



Enhance the potential of Smart Working SmartWo

ERASMUS+ Cooperation Partnership ADULT Education

Small Scale Partnership

2021-1-IT02-KA210-ADU-000034986



**This project has been financed by the Program Erasmus+ KA2 2021
Small Scale Partnership KA210-ADU - 2021-1-IT02-KA210-ADU-000034986**

Module 1

Best & Worst practices



Intro

The Covid-19 pandemic and the containment measures have caused a profound breakdown of global economic activity, with potentially far-reaching longer-term implications for the way businesses are organised. Faced with the need to reduce the spread of the virus, governments worldwide introduced strict lockdown measures and required social distancing. For many companies, the introduction of teleworking (working from home, remote work, or telecommuting) arrangements was the only way to maintain the business open and avoid furloughing or laying-off staff.

If companies were quite fast in adopting the necessary infrastructures and approaches not all the workers were ready and prepared for home working!

Whether you are self-employed handling different tasks for different clients remotely or work for a single company, you won't just be productive because you are working from home. It needs lots of discipline, self sacrifice and commitment to ensure that you don't lose focus of what it is you want to achieve.

People reacted in different ways and have reported personal difficulties as well as the practical solutions that have been put in place.

Country cases

In Italy in 2020, the health emergency led to 8.8 million employees to work remotely with a share of 40%, while before the pandemic this way of working only concerned 11%.

In the Czech Republic during the first wave of the epidemic in spring 2020, 23% employees worked from home. After the pandemic in the enterprises with 10 or more employees in 2021 worked from home the 12% of employees.

In Latvia remote workers accounted for about 20% of the total number of employees in the second quarter of 2020, whereas after the emergency only 8.9% of employees worked remotely

Best & worst practices

Being asked to list the main obstacles to overcome during the remote working experience more than 1/3 of the sample considered “Communication with colleagues” as the most relevant one followed by “Family distractions” and “Not adequate working space”.

In general the share perception was that remote working is quite challenging and over time, when no properly managed can have many negative impacts with direct effects on productivity and stress.

On the other hand those who succeed in organising their new work ‘environment’ have highly appreciated the working time flexibility, the amount of time saved going to work and the better management of work-life-family balance.

As for practical solutions adopted the most common have been:

- work with the same commitment as in the office, not changing work habits substantially
- create a proper physical space isolated from the normal home distractions
- daily schedule of activities, task timeline, discipline, priority setting
- technically adapt equipment for a comfortable working environment
- plan also breaks and free time with family members during the day
- start every morning with a briefing session with managers and colleagues

And this project is exactly meant to provide basic indications and hints on how to better cope with and profit from remote working, to become really “smart”.