

Telework: the current situation

Telework (or working-from-home) is a way of working that is designed to improve the balance between work and private life.

It is *not* mentioned in the Staff Regulations. That said, it is practised within the limits laid down in the Staff Regulations, which, in Article 20, provides: "*An official shall reside either in the place where he is employed or at no greater distance therefrom as is compatible with the proper performance of his duties.*"

Each institution has its own rules for working-from-home.

Teleworking at the Court of Justice

At the Court of Justice, the possibility of teleworking is circumscribed by a [decision of the Administrative Committee](#) (all links only work via **Intranet**). The aim is to allow staff members "*to perform their duties at a distance on workstations from which they can communicate ... with the Court's computer network*". The tools with which to work are provided by the service at the institution's expense. At home, the teleworker finds himself in the same computing environment as he has at his office.

Who can work-from-home?

- (a) The services or categories of staff eligible for teleworking are defined by the Registrar. [The latter defined](#) three "professions" which qualified: lawyer linguists, lawyer analysts and the typing pool of the DG Infrastructure.
- (b) In addition, "*exceptionally, for duly justified reasons*", the Registrar may authorise teleworking for other persons.

Respect for the balance between work and private life is key: the good functioning of the service, on the one hand, and the situation of the applicant, on the other hand, are weighed up.

Several types of posts or specific jobs are, by their very nature, excluded from the possibility of working-from-home.

For more information, please refer to the Court's [Vade-mecum](#).

Occasional teleworking

In addition to teleworking full-time or part-time, **other institutions** have introduced circumstance-driven or occasional teleworking: within a certain limit of days per year, a staff member may work "*outside the office, in case of temporary personal or family problems or due to incapacity of mobility which does not lead to incapacity to work*" (rules in force at the Commission). This type of teleworking is subject to simplified formalities: it is the line manager who authorises these days.