

# Position of the Brussels Local Staff Committee regarding future of the mobility in Region Brussels-Capital: the perspective and recommendations of the Commission's staff

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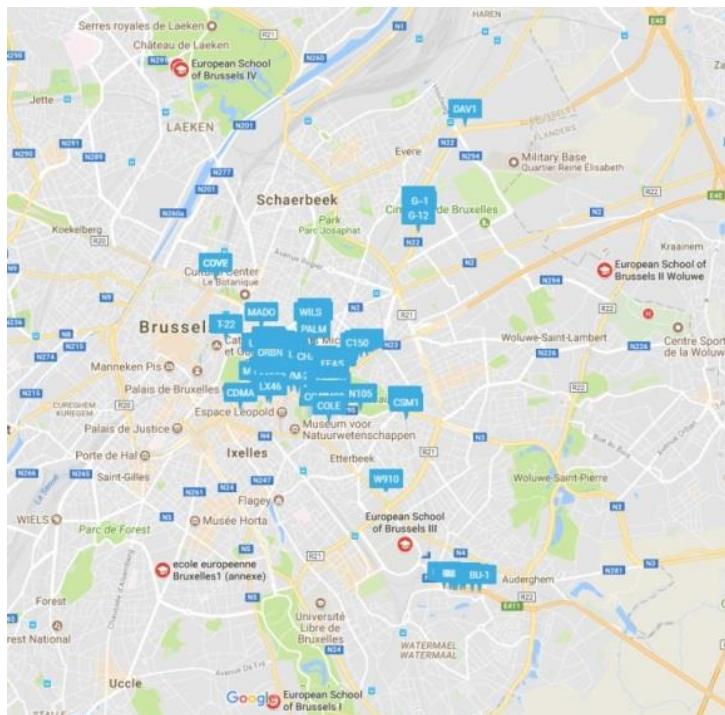


*Local Staff Committee (March 2018)*

This report is divided into eight sections. The first section informs about the legal obligation and the engagement of the Local Staff Committee in relation to the mobility; the second and third section gives a background overview of the broad range of mobility-related concerns shared by staff in the Commission as well as identifies those issues which are best addressed by the Brussels-Capital Region; the fourth section sets out the problems which the Commission can address; the fifth section highlights ways in which the buildings policy of the Commission and European schools may have an impact on mobility; the sixth section refers to the Commission Representations which fall under the competence of the LSC Brussels; the seventh section sets out a series of practical recommendations; the last section is a short conclusion.

## I. Introduction

The European Commission, the largest employer in Brussels (over 27.000 staff members), with buildings spread throughout the Brussels Capital area (cf. map below) can do much to influence the mobility situation in the metropolitan zone and its future mobility plan should set-out ambitious goals and actions for to that end.



The previous Commission<sup>1</sup> mobility plan covered the period until 2014. It is thus high time to produce a new mobility plan that would:

- encourage colleagues to use the most environmental-friendly means of transport to commute;
- increase the protection of health and well-being of Commission's staff in particular in relation to harmful air pollution;
- build the credibility for the Commission when it comes to sustainable mobility vis-a-vis external world; (it is essential to show that Commission is practicing what it preaches and what is enshrined in a number of EU strategies and legislative texts).

In the meantime, the Belgian authorities adopted two major documents, which will have an immense impact on mobility within Brussels Metropolitan Zone:

- i. [Regional Plan "Air Climat Energie" adopted on 2/6/2016 by the Brussels-Capital Government;](#)
- ii. [Plan Régional de Développement Durable](#) submitted for public consultations in the period 13/1/2017-13/3/2017.

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<sup>1</sup> Communication to the Commission SEC(2011) 989 "[Mobility Plan for Commission Staff in Brussels 2010-2014](#)"

- iii. COBRACE (Code Bruxellois de l’Air, du Climat et de la maîtrise de l’Energie) – a Brussels-Capital region law implementing the air climate energy plan.<sup>2</sup>

The future mobility plan of the Commission should be aligned with the priorities set in these documents and prepare the implementation strategy well in advance. It should not only comply with the legal frame set out in the regional planning but it should also aim at informing and assisting staff – with particular emphasis on newcomers – to the upcoming changes.

The current Brussels Local Staff Committee (LSC) has addressed issues of mobility and air quality as one of its priorities. In particular, it has drafted several notes both on mobility and on air quality:

- Bus lines 12, 21 and 22 ([here](#));
- Reorganisation of the traffic in the area of Schuman Roundabout ([here](#));
- Commission's policy towards cyclists ([here](#));
- Commission Staff Mobility Plan (here [1-2-3-4](#));
- Besoins en matière de mobilité du personnel ([here](#));
- Request of the survey results on Mobility ([here](#)).

In addition, the Local Staff Committee organised a plenary debate on mobility and air quality on 25 October 2016 (here [1-2](#)). Following that discussion, the plenary session of the Local Staff Committee of 23 March 2017 decided to establish an Ad-hoc Group on Mobility to bring forward the perspective of Commission staff working in Brussels in the debate during the preparation of the Mobility Plan (here [1-2](#)).

In particular, this Ad-hoc Group has worked to provide insight to the LSC Brussels on possible propositions for the new Mobility Plan as well as positions on health-related issues in the planned new Mobility Plan.

The Ad-hoc Group, which met 10 times, was composed of both members of the LSC and staff members working in Brussels. The Group gathered information, approached experts, informed and surveyed staff, organized events, identified stakeholder groups and formulated proposed measures related to the content of the Mobility Plan. The following topics were addressed: main challenges (including air quality), identification of future demands (links with buildings policy, security policy, nurseries and after school child care, teleworking), availability of parking spaces, access to garages in the EC buildings, cycling, challenges faced

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<sup>2</sup> Under this law, in the Brussels-Capital region, the maximum number of car parking spaces in office building depends on the level of access to public transport. This rule has applied since 2014 to all new buildings (like ORBN) and to buildings that have to renew their environmental permit (required every 15 years). [http://www.environnement.brussels/thematiques/mobilite/stationnement-cobrace/que-dit-le-cobrace-en-matiere-de-stationnement?view\\_pro=1&view\\_school=1](http://www.environnement.brussels/thematiques/mobilite/stationnement-cobrace/que-dit-le-cobrace-en-matiere-de-stationnement?view_pro=1&view_school=1) The European quarter has a high level of public transport access. As a result, the 19,000 Commission staff working in this quarter will have around 3,500 car parking spots available (as compared to around 7,000 spots right now) once all the environmental permits have been renewed. The latest mobility survey showed that 30 % of staff drive to work. In this quarter, this will have to drop to 19 % due to the reduction in parking places. Information on when the environmental permit of any Commission building expires can be found here: <http://novac-pe.irisnet.be/permis-environnement.html>.

by staff walking, public transport, liaison with European Schools and other children facilities provided directly or indirectly by the Commission.

On 24 November 2017, the Local Staff Committee with the support of the Ad-hoc Group, organised a conference, attended by over 140 people, entitled "Commission on the move: the future of our commuting to work or school – How to reduce our environmental impact and congestion with more sustainable modes of transports?" The keynote speech was delivered by Mr Pascal Smet, Brussels Minister of Mobility and Public Works. Mr Marc Mouligneau, Director of OIB, and Bernard Dehaye, Expert for Mobility, Road Safety, Environment and Sustainable Development for the BELFIUS bank, also gave presentations.

As a follow-up to the conference, the Ad-hoc group ran 6 focus groups on 30 November 2017 in 6 Commission buildings (PLB3, CHAR, BU5, G6, ORBN, COVENT GARDEN). These brought together staff members to discuss and brainstorm around a range of specific issues ([here](#)).

In parallel, during its plenary session of 30 January 2018 the Local Staff Committee approved the Commission's proposal concerning the new "[\*Plans de déplacement d'entreprise\*](#)" under the conditions that its comments, elaborated by the Ad-hoc group, would be taken into account.

***The Report presented below is the result of the in-depth analysis carried-out by the Ad-hoc group, as well as input and feedback from conference participants and the focus groups. We hope the Commission will find this work useful and that the remarks, ideas and suggestions presented below will be taken up in the Commission Mobility Plan for the period post-2018.***

## **II. Background**

Staff of the European Commission has a wide range of concerns arising from the mobility situation in the Brussels-Capital Region. Many issues have been raised by way of the complaints submitted by staff. The overall concern about mobility in Brussels-Capital has been confirmed to the Ad-hoc working group both during a conference organised by the Local Staff Committee (LSC) on 24 November 2017 ("Commission on the move: the future of our commuting to work and school") and a series of focus groups. These concerns were also substantiated by the EU Cycling Group (EUCG)<sup>3</sup> which presented its own proposals on the Commission's mobility plan in November 2017.

Many of the concerns expressed fall primarily under the remit of various Belgian authorities, in particular the Brussels-Capital Region, but also the Communes and in some instances the Federal Government, as well as the transport companies.

These concerns are often linked to the fact that the city is still predominantly car- rather than people- oriented, is not always safe, is heavily polluted and much of its infrastructure is crumbling. Other challenges concern staff as working parents who need to transport their children to and from the European schools, Commission nurseries and after-school care centres in different parts of the city.

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<sup>3</sup> The EU Cycling Group (EUCG) consists of members who are staff in the EU institutions, with 2000+ members as of 2018, one of the largest organisations in Belgium related to urban mobility.

While the issues listed above are formally under the responsibility of the Belgian authorities or of the independent European Schools, the LSC believes that the Commission has a significant role to play in raising staff concerns with these entities and both encourage and contribute to the design of the positive solutions.

Moreover, certain problems fall directly under the remit of the Commission, where much remains to be done in the light of the numerous EU laws and strategies on sustainable urban mobility, as well as various staff complaints (e.g. lack of adequate bike parking racks inside and outside certain Commission buildings, inadequate public transport, children facilities not easy accessible).

Most of the solutions to these challenges need to come from the Belgian and/or Commission authorities. However, in some cases staff may also be able to contribute as citizens, and for that purpose should be supported by the Commission as their employer. For example, there are strong expectations from staff that the Commission will support a petition to the Brussels-Capital Region requesting better designed, separated cycling/pedestrian infrastructure on *rue de la Loi* or other areas relevant to staff commuting to work or travelling between EU buildings. Staff would also like to see Commission being more active when replying to the public consultations expressing the needs and opinions of its staff. It can also encourage its employees to take active part in Communal elections, and it can campaign for the staff being given right to vote in Regional elections.

The various issues are reviewed below, starting with issues that should be tackled by the Brussels-Capital region and issues that can be directly addressed by the European Commission.

### **III. What are the problems identified by the staff in Brussels?**

#### **1) Air pollution**

A crucial problem and increasing concern relates to air pollution. According to recent studies, toxic air is responsible for over 500,000 deaths in the EU annually, and road transport is the main contributor in large urban areas.<sup>4</sup> The situation in Brussels-Capital is very serious as well: its' annual average of 18.2 micrograms per m<sup>3</sup> of harmful and carcinogenic PM2.5 almost doubles the World Health Organization's recommended maximum level of 10 micrograms. This translates into over 630 premature deaths/year in Brussels due to only this one chemical compound.<sup>5</sup> Air quality is particularly bad in the European Quarter, where the EU institutions are concentrated, and one of the main reasons for this is diesel cars (Belgium has the second-highest proportion of diesel cars in the EU, 61.8 percent).

All the latest scientific studies show that human health is seriously affected by high levels of road traffic-generated pollution such as those experienced in the Brussels' European quarter. There is an ongoing infringement procedure by the European Commission against Belgium as regards non-compliance with the Ambient Air Quality Directive (2008/50/EC) and this primarily concerns the Brussels-Capital region. This is a primordial issue for Commission

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<sup>4</sup> Newest report of the European Environmental Agency: <https://www.eea.europa.eu/publications/air-quality-in-europe-2017>

<sup>5</sup> [http://document.enviroennement.brussels/opac\\_css/elecfile/PLAN\\_AIR\\_CLIMAT\\_ENERGIE\\_FR\\_DEF.pdf](http://document.enviroennement.brussels/opac_css/elecfile/PLAN_AIR_CLIMAT_ENERGIE_FR_DEF.pdf)



staff who voice concerns at potential damage to health during every consultation on mobility – notably taking into account the fact that a huge proportion of Commission buildings are located in the most-polluted zones in Brussels. It is also a growing issue for the population of Brussels-Capital.

## 2) Congestion

Congestion is a growing problem which already costs the EU at the European level of around €110bn or more than 1% of the GDP<sup>6</sup>; this conservative estimate only includes economical costs of congestion – such as losses due to getting to work late – without taking into account other negative externalities. In the Brussels area, it accounts for about €511m<sup>7</sup>. The average daily length of traffic jams in Brussels is 149 km in the morning and 105 km in the evening. As a result, commuters lose about 32 million hours in traffic annually. As such, an individual spends between 30-180 min a day commuting, a total of 2.5-18h in traffic a week, which could be spent on free time or work.<sup>8</sup>

Staff has highlighted that long commutes due to congestion are a source of stress, which is harmful to health, and negatively affects work (including losses to the employer due to delays). Indeed, permanent traffic jams contribute to an aggressive, noisy atmosphere which is also detrimental to health. **Inadequate and unsafe infrastructure for sustainable modes of transport**

⇒ Lack of bike lanes and dedicated cycle paths and poor quality surfaces (cobble stones, poorly maintained tiles on bike paths and on sidewalks) in the European Quarter as well as elsewhere in Brussels are a problem for staff who cycle, walk or who have reduced mobility.

## 3) Unsatisfactory public transport (PT)

Staff finds that public transport in Brussels is very inadequate. This includes train services, which are often overcrowded and not frequent enough during rush hours, with limited availability at night. The cost of monthly or annual subscriptions has also been considered too high.

Poor connections to some residential areas and among Commission sites have also been highlighted.

Polluting buses and poorly maintained, unsafe metro stations also discourage staff.

## 4) Lack of Democracy

Enabling non-Belgians to vote at the Brussels-Capital Regional level would allow them to influence policies which affect them directly. Commission should actively discuss this issue with the Belgian authorities.

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<sup>6</sup> Joint Research Centre report, “measuring road congestion”, 2012

<sup>7</sup> <http://www.xpats.com/brussels-traffic-jams-cost-eu511m-year>

<sup>8</sup> <http://deredactie.be/cm/vrtnieuws.english/News/1.2607177>

#### **IV. Problems that can be addressed by the Commission**

Primary responsibility lies with the Belgian authorities who need to urgently implement concrete, measurable and effective measures. However, the passivity of the Commission and lack of a consistent and holistic approach to health, well-being and mobility issues has also been criticised.

For example, as an employer, the Commission could do more to monitor the scale of pollution within and outside key buildings. It could also actively promote much more teleworking and teleconferencing to lessen staff's impact on pollution and congestion in Brussels and buildings policy could be developed to take into account mobility considerations. **Four key recommendations** were conveyed by staff members during the conference:

- i. The Commission needs an **integrated and holistic approach** to mobility, which should permeate its human resources policies, its buildings policy, its relations with the European schools and Commission-run or subcontracted nurseries and after-school care centres, and its relations with the Brussels Region;
- ii. The Commission's Staff mobility plan could include **financial and non financial incentives**;
- iii. The Commission should invest in **infrastructure improvements** which will improve mobility (e.g. bike parking, charging for electric cars and bikes, amenities for cycling staff);
- iv. The Commission should engage in concrete actions in **partnership with local authorities** to tackle mobility challenges for its staff.

In addition, the LSC has identified a number of specific issues that can be addressed via targeted measures:

##### **1) Individual car driving**

Although most Commission staff lives close to work – nearly 80% within 10 km and 66% even within the Brussels-Capital region – a high percentage (at least 30%) continue to drive to work, mostly alone in the car. Within the Commission, there is only partial incentive to switch to other modes: only 50% of public transport season ticket reimbursed, limited cycling support, but no incentive at all for walking to work.

On the other hand, free car parking provides a substantial incentive and hidden subsidy to staff who drive to work and reserved car parking for some staff reinforces the value of this subsidy. Notably private car use is the main source of pollution and congestion and, as repeatedly pointed out by staff, the Commission's actions or lack of action concerning car-driving in Brussels are in total contradiction with its own policy recommendations at the European level.

With regard to the regional COBRACE law in particular, the Commission should not just respect the letter of this law by reducing car parking in its buildings as legally required. It should also avoid infringing the spirit of the law by renting or buying additional car parking

spaces near buildings to compensate for lost spaces in its buildings. The Commission also needs to anticipate implementation of this law by putting in place a range of effective measures, as proposed by the Local Staff Committee in this report, that will support the necessary switch by staff from daily solo car driving to work to sustainable and active mobility modes and smart working, such as teleworking, teleconferencing, on-line collaboration.

## **2) Car sharing**

Car-sharing is virtually non-existent in the Commission and there seems to be no active policy to promote it as a solution to reduce single-occupancy of cars. There are examples of companies located in Brussels (such as Belfius) that have managed to encourage most staff previously commuting alone in a car towards car-sharing with other colleagues.

The Commission therefore needs to adopt a much more proactive approach with ambitious but realistic targets for carpooling.

## **3) Mixed modes (inter-modality)**

Staff complain about the lack of promotion and lack of supply of park-and-ride facilities outside Brussels. Other alternatives such as driving/cycling to nearest train station are not promoted as alternatives to driving all the way to work. The Commission could encourage its staff to use its parking spaces in Beaulieu, which are not in short supply, as a park and ride facility and finish their ride to the EU district with public transport or service bike.

## **4) Public transport**

Staff finds that 50% support of the public transport cost is insufficient. The cost remains high for a service that remains patchy and insufficient at peak hours. Therefore, the LSC suggests providing a full refund for these costs; or to *negotiate a bulk-rate contracts with public transport companies*, allowing free public transport for all employees, and eliminating the costs linked to the reimbursement process - the reduced cost and higher number of users would be beneficial to both parties.<sup>9</sup>

Moreover the attractiveness of the reimbursement scheme may benefit from elimination of unnecessary prohibitive conditions.

The Commission needs also to have closer consultation with relevant Belgian authorities to ensure a public transport that is better adapted to staff needs.

⇒ Improve the frequency, quality and experience of using public transport, including security for users and accessibility for persons with reduced mobility.

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<sup>9</sup> See: OECD Transport Research Centre (2010): Effective Transport Policies for Corporate Mobility Management ([link](#)). In a bulk-rate contract the employer negotiates a bulk price for a yearly ticket for all employees, which costs similar or only slightly higher than the sum of individual full price tickets of a smaller group of employees (including administration cost of reimbursements). It is expected that employees use public transport at a much higher rate if "it is offered for free anyway" in parallel to other transport options, vs. they have the yearly ticket as an either-or alternative competing with other transport options.



- ⇒ Set-up a permanent platform allowing staff to communicate needs and suggestions directly to the local and regional authorities responsible for public transport.

## **5) Cycling**

Challenges faced by staff cycling are various and regularly come on top of the demands of staff to improve sustainable mobility. The issues below were emphasized during the consultation of staff:

Lack of financial incentive to cycle: The Commission lags behind Belgian Enterprises and even the Committee of the Regions and the Economic and Social Committee, which provide a distance-related cycling indemnity. An even more ambitious policy would be a mobility budget for staff providing strong incentive for staff cycling and walking to work.

Inadequate internal infrastructure: Staff points to insufficient and inadequate bike racks, too tightly packed together, with no space for larger bikes or bikes with trailers. The bicycle parking spaces are sometimes badly located, far from the garage entrance or at inconvenient levels minus one or two. There is often no easy bike parking for visitors to the Commission, even where space could easily be found. A policy must therefore be developed to ensure adequate bike parking outside all buildings. However, bikes are frequently stolen just outside or even inside Commission buildings so more anti-theft measures are required in parallel.

Lack of easily-accessible and clean showers, lockers, drying/changing rooms: Even though they exist in some Commission's buildings, the situation is far from acceptable.

Safety concerns: Dangerous barriers and slippery ramps lead to accidents. The solution is of course not to ban entrance by bicycle, but to make garage entrances and ramps safe for cycling.

## **6) Walking**

The main complaint is that staff walking (or running) to work receives no financial incentive although housing costs are in general higher for those choosing accommodation closer to work. Deteriorating trends in staff careers makes affording high rental costs increasingly difficult for a growing fraction of the employees of the EU. However, it should be noted that some communes (Etterbeek/Ixelles) have a limited supply of available flats and renting conditions are rather expensive partly because of the concentration of EU staff there. Moreover, excessive concentration of EU staff can deteriorate our image towards the Belgian population that feels excluded from the housing market. Thus caution is required. Nonetheless, promoting living close to work is desirable.

## **7) Flexible working arrangements**

- ⇒ Encourage 1 day of teleworking per week per staff member throughout the whole Commission (this would alone decrease traffic by up to 20%). This is a measure that has been successfully implemented by Belfius.

- ⇒ Analyse which tasks and positions could benefit from more teleworking, having increased efficiency while working from out of office; promote more significant telework for these.
- ⇒ Moreover, the administration should propose to interested staff members the full possibility offered by the teleworking decision that allows up to 2.5 days/week for structural teleworking. This will considerably impact mobility in town.

## V. Issues related to the dispersal of Commission buildings, Nurseries, After-school centres and European schools throughout Brussels

In addition to the issues that can be tackled at the regional level and issues that can be tackled by the Commission, issues related to children are not directly under the sole remit of either but nonetheless the LSC considers that the Commission has a role to play in resolving these issues, even when they concern the independently-run European Schools. The dispersal of the buildings and in particular of school buildings is also partially the responsibility of the Belgian authorities.

The key problem for staff is the European School policy of treating Brussels as one big catchment area for all the schools and using mother tongue as the main criterion for attribution of a child to school, regardless of where that child lives. Thus, a child living in Uccle may be assigned to the Laeken school and vice versa. This enrolment policy results in long and more numerous commutes for parents and children, generates unnecessary pollution, congestion and stress. Moreover, the old, diesel buses often used to transport children are highly polluting. Problems of limited access to some European schools were also raised during the consultations of staff. In addition, it seems that the Brussels region uses EU staff for social engineering purposes, for instance to revamp poor districts without sufficient consideration of the resulting mobility problems. Thus the decisions on the location of the European School – and the new one is currently considered - is in fact creating demand for mobility whereas it should aim at reducing needs for the travel.

Several ideas raised at the Conference could be implemented at Commission level:

- ⇒ Investigate the impact of enrolment in the European Schools and quantify how often it results in long commutes;
- ⇒ Carry out an analysis of transport needs associated with European Schools, after-school centres and nurseries in the Commission and take this into account in the decision-making process – notably in terms of public procurement contracts concluded with transport services such as for example by imposing criteria related to non-polluting vehicles as well as the number and capacity of vehicles used;
- ⇒ Establish *nurseries and after-school centres* directly in Commission buildings. Use arrangements in the Beaulieu site as a good model.

## **VI. Commission Representations**

It has to be recalled that the Commission Representations staff falls under the competence of the LSC Brussels. The Commission should assure equal treatment and non-discrimination of colleagues regardless of the place of work.

Staff in Representations, albeit limited in numbers, represents the European Union and therefore should lead by and also set an example of an environmentally responsible way of moving.

Moving to meetings and other events is often a challenge. In some Representations parking spaces are very limited. Therefore the LSC calls upon the inclusion of the Representation colleagues into the reimbursement scheme for the public transport cost to come to work along the general principles that apply in Brussels and to equip all Representations with service bikes.

## **VII. LSC practical recommendations**

The staff of the European Institutions is not responsible for the worsening mobility situation in the capital. This report suggests a list of constructive solutions to be implemented by the staff. Indeed, everybody, as a citizen of the planet, has to make an effort to preserve his health and the environment. However, for many issues, the main responsibility lies with the Belgian authorities.

For general problems, negotiations/discussions must be at a higher level than the OIB level. The College of the Commission and President Juncker have to commit themselves to make pressure on the Belgian authorities as the first employer of Brussels.

The following practical recommendations are a culmination of the analysis carried out by the Ad-hoc working group and include many excellent ideas put forward by Commission staff:

### **1. Strategic changes:**

**1.1. EC should embrace policies that it preaches to and requires from Member States, such as the Clean Vehicles Directive (Directive 2009/33) and the Urban Mobility Package<sup>10</sup>**

- a) Emphasize its own corporate social responsibility;
- b) Lead by example.

### **1.2. Establish strategic goals regarding mobility of EC staff**

2.1. Progressively apply the **polluter-pays principle** in the mobility policy:

- a) Modelling of cost of the different mobility options for impact assessment, should be used in decision making, negotiation with services and Staff representation;
- b) Ensure that all modes of transport get the support - financial or non-financial – taking into account their environmental impact.

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<sup>10</sup> [https://ec.europa.eu/transport/themes/urban/urban\\_mobility/ump\\_en](https://ec.europa.eu/transport/themes/urban/urban_mobility/ump_en)

2.2. Take leadership to take on commitment for a comprehensive strategy to support health, work-life-balance, families-children-education, transport.

**1.3. Propose to staff an ambitious target of 80% of share of sustainable modes of transport** (walking, cycling, public transport).

#### **1.4. Implement strategic measures**

1.4.1. The mobility plan should be the starting point from a transport point of view for the EC comprehensive strategy in mobility encompassing other policies (building, learning and development, well-being, schools, child-care, etc.).

1.4.2. Commission should complete the "Bicycle Friendly Employer" certification (developed as part of the EC program).

1.4.3. DG HR should take the lead for responsibility for mobility:

- a) It should establish Sustainable Mobility Support unit, instead of just administering reimbursement;
- b) It should develop internal network of services involved in mobility: HR, OIB, EMAS, Security, JSIS, Missions;
- c) It should work out general allowance schemes: optimising available resources, involving staff in administering shifting to do "core work" vs. administering.

1.4.4. **OIB** should manage mobility properly and be ambitious in design.

1.4.5. **Active support** should be given to institutions and initiatives that are pioneering in implementing sustainable measures in mobility: DG MOVE, EASME, OIB, others.

1.4.6. **Yearly consultation** should be done regarding staff commuting habits and opinions.

1.4.7. **Reconsider drivers behind EC building policy in order to reduce congestion**, possibly regroup in one area with good public transport connections. New buildings should have area and facilities dedicated to children (nurseries and after-school facilities).

1.4.8. **Use sustainable modes for internal transport needs** of the EC: electric cargo bikes, e-bikes, for internal mail, food deliveries and small items.

1.4.9. **Support with regular campaigns as a priority** the promotion of walking, carpooling, biking, public transport for all staff.

1.4.10. **Support burn-out prevention** by encouragement of active modes of transport, to incorporate physical activity into the daily commuting.

1.4.11. **Follow-up and transparency about implementation**, including Yammer group (or other tools), and invitation of services to LSC meetings when necessary.

1.4.12. **Drew yearly statistics on social cost to support decision-making** and implementation:

- a) CO2 saved;

- b) Health benefits (HEAT tool);
- c) Savings in JSIS health insurance;
- d) Savings in sick leave;
- e) Savings in burn out;
- f) Return on investment.

#### **1.4.13. Build strong collaboration in Brussels**

##### **1.4.13.1. Work closely with other EU institutions located in Brussels:**

- a) Establish a network and regular meetings;
- b) Exchange of good practices;
- c) One common position towards the BE authorities.

##### **1.4.13.2. Encourage Brussels authorities to adopt best practices as Capital of Europe, e.g.:**

- a) **Switch off engines at traffic lights** (ex. Sweden, forbidden to be idle for longer than 1 min);
- b) **More Park&Ride** parks in the periphery;
- c) **Public bike share system integrated** tightly with public transport.

##### **1.4.13.3. Support the Brussels local and regional authorities to develop the EU quarters to offer better living conditions.**

##### **1.4.13.4. EC to become a role model in Brussels.**

##### **1.4.13.5. Lobby for better cycling conditions** around EC buildings, especially Rue de la Loi.

##### **1.4.13.6. Cooperate with Brussels NGOs systematically:** Gracq, Fietsersbond, ProVelo, BrusselsAir, and others.

##### **1.4.13.7. Cooperate on best practices with innovative Brussels employers on mobility:** Belfius Bank, SPF Mobilité, Vlaamse Overheid (Flemish Government).

## **2. Push measures (that reduce commuting):**

### **2.1. Exploit teleworking as a main tool to reduce commuting (1 day of telework of all staff would reduce commuting by 20%):**

- a) Support change of mentality for management (trust in employees);
- b) Improve speed, capacity, user friendliness of IT systems for teleworking;
- c) Training for employees for efficient work at home;
- d) Allow teleworking in flexible structure (yearly basis vs. weekly basis);
- e) Allow teleworking from abroad.

### **2.2. Develop infrastructure and tools that allows high quality remote meetings (ex. Group Skype video calls, wiki editors of documents).**

### **2.3. School-Work-Home trips**

- a) **Proximity as the main selection criteria** for admission to European schools / nurseries and after-school facilities (concerns 13000 pupils, four schools each with more than 3500 pupils);
- b) **Location of 5<sup>th</sup> and 6<sup>th</sup> EU school** should take into consideration: density of EC staff in the area (available via SYSPER), traffic, mobility, and public transport. Until now it seems that any location proposed by the BE authority was accepted without taken account of these elements;
- c) **School buses** should be refundable for all children (as from kindergarten level); STIB may be involved in providing relevant coverage of the public transport where and when it is needed by the European school community;
- d) **Analyse public transport offer** for children's facilities.
- e) **Sustainable buses should be preferred such as hybrid,electric or LPG/CGN.**

**2.4. Promote to new employees to choose housing near the place of work to reduce commuting.**

**2.5. Install children facilities in major EC buildings or areas – Beaulieu, rue Genève, pilot in COV2 / CDMA.**

### **3. Pull measures (encourage the use of sustainable transport modes):**

#### **3.1. All transport modes:**

- a) **Analysis of transport modes from typical housing locations** to typical work locations with “staff competitions”, and regularly publish the results;
- b) **Actively encourage DGs, Directorates, Agencies** to organize cycling, walking, going by train to away days;
- c) **Encourage the use of sustainable modes of transport for missions:**
  - Regular articles demonstrating options in MyIntracomm, and other internal media;
  - Interviews with leaders in the EC who use sustainable transport modes, either car-free living, cycling, or public transport;
  - Promote sustainable modes for new employees.
- d) **Identify “champions”** in sustainable commuting, and recognize them with an award.
- e) **Balance financial and in-service** contribution across all transport modes:
- f) **Positively discriminate** sustainable transport modes.

#### **3.2. Air quality alerts:**

- a) Air quality alert for **inside** the buildings: CO2 level in meeting rooms;
- b) Air quality alert for **outside – use NOAH system for warning;**
- c) **Measures** during air quality alert:
  - Parking closed;
  - Stay at home and telework;
  - Use of service bikes;
  - Public transport;
  - limit external activities like jogging and biking.

#### **3.3. Public transport:**

- a) **Yearly ticket set** for *every* employee - negotiate a bulk contract with STIB/Villo/SNCB that gives yearly access for *all* employees (involves also saving on the administration of reimbursement of individual tickets);



- b) **Creation of a bus line** from Evere from east part of the city;
- c) **Genève-Schuman** public transport connection;
- d) **Train: stops at Delta / stops at Evere** train frequency should increase to make this transport means attractive.

### 3.4. Cycling:

- a) **Service bikes:**
  - **Leasing** of e-bikes to staff for long term use;
  - **“Long-term”** use of service bikes (whole week or several days);
  - Manage service bike usage **with an app** (instead of A to A, allow A to B parking);
  - **Yearly Villo!** ticket for all employees (costs only 30€/person currently, bulk contract to ensures a lower price per person);
  - **Place service bikes near building entrance:** see practice of Flemish Government;
- b) **Support the purchase** of e-bikes, folding bikes, regular bikes;
- c) **Develop showers and changing rooms** to be attractive for everyday use;
- d) **Permanent contract** for maintenance of bikes;
- e) **The biking allowance (l'indemnité vélo);**
- f) **Pro-active bike parking policy** (vs. reactive):
  - Larger space for bikes in bike racks;
  - Comfort: close to entrance, elevators, Level 0, open access showers;
  - Better safety.
- g) **Organise testing of “high purchase cost” bikes** for 1 month to encourage adoption:
  - City, cargo, folding, e-bikes;
  - Negotiate good deals for people willing to purchase themselves.
- h) **Address bike theft in Commission buildings:**
  - Surveillance cameras for bike parking;
  - Badge locked areas for storing high-value bikes;
  - Apply best practices for bike parking: close to the entrance, Level 0, showers nearby;
  - Yearly maintenance offered for bicycles (except cost of spare parts);
  - Maintenance rotating weekly presence in EC buildings, by appointment;
  - Theft insurance for bikes via group contract.

### 3.5. Car-pooling:

- a) Carpooling matchmaking **on-line forum** maybe in the “*petites annonces*” with a new section “*déplacements*”: “*j’offre*” et “*je cherche*”. The LSC can encourage staff and promote widely carpooling once this forum is available;
- b) Carpooling **app**;
- c) **Occasional parking ticket** for EC garages instead of general yearly ticket;
- d) **Financial incentives** for the use of car-pooling.

## VIII. Conclusion

Brussels is the capital of Europe and the Commission is Europe's central executive. It is thus a key challenge to make Brussels worthy of its title of European capital.

The Commission and its staff must contribute to tackling the challenge and lead the way in facilitating the implementation of an ambitious, adequately resourced mobility plan that can make a real impact on the quality of life for staff living, working and commuting in Brussels.