

USHU Newsletter - November 2019



EEAS STAFF COMMITTEE ELECTIONS 2019

VOTE LIKE YOUR RIGHTS DEPEND ON IT

- VOTE LIST 4/U4U

Vote for the entire List 4 and make sure that EEAS issues are best represented with a competent and committed team comprising colleagues of all staff categories based in Delegations and at HQ

YOU DECIDE WHO REPRESENTS YOU

In This Issue

- Teleworking: Modern tool or danger?



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Teleworking: Modern Tool for improving performance or a Management nightmare?

You are finding it difficult to concentrate on a report that you have to finalize soon because you share an open space with colleagues; you get dozens of telephone calls interrupting your preparations for an important presentation, all familiar problems? - They can certainly be partially alleviated with the option of teleworking (sometimes also called "distance working") when you could feasibly work from home and cope with your tasks more efficiently and quietly. Such a teleworking policy already exists at EU institutions and is widely used by colleagues based in the EU. Its use is at the discretion of the institutions and many thousands of colleagues benefit from the teleworking option and it makes sense.

Zoom in on how the policy is applied to staff in EU Delegations and the picture is quite different. Delegations have been all but excluded from the teleworking option. For many years staff representatives have been lobbying our HQ management, asking "why modernization of the workplace is not a similar priority in Delegations?" where it might in fact be even more useful and important given the ever-changing contexts in which we work. Now and no matter how it was in the past, Delegations will also be able to use this tool in the future and both the EEAS and COMM are working on the legal basis and guidelines its roll out to all delegations.

In 2018, several delegations participated in a teleworking pilot project which was closely monitored and as expected, the results were indeed very positive. The pilot phase was then extended and other Delegations were invited to join ...but surprisingly, there were no volunteers! Does it mean there was no demand or need? Or was it just too novel for DEL management to adjust to it? Do they fear teleworking will be a management nightmare?

Whatever the reason, in the very near future, Delegations will have to consider using teleworking. HQ, local DEL Management and staff representatives will all be involved in the discussion. When a delegation applies for teleworking, all staff will normally have the opportunity to use it. At this stage, conversations are focusing on "occasional teleworking" which translates as up to 60 days per year and up to one day per week. This is quite a step forward and will be an important contribution towards greater productivity and for many it will also help them achieve a better "work-life balance".

Finally, distance working exists already and has been utilized on an ad hoc basis in cases of strikes, conflicts, natural disasters. Take a look at the existing rules for teleworking here: https://myintracomm.ec.europa.eu/DG/REA/staffmatters/working_conditions/tele_working/Documents/Fit%40work_Telework%20guide%20EN.pdf

USHU expects that Delegation workplaces will be adapted and cater for modern working methods and the truly digital era.

Staff of all categories must have access to a modern tool box comprising teleworking among others!

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**We-re on the
Web !**

www.us-hu.eu

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**Most importantly, what do you think about teleworking in delegations?
Do you agree that it could be helpful and useful to colleagues? Do you see any potential problems with
its implementation?**

Let us know your thoughts on REP-PERS-OSP-USHU@ec.europa.eu

**EXERCISE YOUR RIGHT TO VOTE IN THE
EEAS STAFF COMMITTEE ELECTIONS 2019 –
ONGOING!**

**VOTE LIKE YOUR RIGHTS DEPEND ON IT – VOTE LIST 4/ U4U
USHU is supporting LIST 4/U4U**

**With your support we are “STRONGER
TOGETHER”**

USHU: ALWAYS WORKING 4 YOU!

**”THERE IS A LIMIT WHAT WE CAN ACHIEVE ALONE BUT THERE ARE NO LIMITS TO WHAT WE CAN
ACCOMPLISH TOGETHER”.**