



## Social dialogue

### Meeting with VP K. Georgieva in January 2016

#### Brief summary

The questions sent to the VP are shown below.

We have had no response to the first question. The VP believes that the world would experience numerous crises and become unpredictable if she does not make the link between what has (or has not) been done in the past and what is happening in the present. There is nothing further to report with regard to the responses.

On the second question, the answers are vague. Brexit is referred to as an explanation for some difficulties, without any real idea of what will be done. The same goes for the 550 posts "frozen" in 2016, and possibly in 2017 as well.

The Reorganisations / Restructurings receive no mention either, in spite of the fact that this is a central issue in terms of human resource management. That is also the case in relation to the centralisation of certain human resource services.

If this recent trend continues, we risk being immersed in a bizarre situation: the more we talk about well-being the less of it there will be, the more we talk about dialogue the less of it there will be, the more we talk about participation the less of it there will be.

Finally, we requested a social dialogue meeting with the administration on the subject of the points raised by our campaign "Doing better with the same thing? You bet", with no reply for the moment.

#### Questions asked by U4U

"Madame Vice-President,

Please accept my sincere thanks for offering to meet us next Friday.

Please find below the points on which I am seeking more detailed information from you.

1) EU: where do we stand politically? In his New Year greetings, the President made some comments that were both realistic and pessimistic about the year 2016. This situation is worrying for staff, as they are tied to the success of the European project and understand that the fate of the European Civil Service depends on the efficient functioning of the Union. What do we plan to do to counter the negative trends at work?

2) EU: Where do we stand on the budgetary situation? The EP and the Commission defended the principle of a mid-term review of the EU budget. What is happening now and what is the Commission's position on this subject? The situation in the services is difficult, with a number of Directorates-General questioning their capacity to achieve their missions. The freezing of 550 posts in 2016 adds to the difficulties, and we still have no idea if these posts will be restored at the end of 2016, and if so in what manner (permanent posts or contractual and temporary).

3) Restructuring of services: this is a sensitive issue for which U4U has been fighting since its creation. The Commission has turned its back on the best practices that it implemented not so very long ago: informing staff in advance about political guidelines and their organisational consequences, presenting the new organisation chart with the names of the hierarchy, asking staff to make three choices, holding a joint meeting of the *chambres d'écoute* to resolve problems that arise. In the same spirit, we would like to know about the centralisation of human resource support services for each family of Directorates-General. When this point was brought up at our last meeting, you promised us more detailed information on this subject. This information appears all the more important now that this centralisation could herald the creation of a new Office.

4) "Doing better with the same thing: okay!" (1): this was one of your responses to the challenges we were faced with. U4U launched a call for proposals from staff and submitted the first five to you. We hope to discuss this subject with your services.

While looking forward to our next meeting,  
I remain yours sincerely,

Georges Vlandas  
President