



Brussels, 12 February 2021

**NOTE TO THE ATTENTION OF MS GERTRUD INGESTAD
DIRECTOR GENERAL OF DG HR**

Subject: Results of the Generation 2004 survey on teleworking from abroad and request for social dialogue

Dear Ms Ingestad,

First of all, we would like to thank you for your reply to our note of 26 November 2020 on the Generation 2004's proposals concerning the new HR strategy. We really hope our contribution is taken into account in the currently ongoing work to develop the strategy.

Generation 2004 would like to come back to a specific aspect of the new strategy, namely teleworking. In an effort to go into this topic more in-depth (one of the most discussed among colleagues and on the Connected platform) we conducted a survey in October-November 2020. The 1 500 respondents provided useful insight that we would like to share briefly with you and your services.

The results, see attached, clearly indicate that most people would like to continue teleworking even when the COVID-19 pandemic is over, despite the fact that less than one third of respondents were already teleworking regularly prior to COVID-19. Regarding teleworking from abroad in particular, it emerged clearly that many are now demanding to be able to do so. Among the options for this that we provided in the survey, a majority of respondents indicated that they would like to do so for limited periods of time, for example during summer or around the Christmas break.

Such results clearly support the proposal we tabled in our note of 26 November 2020, namely that teleworking should be a right and that staff should have the option to use the 60 days allocated for occasional teleworking also from abroad. This would be in line with what other institutions - like the Court of Auditors - are already applying and allow for a better work-life balance for staff, who are overwhelmingly expats. Additionally, this proposal could be readily implemented without any need to revise the Staff Regulations.

Generation 2004 is convinced that the issue of teleworking – both from the place of employment and outside of it – is one of the major issues to be addressed in order to devise the new HR strategy, as it could have bearing on many other aspects. We therefore request that a social dialogue on teleworking be

opened as soon as possible so that the staff representation can meaningfully contribute to designing the new provisions in this field.

Thank you for considering our request.

With kind regards,

Łukasz WARDYN

A handwritten signature in black ink, appearing to read 'Łukasz WARDYN', with a stylized flourish at the end.

Chair of Generation 2004

Attachment: Survey results on teleworking from abroad

CC: SAKKERS Ewoud (HR), ROQUES Christian (HR)