FICSA Council 74ᵗʰ Session

Facilitator Report

Theme: Future of Work

Monday 11ᵗʰ January 2021 - 13:30 – 15:30 (CET)

➢ *Focus: Remote Working*

Wednesday 13ᵗʰ January 2021 - 14:00 – 15:00 (CET)

➢ *Focus: Agile Contracts*

Friday 15ᵗʰ January 2021 - 12:00 – 15:00 (CET)

➢ *Focus: Enabling Technology*

Monday 11th January 2021 - 13:30 – 15:30 (CET)

Focus: Remote Working

<u>Order of business:</u>

- **Welcome:** Evelyn Kortum: FICSA General Secretary

- **Introduction and ground rules:** Simon Ferrar: Facilitator

- **FAO Teleworking Survey:** Jakob Skoet: FAO

- **The perspective from the field:** Line Kaspersen: FAO

- **Discussion and Q&A:** Facilitator

- **Closing Remarks:** Facilitator

Monday 11 January Discussion points and issues identified

Flexible working/teleworking/remote working and the related issues including:

- Training for managers, Challenges faced by staff in the field

- Issues related to equipment, connectivity, and cost implications

- Lack of clear and consistent definitions

- Concerns related to entitlements (including SHI & Pensions)

- Transparency/fairness concerns

- Issues related to OSH & Welfare (including ergonomics, shared accommodation, staff wellbeing)

- Implications for G & P staff categories, and particular challenges faced by staff in the field

- Remote working as a business model (remote working initiated by organisation)

- Remote working initiated by staff – temporary (to meet short-term worklife balance commitments); permanent (to meet long-term worklife balance commitments)

Wednesday 13ᵗʰ January 2021 - 14:00 – 15:00 (CET)

Focus: Agile Contracts

<u>Order of business:</u>

- **Welcome:** Evelyn Kortum: FICSA General Secretary

- **Introduction and ground rules and recap:** Simon Ferrar: Facilitator

- **Contract modalities – existing framework:** Cosimo Melpignano: UNGSC

- **View from outside the UN System:** Simon Ferrar: Facilitator

- **Discussion and Q&A:** Facilitator

- **Closing Remarks:** Facilitator

Wednesday 13th January 2021 - 14:00 – 15:00 (CET)

Focus: Agile Contracts

Facilitator session: View from outside the UN system

- Outside UN – international organisations, private sector and national civil services
- Casualisation through utilising existing contracts modalities in new ways
- 4 areas for agile contracts: Time (when and how long); Location (where – no base, moving); Role (what people do – generic roles?); Source (who is employed - core staff?)
- Likely to affect G staff roles most
- Underpinning theory: workforce agility to match operational agility, save money, modern workforce needs
- Private sector and national civil services (global north) experience is increasingly "more agile" = "more precarious"
- Some staff are keen to have agile and flexible work models depending on their personal situations or aspirations

Wednesday 13 January - Discussion points and issues identified

- Areas of 'potential' agility – Time, Location, Role and Source

- Independence and Impartiality of International Civil Servants

- Need for better data on views of staff (particularly the next/new generation of UN staff)

- Does agile = precarious?

- Lack of clear definitions

- Concerns related to entitlements (including SHI & Pensions)

- Transparency/fairness concerns

- Issues related to OSH & Welfare (particularly staff wellbeing including mental health),

- Implications for G & P staff categories, and challenges faced by staff in the field

Friday 15th January 2021 - 12:00 – 15:00 (CET)

Focus: Enabling Technology

<u>Order of business:</u>

- **Welcome:** Evelyn Kortum: FICSA General Secretary
- **Introduction and ground rules and recap:** Simon Ferrar: Facilitator
- **Results Mentimeter survey:** Ambretta Perrino: Vice-Chair HRM SC, (UNFCCC)
- **Emerging Technologies and digital ethics:** Marco Liuzzi: UNICC
- **Discussant:** Aubra Anthony: USAID
- **Discussion and Q&A:** Facilitator

Comfort Break

- **Intro to part 2:** Alberto Fernández: Chair GSQ, OPCW
- **Impact of digitalization and AI:** Professor Aditya Jain; The University of Nottingham
- **Discussion and Q&A:** Facilitator
- **Closing Remarks:** Facilitator

Friday 15 January Discussion points and issues identified

- Data behind enabling technology: use, security, bias (quantity, quality and diversity of data)

- Machine learning – learns all patterns (good & bad/bias) – unless instructed otherwise

- Oversight of technologies

- Impact on skills sets (including managers and HR staff)

- Legal & ethical dimensions (incl. absence of legal framework of rights for data subjects in UN system)

- Need to establish guiding principles, ensuring compliance across UN system; rights to privacy (consequences for breaches: by individuals, by organisations),

- Fair use of enabling technologies – equitable outcomes?,

- Monitoring of staff – links to agile contracts and remote working

FICSA COUNCIL 74TH SESSION – FUTURE OF WORK

Common themes/issues of the three Joint Sessions

- Lack of clear definitions,

- Concerns related to entitlements (including SHI & Pensions),

- Transparency/fairness and equality concerns,

- Issues related to OSH & Welfare (particularly staff wellbeing including mental health)

- Implications for G & P staff categories, and particular challenges faced by staff in the field

- Principles to hold organisation to: Fair and legitimate processing, purpose specification, proportionality and necessity, accuracy, confidentiality, security, transparency, accountability

Recommendations for Council to approve

1. **For members**: to keep FICSA informed of developments related to Future of Work themes with their organisations

2. **For FICSA**: to formalise relationship with UNICC

3. **For FICSA**: to hold online 'Ask the FICSA Expert' sessions on outstanding issues of the three joint sessions

4. **For FICSA:** to propose to the HLCM to develop guidance that aligns to the EU Framework

5. **For FICSA:** to steer work to full and consistent implementation of UN Mental Health strategy while ensuring links into Future of Work workstreams