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# COMMUNICATIONS

## *Ask the FICSA Expert: Enabling technology*

A readiness plan for staff representatives with a focus on creating a positive psychosocial work environment, 30 March 2021, 2-3pm CET

**15/21****Geneva****22 March 2021**

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To: All members – PLEASE DISTRIBUTE WIDELY TO YOUR MEMBERS

From: Cosimo Melpignano, General Secretary

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Dear colleagues,

This is with reference to our previous communications on the [guide for staff representatives](#) and the FICSA [statement on enabling technology](#). Dr Jain presented the [impact of digitalization and AI as causes and enablers of organizational change with a view to the impact of the international civil service](#).

As discussed at the FICSA [joint session](#) on the Future of Work with a focus on Enabling Technology, digitalization can be both an opportunity and a threat, as it can improve the quality of jobs through greater autonomy and allowing staff to choose where and when to work more freely, thereby, resulting in a better work-life balance, or by making work environments safer and healthier, by replacing dangerous or boring tasks with automation. However, it may also mean permanent access, control and possible blurring of work-life boundaries opening the door to further challenges to the health, safety, and well-being of the workforce. Maintaining a balance between the challenges and the opportunities presented by digitalization will depend on the proper application of the technology and on how it is managed.

**Only a well-informed staff representative body is prepared to defend the rights of staff and promote their interests during this digital age transformation of our workplaces.**

Therefore, please join us and Dr Jain for this seminar (link to website: <https://ficsa.org/activities/ask-the-ficsa-expert-online-sessions/webinars-detail/workshop/ask-the-ficsa-expert-enabling-technology.html>) which focuses on the impact of psychosocial factors on our workability and our lives that need to be recognized in the context of the implementation of the [Mental Health Strategy](#).

Link to the ICS file: "[Click here to download the ICS calendar file to add the event to your calendar](#)". Double click on the file once you have downloaded it, and select to add it to your Outlook.