

TELEWORKING FROM ABROAD AND PLACE OF EMPLOYMENT: TIME TO MAKE IT HAPPEN

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Outline



- ▶ What happened?
- ▶ Pioneering TWA: What G2004 proposed in 2021
- ▶ Decision on Working Time and Hybrid Working
- ▶ Review of the Decision
- ▶ The way forward: What G2004 demands now
- ▶ Teleworking and caring for people
- ▶ Teleworking and modernization

IS G2004 DESTROYING THE UE CIVIL SERVICE?

- ▶ Some fear that more TW/TWA could jeopardize the EU civil service
- ▶ So what about 12 years of CCP?
- ▶ What about other flexibility tools?
- ▶ What about 90 days TWA at ECB?

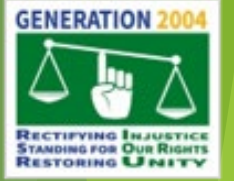
- ▶ **G2004 proposal** is well balanced and progressive, building up on the **trust culture** of the HR strategy

WHAT HAPPENED?



- ▶ GENERATION 2004 was the first and most vocal to advocate for TW - also from abroad - since Covid started in 2020
- ▶ We used a democratic and open consultation procedure: survey to all staff, proposal by Steering Committee, Board approval
- ▶ We sent a comprehensive paper on TW and TWA to DG HR and dozens of notes

Pioneering TWA: What G2004 proposed

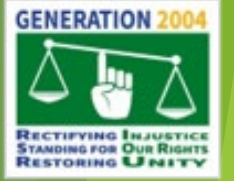


- ▶ Already in 2021, Generation 2004 proposed three complementary and well-defined schemes for TWA :
 1. TWA in case of *force majeure*,
 2. TWA for up to **60 days a year**,
 3. TWA for ***ad-hoc* needs** (including pre-retirement, study abroad, health-related issues, family needs)

Decision on Working Time and Hybrid Working, March 2022

- ▶ 10 days TWA for everybody (we demanded 60)
- ▶ “One month renewable TWA” in case of “urgent family needs” (similar to our “ad hoc” TWA)
- ▶ We obtained provision on reimbursement of TW cost
- ▶ We secured right to work in the office
- ▶ We demanded decision to be revised after 1 year
- ▶ G2004 was the only TU to be willing to negotiate better TW conditions with Commissioner!

Review of TW Decision



- ▶ The implementation of the Decision was evaluated by DG HR at the end of 2023
- ▶ Evaluation is overall very positive
- ▶ Many managers also appreciated the enhanced flexibility and used it themselves!
- ▶ However, 2 recommendations:
 - ▶ Closely monitor physical presence in the office
 - ▶ limit accumulation of credit hours

what about TRUST?

Review of TW Decision -2

- ▶ *‘Overall, staff and management appreciate the changes and the flexibility in working conditions. It increased the autonomy of staff, their sense of empowerment, ownership and responsibility. It leads to staff going the extra mile with increased productivity and efficiency, finding more solutions and being more creative. therefore, it can be considered that the institution benefits through better performance and higher motivation.’*

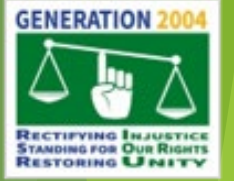
THE WAY FORWARD: WHAT G2004 DEMANDS



TELEWORKING FROM PLACE OF EMPLOYMENT:

- ▶ More flexibility
- ▶ Calculate office days on a **monthly basis** – not weekly!
- ▶ Establish the list of teleworkable posts
- ▶ Review practices in all DGs to avoid stricter applications in some DGs or by some managers
- ▶ Reimbursement of TW costs (**lump sum**)
- ▶ Real **right to disconnect**
- ▶ End unofficial standby
- ▶ Updated **harassment** guidelines in line with TW

THE WAY FORWARD: WHAT G2004 DEMANDS - 2



TELEWORKING FROM ABROAD:

- ▶ **60 days/year** for all staff members, without requiring specific justifications
- ▶ Carry-over of unused TWA days to following year
- ▶ Non-restrictive application of exceptional TWA (1 month renewable) for “imperative family reasons”
- ▶ Extending this possibility to **ad hoc needs**, including health issues, family needs, study, pre-retirement etc.

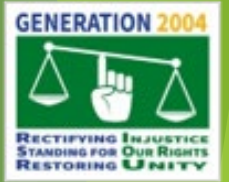
TW AND CARING FOR PEOPLE



In some circumstances, additional flexibility with TW means **caring**:

- ▶ **Serious illness**
- ▶ **Caregivers of spouse or relative** (COM rules less protective than in many MSs)
- ▶ **Maternity and paternity leave** (20 weeks and 10 days respectively, much less than many MSs), perpetuating disparity among sexes and old-time family roles

TW AND MODERNIZATION



In some circumstances, additional flexibility with TW means also a more **modern public administration**:

- ▶ **Work-life balance** is key nowadays, esp. for young generations (“Great Resignation”)
- ▶ **Interest of the service**: TWA means less absences, less burden on colleagues
- ▶ **Geographical balance**
- ▶ **Attracting and retaining talents**

In the meantime...

please use what you're entitled to!

An average use of 7 out of 10 days per year gives arguments to oppose proposals to increase TWA days!

Vote List 1

Vote Generation 2004



Thank you for your participation!

Contact us:

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