## **Library and Research Services for Parliaments**

Innovation and inspiration during a global pandemic

Welcome! We will be starting shortly!

**December 2, 2020** 13h00 UTC



IFLA Section

Library and Research Services

for Parliaments

### Library and Research Services for **Parliaments**

Innovation and inspiration during a global pandemic



**IFLA Section** Library and Research Services for Parliaments

December 2 & 9, 2020

## privacy

#### Portions of this event will be recorded, including Q&A.

Recording will be posted on IFLAPARL's publications page.

Microphones have been muted for this event.

#### **Questions or comments?**

Please type into the Q&A box. Chat has been disabled. If you cannot use the Q&A box, please raise your hand.

#### The talk is GDPR-compliant

IFLA and ZOOM privacy policies: https://www.ifla.org/data-protection-policy https://zoom.us/privacy

Questions regarding privacy professionalsupport@ifla.org



### interpretation to text

- 1. Select "View Stream on Custom Live Streaming Service". This will open a browser window with text.
- 2. Click on the Settings button to select a different language (choose from Arabic, Bengali, Chinese (Simplified), Chinese (Traditional), Dutch, English, French, German, Hindi, Italian, Japanese, Korean, Portuguese, Russian, Spanish, and Tamil.
- 3. Arrange the windows so you have the webinar and the translation side by side.



### VE team

**Technical lead**: Ellie Valentine, IFLAPARL Information Coordinator

Chat / Q&A moderator: Ellie Valentine

Slides: Karin Zaal, SC Member and Julie Anderson, SC Member

On-screen host & moderator: Sonia Bebbington, IFLAPARL Secretary

**Support**: Iain Watt, IFLAPARL Chair; Karin Finer and Janice Silveira, SC Members



### program

#### 2 December, 2020 13h00 UTC

Sonia Bebbington

lain Watt

Allan Campbell

Janice Silveira

Q&A

Mary Mazanec

Edward Wood

Ahmed Moufid

Isela Mo Amavet

Q&A

Carolina Alonso Peñafiel

Carrie Hull

Antti Virrankoski

Q&A

Introduction and administrative details

Overview of IFLAPARL survey on COVID-19

Scottish Parliament Information Centre

Brazilian Chamber of Deputies Library

Congressional Research Service, USA

House of Commons Library, United Kingdom

Parliamentary Center for Research and Studies, Morocco

Library of Congress, Argentina

Mexican Chamber of Deputies

Legislative Assembly of Ontario, Canada

Library of Parliament, Finland



## Overview of IFLAPARL survey on COVID-19 lain Watt

Iain Watt, *Information@Work* IFLAPARL Chair





## Overview of the IFLAPARL survey lain Watt, 'Information@Work', Chair of IFLAPARL

#### **Background**

The survey was open May-August 2020.

- 30 responses
  - Europe 16
  - Americas 6
  - Asia-Pacific 6
  - Africa 2
- Respondents were assured of anonymity
- The report summarises, it does not analyse or make conclusions

**upportunity** to make vital strategic changes.

https://www.ifla.org/files/assets/hq/topics/libraries-development/documents/ifla-parl-covid-survey-final-report-october-2020.pdf

ı 'great deal'. Others

celerating a some saw an



### **Specific challenges**

- 1. Services were needed to inform parliament and support scrutiny in the crisis. No option to suspend services.
- 2. Effective service normally depends on personal contact with people and processes in the parliament.
- 3. Translation of on-site, 'artisanal'/'boutique', services to remote service model.
- 4. Running integrated teams and service production processes with all or most team members at home.
- 5. Unique collections/expertise normally accessible only in-person.
- 6. Very short notice to adapt to the new environment

### Key issue – Digital services and technology

- Service environment
- How far were digital services developed already?
- How much did the service depend on paper-based and/or onsite resources and facilities?
- Staff skills & experience with IT tools; job design
- Client awareness and capacity to use digital services

- Was the technology already in place for effective home-working and remote service delivery? If not, did the service have the resources to adapt quickly?
- Creativity and innovation in translating or adapting inperson/on-site services to the new environment

### **Key issue – Working from home**

- Online connections and equipment
- Home office facilities
- Working hours
- Domestic arrangements in a lockdown
- Psychological aspects

- Team communications
- Management & coordination
- Past experience of homeworking
- Job design, staff skills
- Scope for limited onsite working

### **Key issue – Innovation**

- Many individual stories of efforts to create and adapt services
- New topics and new emphases in research interest – services responded, including by building partnerships e.g. to strengthen scientific information

- New emphasis on sharing highquality information with citizens
- New ways of working

### **Key issue – Business continuity planning**

- Only one service had a business continuity plan which they actually used and found useful
- Some others had plans but did not use them and/or did not find them relevant
- Several services without plans reported that a week or two of notice allowed them to make adequate arrangements

- Issues with business continuity plans seem to have been:
  - Too general for the specific conditions and/or specific services
  - Prepared for the wrong kind of crisis
  - Not practiced in advance
- Lack of awareness of business continuity planning

### **Concerns for the future**

- Exceptional effort –
   expectations now too high
- Lack of investment and resources – especially if the pandemic leads to financial crisis
- Threat to onsite facilities

- The social capital, knowledge and skills built up in teams will deplete with isolation and turnover
- Mismatch of staff & management profiles with the new work environment
- Clients may not have the skills, knowledge or desire to adapt to a new service model

# SPICe in the time of Coronavirus Allan Campbell

Allan Campbell
Head of Research and Financial Scrutiny
Scottish Parliament Information Centre



# SPICe in the time of Coronavirus Allan Campbell

#### **Scottish Parliament Information Centre (SPICe)**

Check out our hub for all SPICe work on COVID-19: <a href="https://spice-spotlight.scot/2020/11/17/coronavirus-covid-19-hub-for-spice-material/">https://spice-spotlight.scot/2020/11/17/coronavirus-covid-19-hub-for-spice-material/</a>

Follow SPICe Spotlight via email: <a href="https://spice-spotlight.scot/">https://spice-spotlight.scot/</a>

Follow SPICe on Twitter: <a href="https://twitter.com/SPICe\_Research">https://twitter.com/SPICe\_Research</a>

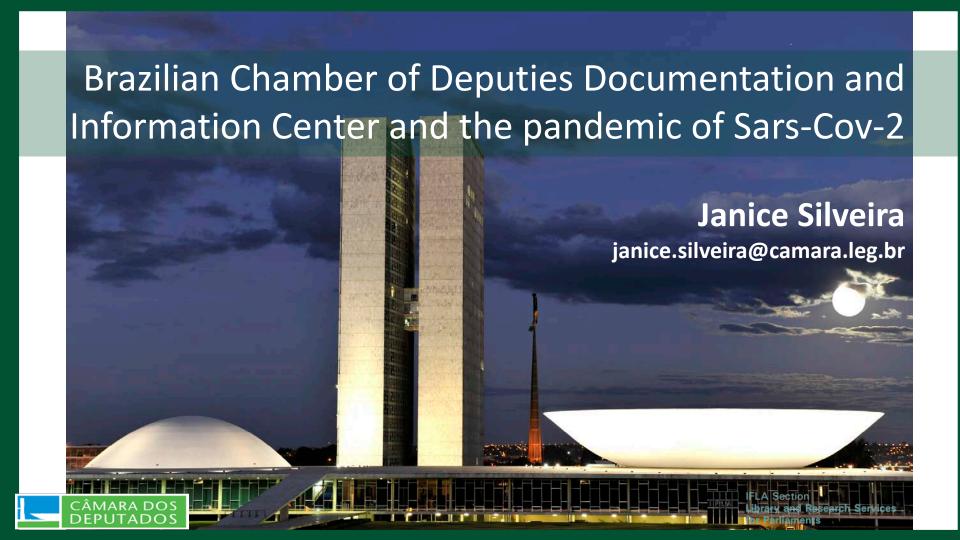
SPICe Briefings: <a href="https://digitalpublications.parliament.scot/ResearchBriefings">https://digitalpublications.parliament.scot/ResearchBriefings</a>



# Brazilian Chamber of Deputies Documentation and Information Center and the pandemic of Sars-Cov-2 Janice Silveira

Janice Silveira
Library Director
Brazilian Chamber of Deputies Library





### How the Chamber of Deputies and the Documentation and Information Center responded to the present restrictions

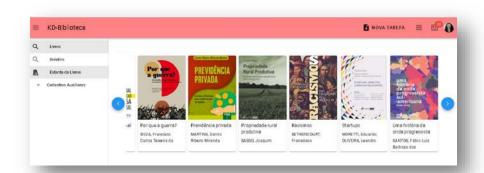


- Using proper technological capabilities
- Adopting a virtual plenary
- Allowing the majority of the staff of the Chamber and MPs to work remotely
- Closing library facilities
- Redesigning of work processes to adapt to remote working



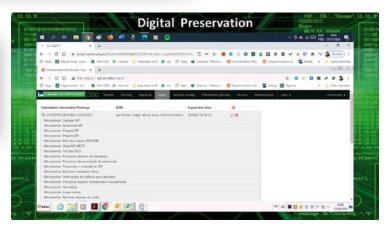


### How we managed to keep services running and products active



- Creating and providing new online products and services
- Increasing portfolio of online training about using our data bases and repositories
- Improving existing communication channels with users and creating new ones
- Improving internal and external relationships







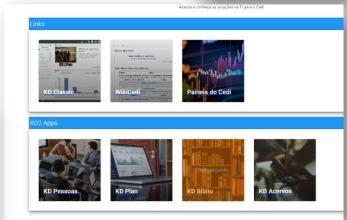


### How we managed remote working

- Adopting various communication tools WhatsApp, zoom meetings, emails;
- Accessing work desktop remotely mirroring its contents;
- Accessing internal network remotely;
- Accessing via desktop or mobile our internal management tool - kd>



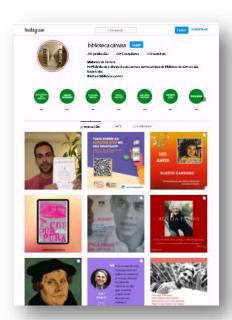








### Improved Social Media Interaction

















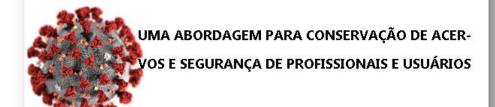


### Documentation and Information Center Biosafety Plan

- We elaborated a Biosafety plan with guidelines to be implemented when resuming in loco working.
- In the meantime the guidelines are being used to safeguard those performing specific internal activities.

#### PLANO DE BIOSSEGURANÇA DO

CENTRO DE DOCUMENTAÇÃO E INFORMAÇÃO CONTROLE DE CONTAMINAÇÃO POR SARS-CoV-2







### Q & A

Please use the Q&A function to ask questions. Please direct your question to a specific speaker, or speaker(s). Questions will be answered verbally.

Q&A is moderated and limited by time – we apologize if we do not ask your question of the presenters.

Please use the IFLAPARL COVID-19 Forum to continue to conversation: to register, please contact Ellie Valentine at <a href="mailto:infoiflaparl@gmail.com">infoiflaparl@gmail.com</a>.



### Serving Congress during a Pandemic: Perspectives from the Congressional Research Service

### Mary Mazanec

Mary Mazanec
Director of the Congressional Research Service
Library of Congress
USA





# SERVING CONGRESS DURING A PANDEMIC: PERSPECTIVES FROM THE CONGRESSIONAL RESEARCH SERVICE

Mary B. Mazanec Director, CRS

December 2, 2020

### **CRS Pandemic Response Timeline**

March 13 Remote work exercise

March 16 Start of enhanced telework

**June 15** Start of Restoration of Onsite

Operations Phase 1, Part 1

**August 14** Start of Restoration of Onsite

Operations Phase 2

**September 28** CRS reading room reopens for

appointments

**December 2** Majority of CRS staff continue to

work remotely



### **Challenges**

- Ensure a safe, engaged and motivated workforce
- Continue high level of support to Congress
- Enable technology to support remote work

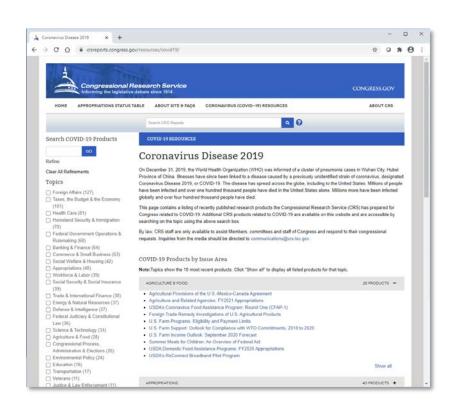
### **Supporting the Workforce**

- Robust safety protocols
- Workplace flexibilities
  - Enhanced Telework
  - Paid Administrative Leave for Caregiving
  - Distant Teleworking
- Communications and employee engagement
  - All-staff virtual meetings
  - Daily emails and updates from senior leaders
  - Employee resource page



### **Providing Quality Research Support to Congress**

- Continuation of regular activities
  - Writing research products
  - Consultative support
  - Programs and trainings
- COVID-19 support https://crsreports.congress.gov/re sources/covid19/



### **Enhancing Technology**

- Able to perform all critical functions remotely
- All CRS staff issued laptops instead of desktops
- CRS leveraged virtual collaboration software



# A COVID-19 Expert Database Edward Wood

Edward Wood Director of Research House of Commons Library United Kingdom



## A COVID-19 Expert Database Edward Wood

The UK Parliamentary Office of Science and Technology (POST) has created a database of experts on all aspects of responding to the COVID-19 pandemic.

- In the Pandemic there is more need for expert advice than ever
- Database created in March 2020
- More than 5,500 experts on subjects relevant to the pandemic asked to be included



### How POST used the Database 1) Horizon Scanning

- Survey sent to all experts on the database
- Questions about the short, medium and long term impacts of COVID-19
- 1,100 experts replied
- Findings published as 15 horizon scanning reports
- Also a report identifying what data on COVID-19 the experts wanted the UK Government to publish



#### 2) Evidence for Committees

- The Database was used to put over 20 committees in touch with experts
- This increased the diversity of academics the committees have worked with
- Another survey was used to generate evidence for a House of Lords (Upper House) Committee on "Life beyond COVID"
- Responses were analysed and grouped into 10 themes, including
  - Work and employment
  - Health and social care
  - Research and development
  - Society and community
  - Education
  - Arts, culture and sport



### 3) Areas of Research Interest (ARIs)

- ARIs are lists of policy issues published by Government
- They help direct academic research to where it is needed for policy making
- The UK government started publishing ARIs after a review of research funding bodies in 2015
- Now they are also used by other public and third sector bodies
- POST used input from over 1,000 experts on the database to produce COVID-19
   ARIs for Parliament

#### **COVID-19 ARIs for Parliament**

- Parliamentary research staff ranked the initial ARIs to focus on what was most interesting to Committees
- Final list includes
  - Economic recovery and growth
  - Surveillance and data collection
  - Long-term mental health effects
  - Education
  - Vaccine development
  - The National Health Service

# On the role of the Center during the Pandemic Context Ahmed Moufid

Dr. Ahmed Moufid Director, Parliamentary Centre for Research and Studies House of Representatives Parliament of the Kingdom of Morocco



# Parliamentary Center for Research and Studies House of Representatives of the Kingdom of Morocco



On the role of the Center during the Pandemic Context

Dr. Ahmed Moufid
Director of the Parliamentary Center for Research and Studies







# **About the House of Representatives of the Kingdom of Morocco**

- The **House of Representatives** is a constitutional institution forming the Moroccan Parliament besides to the House of Councilors (Bicameral system According to **Art. 60** of the 2011 Constitution)
- Its core competencies are clearly defined in the Constitution of 2011, namely; Legislation; Control of Government Action and Evaluation of Public Policies alongside with Parliamentary diplomacy.
- More information is available in its official website, in **5 languages** (Arabic, Amazigh, French, English and Spanish) : www.chambredesrepresentants.ma







# About the Parliamentary Center for Research and Studies - Morocco

- The Parliamentary Center for Research and Studies has been established in September 2019 to respond to the Moroccan Parliament needs in terms of addressing its own duties in political, economic, social areas in appliance with its roles defined by the 2011 Constitution;
- Namely: Legislation; Control of Government Action and Evaluation of Public Policies alongside with Parliamentary diplomacy.





# About the Parliamentary Center for Research and Studies - Morocco

- Drawing on this fact, the Parliament needs Research not only for its scientific methods and its relevance, but to answer social concerns that are to be addressed from its own position.
- It's an institutional Research Center aiming to provide relevant analysis of the Parliamentary work and to provide Research for the House of Representatives to enhance its quality-driven outcomes.
- To reach this aim, the Center is organized in <u>3 Research Units</u>:
  - 1. Unit of Research in Constitutional, Legal and Political Studies;
  - 2. Diplomatic and Security Studies;
  - 3. Economic, Social and Environmental Studies.





# Pandemic context: innovation and sustainability

- **During the Pandemic**, the House of Representatives has ensured the continuity of its function; accordingly, the Center has been actively committed in this perspective.
- The **Center** is mainly focusing on providing Research papers, reports, guides, studies, and policy papers either on demand from the House of Representatives or by its own initiative in relevant areas.
- As we have been involved in many publications during this context, we would like to share our experience in terms of innovation and sustainability to address and monitor the Roles of the Moroccan Parliament during the Emergency state linked to Covid-19.







# Pandemic context: innovation and sustainability

- A report on "Monitoring and Analysis of House of Representatives role during the State of Health Emergency" which sheds light on the House's decisions and sustainability of its roles (in terms of: Legislative action, Control of Government action, and Evaluation of Public policies)
- published in July 2020, 137 pages.
- Other Policy Papers and Reports and Guides, were edited and still ongoing during this period.







# The work of the Library of National Congress during the Covid-19 pandemic. Reflections, actions, and challenges.

## Isela Mo Amavet

Prof. Isela Mo Amavet, Research Department Head Library of Congress Argentina



# Q & A

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# INFORMATION, LIBRARIES AND MUSEUM COORDINATION Carolina Alonso Peñafiel

Carolina Alonso Peñafiel Coordinator, Information, Libraries, and Museum Services Mexican Chamber of Deputies



## INFORMATION, LIBRARIES AND MUSEUM COORDINATION

CAROLINA ALONSO PEÑAFIEL















### **INFORMATION AND ANALYSIS**





measurement







#### CHECKLISTS DE ÉTICA



Bienvenida a cargo del Lic. Hugo Christian Rosas de León, Secretario de Servicios Parlamentarios	VIERNES 15 MAYO	09:00 Hrs. POR ZOOM
	(G)Col	PLA Section (Section and Parameter Sections for Publishments















## LIBRARIES







MARCH 23 <sup>RD</sup> – NOVEMBER 18 <sup>TH</sup>	REACH	REGISTERED AUDIENCE	PAGE VIEWS
+250 live broadcasts -cultural -webinars -forums -book presentations	585, 067	61,079	183, 881



#### LETRAS DE HUMANIDAD: SEMINARIO VIRTUAL DEL ESPACIO CULTURAL SAN LÁZARO



#### CURSO: FOTOPERIODISMO Y REPORTAJE

"TODO SE HACE EN SILENCIO COMO SE HACE LA LUZ DENTRO DEL OJO"

DE 16:30 A 18:30 Hrs.

#### IMPARTE: EDITH COTA / Fológrafo y periodisto cultural

Ucenciada en Ciencias de la Comunicación por la Universidad de Sonora. Maestría en Artes Visuales (UNAM). Estudios en el Máster en Fotografía. Árte y Técnica de la Universidad Politéonica de Valencia y en el Diplomado Kueva fotografia Documental en Gimnatin de Arte y Cultura. Actualmente forma parte de Incubadora de fotolibros (Hydra + Potografía) y os coordinadora de prensa de Circulo de Poesia.

#### DESCRIPCIÓN:

SIMPOSIO VIRTUAL CON TRANSMISIÓN EN VIVO

13 - 17

JULIO

DE 13:00 A 15:00 hrs

WEspacio Cultural San Lázaro

&Biblioteca Legislativa Cómara de Diputado

#BibliotecaGeneral Com.Dia

CONTACTO:

expaniocultural@dinutados.nob.mx circulodelecturo#diputadas.gab.mx

Galoriel Garcia Márquez decla que el reportaje les la reconstrucción minuciosa y vendica del hecho, es declula noticia completa, tal como sucadió en la realidad para que el lector la conociera, como a hubiara estado all' En este curso reflexionaremos sobre el Fotoperiodismo y el reportaje en los medios de comunicación, y cómo los periodistas están explorando nuevas vias para la difusión de su trabajo. Ambos generos convocan a nametivas que tocan al lector, lo humanizan y ofrecen diversos puntos de vista sobre un mismo hecho.

ESPACIO CULTURAL SAN LÁZARO

#### CUPO LIMITADO

Las inscripciones estan agotadas, pero teinvitamos a seguir la transmisión en vivo a

PRIMER SIMPOSIO INTERNACIONAL

O CAMBIO DE ÉPOCA

EIES DE ABORDA IS

instituciones públicas

Medio ambiente y economía

Mesa general, con todos los temas

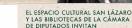
Arte y cultura

MIÉRCOLES 15 Aspectos legislativos, políticos e

Filosofía, ciencia y racionalidad

@EspacioCulturalSanLázaro &BibliotecoGeneral.Com.Dip

Legislativa-Cámara de Diputados









#### A LA PRESENTACIÓN DEL LIBRO "(RE)PENSAR 20 JUEVES LA CIUDADANÍA

EN EL SIGLO XXI" AUTORA: DRA. LUCÍA ÁLVAREZ INTERDISCIPLINARIAS EN CIENCIAS Y HUMANIDADES

COMENTARISTAS

- DR. VICTOR MANUEL DURAND PONTE INSTITUTO DE INVESTIGACIONES SOCIALES, UNAM - DRA. KARLA VALVERDE VIESCA FACULTAD DE CIENCIAS POLÍTICAS Y SOCIALES UNAM MTRO. PABLO YANES RIZO COMISIÓN ECONÓMICA PARA AMÉRICA LATINA

V FL CAPIBE CERAL MODERA: DRA, TANIA HERNÁNDEZ CERVANTES

LIVE TRANSMISIÓN EN VIVO POR ( a Espacio Cultural San Lázaro

@BibliotecaGeneral.Com.Dip a Biblioteca Legislativa- Cámara de Diputados

13:00 Hrs.





IFLA Section Library and Research Services for Parliaments







#### **Objectives during pandemic times**

- Presence in national, Latin American and North American cultural centers and museums.
- An academic program was opened. It was a training program on museum environment for museum professionals, students and open public interested in this field.
- Gineteca San Lázaro: capacity building workshops for students and general public

## MUSEUM



**APRIL - NOVEMBER** 

**85** ONLINE ACTIVITIES

**REACHING:** 

43, 714 PEOPLE

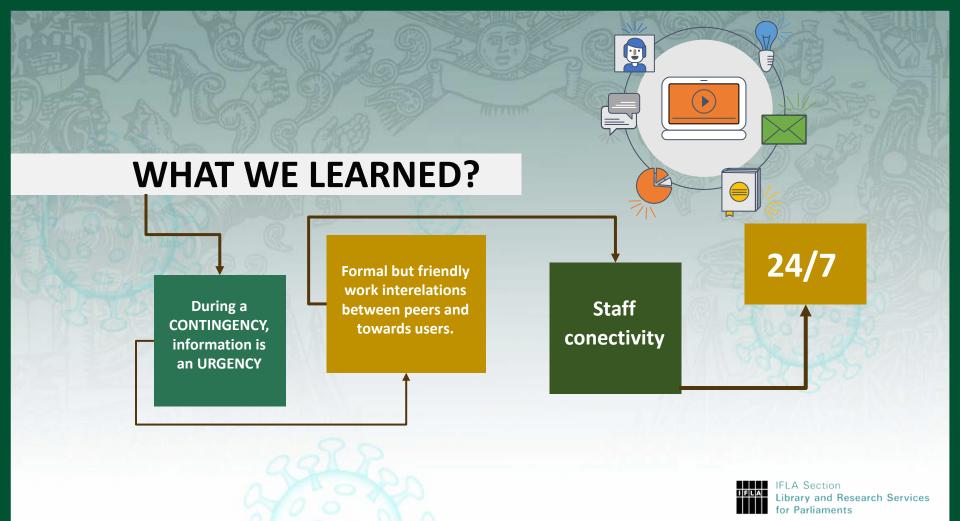


#### **ACTIVITIES & CULTURAL EVENTS ONLINE:**

- Virtual tours
- Ephemeris articles and videos
- Cine Club
- Museum research seminars
- Cineteca San Lázaro
- Round tables, Conferences, Open talks
- Museum Nights
- Talks with film directors







## **THANK YOU**



#### **INFORMATION AND ANALYSIS**



Documents (English abstracts) 1,000+

http://www.diputados.gob.mx/sedia/sia.htm



**WE INVITE** 

**VISIT OUR** 

**SERVICES:** 

YOU TO

### **LIBRARIES**



Poetry, theater, books, writing workshops and more

http://www.diputados.gob.mx/sedia/biblio.htm



#### **MUSEUM**



http://museolegislativo.diputados.gob.mx





# Pandemic Innovations & Challenges Carrie Hull

Carrie Hull
Manager, Legislative Library & Legislative Research
Legislative Assembly of Ontario
Canada



# Pandemic Innovations & Challenges Carrie Hull



Legislative Library & Legislative Research Legislative Assembly of Ontario

December 2, 2020

chull@ola.org



Chris Slothouber, Queen's Park, 2008, licensed under CC BY 2.0.

## Overview

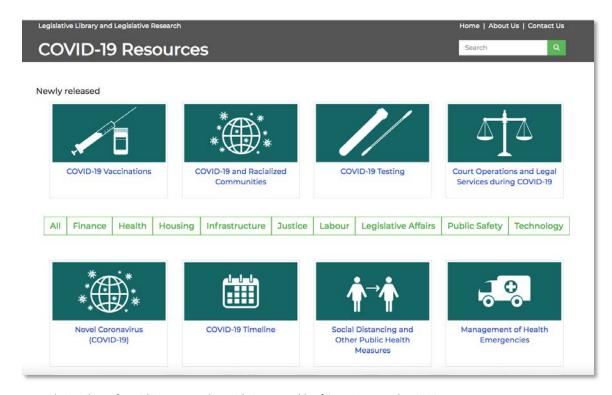
**COVID-19 Publication Series** 

**Current Awareness Service** 

**Virtual Committees** 



## **Publication Series**



## Daily Newsletter



Legislative Library and Research Services

New in Research Papers: COVID-19 Timeline

Sandra Lopes, March 2020

New in Provincial Affairs Briefings: COVID-19 and Ontario Hospital Capacity

Jason Apostolopoulos and Brenna Farguharson, April 2020.

New Ontario Resources

Ontario Takes Additional Measures to Protect First Responders During the COVID-19 Outbreak

Ministry of the Solicitor General, April 6, 2020 2:07 P.M.

Ontario Providing Relief for Remote Northern Property Taxpayers During COVID-19

Ministry of Finance, April 6, 2020 2:00 P.M.

Ontario Government Supports Families in Response to COVID-19

Office of the Premier, April 6, 2020 1:15 P.M.

Federal Resources

Prime Minister announces production of more medical supplies and equipment in Canada

Prime Minister of Canada, April 7, 2020

Readout: Minister of Foreign Affairs speaks with U.S. Secretary of State

Global Affairs Canada, April 6, 2020 3:28 P.M.

City of Toronto Resources

City of Toronto working with community and corporate partners to implement emergency food access for vulnerable residents

City of Toronto, April 6, 2020

City of Toronto urges residents to adapt faith-based holiday observances during COVID-19 pandemic

City of Toronto, April 6, 2020

City of Toronto enforcement officers see encouraging behaviour, some problem areas persist

City of Toronto, April 5, 2020

Selected Media

To Build an Agile Team, Commit to Organizational Stability

Harvard Business Review, April 7, 2020

Boris Johnson is the first world leader to fight the coronavirus in an ICU

Maclean's, April 7, 2020

Legislative Library, Information Update, April 8, 2020.

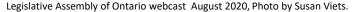
CoolClips.com, http://clipart.coolclips.com/480/vectors/tf05307/CoolClips\_vc061456.png.



## Virtual Committees: COVID-19 Hearings



- 200 hours of hearings
- 500 witnesses
- 180 written submissions
- 7 public reports
- 13 researchers





# Library and information services in Finland Year of Pandemic 2020 Antti Virrankoski

Antti Virrankoski Director Library of Parliament Finland



# Library and information services in Finland Year of Pandemic 2020

Antti Virrankoski
Director for the Library



## On 16 March 2020: state of emergency in Finland

- the Government announced the State of Emergency , in cooperation with the President
- a variety of measures were taken in accordance with the Emergency Powers Act and on the Communicable Diseases
   Act
  - functioning of healthcare and social welfare units
  - restriction of sale of medicines, goods and services used in healthcare services
  - obligation to work (on certain professions)
  - derogations to the terms and conditions of employment relationships and dismissals
  - closure of schools and other educational institutions.
- The Government also restricted movement of people between the Uusimaa region and other parts of the country between 28 March and 15 April 2020
- Restaurants, cafés and bars were also closed until 31 May, (only take-away and delivery)
- The government has made other decisions and recommendations concerning, for example, social distancing, restrictions on cross-border traffic and travel abroad, closure of sports facilities and cultural venues, bans on public gatherings of more than ten people and on mass events, prohibition of visits to care homes for the elderly, and selfquarantine-like conditions for persons over 70 years of age



## Spring 2020

- State of emergency 16.3.2020
- Library space closed for public 13.3.2020 17.5.2020
- All except vital service staff shifted to distance work (happened overnight...)
- Online services
  - Contact via e-mail and phone
  - Library and archive information service, ILL-service, acquisition, registry's office mon-fri 9-15
  - All due dates postponed
- The Parliament Research Service functions normally
- Web content production went on
  - Legislative follow-up information packages: e.g. application of the emergency powers act



## Limited library services, may-nov 2020

#### **Current situation**

- Pick up library opened 18.5.2020
  - Open mon-fri 12-15 (normally 9-18)
  - Pre-ordered loans and returns
  - one customer at a time
  - No acces to collection or other facilities
    - exception: 10 selected university researcher, since 1.8.2020
  - Volumes:
    - 15-20 pre orders / day
    - 10-15 customers / day
    - · Amount of e-mails and phone calls exceeded heavily
- Online services remained
- Distance work remained (about 75% of staff)
- update: closed for public 26.11. untill further notice
- About the openness:
  - Parliament library the only access to parliament (the main parliament building open onlyu for media)
  - Helsinki city and univ. libraries currently open (update: plans to close down later this week)



## Observations so far

### **Challenges**

- HR challenges: contact to staff limited, work load uneven
- Workshops and informal innovation contacts very limited
- All online –life
- Less customer contact
- The unexpected and the uncertainty seems endless

#### Plus side

- Library staff (and job descritions) very flexible
- Digital leap happened overnight
- Amount of sick leave days dropped conciderably
- IL-teaching in YouTube very popular
- Implementation of NLS (Alma) was a success
- Respect for library services even stronger in the society



# Q & A

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# Thank you

Thank you for your participation and we hope to see you soon again!

