

**The rules for the future of structural telework will
be negotiated very soon :
Please let us know your opinion**



Dear Colleagues,

The Federation sent a survey out to you at the end of 2020 to find out more about your expectations for structural telework, which will become the norm in the future... when we finally arrive at a new post-Covid normality.

(For the record: see the attached results of the 2020 survey)

The Federation then addressed your requests to the Administration so that it can take account of your views when preparing its new text for GIPs (General Implementing Provisions) on telework, whilst also comparing its ideas with practices in other Institutions.

A draft text will soon be circulated by the Administration and negotiations with your representative organisations will follow in April or May.

The conditions of implementation of this future telework will thus quickly become clear. The changes concerning telework will also be closely linked to the evolution of the building policy towards more "OpenSpace" or even "Hot/Flexi-Desking" and should be conceived with a global vision and presented as such to the staff.

In anticipation of these negotiations and to prepare as well as possible, **the Federation** considers it essential to check again with you whether your expectations have changed since 2020 in view of a series of new developments.

The lockdown in Belgium over the last two months has put pressure on all of us, especially on those whose families are abroad and cannot see each other.

In our last survey in 2020, there was a very strong demand for a high proportion of teleworking in the future.

- More than 90% wanted to maintain at least 2 days a week of telework.
- 67% wanted to be able to telework 3 or more days a week.
- 96% were in favour of telework becoming a right, either partially or fully.

In addition, a large majority of colleagues asked for the Administration to follow the model of other institutions such as the Court of Auditors, to allow telework away from the place of employment. A total of 30 to 40 days spread over the year with a maximum of 10 days per month was considered legitimate.

Since then, a group of colleagues has also formed to ask for the possibility to telework away from the place of employment for much longer periods and has submitted this request to Commissioner Hahn.

This group of colleagues also contacted **the Federation** to better explain their motivations. As a result of our meeting, we thought it would be interesting to ask you, without any preconceived ideas, what you think about this orientation.

It is useful to specify that in this hypothesis, substantial modifications to the rules in force (for working conditions and regimes in this case) would have to be put in place which could lead to a possible revision of the Staff Regulations...

In the meantime, the Commission has been reviewing its buildings policy in Brussels and has prepared a medium-term plan. The Administration is trying to sell us the repulsive and virus-riddled "Hot-Desking" model under the name of "Flexi-Desking" and intends to generalise the recourse to "open space" offices and the "clean desk" as our future working environment.

This is accompanied by a sharp reduction in parking facilities (in the ONE building 170 parking spaces for 1500 workstations).

This could influence your choice of teleworking possibilities in the face of increasingly unattractive office accommodation conditions.

The Federation therefore invites you to give us your preferences for the future of teleworking by answering this short anonymous questionnaire.

<https://ec.europa.eu/eusurvey/runner/NewTELEWORKsurvey2021FFPEall>

This questionnaire also includes questions on two subjects related to telework:

- The need to introduce safeguards to ensure the right to disconnect from IT and telecoms is respected, outside of a "core time" which also needs to be redefined;
- The introduction of a financial allowance, as already exists in our Member States, to compensate for the extra costs incurred through widespread teleworking (independently of the provision of a chair and a screen). In Belgium, there is a monthly allowance for office expenses

<https://www.rtl.be/info/belgique/economie/bonne-nouvelle-pour-les-teletravailleurs-le-fisc-vient-de-clarifier-une-indemnite-mensuelle-pour-vos-frais-de-bureaux-1283726.aspx?dt=09:28>)