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Sharing experience
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Post-lockdown working at home The main points and our initial reactions

Pending the end of the health crisis and, consequently, generalised teleworking, the Court has adopted a **new [decision establishing a home working regime](#)**, replacing that applicable before the lockdown.

In light of the lockdown experience, which forced generalised teleworking, the system is undergoing important changes. Here are the main points:

The **dichotomy** between structural and casual telework has **disappeared**. Full-time teleworking will be phased out.

It is specified that remote work will be performed **at home** and not at any location.

The system **will be supplemented** by decisions of Directors-General or other Heads of Service.

Homeworking will no longer be restricted to certain “professions” but will be extended to staff of the institution performing tasks that can be carried out at home. However, the staff of members’ chambers have been removed from the scope of the decision.

Working from home will be permitted **upon request** to the direct line manager.

It is expressly recalled that **Article 20 of the Staff Regulations** continues to apply. The **place of residence** remains limited to the place of employment or to such a distance as to be compatible with the proper performance of one’s duties. Authorisation to work **beyond** these limits will remain exceptional and limited in time.

Our comment: This is a sensitive issue for the image of the European institutions and its civil service. Any excess will inevitably backfire on our statutory rights.

The **working week** remains unchanged, with core working hours (2 hours in the morning and 2 hours in the afternoon).

The decision sets a framework for the material conditions for working at home.

Our comment: That said, the existing disparities and inequalities will inevitably be accentuated by this new work arrangement. This is yet another divide that will be added to the multiple cleavages that characterize the institution.

*For many colleagues, working from home has considerable advantages. Faced with this reality, the institution must be concerned about **maintaining the attractiveness** of working at the office! Thus, the **flexi-time** system **must be maintained for those working at the office!***

***The European Commission** has grabbed the opportunity to plan a reduction in office space and make huge savings to the buildings budget by squeezing staff into open-plan offices, or worse, 'hot desking'! What could be more effective, if the aim is to push even more people into teleworking by further diluting their links with their department and with colleagues?*

***The Court** has not shown any such intentions, but it is up to us to remain vigilant and be prepared to repel all the attacks that will inevitably materialize in the future.*

The bonds of solidarity between staff and, consequently, their ability to defend their rights have been further weakened by physical dispersion. In the face of increasing and deliberate individualism, our only refuge is a stronger union.

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