



EUROPEAN COMMISSION
DIRECTORATE-GENERAL
HUMAN RESOURCES AND SECURITY

The Director-General

Brussels
HR/GI/jc

Ref.: Your notes Ares(2021)1268241 of 12/02/2021 and Ares(2021)1540630 of 01/03/2021

**NOTE TO THE ATTENTION OF M. ŁUKASZ WARDYN
CHAIR OF GENERATION 2004**

Subject: Teleworking from abroad and request for social dialogue

I acknowledge receipt of your notes concerning the above-mentioned subjects and I would like to thank you for your valuable input.

As you know, the draft decision on working time and telework for the new normal is still being discussed internally. As for all Commission decisions implementing the Staff Regulations, a concertation process will be organised in due course so that the text is discussed with the trade unions. It will be the opportunity to discuss, notably, the question of teleworking abroad.

For what concerns teleworking abroad before the Easter break, staff members are subject to the travel restrictions decided by the national authorities in their country of residence and for staff residing in Belgium, a travel ban on all non-essential travel is applicable until 18 April and possibilities to go abroad during Easter time are thus limited to exceptional circumstances. However, this is not the case in other places of employment, and notably Luxembourg where residents may travel abroad without restrictions.

To take this situation into account, and as announced by Commissioner Hahn in his video message of 17 March, it has been decided to allow staff members to telework away from their place of employment for a maximum of 10 working days until the end of the year 2021 (to be taken in whole or in part), provided that it is compatible with the interests of the service (authorisation granted by the line manager) and the staff's tasks can be performed remotely, and that it precedes a period of at least 5 days of annual leave.

Of course, this exception is without prejudice to national bans on non-essential travels applicable in the country of residence and/or in the country of destination of staff members – and it will be the responsibility of staff members to comply with any travel restriction that may apply.

I trust these provisions will ensure the necessary flexibility for staff to organise themselves depending on their personal needs and restrictions in their country of residence/destination.

Electronically signed

Gertrud Ingestad

c.c.: Mr Christian Roques, Director HR.D, Mr Ewoud Sakkers, Head of Unit HR.E1

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