

# **Flexible Work Arrangements in Public Sector: A Blessed Move or a Cursed Exchange?**

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## **ABSTRACT**

The nature of work has changed and evolved to keep up with the dynamics, growth, and advancements of society. In this sense, the transition to a hybrid workforce with flexible work arrangements has been in the works for some years. Flexible work arrangements are often defined as those that provide employees with some degree of flexibility and control over when, where, and how their work is completed. It also encompasses a variety of working arrangements based on time, location, and hours of work, such as part-time, flexi-time, or compressed hours. To guarantee the best use of human resources, flexibility might be explored on a rotating or full-time basis. This highlights the essential considerations that organizations must consider when deciding whether or not to implement flexible working arrangements, such as appropriateness, job types, and job levels. From a public standpoint, the practice of flexible working across the civil service is not a new phenomenon. It has been debated for years, and the objective was primarily motivated by the government's desire to be an inclusive employer. However, the government has traditionally been slower to implement flexible work arrangements than its peers. Despite various arguments in regards to its application in public service, the development of COVID-19 has once again knocked on the door, putting flexible work arrangements, particularly remote employment, in the limelight. Flexible work arrangements have now taken a toll since it has become clear that work can be completed remotely, notwithstanding mixed feelings among the implementers and this has been seen to be relevant to the public sector as well. In this respect, our objective is to comprehend the promoters (blessed moves) underlining the elements that make it a good move and detractors (cursed exchanges) emphasizing elements that make it a less hopeful move of flexible work arrangements from a public service standpoint, as it is anticipated to remain and become a part of all organizations in general and civil services in particular in the long term.

**Keywords:** Public sector, flexible work arrangements, remote working, promoters, detractors