

Programme FFPE-U4U – ISPRA / SEVILLE elections

The list that we are jointly presenting with FFPE at the Staff Committee elections includes colleagues from Ispra and Seville, members of our organisations. It shows as many nationalities as possible, guarantees balanced gender representation and includes a certain number of contract agents and officials of all grades. In this way it represents the interest of ALL staff categories, not those of just one.

The programme of our candidates can be summarised in 11 points:

1. For a dedicated Staff Committee at the Seville site: Our list believe that Seville must have a Local Staff Committee, as there are at other CCR locations. Our list and our representatives will defend the position for the creation of an LSC in Seville, separate from that of Ispra.
2. For a policy preserving **fundamental rights** of the EU staff when it comes to COVID regulations
3. **For a new policy in favour of Contract Agents:** in 2014 we fought to obtain an extension of contracts to 6 years, a 7-year rule that does not include acting positions, internal competitions for permanent positions and re-grading and a new mobility policy. **We are now supporting the extension of the rule from 7 years to 8 years as proposed in the new HR strategy. We also supporting strongly annual internal competitions opened to CAs for advancing their careers.**
4. **To strengthen the central role of the CCR:** it is necessary to increase the role of the JRC in order to make the role of the Directorate General more durable and guarantee its future. Likewise, it is essential that the ISPRA site retains all of the existing administrative services and that they are improved, such as the Club House and the guest accommodation. Finally, it is necessary to take account of the specificities of the JRC in the administration of HR policies.
5. **For a gender equality policy:** our list supports a fairer balance between men and women, whether on entry to the European Civil Service, in careers or for access to management positions. We welcome the the openness of the Commission on diversity and will monitor the proposals already on the table. Furthermore, it is time that the Commission's departments actually implemented measures to reconcile private and professional life and that this not be simply an issue for discussion on 8 March every year; proper management of a flexible timetable and teleworking must be facilitated. We also are in favour fo the greening of the EU policies and administration.
6. **For a policy targeted at the reduction of disparities between the different categories of officials:** Colleagues recruited after 2004 are faced with less favourable pay structures. We demand the immediate organisation of internal competitions for re-grading.
7. **For an end-of-career policy** that gives each member of staff the opportunity to reach an end-of-career grade and to match their skills with their career. In this context, we ask for the introduction of an authentic and

transparent channel to Senior Expert or Senior Assistant. U4U would also ask the administration to put in place a real career for Senior Experts and Senior Assistants in a non-managerial path.

8. **For the introduction of a 55+ policy:** this policy is necessary to avoid the 55+ being left on the side-lines with regard to extended careers. These colleagues already feel discriminated against once over the age of 50 due to a non-existent and conservative mobility policy.
9. **To improve the Assessment/Promotion procedure:** it is essential to implement an objective assessment system that avoids the professional incompetence decided by management, as well simpler procedures and a clear job description that corresponds to work done. In addition, it is important that the guarantees concerning rates of promotion as specified in the Staff Regulations are observed by the Commission (which they are not at present!). We also support opening for promotions to the benefit of end of career colleagues (AST10 and AD13 and AD14).
10. **For the creation of European Schools and maintaining their quality.** In Seville, it is essential for the children of officials and other agents to be educated in their native language. At all sites, there must be a fundamental service working towards a multicultural Europe!
11. **For increased availability of places in nurseries and childcare centres:** in both Seville and Ispra, there is an urgent need for support for very young children. This measure will support the important effort to balance family and professional life.

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