



What do we want?

List

2

U4U's proposals for the next term of the staff committee

U4U is presenting a [full list](#) (list N°2) at the Commission's staff committee elections in Brussels on 9 June next. This list, which is broad-based in terms of sectors of activity and nationalities, is composed of equal numbers of men and women, including for the first eligible places. These candidates represent all our institution's areas of competence, within more than thirty DGs. A large number of them have solid experience with the workings of trade unions and associations. Moreover, they have a [good track record](#) despite a difficult political context.

Above all, the U4U candidates are armed with concrete, constructive proposals for the next term of the staff committee. **They are ready to implement them, if given a mandate by voters, while seeking to achieve a united union front** with trade unions that share our key objectives, principles and values.

Here is a summary of our main policy objectives for 2015/2018.

1. U4U wants a **trade union approach that takes account of the context of European citizenship**. The defence of the civil service is closely linked to European integration, driven by solidarity-based values and objectives, at the service of our societies. Europe can only develop if the institutions play their full role, in particular the Commission, whose Community method serves the common interest, and the European Parliament, guardian of the wishes of European citizens.

U4U will support, at the time of the revision of the European budget and the debates on the Juncker plan, initiatives intended to promote an increased European budget, rapid implementation of an enhanced Juncker plan and an operational model that respects the roles of the European Commission and the European Parliament. Our trade union movement does not stop at the doors to our offices. Our working conditions, their purpose and our independence depend on the successful building of Europe.

2. U4U also wants a **united trade union front based on staff unity and a united front among trade unions**. We reject corporatist or category-based approaches – which several lists defend at these elections – which pit various categories against each other and undermine the European civil service, by adhering to the *divide and rule* principle promoted by the States. On the contrary, U4U advocates [solidarity](#) between various categories in order better to defend the interests of all staff and put an end to disparities. We believe in strength in unity.

3. U4U will work for a **human resources policy, career management and talent detection approach**. The human resources policy must be based on respect for staff, transparency and trust, which are factors that promote accountability and boost motivation. The institution must take concrete steps to be in a position to achieve these objectives. U4U is already making a contribution by way of constructive proposals. The key factor in promoting well-being at work is for staff to have their professional skills recognised, upgraded and developed.

4. Mobility must be addressed from the perspective of both staff interests and those of the institution, in order to promote career development and make full use of staff expertise. This [mobility](#) must be based on a personal career plan and respect for individual skills. Reorganisations must adhere to the principles of efficient use of skills via the systematic establishment of “listening rooms”.

5. The scope of mobility must be extended to the Commission, in its various establishments, but also to offices and agencies, other institutions, and lastly to national and territorial administrations. This **inter-institutional career dimension** must be promoted to make the best possible use of the experience acquired and to develop the esprit de corps of a unified European civil service. U4U also recommends creating and developing more common logistical (buildings, payroll management, pensions, etc.), security, career guidance and training services.

6. U4U wants to ensure **worthy and transparent end-of-career access** which utilises the skills developed by staff during their career. The AST 10/11 and AD 13/14 job descriptions must be reviewed than published to enable career paths to provide for access to such posts. Training, including that of the European Civil Service College, must be geared to ensuring as far-reaching career development as possible, with real career guidance. Career-long transitions are essential to ensure that staff members remain motivated in a motivating environment. This requires more than a superficial dialogue during the evaluation exercise and career paths left solely to the ability of individual staff to motivate themselves within the complex procedures of our administrations.

7. Respect and trust must form the cornerstone of working time management and staff evaluations. U4U is against any other means of control outside these principles. The evaluation interviews must be used to guide career development. The evaluation must be an opportunity to recognise work accomplishments, develop motivation and, lastly, improve skills. Evaluations must not be exploited by the promotion exercise. Mechanisms must be improved so that comparison of merits which determines staff promotions is conducted on the basis of more transparent principles and more harmonised criteria. Lastly, the promotion exercise cannot be the sole career purpose: we need to reinvent working methods that are meaningful and procure a sense of fulfilment.

8. The Commission’s over-bureaucratic organisational structure must change. Multiplication of hierarchical levels destroys creativity, accountability and the spirit of initiative among staff. We need to organise in concrete way professional practices, career paths and the working environment so that they give proper recognition to individuals, serve the interests of the institution and eradicate at source the cause of occupational stress. The conventional theories about well-being at work and burn-out, accompanied by ad-hoc, anecdotal actions are often merely excuses for not doing anything. Career management cannot be restricted solely to management positions, since our institution could promote numerous compelling career paths.

9. The organisation must support the policy objectives in order to be more consistent. For example, why not link, within the same structure, even temporarily, all services intended to develop territorial cohesion: innovative actions, decentralised cooperation, employment and training support. Another example is research, supposed to become more *policy-orientated*, but made ungovernable by the multiplication of policy or management administrative structures, without any consistency of actions. Moreover, is there not a case for revisiting the separation between the EEAS and the Commission, which has demonstrated its political and organisational limits?

Administrative structures which no longer serve current policies need to be overhauled, based on a dialogue with staff. Territorial and “private domain” approaches weaken us and undermine our credibility. We need to restore the Commission’s policy role, independent of national approaches along partisan lines and focused on promoting the common good, which is compatible with its founding values of solidarity and cohesion.

10. Working conditions must be improved. Flexible working hours and time off in lieu of overtime pay must be a right. U4U calls for an appropriate working environment, including a flexible definition of working hours, suitable, well-equipped premises, accessible and adequate welfare services, i.e. day nurseries and kindergartens, [European schools](#), areas in which things are far from perfect.

The humanity that has been lost in relations between staff and administrative services needs to be restored, since negative external costs of the decisions taken have been ignored (burn-out, demotivation, absenteeism, quality of staff recruited, etc.). All opportunities available under the Staff Regulations (teleworking, part-time working) must be proposed and organised so as to reconcile private and professional life and contribute to renewal of ways of organising work, with well-being of staff, thereby ensuring that the best possible service remains the main objective.

11. Respecting staff and making the best possible use of their talents also require a significant reduction of inequalities, disparities and insecurity. U4U is in favour of organising:

- For officials, two internal reclassification competitions, each providing for 1,000 successful applicants,
- For contract staff, two internal competitions for permanent positions, two specialised external competitions for CA staff in delegations and in executive agencies, two reclassification competitions,
- For female colleagues, a career evaluation – promotion, certification, classification, management – in order to establish corrective measures based on shared findings.

12. Respect and trust are the key principles for managing human resources. Their corollary is participation, consultation and dialogue at all levels and for all work-related issues. It is necessary to **revitalise the social dialogue**, both centrally (with DG HR and the College) and at the DG level.

Over and above this dialogue, **management must organise a meaningful staff consultation process** in cases of mobility or restructuring. The Commission is starting to acquire the bad habit of imposing changes without dialogue, despite successful experiences using the opposite approach. We must put a stop to this.

Lastly, in order for a social dialogue to be successful, its potential must be fully exploited. The Commission does not pay sufficient heed to its trade union partners and the results of social dialogue. **We have agreements in many areas which have not been translated into action.** This undermines social dialogue and trust in how democracy works in the institutions. This practice also needs to be ended.

If the U4U list is endorsed by staff, we will *immediately* open a dialogue with the College (roundtable) on how social dialogue works. **We want to define a social dialogue timetable for the five years of the term of the Commission.** Similarly, we will propose to all trade unions **priority objectives to be implemented during the next three years.** A staff consultation will be organised on these objectives before they are finalised.

13. Staff representation needs to be reformed. There are too many lists for these elections: twelve! The necessary democratic debate is barely audible in such circumstances. Understandably, it is hard for staff to distinguish between unions. In reality, there are only three or four major trade union families. U4U is in favour of a fundamental reform of staff representation based on measures such as:

- increasing the representativeness thresholds (8% at both central and local levels instead of the current thresholds of 5 and 6) which would encourage a regrouping of existing organisations,
- prohibiting lists which do not include at least 40% of the required number of candidates (i.e. for example in Brussels, at least 11 candidates and alternates),
- limiting the number of elected representatives per local or central committee (21 instead of 27 at the current time in Brussels, only 15 in the other committees and 31 for the central staff committee),
- maintaining the exemptions available to trade unions,
- electing staff delegates in the DGs which employ more than 400 people (2 delegates when the DGs employ at least 700 people, or when their staff members are spread over several sites), benefiting from reduced working hours,
- making full use of those elected as alternates who could sit on the central committee,
- web streaming of staff committee meetings, inter-union meetings.

14. We reject the retrograde steps imposed on us in 2004 and 2014, because of an unfavourable balance of power and anti-European policies. In the past, every revision of the Staff Regulations has been seen as an opportunity to attack the European civil service, resulting in staff rights being weakened.

As soon as economic and political conditions allow, U4U will take the opportunity to reopen the issue of the civil service's status. At that time, **we will endeavour to have the recent negative decisions reversed.** In consultation with staff, we will determine what needs to be improved: working time, certification, end-of-career access, parental leave, leave, expatriation conditions, number of successful candidates in internal competitions, previously acquired experience being taken into account, etc.

**To translate these ideas into action
Vote U4U !**