

25th of Nov, 2020

# The Future of Work

## Home Edition

The elusive world of remote work

The turning point for new freedoms in the realm of decent work or a fast way forward into precarity?

Via Zoom



### 12:00 - 12:45 INTRODUCTORY PANEL

The Covid-19 outbreak has forced many people to move to teleworking. This has prompted us to investigate the future of working from home in the 21st century.\* How many varieties of work outside of employers' premises can we identify, and how should they be regulated by instruments of the International Labour Organisation (ILO) and national law?

**Jon Messenger**, Team Leader, Working Conditions Group at the International Labour Office in Geneva, will take questions from **Branka Andelković**, Co-Founder and Programme Director of the Public Policy Research Centre (CENTAR), and **Jovan Protić**, ILO National Coordinator for Serbia, followed by a brief discussion with the audience.

\*Teleworking entails employees performing work outside of employers' premises using information and communications technology (ICT). Although there is a difference between teleworking and working from home, the Serbian Labour Law (Article 42) uses these terms interchangeably, and we will do likewise in the context of the Conference.

### 12:45 - 13:35 SESSION 1 - THE GREAT DIVIDE

Which sectors can shift their operations online and under what conditions? Once the pandemic is over, will teleworking become a niche phenomenon or a universal approach to working arrangements? How do institutional factors affect businesses' ability to organise remote work?

**Andrea Glorioso**, Policy Officer, DG CONNECT at the European Commission, will offer critical reflections on how realistic it is to expect companies to make an outright shift to teleworking in the future.

Then, **Milan Dobrijevic**, Assistant Minister, Ministry of Trade, Tourism and Telecommunication, **Marjan Stojanović**, Secretary of the Association for Electronic Communications and the Information Society at the Serbian Chamber of Commerce and Industry, and **Vladan Živanović**, Country Manager for Serbia at Euronet Worldwide Inc., will talk to **Tanja Jakobi**, CENTAR Executive Director, and **Branka Andelković**, CENTAR Programme Director, about the impact of the digital transformation on working arrangements and company operations. Lastly, the panel will take questions from the audience.

### 13:35 - 13:50 BREAK - ONLINE EXHIBITION (PART I)

We take you to an online exhibition by the artist Sava Knežević, a founder of U10 Art Space (Part 1)

### 13:50 - 15:20 SESSION 2 - NEW VULNERABILITIES

#### 13:50 - 14:20 INTRODUCTORY DISCUSSION

How do workers who have continued going into work during the pandemic differ from those able to work from home in terms of their access to labour rights, and what are the long-term consequences of these distinctions? **Bojan Urdarević**, Professor at the Faculty of Law, University of Kragujevac, and **Miloš Turinski**, PR manager at Poslovi Infostud, will discuss the impact of the digital transformation on employment rights.

#### 14:20 - 15:20 THEMATIC BREAKOUT SESSIONS AND DISCUSSION WITH THE AUDIENCE

Three parallel breakout sessions will consider the key challenges of teleworking and explore possible changes to labour legislation as work continues to evolve and the digital transformation gathers pace. The recommendations from the breakout sessions will be presented at the closing panel.

#### BREAKOUT SESSION 1 - WORK-LIFE BALANCE

**Marija Babović**, Professor at the Faculty of Philosophy, University of Belgrade, and Programme Director of the SeConS Development Initiative Group, will talk to **Barbara Gerstenberger**, Head of the Working Life Unit at Eurofund, **Ivan Sekulović**, Public Policy Advisor at the Centre for Democracy Foundation, **Vladan Ivanović**, Professor at the Faculty of Economics, University of Kragujevac, and **Bojana Vasiljević**, Executive Director, Human Resources East Europe, NCR Corporation about the strengths and weaknesses of teleworking, the right to disconnect, and the gender dimension of working from home.

#### BREAKOUT SESSION 2 - SUPERVISION AND CONTROL OF TELEWORKERS VS THEIR RIGHT TO PRIVACY

**Danilo Krivokapić**, Director of the Share Foundation, **Zlatko Petrović**, Assistant Secretary General, Commissioner for Information of Public Importance and Personal Data Protection, **Nevena Ružić**, Programme Co-ordinator at the Open Society Foundation Serbia, and **Tijana Žunić Marić** of the Žunić law firm will speak about how employers can be allowed to see what their staff are doing whilst also safeguarding workers' right to privacy.

#### BREAKOUT SESSION 3 - SPLITTING TELEWORKING COSTS BETWEEN EMPLOYEES AND EMPLOYERS AND HEALTH AND SAFETY CONSIDERATIONS

**Jovan Protić**, ILO National Coordinator for Serbia, **Ljiljana Pavlović**, Head of Membership, Serbian Employers' Association, **Mario Reljanović**, Researcher at the Institute for Comparative Law, **Aleksandra Vitorović**, Advisor, International Division at the UGS Nezavisnost Trade Union, and **Danijela Bobić**, Technical Advisor, Sustainable Economic Development at UNDP Serbia, will discuss best practices for regulating the costs of teleworking that may be applicable in Serbia and the future challenges of occupational health and safety.

### 15:20 - 15:35 BREAK - ONLINE EXHIBITION (PART II)

### 15:35 - 16:00 CLOSING PANEL: FROM REMOTE WORK TO WORKING WITHOUT CONTRACTS

In the final session, **Branka Andelković**, CENTAR Programme Director, and **Tanja Jakobi**, CENTAR Executive Director, will join participants in the **breakout sessions** and **the audience** to discuss recommendations for changing the legislative framework that governs teleworking.