



## Restrictions of the percentage of telework ? Please respond to the EU-Survey launched by DG HR

Luxembourg, 16/02/2023

Many of you contacted **Union Syndicale Fédérale Luxembourg** to share your concerns about the Corporate Management Board meeting of 23 January 2023 – [Flash note published on Intracomm News Details \(europa.eu\)](#).

This note clearly stated that "*The increase of flexibility contributes to a better work-life balance but if not properly managed can also negatively impact important aspects of working life, such as personal contact with stakeholders or teamwork and knowledge sharing. The Board suggested to reemphasize the interest of the service when preparing the guidelines to the Decision as well as when evaluating and, potentially, revising the Decision*".

Colleagues are afraid that this declaration is the first sign that the administration **intends to restrict the percentage of telework permitted per week**.

First of all, it would be very unfortunate, if less than one year after its entry into force, and despite its successful implementation in the services, that hybrid working arrangements are questioned by the administration.

The legal text provides for a revision of the Decision but this is not automatic. At the last Staff Committee meeting, DG HR stressed that it is not sure that there will be a revision since the majority of DGs and staff are satisfied with the Decision. Therefore, there is no need to change it for the time being.

Secondly, the draft Guidelines for the implementing Decision were recently withdrawn by DG HR due to **the strong opposition of staff representatives, COPEC as well as the Health and Safety Committee**. In fact, these guidelines included a restrictive interpretation of the applicable rules compared to the Decision itself. The staff organisations are currently waiting for a new version of the Guidelines.

Therefore, we urge all colleagues to take part in the staff survey launched by DG HR : [flexible working pages](#).

**We can avoid arbitrary changes in the framework for hybrid working,  
we must protect our rights !**

**Need help? Contact us:**

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