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**COMMISSION DECISION**

of **XXX**

**on the implementation of working time and flexible working**

# COMMISSION DECISION

of **XXX**

## on the implementation of working time and flexible working

THE EUROPEAN COMMISSION,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to the Staff Regulations of Officials of the European Union (the “Staff Regulations”) and the Conditions of Employment of Other Servants of the European Union (the “CEOS”), laid down by Council Regulation (EEC, Euratom, ECSC) No 259/68<sup>1</sup>, and in particular Articles 1e(1), 1e(2) and 55 of the Staff Regulations and Articles 10, 16, 80 and 91 of the CEOS,

Whereas:

- (1) Pursuant to Article 55 of the Staff Regulations, the normal working week should range from 40 to 42 hours. The Staff Regulations allow for the setting up of flexible working time arrangements referred to below as “flexitime”. Flexitime allows staff to vary the time at which they start and finish their working time. Flexitime also allows eligible staff to recuperate, under certain conditions, additional hours worked.
- (2) The current arrangements as regards flexitime are laid down in Decision C(2014) 2502<sup>2</sup>. Furthermore, by means of Decision C(2015) 9151<sup>3</sup>, the Commission provided some additional flexibility in the working arrangements, by introducing telework in its services.
- (3) The Commission is promoting a modern, digital and flexible working environment. This working environment ensures staff’s wellbeing, enhances efficiency, enables work-life balance, and leads to a decrease in environmental impact. For this purpose, the Commission should set out a new legal framework facilitating “hybrid working”, i.e. a combination of working at the office provided by the employer and from home or at the place of telework (teleworking), where both modalities of performing duties are considered as equivalent.
- (4) Flexible and hybrid working arrangements would bring along a higher degree of autonomy for staff, as well as a greater sense of responsibility, in order to meet deadlines. For line managers, this means implementing objectives-based and results-oriented management, developing efficient remote management based on a culture of trust. Their methods should be adapted to the management of teams that use teleworking on a regular basis, so as to ensure proper organisation of the work and integration of team members. In this respect, the Directorate-General for Human Resources and Security (DG HR) should play a key role in providing adequate guidance, training and material resources as well as streamlining good practices throughout the institution.

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<sup>1</sup> OJ L 56, 4.3.1968, p. 1.

<sup>2</sup> Commission Decision C(2014) 2502 final of 15.4.2014 on Working Time.

<sup>3</sup> Commission Decision C(2015) 9151 final of 17.12.2015 on the implementation of telework in Commission Departments.

- (5) Except in cases of force majeure, teleworking should be performed on a voluntary basis. Teleworking patterns should be variable and flexible. Its implementation should take into account psycho-social risks such as those linked to digital overload, a blurred line between professional and private lives or social isolation. It should be accompanied by measures ensuring good working conditions and, where relevant, by targeted training and guidance.
- (6) Hybrid working should be implemented in a way that preserves an adequate welcoming of newcomers, transmission of knowledge and know-how, as well as effective teamwork in a multi-cultural context and informal collaborative exchanges that are a source of creativity.
- (7) Commission staff mostly carry out knowledge-based activities, which are in principle compatible with telework. However, tasks that require physical presence such as receiving the public, working as a driver, catering, physical mail distribution, on-site technical and logistical support for conferences and meetings, child care and certain medical services, are not suitable for telework. The rules on teleworking laid down in this Decision should therefore not apply to staff carrying out the latter type of tasks.
- (8) Directors-General and Heads of Service should have the possibility to define, within the margin offered by the present Decision, more specific rules for their Directorate-General or Service to adapt them to the specific needs of their services. Line managers should take individual decisions in line with these specific rules.
- (9) All staff should be treated equally, regardless of their work pattern, and have access to equivalent means of working. Notably, this refers to workload, performance indicators, entitlements to training and career prospects. Respect for the principle of equality should include all diversity aspects, in particular disability, gender and age.
- (10) Teleworking is implemented with a view of enhancing the staff's efficiency and well-being, including a better work-life balance. Teleworking would also contribute to reducing CO2 emissions arising from staff commuting and the resulting congestion, particularly for those who drive to work, and would therefore contribute towards supporting the Commission's efforts, under the European Green Deal<sup>4</sup>, to become climate neutral by 2050.
- (11) Enhanced teleworking possibilities shall be in line with Article 20 of the Staff Regulations, which requires that staff reside either in the place where they are employed or at no greater distance there from as is compatible with the proper performance of their duties. The respect of this provision is of particular importance for ensuring continuity of the service, the reputation of the Commission and the principle of good financial management, due to the financial benefits being determined based on the place of employment, including correction coefficients and the expatriation allowance.
- (12) Hybrid working would allow the adaptation of the office environment, including the size and layout of office space, in order to ensure excellent, productive and healthy working conditions for staff coming to the office. Appropriate spaces should be available to staff in order to allow an activity-based use of the workplace. This would contribute to reduce CO2 emissions from buildings and lead to a greener and more flexible use of working space, while ensuring that staff have access to an adequate infrastructure when working from an office provided by the employer.

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<sup>4</sup> COM(2019) 640.

- (13) DG HR should monitor the ratio of teleworking and working at the office, with special focus on the use of teleworking per gender. By monitoring this ratio, and where relevant, DG HR should analyse the options to encourage the equal use of teleworking by men and women.
- (14) DG HR should have a special focus on the implementation of teleworking and its impact for staff with a disability, notably with regard to necessary equipment and reasonable accommodation.
- (15) The experience of large-scale teleworking as a result of the outbreak of the COVID-19 pandemic in 2020, which was implemented at short notice has shown that the Commission is able to function effectively in such circumstances, and demonstrated that teleworking is an essential tool for ensuring business continuity in times of crisis. This unprecedented experience has been taken into account when analysing opportunities and risks linked to the implementation of teleworking.
- (16) Where relevant, the reflection on the lessons learned and the implementation of the present Decision should include staff representation.
- (17) In line with the modernisation and the new HR strategy of the Commission, a new decision should be adopted to make suitable adjustments to the current working arrangements on the basis of experience and lessons learned during the COVID-19 pandemic. As the decision would entail significant changes in the working arrangements at the Commission, it should be evaluated after 18 months of implementation and adjusted if necessary.
- (18) In accordance with Article 1e(2) of the Staff Regulations, the present Decision should fully take into account the standards set in European legislation in the area of health and safety at work, in particular Directive 2003/88/EC of the European Parliament and of the Council<sup>5</sup>. The present Decision should also take into account the European Parliament resolution of 21 January 2021 on the right to disconnect<sup>6</sup>.
- (19) The Central Staff Committee, the Joint Committee on Equal Opportunities (COPEC), the Joint Committee on Prevention and Protection at Work in Brussels and the security and hygiene committees in Luxembourg, Ispra-Sevilla, Geel, Karlsruhe and Petten were consulted on this decision.
- (20) Decisions C(2014) 2502 and C(2015) 9151 should therefore be repealed,

HAS DECIDED AS FOLLOWS:

*Article 1 – Scope*

1. This Decision shall apply to all Commission staff covered by the Staff Regulations or by the CEOS, with the exception of special advisers. It shall also apply to seconded national experts (SNEs) and local staff working in the Commission's Representations in the Member States.
2. This Decision shall not apply to Commission officials, temporary agents, contract agents, SNEs and local staff working in EU Delegations. Their working time

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<sup>5</sup> Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organisation of working time (OJ L 299, 18.11.2003, p. 9).

<sup>6</sup> P9\_TA(2021)0021.

arrangements shall be determined by the European External Action Service in close cooperation with the Commission, in accordance with Decision C(2021) 9126<sup>7</sup>.

3. This Decision shall not apply to categories of staff working at the Commission who are covered by specific working-time arrangements determined and adopted by the competent authorities.
4. For the implementation of the teleworking policy as defined in Title II of this Decision, Directors-General shall be the appointing authority responsible in their respective Directorate-General in accordance with the present Decision. The Director-General shall delegate the power to implement this teleworking policy to the line management.

#### *Article 2 – Implementation*

1. Each Director-General and Head of Service ensures the implementation of the working time and hybrid working rules within their Directorate-General or Service in accordance with the principles provided by this Decision and the Guidelines adopted by DG HR.
2. Directors-General or Heads of Service may adopt specific rules to implement the present Decision in their Directorate-General or Service, within the margins offered by the present Decision.
3. Line managers shall decide on individual working arrangements for their staff on working time and hybrid working arrangements in line with the present Decision and, if applicable, the specific rules adopted on the basis of paragraph 2. These arrangements shall be in line with the interests of their service, taking into account staff's specific responsibilities and constraints.

### **TITLE I – WORKING TIME**

#### *Article 3 – Working time regime*

1. The normal number of working hours shall be 40 hours per week, spread over five working days, from Monday to Friday. A normal working day shall be 8 hours and a normal half day 4 hours. These hours shall apply pro rata for staff authorised to work part-time.
2. The default working-time regime for Commission staff shall be flexitime. Flexitime allows staff to vary the time at which they start and finish work. It also allows eligible staff to recuperate additional hours worked, under the conditions laid down in Article 6.
3. Directorates-General and Services with specific service requirements may, after consulting DG HR, adjust or complement the working-time provisions with respect to the entire service, following consultation with the Staff Committee.

Due to particular service requirements linked to the nature of their duties and after consulting DG HR, Directorates-General and Services may decide to exclude certain groups of staff from applying flexitime and determine alternative or fixed working

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<sup>7</sup> Commission Decision C(2021) 9126 of 15 December 2021 on the exercise of powers conferred by the Staff Regulations on the appointing authority (AA) and by the Conditions of Employment of Other Servants on the authority authorised to conclude contracts of employment (AACE).

hours for these groups. They shall consult the Staff Committee before adopting such a decision.

4. Only in cases of urgency linked to *force majeure*, decisions concerning the working hours or flexitime referred to in paragraph 3 may be adopted before the Staff Committee renders its opinion.

#### *Article 4 – Basic principles*

1. Line managers, in consultation with staff, shall ensure that the overall work assigned to their staff is manageable in a standard 40-hour working week, while having regard to peak periods during the year.
2. In cases where excess hours are imposed by service needs, staff may offset accordingly by working less the following days, weeks or months or recuperate extra hours in the form of a full or half day, pursuant to Article 6.
3. Registered working hours shall correspond to the time actually spent working. Line managers shall ensure that their staff members respect the applicable rules.

They shall clarify beforehand and agree with their staff their expectations regarding working time and flexible working arrangements and the conditions under which excess hours can be offset or recuperated.

The evaluation of consistency between hours registered and work performed shall be output based.

Line managers shall apply the principles of trust-based management. In cases where the staff member would not respect those principles, line managers have the possibility to determine working hours in the interests of the service.

4. Line managers and staff members may turn to their HR Business Correspondent for guidance on the implementation of the working time and flexible working arrangements set by the present Decision. HR Business Correspondents shall be supported by DG HR in interpreting and implementing the rules in a consistent manner.
5. While line managers may delegate the execution of administrative tasks related to the implementation of this Decision, they shall be responsible for verifying that the hours recorded correspond to the time actually spent working. If a line manager notices discrepancies between the number of hours registered and the tasks assigned and corresponding output, they shall discuss this with the staff member before validating the timesheet. They shall reject registered hours not corresponding to effective work.

#### *Article 5 – Daily working hours*

1. Staff shall work mainly between 8.00 and 19.00.

Within this bandwidth, staff should be available for interaction with other colleagues between 9.30 – 12.00 and 15.00 – 16.30 (16.00 on Wednesdays and Fridays). By derogation, under the delegation of power set out in Article 3 of the present Decision, staff may, in agreement with their line manager, decide to fix other hours within the bandwidth.

For the remainder of the hours, staff shall have the flexibility to choose how to spread their working time daily, in agreement with the line manager, depending on the needs of the service. Staff may choose to work outside this bandwidth in

agreement with the line manager. In that case, they shall focus on tasks that do not require immediate interaction with other colleagues.

The bandwidth cannot be considered as stand-by duty. Staff shall only be working and be reachable by their hierarchy and colleagues during their actual working time. Staff may not be contacted or expected to be reachable outside the agreed working time, except in duly justified situations as defined under paragraph 5.

2. Staff shall be encouraged to take regular breaks, especially when working in front of a screen. They shall take a minimum of one break of at least 20 minutes per working day<sup>8</sup>.
3. Line managers shall respect the principles of trust-based management. However, they may unilaterally determine the working hours in cases where staff fail to comply with the principles of trust-based management.
4. Line managers shall ensure adequate planning of the daily and weekly work, to ensure service continuity, and show flexibility for staff's personal commitments and breaks.
5. Line managers and other staff may not contact or expect staff to work from 19.00 to 8.00 ("disconnection bandwidth"), unless it is an emergency or it was pre-agreed, or in cases where the nature of the work or tasks dictate availability during such hours.

The same right to disconnect shall apply at weekends, on public holidays and during the staff's annual leave or other types of leave.

#### *Article 6 – Time accounting and recuperation – General rules*

1. In order to maintain health and wellbeing of staff, the number of daily working hours may in principle not exceed a total of 10 hours, including for staff working part-time. When the needs of the service require it, notably during peak periods, staff members may exceptionally be authorised to record hours beyond this limit.
2. Where staff members have worked more than the normal working time, they shall be credited with the corresponding amount of time (credit), but if they worked less than the normal working time, the corresponding amount shall be debited (debit). Staff shall be offered a user-friendly tool to record their "credit" or "debit" hours.
3. The balance of credits and debits shall be calculated at the end of each calendar month. Any credit balance (registered over-time) shall be carried over to the next month. A debit balance (registered deficit) shall not exceed 20 hours. The debit balance shall be carried over to the next month and shall be offset during the following six months.

By exception, a debit balance exceeding 20 hours at the end of the month may exceptionally be carried over to the next month where service reasons, sick leave or *force majeure* have prevented the staff member concerned from adjusting the balance appropriately.

4. As a general rule, a monthly credit balance shall be offset by subsequent shorter working time compared with the daily average of 8 hours, while a debit balance shall be offset by longer working time in the following accounting period.

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<sup>8</sup> Interpretative Communication C(2017) 2601 on Directive 2003/88/EC (OJ C 165, 24.5.2017, p. 1).

5. Where the balance is in credit, staff eligible pursuant to Article 55(4) of the Staff Regulations may request recuperation of the hours in credit. Only half days or full days may be recuperated. No more than two full days or four half days may be taken as recuperation each calendar month.

Staff members to whom the provisions of the second paragraph of Article 44 of the Staff Regulations apply shall not be eligible for recuperation.

6. Upon an individual request for recuperation from a staff member, the line manager, having due regard to the basic principles as laid down in Article 4, shall approve it if the following cumulative conditions are fulfilled:
  - (a) a credit balance is justified by the staff member's work;
  - (b) recuperation is compatible with the interests of the service.

#### *Article 7 – Time accounting – Specific situations*

1. Absences for annual leave, special leave and sick leave shall be accounted for on the basis of a normal working day of 8 hours in the case of a full day and 4 hours in the case of a half day.
2. Working hours during a mission shall be accounted as normal.

Travel time shall be counted and registered as working time, including when taking place on a weekend or on a public holiday.

Where a mission finishes with an overnight flight and a morning return to the place of work, a compensation of half day of leave shall be granted for that day. If it cannot be taken immediately upon return, this half day of leave shall be taken in due course following the return from the mission.
3. Any other work-related activity such as training or tasks related to personnel administration in the Commission shall be accounted as working time, provided that the line manager agrees and that the activity takes place in the interests of the service, or is required by the service's needs.
4. Participation to trade unions activities shall be dealt with in line with the Framework Agreement governing relations between the Commission and the representative Trade Unions and Staff Associations. Statutory representation is counted as working time.
5. Time-accounting provisions shall apply pro rata to staff authorised to work part-time. In such cases, the normal working time specified in Article 3(1), the time counted for absences under Article 7(1) and the time credited or debited pursuant Article 6 shall be reduced in proportion to the reduced working time formula.

## **TITLE II – HYBRID WORKING**

#### *Article 8 – Definition and basic principles on hybrid working*

1. Hybrid working shall be a combination of teleworking and working at the office.
2. Telework shall allow carrying out work remotely with the help of digital tools. It shall apply only for tasks that, by their nature, can be adequately performed remotely.

DG HR shall set up a register of types of tasks incompatible with teleworking.

3. Working at the office and teleworking shall be considered as equivalent ways of working.
4. DG HR shall adopt Guidelines on teleworking, indicating criteria, procedures and good practices to achieve the objectives of this Decision and set up monitoring tools. The staff representatives shall be consulted on the Guidelines before their adoption.
5. Directorates-General and Services shall monitor the use of the new hybrid way of working and shall report to DG HR on a regular basis determined by DG HR.
6. DG HR shall oversee the implementation of teleworking in all Commission services to ensure consistency through regular contacts with the HR Business Correspondents and by issuing Guidelines under paragraph 4.

#### *Article 9 – Hybrid working arrangements*

1. All staff whose tasks are compatible with teleworking may perform part of their working time remotely, under an arrangement agreed pursuant to the present Article with their line manager on a trust basis, considering the interests of the service and the wellbeing of staff.
2. Except in cases foreseen in Article 12, teleworking shall be only performed on a voluntary basis and staff shall have the right to come to the office every day without prior authorisation.
3. The presence of staff at the office shall be evenly spread during the whole working week.

Line managers may decide that on specific day(s) during the working week the whole unit, sector or team is required to be present at the office to facilitate team building, internal planning/organisation and brainstorming, as well as informal exchanges between colleagues. These days shall be communicated to staff in advance, except in cases of emergency.

Staff members shall pre-register where they will be working (office or telework) using the dedicated IT tool in line with the present Decision and the rules defined by DG HR. This tool shall cater for flexibility for staff members but also for planning.

4. In line with the principles of trust-based working culture, staff shall ensure that the days/amount of presence at the office/telework are in line with what was agreed with their line manager. In cases where these principles are not respected by the staff member, increased monitoring may be performed by the line manager.
5. Staff members who wish to telework 20% of their weekly working time shall inform their line manager of their intention to telework and the corresponding day (or half days). For duly justified services reasons, line managers may ask staff to telework on another day than the one(s) agreed. Such teleworking arrangements shall be granted for a renewable period of six or twelve months, or for the duration of the contract, if shorter.
6. Staff members who wish to telework more than 20% and up to 60% of their weekly working time shall have to agree on a working arrangement with their line manager, including on the days chosen. For duly justified reasons, line managers may refuse totally or partially the request to telework for more than 20% and/or may ask staff to telework on another day than the one(s) agreed in a given week. Such teleworking arrangements shall be granted for a renewable six-month period and in a way that

ensures fairness and equal treatment, so that all staff can benefit from them, while guaranteeing balanced presence at the office throughout the week.

A teleworking arrangement may be modified at the request of the teleworker or by the line manager, after hearing the staff member concerned. It shall enter into force after a period of one month.

7. If there is a need and a clear interest of the service defined by the line manager, a staff member may be authorised to telework more than 60% during the week.
8. Staff members with temporary health issues impacting their mobility but who are still able to telework may request to do so for the duration of their health issue precluding them from moving.  
Such mobility issues shall be certified by a doctor and notified to the Commission's medical officer, who may proceed with any appropriate verification.
9. Staff may choose to come to the office on days authorised to telework.  
In cases where the proper functioning of the service would be compromised, the line manager shall retain the right to require physical presence for all the relevant period, by invoking grounds related to the interests of the service.
10. Directorates-General and Services shall ensure that the application of the teleworking arrangements are applied in a fair and equal way across the service.

#### *Article 10 – Place of telework*

1. Except in cases foreseen in Article 11, telework shall be performed in the place of employment or at no greater distance there from, as is compatible with the proper performance of the duties, in line with Article 20 of the Staff Regulations. Consequently, staff need to be teleworking from a place allowing them to physically come to the office within reasonable time without being dependent on the hazard of transportation, in case of an unforeseen service need.  
This provision is not an obstacle to reside outside the Member State of the place of employment for staff working in Luxembourg or other places of employment which are in a similar geographical situation vis-à-vis neighbouring Member States.
2. In order to telework, staff shall ensure they have a reliable broadband connection and an appropriate working environment. Staff shall be expected to ensure compliance with data security, cybersecurity and to respect applicable confidentiality standards. In case of technical issues linked to connectivity or to their home office environment preventing them from adequately performing their duties, staff shall return to the office at their own expense within a reasonable time.

#### *Article 11 – Telework outside the place of employment*

1. All staff shall have the opportunity to telework outside the place of residence defined in Article 10(1) for up to 10 working days per calendar year, upon their request and subject to the agreement of their line manager. Directors-General shall supervise and ensure consistency of application of this paragraph. Directorates-General shall provide DG HR annually with aggregated data on the application of this paragraph.
2. In exceptional circumstances, such as duly documented imperative family reasons, an authorisation to telework outside the place of employment may be granted by DG

HR for one month, after consulting the staff's line manager, renewable under the same conditions.

3. Staff shall ensure that they have a suitable connection and a home office environment allowing them to adequately perform their duties. If they cannot perform their duties adequately, staff shall either take annual leave if compatible with the interests of the service, or come to the office at their own expense within 48 hours. The time where no work could be performed because of technical issues shall be debited to the staff's working hours.
4. In accordance with Article 5 of Annex V to the Staff Regulations, when the interests of the service would call for a withdrawal of annual leave of a staff member in order to comply with urgent work-related requests, line managers may authorise teleworking outside the place of employment in addition to the 10 working days referred to in paragraph 1.
5. Staff authorised to telework outside the place of employment shall communicate their temporary address to the administration before the start of the teleworking period.

#### *Article 12 – Force majeure and other special cases*

1. At the request of a service or department for duly justified reasons, DG HR may authorise telework for an extensive and uninterrupted period of time for all or part of a service or department. The Staff Committee shall be consulted.
2. In cases of *force majeure*, DG HR may, after consulting the Secretariat-General and the Legal Service and informing the staff representation, require staff members to telework for extensive and uninterrupted periods, until further notice. The timeline for consultation shall be commensurate to the nature and extent of the circumstances constituting *force majeure*.

#### *Article 13 – Equipment, technical support and connectivity*

1. Directorates-General and Services in collaboration with the Directorate-General for Informatics (DG DIGIT) shall provide teleworkers with at least a laptop computer. The laptop shall be used both at the office and when teleworking.
2. As an employer, the Commission shall put at the disposal of its staff adequate IT tools both for work at the office and telework. These tools shall enable staff to benefit fully from the opportunities of both working modalities, including virtual and hybrid meetings, in order to maintain staff motivation and efficiency. As a result, DG HR and DG DIGIT shall support staff with additional equipment, depending also on their job profile, subject to budgetary availability .

Specific needs of staff with disability on telework shall be catered for under the reasonable accommodation rules<sup>9</sup>.

3. If appropriate, DG HR may adopt a decision providing for a lump sum covering certain costs of teleworkers, subject to budgetary availability.

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<sup>9</sup> Commission Decision C(2004) 1318 of 7.4.2004 implementing Article 1d(4) of the Staff Regulations.

#### *Article 14 – Health and safety*

1. The Commission shall provide teleworkers with information on occupational health and safety, ergonomics, document security, use of IT equipment, precautions to be taken against damage and theft and other subjects relating to telework.
2. Management training shall take into account the specifics of management of staff teleworking, including leading a team and building team spirit, monitoring performance and motivation of each team member as well as the possible risks and dangers of digital overload and digital burnout.
3. Staff on telework shall be covered by the insurance against accident and occupational disease provided in Article 73 of the Staff Regulations to the same extent as staff working at the office.

The Commission shall not be held responsible for health and safety at work in the teleworking environment, except for what concerns equipment provided by the Commission to teleworkers.

Teleworkers shall take reasonable prevention measures to avoid physical risks in the teleworking space and the Commission shall organise regular and adequate prevention campaigns on health and safety when working remotely.

### **TITLE III – FINAL PROVISIONS**

#### *Article 15 – Joint Committee on Flexible Working*

1. A joint committee is hereby established. The joint committee shall be known as the Joint Committee on Flexible Working.
2. The role, composition and working arrangements of Joint Committee on Flexible Working are laid down in the Annex to this Decision.
3. The mandate of the Joint Committee on Flexible Working shall be reviewed at the latest 18 months after the entry into force of this Decision.

#### *Article 16 – Final provisions*

1. DG HR shall be responsible for monitoring the effective implementation and compliance of this Decision within the Commission, in consultation with the COPEC and the Joint Committee on Flexible Working, and shall perform an evaluation of the practical implementation after 18 months. Based on this evaluation, the Commission shall assess whether adjustments should be made to this Decision, after concertation with the trade unions.
2. Commission Decisions C(2014) 2502 final and C(2015) 9151 final are repealed.
3. All existing structural teleworking agreements concluded on the basis of Commission Decision C(2015) 9151 final shall terminate on the date of entry into force of this Decision.
4. In accordance with the Article 4 of Decision C(2005) 2665<sup>10</sup>, the Joint Committees on Part-time Work established by Article 8 of Decision C(2015) 9720<sup>11</sup> in the different places of employment in the Commission are hereby dissolved.

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<sup>10</sup> Commission Decision C(2005) 2665 of 14.03.2005 on improving social dialogue in the Commission through joint committees.

*Article 17 – Entry into force*

This Decision shall enter into force on ...

Done at Brussels,

*For the Commission*  
*Johannes HAHN*  
*Member of the Commission*

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<sup>11</sup> Commission Decision C(2015) 9720 of 8.1.2016 on Article 55a of the Staff Regulations and Annex IVa thereto concerning part-time work.