

Staff association of the European Commission

TELEWORK FROM ABROAD **WHERE WE ARE, WHERE WE STAND**



Brussels, 27th January 2025

10 Days of Telework from Abroad IS JUST NOT GOOD ENOUGH!

Telework from outside of the place of employment (or from 'abroad') is now part of our routine, after the exceptionality of the pandemic days, and it is noticeable that the Commission has not delivered any worst, nor there has been any deterioration of the corporate image that some of doubtful prediction skills had wrongly foreseen.

Work quality is equally good -if not blatantly better over time- Indeed, not surprisingly, when a good professional employee organises freely his/her time and workspace, they do deliver. Staff surveys and Research institutes do reiterate systematically this fundamental conclusion.

Yet, we note that our administration appears not willing for the time being to still move to the next level, and make full use of this possibility.

The change of paradigm we are preaching for appears to be confronted with some old school conception of public administration.

In the evaluation carried out a few months ago of the decision *on working time and hybrid working* - which includes the current 10 days per year of TWA - our administration came up with the following conclusions:

- **Users of TWA are happy about it:** - we could not agree more with it. The arguments expressed by the participants of the EC's evaluation referred mostly to staff well-being (92 % of the respondents) performance of the staff (61 %), and -interestingly- the staff's availability (62 %);
- **The administration then states that there would not be too many staffers using this option** (roughly half of the staffers would have used at least once of this option during the first year of functioning - 16.808 out of 33.598 active staff- and around of 777 for the "exceptional" TWA, also for the first 12 months)

Based on the relatively low number of users compared to the initial forecasts, the administration concludes that it would not be necessary to go any further.

We disagree fundamentally with this conclusion. The current reality would justify in our opinion precisely the opposite:

If the staff members use this option and deliver well as they do, and the number of users remain relatively low, this objectively puts away the unfounded but existing fear of corporate image damage and allows for more margin of TWA days for those using it or willing to use it, always within the current Staff Regulations.

MORE TELEWORK FROM ABROAD is legally possible. A step forward beyond the current 10 working days, safeguarding applicable rules is feasible and desirable.

Telework from abroad must be part of the normal functioning of a modern administration, which must evolve in a gradual change of paradigm, based on efficiency, flexibility, results-oriented working culture, and learning from experience.

TAO's well-known proposal -endorsed by thousands of colleagues in an unprecedented public petition-consisting of up to 5 working days per month, i.e. up to 60 working days per year not combined with annual leave, plus 5 additional days combined with annual leave, is a **sensible compromise that of respect the integrity of our European civil service, legally irreproachable and a political sign of trust in the staff.**

It might take time to change some mindsets, but this remains a commitment for us, and we will succeed, for which your support remains fundamental, to reinforce this staff cause at all the Commission instances, as a stronger interlocutor before the administration.

Raúl TRUJILLO

TAO
President

[Link to TAO's proposal on Telework from abroad](#)



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Join TAO to reinforce the staff's action and to be informed on your rights!

TAO -The Independents

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