

**FUTURE OF WORK
TASK TEAM
2020/21 &
QUESTIONNAIRE
2021/22**

HRMT

BRUSSELS

**OCT 11TH TO 13TH
2022**



Professional Services Workplaces in Transition

- Pre-COVID underlying pressures for Work/Life Flexibilities in many countries
- COVID-19 Enforced Home Working shifted the Professional Services Workplace out of traditional Office locations
- Post-COVID, governments, businesses and workers are all exploring future working modalities
- Millennial/GenZ expectation (knowledge workers) that some level of workplace flexibilities will be a standard (& not just Blended Working)
- Employee Well Being Focus as an emerging trend



Capabilities & Communication Group 2021

- Future of Work Task Team (NL, IT, PL, AL, IE, AU)
 - Examined what NSIs had learned from Pandemic experience
 - Developed a Framework to structure responses to post-COVID working modalities
 - 3 Toolkits – Employer, Employee, Manager



Employer Toolkit

- Helping the employer to map the dimensions of the Blended Working Operating Model
- Addressing the “hard” requirements (legal basis; business rules)
- Identifying the practicalities (Technology enablers etc)
- Signposting the “soft” challenges (Culture and Values; Workforce Well-Being)



Employee Toolkit

- Identifying key personal dimensions of the new organization of work
- Signposting how Employees can adapt
- Emphasising that the changed Places of Working require changed Ways of Working, at the individual and Team level



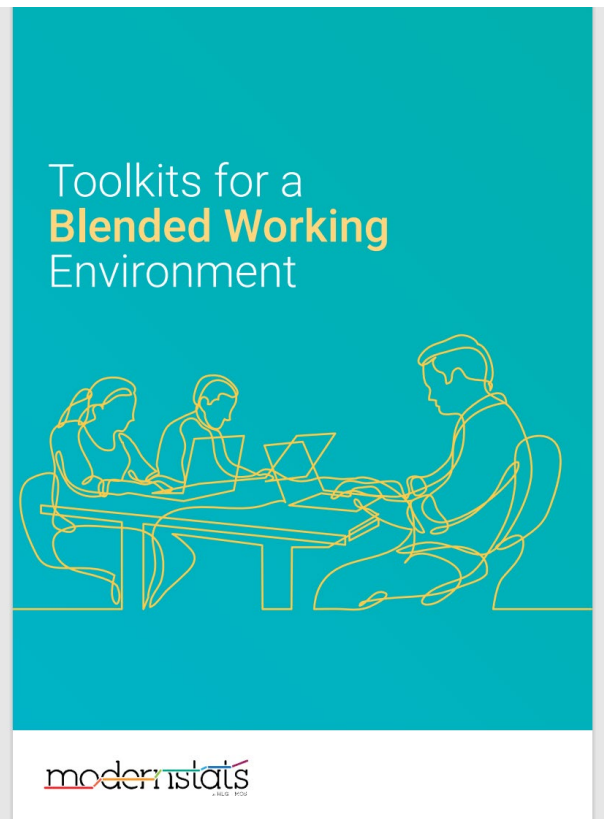
Manager Toolkit

- Perhaps the greatest challenge in this new way of working is for Managers
- Managers, as leaders of a Business and of its People, need supports to adapt personally and to lead change
- The greatest pressure to support Blended Working rests on the shoulders of Managers – their skills development is crucial



Output 2021

The genesis of a Handbook for NSIs (and other professional services organisations) to help plan and deliver a successful Blended Working Environment



2022 Capabilities & Communications Task Team on Future of Work

- Grows from 1 group to 3 x Sub Groups
 - Future of Work Toolkits
 - Future Job
 - Reaching Youths (as Staff and Data Subjects)



Statistical Organisations Love Surveys!

- A UNECE Co-Ordinated Survey during May 2022
- 41 Responses- not all fully completed
- A snapshot of:
 - Pandemic Responses re.Ways of Working
 - Longer term prognosis of NSI job needs
 - Consideration of how to reach tomorrow's workers



Blended or Flexible Working

- A high proportion of our organisations have or are developing formal Blended Working Frameworks
- In some countries, rules are codified for all Civil/Public Service bodies
- It appears that some level of Blended Working is an inevitable component of the future organisation of work



Hidden Dangers

- Not all organisations are approaching these changes holistically
 - Simply changing the place of work without adding relevant supports could backfire
- Well-Being focus is patchy
- How to protect Culture & Values?



It's not just the world of Statistics that is changing!

- Work has changed
- Workers expectations are evolving
- Money matters, but so do values and meaningfulness
- How we worked in the past cannot endure...
- Are we ready for the challenges ahead?



As you listen, please consider:

From your particular national perspectives, what are the key challenges/opportunities you associate with responding to expectation/pressures around "post COVID" working modalities?



As you listen, please consider:

As Official Statisticians we are professionals with highly sought after skills working in very specialist functions with national significance. To what extent do we think our "Core Values" (official statistics) bring obligations or opportunities as we face the future battle for talent and demand for a flexible way of working?



As you listen, please consider:

...the challenge of Connecting with Youth: Inevitably, we are moving toward a recruitment wave focused on GenZ - different world view, different value system; very different workplace expectations. How do we prepare and how do we align with them for appeal and retention, both as staff and data subjects?



As you listen, please consider:

Does the fact that we exist as part of a broad international ecosystem offer us particular opportunity to exploit FoW opportunities?



NSIs – So What....Just keep producing the Stats?

- Professional Service Organisations need to recruit and retain Skilled Talent
- Operating in a particular context of Culture & Values
- Clear demand, both from staff and (selectively) at Govt level for Blended Working as one of a range of desired flexibilities
- Recruitment and Retention increasing challenges
- Who is our Future Talent Pool & How do we retain them?



Next Steps

- Diagnosis is the Easy Part!
- Are the Sub-Groups focused on the right challenges?
- Where would you like us to prioritise our 2022/23 efforts?
- A Call to Action!





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