rather than reducing them would meet the needs of this moment. | 3/19/2026 10:44 AM |
| 609 | I anticipate a negative impact on both physical and mental well-being. This is for personal (medical) and professional reasons. Since these answers are often published, I am not going to list personal reasons. On the purely professional side, we are 4 in a small office with close to no meeting rooms available around. Currently we manage well with some time when we are all together and some time where we are two in the office. However, if we need to be fully present 4 days per week, this will mean constant disruptions which means negative impact on productivity and team spirit. Of course, the summer heat considerations are also valid. | 3/19/2026 10:43 AM |
| 610 | It would impact negatively as teleworking allows me to save time and energy on my daily commute. Teleworking makes me more productive. | 3/19/2026 10:40 AM |
| 611 | I do focus-commanding research work and my office is an open plan office that is too small for the number of people assigned to it. A mandate to be at the office 4 days a week would lead to overcrowding, difficulty of finding places to do focused work or to have calls without background noise or distracting others. I commute 1h+ back and forth, which is often used for work while at home. | 3/19/2026 10:28 AM |
| 612 | Working from home helps me stay more focused and get through my tasks without as many | 3/19/2026 10:27 AM |

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interruptions, so I'm generally more efficient and produce better-quality work. It also saves time and energy by removing the commute, which I can then put back into my workday. Overall, it helps me stay more balanced and consistent in my performance. If telecommuting were reduced, I think it would make my days less efficient, more tiring, and could impact both my productivity and responsiveness.

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| 613 | Reduced productivity due to in office distractions. Reduces ability to conduct effective meetings due to lack of privacy. Increased stress. Adverse impact on mental health and well being. Deterioration in work life balance. | 3/19/2026 10:27 AM |
| 614 | I would be less productive. Now I can allocate two days a week for report drafting or other focus-intensive work. That's very important for how I manage my time and work. | 3/19/2026 10:24 AM |
| 615 | It depends on if appropriate office space is found for our team. Currently it is looking like there will not be suitable space for the additional 2 days so it will be hard to work. There is also no purpose in being in the office when you have no contact with anyone because you cannot get a space together which is how it sounds like it will be currently. | 3/19/2026 10:23 AM |
| 616 | telecommuting is so important for focus work as in the open-space office (with almost no meeting rooms available, plus there only being public wifi in the focus booths and no screen, which again means you can't work confidentially and with a screen) is difficult it also reduces time to commute and generally improves work life balance a lot because e.g. i can use my lunch hour to do the grocery shopping it also means that the days i am in the office are days with lots of meetings and social contact which i am then fully recharged and ready for, so it means that when i'm in the office i'm happy and productive because i can plan my week in a way that makes sense for my tasks i always come in early anyway but wfh also allows me to start my work day very early which is great for me | 3/19/2026 10:18 AM |
| 617 | I cannot carry put the work I do on an open space, and most times focus booths or meeting rooms are not available. The negative impact would be huge. | 3/19/2026 10:16 AM |
| 618 | If telecommuting were reduced or restricted, it would have a certain impact on my work organization. In particular, I would need to find alternative childcare arrangements, which may require additional time and coordination. In addition, increased commuting time would reduce the time available for work and could affect overall efficiency. Telecommuting currently allows for better time management and helps maintain productivity. | 3/19/2026 10:14 AM |
| 619 | Moins de productivité et de réactivité face à la demande croissante de travail (due entre autre au manque de personnel) Qualité de vie amoindrie | 3/19/2026 10:13 AM |
| 620 | Extremely detrimental. Focused work as well as confidential calls and meetings with delegates, remote presentations and meetings would be impossible in the office, given the shared office arrangements in the Palais and under higher occupancy. In addition working in an overcrowded, stuffy office facilitates spreading of infections and there are no catering facilities open in the afternoons after 3 pm, which which would impact my health and wellbeing. | 3/19/2026 10:11 AM |
| 621 | Trop de monde, trop de bruit, trop de lumiere et difficulté pour passer les appels ou en recevoir. Remarque des autres de passer trop de temps au tel avec la clientele car trop de bruit. | 3/19/2026 10:09 AM |
| 622 | It would have a lot of negative consequences, since we don't have enough space in the office to accomodate all the staff attributed to the office space, and when we are 3, it's already challenging since we cannot take calls in the office (therefore there is almost never- particulary in busy days like Tuesdays and Thursdays- a room available). So being in the S building we end up in the lounge, with colleagues around and cleaning services as of 3pm. Therefore the quality of work is really not optimum. | 3/19/2026 10:09 AM |
| 623 | Quality of my work will suffer, as it needs the utmost concentration. | 3/19/2026 10:05 AM |
| 624 | I work in an open space in Building S. There are several issues: there are less spaces than people assigned to the space, so how are we all supposed to fit in the space? meeting rooms are scarce in building S to say the least, How can we handle the overflow? What about focus- it's impossible to do research in an open space. Open spaces were designed specifically to allow flexible working arrangement, so how are we supposed to use them if the FWA is not in place anymore ? this is absurd. | 3/19/2026 9:59 AM |
| 625 | It will have serious consequences in my mental health since I suffer from insomnia and anxiety condition, and I have ever requested a sick leave because of my 3 days of | 3/19/2026 9:58 AM |

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telecommuting. if I am requested to go to the office everyday I might be forced to request sick leave for certain periods.

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| 626 | Fewer hours of work, as in practice, when I telecommute from home I start earlier and finish later, as I save up time since I don't have to drive to the office (1 hour each way) | 3/19/2026 9:53 AM |
| 627 | It is very challenging for me to hold all my online meetings from the Palais, as I often struggle to find a closed room. There are not enough small booths for use without prior booking. This will get worse. | 3/19/2026 9:52 AM |
| 628 | Restricting working from home would have a negative impact on both my productivity and the quality of my work. My role involves frequent client interactions via Teams as well as multiple weekly meetings. The current open-space and hot-desking environment makes it difficult to find quiet and appropriate conditions for these exchanges, which are essential to maintaining a professional relationship with clients. Working from home allows me to conduct calls in a calm and confidential setting, ensuring better communication and focus. In contrast, the office environment increases noise, interruptions, and the risk of technical or logistical issues (e.g. lack of available meeting rooms), which can directly affect the quality and efficiency of my work. In addition, tasks requiring concentration are more effectively completed remotely, whereas the office setup can lead to reduced focus and productivity. Overall, limiting remote work would likely result in decreased efficiency, lower quality interactions with clients, and increased fatigue, without clear added value for my role. | 3/19/2026 9:50 AM |
| 629 | no dedicated day for concentrating and working in silence | 3/19/2026 9:48 AM |
| 630 | Less net-time working since I already start to work in what would be my commute. I also would have a worst life-work balance since telecommuting allows me to do some chores on the side in my breaks/lunch. | 3/19/2026 9:44 AM |
| 631 | Moins de concentration, plus de fatigue car en open space dans le H. Le télétravail me protège également de l'environnement anxiogène que nous avons au travail concernant les baisses de budgets et coupes salariales. J'ai peur pour ma santé mentale. Plus de temps sur trajet domicile-travail donc moins de temps pour mes tâches. | 3/19/2026 9:43 AM |
| 632 | I will shutdown at dot 17.00 as I need the time I need for commuting but if at home I can finish my days task before shutting down. | 3/19/2026 9:43 AM |
| 633 | If I have to work from the office 4 days per week, it will have many negative consequences for me: I will not have a permanent place of work, since our department does not have enough working desks, it will be more difficult to concentrate on work, since we will have 6 people in the office at the same time, I would also like to say that working conditions have worsened during the last few years, which will undoubtedly affect my work and health, since the historical building is not equipped with air conditioning, it is cold in winter, and it is impossible to work inside in the summer due to the heat. | 3/19/2026 9:42 AM |
| 634 | I cannot draft in hotdesking. 90% of my work is drafting reports. I will deliver less. | 3/19/2026 9:41 AM |
| 635 | Reduced telecommuting would negatively affect my concentration and productivity due to the very noisy open space, lack of available meeting rooms, and poor air quality and temperature control in the H building. | 3/19/2026 9:38 AM |
| 636 | Since we do not have a functional office space and are moved around every so often due to lack of offices, we currently share one office (without any facilities, airconditioning, with presence of rats and other insects, and that completely floods when it rains a lot) with the whole team of around 9-12 staff members. The nature of our work does not allow us to work from one office (interviews, meetings, consultations on a daily basis by multiple staff members at the same time) we would therefore not be able to conduct our activities at all. Of additional concern is that another UN entity is across the hall that conducts interviews as well and records them and we can be heard in the background if we speak or conduct our confidential meetings. If there is a requirement to be at the office, then functional office space should be provided which is currently not the case and the office is benefiting by not paying for decent office space at the detriment of staff well being. I am concerned that there is no realistic view by management of what working in the "field" or a regional office looks like in reality and how staff are already the ones taking all the hits of the office not providing space or any other type of support. | 3/19/2026 9:36 AM |
| 637 | I prefer not to share it. Thank you for your understanding. | 3/19/2026 9:31 AM |

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| 638 | Ce nouveau régime engendre du stress, nécessite une période d'adaptation et entraîne une baisse de productivité. | 3/19/2026 9:25 AM |
| 639 | Clairement moins productif, et surtout beaucoup beaucoup de stress . je ne travaillerais pas correctement. Encore nous serions dans un bureau de 2 ou 4 mai depuis l'open space c'est une catastrophe à tout les niveaux ... | 3/19/2026 9:23 AM |
| 640 | it is difficult to concentrate and complete work effectively in an open work space or a shared office. the increased commuting time is also not conducive to maintaining a healthy work-life balance. | 3/19/2026 9:18 AM |
| 641 | I believe that might be the final push that takes me from being extremely exhausted to being burnt out. Between the additional commuting time and the ridiculous working conditions in the office (temperature, morale, level of noise from delegates, space, restricted opening hours, parking space when there are meetings, infrastructure in general), on top of an increased workload as of April, it is becoming harder and harder not to take these measures personally and consider them an unfair treatment of a certain category of staff, especially when your work can be accomplished and quantified exactly in the same way whether at home or in the office. | 3/19/2026 9:18 AM |
| 642 | Lower job satisfaction | 3/19/2026 9:14 AM |
| 643 | my work and personal life will become quite hectic | 3/19/2026 9:12 AM |
| 644 | Je perdrais en efficacité, en productivité et en concentration. En travaillant au bureau, sachant que je fais partie de l'équipe administrative, je suis souvent interrompue, coupée, et j'avance beaucoup moins vite qu'à la maison. | 3/19/2026 9:11 AM |
| 645 | Need to work out a practical arrangement for sharing only two desks between three of us on a weekly schedule. No air conditioning and last summer was quite challenging. No stop ongoing construction and noise. | 3/19/2026 9:10 AM |
| 646 | If telecommuting were reduced or restricted, it would have a direct impact on both my productivity and the quality of my work as a graphic designer. Given that our office operates in an open-space environment with limited capacity, we are currently required to coordinate our in-office days. This system helps ensure adequate working conditions. Reducing telecommuting without addressing these spatial constraints would likely result in overcrowding, making it difficult to concentrate and carry out design work that requires focus, precision, and creative thinking. In addition, part of my work involves video editing, including sound editing. In an open-space setting, this requires wearing headphones for extended periods to manage audio accurately and avoid disturbing colleagues. However, working all day with headphones is not a sustainable or comfortable long-term solution, and it can affect both well-being and the quality of audio work. Telecommuting therefore provides a more suitable environment for tasks requiring deep focus and audio work, allowing for better efficiency and higher-quality outputs. Limiting this flexibility could impact both productivity and overall delivery. Finally, reducing telecommuting would also have significant implications for my work-life balance. Commuting more frequently would require dropping my children off at 7:30 a.m. and picking them up around 6:00–6:30 p.m., four days a week. Given the limited annual leave accrued under my contractual conditions (temp since 2016), this would considerably reduce the already limited time I am able to spend with my young children. In this context, maintaining a degree of telecommuting is essential not only for ensuring optimal working conditions and performance, but also for preserving a sustainable work-life balance. | 3/19/2026 9:08 AM |
| 647 | Si mes 2 jours de télétravail (je n'ai jamais demandé 3 jours pour ne pas abuser de cet avantage que je trouve formidable) devaient être remis en question, cela nuirait grandement : - l'ambiance de travail générale (beaucoup de collègue refusent le hot desking et deviennent ombrageux, voire agressifs, lorsque "leur" poste de travail favori est occupé lorsqu'ils arrivent au bureau le matin), - à ma confiance au système onusien et ses promesses de se soucier de la santé mentale de son personnel, - à ma motivation au quotidien, - à ma joie de vivre au bureau. | 3/19/2026 9:02 AM |
| 648 | This will affect the quality of my work and my life enormously. I often have calls and meetings on teams, for which there are not enough meeting rooms in the S building. It is impossible to concentrate to do good quality research and drafting in a crowded and hot open space. Because of traffic and commuting time I will lose about 2 hrs in driving back and forth every day, time that I could dedicate to work in the morning and to my kids in the evening. My kids will suffer from not seeing me 12 hours a day and the financial impact on my family for paying | 3/19/2026 9:02 AM |

for extended hours of childcare every day will be substantial. The communication of this change has already costed me massive anxiety.

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| 649 | i would lose almost 2h every days (for now i have 2 days telecommuting) while commuting, which would add stress to finish work and leave on time to get my kid from school | 3/19/2026 9:01 AM |
| 650 | I have a 19-month-old baby and my partner also works full-time (outside UN system). With the new reduction in telecommuting, we will struggle with the drop-off and pick-up of our baby, who will have to spend around 10 hours per day in daycare. Also, teleworking currently allows me to take care of my health. I do sports at lunch time. Going back to the office for me means not being able to exercise because if I exercise after work I will not see my baby before she goes to sleep. Also, I work in a shared space with people making calls and having meetings. My work requires concentration because I do legal drafting, so that will be impacted by being back in the office. | 3/19/2026 9:00 AM |
| 651 | Decrease in work life balance, less inclined to work flexibly for the organisation out of regular hours, decreased motivation, demoralising effect | 3/19/2026 8:59 AM |
| 652 | This will affect my productivity because I won't be able to concentrate at work, since there will always be noise around me. Therefore, I'll have to work longer hours when the space is quiet—that is, either come in much earlier or stay later. Obviously, I won't be paid for this overtime, just as has happened in the past. I don't know how we're all going to fit in the office with this measure, since there isn't enough space for so many people. Then in the summer they'll tell us to go home because it's too hot, or when they don't want to spend money at Christmas. It's a self-serving and selfish policy because it only serves the organization's interests without considering the people who work there. This measure will also have a significant impact on my private life by preventing me from balancing work, family, and my personal life in a more balanced way, and it will entail additional costs . | 3/19/2026 8:56 AM |
| 653 | The real issue for many of us in field duty station is that managers are usually very reluctant to grant telecommuting, and even asking for it is viewed as a sign of being "difficult" and not setting a "good precedent" for national staff. I work in an office with two other colleagues and regularly have to take calls (often with human rights defenders on protection issues or other sensitive issues I'd rather not have colleagues listening in) in my car when meeting room is occupied, there is also a lot of noise and disruptions in the office. Working from home 1-2 days a week would be so much more efficient in terms of sensitive calls and drafting/work that requires no interruptions being done, but management does not agree. I would really like staff union to take up that flexible working arrangement is a global policy and applies equally to field duty station. It is also very neocolonialist to hold the opinion that national staff would not be able to work from home efficiently - which is the fear why international staff is not allowed. | 3/19/2026 8:54 AM |
| 654 | unfortunately no telecommuting for me daily presence in the office | 3/19/2026 8:52 AM |
| 655 | I will lose the time in going to work every day, fighting the traffic (jams). Commuting takes me around 2h30 both ways together. | 3/19/2026 8:51 AM |
| 656 | There would be many more people in the office, leading to more noise (the offices are poorly insulated, and still have connecting doors, through which noise travels). I will also have to be mindful of taking calls and reduce them, even though I am in a role that requires a lot of meetings and calls. | 3/19/2026 8:50 AM |
| 657 | Increased use of USL and CSL to accomodate health related and other appointments. Crowded office spaces leading to less interaction with colleagues because of noise issues. | 3/19/2026 8:48 AM |
| 658 | Baisse de productivité due à la fatigue (j'habite à 40 km déménagement impossible), manque de concentration dans une pièce où nous serons entassés bruits divers, casque sur la tête toute la journée, bureau à 30 degrés en été... | 3/19/2026 8:47 AM |
| 659 | I have back problems. Driving to come to work 4 days per week, will increase my back problems, which are generally resulting having a lumbago and having to go to the Emergency at the Hospital for a strong pain-killer injection and few days of sick-leave, as I cannot move due to the pain. | 3/19/2026 8:45 AM |
| 660 | Si l'espace ne permet pas d'avoir un bureau calme (1 ou 2 personnes maximum) il y aura une perte de concentration et un risque d'erreur plus élevé | 3/19/2026 8:44 AM |
| 661 | First of all, this will impact productivity and the quality of work, as there have been significant changes recently. Specifically, our daily production norm has increased, and after the move, | 3/19/2026 8:41 AM |

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we physically cannot sit together, as our work demands maximum concentration, attention, and quiet, which is virtually impossible when six people are in one room. All of this will lead to constant stress and a poor quality of the final output.

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| 662 | Moins productif, bcp de fatigue dû aux trajets : bouchons +++++ déjà à la sortie de Pregny, fermeture chemin de fer, pont du Mt Blanc. | 3/19/2026 8:41 AM |
| 663 | I come from Lausanne and four days makes a real difference in managing time and physical/mental condition. The fact having this flexibility of working from home three times per week makes me focus more on work, but now that it's imposed like that and it's now up to manager's, it is a bit demotivating. | 3/19/2026 8:39 AM |
| 664 | Diminution de ma productivité, perte de temps (trajets), diminution de ma concentration | 3/19/2026 8:37 AM |
| 665 | more time spent on transport | 3/19/2026 8:33 AM |
| 666 | f telecommuting is reduced or restricted, my productivity would likely decrease. When working from home, I can concentrate better and manage my tasks with fewer interruptions, which enables me to deliver higher-quality work. A return to a more office-based setting may introduce additional distractions and reduce the efficiency and focus that currently support my performance and service delivery. | 3/19/2026 8:29 AM |
| 667 | I will become less productive | 3/19/2026 8:26 AM |
| 668 | worse work/life balance would all but disappear. We already have so many meetings scheduled with NY that are outside of Geneva working hours - so being able to take these from home (even if after hours) is less disruptive to our days. | 3/19/2026 8:26 AM |
| 669 | I am a translator and our productivity has just been improved by 20%. Restricting telecommuting will have a direct consequence on my being able to execute my mandate, as I work much better when I am at home (better desk, chair, screen, mouse and keyboard; silence). When in the office, the noise from the delegates in the conference rooms nextdoor is a huge distraction, notwithstanding the fact that I am in a small office already crammed with 2 desks when there is only one ethernet connexion. We also have no visibility on how we would all fit in our floor, considering that we don't have enough offices for the whole team. I have heard that the plan is to have three people in one office (designed for two - mine is an exception and is already smaller than others). I believe it is absolutely unrealistic when we all need silence to focus and translate. This will also lead to a more tense atmosphere in the office, as everyone will be afraid of disturbing others, and those who make noise will be seen as loud and annoying. I have also heard that we will not be given any more desks anyway, so this would mean that some of us would have to be nomads, qui literally hotdesking everyday to fit in offices where nobody is working. I feel that this creates a lot of insecurity and fear amongst colleagues. | 3/19/2026 8:25 AM |
| 670 | Plus de fatigue, de stress lier aux horaires à cause de la circulation, moins de performance, moins épanoui dans ma vie personnel. | 3/19/2026 8:20 AM |
| 671 | Not possible to have conference calls or participate in online meetings from the office (too noisy and don't want to disturb others). Break out rooms are often not available... So I'll need to concentrate all meetings on a single day -- not possible. | 3/19/2026 8:15 AM |
| 672 | Baisse de production. Perte de temps et d'énergie dans les transports (embouteillages, retards...). Perte d'indépendance et d'autonomie. | 3/19/2026 8:07 AM |
| 673 | Cela améliorerait la qualité des communications. trop de collaborateurs sont injoignables aux heures dites "de bureaux" et de nombreux messages arrivent en dehors des heures "dites "de travail" | 3/19/2026 8:04 AM |
| 674 | Confidentiality would not be maintained at its current high standard. Concentration would be impaired, which has an impact on productivity. Health would be put at further risk due to noise levels in open space environments. | 3/19/2026 8:03 AM |
| 675 | less productivity as I will spending my time in the traffic 2 to 3 hours instead of working | 3/19/2026 7:53 AM |
| 676 | Impossible to concentrate and find a meeting room, too many people, too much noise and distraction. No air conditioning or possibility to open a window (Building H). Lines in cafeteria and coffee spaces. | 3/19/2026 7:45 AM |
| 677 | It would be more difficult to concentrate, as I would probably be sharing an office with 2 other | 3/19/2026 7:45 AM |

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people (office which gets very hot i Summer) and I would lose one hour on commuting.

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| 678 | None | 3/19/2026 7:24 AM |
| 679 | Baisse de la productivité | 3/19/2026 7:17 AM |
| 680 | Moins de capacité de concentration, plus d'absentéisme. | 3/19/2026 7:09 AM |
| 681 | If telecommuting is reduced or restricted, it would have a negative impact on both my productivity and overall work efficiency. Balancing professional responsibilities with private obligations, particularly childcare, would become significantly more challenging. Additionally, long commuting times would reduce the time and energy available for work, potentially affecting timeliness, responsiveness, and overall performance. The increased logistical strain could also limit flexibility in managing urgent tasks and participating in early or late meetings, ultimately impacting the quality and continuity of deliverables. | 3/19/2026 7:07 AM |
| 682 | I barely telecommute one day per week and would appreciate telecommuting two days for more quiet times, research and reflection, as i am in a multi-person open spaces that will get fuller and fuller with regionalisation (i work in a regional office) | 3/19/2026 7:05 AM |
| 683 | No any consequences | 3/19/2026 6:02 AM |
| 684 | Less concentration at crucial times will result in less effectiveness. Also, I will not work the extra hours I work from home if I have to physically go to work. | 3/19/2026 2:42 AM |
| 685 | Our Head of Office has allowed only 1 day for telecommuting from this year. It already affected on quality of work. | 3/19/2026 1:16 AM |
| 686 | less productivity as I cannot work properly in an open space - I have a physical issue diagnosed that my hearing focus more on outside noise than the majority of people. Frustration as I really enjoy being able to work when I am more efficient , ie at night when there is no noise. | 3/19/2026 12:16 AM |
| 687 | Difficulty in concentrating at the office, with the constant disruption from colleagues/clients. Working from home is more effective, provided that all staff actually work diligently from home and not take this opportunity to do non-related works | 3/18/2026 11:52 PM |
| 688 | it will impact the flexibility of taking care of the children | 3/18/2026 11:48 PM |
| 689 | I believe that the time used in transportation from home to office, can be effectively used in specific tasks | 3/18/2026 11:19 PM |
| 690 | Decreased productivity, increased stress, harm to health | 3/18/2026 10:58 PM |
| 691 | We are currently working in precarious conditions already, with no air conditioning and a very noisy environment, which makes it extremely difficult to concentrate while I am at the office. I work better and produce more the days I work from home, so if telecommuting is reduced I anticipate a lot of problems to achieve the work standards I am supposed to achieve. | 3/18/2026 10:50 PM |
| 692 | More time spent moving from home to work and back, reducing available time for work activities. | 3/18/2026 10:48 PM |
| 693 | No Motivation and risk of having a work breakdown | 3/18/2026 10:41 PM |
| 694 | It would be more difficult for me to attend my Spanish classes It would affect my work-life balance | 3/18/2026 10:11 PM |
| 695 | I get more work done from home especially in the summer months when we have to deal with the hot weather. The office is not conducive to working in the office during extreme temps. I also just work better at home without interruptions and a quiet workspace. | 3/18/2026 10:09 PM |
| 696 | Je lutterai pour me concentrer et cela deviendra encore plus difficile que cela ne l'est déjà de trouver une salle ou un espace de travail pour m'isoler, notamment quand je serai en téléconférence ou en appel avec des fournisseurs. | 3/18/2026 10:04 PM |
| 697 | Less productivity, exhaustion | 3/18/2026 9:51 PM |
| 698 | Inability to properly communicate with remote consultant, reduce productivity due to network and computer configuration | 3/18/2026 9:50 PM |
| 699 | Menos tiempo para realizar trabajos de análisis, registros de monitoreo. Más interrupciones | 3/18/2026 9:48 PM |

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durante la jornada laboral y dedicar al menos cuatro horas al día para desplazarme al trabajo y regresar a mi domicilio

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| 700 | My work-life balance would be heavily influenced and, since that would have an impact on my mental health, my productivity would very probably be affected. | 3/18/2026 9:46 PM |
| 701 | Comme depuis mon opération il y a trois ans je suis obligée d'utiliser toujours les béquilles et le trajet entre la maison et le bureau n'est pas facile physiquement pour moi, je risque d'être moins performante au travail (douleurs, etc.). | 3/18/2026 9:12 PM |
| 702 | Less productivity, more waste of time, more nuisances, difficulties to concentrate, less privacy for confidential calls | 3/18/2026 8:50 PM |
| 703 | No | 3/18/2026 8:39 PM |
| 704 | Dissatisfaction of staff leading to lower productivity, potentially even resignation in one or two cases. Those of us already in the office will suffer from overcrowding, even more noise and less productivity. | 3/18/2026 8:37 PM |
| 705 | Less focused work, more interruptions, problems with confidentiality, loss of time to commuting that I now use to work, problems as a breastfeeding mother , childcare challenges due to commute | 3/18/2026 8:32 PM |
| 706 | I would be less productive. There are more distractions in the office (noise, colleagues, etc.), plus I would have a lot more commuting time, which means my workday starts later and ends earlier. | 3/18/2026 8:24 PM |
| 707 | Increase the stress, frustration and lack of motivation. | 3/18/2026 8:20 PM |
| 708 | If telecommuting were to be reduced or restricted, the consequences on my work would be significant, both in terms of productivity and overall well being. My current workplace environment presents several structural and environmental challenges that directly hinder my ability to perform at my best. Firstly, the shared desk setup creates constant disruptions. The lack of a dedicated workspace means that I cannot establish a stable or personalized environment conducive to focused work. This is compounded by continuous noise from colleagues engaging in conversations and frequent phone calls. These interruptions break concentration, reduce efficiency, and increase the time required to complete tasks that would otherwise be handled more effectively in a quieter setting. Teleworking allows me to maintain a controlled, calm environment where I can focus deeply and deliver higher quality work in less time. Another major factor is the daily commute. I currently spend up to 100 minutes each day traveling to and from the office. This is time that could otherwise be used productively for work or for rest and recovery. The long commute contributes to fatigue, reduces available working hours, and negatively impacts work-life balance. By teleworking, I am able to reallocate this time toward more meaningful and productive activities, ultimately benefiting both my performance and availability. There is also a clear environmental impact associated with commuting. Travelling by car in a congested city like Geneva contributes to traffic congestion and increased carbon emissions. Teleworking significantly reduces my environmental footprint by eliminating the need for daily travel. Restricting telecommuting would therefore run counter to broader sustainability goals and environmentally responsible practices, and contrary to the UNs position on the environment. Furthermore, my current office environment raises serious concerns regarding psychological safety. There have been ongoing issues related to harassment and bullying, which create a stressful and, at times, unsafe workplace atmosphere. This negatively affects morale, focus, and overall mental health. Teleworking provides a safer and more stable environment where staff can perform my duties without being exposed to these harmful dynamics. Reducing access to telework would mean increased exposure to these conditions, which could have a detrimental effect on both well-being and professional output. From a performance perspective, teleworking has enabled me to be more efficient, organized, and responsive. Without the constant interruptions, environmental discomfort, and commuting fatigue, I am able to dedicate more consistent attention to my tasks. This leads to improved quality of work, faster turnaround times, and greater overall effectiveness. If telecommuting were restricted, I anticipate a noticeable decline in productivity due to increased distractions, fatigue from commuting, and reduced ability to focus. There would also likely be a negative impact on motivation and engagement, as the working conditions in the office are less conducive to sustained, high-quality work. Over time, this could affect not only individual performance but also broader team outcomes. | 3/18/2026 8:11 PM |
| 709 | It is more difficult to concentrate in a hot desking environment. I would be more tired and my | 3/18/2026 8:09 PM |

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work life balance would be impacted.

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| 710 | Work life balance. | 3/18/2026 7:53 PM |
| 711 | Mon équilibre serait bouleversé. En tant que jeune maman, le télétravail m'est vital. Il me permet d'accompagner mon enfant à la crèche sans stress et de faire des journées très productives et moins fatigantes (moins de transport). C'est dans l'intérêt de tous! | 3/18/2026 7:46 PM |
| 712 | Je dois lire des documents et vérifier avec l'anglais. J'ai besoin d'un espace non bruyant. Mon travail n'aura plus la même qualité voire une qualité moindre. Je n'aurai plus du tout le même équilibre entre vie privée et vie professionnelle. Une fatigue plus intense due aux trajets domicile-travail. | 3/18/2026 7:36 PM |
| 713 | Less productivity, less work involved. | 3/18/2026 7:36 PM |
| 714 | I would have to work in a small room with 7 other colleagues, meaning no confidentiality, I would have to leave the room every time I have a call (both out of respect to colleagues and for my own reasons). I would likely be more stressed, as there are only two spots where I can interview interlocutors, and if everyone is in the office, this increases the risk of not being able to interview victims, witnesses and secondary sources to human rights violations and so - do a core job. Overall, this will likely increase my own stress and frustration and negatively affect my well-being. | 3/18/2026 7:25 PM |
| 715 | Less time efficiency for work due to additional commuting and more difficult to manage children needs. | 3/18/2026 7:20 PM |
| 716 | Less productivity and more stress: I will be more tired and less motivated as it will take me 1h to come to the office and 1h to go back home, plus the time spent to enter/get out of the premises due to staff cuts in SSS and chemin de fer closed in the evening, plus the time to find a parking slot. | 3/18/2026 7:11 PM |
| 717 | I supervise a team of staff in 9 locations and spend a significant amount of time in meetings both with my staff and with UN colanguages in other duty stations as I have interagency tasks. I already struggle to find meeting rooms on the days I am working from the office and I don't know how I would be able to perform my work unless more meeting rooms are provided or I can continue to work from home. Likewise, I regularly need to engage on budget and staffing issues of a confidential character and I do not see how I could do that without access to a room (at time at short notice). At the same time, while the office is reasonably quiet now I foresee great difficulties in concentrating on clearing reports, briefing notes etc, or preparing strategic office positions in a working environment where my colleagues will be meeting around me due to lack of meeting rooms. I fear a drastic fall in both productivity and quality of work. | 3/18/2026 7:10 PM |
| 718 | Difficulté de concentration et donc d'efficacité dans l'open Space. Fatigue accrue à cause des trajets de plus en plus long (plus de 2h30 de trajet quotidien.) Étant diabétique, j'avais trouvé un équilibre avec 3 jours de télétravail par semaine, je n'étais plus autant fatiguée. Depuis le 1er février 2026 notre management nous a demandé de passer à 2 jours de télétravail par semaine et je constate déjà des désagréments de santé. Alors avec 1 seul jour de télétravail par semaine cela risque d'être bien compliqué. Je fais du télétravail depuis 2018 et j'ai constaté que mon efficacité et ma précision étaient bien plus grande quand je pouvais travailler un maximum de la maison. | 3/18/2026 7:09 PM |
| 719 | Je suis contre le télétravail obligatoire, cela réduit la cohérence et la cohésion des équipes et isole les collègues. Cela empêche aussi l'échange de pratiques et l'apprentissage entre collègues. Cela a aussi un impact négatif sur la productivité. Le télétravail devrait être une option dans certaines circonstances mais pas, comme maintenant, une obligation d'accepter que les collègues restent deux à trois jours à domicile. | 3/18/2026 7:05 PM |
| 720 | Won't be able to reach my productivity or produce quality translations. Everybody will be on top of each other and friction between colleagues will increase because of noise. On top of that, we'll have to deal with the increased traffic and hustle and bustle that we already have in the hallways. | 3/18/2026 7:04 PM |
| 721 | Aucune | 3/18/2026 7:04 PM |
| 722 | Will have less time due to commuting | 3/18/2026 7:03 PM |
| 723 | I would have less time to focus on work which require concentration and silence. Specially, when I have to format documents and publications (most of my time). | 3/18/2026 7:02 PM |

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| 724 | Reduction in productivity | 3/18/2026 6:59 PM |
| 725 | More time on the road, less time with my children as a single parent. Exhausted, miserable, demoralized. | 3/18/2026 6:58 PM |
| 726 | That would have devastating consequences for me. I am a single parent trying to keep a balance between work and child care duties. Requiring staff to go to the office 4 days per week will again impact mostly women, who are the ones that carry most of the care responsibilities, either for children or elderly parents. I am really fed up with the disproportionate negative impact that these policies have on women and decisions being taking without a proper analysis on the impact on staff. This cannot continue happening at the UN It is stressful for me to go to the office after having taken my son to school. It takes me a long time to get to the office, especially with the move to the H building, and by the time I get to the office I am exhausted. I am far less productive in the H building because colleagues come and talk to me and it takes me longer to complete my work. | 3/18/2026 6:51 PM |
| 727 | It would make it virtually impossible to provide a global service. As a team, we do not provide service only to HQ clients and counterparts, rather we service an organisation with staff in 80+ locations. This requires daily if not hourly interactions in meetings and calls with colleagues in other locations and other timezones, which requires quiet space away from the current hotdesking landscape in Building H. At the present time, it is already very difficult to find focus booths and rooms for this purpose. Often meeting rooms are not available, and spontaneous interactions can not always be planned. Colleagues are already wasting precious working time rushing around with their laptops in the hope of finding a space where they may be able to connect. For this reason, it is often necessary to schedule the most important global online meetings to the 2 days we work from home, as well as using these days to follow up on calls that were unfortunately missed due to lack of space at PdN. Many of us also make use of these days for strategic planning, analysis, and projects - focused, longer term work which is essential to ensure improvement in processes and effective delivery. With a change to mandatory 4 days in the office, not only will there be additional demand for space at PdN and thereby more demand for essential working space for global interactions, but we will also have 1 less day to catch up on missed calls and carry out focused work. We will get less work done, be less efficient, and effectively be forced to reduce service to global colleagues and clients for no obvious gain. | 3/18/2026 6:49 PM |
| 728 | I will have much less time to dedicate to work, since telecommuting allows me to spend 2+ hours less on the road, leading to more efficiency | 3/18/2026 6:47 PM |
| 729 | I am in the H building and I would loose a lot of time trying to find a room to make/answer official phone calls. also I will not be able to concentrate fully if the office is in fully capacity and several colleagues are on teams calls or phone calls. I would also loose the time to commute to the office. It would also be difficult to find parking spaces. | 3/18/2026 6:42 PM |
| 730 | La réduction du télétravail entraînera, en ce qui me concerne: - une augmentation substantielle du temps passé dans les transports, car il m'est impossible d'utiliser les transports en commun et le temps de trajet en voiture a considérablement augmenté ces dernières années (travaux constants dans le pays de Gex et à Genève, qui vont s'amplifier encore à l'avenir) - une fatigue supplémentaire, liée aux conditions de travail, qui vont encore se dégrader du fait de la nécessité d'accueillir plus de personnes dans nos bureaux. | 3/18/2026 6:41 PM |
| 731 | I would have less opportunities to carry out focused work without the distractions of the office, and less opportunity to carry out meetings that need confidentiality. | 3/18/2026 6:39 PM |
| 732 | Decrease quality and quantity | 3/18/2026 6:39 PM |
| 733 | Further restrictions will reduce my ability to work in a quiet zone and reduce my focus time. | 3/18/2026 6:38 PM |
| 734 | I'm truly concerned about potentially reducing telecommuting due to the long commute from home to office (more than 3 hours a day) and the risk to not being able to balance work and family life anymore. My work will certainly be affected as well (increased fatigue, decreased motivation,...) Thank you for all your efforts to support staff productivity and well-being | 3/18/2026 6:27 PM |
| 735 | Impossibilité de se concentrer en open Space / travailler dans le couloir ? / les places de parking manquent déjà faudra-t-il travailler depuis sa voiture quand on ne parvient pas à se garer ? | 3/18/2026 6:26 PM |
| 736 | I see my productivity reduced tremendously when I am in the office. While the open space allows for collaboration outside of my immediate team, it affects my ability to concentrate and | 3/18/2026 6:23 PM |

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complete assignments in an effective manner. Working from home reduces all the 'noise' coming from more constant interruptions, people passing by and talking aloud, etc. After a day in the office, I feel like I need to catch up the following day from all the interruptions.

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| 737 | Difficulté à maintenir une concentration particulièrement élevée de manière constante en espace-partagé (baisse de productivité) | 3/18/2026 6:23 PM |
| 738 | It will be impossible to deliver at the current level. Right now, I have to compensate the days I work in the H: building with much longer working hours on the days I telework. The working conditions in the H: building are incompatible with my responsibilities - it is a waste of my working time to work in the H: building. I am a conscientious professional, committed to delivering on our mandate, on what is expected by those we serve (States, civil society organizations, human rights defenders), this change will have an unbearable impact on my capacity, I imagine also my health. | 3/18/2026 6:23 PM |
| 739 | I would welcome it | 3/18/2026 6:22 PM |
| 740 | Mental and physical consequences because less time for working on myself, more time in traffic which is time wasted. Less home cooked food more restaurant and fast food, less family time | 3/18/2026 6:16 PM |
| 741 | Severe reduction in productivity, increased stress and health issues are being complicated. In Building S, we freeze in winter and melt in summer. We share desks, offices, and despite efforts, this setting does not prevent noise, disruptions, people coming in and out, eating food, chewing loudly,... plus the smells. Having meetings or work discussions is complicated by the need to look for isolated places. commuting to work means traffic time, access to the Palais, going for lunches and breaks means walking a while to get to the places....Conducting research that requires focus and attention is almost mission impossible. With three days of telecommuting, I manage to complete much of the work/tasks and deliver on time. | 3/18/2026 6:16 PM |
| 742 | Negative, because at home I have the confidentiality and silence that i need to have calls and focus, unlike at the office. | 3/18/2026 6:13 PM |
| 743 | remote work has contributing for reducing stress due to harassment situations. if it is not possible, my health will deteriorate even more | 3/18/2026 6:13 PM |
| 744 | Less focused work at home that has increased productivity, time dedicated to commute reduced, more time spent to plan meetings out of the shared office, need to rearrange with working spouse to pick-up kids from school with longer commute. | 3/18/2026 6:11 PM |
| 745 | My work requires me to have physical space allocated for me as I need to print documents and have them handy next to me, as well as a quiet space to concentrate as I need to revise written documents and be very cautious to sensitivities. I am very much considering applying to other positions for in the H Building, I will not be able to do my current job. | 3/18/2026 6:11 PM |
| 746 | It depends on how busy the H building gets, whether people are able to take calls away from their desk and whether more 'focus booths' can be created. It can be very hard to concentrate when people are loudly conducting meetings / calls at their desk. I would also be very strict about leaving the office on time in order to get home to care for children / elderly parent, so I would be less likely to work additional hours (could be a positive!) | 3/18/2026 6:10 PM |
| 747 | Personnellement, je suis plus productif lorsque je suis seul chez moi. Si l'on ajoute à l'augmentation de 20 % de la productivité la surpopulation dans les bureaux (avec le bruit accru dans les couloirs qui en découle) et la chaleur estivale, il me sera impossible de atteindre les objectifs sans travailler plus de 8 heures. De plus, la restriction horaire au Palais est toujours en vigueur, ce qui m'empêche de commencer à travailler à 7 heures du matin. Il m'est donc impossible d'arriver à l'heure à mes activités sportives en fin d'après-midi, qui me permettent de rester en bonne santé et de me vider l'esprit après la journée de travail. | 3/18/2026 6:07 PM |
| 748 | I will have a longer commute, losing up to an hour per day that I typically spend working. I will work at a desk shared by others and have to readjust to my preferences every day- another few minutes lost. I will not always find a desk in our designated space in PW and will therefore end up working sometimes alone in an empty office down the hall, so I might as well have been at home anyway. | 3/18/2026 6:06 PM |
| 749 | quite negative to be honest, as I am a single mom and telecommuting reduces my stress (both emotionally and physically) significantly as I can cook during lunch breaks, and I have a | 3/18/2026 6:05 PM |

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lot more concentration at home, dont always have to look for an available meeting room, and dont waste time with commute, make-up, whatnot. It truly adds to my work hours.

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| 750 | Time for focused undisturbed work would disappear. | 3/18/2026 6:05 PM |
| 751 | Impact on productivity and quality Impact on confidentiality and workflow | 3/18/2026 6:05 PM |
| 752 | less productivity sometimes due office distractions | 3/18/2026 6:04 PM |
| 753 | I would spend more time on organizing meeting spaces. Probably won't be able to secure a meeting room for ad hoc meetings that often require confidentiality. | 3/18/2026 6:04 PM |
| 754 | Less focus, less productivity, less time for work (given commute), more stress | 3/18/2026 6:03 PM |
| 755 | less productive in office, due to noise (open space) and lot of disturbance from other colleagues, interrupting your work constantly | 3/18/2026 6:02 PM |
| 756 | Less time to work due to commute, higher stress to balance professional and family life which negatively impact my ability to focus. Problem to find rooms when have calls and to highly focus when other have calls in the open space... in short, less time to work and less productivity. | 3/18/2026 6:01 PM |
| 757 | Tasks requiring analysis, writing, legal document review, or problem-solving will suffer in a high-distraction environment like the open space in the Palais. Frequent interruptions, also due to constant people movements in the corridors, reduce efficiency and increase the time needed to return to a focused state. Difficulties to have confidential discussions or any discussion at all with field colleagues who I need to support, as calls will disturb other colleagues around me. In addition, easier access to colleagues sometimes triggers unnecessary interruptions. Open spaces also facilitate transmission of viruses due to shared air and proximity, so the risk of sick leave will significantly increase. | 3/18/2026 6:00 PM |
| 758 | Moins de productivité voire d'investissement | 3/18/2026 6:00 PM |
| 759 | Impact on productivity. | 3/18/2026 6:00 PM |
| 760 | It allows less flexibility to maintain work life balance and ensure privacy for calls that require it and focus time without distractions. Also, it will force me to commute during heatwaves to a pre-fab office space with no insulation that arrives at temperatures well over 30 degrees for 3+ months of the year. The end result is that work is compromised by diminished work conditions/flexibility to match work to environment | 3/18/2026 5:58 PM |
| 761 | Reduced number of working hours since I would have to commute and would not do any extra hours that I do now Increase tiredness due to commute Strongly diminish my motivation as I feel I would not be appreciated for all the efforts I give into my work I feel infantilised I would disturb (and be disturbed) my colleagues when spending hours in working groups over Teams. Not enough meeting room to ensure focus, confidentiality and working group work | 3/18/2026 5:58 PM |
| 762 | as I currently do not work in an open space, I benefit from a work environment - contrary to many others - that allows me to focus in the office; however, I would miss the opportunity offered by a day working from home for confidential phone calls regard human resources and sensitive matters | 3/18/2026 5:57 PM |
| 763 | It won't increase my productivity for sure because instead of having a proper work-life balance that telework helps to achieve I will be stressed and tired and I can even assume that my productivity will reduce at some point. | 3/18/2026 5:57 PM |
| 764 | Difficulties concentrating on tasks that require a very calm environment. | 3/18/2026 5:56 PM |
| 765 | Telecommuting helps focus on tasks that need a great level of focus, confidential tasks or simply to catch up with the volume of work in a less stressful environment. In addition, there is the commuting time that mostly goes into work. Having a balance between the office and telecommuting is important for striking a healthy work-life balance. | 3/18/2026 5:55 PM |
| 766 | Too much time spent in the traffic jam. Demotivation. Lack of concentration. Decrease of the work-life balance. Frustration. Lack of valid arguments from Administration. Step backward compared to the pre-Covid period. | 3/18/2026 5:54 PM |
| 767 | I would be less productive and my job satisfaction and motivation would decrease. | 3/18/2026 5:54 PM |
| 768 | More stress and tiredness derived from working in an open space, where it is difficult to | 3/18/2026 5:53 PM |

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| | concentrate, especially when the attendance is high. | |
| 769 | Office space will not be able to accommodate so many people working on site. Working conditions will worsen considerably. | 3/18/2026 5:53 PM |
| 770 | For me like many, it will be more tiredness thus less focus or quality at work. Also I would be in obligation to take much more of my cumulated leaves to undertake family responsabilites which usually were done either at 6pm or during lunch at 13h30. I would not have time to commute back from work due to the distance at which i currently live. | 3/18/2026 5:52 PM |
| 771 | Productivity will suffer. I manage to do more work when working from home than when I am in the office. Online meetings will be particularly challenging as privacy in the office is limited, and meeting rooms are in short supply. | 3/18/2026 5:52 PM |
| 772 | less time for the actual work and less productive. | 3/18/2026 5:51 PM |
| 773 | I would lose a lot of efficiency and time on chit chat in office and would not be as efficient as I am atm | 3/18/2026 5:50 PM |
| 774 | It will be even more difficult than it currently is to find a meeting room where I can discuss privately or speak during online meetings | 3/18/2026 5:50 PM |
| 775 | Concentration will be much harder in a more chaotic environment with more people. Interpersonal conflicts had become rare in my team, but I would expect them to skyrocket. Acoustics were almost entirely neglected in the move into historic buildings of the Palais, where reverberation levels are extremely high, meaning that sound travels from the other side of the corridor (and from hand dryers in restrooms). Even brief phone/Teams conversations are disruptive to others. My days at the office are the least productive of the week, and translators' productivity standard has just been jacked up 20% based on spurious reasoning and the use of a manipulated "independent" consultant's report, so the reduction in telecommuting would make sense only as part of a concerted effort to drive people to quitting or burnout. | 3/18/2026 5:49 PM |
| 776 | more challenges to balance between my personal obligations and a physical presence at DS. Telecommuting offers me the possibility to start my work earlier in the morning and/or finish my work later in the evening instead of being stuck in the traffic jam. | 3/18/2026 5:49 PM |
| 777 | It would reduce productivity as the office is often loud and does not allow for deep concentration | 3/18/2026 5:49 PM |
| 778 | Loss of productivity, curtailed participation in some meetings requiring confidential discussions. | 3/18/2026 5:47 PM |
| 779 | On days in the office I get a lot less done due to the disruptions of shared spaces, people wanting to talk because they see you are in, etc. WFH 2 days per week allows a good balance between productivity and the benefits of being in the office. More days in the office will reduce my productivity. | 3/18/2026 5:47 PM |
| 780 | less output in view of difficulty to work in a small office with 3 other colleagues that makes it difficult to do conceptual work; more work at home after office hours to manage deliverables | 3/18/2026 5:46 PM |
| 781 | Diminution of de facto working hours and of productivity. Lesser work/personal life balance. | 3/18/2026 5:46 PM |
| 782 | Reduce time to train my colleagues in the field. In he office is not possible because of the disturbance I cause in my other colleagues. Also it helps me to talk over confidential issues with my colleagues in the field. IN addition at home I can concentrate better when conflicting priorities are requested to meet | 3/18/2026 5:46 PM |
| 783 | Decreased productivity, negative impact on relationship with colleagues sharing the open space due to noise complaints | 3/18/2026 5:46 PM |
| 784 | I have 1-2 teleconferences (sometimes more) each day. It is already difficult in the current situation to find an empty meeting room, even if the teleconference is planned well in advance. Not speaking about more ad-hoc meetings, for which it is very unlikely to find a room. Therefore, the only solution would be to take the calls at the workplace and disturbing colleagues. My other part of work is related to focused work on documents requiring a certain level of concentration. This is impossible with colleagues around me involved me who are attending conference calls or holding meetings at their work place, because of lack of meeting rooms. A changing work mode requires looking for another space, and this is loss of time and inefficient. | 3/18/2026 5:44 PM |

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| 785 | Telecommuting is not allowed on the field/ in my Country Office (or in exceptional cases), but it should be, for same reasons as HQ. | 3/18/2026 5:44 PM |
| 786 | An overcrowded office space, too noisy to properly concentrate and an increased risk of errors or mishaps in my daily tasks. There is also the issue of the increase in road traffic (longer commuting times and worse/more dangerous driving conditions). Last point is UNOG gleefully cut out half the available parking spots within the compound so the current capacity is woefully inadequate if we reduce teleworking days. | 3/18/2026 5:44 PM |
| 787 | I would have, reduced flexibility and work-life balance, increased commuting time and costs, this would definitely impact on productivity and changes in job satisfaction and motivation, and organizational and logistical adjustments would need to be made. | 3/18/2026 5:43 PM |
| 788 | Telecommuting allows me to be far more productive, not only because I save significant commuting time, but also because I am able to concentrate much better when working from home. It is genuinely one of the aspects I value most in my current role, especially given the circumstances we are navigating. As a single mother with a young child, this one policy has a huge impact on my work-life balance, making it possible for me to manage my professional and family responsibilities in a sustainable and healthy way. | 3/18/2026 5:43 PM |
| 789 | Not applicable at the moment | 3/18/2026 5:42 PM |
| 790 | Less productivity, more fatigue, less concentration time due to open space / hot desking | 3/18/2026 5:42 PM |
| 791 | Je serai bien plus regardant dans mes heures de travail, ma vie de famille étant ma priorité. Ma fatigue serait plus grande à cause des trajets et de la situation routière, sans parler des risques (2 roues) . Augmentations des coûts de la vie : plus de transport, plus de garde, plus de repas. Plus de jours d'arrêt maladie. Bref, moins efficace dans mon travail. | 3/18/2026 5:42 PM |
| 792 | Less productivity | 3/18/2026 5:41 PM |
| 793 | none | 3/18/2026 5:40 PM |
| 794 | Noisier environment, less work done. | 3/18/2026 5:40 PM |
| 795 | It's over 32 degrees in my office in the summer. I can't concentrate when it's so hot. I work better at home, especially since my house is well-insulated and stays fairly cool during the summer. I have trouble concentrating at work; there's a lot of foot traffic and more noise. Combined with fatigue, I'll be less effective at my tasks. Furthermore, my commute takes over three hours a day using public transportation. Coming in four days a week will tire me out and increase my chances of getting sick. | 3/18/2026 5:40 PM |
| 796 | The use of coworkong space is not conducive to the level of concentration my job requires. I will also waste a lot of valuable time commuting. | 3/18/2026 5:40 PM |
| 797 | I will lose approximately 90 minutes per day in commuting time alone. The vast majority of my calls cannot be taken spontaneously in the office, and so I try to organise them on days I work from home. The office, particularly the H build g co working space, is not an appropriate space to speak with other staff as one is at all times conscious of disturbing others. The vast majority of my work is drafting, and I do not have direct membership state contact outside of sessions. The degree of concentration required for drafting is ill suited to a coworking space. Moreover, I draft confidential communications and SPT reports, which cannot be written in coworking spaces. | 3/18/2026 5:39 PM |
| 798 | I will devote less time to work because my commute will be longer. I will not be as focused as I will get less sleep and will be more often annoyed by noise at the office. My productivity will probably suffer as I am currently forced to work overtime to reacht the goals, which will not be as easy with double the time of commute. | 3/18/2026 5:39 PM |
| 799 | I will spend more time commuting and most importantly, It will impact completely my work life balance. | 3/18/2026 5:39 PM |
| 800 | My personal preference is 2 days a week in the office and all meetings to be hybrid rather than mandatory to come in for an in person meeting | 3/18/2026 5:38 PM |
| 801 | Reducing telecommuting would impact my work: being physically in the Office now means working in a hot-desking, open space environment - which is not conducive to several important aspects of my tasks (including research and report writing). The limitations of hot | 3/18/2026 5:38 PM |

desking and open plan work are well known, including on concentration and ability to conduct sensitive conversations.

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| 802 | Thank you for asking. I'll be exhausted, distracted, constantly have to find a quiet space because many (usually older team members) speak loudly or do not use headphones when on calls. Also, a standing desk is not always available so I have to take more breaks to stretch and move because the static desks are uncomfortable. At home, I have a standing desk and don't need as many breaks. Also, the temperature is uncomfortable at the office and there is nothing I can do about it. Also, the open office wastes time in terms of having to clean the desk, clean after my personal use, pack up at the end of the day and unpack at the start. At home, I can leave everything out. | 3/18/2026 5:38 PM |
| 803 | More time spent in commuting, more tiredness, more difficulty to concentrate in open space | 3/18/2026 5:37 PM |
| 804 | Le télétravail est un élément important de mon organisation de travail et de mon efficacité. Une réduction ou restriction aurait des conséquences négatives, notamment en termes de productivité, de gestion du temps et d'équilibre entre vie professionnelle et personnelle. Cela pourrait également limiter ma capacité à travailler dans des conditions optimales, en particulier pour les tâches nécessitant de la concentration. Globalement, cela aurait un impact défavorable sur la qualité et l'efficacité de mon travail. | 3/18/2026 5:37 PM |
| 805 | Reducing or restricting telecommuting would have a significant negative impact on both my productivity and well-being. The daily commute in congested traffic would add considerable stress before and after each working day, eroding the mental reserves needed for sustained, high-quality work. Once in the office, cramped and often uncomfortably warm conditions would make it considerably harder to concentrate, particularly on tasks requiring deep focus, which are central to my role as a translator and précis-writer. The combination of a noisier environment and physical discomfort would compound the difficulty of managing an already demanding workload. A further consequence would be the loss of access to focus booths, which would inevitably be repurposed as additional office space to meet increased demand. These spaces currently serve two important functions: attending online language classes as part of ongoing professional development, and conducting calls with colleagues and collaborators. Losing them would therefore undermine both career development and effective collaboration, two areas that are difficult to protect once quiet, dedicated space is no longer available. Finally, the reduction in telecommuting would also curtail the time available to spend with family, including small but meaningful moments such as sharing lunch together, with a direct impact on work-life balance and long-term motivation. | 3/18/2026 5:37 PM |
| 806 | Working from the office presents several concrete challenges that directly affect my productivity and wellbeing. The open-plan environment is significantly more disruptive than working from home due to constant noise and movement. Workstation conditions are also inadequate: cables for monitor connectivity are frequently missing, and monitors lack sufficient height adjustment, making nine hours at a desk physically taxing. Meeting and video call space is chronically limited — on some days it is simply impossible to book a room in the H-building of the Palais. Beyond the office environment itself, commuting consumes an additional two hours of my day, whether by car or public transport. This translates directly into greater fatigue, frustration, and reduced capacity to perform at my best. The financial impact is equally significant. A single cafeteria sandwich from the GrabnGo costs 9 CHF — making daily food expenses alone a notable burden. When factoring in transport costs, meals, and additional family care expenses, reducing telecommuting to one day per week would cost me an estimated 600 CHF per month. This is not an abstract figure; it is a real and recurring financial penalty for which there is no compensating benefit. In terms of output, the consequences would be unambiguously negative. The distractions of an open-plan office and the inability to ergonomically adapt my workstation are not minor inconveniences — they are conditions that measurably reduce my concentration and efficiency. Increased commuting fatigue compounds this further. Reducing telecommuting would therefore increase my costs, worsen my working conditions, and decrease my productivity. It is impossible to identify any professional or organisational benefit that would justify this outcome. | 3/18/2026 5:37 PM |
| 807 | I would have to request special accommodations, I would need to rearrange my schedule, hire a nanny, and spend at least 8 hours a week telecommuting (I live in France). For writing reports I would have to request time to work from home. | 3/18/2026 5:37 PM |
| 808 | Cela va avoir un impact sur mon état général de fatigue, j'économisais les jours de télétravail le temps et l'énergie des 40 mn de transport matin et soir, un peu plus d'une heure par jour pour pouvoir m'occuper d'autres tâches familiales. Par ailleurs, il est parfois difficile de se concentrer dans les open space, il y a beaucoup de bruit, de calls car par assez de petites | 3/18/2026 5:35 PM |

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salles disponibles, en tout cas au bâtiment S, et puis les problèmes de parking qui sont de plus en plus réduits, il faut arriver tôt, il y a des travaux sur toutes les routes, et cela contribue à générer plus de stress et moins de motivation.

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| 809 | Working in an overcrowded office makes it impossible to focus, which significantly hurts my productivity. | 3/18/2026 5:35 PM |
| 810 | The resulting working conditions in the D building will completely undermine documentation staff's ability to meet the new workload standards being imposed from 1 April 2026. Less flexibility and more people in each office will make it much harder for people to concentrate and be productive. Under the current plans, there will be no spaces available for collaboration or group or one-to-one meetings (e.g. with one's FRO) but it also won't be possible to hold such meetings online when everyone has two other people in their office with them. While it's true that in times gone by, pretty much everyone worked on-site five days per week, let's not forget that in those days, we had individual offices where we could concentrate properly. | 3/18/2026 5:35 PM |
| 811 | Cela va ajouter beaucoup de stress, for sure. | 3/18/2026 5:35 PM |
| 812 | It will definitely reduce my work time on issues that demands my serious reflections, research and analysis. It will increase crowding in H building (office space), crowding in traffic and as well as public transports during the work days, create a tiredness, lethargy to innovate and work meaningfully. | 3/18/2026 5:35 PM |
| 813 | Pas de conséquences particulière. | 3/18/2026 5:35 PM |
| 814 | Désastreuses, car je dois me concentrer toute la journée pour des tâches administratives et il y a beaucoup de bruits dans nos bureaux. | 3/18/2026 5:35 PM |
| 815 | Most of the year, my husband is abroad for work, and I am solely responsible for our two children while also working full time. Teleworking allows me to maintain my productivity because I can work from home with focus and without distractions, and once my working day is over, I can be present in my children's lives (attending school meetings, picking them up from sports activities, helping them with their homework). If teleworking is restricted, it will affect my mental well-being, increase the stress of my daily life, and reduce my ability to concentrate, as I would have to work in shared offices and even share a desk with other colleagues. | 3/18/2026 5:35 PM |
| 816 | Risk to be less productive in summer since temperatures is 28°C in in my office (no air conditioning) | 3/18/2026 5:35 PM |
| 817 | More time with colleagues to discuss and meet. | 3/18/2026 5:34 PM |
| 818 | Less concentration and no amount of confidentiality due to the open space environment at the Palais. | 3/18/2026 5:34 PM |
| 819 | Harder to concentrate in open-office environments. Harder to focus on tasks requiring analysis, writing, or detailed review. | 3/18/2026 5:34 PM |
| 820 | It will be harder to focus on tasks, increase commuting time and budget | 3/18/2026 5:34 PM |
| 821 | Concentration and focus will be affected negatively, commuting time will be increased, personal life | 3/18/2026 5:34 PM |
| 822 | A decline in performance and an increase in the risks of burnout due to working conditions in the building H. By the way, increased risks on the home commute by bike, especially around the Palais des Nations, and also an increase in foot/bike tensions in the courtyard and within the grounds of the palace! | 3/18/2026 5:34 PM |
| 823 | Reducing or restricting telecommuting would have a direct and significant impact on my health, and consequently on my ability to work effectively. I am a person of above-average height, and the workstations available at the Palais are not suitable — nor adaptable — for someone of my size. In contrast, I have made a personal investment in ergonomic equipment at home that allows me to work in conditions that are safe for my physical health. This is not a minor inconvenience: I was on sick leave for several months due to pain directly attributable to working in an ill-adapted environment, before I was able to invest in appropriate home equipment. Since then, remote work has allowed me to maintain my health and my professional performance. I raised the issue of obtaining an adjustable workstation at the Palais, but I was informed that no such equipment would be made available to me due to the current liquidity crisis. This means that, in the event of a return to on-site work, I would have | 3/18/2026 5:33 PM |

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no suitable alternative. A restriction on telecommuting would therefore likely expose me to the same health difficulties I experienced previously, with potential consequences for my attendance and productivity. I would like to clarify that I am not fundamentally in favour of teleworking under all circumstances. Rather, I believe that individuals should be given the choice based on their personal circumstances. When I was posted at another duty station, for instance, I did not have appropriate equipment at home, I was better set up at the office, and I therefore worked on-site five days a week.

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| 824 | More stressful. Getting to work, looking for a desk etc | 3/18/2026 5:33 PM |
| 825 | This will have HUGE an impact on my mental and physical health. As I am the main care giver to my 2 children, my husband working night shifts, I am most of the time single parenting the kids in the evening all week. Having a day less teleworking would have an impact on my overall wellbeing and our budget, the cost that would imply as day care hours will have to increase. I also have back issues due to an domestic accident in 2023 and my doctor advise me to telecommute if possible. | 3/18/2026 5:32 PM |
| 826 | Dealing with fighting for meeting rooms, crowded office, horrible office temperature management, noise | 3/18/2026 5:31 PM |
| 827 | The crowded open space is inadequate for focus work or confidential conversations/work. I will not be able to have meetings as there is not enough meeting rooms (70% occupancy with 3 days of teleworking ion average already) Wasted time commuting Reorganization of my family life and children left alone at home more often | 3/18/2026 5:31 PM |
| 828 | La concentration est meilleure en télétravail. | 3/18/2026 5:31 PM |
| 829 | Without even mentioning the increase of pollution due to increased commuting, I will lose in productivity and quality of outputs what I gained when adopting telecommuting practices, thanks to time saved on commuting. | 3/18/2026 5:31 PM |
| 830 | It will simply reduce my productivity, making me spend more time to commute, less time to focus, struggling to handle confidential phone calls, increase the stress. | 3/18/2026 5:30 PM |
| 831 | demotivation | 3/18/2026 5:30 PM |
| 832 | je songerai à partir ou à demander un 80%. Dans le monde d'aujourd'hui c'est juste impossible. On ne revient pas en arrière sur des libertés sinon c'est le début de la fin. | 3/18/2026 5:30 PM |
| 833 | Plus de trajet maison-travail diminue ma productivité. Pour certains projets, qui requierent une concentration totale, je suis plus concentré chez moi quand dans l'open space avec 18 personnes autour de moi. | 3/18/2026 5:30 PM |
| 834 | Telecommuting has proven to be a good work life balance. If reduced or restricted this will certainly cause a stressful working environment | 3/18/2026 5:29 PM |
| 835 | Significantly less productivity, as open space does not allow to do concentrated work or accommodate various online meetings on a daily basis, as rooms have to be booked for each online meeting. | 3/18/2026 5:29 PM |
| 836 | no or limited space for work requiring concentration, additional lost time on comutting aggravated by road construction and works in grand saconnex-ferney direction, problems with child care | 3/18/2026 5:29 PM |
| 837 | Poorer concentration, much less physical activity due to sitting all day in an office under fluorescent lights, and two hours a day spent traveling to and from work. | 3/18/2026 5:29 PM |
| 838 | Chute de la productivité, chute de la motivation, dégradation des conditions de travail, chute de l'équilibre entre vie professionnelle et vie personnelle, aggravation des bouleversements climatiques, dépression | 3/18/2026 5:28 PM |
| 839 | Reduced opportunity for focused work as H building is completely inappropriate for that. | 3/18/2026 5:28 PM |
| 840 | It is difficult to concentrate on drafting in the open office environment. It is also difficult to find spaces to make confidential work-related phone calls. | 3/18/2026 5:28 PM |
| 841 | I would lose work time to daily commutes. Also, my quiet home environment is more suitable than the office for my work writing summaries of meetings. | 3/18/2026 5:28 PM |
| 842 | Reducing commuting through telecommuting significantly lowers our CO ₂ footprint while | 3/18/2026 5:28 PM |

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preserving the flexibility that allows staff to better manage their time and deliver higher-quality work. Maintaining hybrid work also supports increased productivity and improves overall quality of life by reducing stress and time lost in transit.

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| 843 | Lower productivity on research/analysis work due to open space. Lower overall productivity due to commute and competition for insufficient office resource (e.g., meeting rooms). Lower overall productivity due to some family emergency leave which is currently waived due to telecommute when kids are sick. | 3/18/2026 5:28 PM |
| 844 | quality of work, it is nosy. work-life balance will have an impact, I must change the timetable for my kid. Maybe organization can pay more so I can afford a nanny in Geneva ;) | 3/18/2026 5:27 PM |
| 845 | Less time without a hectic, loud and sometimes chaotic environment. Less time to fully and peacefully focus on my tasks. | 3/18/2026 5:27 PM |
| 846 | Daily commuting conditions in Geneva are characterized by severe and persistent traffic congestion, which can lead to significant time lost on the road and increased stress. While being on site is valuable for organizing meetings and maintaining regular contact with colleagues, the core of my work consists of autonomous, substance-heavy analytical tasks that require sustained concentration. The open-space environment is not well suited to this type of work, as frequent noise and interruptions reduce focus and efficiency. Telecommuting has helped mitigate these constraints by allowing me to work early in the morning or later in the evening when needed. It has also contributed to a noticeable reduction in stress levels, not only because of the reduced time spent in traffic but also thanks to healthier and more regular meals. The H Building offers limited flexibility for accessing nutritious food at a reasonable price, whereas telecommuting has enabled me to adopt eating habits that better support my well-being. My overall health has improved significantly as a result. In addition, remote work reduces the logistical burden associated with incorporating physical activity into the day. It allows me to integrate exercise more easily and consistently, which further supports both my health and my productivity. | 3/18/2026 5:27 PM |
| 847 | It would have a serious impact on my ability to attend to my family obligations, which is already generating a lot of anxiety. It will also be an obstacle to balance my personal obligations and professional ones and will remove precious flexibility in the organization of my tasks. | 3/18/2026 5:27 PM |
| 848 | Reduced flexibility to balance weeks where I spend less time in the office (2-3 days) to focus on deep work with weeks where I am present every day. Given the natural variance in the types of tasks/assignments to complete in a given week (analytical vs. contact work), it is not helpful to have a policy that only allows a one-size-fits-all approach. | 3/18/2026 5:27 PM |
| 849 | I would be more stressed and would loose motivation | 3/18/2026 5:26 PM |
| 850 | It will affect my focused work and the way I take meetings. My assigned office in close to a busy meeting room and to a pantry. I am sharing an office in the S building which offers very limited touchdown space and my work is highly confidentiality. Working from home allows me to have a quiet time to take on confidential meetings and focus on complex matters. | 3/18/2026 5:26 PM |
| 851 | Less concentration to undertake some work that require a calm and peaceful environment. On the other hand, some of the confidential calls that I was handling from home will be difficult to have from the phone booths at the office (they are always occupied and can't be booked in advance). | 3/18/2026 5:26 PM |
| 852 | It would be detrimental to my undertaking of substantive work which is not feasible with the open space in H Building | 3/18/2026 5:25 PM |
| 853 | Loss of productivity when working on notes and substantive documents, delays to or loss of quality during calls due to lack of meeting rooms (= have to look around for free booth, or free space in a quiet area with risk of noise nuisance during the call), loss of team spirit (= actually, the seating arrangement allows team to seat together, with increased presence, it will be difficult to seat together on some days and will result in loss of team dynamic and team spirit as we'll have to find various spots throughout the floor). Loss of time in commuting to and from the office. | 3/18/2026 5:25 PM |
| 854 | Lack of concentration; increased stress and anxiety of commuting and traffic; being forced into an unhygienic office space (how often is the H Building bathrooms cleaned? Desks properly wiped down?) | 3/18/2026 5:25 PM |

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| 855 | As a translator, I need a quiet space to concentrate. In light of the current office capacity and layout in Building D, the reduction of telecommuting will definitely have a negative impact on my productivity. | 3/18/2026 5:24 PM |
| 856 | - Less focus time. There are no focus or call booths in the shared office or building I work with, and the office can be a bit noisy. -Nowhere to take sensitive calls with Member States. - I struggle with health issues and fatigue, the calm atmosphere of working from home allows me to recharge. | 3/18/2026 5:24 PM |
| 857 | Reduced space for focusing on substantive drafting, reduced possibility to hold confidential calls, and also reduced time to ensure medical appointments over lunch breaks do not take too much time (H building requires longer commuting time). Also, medical recommendations after returning from burn out insist on working from home as a means to reduce exposure to stress. | 3/18/2026 5:24 PM |
| 858 | I have a heart condition and prolonging the office hours in the Palais during the summer, when prior temperatures have hit and exceeded 30 C, would be detrimental to my health. | 3/18/2026 5:24 PM |
| 859 | le véritable problème est la mauvaise insonorisation du bâtiment D et l'absence de climatisation. | 3/18/2026 5:23 PM |
| 860 | I work in an open space but an important part of my work (drafting or Teams meeting with other stakeholders) requires that I have a quiet space available, both to concentrate in drafting report and being able to take and make calls without disrupting other colleagues work. Availability of spaces for this in the H building is very limited and has obliged me to go home on occasion | 3/18/2026 5:23 PM |
| 861 | Both moral and practical | 3/18/2026 5:23 PM |
| 862 | I have just requested full telecommuting as I will no longer enjoy the reasonable accommodation requested by my doctor (individual office)--indispensable for me to be able to concentrate and reach my productivity as a translator. Due to lack of space, I will be forced to share an office from April. I will probably have to go on extended CSL for a second time due to inadequate working conditions and excessive pressure once again. | 3/18/2026 5:23 PM |
| 863 | I won't be able to perform my work, resulting in additional stress and pressure and possibly leading to burnout and sick leave. | 3/18/2026 5:22 PM |
| 864 | There are not enough meeting rooms. We have three meeting rooms in the entire floor with dozens of people working here. I have on average 1 to 2 trainings to deliver to member states per day. I currently put them all in the days I work from home because otherwise I will be disturbing my colleagues in the open space all the time. On Tuesday, most of the people come to the office and we have found already situations where we do not have space for everyone and people need to go home. Additionally, I am afraid that they will say that consultants and interns can not come to the office. Not only are they paid less or nothing, but they can not even have a work space? Which kind of organisation are we becoming? | 3/18/2026 5:22 PM |
| 865 | increased cost for daycare for kids and increased commuting time | 3/18/2026 5:22 PM |
| 866 | It would negatively affect my work-life balance, would force me to waste time commuting, would reduce the time I have to undertake key tasks that require silence and calmness | 3/18/2026 5:21 PM |
| 867 | I currently save a great deal of time by avoiding the rush hours. Being compelled to commute during rush hours would make me feel greatly constrained and less productive. | 3/18/2026 5:20 PM |
| 868 | None | 3/18/2026 5:20 PM |
| 869 | Less work-life balance. | 3/18/2026 5:19 PM |
| 870 | Longer days due to commute. Impact on work-life balance including mental health. | 3/18/2026 5:19 PM |
| 871 | Inefficiency, difficulty to focus, speak freely | 3/18/2026 5:19 PM |
| 872 | Plus de temps de trajet. Plus de fatigue. | 3/18/2026 5:19 PM |
| 873 | Reducing teleworking would negatively affect my productivity, as I rely on it for focused, analytical work that requires deep concentration. It also helps me manage my energy more effectively by reducing commuting time. | 3/18/2026 5:19 PM |
| 874 | lower productivity, tiredness, stress | 3/18/2026 5:18 PM |
| 875 | nefasta pour ma concentration et productivité | 3/18/2026 5:18 PM |

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| 876 | Demotivation | 3/18/2026 5:18 PM |
| 877 | Loss of flexibility in managing your day, personal commitments, and energy levels. More time spent commuting, leading to greater stress, fatigue, and added costs. Decreased focus and productivity due to more in-person interruptions and ad-hoc requests. Higher workload volatility, since being onsite often triggers more spontaneous tasks and expectations. Less autonomy, which can affect job satisfaction and overall wellbeing. Greater difficulty managing deep-focus tasks (planning, document processing, coordination) without quiet remote time. Reduced work-life balance, making it harder to maintain routines that currently help you stay organized and effective. | 3/18/2026 5:17 PM |
| 878 | - More time lost to commuting (40m per day); - less focus time (in building H; with 600 additional staff arriving in the summer this will get much worse.) - lower job satisfaction | 3/18/2026 5:16 PM |
| 879 | I am getting tired faster when I work from the office. More people, distractions, less concentration. | 3/18/2026 5:16 PM |
| 880 | For tasks that require sustained concentration, I tend to be more productive when working from home. Requiring in-office presence in such cases would increase commuting time and may reduce overall efficiency. | 3/18/2026 5:16 PM |
| 881 | Difficulty concentrating and completing tasks, as my work involves statistical analysis and coding. This type of work requires sustained focus, which is challenging to maintain in an office environment that encourages frequent social interaction and interruptions. | 3/18/2026 5:16 PM |
| 882 | More stress and more tired | 3/18/2026 5:15 PM |
| 883 | lack of capacity to carry out drafting assignments that are normally under very strict timelines and impossibility of carrying out personal and family plans, such as motherhood. | 3/18/2026 5:15 PM |
| 884 | More time driving is less time working | 3/18/2026 5:14 PM |

Q11 Do you have any other comments? | Avez-vous d'autres commentaires ?

Answered: 508 Skipped: 499

| # | RESPONSES | DATE |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 1 | Telecommuting also helps considerably in how the teams get along. The con side I see is not to lose what other teams have been doing, given informal meetings throughout the day help with that. That's why I believe that 3 days in the office is ideal - you likely get at least one day/week with most people you gain by interacting in person with. | 3/31/2026 4:55 PM |
| 2 | My teleworking days are the only days I can take my children to school, and I still start my work day earlier than when commuting. Reducing the telecommuting possibilities would be a big quality of life deterioration. | 3/31/2026 4:46 PM |
| 3 | The policy should be followed. | 3/31/2026 4:24 PM |
| 4 | Telecommuting has been a positive factor for maintaining productivity and work-life balance. It allows me to start the workday focused and well rested, while also reducing the physical strain associated with frequent commuting. Maintaining some level of telecommuting helps support efficiency, concentration, and overall sustainability of the work routine. | 3/31/2026 4:11 PM |
| 5 | Telecommuting has had a very positive impact on my work-life balance, allowing me to manage my time more efficiently, reduce stress from commuting, and maintain better overall well-being. This balance directly enhances my motivation, focus, and energy at work, which in turn improves the quality and consistency of the support I provide. Having the flexibility to work remotely helps me stay more organized, more productive, and more engaged throughout the day. | 3/31/2026 3:47 PM |
| 6 | Given the current state of facilities at UNOG (hot-desking, not enough meeting rooms to hold in-person meetings or take calls from, insufficient cooling during the summer months), I strongly support maintaining flexible working arrangements (work from home at duty station up to three days per week). | 3/31/2026 10:43 AM |
| 7 | L'open space n'est vraiment pas propice à travailler mieux. | 3/31/2026 10:32 AM |
| 8 | Allow more teleworking out of duty station would be a plus | 3/31/2026 9:20 AM |
| 9 | We were told that UNOG posts will be moved away from Geneva as we don't have direct contact with member states and Mission staff and now we need to come to the office in order to meet with them. It would be more transparent if the SG would say that he wants everyone to be present in the office 4 days rather than finding excuses that make no sense. Treating staff like if they are stupid is not really helping create a harmonious and motivating workspace. | 3/30/2026 7:50 PM |
| 10 | I would imagine that a policy to reduce teleworking would disproportionality impact women and be discriminatory not only to women but also towards people with families, medical conditions and disabilities, and others. | 3/30/2026 5:29 PM |
| 11 | 3 days in the office, ok, 4 no! | 3/30/2026 3:14 PM |
| 12 | I am a single mother with one dependent child and I am also a primary caregiver for my elderly and ailing parents. The organization should take care of its staff and put into practice, within its own ranks, the values and principles it upholds. | 3/30/2026 3:05 PM |
| 13 | Due to personal family circumstances, I need to work minimum 2 days from home. | 3/30/2026 3:03 PM |
| 14 | No | 3/30/2026 11:29 AM |
| 15 | pas d'autres commentaires | 3/30/2026 11:21 AM |
| 16 | I don't have issues with working four days at the office. The problem is that we don't have enough desk or workstation and the leadership seems to be reluctant to provide what we need | 3/30/2026 9:55 AM |

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in our own office. Instead they prefer that we normadize between different offices searching for empty desk.

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| 17 | In our team in the building S we have 3 desks (15 desk-days per week) for 4 persons. How can we be in office 4 days? This would require 16 desk-days per week with a complete alignment of the days. This is simply not possible with the reduced desk space. This is also contrary to the idea of flexibility whereby staff can choose which days they work from home. | 3/30/2026 9:38 AM |
| 18 | n/a | 3/30/2026 9:38 AM |
| 19 | Non. | 3/30/2026 9:38 AM |
| 20 | De mon point de vue, le travail réduit le stress du fait de ne pas avoir de route à faire le matin et le soir, de ne pas avoir à se dépêcher. Ce qui permet de se dédier uniquement à son travail, sans être parasité par ces facteurs anxiogènes. Les jours de télétravail, l'état d'esprit est différent, plus détendu, plus ouvert. Ne nous rappelle t'on pas régulièrement qu'il faut prendre soin de nous... enlevez les facteurs anxiogènes et l'état d'esprit sera différent et ne pourra rendre le travail que meilleur. | 3/30/2026 7:50 AM |
| 21 | Encourage managers to be a bit more empathetic. Their excuses and obsession to control their staff whereabouts is not conducive to a healthy working environment and to productive work. | 3/30/2026 5:19 AM |
| 22 | non | 3/29/2026 11:03 PM |
| 23 | le télétravail permet un meilleur équilibre vie privée- professionnelle, il diminue le stress de la circulation et la perte de temps sur le trajet, permet de faire les rdv médicaux des enfants etc,... | 3/29/2026 10:46 PM |
| 24 | Teleworking is one of the few flexibilities that we have in this current situation. With staffs having one month fixed term contract, no visibility on stability or career progression, implementing return to the office full time will make productive and capable staff leave the Organization | 3/27/2026 9:41 PM |
| 25 | be modern and stay with telecommuting | 3/27/2026 4:00 PM |
| 26 | It is very insulting that we have been asked to perform above and beyond (with staff shortages and budget shortages) for the past few years. We have met all of our goals and more, doing more with less is the mantra, and yet, to offer staff the simple comfort of flexibility is not considered. I also want to highlight that the working space is not made for staff to be comfortable and at a bare minimum if you require staff to be in office they should have a comfortable working environment. | 3/27/2026 3:47 PM |
| 27 | Here are the reasons why I think 2 days of telecommuting should be maintained: °It allows a higher productivity, with less office interruptions. °It reduces the need for office space and office cleaning °It creates higher satisfaction at work °It allows fewer sick days and absenteeism (SM often with minor illnesses work from home avoiding taking full days off) °From home it is easiness to work with colleagues from different time zones. °When SM feel trusted by their FRO and SRO it strengthens their relationship through reciprocity and mutual respect. °Higher job satisfaction (SM are feeling happier and more engaged with their work). °It allows a better work life balance (more control over schedule and environment makes it easier to handle family duties, medical appointments...). °It reduces stress and fatigue (no rush hour traffic). °It improves health and well-being (more time for sleep, exercise, and cooking fresh food...). °Less spending on fuel, public transport... °Less traffic congestion, lower pollution and carbon emissions, Improved road safety. Thank you | 3/27/2026 3:25 PM |
| 28 | please reverse this decision! | 3/27/2026 3:12 PM |
| 29 | Teleworking 2 days/week from home really helped me to have better work-life balance and in our section that has been the only way of WLB arrangements, so it is great to benefit from it. I can do also a bit working when I am telecommuting. I hope that this can remain the same! | 3/27/2026 3:10 PM |
| 30 | Teleworking means that twice a week, I can drop my kids to school and be back online almost an hour earlier than usual. I often have lunch with my kids when teleworking and because I start earlier, I can finish just before 6 and go and collect my kids. I don't have the extra cost, as a single parent, on one of these two days to pay someone to look after them. It is a huge relief on my mental health and cheaper on my purse. I sometimes do grocery shopping on one lunch break/or early in the morning which frees up precious time for the weekend. We have found a really good rhythm working two days a week from home. Obviously if for some reason | 3/27/2026 1:26 PM |

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I have to be in an extra day on an ad hoc basis, I can still arrange it and be flexible. It feels like people don't understand how ITC works and a "blanket" decision isn't necessarily a good fit for all. It insinuates that because we are teleworking, that we are not working. On the contrary as far as I am concerned.

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| 31 | Under the logic of delegation of authority of the current SG, this centralized change for telecommuting is inconsistent and doesn't pay attention to job requirements. Plus it is inconsistent with the current ST/AI. It also goes against flexibility, which is much valued by staff. It is a old-fashioned view of how team interaction has evolved in a hybrid workplace environment. If this is neglected then other consequences of it should be reconsidered such as blurring of working shift, all time connectivity through digital devices (even personal like phones), etc. The benefits of virtual technologies should not just be used to the benefit of a part, neglecting the other. Talent retention and attraction will be undermined, as well as staff morale. | 3/27/2026 1:02 PM |
| 32 | I would like to emphasize that telecommuting 2 days a week has contributed a LOT to improving my well being, ability to cope with heavy work load and tight deadlines. I am happier to come into office and meet my colleagues due to the overall ability to control and manage my work and time better. The flexibility allows me to also manage other personal work (as listed above) without stressing over it or sitting from office. As we rightly reduce travel where meetings, participation in conferences can be held online, shared workspace / no individual office makes telecommuting a good option to participate effectively and meaningfully, as also working with complex budgets, and reporting responsibilities. Please don't scale back present arrangement. | 3/27/2026 12:32 PM |
| 33 | It is unclear to me how UNOG would keep track of us coming onto work. We follow a number of international instruments and might spend entire days at venues such as CIGG to attend working group meetings etc. Finally, I believe that this decision has an impact on morale - management is telling us that we cannot be trusted to deliver without strict supervision. I would encourage management to implement result-oriented frameworks focusing on goals, put in place structures to support us in delivering on those goals, and then trust us to do the work in ways that help us be efficient. If staff are inefficient, that should be captured through performance tracking and reviews (and consequences, if necessary), not through an inflexible work-from-the-office policy. The role of management should be to support and enable us to deliver our tasks, less a micro-manager. | 3/27/2026 12:06 PM |
| 34 | I have nothing against working from the office if I have a designated desk and two screens, however, I am worried that if all staff is expected to work from the office four days a week, there won't be enough desks with two screens for everyone, and this will seriously affect my work. At home I have an office room with two screens. | 3/27/2026 11:38 AM |
| 35 | Le passage de deux jours à un seul jour de télétravail entraînera pour moi une fatigue supplémentaire et un allongement du temps de transport, notamment à Genève, où la congestion routière est parmi les plus élevées d'Europe et la vitesse commerciale des transports publics parmi les plus faibles de Suisse. Cette situation survient alors même que le canton affiche publiquement sa volonté de réduire les déplacements pendulaires dans le cadre de ses nouvelles politiques de mobilité. Au-delà de ces contraintes personnelles, ce choix soulève une question plus large : notre dépendance aux ressources énergétiques. Chaque kilomètre parcouru, chaque minute passée dans un véhicule, qu'il soit personnel ou collectif, mobilise des énergies fossiles. Réduire les trajets domicile-travail ne relève donc pas seulement d'un confort, mais constitue un véritable enjeu de développement durable, au cœur de la mission de notre Organisation. Cette décision semble en contradiction avec les principes que l'Organisation défend. Il est également important de souligner que les mesures générales ne devraient pas pénaliser l'ensemble du personnel pour les comportements isolés de certains. Une approche plus ciblée permettrait de maintenir l'équité et la motivation de tous tout en adressant efficacement les situations problématiques. | 3/27/2026 11:23 AM |
| 36 | x | 3/27/2026 10:44 AM |
| 37 | I would like to continue to do telecommuting 3 times per week | 3/27/2026 10:41 AM |
| 38 | Telecommuting has a significant positive impact on my productivity and overall efficiency. It allows me to work in a quieter, more controlled environment, which is particularly important given the challenges in the open-space office, such as noise, limited desk availability, and lack of private areas for calls. While I value in-person collaboration, maintaining a certain level of flexibility in telecommuting is essential for me to perform my duties effectively. A balanced | 3/27/2026 8:09 AM |

approach between office presence and remote work would best support both productivity and collaboration.

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| 39 | The flexibility of telecommuting makes the lack of career progression bearable. | 3/26/2026 5:03 PM |
| 40 | Je m'interroge sur l'équité quand des personnels ne bénéficient d'aucun jour de télétravail. Il est souvent mentionné que les personnels en télétravail peuvent adaptés leurs vies privées (garde enfants, école, pas de fatigue dans les transports...) donc est-ce que les personnels qui ne bénéficient pas du télétravail peuvent avoir les mêmes aménagements pour s'occuper de leurs familles. | 3/26/2026 4:17 PM |
| 41 | I have been working in the UN since 2003. In 2008, thanks to a forward-thinking supervisor, I was among the first staff members in my Division to start teleworking – one day per week. In 2009–2010, while pregnant, I was allowed to telework two days a week – an arrangement that enabled me to keep working until just before giving birth while remaining in good health. Since 2020, I have been on a three-day-per-week teleworking arrangement. Throughout all these years, my teleworking arrangements have never been flagged as a problem – not by my supervisors, not by our clients. On the contrary, I have always demonstrated flexibility, particularly during the sessions of the intergovernmental bodies we service, and I believe that the ability to work from home has been an asset to my performance. It allows me to better balance my professional and personal life, and to concentrate more effectively during the drafting of regulatory texts. I have organised my family life around this three-day arrangement over many years. I still have a school-age child, and reducing teleworking to one day per week – with only six weeks' notice – creates very real practical difficulties that I could have done without, given an already demanding workload in our division increased due to the consequences of the UN Liquidity crisis and the UN80 initiative. I also wish to note that the justification provided – the need for greater physical presence in light of interactions with Member State representatives – does not fully reflect the reality of my day-to-day work. My post is not a diplomatic one, and in more than 20 years at the United Nations, direct meetings with permanent mission representatives have been rare. On those occasions, I have always been present and available. | 3/26/2026 4:07 PM |
| 42 | I already completed this survey so you may wish to delete this response to avoid affecting your results. I just wanted to add an additional comment that I did not make before, as we have now also received guidance within our entity, including the phrase "to give colleagues adequate time to plan and make any necessary personal or operational adjustments", the change will come into force on 1 July. This leaves me wondering whether the senior staff member behind this message ever had children needing to be signed up for a Geneva summer camp, or otherwise had to figure out what to do with kids for 9 weeks over the summer. A rule is a rule, and if we are required to come in 4 days a week then we will do so. But 'adequate time' to make changes to plans -- very expensive plans, at that, reaching 1500 CHF per week for two children -- is NOT telling us in late March that we must change our plans by the first week of the school summer holidays. If we had known about this plan before, we would have made very different arrangements for camps, summer leave, etc. We would all have likely booked things for different dates, and in different locations. If I now have to leave the office in time to pick up my children from a camp near to my home (booked on the assumption that I would be working from home three days a week), rather than near the office, I will arrive very late and leave very early, so this is not conducive to being more productive or being 'seen' more in the office! This simply shows either total disrespect for, or total lack of understanding of the situations of families with children; as well as disrespect for previous agreements made in good faith and in writing with our managers for a specified time frame. | 3/26/2026 3:49 PM |
| 43 | Forcing people to be in the office 4 days per week in an open space is a big mistake. | 3/26/2026 3:46 PM |
| 44 | Essaie-t-on de nous pousser vers la sortie ? Cette perspective même est anxiogène. | 3/26/2026 3:23 PM |
| 45 | Can the Union raise a case with a tribunal or some other entity? Or are we all just holding on for the next SG and hoping that he will go back to applying the actual carefully decided policy? Why does everything coming down these days erode our work-life balance and conditions of service, and indeed our ability to deliver our mandated work??? | 3/26/2026 3:04 PM |
| 46 | Everything was covered in the Staff Union broadcast; heads of entities should evaluate based on functions and local conditions. We broadcast saving Earth by stopping the escalators/elevators; how does that balance 20-40% more pollution due to staff commute? | 3/26/2026 2:25 PM |
| 47 | Le télétravail m'a personnellement apporté une réelle flexibilité et beaucoup de bien être. J'apprécie de pouvoir utiliser le temps gagné pour organiser mes rendez-vous médicaux, | 3/26/2026 2:03 PM |

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bancaires ou faire mes courses, sans avoir à prendre ma voiture ni perdre 1h45 dans les trajets aller-retour. Je peux également travailler dans un environnement plus calme, sans être dérangée, ce qui améliore nettement ma concentration. Perdre ces avantages serait vraiment regrettable.

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| 48 | At present, we exercise responsibility in coming to office for important meetings even during our WFH days. Forcing everyone to come in to office will not improve productivity, but will reduce morale. Additionally, it does not make sense forcing people to come to office more when we are also trying to reduce the UN's operational costs. | 3/26/2026 1:56 PM |
| 49 | The push to bring people back into the office four days a week isn't about productivity; it's about control. We've already seen that flexible and remote work can deliver equal or better results. People focus better, manage their time more effectively, and build work around their lives, not the other way around. It is not about "being seen" (an outdated mindset), but producing results. This tradition office culture assumes a one-size-fits-all worker with no caregiving responsibilities, no long commutes, and no need for flexibility. That model no longer reflects reality. At a time when UN staff are losing morale, job insecurity, opportunities for professional growth etc, the last thing UN should do is to roll back work from home option - as this significantly risks losing motivation, productivity, inclusion and trust. | 3/26/2026 1:49 PM |
| 50 | It is unacceptable that an organisation that is supposed to care of our well being, to find ways to reconcile family and work obligations, to save energy, restricts unilaterally the flexy arrangements and invents new criteria to do so. The rule of law , respect for our own STI seems optional especially in OHCHR. | 3/26/2026 1:08 PM |
| 51 | Decreasing the amount of teleworking days will have a huge impact on people's mental health and will increase stress | 3/26/2026 1:05 PM |
| 52 | My job doesn't require interaction with delegates, I actually interact with people online more than with people in person because those I work with are not in the same duty station. Since COVID, we have proven we can deliver on the work without having to be physically present in the office and while we welcome we can have a back to normal, going back to a minimum of 4 days a week in the office, seems to erase the gains we made during COVID in terms of trust, digital capacity etc. In the current situation where we are losing people, we have little budget or no budget and are still expected to deliver the same, the flexibility of telecommuting makes me feel that the organization trusts my work, and supports me, removing it, creates the opposite sentiment. | 3/26/2026 12:59 PM |
| 53 | I currently share a desk with another colleague. If we are both in the office four days a week, where will we sit? We cannot both sit at the desk at the same time... I am willing to work flexibly in the office by sitting in random places including the cafeteria. But sitting in random places will not increase my productivity. And if it does not increase my productivity, then what is the point? Additionally, as a breastfeeding mother, I am worried about how this will impact both my supply and my productivity (if I need to wait in line to save my 'turn' for a lactation room since they cannot be booked in advance). | 3/26/2026 12:24 PM |
| 54 | please fight to leave 3 working days to telecommute. | 3/26/2026 12:19 PM |
| 55 | I think the UNOG/Organization should make sure that staff have all the necessary tools to make the working environment comfortable in order to deliver our goals. | 3/26/2026 12:15 PM |
| 56 | I personally think this is part of a plan to force us to leave the office and shut down the organisation. in time of environmental crisis and war, management should be working more on real issues and saving this organisation. | 3/26/2026 12:11 PM |
| 57 | None by now. | 3/26/2026 12:10 PM |
| 58 | The actual space allocation can not accommodate 4 days work from office. For languages staff, it would be just pushing people to the brink of burnouts, unfriendly relations in offices and unwarranted mounting tensions. | 3/26/2026 12:07 PM |
| 59 | The problem with the open-office layout is its poor design: there is no sound isolation /i.e., no separators for acoustic protection). At the same time, there is a large amount of unused open seating, which makes the environment noisy and distracting. | 3/26/2026 11:58 AM |
| 60 | Telecommuting is a priority for maintaining a healthy work-life balance. | 3/26/2026 11:57 AM |
| 61 | It is demotivating and upsetting to see that such decisions with significant impact on staff are taken top-down and seemingly without proper consideration and consultation. | 3/26/2026 11:56 AM |

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| 62 | le choix de télétravailler 3 jours max a été salubre pour tous! Entre autre, cela a contribué à la gestion du manque de place pour les consultants et les stagiaires, leur permettant ainsi de travailler au côté de leur équipe respective et non pas à un autre étage | 3/26/2026 11:52 AM |
| 63 | I believe that three days is too many. The option to have one day per week as teleworking seems nice. Two days max. | 3/26/2026 11:45 AM |
| 64 | The reason teleworking is being restricted is that management has nothing to do. Most of their work is micromanaging lower ranked staff. If staff are not in office, there is no one to harass. Outside of this, all management does is have meetings among themselves - usually with no effect or consequence. They are running out of fake work so they plan to get staff back in office full-time. | 3/26/2026 11:34 AM |
| 65 | 3 days from office | 3/26/2026 11:29 AM |
| 66 | Telecommuting has really benefitted my mental health allowing me to have a standard routine that balances work and personal affairs. | 3/26/2026 11:28 AM |
| 67 | 3 days from office | 3/26/2026 11:28 AM |
| 68 | If there were to be added boots for taking online meetings the above comments would change. It is a pity that senior officials are claiming meeting rooms labelled as such as their private offices. This creates knock-on effect for staff. | 3/26/2026 11:22 AM |
| 69 | Although my work would not be greatly affected by a requirement to come to the office, for example four times per week, I have observed clear benefits of teleworking for my well-being and work-life balance. | 3/26/2026 11:22 AM |
| 70 | I have seen that telecommuting more than 50% of the time negatively impacts team cohesion, collaboration becomes less fluid, knowledge exchange declines, communication quality decreases, and engagement becomes uneven. Therefore, I think it should be limited to 2 or 2.5 days a week. | 3/26/2026 11:19 AM |
| 71 | I am productive at home, but I have a large screen at home. I really wonder how others without a proper set-up are productive. | 3/26/2026 11:13 AM |
| 72 | We are constantly being told to do more with less, while having to accept that there is little possibility of promotion and to deal with the stress generated by watching our colleagues being made redundant. Now, management wants to take away 2 days of WFH when we were praised to the high heavens for doing our jobs as normal during Covid lockdown while at home 5 days a week. I rarely see Member State representatives wandering around our offices and find the reasoning that they like to see us at our posts somewhat unconvincing. | 3/26/2026 11:08 AM |
| 73 | Before entities start diminishing their foot print to accommodate OHCHR, how the implementation of 4 days at the office policy should be well analyzed and its impacts. | 3/26/2026 11:07 AM |
| 74 | The current workplace - precisely the open plan is not productive as every time we have a meeting one needs to run around to find a quiet spot for oneself and think about not disturbing others. When we had our own offices or shared office (but just 2 people) we could adjust everything easily. Secondly, the cleaners do not come every day to clean the desks. Hence the hygiene is still a problem. Many times I find food particles left on the desk I occupy in the office. This is serious issues not to be compromised. | 3/26/2026 11:04 AM |
| 75 | A call to the Union: kindly flag to management that parents of young children, especially when both parents are working 100%, need some additional flexibility. Childcare should be considered an extenuating circumstance. | 3/26/2026 11:00 AM |
| 76 | Based on team experience, telecommuting contributes positively to productivity, efficiency, and staff well-being. Preserving this flexibility would be important. | 3/26/2026 10:52 AM |
| 77 | Thanks for your support | 3/26/2026 10:51 AM |
| 78 | As United Nations staff members, we understand that the interests of the Organization must come first. I am convinced that teleworking up to three days a week is the most efficient way of working and best serves those interests. In our current situation, most colleagues telework two to three days, which makes hot desking and shared offices manageable. If staff are required to be in the office four days a week, offices will become overcrowded, especially as there are rumors that more desks will be added in each office. This is unbecoming of the United Nations and indicative of a disregard for staff's physical and mental well-being. Moreover, | 3/26/2026 10:49 AM |

working from home saves the Organization significant amounts of electricity and office supplies. Because of teleworking, we now carry our laptops home every day and often deal with work matters outside official hours. If we must come to the office four days a week, laptops will likely stay on site and, combined with commuting and time needed for personal matters in the office, our net working time will decrease and productivity and quality will suffer. As language service staff, we have already increased our productivity by 20% and are under significant pressure; without an environment that allows us to work efficiently, the consequences will be serious. When the move from Building E to D was first discussed, the plan was that each person would have their own desk and that there would be sufficient offices, meeting rooms and focus booths. Shortly before the move, however, we were informed that staff would hot desk (three people sharing two desks) and that only the chief of the service would have a private office, on the assumption of up to three days of teleworking. Despite this, the Director General has already decided that, as of 1 July, staff must be in the office four days a week. We are deeply disappointed and hope that the staff union can support us.

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| 79 | Allowing telecommuting would be beneficial, as it supports greater flexibility and productivity. It enables better time management, reduces interruptions, and allows for more focused work, particularly for tasks that require concentration. Maintaining a balanced approach between in-office presence and telecommuting would support both efficiency and collaboration. | 3/26/2026 10:46 AM |
| 80 | In the current climate of deep financial crisis, abrupt job cuts, rushed staff relocations, and soaring oil and gas prices driven by the ongoing conflict in the Middle East, imposing a requirement to work from the office at least four days per week is counterproductive and deeply damaging. Instead of restoring stability, this measure risks becoming the final blow to already fragile staff motivation. Now more than ever, the UN should prioritize flexible, cost-effective, and morale-sustaining approaches, starting with cancelling this directive and allowing telecommuting to remain a viable, protective option for its workforce. | 3/26/2026 10:46 AM |
| 81 | I started with working from the office five days a week and have gradually reduced my office days, because this was the way I could deliver on my workload without having to regularly compensate after hours. If there was a proper work environment - starting with basics such as a desk for everyone, enough rooms for calls and meetings, focus areas or even proper noise-cancelling headphones - it would certainly be less problematic to be in the office on more days of the week. I think it is our employer's responsibility to create such a work environment first before enforcing new policies. | 3/26/2026 10:42 AM |
| 82 | Removing or reducing significantly the option of teleworking means going backwards and restoring the past. It means that the UN prioritizes having staff at arm's length over productivity and efficiency. | 3/26/2026 10:39 AM |
| 83 | Telecommuting is not a luxury! It is a natural need not to be constantly on the go, to work in a calm environment (with no stimuli), to be able to concentrate, to sleep a bit late one morning a week... that's why there is a direct impact on absenteeism rate when telecommuting is not possible. | 3/26/2026 10:39 AM |
| 84 | le télétravail m'a changé la vie! Tellement moins de stress, fini l'impression de toujours "courir" et d'être toujours en retard, c'est un vrai progrès qu'on veut nous enlever. Par ailleurs, le prix de l'énergie ne cesse d'augmenter et l'ONU est partie pris dans plein de programmes écologiques alors que le retour au travail sur site va à l'encontre de tout ce qu'elle préconise. Un non sens. | 3/26/2026 10:38 AM |
| 85 | I strongly support your initiative of still keeping the 3 days FWA for overall well-being. Thank you | 3/26/2026 10:38 AM |
| 86 | hopefully they will reconsider this measure | 3/26/2026 10:34 AM |
| 87 | Telecommuting from duty station should be granted equally to all staff regardless of family situation. For example, colleagues with childcare should not be granted more than single colleagues. It is a bit confusing what the Organisation's stand actually is. On the one hand, we seem to want to save energy (electricity/water consumption and all the running costs of having an office) and reduce office space (hence office sharing/hot desking). On the other hand, who are these member states who wanted to see UN staff in the office? This 'problem' could be solved by each office ensuring there is a critical mass everyday instead of allowing staff to telecommute all on the same days. | 3/26/2026 10:30 AM |
| 88 | I feel that working from the office 4 days a week will undermine my currently healthy lifestyle- I do workouts before work in the morning, which will not be possible anymore. Also, I am able to | 3/26/2026 10:29 AM |

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have a standing desk at home, eat home-made food and this will again not be possible at work.

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| 89 | Merci au syndicat pour son action collective ! | 3/26/2026 10:25 AM |
| 90 | Agree that telecommuting provides valuable flexibility to organize tasks more efficiently and enhance overall productivity. However, there seems to be inconsistent monitoring and implementation in my organization. Some staff spend fewer than two days in the office and appear to be taking advantage of this flexibility without accountability. | 3/26/2026 10:22 AM |
| 91 | I believe that restricting the option of telecommuting will 1. make the organization less attractive to talented personnel, in an evolved world where technology perfectly allows to effectively deliver on numerous tasks outside from the office, and where the balance of professional/personal life has increasing importance; 2. save on costs for the organization at a time of heavy budget restrictions, while allowing staff to comfortably do their work, which has become more complicated with hotdesking, reduced workspace, and reduced meetings space. | 3/26/2026 10:22 AM |
| 92 | Je ne comprends pas pourquoi un jour sera supprimé c'est très dur. J'ai investi également chez moi pour du matériel (écran, bureau, chaise de bureau...) | 3/26/2026 10:18 AM |
| 93 | A plus grande échelle, l'impact environnemental est également à prendre en compte, avec moins de personnes sur les routes et moins de pollution. | 3/26/2026 10:17 AM |
| 94 | 1. Those who are motivated to work will contribute regardless of their location. Those who are not motivated will not be productive, even if they are required to be physically in the office. The organization should focus on increasing the productivity of the latter group rather than imposing measures that negatively affect everyone. 2. We should not expect telecommuting to automatically increase performance. If remote work delivers comparable results, it should remain an option. In fact, I believe that overall, we tend to deliver more when telecommuting. 3. We need to reconsider what problem we are actually trying to solve by limiting working-from-home options. Will this change truly address it? Better planning, coordination, and organization—such as providing at least one day's notice for meetings with Member States—would effectively resolve the scheduling challenges. 4. If we continue to allow telecommuting, staff will be appreciative. A sense of gratitude fosters better motivation and performance than a sense of sacrifice. 5. Requiring staff to work in the office imposes additional time and effort related to appearance and preparation, which often disproportionately affects women due to societal expectations. This is an unequal burden that should be acknowledged when designing workplace policies. | 3/26/2026 10:10 AM |
| 95 | Moins de stress pour combiner la vie de famille et professionnelle. | 3/26/2026 10:05 AM |
| 96 | I do not telework much but when I do it is necessary; sometimes it can really make a difference having that flexibility. I also know many others depend on telecommuting much more than I do. | 3/26/2026 10:02 AM |
| 97 | I am strongly against the change of current FWA. | 3/26/2026 10:00 AM |
| 98 | Je pense que le télétravail reste un mode flexible de travail qui contribue énormément au bien être des membres du personnel, et qui les rendent plus productifs et motivés (pour ma part en tout cas) car on peut bien équilibrer et apprécier chaque temps de travail au bureau (on s'y rend consciemment et de plein gré et non pas par obligation impliquant une routine) et on produit de manière plus efficiente lorsqu'on travaille depuis le domicile car on a l'aptitude de mieux se concentrer sans distraction, et sans contrainte de temps perdu dans les transports. | 3/26/2026 9:56 AM |
| 99 | Please do the necessary to keep at least 2 days. The mix is working well, no need to change. | 3/26/2026 9:54 AM |
| 100 | The justification about need to meet member states and service intergovernmental meetings is not applicable to the nature of my work at all, and seems to indicate that the decisionmakers base their judgment on a very limited perception of what staff members actually do. We work with representatives of member states who are located in their countries, not in Geneva, mostly through online collaboration tools, e-mails and videoconferences. In case of my work, what would enable me to have most contact with member states is ensuring availability of videoconferencing services and meeting rooms, and possibility to hold hybrid meetings in the Palais. If we hold face-to-face intergovernmental meetings, of course, we are there in person to service them in person, irrespective of the telecommuting arrangement. Implying otherwise is insulting our professionalism. | 3/26/2026 9:54 AM |
| 101 | It is important to provide an adequate work environment to cope with the workload (as fewer | 3/26/2026 9:53 AM |

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staff members are now doing more since many colleagues have left the organization) and to avoid diminishing the quality of our work. A decline in quality would not only affect the organization's reputation but also further reduce staff motivation and efficiency.

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| 102 | A number of organisations have effectively nearly prohibited remote working across the board, with very few exceptions. UNITAR among them. Circulars have been issued that abruptly narrowed the scope of permissible teleworking arrangements. | 3/26/2026 9:52 AM |
| 103 | If telecommuting is restricted, several colleagues would look for alternative positions in other UN entities and private sector with more reasonable and flexible working arrangements. | 3/26/2026 9:51 AM |
| 104 | Please continue your efforts against this non-sensical, harmful policy decision that brings no benefits whilst creating unnecessary burdens on all of us. | 3/26/2026 9:49 AM |
| 105 | After decades in the organization, I have witnessed a steady deterioration in working conditions and workspace. Against the backdrop of ongoing budgetary crisis, uncertainty and senseless internal restructuring, the overall atmosphere is morose. The newly introduced changes to telecommuting arrangements will clearly not enhance staff motivation nor productivity—quite the contrary. | 3/26/2026 9:47 AM |
| 106 | I think it is exactly now that we need to take care of staff and pay attention to their well-being. Reducing telecommuting will not improve the perception by young professionals of the organization - not such a good employer after all. | 3/26/2026 9:40 AM |
| 107 | I often work above my required normal hours of work thanks to telecommuting. If I'm asked to go by the rule and come back 4 days a week in Geneva, I will for sure respect my contract and work ONLY during my workhours. | 3/26/2026 9:40 AM |
| 108 | I think the research shows that 3 days in the office is most efficient, and especially depending on the type of work and organization you work in. It's not a one size fit all. | 3/26/2026 9:39 AM |
| 109 | I am much more productive working at home; working at the Palais allows interacting with colleagues, so this combination is perfect, especially when having to write complex documents and reports. | 3/26/2026 9:39 AM |
| 110 | NON et Merci pour les questions intéressantes | 3/26/2026 9:37 AM |
| 111 | Hybrid work has helped my well-being so much. I was suffering from stress-related symptoms and was struggling to deliver at work before asking for telecommuting and after one year of 3 days telecommute, I am performing so much better and I am feeling so much better health-wise and my children can go to their after school activities. Its a win-win-win that is so important for our family. | 3/26/2026 9:37 AM |
| 112 | I have four small kids and no nanny as we live in the countryside where this type of service is almost impossible to get. I strongly think that obliging me to come 4 days a week will disproportionately affect me as a woman with 4 kids working 100% | 3/26/2026 9:34 AM |
| 113 | This new rule does not make sense for office space made to only hold 70% of staff | 3/26/2026 9:33 AM |
| 114 | The ability to telecommute two days per week has significantly improved not only my work productivity but also work/life balance and over quality of life. In addition to the time saved from commuting, I tend to schedule many meetings during the days I telecommute because it is often difficult to find a meeting room in the H-building for meetings; sometimes it is quite stressful when I have a meeting and cannot find a space to take it. Furthermore, the open space is oftentimes loud and distracting when I need to draft; telecommuting allows me to be able to draft without such distractions. Finally, as a full-time working mother, being able to work at home twice a week has had an enormous positive impact on my quality of life and mental health. | 3/26/2026 9:32 AM |
| 115 | Requesting staff to be present in the office 4 days a week will have a devastating impact in staff well-being and mental health. This impact will mostly affect single parents and women, who carry the burden of caring for children and elderly parents. We cannot ask States to adhere to human rights principles and assess the impact of their policies on vulnerable groups, including women, but not apply these principles ourselves internally. This is really shameful for OHCHR. | 3/26/2026 9:32 AM |
| 116 | Three days per week on premises will be fine. Four days will be too much. For our tasks related to assistance to editors, translators, paying attention to details is very important. Some | 3/26/2026 9:31 AM |

days, we need to be in a calm environment. And mental and physical health, goint together, might worsen. Thank you

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| 117 | Le télétravail était aurorisé pour 2 jours selon les services avant la pandémie. J'en bénéficiais et ne comprends pas pourquoi on devrait revenir pendant 4 jours sur place quand toutes les conditions de productivité sont remplies | 3/26/2026 9:31 AM |
| 118 | depending on the work, working from home does not mean more or less in productivity. it more of acting responsibly by not adding to traffic, pollution , consumption of more office spaces and more importantly the well being of the person | 3/26/2026 9:27 AM |
| 119 | Staff working in UNOG have been constantly shifted around, forced to adapt to constantly changing working conditions and lack of clarity or uniform application of workplace policies. In less than 5 years, I have moved to 3 different offices (private individual office, to open space hot desking, to shared small office (3 desks for 5 people). The lack of consistency and constant shifts in working conditions is not only detrimental to workplace productivity and results, it impacts physical and mental wellbeing. The other elephant in the room is how grossly different staff are held accountable to the flexible working arrangements. Not recording telecommuting, not recording leave, not being available during office hours when telecommuting, shifting ad hoc days of telecommuting. Policies need to be applied and enforced equally for all staff - with consequences for those that violate staff rules and conduct standards. | 3/26/2026 9:24 AM |
| 120 | Telecommuting 2 days a week has given me much greater flexibility in managing my career and personal life, and gives me a high level of job satisfaction. I would struggle to continue my job if I have to work in the office 5 days a week, as it has a detrimental impact on my family life and spending time with my children. | 3/26/2026 9:20 AM |
| 121 | In practice, we already don't have enough desk space with the current two days of telecommuting, so increasing in-office days to four would likely create real challenges for colleagues. On top of that, taking online meetings in a shared office environment similar to a call center will become quite disruptive and reduced overall efficiency. | 3/26/2026 9:19 AM |
| 122 | It would be good frame our responses to management in terms of the value add of FWA. Thanks | 3/26/2026 9:17 AM |
| 123 | The introduction of teleworking during the pandemic - it was in practice not permitted in my section prior to that - was the first time in my UN career that I achieved work-life balance. I am in a profession where it is extremely easy to see whether we are doing our work or not, so there's no reason to force us back into the office, especially since delegates don't see us even when we are in the office and since there isn't enough space in our new location to accommodate everyone 4 days a week. Moreover, translators are subject to such intense productivity pressure, which is set to increase further on 1 April, we should be allowed to work wherever we are most productive. | 3/26/2026 8:59 AM |
| 124 | With open space work, telecommuting is the only thing that saves us and insures work life balance. Where we're being told that open space facilites team building and work continuity, being with your colleagues day in day out, being cold or hot, does NOT help anyone with their stress, their nerves, and doesn't make the work any more productive, on the contrary. At the end of the day, telecommuting is a trust issue for leaders. | 3/26/2026 8:58 AM |
| 125 | Je préfère travailler au bureau les 5 jours de la semaine, le télétravail ne m'intéresse pas. | 3/26/2026 8:58 AM |
| 126 | I believe that abolishing the three-day teleworking policy would be counterproductive. | 3/26/2026 8:52 AM |
| 127 | This flexibility enables me to effectively adapt my schedule, balancing professional responsibilities with personal commitments such as medical appointments and childcare. It also reduces the need to take USL and allows me to increase my working hours when required, thereby supporting an optimal work-life balance. | 3/26/2026 8:49 AM |
| 128 | Rules and regulations have been changed regularly, with Fixed-term contracts duration reduced, work schedule changed at the palais, productivity increased. Rules lack predictability, and that is unacceptable. | 3/26/2026 8:45 AM |
| 129 | 4 days at office is totally unrealistic and would negatively impact my work life balance | 3/26/2026 8:43 AM |
| 130 | Various study results have shown the benefits of tele-working with regards to quality of work as well as improved overall health of the person. Furthermore, from a business standpoint, senior managers repeatedly fail to give a valid reason for their desire to reduce or abolish tele- | 3/26/2026 8:38 AM |

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working. "I prefer that everyone comes everyday to the office" is the answer that we were recently given.

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| 131 | je suis épanouie dans cet équilibre | 3/26/2026 8:36 AM |
| 132 | Bringing staff back to the office up to three days a week would be a good option. It is more compatible with current space allocation and allows every member of a team to see every other member at least one day a week. With entities having joined the Palais des Nations recently, parking space might be a real issue if everybody comes four days a week. | 3/26/2026 8:36 AM |
| 133 | if back to the office, we need enough desks and respected calm working environment > not having people having online meetings from eth shared office space | 3/26/2026 8:27 AM |
| 134 | No | 3/26/2026 8:24 AM |
| 135 | Why? Why now just before UN SG is about to leave his position? Why going abruptly from being allowed to up to 3 telecommuting days to only 1? This is going back in times, at a time where we are being asked to work more and absorb the work of colleagues who left the organization. We feel ambushed, disrespected, like nobody care about our well-being. | 3/26/2026 8:21 AM |
| 136 | . | 3/26/2026 8:12 AM |
| 137 | UN staff need to accept that they are not entitled to use working hours for personal errands, childcare, family matters etc. We receive very high salaries with substantial benefits and entitlements, and it is increasingly more difficult to defend these benefits which so often outsize our productivity and effectiveness. I don't think any staff member could objectively say that teleworking increases the productivity of the organization as a whole. At a time when the global economy is near breaking point, and the viability of the UN is in question, it seems completely unhinged for the Staff Union to push back against an entirely reasonable position taken by Member States that they want to see staff working in the office buildings they rent, to be present in meetings they attend etc on the basis that staff prefer to spend more time at home to take care of family matters (presumably while being paid by said Member States to be doing something else). There is unlikely to be any workplace in the world with such generous accommodations as what UN staff members receive - from post adjustment, rental subsidies, home leave, education grants, tertiary education grants, health insurance and post-service health insurance...and it is a total misjudgment and disservice for the Staff Union to take such a position on this on our behalf. | 3/26/2026 8:06 AM |
| 138 | Would be happy with 2 days telecommuting | 3/26/2026 7:53 AM |
| 139 | I do not have children, but I believe that people who do would have a much harder time if we restricted FWA. The current situation at the Palais (reduced parking spaces, smaller desk areas, limited heater etc.) make FWA almost unavoidable, as this will affect everybody's work long term. | 3/26/2026 7:49 AM |
| 140 | The current discussion on telecommuting does not seem to be on telecommuting itself but more related to personal preferences of some senior managers. It reflects that the nature of the work of staff and their implications are not very well known by the senior managers any longer, which worries me. In addition, with the introduction of hot desking, such decision seem to lead to various operational difficulties and will reduce the efficiency. | 3/26/2026 7:38 AM |
| 141 | Being able to telecommute has had a beneficial impact on my health in general, with less fatigue and significant less sick leaves. | 3/26/2026 7:34 AM |
| 142 | N/A | 3/26/2026 7:14 AM |
| 143 | Working from home is more productive | 3/26/2026 7:02 AM |
| 144 | Telecommuting three days per week greatly contributes to my weel-being and to a better productivity at work | 3/26/2026 6:55 AM |
| 145 | Beyond the practical impacts, I would add a few broader considerations: Performance should remain the key metric: Work arrangements should ideally be assessed based on outputs and quality of delivery rather than physical presence. If productivity and responsiveness are maintained, flexibility in location can support stronger performance overall. Talent retention and attractiveness: Flexible working arrangements are increasingly important for retaining experienced staff and attracting new talent. Restricting telecommuting could have unintended impacts on morale and retention, particularly for staff balancing demanding workloads or personal responsibilities. Inclusion and accessibility: Telecommuting can support greater | 3/26/2026 5:39 AM |

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inclusion, for example, for colleagues with caregiving responsibilities, health considerations, or those who may face barriers commuting regularly. Environmental and cost considerations: reduced commuting contributes to lower environmental impact and can also reduce operational costs (e.g., office space, travel reimbursements).

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| 146 | Telecommuting saves time, personal budgets, increases productivity, and helps balance work and personal life. | 3/26/2026 1:21 AM |
| 147 | Telecommuting is crucial for productivity and work life balance. Moreover, we do not have enough desks for full office presence and conditions of work are continuously deteriorating | 3/25/2026 11:39 PM |
| 148 | I believe that the majority of time should be spent at the office but 2/5 days would be a good decision. Only 1 day is too restrictive. | 3/25/2026 9:57 PM |
| 149 | In OHCHR, we are sometimes expected to work on weekends or evenings and there is no problem about us being flexible with our organisation. We should be able to expect the same flexibility from the organisation. | 3/25/2026 9:50 PM |
| 150 | Dans mon expérience, le télétravail contribue fortement à mon bien-être mental et à mon équilibre. Il n'enlève en rien mon efficacité professionnelle, au contraire, il me permet de rester pleinement productive. | 3/25/2026 9:49 PM |
| 151 | Reducing telecommuting would have a significant impact on women with families and care responsibilities. It is a women's right issue. Furthermore, hybrid working is significantly improving focus, impact, delivering results and well being. | 3/25/2026 9:46 PM |
| 152 | Thank you for conducting this survey which asks very relevant and important questions applicable to all staff. | 3/25/2026 9:43 PM |
| 153 | We don't understand the logic of this new 4 days in the office policy. Why break something that is working) | 3/25/2026 9:36 PM |
| 154 | Management should continue to exercise flexibility. | 3/25/2026 9:24 PM |
| 155 | We don't have enough space in the office, we work in an open space and hot-desking - this is not a viable option. | 3/25/2026 9:09 PM |
| 156 | Lift the limitation of G staff applying for P positions within the secretariat. This is the real issue. Telecommuting, secondary. | 3/25/2026 8:50 PM |
| 157 | L'équilibre atteint entre télétravail et présence au bureau fonctionne très bien et permet des rotations des espaces de travail rendant le tout plus vivable. Je réserve les jours à la maison à longues réunions et je m'adapte et viens d'autres jours si nécessaire. Je finis tard en travaillant avec NY et le bâtiment fermant à 19:00 ne ci vient pas du tout à les horaires . Les bureaux sont surchauffés sur occupés bruyants et il est impossible de dire des réunions au calme . De plus je suis à côté des espaces où les gens mangent font des apéros et autres et un est littéralement impossible d'etravullee si ce n'est avec un casque anti bruit | 3/25/2026 8:33 PM |
| 158 | Even when we are in the office we tend to meet on MS teams as there is always someone away or home sick. Three days in the office is more than enough for most jobs. It is nice to connect with colleagues obviously but two days teleworking is the perfect balance for doing this that need more concentration and I often plan my days at home depending on the work load. Almost 3 hours a week of travel time actually really help as a working parent. I can collect my child from school on those days rather than paying someone to do it. | 3/25/2026 8:22 PM |
| 159 | No | 3/25/2026 8:21 PM |
| 160 | No | 3/25/2026 8:18 PM |
| 161 | When I'm teleworking I am 100% focuses on my tasks. When I'm a the office, there's often colleagues that are coming to socialize. It is important but I'm not 100% focused. | 3/25/2026 8:17 PM |
| 162 | I think the productivity and motivation of staff will be negatively affected with this new request of having only one teleworking day per week | 3/25/2026 8:14 PM |
| 163 | Teleworking arrangements have made THE different for the work-life balance we have been looking for. Thank you for all your support. | 3/25/2026 8:02 PM |
| 164 | Allowing staff to telework on multiple days and offering this flexibility is crucial in today's world. We need to look after our physical and mental health, our well being, and our loved ones. | 3/25/2026 8:00 PM |

Teleworking and flexibility allow that. Whereas being forced to stay in an office just a prove a point while putting all of that on the line isnt. It will have the opposite effect on staff. One where staff dread this lifestyle and have their productivity decline and mental health decline as well.. Having a flexibility promotes a balanced life, productivity, office morale, and enhances staff's well being.

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| 165 | lets adapt to changing times and realities. | 3/25/2026 7:59 PM |
| 166 | I prefer working from the office full-time, provided the conditions are appropriate. That means having enough dedicated offices or desks for everyone, rather than open space, hot-desking, seating people side by side in a cramped, bus-like arrangement. The main reason I work from home is simply to be able to concentrate and get things done. I find it extremely difficult to focus in an open office environment. Open-plan offices may work reasonably well for roles focused on transactional or routine tasks, such as working with figures, pricing, or similar structured work. They may also be suitable for call-center environments, where everyone is already engaged in phone conversations and the surrounding noise is less disruptive because it is part of the nature of the work. However, for conceptual, analytical, or creative work that requires sustained concentration, open-space layouts are often counterproductive and make it much harder to think deeply and work effectively, and it is frustrating. | 3/25/2026 7:52 PM |
| 167 | Defending telework isn't about defending a perk; it's about embracing a results-driven, human-centered, and sustainable way of working. When thoughtfully designed, remote and hybrid models expand focused time, remove commuting frictions, and let people deliver higher-quality work with less waste. Telework is no longer a stopgap—it has become a durable part of how we work. Well-run telework also protects health and well-being through clear practices, reduces emissions by cutting daily travel, and strengthens continuity during disruptions while enabling seamless collaboration across time zones. Crucially, hybrid work helps us combine the best of both worlds: in-person moments for creativity and cohesion, and remote time for deep work and execution. So this is not a concession—it's a strategic responsibility. Let's align flexibility with the nature of the work, measure outcomes instead of presence, and design schedules that respect people and the planet. And if we are an organization that defends the rights and well-being of others, we must lead by example by implementing these principles within our own institution. | 3/25/2026 7:48 PM |
| 168 | Flexibility to combine both remote and in-person work is essential for achieving optimal performance and organizational efficiency. When employees are trusted to balance distance and presence according to the nature of their tasks, the quality of results improves, focus increases, and workflows become more effective. This adaptable approach not only strengthens productivity but also supports employee well-being and promotes more sustainable work practices by reducing unnecessary commuting. Conversely, rigid or imposed arrangements that limit this balance can lead to less-than-optimal outcomes, decreasing motivation and undermining the potential for high-quality results. | 3/25/2026 7:43 PM |
| 169 | Telecommuting is helpful, however I believe that to do so for more time that we have presence in the office does not allow to promote fraternity between coworkers. I agree with having up to two days of telecommuting, but more that that could be an impediment for having an harmonic workplace. | 3/25/2026 7:41 PM |
| 170 | I would highly recommend maintaining telecommuting up to 3 days per week for jobs requiring to interview victims and drafting of reports and other documents. | 3/25/2026 7:24 PM |
| 171 | Please, dont do this to us. In a moment in which Staff's morale is already severely impacted, we need more cohesive solutions. Honestly, as a woman, I do feel more pressure, out of me and my partner, to be the one that stays home if one of us has to in the future for caregiving. | 3/25/2026 7:21 PM |
| 172 | Given the escalation of settler violence in West Bank and also the Israel Iran war, I think it's safer to work from home | 3/25/2026 7:19 PM |
| 173 | Thank to you all for this effort to improve our laboral conditions and think on new ways to do it in a modern context and reality. | 3/25/2026 7:17 PM |
| 174 | allowing staff to undertake hybrid work up to two days telecommuting with the other days in the office should be a good compromise negotiating with states and the SG. Thank you for your continuous. | 3/25/2026 7:16 PM |
| 175 | Since COVID staff have shown that hybrid working up to 3 days a week is not only very feasibly but it is in fact optimal when it comes to staff well-being and their ability to do their best work. We should not return to old ways simply for symbolic gestures of reform, but rather | 3/25/2026 7:15 PM |

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analyse and continue with modalities that enhance staff ability to their best work which includes teleworking up to 3 days per week as is my situation. I had burnout during COVID and since recovering, hybrid working has enable me to enhance my physical, mental health and well-being while in parallel achieving the best possible results in my work.

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| 176 | I believe that telecommuting became the "new normal" way of working and reducing this benefit can be seen as a regressive measure risking the wellbeing of staff with directly implications on their productivity | 3/25/2026 7:13 PM |
| 177 | If we have proper equipment and sufficient meeting rooms to make online and phone calls and to discuss work with colleagues, being in the office would be kind of OK (but I will not show flexibility regarding working outside official hours and outside the office and demand compensation for any work requested to be done outside the office or official office hours). We should also request that mission staff actually visit our offices and meet us as they claim they want us in the office for this but I never ever meet with them. So the need to show and proof the have actually visited our offices and had meetings with each of us at least a couple of times per year. | 3/25/2026 7:04 PM |
| 178 | All the talk about diversity should also translate into realizing that people have diverse needs when it comes to working environment. Some manage well in full offices, not minding the noise and disruptions. Others need calmer and quiet environment to concentrate. Both are valid. | 3/25/2026 6:55 PM |
| 179 | Many staff have abused the system, unfortunately, we will lose our flexibility | 3/25/2026 6:52 PM |
| 180 | While it is important to go to the office few days a week, providing the flexibility for staff to work from home /telecommuting 3 days a week would certainly improve staff delivery especially after downsizing when the remaining staff would need to take over duties of staff that have left. | 3/25/2026 6:52 PM |
| 181 | Il est certain que télétravailler est un luxe, c'est aussi une chance. Et un plus pour l'ONU est termes d'offre professionnelle et de compensation salariale. Les employés sont de moins en moins nombreux, ils se partagent avec une grande responsabilité et une dignité une multitude de tâches afin de faire fonctionner les rouages du système, le tout dans une ambiance anxieuse et lourde depuis presque 2 ans... le télétravail est une bouffée d'air et une opportunité également pour pouvoir trouver un équilibre ainsi qu'une forme de bien-être dans son quotidien. | 3/25/2026 6:48 PM |
| 182 | telecommute is good, provided everyone follows same rules and applies them. | 3/25/2026 6:47 PM |
| 183 | Managers should also take into account the current contractual situation of their staff and the need to ensure the so called "work-life balance". I cannot ask my wife to quit her job and move to the duty station where I am based with my son if my contract lasts a month, also because it is uncertain if it will be renewed and for how long. | 3/25/2026 6:47 PM |
| 184 | For me, one of the greatest benefits of working in this office has been the possibility of having a hybrid work arrangement. It has allowed me to work efficiently while also being a more present mother, as I have a young child. On the days I do not go into the office, I am able to spend more time with him in the mornings and afternoons (time saved from commuting). | 3/25/2026 6:45 PM |
| 185 | It is shocking --and almost painful or offensive-- that the organization decides to put extra pressure on its staff with something that is completely discretionary. Considering the hard times we are living in due to external factors --namely uncertainty over our professional future-, senior management should focus on making human resources decisions with a view to what really works, improves productivity and yields results, instead of making regressive, outdated decisions that further affect the morale and performance of an already burdened staff of highly qualified and committed professionals -- who also happen to be human beings. | 3/25/2026 6:42 PM |
| 186 | En plus de l'impact de cette politique sur l'efficacité au travail (notamment en raison des espaces de travail conçus pour du travail hybride) il est important de noter qu'elle renforcera les inégalités au sein des staffs. Les premiers touchés seront les familles monoparentales et ceux qui doivent être aussi présents pour leurs aînés. N'oublions pas que le télétravail jusqu'à 3 jours par semaine permet à ces personnes de travailler a plein temps et souvent bien plus, réduits la fatigue et renforce l'engagement. Ce serait vraiment dommage de faire marche arrière dans le domaine de l'inclusion. | 3/25/2026 6:39 PM |
| 187 | I take issue with the framing of this as 'member States like to see staff in the premises', for which we have seen no evidence of official correspondence etc. That was apparently also based on the experience of NY HQ, which is a much more compact and centralized premise. | 3/25/2026 6:38 PM |

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The reality at the Palais is that MS, aside from the core meeting areas, usually have no reason to come to most parts of the premise. In any case, naturally any meetings / conferences etc with MS would be organized in-person and the relevant staff will attend. This all just seems to me like management presenteeism hidden behind a thin veil 'one time a MS delegate made a comment in the corridor', and just another punch down on the staff who have suffered through years already of liquidity crises, job cuts and hiring freezes, adding to an increasingly demoralizing work environment.

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| 188 | During teleworking days I am able to schedule early mornings and late meetings. I usually work 2 hours more. | 3/25/2026 6:38 PM |
| 189 | Hybrid work allows me to concile work and regular medical appointments. | 3/25/2026 6:37 PM |
| 190 | It will significantly impact mental health | 3/25/2026 6:37 PM |
| 191 | Times have changed. Management should adapt to new realities. | 3/25/2026 6:36 PM |
| 192 | I would like to understand what is the rationale for demanding more days in the office. The argument of meeting with member States is BS we don t have contact with delegates since we moved from the E building | 3/25/2026 6:32 PM |
| 193 | no | 3/25/2026 6:31 PM |
| 194 | In the place where I work first or second reporting officers will have no saying on applying flexibility. The orders come from the Director who is not flexible at all and everybody is afraid of the person. | 3/25/2026 6:29 PM |
| 195 | Telecommuting allows time saved from traffic time, lunch, and coffee break to contribute more quality work and life balance. | 3/25/2026 6:28 PM |
| 196 | In short, the lack of air conditioning, poor heating in the building S, and the proximity of open kitchens to the offices have a very negative impact on productivity. Building S is not designed for open space offices, and my organization's nature of work is not for hotdesking. My office has four desks. Even with fewer people working, the CO2 indicator lights up every 10-15 minutes. Opening windows every 10-15 minutes in winter is impossible—the building is cold and there's practically no heating. People have to constantly take breaks and go out into the hallway, which doesn't improve productivity. We live in the 21st century, when remote work allows people to work for companies located on other continents. How can anyone think that returning to offices will improve productivity? Why should we think how to please member states? If tomorrow they like us to work 24/7, will we do it? | 3/25/2026 6:26 PM |
| 197 | I think that three days a week should remain and staff can voluntarily decide on whether to work from the office for a higher number of days. | 3/25/2026 6:26 PM |
| 198 | Combining 20% productivity increase with 4 days of commute and working in cramped offices, while juggling family and childcare commitments will have devastating impact on my mental health. I struggle with depression and fear it will worsen. | 3/25/2026 6:23 PM |
| 199 | No | 3/25/2026 6:22 PM |
| 200 | Hybrid work is so important for me, as it allows me to maintain my well-being and the quality of work. In my line of work, which involves research and report writing, telecommuting is so beneficial as it allows me to concentrate and focus. Being a single parent of a young child, telecommuting helps me juggle family and personal responsibilities. To be clear, this is not to say that I am not working when I telecommute - But the time saved from commuting gives me that extra time and mental space that I need for my well-being. | 3/25/2026 6:21 PM |
| 201 | OHCHR follows even more reduced policy of 2 days telecommuting currently. I do not understand why as part of Secretariat they have to impose on us these 2 days, when ST/AI is allowing 3 days. | 3/25/2026 6:21 PM |
| 202 | Telecommuting creates a more productive and positive work environment. | 3/25/2026 6:21 PM |
| 203 | Réduction de la flexibilité pour adapter l'environnement de travail (calme, ergonomie). | 3/25/2026 6:20 PM |
| 204 | when I telecommute, I am more productive, I can focus on my work without distractions. Additionally, it saves travel time, particularly during the road works around the tram de nations. | 3/25/2026 6:20 PM |
| 205 | It seems that the United Nations is suddenly going backwards in time. Instead of continuing to move towards better work-life balance (like during the post-Covid years), we are slowly but | 3/25/2026 6:19 PM |

surely returning to a time (pre-2010?) when everyone was obliged to be present in the office at all times, no matter what. What will be the benefits for the UN in the long-term and what are the risks? One risk that I see is that highly qualified young people will find it less attractive to apply for jobs in the UN. They will look for work in sectors where more flexibility is already the norm since years. For ex. companies allowing their employees to become "digital nomads" and work from almost anywhere - as long as the work is done in a timely and professional manner. Another risk is that staff who have previously been able to benefit from a good work-life balance become disillusioned. This in turn could lead to increased absenteeism, lower levels of motivation, lower investment (e.g. doing only the minimum) and generally a poor working environment. It would be a pity to see the achievements of the past few years literally vanish into thin air.

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| 206 | le retour au bureau plus de 3 jours par semaine serait régressif au niveau des conditions de travail et du bien-être du personnel. | 3/25/2026 6:19 PM |
| 207 | The communication by management on this issue has been dreadful. It is only a few weeks since we were told there were no plans to make Geneva staff return to the office for three or four days. The justification that Member States appreciate our presence is specious, as there is no contact between language staff and Member States. As space is at a premium, it seems staff will have to cram into noisy, shared offices, which will hardly help those engaged in tasks that require long periods of concentration. Management seems to be reluctant to allow any flexibility or transitional arrangements whatsoever. All this at a time of increased productivity requirements. The impact on staff productivity and morale will be disastrous. Is there a deliberate campaign to get staff to resign (and thus avoid paying out termination indemnities?) | 3/25/2026 6:16 PM |
| 208 | Le télétravail devrait cesser de suite. Ces aménagements ne sont pas fait pour garder des enfants ou d'autres tâches liées à la vie privée. | 3/25/2026 6:14 PM |
| 209 | Il serait souhaitable d'assurer une plus grande cohérence en général dans l'application des modalités de Flexible Working Arrangements (FWA) entre les différentes entités. Qui plus est actuellement, chaque entité interprète de manière autonome ce qui constitue des « compelling circumstances », notamment pour les FWA en dehors de la duty station, ce qui engendre une disparité évidente au sein du Secrétariat. Afin de garantir l'équité et la transparence pour l'ensemble du personnel, il serait important d'établir des lignes directrices claires, harmonisées et applicables de manière uniforme à toutes les entités. Cela permettrait de réduire les divergences d'interprétation et d'assurer un traitement égal pour tous. | 3/25/2026 6:14 PM |
| 210 | I would appreciate if senior management could take decisions that are based in the actual working conditions staff experience, rather than introducing new or different arrangements almost each year that do not always reflect operational needs. Stability and a realistic understanding of our working environment are essential for maintaining productivity, morale, and overall well-being. | 3/25/2026 6:14 PM |
| 211 | The current situation shows total disrespect to staff and UN rules by the senior management. | 3/25/2026 6:13 PM |
| 212 | Less stress when family emergencies arise. More concentrated at home on certain projects. Flexibility is the best solution for handling different types of projects. | 3/25/2026 6:13 PM |
| 213 | Staff should telecommute maximum 1 day per week | 3/25/2026 6:12 PM |
| 214 | Le fait de ne pas prendre la voiture est une économie de temps et de l'argent. Je peux finir de travailler à l'heure et j'ai encore le temps de faire mes courses au lieu de me stresser pendant le weekend. | 3/25/2026 6:11 PM |
| 215 | I strongly believe that hybrid working arrangements should be applied consistently across all UN organisations. At the moment, my organisation treats telework as an accommodation rather than an entitlement, which results in very uneven implementation between divisions. As the mother of a young child with special needs, working 100% on-site has significantly reduced my work-life balance. I have been told that I can only work from home if I have a medical justification — a situation that, without any telework flexibility, I may unfortunately reach. | 3/25/2026 6:11 PM |
| 216 | The nature of my work does not involve interaction with Member States nor participation in intergovernmental meetings, sessions of mechanisms, etc.. Even when I'm physically in the office, most of my meetings take place online anyway. It's the same for everyone on my team and I'd imagine for many other people and units. Therefore I don't think the default expectation should be working in the office at least 4 days per week based on "Member States' expectations for accessibility and engagement". This simply isn't relevant for everyone. | 3/25/2026 6:10 PM |

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| 217 | Telecommuting was one of the strongest advantages of working at UNOG. My family moved to the canton of Vaud, further away from the office, when the current FWA policy was introduced. With only 1 day of telecommuting we'll have to look for new home and rearrange all our life (almost like a geographic move without the actual move and financial support). | 3/25/2026 6:10 PM |
| 218 | Telecommuting contributes to better time management and sustained performance by reducing commuting constraints. Limiting it could affect overall efficiency and focus, particularly for detailed work. At the same time, office presence remains valuable for collaboration, suggesting that a hybrid model is the most sustainable approach. | 3/25/2026 6:10 PM |
| 219 | I really wish that we can get back to a flexible work arrangement. | 3/25/2026 6:09 PM |
| 220 | I think that telecommuting decisions should take into account the team work spirit which arises with physical presence. | 3/25/2026 6:09 PM |
| 221 | Each entity must know if its staff meets the objectives. Managers must verify that there is no abuse. The policy of penalizing everyone because a few people misuse the system should stop, as it is counterproductive and unfair. | 3/25/2026 6:08 PM |
| 222 | Working from home has been cancelled in our organisation, and we are already seeing its impact on both productivity and mental health. Given the UN crisis, it is easier to work longer hours from home than in person, plus avoid extra commuting time. This change is affecting employees' mental well-being | 3/25/2026 6:07 PM |
| 223 | I also think attention needs to be given to the environmental impact of staff commuting to the office full time in terms of carbon footprint. I rely on public transport to commute to the office which is becoming increasingly unreliable at the same time increased use of private transport with rising energy costs is also not ideal. Many of us have created arrangements that enable us to be more efficient working from home with targeted days in the office to meet in person. My job requires me to write, read and edit reports as a primary task. I really do not believe I will be more efficient if forced into a long and unpredictable commute to a crowded and ill equipped office. | 3/25/2026 6:06 PM |
| 224 | Maybe 3 days is borderline as we are more OUTSIDE the office than INSIDE the office. 2 might be a good compromise. 1 is definitely too little. | 3/25/2026 6:06 PM |
| 225 | This policy will have a significant negative impact on gender equality, as remote working arrangements allow mothers to balance childcare and work effectively. It would also increase pollution due to the increased commutes (many of which by car, given the large number of people living in France). | 3/25/2026 6:05 PM |
| 226 | I understand the reasons for return to 4 -day in-office work, and I would not mind if I had not had health issues. But currently for me personally it would be very tough to work 4 days in the office, and to only telework 1 day. | 3/25/2026 6:05 PM |
| 227 | As per the TOR of my position, throughout the tenure of my contract during the part 4 years I didn't have any in-person interaction in-person with Member States or Permanent Missions. As such, I can hardly understand the rationale to enforce across the board a 4-day in person policy, particularly in view of the decision to shift to the open-space office modality with hot-desking. | 3/25/2026 6:04 PM |
| 228 | At times of uncertainty, financial crisis, shortage of manpower, teleworking should remain the norm to give the space for staff to balance work-life commitments. Staff has also showed commitment to report four and five days a week as per the exigencies of work. | 3/25/2026 6:03 PM |
| 229 | If an important meeting takes place eg with a Member State or other stakeholder on a day when I have scheduled to telework then I come to the office. | 3/25/2026 6:03 PM |
| 230 | This decision to bring people back to the office 4 days a week is entirely disconnected from the reality of people's lives. Working conditions have significantly worsened for everyone as most staff is already overworked. This will only worsen productivity as well as general morale. In addition, with the closure of Palais Wilson and the move to Building H, it is difficult to see how we will all fit in Building H four days a week. | 3/25/2026 6:01 PM |
| 231 | Most staff in "back office" functions do not meet with member states, and therefore, their presence on-site should not make any difference. Those who do interact with member states are probably coming on site in any case, as necessary. | 3/25/2026 6:00 PM |
| 232 | I don't understand the logic of "our physical presence in the office has yielded positive | 3/25/2026 6:00 PM |

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reactions from Member State representatives". I work with experts in ministries / national agencies directly. They don't just walk in Palais whenever they want, they come when there are meetings which we convene and organize, and we are of course there when they come to Palais. Many people are already overworking and stretch to a brink of collapse, I know several colleagues are on sick leave either from burn-out or stress-related conditions. I am already doing three staff's job... Do senior management really want to add additional stress-factor now...??

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| 233 | In my opinion, for UN culture it is important to conserve work-life balance and flexible arrangements for all, especially parents | 3/25/2026 6:00 PM |
| 234 | Thank you very much | 3/25/2026 5:59 PM |
| 235 | The Palais already feels full to the brim at times, and this will only make things worse. The cafeteria, for example, can be extremely crowded at peak times, making it difficult to find a table. The measure will only be detrimental to staff well-being and will worsen our working conditions at a time when we are being required to do more work than ever before. | 3/25/2026 5:59 PM |
| 236 | Pouvoir teletravailler | 3/25/2026 5:58 PM |
| 237 | XXI century and post COVID changed a lot the way organizations are working, and I strongly believe in telecommuting in its current setup. Quite often we have meetings in MS-Teams, even if we are in the same building. | 3/25/2026 5:57 PM |
| 238 | 4 days might be ok for New York that has enough offices and air conditioning, neither of which is available in GVA. We should not copy blindly. If our management cannot use common sense in applying universal policies, what are they for? | 3/25/2026 5:57 PM |
| 239 | At least 2 working days of telecommute per week should be allowed, any change to FWA arrangements need to be introduced gradually, not overnight. | 3/25/2026 5:55 PM |
| 240 | Thank you for defending the application of the ST/SGB | 3/25/2026 5:55 PM |
| 241 | I think it is good to have staff in the office 3 days a week, but 4 days a week is overkill - the problem is that we now have 2 desks per 3 people, so the math doesn't seem to match even. It looks like management is wanting to either satisfy the US, or get in a better negotiating position by saying 4 days as the starting point.. | 3/25/2026 5:55 PM |
| 242 | Please let's keep up to 3 days of telecommuting opportunity. This is important especially considering that we will soon be placed in small offices in C Building. If all of us sharing the office are present, this will make work environment difficult as we have online meetings and this may disturb our officemates in a 10 m2 office space. | 3/25/2026 5:55 PM |
| 243 | He have less desks, less spaces to call , to have meetings , to concentrate on a doc, we have same mandates, there is no respect of us at all. | 3/25/2026 5:54 PM |
| 244 | A change in the telecommuting arrangements will mean that I cannot send my child to a school that I feel best fit to support his needs and education, but a school that has the longest hour of after-school care. | 3/25/2026 5:53 PM |
| 245 | The Un position now seems to be in opposition of the Geneva canton which encourages people to telecommute to save fuel | 3/25/2026 5:53 PM |
| 246 | I have reasonable ground to fear that requesting additional days of telework for medical reasons will lead to my contract not being renewed. | 3/25/2026 5:53 PM |
| 247 | Open space was not conceived without telecommuting. I struggle, the work struggles... | 3/25/2026 5:53 PM |
| 248 | Teleworking is not the problem. The problem is lack of management | 3/25/2026 5:52 PM |
| 249 | le télétravail m'a permis une stabilité au travail et au sein de ma famille. | 3/25/2026 5:52 PM |
| 250 | I really want to work from home 2 days per week. Hopefully it won't be change especially for the frontaliers. They could be exempted. | 3/25/2026 5:51 PM |
| 251 | believe that ST/SGB on Flexible Working arrangement should be applied. | 3/25/2026 5:51 PM |
| 252 | I fully support the proposal of the UN's of limiting telecommuting to 1 day per week. | 3/25/2026 5:51 PM |
| 253 | Thank you. I wish other staff unions were as engaged and supportive as UNOG's. | 3/25/2026 5:50 PM |

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| 254 | Teleworking is vital for me to work better definitely, please help us keep at least two days of teleworking! | 3/25/2026 4:53 PM |
| 255 | Les restrictions des horaires et des jours de télétravail ont de réelles conséquences sur la balance vie professionnel et vie privée. Nous sommes forcés de respecter les horaires 8h-17h ainsi qu'un seul jour de télétravail par semaine. Avez-vous pensé à tous les parents? Depuis ces restrictions, je n'ai plus de temps avec ma famille, je passe ma vie à courir. Je ne travaille pas avec concentration au bureau et je ne profite pas de ma famille. J'ai personnellement perdu tout mon équilibre. | 3/25/2026 4:50 PM |
| 256 | 3 days telecommuting should be maintained, at least for those of us who do not need to be present physically to do our job, those of us who are hot desking, those of us who for health reasons have difficulty working in open space | 3/25/2026 11:17 AM |
| 257 | Je pense que 3 jours de télétravail c'est idéal mais avec 2 jours c'est aussi bien. Le retour à 1 seul jour est retrograde. | 3/25/2026 7:39 AM |
| 258 | The blanket obligation of at least 4 days at the office per week is inconsistent with the policy on FWA and arbitrary hence illegal. It undermines the rule of law and the certainty of provisions. It's like saying that UN staff have 2.5 days of leave per month but from now on the SG instructs that it is only 2 or 1 while the regulation on 2.5 days remains in place. The SG decision on 4 days at the office is a very dangerous precedent of arbitrariness that should be countered firmly including by legally challenging this instruction | 3/25/2026 2:22 AM |
| 259 | I strongly encourage teleworking up to 3 days per week. it has contributed to improved well-being and work life balance. if needed of course (meetings, events) more attendance at the office is possible. | 3/24/2026 9:16 PM |
| 260 | Increased number of office days will not only have negative impacts on staff's wellbeing and work life balance but also have negative impacts on the Environment which is against the UN Greening the Blue Initiative since more staff will again travel to work by car to save time. Considering that the planet is already burning (climate change, rise in extreme events, forest fires,....), wars,....it is absurd that staff are forced back to the office 4 days a week | 3/24/2026 9:01 PM |
| 261 | They cannot close PW and at the same time ask us to pile up in H building like rowers in a roman galley | 3/24/2026 5:52 PM |
| 262 | This new decision flies in the face of staff well being. | 3/24/2026 5:15 PM |
| 263 | when the job doesn't require presence at the office for the exigency of work, flexibility or hybrid work should prevail as the worker has adjusted after COVID to working remotely. and doing hybrid has proven to improve efficiency | 3/24/2026 5:07 PM |
| 264 | I thought we had learned from Covid-19 that the way forward should be one of work-life-balance and not one of hard back to the past without flexibility and with less conditions for work wellbeing, since open space is now the practice. Trust is a big element in all this, as is organizational culture. Time to move forward, I'd say, into the new modalities of work. | 3/24/2026 5:06 PM |
| 265 | I have an elderly father and I take care of him. I live with him and being at home means if anything happens to him, if he falls or needs help, I am right next to him and can call an ambulance which I cannot do from the office. Furthermore, I am much more productive at home. At the office, all the breaks are taken outside which takes more time off than taking a break in your home. Once I log off from the office, I would leave my laptop here for the next day and stop completely. From home, I can continue working later into my commuting time. Lastly, this is significantly going to impact my mental health as I go to the gym right after work. The commute is long meaning that I will no longer have time to cook and eat and go to the gym before sleeping which will in-turn impact my productivity. | 3/24/2026 5:02 PM |
| 266 | The SG's decision reflects an unfortunate and complete disconnect regarding the well being and needs of the staff. | 3/24/2026 4:58 PM |
| 267 | Telecommuting is a natural step in the evolution of modern work. We have moved from factory jobs requiring 20-hour days, to office environments with long commutes, to standard 8-hour—and in some countries even 7-hour—workdays. Remote work fits into this progression by allowing people to better balance their professional and personal lives. It also reduces many of the interpersonal challenges that arise in traditional office settings. We still meet when necessary to manage tasks and collaborate, but not so much that it becomes disruptive or exhausting. There are also many types of work that actually perform better when | 3/24/2026 4:52 PM |

telecommuting, as remote environments allow for more focus, fewer interruptions, and greater autonomy.

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| 268 | The move to a 4-day in-office mandate during a global energy crisis and a "climate crunch" creates a significant reputational risk for the UN. While we advocate for Member States to adopt IEA-recommended energy-saving measures, including increased telecommuting, our internal policy does the opposite. To maintain institutional integrity, our working methods must "walk the talk" by prioritising data-driven sustainability over traditional office presence, especially when our redesigned flexible workspaces are physically optimised for a hybrid, rather than a high-density model. | 3/24/2026 4:17 PM |
| 269 | justification put forward by the management not credible and not convincing | 3/24/2026 3:58 PM |
| 270 | This arrangement will have a significant adverse impact on the working environment. | 3/24/2026 3:51 PM |
| 271 | I believe that telecommuting helps not only with having more and better quality of work, improves wellbeing but also even plays a big role in energy saving especially during these times with the financial crisis. | 3/24/2026 3:05 PM |
| 272 | I believe that UN became quite an unsafe and unhealthy place to work. Working from the comfort of my home allows me to enjoy my work day without direct interaction with bullies and harassers. I also strongly believe that if you work and you are productive, you will work with the same output or even better from home rather than from the office. And if you do not work anyway it does not matter where you are working from - you will still not do your job and just keep your day in chatting with people and smoking. | 3/24/2026 2:44 PM |
| 273 | Yes, I would add that reducing telecommuting feels like a step backwards rather than forward. In a modern work environment, flexibility and digital connectivity are key elements of how work is organized efficiently. Limiting telecommuting does not align well with these developments and may negatively affect both employee well-being and productivity. It is important to see telecommuting not just as a benefit, but as a natural part of contemporary, modern work practices. | 3/24/2026 2:36 PM |
| 274 | Following the budget cuts, downsizing, and other changes introduced under the UN80 reforms, staff morale has been significantly affected. Further limiting telecommuting by requiring four days in the office may risk exacerbating these challenges. | 3/24/2026 2:22 PM |
| 275 | It enables more efficient time management by reducing commuting, allowing greater focus on core tasks and faster response times. It also facilitates coordination across time zones, which is essential when working with global stakeholders. In addition, telecommuting contributes to staff well-being and work-life balance, which in turn supports sustained performance and engagement. Maintaining a flexible telecommuting approach ensures continuity, efficiency, and adaptability in modern work environments. | 3/24/2026 2:20 PM |
| 276 | telecommuting supports a better balance between deep-work activities and meetings. Without this option, there may be an increased risk of reduced productivity and slower turnaround times, particularly during periods of high workload | 3/24/2026 2:15 PM |
| 277 | I strongly support flexible work arrangement including atleast 3 days of telecommuting to ensure higher productivity, better staff morale, enhanced work life balance and general well being of staff. A healthy staff is a more productive staff. | 3/24/2026 1:58 PM |
| 278 | The new memo contradicts ST/SGB/2019/3... before ST/SGB/2019/3 is amended this memo should not have any value. Moreover, the willingness to fill the open spaces come from those that have their dedicated offices and even reserved parking places. Giving up those benefits would demonstrate their believes in the fact that open spaces are fit for focused work. Furthermore, introducing this new measure in times of an oil shock, which sees countries having to rationed petrol, seems to point as a total disconnect of our management with the world reality. In addition, blaming the new measure on representatives of countries is highly hypocritical. All staff that need to service meetings are on sight during those meetings and delegates do not come visit our offices. Finally, teleworking has been used as an excuse to severely deteriorate the working condition at the Palais de Nations, create open spaces and move to hotdesking. Any limitation to the right to telework should also be accompanied by the restauration of the working conditions at the Palais des Nations. | 3/24/2026 11:44 AM |
| 279 | Not really, just the hope that this survey will help the Organisation to decide not to go backwards. | 3/24/2026 11:32 AM |

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| 280 | I believe that reducing telecommuting is a measure that penalizes mothers, like me, who work. There are a lot of discussions about equal opportunities and gender equality; if telecommuting was restricted, many women would be forced to request part-time schedule and I fear that the workload would remain the same owing to the hiring freeze. | 3/24/2026 10:42 AM |
| 281 | if your goal is to alienate your workforce and get competent people to quit, good fucking job, that's what you're going to do with this. | 3/24/2026 8:58 AM |
| 282 | I find it shocking to return to such a worn-out system where physical presence is necessary, when it has been proven time and time again that a hybrid/more flexible working arrangement has a positive effect on staff's wellbeing and work/life balance. | 3/24/2026 8:12 AM |
| 283 | At least two days of telecommuting would make a difference. | 3/23/2026 9:09 PM |
| 284 | the alleged purpose in SG's circular - meeting with MS - does only apply to a fraction of staff in any given week | 3/23/2026 5:38 PM |
| 285 | Flexible teleworking arrangements allow for better time management across multiple projects and deadlines, particularly when coordinating with partners in different time zones. In addition, reduced commuting time translates into more structured and focused working hours, enhancing productivity and responsiveness. related to the work-life balance, it supports sustained motivation and mental well-being, contributing to greater job satisfaction and overall performance. The ability to manage family obligations more effectively helps maintain equilibrium, particularly during periods of intense work cycles. | 3/23/2026 4:25 PM |
| 286 | 80% de mon travail se fait à distance sans problème. | 3/23/2026 2:49 PM |
| 287 | In the current situation, increasing the requirement to four days in the office would further deteriorate staff morale and satisfaction. It would also contribute to heavier traffic in the city, higher fuel expenses (which have risen due to recent global developments) and greater energy consumption within the Palais. Moreover, such a change would deepen the sense of discontent and frustration among employees who have already experienced significant changes in their working conditions and flexibility, yet continue to carry out their duties with seriousness and dedication. | 3/23/2026 1:21 PM |
| 288 | je télétravaille depuis de nombreuses années (ma section télétravaillait avant la période COVID). ma vie et mon organisation s'est contruite en tenant compte que ma profession intégrait le télétravail (vie de famille, loisir, sport, lieu de résidence etc..) | 3/23/2026 1:18 PM |
| 289 | 3 jours au bureau/2 jours de homeoffice seront très bien. Les gens ont trop abusés concernant la liberté de travailler depuis la maison. | 3/23/2026 1:12 PM |
| 290 | Telecommuting provides for a better work-life balance, more job satisfaction, it also has health and environmental benefits. I am less sick as less in contact with many colleagues and I use my time saved to do more physical exercise which obviously also results in less sick leave taken. The environmental benefits are proven: reduced commute emissions, lower office energy consumption, reduced urban infrastructure pressure, etc. | 3/23/2026 1:06 PM |
| 291 | 2 jours de télétravail serait l'idéal | 3/23/2026 12:19 PM |
| 292 | Results-based work does not rely on physical presence in a space. the system ha UN has a system in place with FRO, ARO, SRO and the normal work dynamics to check that the tasks are being completed, why not to trust staff and the system? | 3/23/2026 11:54 AM |
| 293 | COVID, liquidity crisis, early retirement program... the UN is going through so many changes, does a new layer of unnecessary stress need to be added ? | 3/23/2026 10:47 AM |
| 294 | Telecommuting is very important to keep work-life balance, good environment in the office and concentration while working, improving results. | 3/23/2026 10:40 AM |
| 295 | Those will caretaker responsibilities for elderly parents or special needs children, then removing teleworking or reducing it drastically removes the care people can offer which will affect both the caretaker and the receiver. | 3/23/2026 10:36 AM |
| 296 | telecommuting also means save electricity in the office, air conditioning, daily cleaning of the office desks, use of the self service, ect... | 3/23/2026 10:29 AM |
| 297 | I hope the management will reconsider staying at 2 days WFH per week, it is a difficulty achieved optimum that is about to be disrupted. | 3/23/2026 9:52 AM |

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| 298 | Having two days of telecommuting would be an ideal compromise. | 3/23/2026 9:48 AM |
| 299 | If I were to switch to one day of teleworking, it would have consequences on my status as a caregiver for my parents, who are very ill with Parkinson's and Alzheimer's disease. | 3/23/2026 9:41 AM |
| 300 | L'organisation va tellement perdre en motivation du personnel, surtout en ces temps incertains, ou tout le monde se pose des questions sur l'organisation et son futur! | 3/23/2026 9:28 AM |
| 301 | Telecommuting promotes work life balance, and having to work 3 days in the office and at least 2 days from home is just the right amount to maintain the balance between a healthier collaboration with colleagues and at the same time encourage more time especially for parents to spend time with their children during lunch times when teleworking. | 3/23/2026 9:21 AM |
| 302 | I find I can concentrate better at work than in an open space, where there is too much noise and people constantly passing by. To work from home definitely provides a better working environment than an open space, helping me to concentrate and make the most of my working hours, as well as offering a better work-life balance. | 3/23/2026 9:14 AM |
| 303 | Le retour à 4 jours de présence au bureau engendrerait beaucoup plus d'absentéisme en raison de la fatigue et de la démotivation que cette mesure arbitraire apportera. Le monde a évolué vers le télétravail parfois jusqu'à 100 pour cent et les NU pensent qu'en faisant un retour en arrière cela va donner une motivation aux états membres de payer leur cotisation. Ceci est un non-sens et ce n'est pas le fait que nous nous agglutinions tous au bureau qui va améliorer notre problème de liquidité. Au contraire, c'est notre travail bien fait qui permet de faire avancer le monde et de la faire sous la contrainte n'est pas une solution. | 3/23/2026 8:58 AM |
| 304 | I have dedicated my entire life to the UN, and I feel this instruction shows a lack of trust in staff. Managers have never managed to solve the problem of underperforming staff, and are now punishing those who perform well by requiring unnecessary office presence. The reasons given are not valid for most staff. Personally, I have never missed an important meeting, even when on leave or telecommuting. I also see this going in the wrong direction in terms of the kind of society we want to build — always connected, but now always in the office too? What about environmental concerns, and the work-life balance that is so important for mental health, which I understood was a priority of our leadership? Finally, being in the office four days a week means more work after hours at home, as reading and other focused tasks are simply not possible in a shared space. To note: I work in an office previously used by one person, now with five desks shared by around eight staff. | 3/20/2026 6:26 PM |
| 305 | Can we assume that there will not be any changes in the current policy on days authorized to telecommute when outside the duty station (for example, a few days during a period of home leave)? | 3/20/2026 12:30 PM |
| 306 | I think we are regressing as an organization by imposing a reduction of telecommuting days without a valid reason. | 3/20/2026 9:53 AM |
| 307 | In the times of limited resources - human and financial - hybrid working is an excellent way of ensuring that assignments are completed. Reducing the number of days when one can telecommute is against the UN's and Member States' interest. | 3/19/2026 11:02 PM |
| 308 | Moins de trajets en voiture ou en transport est égal à une baisse directe des émissions de CO2. Un retour en masse irait à l'encontre de l'initiative de l'ONU sur la neutralité climatique (réduction des émissions de gaz à effet de serre) et de sa politique d'une « ONU verte ». Le télétravail permet souvent de maintenir une activité en cas de léger contretemps qui aurait causé une absence complète autrement (rendez-vous médical, intempéries, problème de transport). | 3/19/2026 4:55 PM |
| 309 | I am deeply surprised and concerned by the SG's proposal, which is seriously lacking in the considerations cited. It makes me profoundly disappointed in the SG's leadership, considering the current global situation and trends, and especially the very real and profound challenges that working women face, alongside new forms and waves of radical gender discrimination. I would be pleased to elaborate on my own experience, and to engage further on this matter, to support the other women who would - like me - be directly and seriously compromised by the proposal contained in the memo dated March 2026, to drastically reduce FWA in the form of telecommuting days. We juggle extensive responsibilities in order to keep our families and children well while delivering on highly challenging global issues and mandates, with great commitment. Our salaries have been cut, we have dwindling to no job stability, and now the proposal is to also take away the last thing that actually makes the UN remain attractive as an employer to the world's global talent. What a very misguided and ill-informed maneuver. I am a | 3/19/2026 4:43 PM |

highly motivated, extremely hardworking and committed UN professional - just reading this memo has made me feel less so. It is genuinely so hard for women to just 'do it all'; and in many cases it is important to note that men also really struggle to balance professional and family responsibilities. Maintaining the current FWA policy is the best thing the SG can do to continue effectively promoting gender equality at the UN. We cannot pay lip service to gender equality without backing it up with the policies that make it possible in practice. Come on, it's 2026 - the world is on the brink, and the UN needs competent women who are well and empowered; a very big part of this is being in control of their time and movements. Dear SG, we really need to move forward right now, not backwards.

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| 310 | I wonder if at UNOG, calculations have been done of impact on services, for example cafe and restaurants, of number of people present at the Palais when 4 days per week at the office gets enacted. Including an increase in security personnel at entrances and potential waiting during high activity periods. It is hard to imagine how the ground floor restaurant and Concordia café can accommodate more people. There can already be significant queues and wait times. | 3/19/2026 4:37 PM |
| 311 | Telecommuting has been an important factor in maintaining both productivity and well-being. A flexible approach that combines remote and in-office work would best support the nature of my role and ensure continued high-quality performance. | 3/19/2026 4:34 PM |
| 312 | I am sharing a desk with a colleague, I don't know how it will be compatible with 4 days a week in the office. If I had my previous working conditions, I would be happy to work 5 days a week in the office. I am also concerned about parking space and cafeteria capacity. Telecommuting arrangements also reduces pollution, traffic jam, risk of flu. I understand some work are better done in the office, but other jobs, such as translators who are disciplined by daily workload standards, there is really no need to ask for more days in the office, especially there won't be enough desks. | 3/19/2026 4:18 PM |
| 313 | At least 2 wd at telecommuting will be very useful to find the work and like balance | 3/19/2026 4:11 PM |
| 314 | Telecommuting makes me a more efficient productive employee that produces better work than I could before. And offers me a better work-life balance. Personally speaking, I am remission from an aggressive cancer. I use the time not commuting to go for walks, prepare healthier meals for my family, meditate, do fitness and other self care positive activities that I didn't have the time or energy to do before. I am overall a happier, healthier better person and mom as a result. All the while being more productive professionally than I ever was. And let's be honest. We don't see delegates ever where I work. We don't see anyone that would take offense by attendance. And realistically with all the tragic, horrible events unfolding globally and the UN not being able to do more, is this really what Member States - many of whom aren't meeting their financial obligations - should be focusing on? It feels misaligned with the broader global challenges. The brief that in-person presence equals strength, better collaboration, stability etc is an antiquated belief. Telecommuting for most have clear benefits for both productivity, well being and efficiency. Focus should be on productivity, outcomes and supporting cost-effectiveness and efficiency - all of which better support both staff wellness and performance, as well as the Organization's mandates. | 3/19/2026 4:00 PM |
| 315 | I am not against physical presence in the office, not at all. If I could be given an individual office as before, I would be happy to come to work in the office 5 days a week. But it is a dream now. | 3/19/2026 3:59 PM |
| 316 | The memo from SGO indicates a willing to prioritize in-person meetings. From experience the meeting rooms in the Palais are already heavily booked. I also don't think that the 4-day at work policy aligns with the necessity to reduce operational costs. | 3/19/2026 3:49 PM |
| 317 | Ideally, I would prefer if the UN could provide the same equipment to work from home that I have in the office, at least a large screen. My home office setup is far from ideal, but teleworking has been positive for my work-life balance. It also reduces friction in the commuting, parking, and setting up my desk when arriving in the office. | 3/19/2026 3:36 PM |
| 318 | The question of telecommuting is also a gender question and a lifecycle question. Midcareer women like myself are much penalised for reduced flexibility. Staff have very different careers and circumstances at the UN – those who have been most career in Geneva, or have a family with them and have benefitted from stability, are in different position than those who have had to make more adjustments. I personally have lived quite traumatising events during the many years in field operations, lost my husband and many friends, while delivering and working non-stop in places where not many people want to go. I have now been able to find a new partner and build a new family in the HQ environment. My new partner has divorced with children and | 3/19/2026 3:28 PM |

is required to live close to his children's mother/ex wife in another city in Switzerland. Hence, I have settled in another city in Switzerland with him and children, and commute weekly to Geneva. The distance is however long and will not allow commuting more than 2 days a week (otherwise I'll be too exhausted and it becomes very costly). Given what I have given to the UN and lived through, I like to think that I also have a right to have a family life and combine it with flexible arrangement. As my work tasks allow for telecommuting, I would not like to be forced to resign from UN or get in trouble just because of wanting to have a family (or decent working conditions). Thank you for all the work that you do Ian, Laura, Janet and colleagues.

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| 319 | Telecommuting has enabled me to perform better, and as a result, do my job better. I am more focused and less stressed. My work is with other colleagues in other locations and duty stations, working from home has enabled me to work at different times with greater flexibility than I ever could have achieved if I worked only in the office. | 3/19/2026 3:26 PM |
| 320 | Chez OHCHR, la politique actuelle est d'être présent 3 jours par semaine. Qu'ils commencent déjà par mettre en oeuvre cette décision car à ce jour, on est loin du compte. Il existe une très grande disparité entre les fonctionnaires. | 3/19/2026 3:25 PM |
| 321 | Building D is not really suitable for hotdesking, the small office being too small to squeeze in more furniture. My current office is on the 5th floor, which gets unbearably hot in summer. Additionally, the ventilation has been horrible. It has been very uncomfortable to work there even with the current arrangements. | 3/19/2026 3:21 PM |
| 322 | I wished we had two days per week telecommuting. | 3/19/2026 3:18 PM |
| 323 | I'd be happy to contribute more if needed. WLB is really important for me. atambadou@intracen.org | 3/19/2026 3:04 PM |
| 324 | At a time when the United Nations is navigating one of its most difficult institutional moments — marked by budget cuts, downsizing, and deep staff uncertainty — the Secretary-General's decision to reduce telecommuting from two or three days to a maximum of one day is not only poorly timed, but counterproductive to the Organization's own operational interests. Staff morale is already at a critical low, and this rollback sends a signal of distrust precisely when the workforce most needs to feel valued and supported. Telecommuting at the UN has demonstrated its effectiveness — the Organization successfully maintained full operations during the pandemic largely through remote work — and there is no compelling operational justification to dismantle what works. From a purely financial standpoint, reducing telecommuting increases costs for staff who are already absorbing the economic pressures of a leaner UN, effectively functioning as a hidden pay cut for an international civil service that has seen real wages stagnate. At a moment when the UN risks losing experienced and specialized talent it cannot easily replace, stripping away a flexible work arrangement that costs the Organization nothing is an avoidable own goal. Maintaining the current hybrid model is not a concession — it is sound management, a low-cost retention tool, and a meaningful gesture of good faith toward a workforce being asked to do more with less. | 3/19/2026 2:53 PM |
| 325 | open space does not allow for spontaneous meetings or phone calls to missions, NGOs or other stakeholders. I normally come to the office in the morning and then attend meetings and phone calls from home | 3/19/2026 2:51 PM |
| 326 | If we have to work in the office 5 days a week, we must have fixed desks assigned to each employee so we do not lose our time and energy. telecommuting is very helpful to save time and energy spent to arrive at work place. | 3/19/2026 2:44 PM |
| 327 | I think there should not be an obligation to work in the office if you are able to produce good work when working from home. | 3/19/2026 2:26 PM |
| 328 | Please make sure that country and field operations do not avert the policy for vague "operational reasons", we deserve this too. | 3/19/2026 2:14 PM |
| 329 | This is extremely counterintuitive to UN80. | 3/19/2026 1:57 PM |
| 330 | As you have stated in your letter to the SG, this is not the time to reinforce physical presence to the office. Staff are coping with post abolitions, global instability, growing prices of fuel, additional work to absorb and, frankly speaking, work conditions that are not ideal and fit for purpose. In addition, my section does not work directly with Member States and this was indeed was one of the arguments used by the SG with the UN80 to cut posts in our area. Now we seem to be Member-States facing and need to comply with the physical presence rule even though there is no real reason for us to enforce it, unless required by face-to-face meetings. I | 3/19/2026 1:53 PM |

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believe this will create even more resistance with staff and, personally, it will demoralize me even more, as flexible working arrangements was really one of the things that I appreciated the most about my work. I know we have to feel grateful we still have a job, but how much more do we have to take on our shoulder to demonstrate we are worth our jobs?

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| 331 | Reducing telecommuting would lead to demotivation and might also be a disincentive to the way I work.. At work I'm also in a shared office and find it difficult do specific tasks where I have to be super concentrated. My day in the office are more for discussion and days at home are for focused work. _This helps me to organize my tasks well. Hybrid working completely changed the way I work and function and has been amazing for being able to balance family life and work especially with two small children. | 3/19/2026 1:02 PM |
| 332 | As a father of two teens and a son to a dependant mother, I appreciate the time I save when I don't have to commute. | 3/19/2026 12:15 PM |
| 333 | je suis pour que tout le monde revienne au travail en présentiel. | 3/19/2026 12:13 PM |
| 334 | Please reverse the decision. | 3/19/2026 12:01 PM |
| 335 | Don't understand the reasons to re-change. I think that in geneva we have other constraints that New-York didn't see: available parking places, available desks,... | 3/19/2026 11:57 AM |
| 336 | Before asking staff to go back to the office for 4 days, it would have been good to deal with certain actions staff are expecting for a long time, i.e. completing hiring processes when it is possible, reorganizing units, sections etc. after departure of many colleagues. | 3/19/2026 11:31 AM |
| 337 | Why would the SG memo apply indiscriminately to all units and all categories of staff? Translators are extremely rarely useful on site for "in-person meetings and events", which is one of the two specific reasons mentioned in the memo. Rather, most of them are more productive when working from home, where they have better working conditions (less noise and stress, more space and time...) than at the Palais. This could be acknowledged by the management and explained to Member States who "expect [...] greater staff physical presence, engagement and accessibility" (the other specific reason given), and MS representatives would most likely understand that, recognizing that they never meet any translator in person. The Administration should be aware that, with this policy, it can lose many highly-qualified staff members, especially among parents of young children, who are usually not the youngest SM and therefore have strong experience. | 3/19/2026 10:58 AM |
| 338 | Teleworking is a proven flexibility measure thats supports people with caring responsibilities, especially women, to participate in the workforce. However, to have transformation change for gender equality we should be making Teleworking by default the norm, so that women are not stigmatised for accessing flexibility when they need it. | 3/19/2026 10:58 AM |
| 339 | --- | 3/19/2026 10:49 AM |
| 340 | I think that 2 days telecommuting and 3 days in the office is a good balance. Thank you | 3/19/2026 10:46 AM |
| 341 | Telecommuting is essential for maintaining a healthy work-life balance, especially for employees with family responsibilities. It allows for greater efficiency, reduces stress related to commuting, and helps optimize working time. Reducing it could negatively impact productivity, motivation, and overall well-being. I strongly recommend maintaining, or even expanding, telecommuting options. | 3/19/2026 10:46 AM |
| 342 | Reducing telecommuting days would result in less work being done and increased resentment toward senior leadership, who are already seen as themselves avoiding the heaviest impact of the funding crisis. | 3/19/2026 10:44 AM |
| 343 | Enforcing one-size-fits-all policy while there is no factual evidence and while claiming that organisation respects diversity and inclusion is hypocritical and disrespectful to staff. Not all staff members interact with member States on a daily basis, which I think is obvious, but clearly needs to be stressed for the management who believe that everyone does the same work as them. Thank you for the survey and your efforts. | 3/19/2026 10:43 AM |
| 344 | The direction in the memorandum from the Secretary General is confusing and contradictory to the existing policy under ST/SGB/2019/3. This is problematic for staff members individually and as managers. | 3/19/2026 10:27 AM |
| 345 | Non au 4 jours en presentiel. Ecoutons le personnel. Merci | 3/19/2026 10:26 AM |

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| 346 | I think staff should be trusted to choose the best setup for their duties. I have nothing against coming into the office as I used to come in almost 5 days per week until I was told strictly max 2 because of lack of office space after the B-building closure. Now, with the same lack of office space, we're being told to increase again. The organisation should provide the necessary facilities for a productive work environment and then leave it to the staff to decide the right setup for their work instead of constantly changing course just because some delegate has a bright idea. Then if member states were to focus on the real issue which is respecting their own commitment to the funding situation instead of mixing themselves into the internal workings of the organization, they would get a lot more out of the organization. | 3/19/2026 10:23 AM |
| 347 | please don't go back on a right that we'd been given and that we've been using well! it's honestly not the time to discourage and lower morale. show your staff that you trust them and know that they do a good job and that they're also smart enough to know when wfh is beneficial for their tasks and when not | 3/19/2026 10:18 AM |
| 348 | Given the conditions in the Palais, a move to 4 days in the office would severely hamper colleagues' ability to work effectively on implementing the mandate under already extremely difficult circumstances with the ongoing liquidity crisis, hiring and spending freeze and staff shortage. We are well paid to do responsible highly skilled and focused work, in line with a mandate that requires research and analysis. Remote meetings and panel presentations have become an integral part of the work, especially given the budget constraints, making travel to participate in meetings and conferences impossible. Requesting presence in an office where this is not possible and the facilities are wholly inadequate, just for the sake of it, is simply a waste of resources. Meeting delegates in inadequate meetings facilities or on the corridor can also only reflect badly on the Organization as a whole. | 3/19/2026 10:11 AM |
| 349 | WE've been adapting to this hybrid mode for 6 years now and it has proved quite effective for our work so far. There could be additional adjustments and improvements, particularly at the level of the workplace and work space to be able to accomodate maybe one more day of work in the office (provided that there is a real justification to this) but I really don't see the rationale of going the opposite way without proper justification/rationale/consultation. | 3/19/2026 10:09 AM |
| 350 | I want to mention that my health issues will force me to seek the med certificate allowing work from home. The other solution will be early retirement. | 3/19/2026 10:05 AM |
| 351 | I think the way staff is treated is outrageous. | 3/19/2026 9:59 AM |
| 352 | In an open space environment where there are not enough desks for all staff, I do not see how this new policy could be implemented. If all staff goes to the office and there are not enough desks, where are we suppose to sit and work? | 3/19/2026 9:58 AM |
| 353 | Yes. The Reasonable Accommodation Guidelines are very useful for staff living with disabilities. However, staff with a partner, child or other dependent with a (recognized) disability are not covered by it, and special arrangements for those staff would be very appreciated, in particular, but not only, for telecommuting. | 3/19/2026 9:53 AM |
| 354 | Extra time for implementation would be essential to allow for adjustment of current childcare arrangements (school pick-ups). UNOG does not offer 1 desk per person. Capacity is a real issue if the new policy was to be enforced. What is planned ? Thank you. | 3/19/2026 9:52 AM |
| 355 | Over the past year, working conditions have become significantly more challenging, with substantial budget cuts, unfilled positions following retirements, and an ongoing hiring freeze. This has resulted in an increased workload without corresponding compensation or career progression opportunities. In this context, maintaining a degree of flexibility through remote work has been an important factor in sustaining both productivity and motivation. Additionally, I have been working remotely for over 10 years without any negative impact on my performance or collaboration with colleagues and clients. On the contrary, this arrangement has proven to be efficient and well-suited to the nature of my role. From a personal standpoint, increasing mandatory office presence would also have a considerable impact on my work-life balance. As a parent of school-aged children, the current level of remote work allows me to manage both professional and family responsibilities effectively. Increasing commuting days would significantly reduce this balance. Finally, the financial impact should also be considered, particularly in the current context of rising fuel costs, which would make increased commuting a non-negligible burden. Overall, reducing remote work flexibility in the current environment risks negatively affecting employee well-being, engagement, and long-term sustainability of performance. | 3/19/2026 9:50 AM |

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| 356 | Not being stuck in traffic jam every day makes you feel much better and helps you work more efficiently, and I am convinced that this has a significant impact on reducing absenteeism rates. | 3/19/2026 9:48 AM |
| 357 | En tant que Gstaff, les évolutions professionnelles sont très limitées. Le fait d'avoir cet équilibre vie pro-vie privée compense ce manque. Avec ce changement, tout est remis en question et cela impactera forcément ma motivation au travail. Je suis très déçue qu'un organisme tel que les Nations Unies ne prenne quasiment pas en compte l'aspect humain de ses salariés.... | 3/19/2026 9:43 AM |
| 358 | Staff must be able to choose, there was this w | 3/19/2026 9:43 AM |
| 359 | Three days in the office and two days telecommuting is a good solution. | 3/19/2026 9:38 AM |
| 360 | Yes, can we please consider the situation of staff in the field especially women who have additional security concerns and limitations to freedom of movement, as well as the psychological impacts of an already extremely understaffed (30% of staff requirements for multiple years) environment. Do we really need to crack down on staff even more? | 3/19/2026 9:36 AM |
| 361 | I am ready to go back to the Palais, 4 times a week. Thank you for this survey. Very much appreciated. | 3/19/2026 9:31 AM |
| 362 | j'ai des gros problèmes de cou et de dos et de plus en plus de mal, je peux chez moi durant mon travail me mettre du chaud, prendre des médicaments qui nécessite pas de conduire et j'ai un siège adapté. De plus travailler dans le calme est impossible tres stressant du coup mauvais pour mes problèmes. je dois également m'occuper de mon chien agé qui nécessite des soins et lorsque je rentre entre midi il ny a jamais de place pour se garer en revenant entre midi et deux !!! j'avais trouvé une routine pour mon dos et ai aussi des RDVs médicaux programmés , tout va être chambouler et ma santé, mon travail vont en pâtir, c'est certain. je travaille bcp plus à la maison et suis plus concentrée. pourquoi ne pas demander au chef de service que les staff envoient chaque fin de journée un rapport des tâches qu'ils ont achevées. je fais du télétravail 3 jours depuis 2016 et mes chefs étaient satisfait de ce rapport. ai changé de cheffe hélas et celle-ci va probablement pas m'autoriser le télétravail alors que d'autres chefs vont le faire . n'est il pas possible d'avoir la même politique pour tout le monde SVP. On compte vraiment sur vous et merci pour ce que vous faites. (le parking va être une horreur également !!!!) | 3/19/2026 9:23 AM |
| 363 | Thank you for preparing this survey. It would be best to be able to reach out directly to the SG when it come to the particular situation of translation sections so that he can make a decision since we all know that if our well-being is left to people between him and us, we stand no chance. | 3/19/2026 9:18 AM |
| 364 | Please fix real problems with the bureaucracy. This is not one of them. | 3/19/2026 9:14 AM |
| 365 | up to 3 days telecommuting with the other days in the office would be perfect | 3/19/2026 9:12 AM |
| 366 | Le télétravail a aussi cet avantage précieux : comme nous ne voyons nos collègues que ponctuellement au bureau, chaque rencontre devient un vrai moment de plaisir. On est heureux de se retrouver, de partager un repas, d'organiser des événements sociaux. Honnêtement, si je voyais mes collègues du lundi au vendredi, ils finiraient sûrement par me taper sur les nerfs, et je n'aurais plus cet enthousiasme que je sens pourtant partagé par toute l'équipe. | 3/19/2026 9:11 AM |
| 367 | I hope our voices will be heard and listened to. | 3/19/2026 9:10 AM |
| 368 | A significant reduction in flexibility would also be a determining factor in my ability to continue in my current role over the longer term. | 3/19/2026 9:08 AM |
| 369 | L'ambiance au bureau est de plus en plus pesante (chefs irritables faute de budget adéquate, collègues inquiets pour leur avenir professionnel) ; les temps de trajet maison-bureau-maison sont de plus en plus longs (trafic routier très important)... Beaucoup de mes collègues ont déjà fait des burnouts et je ne souhaite pas être la prochaine à m'effondrer ! Certains projets annuels nécessitent de la part du personnel G des heures supplémentaires qui ne sont ni rémunérées ni récupérées depuis plusieurs années (j'ai travaillé gracieusement jusqu'à 41 heures supplémentaires en l'espace de 14 jours consécutifs en soirées, durant la nuits, les week-ends et les jours fériés -- supposées compter comme doubles -- pour atteindre les objectif de l'Organisation) alors la possibilité de télétravailler compense cet effort. Sans "compensation", (puisque les superviseurs ne nous montrent absolument aucune gratitude), il est difficile de garder la foi et le moral intacts. Sachant que de toute façon il n'y a pas assez | 3/19/2026 9:02 AM |

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de postes/tables de travail pour tout le personnel, comment les superviseurs vont s'y prendre pour imposer un roulement des jours de télétravail à leur staff ? Pourquoi ne pas proposer un compromis : tout le monde aura droit, s'il le souhaite, à 2 jours MAXIMUM. Cela inclue le personnel P qui font et continueront de faire ce que bon leur semble ! MERCI pour votre attention.

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| 370 | This change is disrespectful of all the good work and all the efforts of staff in the past 6 years. It shows no respect for staff and no trust. He puts new burdens and heaviness to work conditions that have already been extremely difficult in the past 2 years. It lowers the morale of staff, which is already extremely low and in some cases hopeless. The Permanent Missions have teleworking arrangements too. 80% of the time that I propose a meeting, the delegates prefer to meet on-line and not in person, because they do not want to come to the Palais. | 3/19/2026 9:02 AM |
| 371 | I really think telecommuting helps with work life balance and productivity and motivation at work. I am sure it also helps in preventing stress and burnout. I understand 3 days a week may not be justified but hopefully we can keep 2 days or at least 1 day a week | 3/19/2026 9:01 AM |
| 372 | No | 3/19/2026 8:56 AM |
| 373 | The real issue for many of us in field duty station is that managers are usually very reluctant to grant telecommuting, and even asking for it is viewed as a sign of being "difficult" and not setting a "good precedent" for national staff. I work in an office with two other colleagues and regularly have to take calls (often with human rights defenders on protection issues or other sensitive issues I'd rather not have colleagues listening in) in my car when meeting room is occupied, there is also a lot of noise and disruptions in the office. Working from home 1-2 days a week would be so much more efficient in terms of sensitive calls and drafting/work that requires no interruptions being done, but management does not agree. I would really like staff union to take up that flexible working arrangement is a global policy and applies equally to field duty station. It is also very neocolonialist to hold the opinion that national staff would not be able to work from home efficiently - which is the fear why international staff is not allowed. | 3/19/2026 8:54 AM |
| 374 | I strongly believe that all UN sectors should have at least one day per week of telecommuting. It is very helpful and efficient for the administrative work related tasks. | 3/19/2026 8:52 AM |
| 375 | Our offices regularly exceed 30 degrees in the summer, which is the threshold for not being able to concentrate (in my case). More people, more computers running and restricted possibility to wfh will make it hotter. I am dreading it. We also will have lost the possibility to more to focus booths on the 6th floor of D building, which had air-conditioning, as it has been assigned to another entity. Using those focus booths was the only way I was able to work last summer. Presumably H building will not be an option this year, as it is will be much fuller and there will be no space for staff from other buildings. | 3/19/2026 8:50 AM |
| 376 | Very few staff members actually see delegates in person or at all. The SG's contention that Member States "enjoy" seeing staff members on site seems detached from reality. | 3/19/2026 8:48 AM |
| 377 | La raison évoquée pour expliquer ce changement est parfaitement fallacieuse. Cette décision va à l'encontre des mesures d'économies voulues et contraire à la défense de l'environnement (bcp de gens sur la route, cela double mon bilan carbone) . | 3/19/2026 8:47 AM |
| 378 | Je pense que le télétravail doit être considéré aussi pour sa valeur pour la planète en évitant les déplacements quotidien en voiture ou moto, tout le monde ne peut pas vivre à Genève et avoir de bons transports en commun. | 3/19/2026 8:44 AM |
| 379 | You are kindly requested to consider the possibility of telecommuting up to 3 days per week to maintain production and high quality of our work and respect a positive work-home balance. | 3/19/2026 8:41 AM |
| 380 | Le travail hybride (2 jours par semaine) a permis de réduire la fatigue, augmenter la concentration pour les tâches nécessitant de la concentration | 3/19/2026 8:41 AM |
| 381 | Due to budget cut and UN80 reform, many staff are already under pressure, and I certainly feel more exhausted for more work for less people and for lack of future opportunity. I thought at least giving some flexibility keeps me going and be productive. I just felt that the senior management makes people difficult to work and it is quite saddening. | 3/19/2026 8:39 AM |
| 382 | La remise en cause des avantages du travail hybride jusqu'à 3 jours par semaine, accordé par la hiérarchie quand cela n'impacte pas négativement la qualité de notre travail est vécu comme une sanction difficile à accepter quand cela fait plusieurs années que ce mode de travail nous a permis d'accéder à une meilleure qualité de vie, sans nuire à notre productivité. | 3/19/2026 8:37 AM |

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Le SG ne cesse de louer notre engagement et notre sens des responsabilités et voilà comment nous sommes récompensés.

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| 383 | We have heard that DCM management has decided not to apply the flexibility the DG referred to in her message. I would like to know whether you are aware of the toxic and punitive management that has been going on in DCM for a while now and whether this could be flagged to whomever. I understand that managers need some leeway to execute their mandate, but systematically and gladly crushing people's lives and health isn't a way forward. This is already having a direct impact on the health of our colleagues, many of whom are on or have been on long-term sick leave because of the way we have been treated. I am also deeply concerned that the decision to limit remote work will have a direct impact on women with children. This is a discriminatory policy, and I wonder how the UN—which is supposed to be a staunch defender of women's rights—can come to such a decision, which is bound to limit women's ability to pursue a career while exercising their right to motherhood. | 3/19/2026 8:25 AM |
| 384 | En terme de pollution trajet, bouchon, etc... et le coût pour l ONU de notre présence sur site, cette mesure n'a pas de sens... | 3/19/2026 8:20 AM |
| 385 | The director and chiefs of our division have dedicated desks and are not in every day, forcing the rest of us to change desks often, have different office mates every day (which can be disruptive)... (if we could use the director's office for meetings when she's not in, that would provide a partial solution). I would prefer to have a dedicated desk, with a reasonable office mate with whom arrangements could be made to mutually agree that we have occasional online meetings -- if I had this, I would be willing to come every day. | 3/19/2026 8:15 AM |
| 386 | Très déçu et très insatisfait de la décision d'un retour à 4 jours/semaine au palais. Après 6 ans de confiance, une production améliorée, tous les outils à distance pour travailler, je souhaite que le télétravail de 3 jours soit maintenu voire développer. | 3/19/2026 8:07 AM |
| 387 | No | 3/19/2026 8:04 AM |
| 388 | I would appreciate if work-life balance can be taken into consideration seriously by the organization specially in this phase where the concern about stability of the organization is in question | 3/19/2026 7:53 AM |
| 389 | Top management should all share an office in which they will be disturbed by Teams calls, seasonal cold/hot surroundings and delegates making noise in the corridor. After all, they are part of the staff and should suffer too. | 3/19/2026 7:45 AM |
| 390 | 2 days maximum is good, 3 are too much. I would like to add that considering the current liquidity crisis, I believe that having a job and working on site is more important than complaining about this request. Remember that before COVID most of us worked onsite 5 days a week without complaining. | 3/19/2026 7:24 AM |
| 391 | n/a | 3/19/2026 7:07 AM |
| 392 | Flexibility allows for the best performance. Working from the office 4 out of 5 days is incompatible with hotdesking given the ratio of staff per desks (ratio which, if I recall well, was calculated taking into account flexible working arrangements). | 3/19/2026 2:42 AM |
| 393 | UN has been slowly adapting to a new area where technology allows us very easily to work from home, all private companies have understood the advantages . Why the UN should go backwards to a changing world? why this sudden change while the UN buildings are less and less work friendly? all squeezed together without the advantage of having a place for work and having to go back home? while we dont have our usual desk that we accommodated the way we like if the right chair, the right orientation to the light, the right position of the computer , thanks for the survey | 3/19/2026 12:16 AM |
| 394 | two days of telecommuting should be maintained | 3/18/2026 11:48 PM |
| 395 | It has been proven that Telecommuting works and that it is not limiting the development of work and the achievement of objectives. | 3/18/2026 11:19 PM |
| 396 | This is a disastrous decision. I can't believe that after all these years of progress and technology and AI, productivity is equated to presence of hours in an office. This is taking us back 30 years ago when "work " meant a place you went to. All the UN gender policies, trainings and and talk about empowerment of women lose all credibility. | 3/18/2026 10:58 PM |
| 397 | Telecommuting 3 days a week is ideal. We need work-Life balance. Telecommuting has helped | 3/18/2026 10:41 PM |

me grow personally and helped me having a healthy lifestyle.

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| 398 | I am in favour of hybrid arrangements for some days of the week, but I think certain exchange of information and mentorship can only occur face-to-face | 3/18/2026 10:11 PM |
| 399 | Je travaille 4 jours par semaine dont 2 en télétravail. Le télétravail a réellement améliorer ma qualité de vie et celle de ma famille. Il permet à mes enfants de dormir plus longtemps et de passer moins de temps au périscolaire. Il me permet de prendre des RDV médicaux en dehors de mes horaires de travail. Il me permet également de faire des activités sportives après le travail. Quand je vais au bureau, j'ai un temps de trajet très long et pénible, et quand je rentre le soir il est tard et les activités ne sont plus possibles. Et pour ce qui est du travail au bureau, il a l'avantage de me permettre de voir mes collègues, mais il a l'inconvénient de m'empêcher de me concentrer à cause du bruit et de passer beaucoup de temps à chercher des espaces de travail pour m'isoler. Un retour en arrière va clairement nous pénaliser, ma famille, moi et mon travail. | 3/18/2026 10:04 PM |
| 400 | With the current allocation of space in the Palais, working 4 days a week on site is not at all possible for our team. It's already very difficult currently, and even worse for meeting rooms availability. | 3/18/2026 9:50 PM |
| 401 | 1. The applicable SGB on FWA delegates a decision on telecommuting to FRO. The attempts of the administration to force physical presence for 4 days interferes with the FRO competence and contradicts SGB. 2. Otherwise, I fully agree with the letter of the Staff Unions sent to SG. | 3/18/2026 8:50 PM |
| 402 | A compromise of two days of telecommuting would be welcomed by many staff. | 3/18/2026 8:37 PM |
| 403 | Exceptions for mothers should be considered especially but not only mothers with young children and breastfeeding | 3/18/2026 8:32 PM |
| 404 | Less telecommuting would also mean seeing my child (a toddler) less, as I would have to leave just after waking her and it would be impossible for me to get home in time to pick her up from daycare. | 3/18/2026 8:24 PM |
| 405 | It is difficult not to view this policy as the result of leadership choices that are disconnected from the day to day reality of employees, particularly those with family responsibilities and long commutes. The decision appears to show very limited empathy for staff wellbeing, work life balance, and modern working conditions. Rather than being based on practical evidence about productivity, safety, and employee welfare, it seems to reflect a top down political posture and an effort to align with broader external trends and pressures, including those influenced by developments in the United States and the wider return-to-office agenda. As such, the policy feels less like a measured operational decision and more like a symbolic one, made at the expense of employees' health, safety, and effectiveness. Additionally, the disparity in working hours between United Nations Headquarters in New York and the United Nations Office at Geneva highlights a clear inequality within the UN Secretariat system. While both duty stations operate under the same institutional framework, staff in Geneva are required to work longer hours on a daily basis. In New York, the standard working day is typically around seven hours outside peak periods, whereas in Geneva, staff work approximately eight hours per day. This one-hour daily difference may appear minor at first glance, but over time it accumulates significantly. Over a two-week period, UNOG staff effectively work an additional ten hours compared to their New York counterparts — the equivalent of more than a full extra working day. This imbalance raises important questions about equity and consistency across duty stations. Staff performing comparable functions under the same organization are subject to unequal time commitments, which can affect work-life balance, morale, and perceptions of fairness. While local labour practices and historical arrangements may explain some variation, the resulting discrepancy remains difficult to justify in a system that emphasizes equal treatment of international civil servants. This imbalance, on the back of the reduction in telecommuting, is utterly offensive and reflects a complete disregard for employees. Rather than recognizing the need for fairness, flexibility, and respect for work life balance, it sends the message that some staff members' time is valued less than others'. That is profoundly discouraging. For an organization that speaks so often about equity, dignity, and inclusion, maintaining such unequal working conditions between duty stations is unacceptable. It undermines morale, damages trust, and creates resentment where there should instead be a sense of common purpose and equal treatment. | 3/18/2026 8:11 PM |
| 406 | Thank you for your support in helping us to keep the 3 days telecommuting. | 3/18/2026 8:09 PM |
| 407 | There is an existing ST/SGB/2019/3 in place. This works perfectly well and has done so for a | 3/18/2026 7:53 PM |

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number of years where staff have adapted. Moreover, office space allocations are based on the current (more or less) flexible working arrangements in place. Any changes will invariably have an impact on productivity.

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| 408 | Teleworking is vital for me as a young mother of a one year old. It's more productive, and better for my physical and mental health. | 3/18/2026 7:46 PM |
| 409 | Est-ce que quelqu'un est en mesure de m'expliquer comment lire des rapports ou des documents tout en pointant en même temps avec un original dans un bureau de 6 personnes en gardant la même productivité et un travail de qualité ? | 3/18/2026 7:36 PM |
| 410 | Teleworking improved my wellbeing, my work in general | 3/18/2026 7:36 PM |
| 411 | It would be critical to understand the real reasons behind such decision. If there are real, accurate and justified reports indicating that the staff's productivity had decreased due to telecommuting, it would be 1) important to stress to the staff and supervisors to be able to address this matter 2) consider other alternatives so that this decision does not affect the staff's well-being. Overall, such decision seems to be taken without a consideration of the fact that some people work under extremely difficult circumstances. For instance, after a sleepless night due to a constant shelling and so - time spent in a shelter, a staff might appreciate the opportunity to stay on the couch at home and work calmly from there rather than spend the time to go to the office and take extra efforts to engage with colleagues when own recourses are extremely limited. Additionally, as in some offices there are dozens of human rights officers documenting violations, it will be challenging to conduct interviews while working from the office, as other colleagues will be competing for a free space too. | 3/18/2026 7:25 PM |
| 412 | Je pense que cela constitue un retour en arrière au niveau de l'équilibre en vie privée et professionnelle. Cela va stresser le personnel et notamment les personnes habitant loin, les familles monoparentales sans aide extérieure, avec des difficultés de transport collège-maison et ayant des enfants qui nécessitent un suivi médical par ex. (mon cas). Le palais n'est pas encore opérationnel pour recevoir autant de monde au du retard des travaux et de la conception des espaces de travail. L'environnement va être stressant dès le matin à chercher une place de parking, la journée avec le bruit et le soir pour réussir à sortir du palais... Enfin, nous sommes toujours comparés à New York mais il serait bon de rappeler qu'à New York, ils ne passent que 8h/jour au bureau et non pas 9h (notre heure de lunch ne pouvant pas être réduite). S'ils sont au bureau de 9h à 17h, ils ont encore du temps le soir pour faire des courses ou du sport. A Genève, sortir à 18h équivaut à arriver à la maison à 19h au mieux, lorsque tout est fermé (supermarchés, périscolaire etc...). Merci | 3/18/2026 7:11 PM |
| 413 | My teams is predominantly female and I have witnessed how telecommuting has enabled my coworkers to take care of elderly parents, be more present with their children, support partners with health care concerns, taking up sports and healthier lifestyles and AT THE SAME TIME performing better. Going back to the office four days a week is like going back to the stone ages and for all the wrong reasons. No one will win - Member States will get less UN through a less productive workforce, staff will be unhappier and unhealthier and so will their families, we risk loosing the best and the brightest. Younger staff who do not see the UN as a modern workplace will look for better opportunities elsewhere. | 3/18/2026 7:10 PM |
| 414 | L'ONU nous avez déclaré que le télétravail devenait la norme en 2021. Nous avons donc tous orienter et établi nos vies en fonction et d'un coup il faut tout revoir. La situation avec UN80 n'est déjà pas facile et cela rajoute encore plus de stress. | 3/18/2026 7:09 PM |
| 415 | Comme toujours, les NU ont plusieurs trains de retard. Plusieurs études démontrent que le télétravail obligatoire nuit à l'esprit d'équipe et la productivité. Il en est de même pour ces nouveaux espaces ouverts où nous sommes censés nous épanouir. Ces espaces ouverts sont un catastrophe pour le staff, les réduisent à des quantités négligeables et interchangeable. Le hot desking les privent du plus simple droit d'avoir un endroit correct et personnel pour faire leur travail. Toutes ses mesures sont dépassées et montrent le manque de respect et de reconnaissance pour le travail et l'engagement des collègues. Il est grand temps de revenir à d'autres méthodes de management, en redonnant aux collègues un siège et une table de travail personnels et un retour collectif au travail tout en permettant un usage flexible du télétravail quand nécessaire. | 3/18/2026 7:05 PM |
| 416 | It's about time we stopped being pressured into leaving just so the organization can spare itself the cost of severance pay. It's outrageous that a bunch of mediocre, arrogant buffoons are making our lives miserable—right here in the supposed temple of human rights. At the very | 3/18/2026 7:04 PM |

least, they should stop insulting us with their messages about emotional and mental well-being.

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| 417 | Je pense qu'un retour sur le lieu de travail de 4 jours voir 5 par semaine est la meilleur des choses à faire. Pour ma part, je pense que le télétravail est une aberration. | 3/18/2026 7:04 PM |
| 418 | Retourner au travail à 4 jours par semaine serait un vrai chamboulement à balancer le travail et vie privée. Avec le télétravail, je peux organiser mieux mes rdv chez le médecin qui sont tous à proximité de mon chez-moi (gagne-temps), je peux distribuer mes tâches où la concentration est nécessaire. Ca me pèserait beaucoup sur le moral de retourner obligatoirement au travail à 4 jours par semaine au lieu de 2 à ce jour, qui est la parfaite balance pour moi. Merci pour votre engagement et bataille à défendre cette cause. | 3/18/2026 7:02 PM |
| 419 | This is a terrible decision that puts an extra burden on single parent families, hinders female empowerment and definitely does not contribute to a cleaner environment. | 3/18/2026 6:58 PM |
| 420 | The memo assumes that all staff are engaged directly with member state representatives present at their physical location. This ignores the variety of functions carried out by staff, much of which includes strategic planning, research, planning, and analysis, as well as provision of substantive and operational service often across the globe. Headquarters staff service the entire organization and its global clients, and the work is not limited interaction with local counterparts. Furthermore, with open space offices now the norm, not only are the ratios of desks to staff not suitable for a return to four days in the office, but the lack of adequate space for global teams calls, one-to-one interactions, meetings, and focused work make the office not fit for purpose. To allow 40% work from home is a remedy which is effectively subsidized by the staff members who provide their homes as working space. The question must be asked as to whether the change to 4 days in the office is a well considered strategy that will benefit the work of the organisation, or a play for the gallery with little thought for the result. | 3/18/2026 6:49 PM |
| 421 | Telecommuting has become essential for my work-life balance. Losing it will be detrimental for my physical and mental health, and adding unnecessary stress | 3/18/2026 6:47 PM |
| 422 | Le temps gagné sur le temps de transport était en partie consacré à des tâches professionnelles. Mon temps de travail en sera réduit d'autant. | 3/18/2026 6:41 PM |
| 423 | Cost implications for increasing office space should also be considered. | 3/18/2026 6:38 PM |
| 424 | Thank you | 3/18/2026 6:27 PM |
| 425 | C'est déjà difficile ça deviendra invivable ! | 3/18/2026 6:26 PM |
| 426 | Imposing a 4 day in person workweek across entire Organization is detrimental to the advances made thus far to improve working environment and to seek a work-life balance. At a time when the private sector is actually looking into a 4-day workweek, this change now is retrograde. The principle of the FWA in the SGB was for managers to decide. This allowed flexibility to adjust as needed in-person attendance due to performance issues, preference, peak workload or other special circumstances, including nature of work (e.g. it is extremely hard to do research in open space areas). Management should be looking for opportunities to a) make the UN attractive as a flexible employer; b) offer non-monetary benefits such as permitting remote working for high performers (even beyond current set ups). We hear many times that the most important asset of the Organization is its staff. Well, once again it this does not seem that is the case. | 3/18/2026 6:23 PM |
| 427 | I would be more than happy to work from the office if we were given adequate working conditions. This is not the case for the H: building. My work involves a lot of coordination calls, managing human resources issues, as well as tasks that require concentration such as drafting reports and legal analysis. | 3/18/2026 6:23 PM |
| 428 | I like meeting my team more often and so does my team. I welcome being more often together. Helped us forge very good cooperation and a high level of deliveries | 3/18/2026 6:22 PM |
| 429 | There should be a balance and common sense here. What is the purpose of reducing telecommuting time or eliminating it? What is the gain to the UN? One thing is sure: the staff are suffering. First, closing our offices, then putting us like sardines in shared areas/spaces (very limited areas/light) while expecting us to work productively, happily, and stay healthy amid budget cuts, lack of resources, stress, the need to commute, which involves time, stress, and costs, is not understandable. | 3/18/2026 6:16 PM |

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| 430 | The time saved allows me to deal with the increased workload | 3/18/2026 6:13 PM |
| 431 | There is a need to find the right balance of office - telecommuting presence. Productivity in the office is not at its highest, a lot of time is lost in logistics, lunch, breaks, which are much more efficient while telecommuting. 2-3 days of telecommuting provides a good balance of office presence / dedicated strategic thinking / proposal development / high-volume call days (which is not possible in the office) | 3/18/2026 6:11 PM |
| 432 | Open space is not adequate for the type of work anyone who has to think, draft, and review documents has to do, especially within limited time. I do the work of what would typically be distributed among several people in other organizations, and I cannot meet the expectations placed on me unless I have a quiet, stable, and non-disruptive environment. I will be obliged to give up my job if the working conditions prevent me from performing at the level required, and an open space simply does not allow me to do so. In addition, not having a designated workspace makes it impossible to keep essential documents organized, accessible, and secure. My work requires constant consultation of multiple documents, notes, and reference materials that must remain within reach at all times. A fixed and dedicated space is therefore not a matter of preference, but a practical necessity. Without it, I lose valuable time repeatedly setting up and packing away materials, which directly impacts efficiency and increases the risk of errors. This is incompatible with the volume of work and the strict deadlines I am expected to meet. Given the level of concentration required and the need to perform efficiently under significant time pressure, I also need an ergonomic setup that supports sustained productivity. This includes a workstation that allows both sitting and standing, such as a standing desk, so that I can maintain focus and physical well-being throughout long periods of intensive work. In addition, I require multiple screens, as I frequently need to work across several documents simultaneously. This is essential to avoid constant switching between files, which disrupts workflow and reduces efficiency. Equally important is the need for a quiet environment. The nature of my responsibilities demands sustained concentration, careful drafting, and precise review. Background noise, interruptions, and general movement inherent to open-plan offices significantly reduce my ability to focus and produce high-quality work. Over time, this not only affects productivity but also creates unnecessary stress and fatigue, which are detrimental to both performance and well-being. Furthermore, my role requires frequent coordination with colleagues across different time zones. Much of this collaboration is conducted remotely, through calls and written communication, making physical presence in a shared office environment largely irrelevant. Given this reality, it is difficult to understand the rationale for requiring me to work in a building that is not only poorly suited to my tasks but also uncomfortable due to inconsistent temperature and inadequate design. In light of these factors, it is essential that my working conditions align with the actual requirements of my role. Providing a quiet, dedicated, and properly equipped workspace is not an accommodation—it is a prerequisite for me to perform my duties effectively and sustainably. | 3/18/2026 6:11 PM |
| 433 | With regards to Q8 - I don't think this is a simple yes / no answer. More face to face time with colleagues is a positive. Being unable to concentrate is a negative. Different individuals have different needs in this regard. In general, I would also say that there is undoubtedly a gender aspect to this - unfortunately women do still do most of the housework / childcare and having the flexibility to do some of these tasks in your lunchbreak is invaluable. | 3/18/2026 6:10 PM |
| 434 | Compte tenu de la situation actuelle aux Nations Unies, il est inconcevable que l'administration s'obstine à compliquer encore davantage la vie du personnel. Le principe d'humanité de notre organisation n'a jamais eu aussi peu de sens. | 3/18/2026 6:07 PM |
| 435 | Whatever changes are decided, making them at short notice is hugely disrespectful of the prior, signed year long agreements made in accordance with the rules. It is totally to be expected that people will have organised childcare and other activities around their agreed work location on any given day. Changing the rules like this makes a mockery of the idea that we are asked to abide by rules with formal agreements. Why should we, if those rules can be altered at will? As for the 'gender equality' aspect - how about we find out how many of those madly scrambling to change kids' after school activities or pick up arrangements or sneaking out of the office early and feeling guilty about it are women? This is almost worse for gender equality than not having allowed the flexibility in the first place. | 3/18/2026 6:06 PM |
| 436 | hot desking is too crowded in building H, when everyone comes, no one can find a place to work, and to keep changing desks is really not a great feeling, and reduces the feeling of belonging..at least with two days in the office one could still access the same desk, and even if fake, has a sense of belonging to a work space which is somewhat comforting. | 3/18/2026 6:05 PM |
| 437 | Here in NY I can take early calls and meetings in from our Gva HQ on telecommuting days. | 3/18/2026 6:05 PM |

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Cannot do that on the train. Flexibility goes both ways. At the moment end up working up to 10hrs on a telecommuting day. If I am forced to be at the office every day, it will be 9.00 to 5.00 STRICTLY. No more early morning meetings and calls, evening email messages and donating 1hr of other work while on the train on the days I go to the office. I will then cease any work outside the office. You can't have your cake and eat it too - have us work over 8hrs and be always available and also have no flexibility for some work/life balance.

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| 438 | OHCHR staff have 3 office days compared to UNOG who has 2 | 3/18/2026 6:04 PM |
| 439 | I have never missed a meeting with States due to telecommuting arrangements. I come into the office whenever a meeting should be face-to-face. | 3/18/2026 6:03 PM |
| 440 | Even though I sometimes used time saved commuting to do work-related tasks, I wonder if it is not a slippery slope to mention this. Managers could then take it for granted that staff could use this time to be more productive. | 3/18/2026 6:00 PM |
| 441 | If there must be a change for 3 days out of office, logically it would be to reduce telecommuting by 1 day. The Palais, with renovation works underway, and lack of air conditioning, is not ideally suited for such limited telecommuting. It seems an arbitrary decision to reduce telecommuting to one day per week. I am not clear on the why of this... it seems there is no good reason for it. | 3/18/2026 5:58 PM |
| 442 | We spent several years teaching staff and managers how to build trust and be productive in hybrid work environment. Let's hope it is not all wasted. We are also asked to do economy and often the decision is to close the buildings. What would be the financial consequences of increasing presence at work (since hopefully the cleaning services will have to increase to ensure decent working environment)? | 3/18/2026 5:58 PM |
| 443 | reasons for the request for increased time in the office should be explained, and accompanied by a change in the set-up of the workspace conducive to effective and efficient work for all and a work culture that allows staff to realise the benefits of working in the same physical space | 3/18/2026 5:57 PM |
| 444 | Cancelling this practice is against interest and well being of all UN staff. | 3/18/2026 5:57 PM |
| 445 | No | 3/18/2026 5:54 PM |
| 446 | At OHCHR we currently only have 2 days teleworking as a maximum where other entities have 3. I believe that instead of imposing 4 days in the office, a middle ground can be found at 3 days in the office with 2 days teleworking like OHCHR currently does. Also asking for exception to telework would entail to divulge to managers and higher management the personal restrictions and problems that one has. Though confidential, it can be an uncomfortable task and can be misjudged by the receiving party. I do not refer to staff who prefer to telework to be more rested and be more energetic, but staff such as I who have kids with medical issues and important surgeries or are undergoing a sort of treatment. With UN80, we have been stretched to do more tasks with less, and the fact that we are now being asked to spend more time commuting or to be in the office with more disturbance is not practical. Last but not least, with the current oil crisis, I note that many countries such as SriLanka, Thailand, Philippines, and many more are now forcing their employees to telework more for a certain period which is the opposite of what the UN wishes to implement. | 3/18/2026 5:52 PM |
| 447 | Mandatory 4 days per week in the office is counterproductive, especially with the current system of fewer workstations than people and deficit of meeting rooms. | 3/18/2026 5:52 PM |
| 448 | Reneging on the FWA policy is apparently an attempt to curry favour with hostile Member States, but it won't work. The 20% downsizing in UN80 was a massive effort that inflicted considerable pain on staff, but what impact did it have on public perception of the UN, in the media and national governments? Pretty much zilch. Some delegates might briefly delight in the spectacle of UN staff struggling to do their work in noisy open-plan offices, but it won't stop them from coming back with more demands. | 3/18/2026 5:49 PM |
| 449 | If this decision to work from the office 4 days a week is confirmed, I will have to reduce my working hours. This might have a significant impact to my colleague's organization. | 3/18/2026 5:49 PM |
| 450 | how can people work in H building 4 days a week in the office when the ratio seats/people is only 6.4/10? | 3/18/2026 5:49 PM |
| 451 | We don't get pay increases anymore. We also have less and less job security which has profound impacts on our lives (e.g. decisions on having children, buying property so kids have enough space, etc.). In addition, as colleagues have separated and not been replaced, those | 3/18/2026 5:47 PM |

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of us left behind have more and more to do. Flexible work is a costless (or potentially even cost saving - remember we were all told we had to WFH to save UNOG money!) way to give something positive to staff and to improve productivity at a time when we have to do more with less. Would it kill the organisation to be nice to us for once?!

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| 452 | line managers should exercise maximum flexibility and measure performance not by physical presence but by outputs | 3/18/2026 5:46 PM |
| 453 | Combination of 2-day telecommuting has contributed to my well being. We are facing difficult times at all levels. A lot of pressure. 1-day telecommuting only will affect negatively my well being. | 3/18/2026 5:46 PM |
| 454 | It should be at the discretion of supervisors to decide together with the staff member how much telecommuting should be permitted. It does not make sense to get this dictated from NY, as each situation is different. I fully understand, that there is need to have team meetings in the office from time to time, but the room infrastructure which we now have available does not allow for effective and efficient work. We should be measured by our individual outputs, not by presence in the office. | 3/18/2026 5:44 PM |
| 455 | I wrote extensive comments, but when I hit submit, I got a message that the form had been changed, and all of my responses were deleted. It is quite frustrating to take that time -- which means I will need to finish my my work day a bit later -- and then have my comments just disappear, and have that time spent for nothing. I don't have the time to rewrite it. Please improve the technical aspects, this was like a slap in the face after everything else. | 3/18/2026 5:44 PM |
| 456 | When Management wanted to sell us flextime and hotdesking in order to reduce office space & costs, telecommuting was fine. Changing their mind is purely political and they don't care about the consequences on their staff. | 3/18/2026 5:44 PM |
| 457 | I definitely support the possibility of telecommuting, 2 days in the office and 3 days at home. | 3/18/2026 5:43 PM |
| 458 | As a single mother with a young child, hybrid work has been essential for balancing my professional and family responsibilities, and reducing this flexibility feels like ticking back the clock on the progress the Organization has made on gender equality and inclusion. At a time when my work already demands a lot of focus and emotional energy, being asked to spend more days on site feels disconnected from the shift the Organization needs. This is especially difficult in Geneva, where the recent changes in the Palais des Nations have reduced available workspace so much that even in my own office it is often hard to find the quiet environment I need to concentrate on work that requires focus and accuracy. Working under these conditions inevitably affects productivity and well-being. Most modern employers are moving forward with flexible or hybrid arrangements, not away from them. It is extremely disappointing to lose a flexibility that has such a direct and measurable positive impact. | 3/18/2026 5:43 PM |
| 459 | No | 3/18/2026 5:42 PM |
| 460 | This request will significantly affect staff members work, their personal lives and their work-life balance. FWA isa positive and modern approach to work. Furthermore, beyond the many valid concerns raised by the Secretariat staff unions, the Secretary-General memo is troubling, as it is not aligned with the UN Secretariat policy on flexible working arrangements. If a review of this policy is needed, it should follow a proper consultation process, rather than be "cancelled" through a memo to Heads of Entities. | 3/18/2026 5:42 PM |
| 461 | Cela permet une meilleur gestion des horaires, des équipes et des projets tout au tout du monde. Ce retour en arrière est un clair manque d'intelligence de la part du management. | 3/18/2026 5:42 PM |
| 462 | I would also appreciate receiving these memos and info through proper broadcasts ASAP rather than first seeing it on linkedin. | 3/18/2026 5:40 PM |
| 463 | I thought the UN had made it a priority to improve work-life balance. This new measure runs completely counter to that goal. This measure will simply exhaust and demotivate staff. Furthermore, the SHP has allocated two desks for every three people, so it's not possible for staff to return four days a week. Many will have nowhere to sit when they arrive. Furthermore, teleworking was implemented well before COVID. We've been allowed to telework two days a week for over 10 years. The three days were allocated in 2019, well before COVID. It makes no sense to roll back this policy by more than 10 years. Furthermore, as far as commuting is concerned, this is not environmentally friendly at all. It will create more traffic and more pollution if all UNOG staff return four days a week. | 3/18/2026 5:40 PM |

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| 464 | I start work at my computer at 7:30am when I am working from home and finish at 7pm. There is no was a workday like this could be done with 90 mins commute. | 3/18/2026 5:39 PM |
| 465 | This is clearly a way of pushing people to resign and this is done in a very hypocritical way and as usual without sufficient time to prepare. | 3/18/2026 5:39 PM |
| 466 | Hybrid working should be maintained and not reduced. | 3/18/2026 5:39 PM |
| 467 | Make all meetings hybrid | 3/18/2026 5:38 PM |
| 468 | It would be helpful to understand why this step is being taken, so that concerns with telecommuting as it is currently used could be addressed, rather than removing this flexibility. This change is a big step backwards in terms of staff welfare, achieving gender parity as well as attracting young talent to work for the UN. Telecommuting has shown that it contributes to improved productivity, focus and work-life balance. | 3/18/2026 5:38 PM |
| 469 | Due to the financial crisis, we have a significant increase in incoming tasks from clients based all over the world so it's constant 24/7. But we don't have more team members to take on that increase in workload; the existing team has to simply absorb it. Asking us to come to the office for a fourth day reduces our time and energy availability to do this more work. If anything, we should be given one more day of telecommuting so that we can realistically and efficiently manage this workload increase. I do not see the logic or advantage apart a butts in seats policy. I feel like this topic is going to sow discord, gossip, and resentment among colleagues going forward if it goes towards a 4-day office presence because there will be units that will not abide, those that will, and those with medical grounds have individuals exempted. There is literally nothing good coming out of this during already frustrating time. Thank you. | 3/18/2026 5:38 PM |
| 470 | Le télétravail constitue un levier important pour maintenir un bon niveau de productivité et de concentration. Il contribue également à une meilleure organisation du travail et à un équilibre plus durable, ce qui a un impact positif sur la qualité des résultats. | 3/18/2026 5:37 PM |
| 471 | The SG's decision on telecommuting is bewildering and extremely upsetting. It is dismissive of staff welfare and seems designed to only ensure the "visual" of staff being present at the office for Member States-- most likely the same Member States who are actively sidelining the UN and not paying their dues. We show up to work even on telecommuting days if there are meetings to be had or any reason requiring our presence. There is no reason justifying the reduction of telecommuting time. Valuable lessons were learned during Covid which allowed for the hybridization of work systems. Why are they being swept under the rug now? I struggle to understand the SG's decision also in terms of environmental cost. Surely forcing thousands of people to now commute to the office- for no actual benefit- will create a wholly unnecessary carbon footprint. | 3/18/2026 5:37 PM |
| 472 | The gender impacts are quite clear, women will be disproportionately impacted by this measure, not only as per career development (also impacting achieving gender parity) but also regarding mental health, we will go back to periodic burn outs from female staff, requests for 80%, etc. | 3/18/2026 5:37 PM |
| 473 | Thanks to the team for developing this survey and for your engagement to defend the well being of all staff. | 3/18/2026 5:35 PM |
| 474 | Having all staff on-site four days per week will entail more costs for the Organization - electricity, bathroom supplies, etc. (costs currently borne by staff when they work from home). The current security and catering arrangements will need to be revised and expanded. The increase in traffic congestion around the roadworks at Place des Nations and along the routes coming in from Grand-Saconnex should be considered. Also, direct supervisors should have flexibility to exercise discretion in allowing staff to work from home when sick so as not to spread illnesses among colleagues and officemates, which is not only unpleasant for staff but also can impact on output. | 3/18/2026 5:35 PM |
| 475 | Je pense que le batiment H n'est pas adapté pour un travail a 80% au bureau. Le batiment H n'étant deja pas un environnement très propice a l'épanouissement... avec autant de personne, si tout le monde rentre (j'en doute), ca va etre invivable ! | 3/18/2026 5:35 PM |
| 476 | Working environment changed significantly since I started work. It is extremely difficult for me to concentrate in an open space, whether to carefully read or write nuances meaningfully. Dealing with crisis situations require not only physical involvement but also technical capacities, specially when IT solutions require not only meaningful / sensible but innovative approach/ solutions. | 3/18/2026 5:35 PM |

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| 477 | Je vous remercie vivement pour ce sondage et pour votre action. Je ne comprends pas pourquoi le management tient à nous retirer le télétravail. C'est une régression totale. Certains de mes collègues, qui ont de longs trajets à faire, sont vraiment déprimés depuis cette annonce. De plus, en ces temps difficiles, je trouve que la direction pourrait faire preuve de plus de considération envers son personnel. Nous devons effectuer les tâches de collègues dont les postes ont été supprimés, ce qui engendre du stress. Il y a des réorganisations et nous demander en plus de revenir quatre jours au bureau n'arrange rien. J'en viens à croire que notre direction pratique le soft lay off. La raison invoquée dans mon service me paraît fallacieuse : plus de contacts avec les représentants des pays membres... Il faudrait peut-être inviter le management à venir travailler une semaine dans un open space. Les conditions de travail se dégradent de plus en plus et j'ai déjà entendu dire qu'il fallait s'estimer heureux d'avoir encore un emploi. Cela ne signifie pas pour autant qu'il faille tout accepter. | 3/18/2026 5:35 PM |
| 478 | Reducing flexible working arrangements significantly undermines women's ability to remain in positions within the United Nations, an organization that claims gender parity as a core priority. In practice, women continue to bear the primary responsibility for caregiving—whether for children, older relatives or dependants—and eliminating almost all teleworking options forces us into an unfair choice: leaving our jobs or requesting reduced working hours. This situation is further exacerbated by the fact that, over the past year, all policies in our Geneva office have been geared towards optimising and “densifying” the workspace, while simultaneously increasing productivity expectations. Our working conditions have steadily deteriorated, justified by supposed cost-saving measures for the Organization. Now that most of us no longer have a dedicated desk where we can work quietly and with focus, we are being asked to increase our physical presence in the office simply in order to “be seen”. Yet professional efficiency has nothing to do with being physically visible in a chair or walking through the corridors; it depends on having conditions that allow us to work effectively and sustainably | 3/18/2026 5:35 PM |
| 479 | With a growing number of interns and fewer offices in my organization, I don't see how we will be able to continue to be efficient in building H and especially since when we are present it becomes difficult to book rooms for meetings or find a space or resolve to handle cases, confidential discussions with staff members. We have also invested money to create a professional space, buy equipment in our living areas and this one, while being present for four days or more, is no longer profitable! | 3/18/2026 5:34 PM |
| 480 | this change in the flexible work arrangement might also lead to staff going to look for jobs elsewhere as flexible arrangements now became a core component of jobs attractivity and not necessarily salary first, especially for women with kids. | 3/18/2026 5:32 PM |
| 481 | Flexibility is now a key element of modern work. Research and surveys consistently show that it enhances productivity and supports work–life balance by empowering people. Challenging this flexibility and attempting to return to pre-COVID ways of working—when conditions were very different—risks undermining the quality of our working environment. | 3/18/2026 5:31 PM |
| 482 | La qualité de mon travail n'est en aucun cas impacté par le télétravail. Par-contre ma qualité de vie est améliorée. | 3/18/2026 5:31 PM |
| 483 | In these troubled times, the UN cannot afford to be less productive, hence less relevant, by adopting such an irrelevant policy that has clear and measurable disadvantages. For which advantages ? | 3/18/2026 5:31 PM |
| 484 | Telecommuting is based on an authorization from a direct supervisor who can monitor our productivity. Mine has increased, I received the best performance ratings since I telecommute. The SG, after thanking all of us for our resilience and good work, is now making assumption that telecommuting makes all of us less professionals, which is sad to see and to witness 6 months before he leaves UN for good. There are many topics that could have dealt with, this one is simply against the Staff for the sake of it. | 3/18/2026 5:30 PM |
| 485 | We should apply the same rule for all, working on exceptional basis favorize unequal treatment | 3/18/2026 5:30 PM |
| 486 | Ne nous privez pas de liberté. | 3/18/2026 5:30 PM |
| 487 | Telecommuting should be continued to maintain balance in physical, mental and work life. It helps to control the stress level and keeps more focused and concentrated attention. | 3/18/2026 5:29 PM |
| 488 | The justification in the memo, availability of UN staff for engagement with members states, is not convincing, as government staff does not drop by spontaneously to speak to UN staff. With open space and hot desking, hybrid arrangements are the only option to get work done and deliver on our mandate. | 3/18/2026 5:29 PM |

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| 489 | MAINTENEZ LE TELETRAVAIL AU MAXIMUM ! L'ONU DOIT ÊTRE A L'INITIATIVE DE L'EVOLUTION DU MONDE DU TRAVAIL ET DE LA SAUVEGARDE DE LA PLANETE !!! IL FAUT PASSER DES DISCOURS LARMOYANTS AUX ACTES PERENNES ! | 3/18/2026 5:28 PM |
| 490 | Reducing commuting through telecommuting significantly lowers our CO ₂ footprint while preserving the flexibility that helps staff manage their time more effectively and deliver higher-quality work. Maintaining hybrid work also supports increased productivity, improves overall quality of life, and ensures fairness with colleagues in other countries who cannot participate in on-site meetings. | 3/18/2026 5:28 PM |
| 491 | Given the current financial constraints of the Organisation, it's impossible not to interpret this move as an attempt to force people to resign. The current arrangement of working space in the Palais is entirely detrimental to the performance of good work. The Administration has successively reduced the number of available desks, brought more people on campus and now asked everyone to work from the office 4 days a week, thereby rendering the FWA policy moot. | 3/18/2026 5:27 PM |
| 492 | Due to the UN crisis, staff reductions, increased workload for those who remain, and the terrible situation in the world, employee morale is very low. Do not take away the little bit of well-being we had found! | 3/18/2026 5:26 PM |
| 493 | I am a single mum with two disabled children. telecommuting also allows me to take my children to therapies without wasting working time. | 3/18/2026 5:26 PM |
| 494 | The open space in H building is totally incompatible with a presence at the office during 4 days: too much noise, no real possibility for privacy, not enough hot desking space and even seats , no air condition during summer and too low temperature during winter | 3/18/2026 5:25 PM |
| 495 | With the demand to return to the Palais, have the following issues been thought about: - Traffic to Pregny from increased presence into the Palais? - Staff queuing in long lines at the entrance - Lack of parking spaces - Increased cleaning services, but keeping in mind the decrease in non-staff resources In general, has Occupational Health and Safety measures been taken into account? In addition to mental health and well-being measures, the bathrooms are barely usable in H Building. The desk areas are never wiped down. The Director of Administration refuses to provide cleaning products, so staff brings these in on their own dime to keep the hot desks clean | 3/18/2026 5:25 PM |
| 496 | Thank you for fighting for our rights | 3/18/2026 5:24 PM |
| 497 | je ne suis pas contre le fait de travailler davantage sur place, ce sont les conditions de travail dans le bâtiment D qui rendent les journées très fatigantes et nuisent à la concentration. | 3/18/2026 5:23 PM |
| 498 | This new policy is unacceptable. The real reasons for it should be clearly explained, as this is the UN, not a private company. We should all go on a general strike. The lack of respect for staff is appalling. | 3/18/2026 5:23 PM |
| 499 | I strongly hope the Secretary-General will cancel the memo and respect the spirit of the existing policy. If applied, this measure will have disastrous consequences for the well-being of staff, the quality of the work we do, the environment, and traffic in Geneva. If applied, I will probably start looking for other career opportunities outside the Secretariat. | 3/18/2026 5:22 PM |
| 500 | 3 days in office might be good if the SG insists on increasing "work from office" time per week. | 3/18/2026 5:22 PM |
| 501 | Please keep the flexible working arrangement! | 3/18/2026 5:21 PM |
| 502 | Being at home more has greatly improved my family life as well as work productivity. | 3/18/2026 5:20 PM |
| 503 | None | 3/18/2026 5:20 PM |
| 504 | Impact négatif sur l'équilibre vie privée / vie professionnelle | 3/18/2026 5:19 PM |
| 505 | No | 3/18/2026 5:18 PM |
| 506 | N/A | 3/18/2026 5:17 PM |
| 507 | 2 days telecommuting is the magic number. more, or less will impact teams negatively. | 3/18/2026 5:16 PM |
| 508 | I think that this decision is arbitrary and affects the wellbeing of staff, in an already tense and uncertain environment. | 3/18/2026 5:15 PM |