

COMMENTS

3) Do you think your work could take place in "open-space" according to the rules that are unique to your function?

3.1 If 'other', please explain

files are voluminous, will there be enough room to be able to take out several files while doing my work?
Dealing with staff issues in my team - this requires privacy and confidentiality
This is considerable worsening of working conditions. Perhaps there is no more added value for a good specialists to work in European Commission if the specialist cannot have a private space to work efficiently?
Regular meetings with colleagues and discussions on specific issues
Analytical tasks which require concentration.
We are not working in a call center.
I need to talk a lot over the phone to discuss things with line DGs, think to contribute to briefings etc. I have been sharing an office with 2 and then 1 person. I really felt a big difference of efficiency, well-being and motivation. Open space are tiring and counter-productive in the long run.
The file managed request a high degree of discretion both on written and oral communications: OLAF files, Ombudsman complaints, evaluation procedures complaints;
We have to do phone calls with Delegations, project partners, contractors etc. on a very regular basis, which will be very difficult in such an environment without disturbing the other colleagues. Our work also entails many meetings, which will be more difficult to organize without own office space.
It is an old neoliberal concept which inherently concerns private companies. This is a public bureaucracy where we need to respect all the needs listed above at point 3.1 I see, reading these points that all of us agree with the fact that an open space does not fit at all our needs
Grave concerns in case we should need to evacuate the building due to fire/other reasons. An increase in the number of staff occupying the building may be outside security norms. Time taken to evacuate the building is already too slow. Evacuation is via the courtyard and this is a concern.
I am working with procedures and I have a lot of paper files at different steps. I need space to put my files. My hierarchy wants to have paper signatories.
I am involved in HR issues. These are sometimes confidential and sometimes "merely" sensitive requiring having space alone with a staff member (for example, communicating information about selections, settling situations between staff members). They cannot be implemented in an open space.
Organisation of meetings will be complicated.
According to the manual, open space offices are mainly meant for teams already working in a team, operational units for example. My case is the one of a finance and contract unit where we are asked to work on the file mostly on ourselves, concentrating on procedures and calculations.
it would be important to know which are the specific arrangements that will be implemented to have sufficient meeting rooms and space to have sensitive phone calls.
Loss of elementary sense of human value and privacy. Why don't you replace us by robots? You wouldn't need any office space at all! Corporations did not introduce it for the employees' sake but only to save costs and exercise indirect pressure. Don't pretend that it has another motivation here.

No spontaneous meetings possible in cases of crisis situations (which are quite frequent with WB countries), waste of time and energy to book meeting rooms (of which there will not be enough)
As desk on financial assistance, I need to liaise on a daily basis with stakeholders (EUD, other DGs, EEAS) requiring calls, formal and informal meetings, that easily find their way from / in a private office, but not so easily in an open space.
calling beneficiaries informing them on the payments, ineligible costs, asking for more details
Privacy
Loss of time (frequent moves between office and meeting rooms, if the latter are concentrated on 1st and 2nd floor additional time loss due to waiting times at lifts)
Respect of privacy, when spending numerous hours in the office.
I am the only programme manager for my country, "my team" is based in that country, so sharing a space with other HQ colleagues will only take away concentration and add no value. Plus, where should I keep all my paper files? We are obliged to keep some while others are needed every day to work.
Not enough rooms outside the open space to meet visitors, for internal meetings or to be able to be concentrated on a topic
Loss of privacy
I work with colleagues in 10 EU Delegations and have a lot of telephone contact with them. I expect this would be disturbing for other colleagues in an open space environment.
Well-being, health, quality of work, motivation
Diseases such as the flu spread very easily in open spaces (personal experience)
health
I support colleagues in HQ or Delegations (over the phone) and often provide training which cannot be given in open space without disturbing the other colleagues. For HQ these are usually held with 3 or 4 people and cannot always be programmed ahead of time to book a shared room.
Distraction preventing analytical work. Representation function vis a vis Member States and third countries (requiring reference to my files while meeting). Privacy when dealing with impromptu staff issues. Unavailability of colleagues who choose to spend more time tele-working to avoid open space
Security;
I have health issues following a work accident. I highly value the quiet in my current office (noise, limited traffic, visual, auditory and personal privacy, personal influence on physical work environment, access to daylight sun etc.)
regular meetings with colleagues from within DG but also many times with external partners
Frequent phone calls and phone conferences with project implementing organisations
Besoin d'avoir des matériels informatiques, téléphoniques et autres objets à Proximité de moi.
Ce qui demande de la place.
It will not be possible to have the meeting at the desk or if needed to discuss issues on a computer it will also be much more difficult to organise.
Organisation of the work (pin boards, maps..)
As head of section I need to have constant interaction with team members. This requires informal short meetings to be organised spontaneously, on daily basis, according to needs a priorities. This kind of interaction is difficult to imagine in an open space context.
safety measures
I need to interact with my colleague sharing the same office almost every 5 minutes. In an open space I think it will be very difficult for the other colleagues and for me if the colleagues in the same room need to do the same.
As our work is conceptual, open space offices are inappropriate to concentrate, reflect and develop creative ideas.