



The costs of telework: who wins and who loses?

It is always the staff who pays the bill...

The Federation is pleased to present to you an evaluation of the average costs transferred to staff as a result of teleworking and transmits the following cost statement to Commissioner Hahn in charge of Personnel and Budget and to Director General Gertrud Ingestad, requesting them to examine it and to take action to compensate colleagues accordingly.

Statement of additional monthly costs as a result of teleworking.

The costs of creating a work space at home and teleworking must be compensated.

Categories	Additional costs in Average (€)	Savings in Average (€)	
Rent	120		Office 10 m ² - 1200 € per month for 100 m ²
Heating	50		100 €/month for 6 months divided by 12
Electricity	10		Laptop, room lighting
Internet	20		Increase in bandwidth
Water	10		Toilets, hand hygiene, air conditioning
Supplies	10		office, printer, scanning, etc.
Transport		-50	car or other, gas, oil, wear and tear
Clothing		-50	Clothing, shoes...
DIFFERENCE	120		Amount similar to compensation paid in Belgium

Several months have passed since **the Federation** invited the administration to look into and take action regarding the financial impact of telework and called on the administration to go beyond simply reimbursing the cost of an office chair and monitor.

The Federation's [staff survey this April](#) was a great success with over 6700 responses. On that occasion, 90% of the staff were in favour of introducing a financial contribution.

Recently, the possibility of obtaining a mouse, keyboard, docking station and webcam via My IT Support / Home Office Equipment was added very recently, but...
that's not where the true costs are!

In [the draft of the new "hybrid" working rules](#) currently under discussion between the administration and the trade unions and professional organisations, a timid opening is written into Article 12§2 :

"If appropriate, DG HR may adopt a decision providing for a lump sum covering certain costs of teleworkers."

It is now time to turn this vague promise into concrete action and not with just a lump sum but rather a monthly allowance.

We understand that the Commission's new buildings policy is clearly aimed at making savings by drastically reducing the number of buildings occupied.

The Federation considers it unacceptable that these savings are being made on the backs of staff without any compensation.

https://myintracomm.ec.europa.eu/news/AuQuotidien/Pages/oib-resultats-action-best-.aspx?piwik_campaign=WeeklyDigest

The SBFs (Sans Bureau Fixe), a new category of colleagues who find themselves without their own office desk as a result of moving into buildings like "The One", have to face additional storage needs at home to store what they can no longer leave at the office...

The savings from stopping missions and putting buildings on standby are already considerable. On top of this, there is the forthcoming increase in heading 7 in the 2022 budget.

This availability of this budget should encourage the Commission to be less cautious and to help its staff to face the additional expenses they are paying because of teleworking.

The Federation therefore reiterates its request to see the staff benefit from a fair monthly compensation to cover the costs incurred and justifies this request on the basis of the quantified statement of costs in the table above.

The Federation

You will never walk alone !