



## Multi-annual Action Plan 2018-2022

### Access to measures of a social nature, including specific measures to reconcile working life with family life, at the BEREC Office

No	ACTION DESCRIPTION	ACTORS	PREPARATORY WORK START	DATE TO BEGIN THE IMPLEMENTATION	END DATE	BUDGET FORECAST	KPI
1	Discovering best practices for Social Measures implemented by the European Commission or other EU bodies and adoption/implementation BO Social Measures by analogy	Administration and Finance Unit, in close cooperation with the Staff Committee	Q1 2018	2018	Q4 2022	20000*	Number of Staff who benefit from the measure. Target: 90% of the eligible staff who requested access to the measure.
2	Facilitate the application of more favourable conditions for commercial services in the market for the staff, including private health service providers	Administration and Finance Unit, in close cooperation with the Staff Committee	Q1 2018	2018	Q4 2022	N/A	Number of Staff who benefit from the measure. Target: 100% of the eligible staff who requested access to the measure.
3	Discover the options for supporting access to Kindergarten and facilitate the introduction of the relevant measures, in line with the applicable staff related and financial regulations	Administration and Finance Unit, in close cooperation with the Staff Committee	Q1 2018	Q4 2018	Q4 2022	150000**	Number of Staff who benefit from the measure. Target: 90% of the eligible staff who requested access to the measure.
4	<p>The BEREC Office aims at creating and maintaining a supportive and healthy work environment that enables staff members to have balance between work and personal responsibilities.</p> <p>The following work-private life balance possibilities will be therefore enhanced on the basis of the applicable rules:</p> <ul style="list-style-type: none"> <li>- flexible working hours and flexitime - teleworking</li> <li>- unpaid leave, maternity and paternity leave, parental leave</li> <li>- special working arrangement for breastfeeding</li> </ul>	Administration and Finance Unit, in close cooperation with the Staff Committee	Q1 2018	Q4 2018	Q4 2022	To be financed from the respective budget line for the specific type of expenditure within the available appropriations authorised by the MC.	Number of Staff who benefit from the measure. Target: 100% of the eligible staff who requested access to the work-private balance possibilities, with the exception of teleworking and unpaid leave.

#### Article 1e SR

- Officials in active employment shall have access to measures of a social nature, including specific measures to reconcile working life with family life, adopted by the institutions, and to services provided by the social welfare bodies referred to in Article 9. Former officials may have access to limited specific measures of a social nature.
- Officials in active employment shall be accorded working conditions complying with appropriate health and safety standards at least equivalent to the minimum requirements applicable under measures adopted in these areas pursuant to the Treaties.
- Measures of a social nature adopted in accordance with this Article shall be implemented by each institution in close cooperation with the Staff Committee, **on the basis of multi-annual proposed actions**. These proposed actions shall be transmitted each year to the budgetary authority in the framework of the budget procedure.

\* Preliminary calculation for the whole period 2018-2022 on the basis of the COMMISSION DECISION on assistance with help in the home and care for sick children and other possible measures

\*\* Preliminary calculation on the basis of the tuition fees for the Deutsche Schul Riga, academic year tuition 6000 euro per child. For 5 children, for the whole period starting from 2018.