

FICSA/C/74/Joint Session
1.30 hour

11 January 2021 @ 1h30-3 pm Geneva Time CET

**JOINT SESSION ON THE FUTURE OF WORK
FOCUS: REMOTE WORKING**

Objective: to provide the FICSA membership with a rounded perspective of an emerging workforce topic

Provisional Programme



Facilitator: Simon Ferrar



Speaker: Jakob Skoet



Speaker: Line Kaspersen

1. Introduction by Evelyn Kortum, FICSA General Secretary (5')

Evelyn will explain the focus of and the expectations from discussions at this Joint Session. She will introduce the facilitator and the speakers and outline the proceedings.

2. Facilitator: Introduction of the topic (5')

• **Jakob Skoet, FAO/HQ (15')**

Jakob will discuss the results of a global employee survey on teleworking conducted at FAO that looked at the past, present and future

To read the presentation please go to the FICSA Website:

Members Area -> Document Library -> FICSA Database -> Future of Work

• **Line Kaspersen, FAO, Uganda Field Station (15')**

Line will discuss [Remote Work from a Field perspective](#)

3. Facilitator: Discussion and Q&A (including SC Chairs interventions) (40')

4. Facilitator: Way forward & closing (10')

FICSA COUNCIL

Joint Session on Remote Work

74th SESSION
VIRTUAL

Summary Sheet

FICSA /C/74/Joint Session/RW

<input checked="" type="checkbox"/> For sensitization and information	
Issue (title)	FUTURE OF WORK Remote Work: a current and relevant issue for the FICSA membership
Issue description (including reach: global versus local)	<p>Background: FICSA Officers represent the membership at meetings of the High-Level Committee for Management (HLCM). In 2019, the HLCM identified the issue of the “Future of Work” to be critical to their workplan. A Task Force on the Future of work was established and three workstreams were identified:</p> <ol style="list-style-type: none"> 1. Remote work 2. Agile contracts 3. Enabling technology <p>In order to ensure that FICSA adequately represents the views of its membership during discussion on these topics, three joint sessions of the FICSA standing committees have been convened.</p> <p>Issues for consideration: With regard to the topic on Remote Working, it needs to be kept in mind that:</p> <ol style="list-style-type: none"> 1. teleworking/flexible working arrangements are different from Business Continuity arrangements which have been put in place in response to the COVID 19 pandemic, including remote working arrangements. The former is initiated by staff, promotes work-life balance, etc. The other is a business requirement to ensure operations continue while staff cannot come to the office. Some of the challenges are overlapping for staff, but new challenges are being experienced. 2. Currently there are no standard definitions for remote working. Some examples are outlined in the background documentation and they will be discussed. <p>Issues touched upon will include the following:</p> <ul style="list-style-type: none"> • Definitions: Distinction between remote work and telework/telecommuting/flexible working arrangements • Clear and consistent definition and implementation of policies

	<ul style="list-style-type: none"> • Working in a virtual environment and impact on occupational health, safety and well-being (HSW) • Challenges and opportunities of remote working/working from home • Fair management: responsibility and trust of staff and management • Implications for staff categories
Background documentation	<p><u>Future of Work and participation of the Federations in the Work Streams - FICSA Comm 70/20</u></p> <p><u>Report from the three Federations on the HLCM 40th virtual Session: Future of Work 29 September 2020 - FICSA/CIRC/1334</u></p> <p>ILO Definitions: <u>https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_747075.pdf</u> (refer to pages 5,6)</p> <p>Deloitte: <u>https://www2.deloitte.com/content/dam/Deloitte/gh/Documents/human-capital/gh-remote-work-the-new-normal.pdf</u></p>
Action(s) requested from participants	<p>Expected outcomes of this session: Participants should fully engage in the discussion and feel prepared to have an informed discussion with your administrations and your constituents.</p> <p>Participants should understand definitions of the different ways of working ‘remotely’ from the office.</p> <p>Take a FICSA position to be promoted during 2021 in high-level fora which should include basic principles that FICSA supports (WLB, support for mental health, duty of care, etc.) as well and recommendations on consistent definitions and equitable application of policies across the UN system</p>
Next step(s)/specific action(s)	<ol style="list-style-type: none"> 1. Have more in-depth discussions on identified issues in ‘Ask the FICSA Expert’ webinars, in particular on 2.