

Accommodation conditions for work at the office
Conditions for teleworking at home
Prospects for financial compensation



Working from home



The gradual return to the office combined with ongoing long-term structural telework poses at least two major challenges to Staff and the Administration:

- **How to guarantee regular access to healthy and quality catering?**

The Federation invites you to sign its [Petition](#) requesting the Administration to provide staff, especially colleagues on low salaries, with [LUNCHEON VOUCHERS](#) to compensate for the lack of adequate catering services and to allow efficient access to healthy and quality catering without having to wait in long queues.



- **How to arrange the working spaces in our buildings?**

The administration was initially committed to the wishes of a majority of the staff who are in favour of maintaining a significant proportion of teleworking, 3 to 4 days a week, for the future "post-Covid" period if their work is suited to this.

The same administration has now, on the orders of Commissioner Hahn, changed course and intends to impose a minimum of 40% of work to be done in the office or even much more.

Thus, in the current version of the draft decision on "hybrid" work (office working conditions and telework), telework would be a right only one day a week... Beyond that, it will be at the (arbitrary) discretion of the hierarchy...

The balance is likely to settle down at around 50%: half time in the office, half time teleworking...

In this perspective, the number of our buildings is bound to decrease, but this must not be at the expense of the psychological health of colleagues.

In particular, in all the joint committees of which it is a member, **the Federation** has resolutely opposed the Administration's desire to pursue its policy of generalising Open Space offices for all staff, which was already rejected by a majority of staff before the "Covid crisis".

A fortiori, **the Federation** condemns the attitude of the Administration, which is further aggravating the situation by systematically imposing "hot-desking" for the office space in new buildings (LOI 107, Copernicus, etc.).

The Federation reminds the Administration that it must respect the Commission Communication C(2019) 7450 final of 16.10.2019 which clearly states in its point "DEFINING THE FUTURE WORKSPACE PRINCIPLE: A one-size-fits-all office set-up is not suitable in the Commission's highly diverse context. Various office arrangements should be available to match the demands of different types of work performed by Commission staff."

Many colleagues are returning to the Commission's offices, but rather than going back to their familiar office where they would have been able to acclimatise after 18 months of teleworking, they find themselves facing a major deterioration in their working environment.

The Federation does not understand nor tolerate the Administration's stubbornness in making working conditions more precarious and demands an immediate end to the use of "hot-desking", which is as useless as it is ineffective, and which furthermore increases the risks of psychosocial problems and burnout...

Instead, we need to offer an attractive environment adapted to the new way of working. This includes several aspects, such as an efficient ventilation, heating and acoustic environment, a high level of computer technology, catering with quality products, etc.

Workspaces must be adapted for teamwork with sufficient meeting rooms of all sizes, soundproofed cubicles, private and collaborative offices, lounge spaces, cafeterias, etc.

Giving up the exclusively personal office may be reasonable for some, but to switch directly to the nomadism imposed by "hot-desking" is absurd.

It could be perfectly possible and much more acceptable to staff to organise office sharing between colleagues in the same unit, with everyone keeping a fixed location in more traditional offices.

In order to make your opinions about these harmful aspects known more effectively to this Administration which does not explain its choices and imposes them without consulting the staff or its representatives, [the Federation](#) invites you to take part in this [Anonymous survey via EU SURVEY](#)



This survey is about:

- Accommodation conditions for office work;
- Conditions for teleworking at home and Prospects for financial compensation for the costs of teleworking, especially for the lower paid.

Such surveys launched by [the Federation](#) are bearing fruit: your thousands of responses to each of our surveys carried out from April 2020 to June 2021 have led the Administration to listen to [the Federation](#) and to open up in its draft decision on "hybrid work", in the [article 12.2](#), the possibility of financial compensation for the costs incurred at home through teleworking.

The Federation

You will never walk alone !