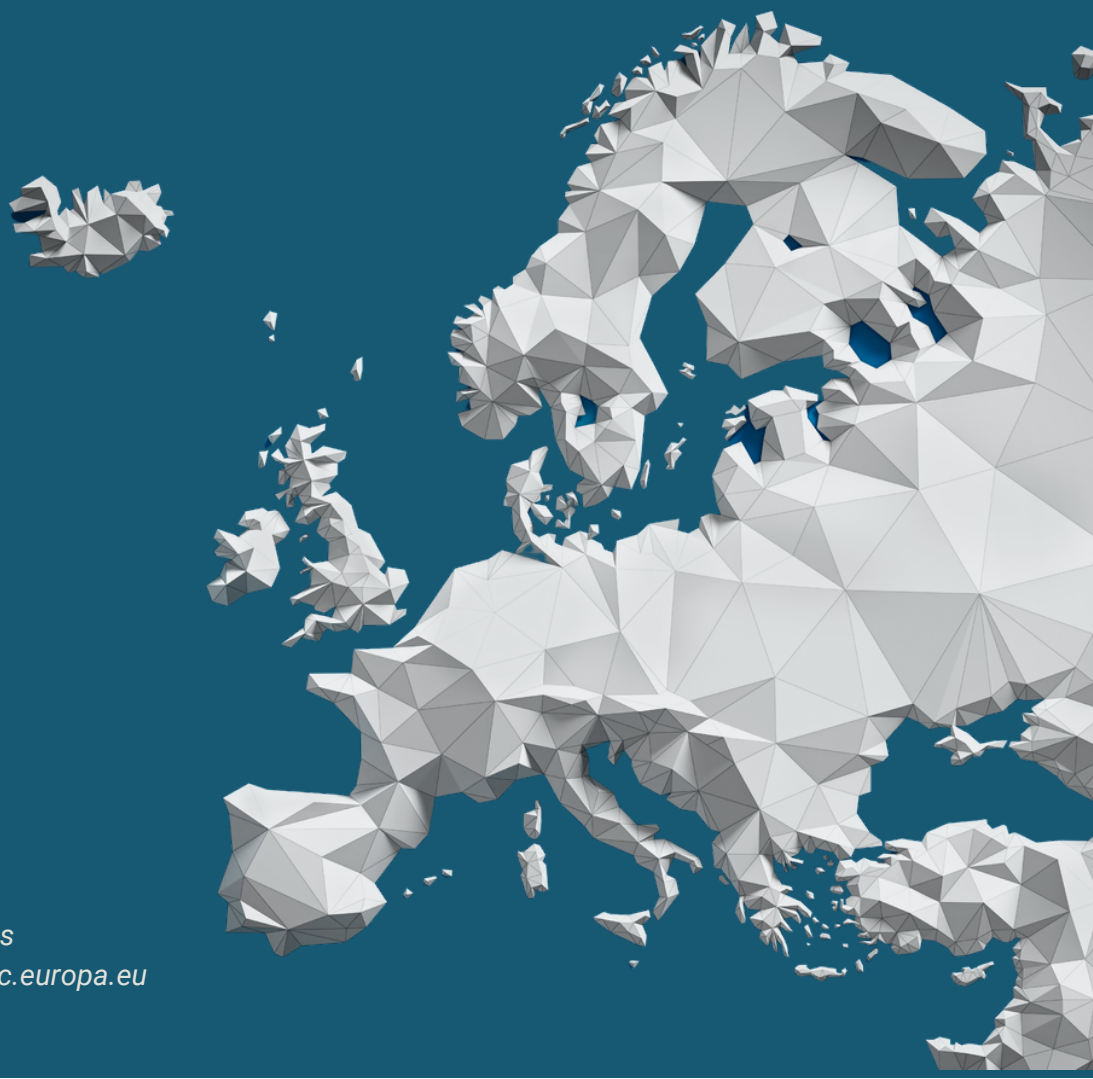


EUROPEAN COMMISSION STAFF SURVEY ON WELL-BEING AND WORKING CONDITIONS IN EC REPRESENTATIONS

06/2023



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ABOUT US

TAO-The Independents is an official trade union representing all the personnel of the European Commission sharing the democratic values of respect, tolerance, human rights, equal opportunities and rule of law.



EUSURVEY ON WELL-BEING AND WORKING CONDITIONS IN THE REPRESENTATIONS OF THE EUROPEAN COMMISSION

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Around 800 colleagues working at the 33 Representations of the European Commission are confronted with very specific working conditions deriving from the high responsibilities they are entrusted with: being at the forefront of the Commission action, the need to cover a vast range of diverse topics in direct contact with local populations, the duty to deliver high quality results in often very tight deadlines, etc.

To accomplish optimally these tasks, our institution needs to make a particular effort to assure adequate working conditions so that that staff members can carry out their work in an optimal manner. It is indeed of crucial importance that the Representations of the European Commission are fit for purpose, and this can only be done within a framework of suitable working conditions respectful of the highest standards of an inclusive and caring working environment.





This is an initiative of the European Commission official trade union TAO-The Independents, In order to come up with a reliable state of play of the situation, which will then be analysed and communicated to all the relevant stakeholders: Administration, Staff Committee and the staff members, with concrete proposals of improvement if need be, TAO-The Independents invited staff in EC Representations to have their say via an EU-Survey.

All the Representations are represented by the Local Staff Committee (LSC) of Brussels - excepted France which is represented by its own local staff committee. Our trade union works directly for all Commission staff members. The goal of the LSC is to ensure the protection of your interests and your rights by collaborating with the Administration of the EC.

TAO-The Independents recalls that well-being at work, is a principle of fundamental importance and that our institution needs therefore to make a permanent particular effort to assure adequate working conditions for all. It is the only way for staff members to carry out their work in an optimal and fair manner. Our institution has set over the years a number of tools and informal proceedings to promote best practices, raise awareness, and to assist those in need of. The trade unions and the Staff Committee are also part of this landscape assuring a respectful workplace. We are here to contribute to make sure everyone is treated well.

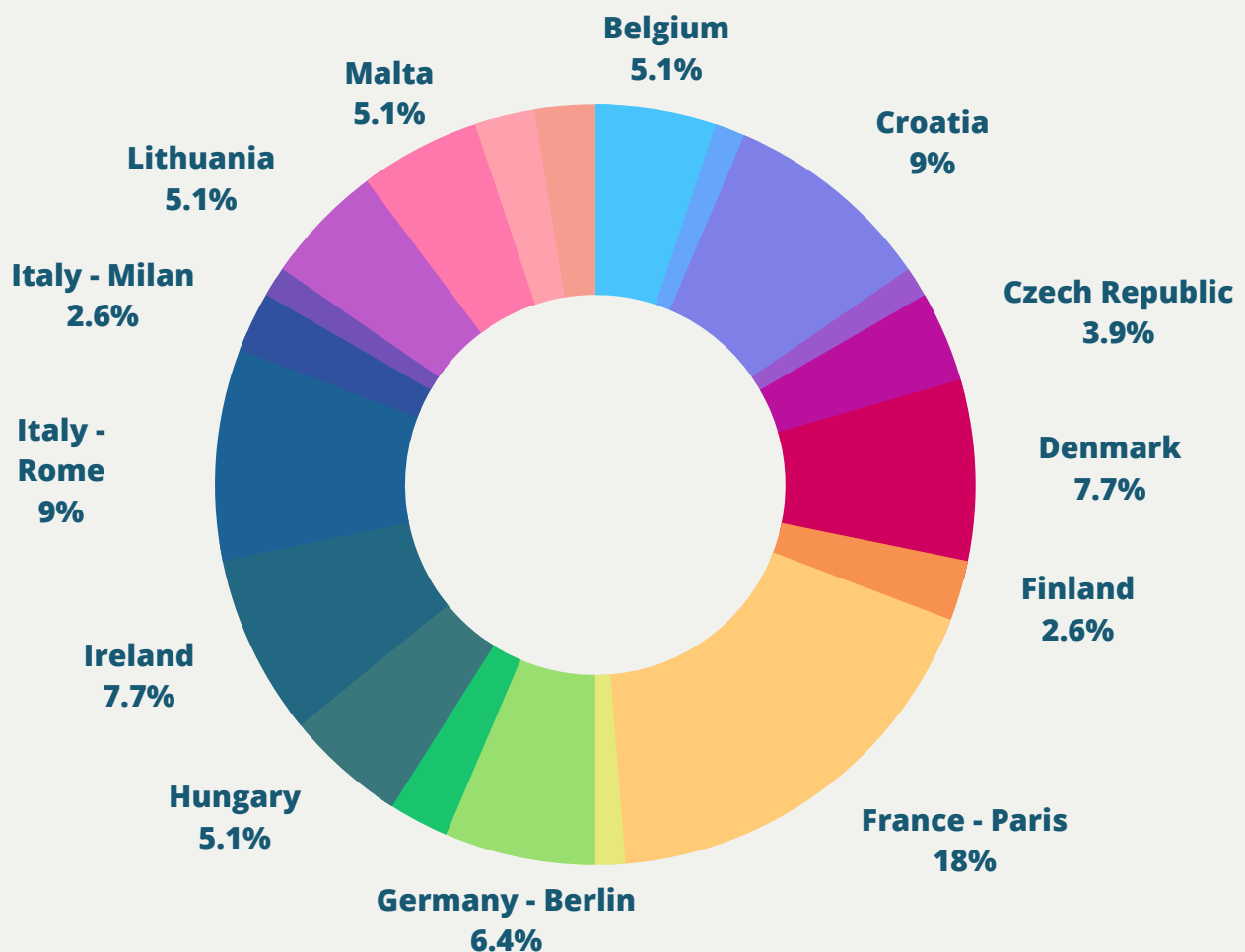




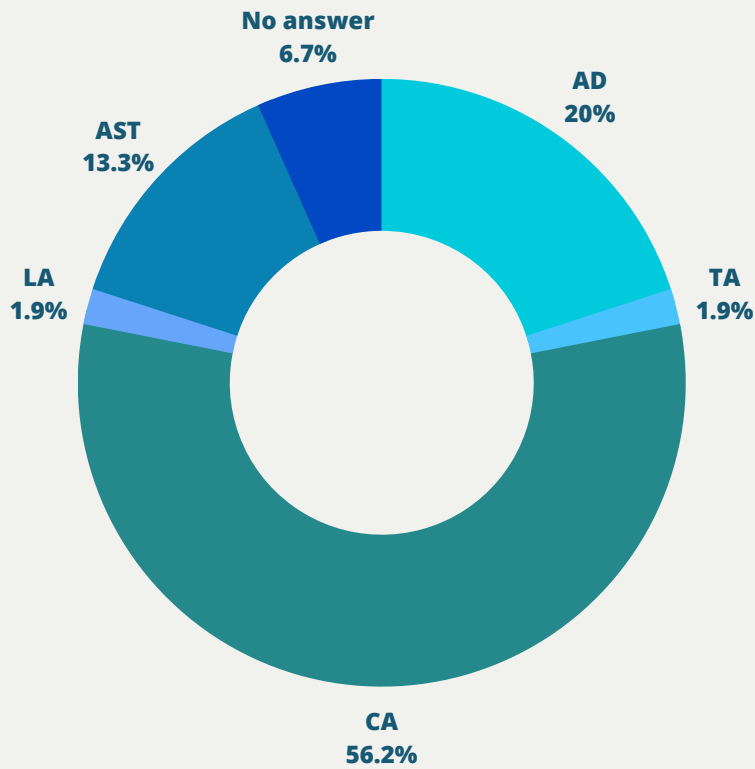
EU-SURVEY SUMMARY

Staff were invited to take 2 minutes of their time to help us gather reliable information to measure the effective degree of accomplishment of this goal.

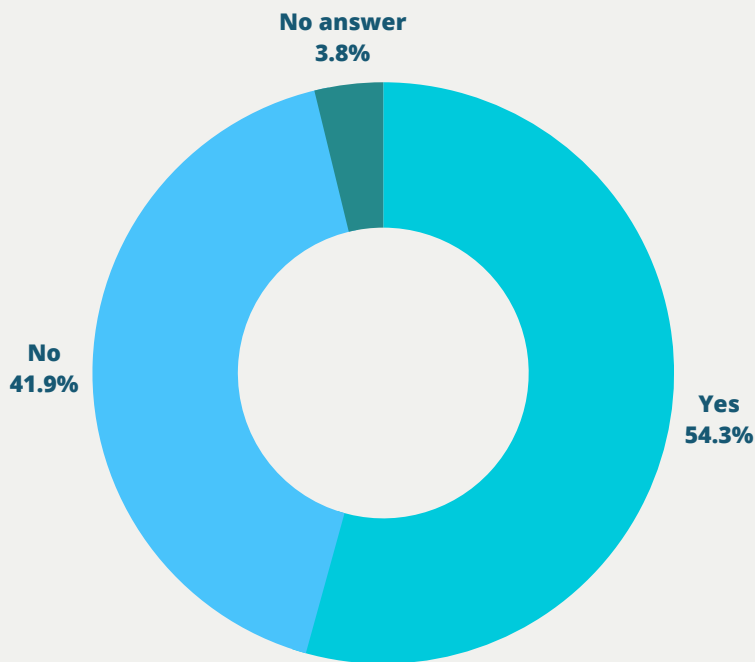
Q1 At which Representation do you work?



Q2 What is your statue?

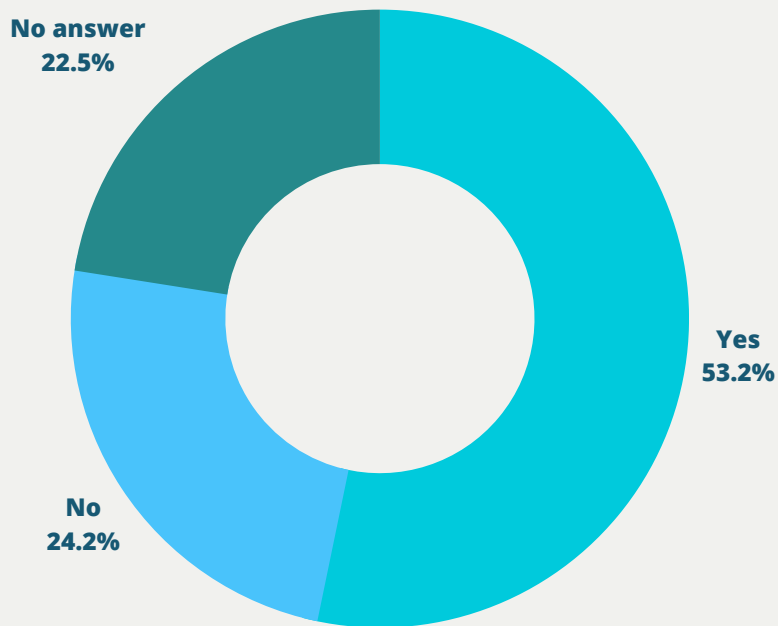


Q3 Does your job desription match your daily work?



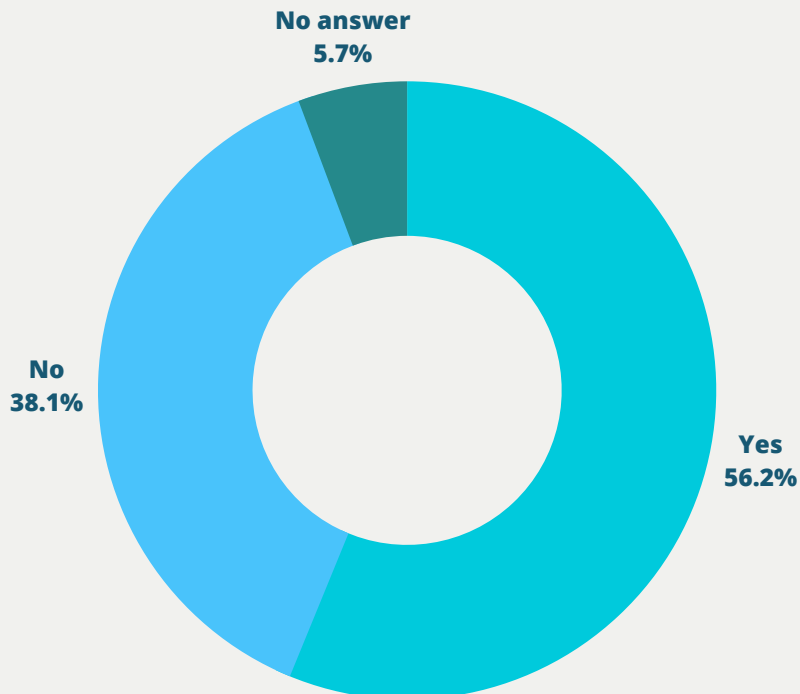
Q4
4

If not, do you accomplish tasks that belong to a higher function group?



Q5

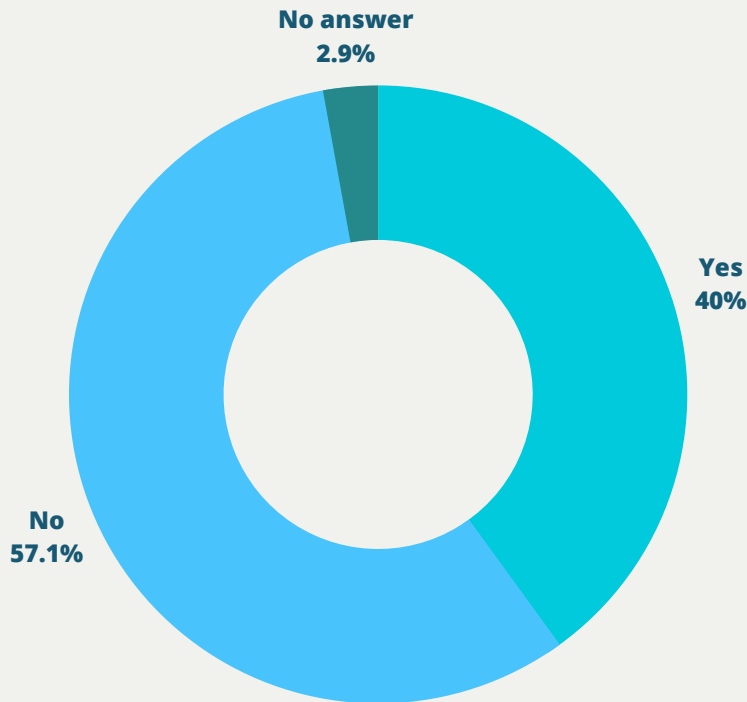
Have you ever been promoted in the Representations?



Q6

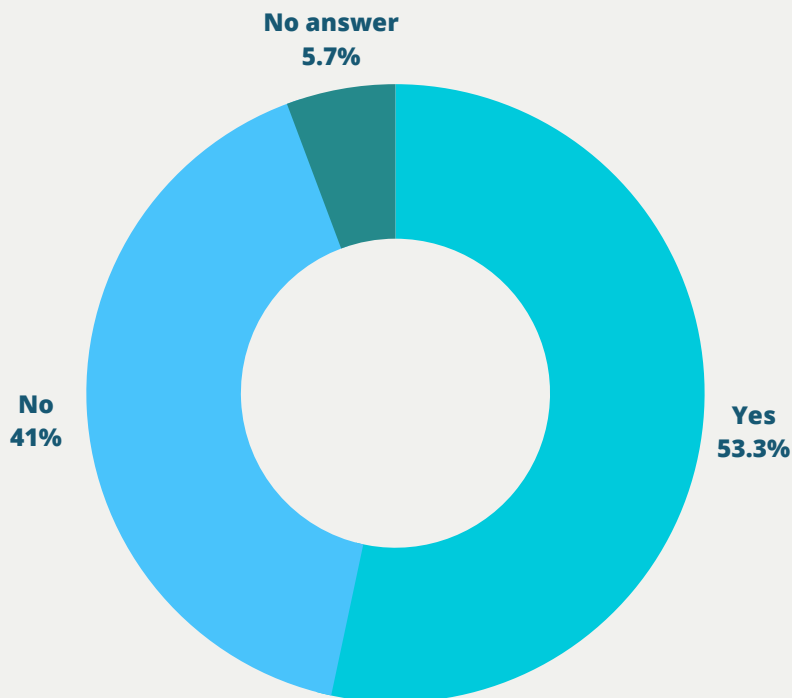
Do you feel you have a balanced workload?

4



Q7

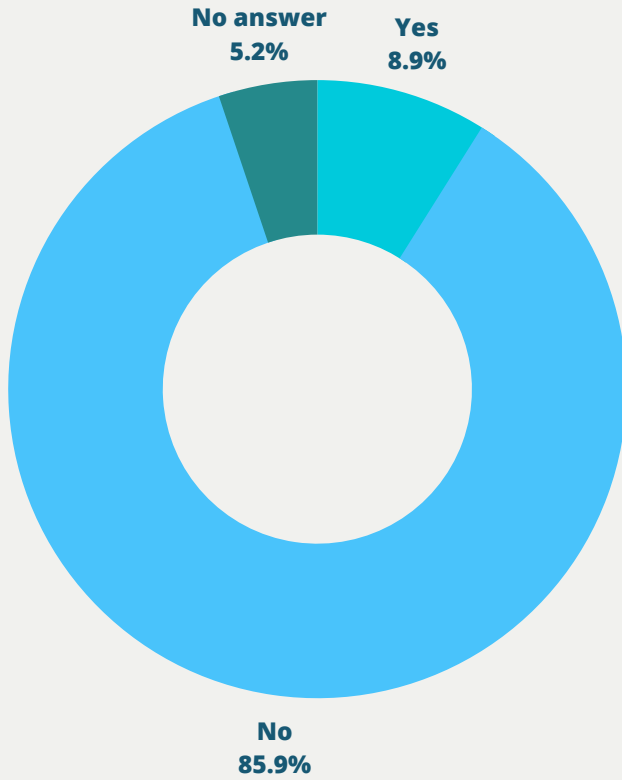
Over the last year, have you ever witnessed or been victim of a difficult situation / discrimination / or an inappropriate behaviour (being isolated, opinion ignored, mistreated at work, others taking credit for you work...)?



Q8

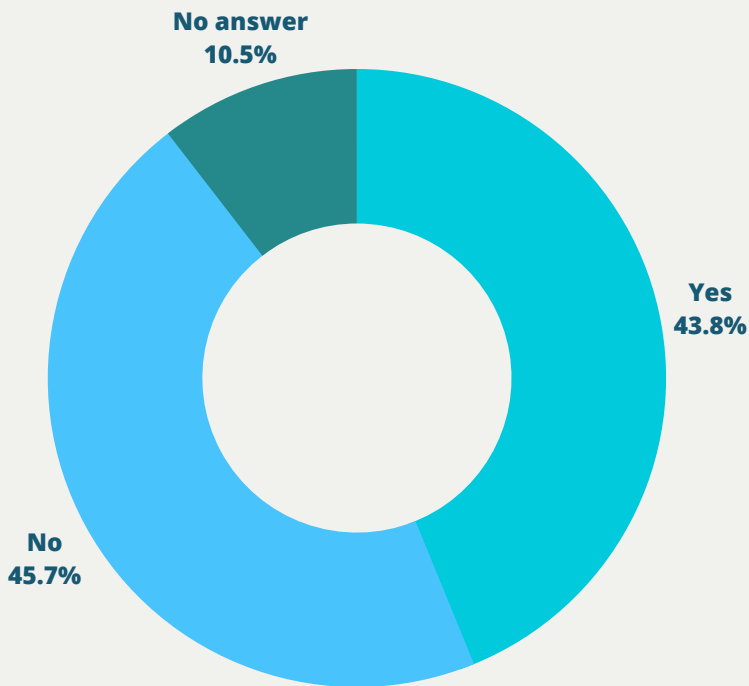
Does the Representation management treat ALL employees well and equally?

4



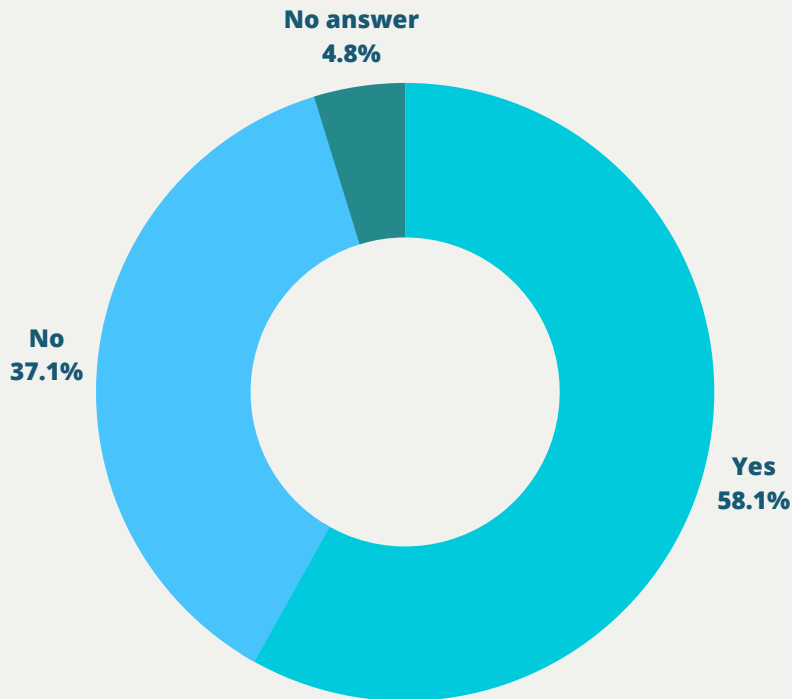
Q9

Are work pressures in your job at acceptable levels?



Q10
4

Are you satisfied of the office facilities offered in your Representation?



Q11

Do you have any specific comments you would like to share with us?

