



# *Courrier du SEAE* *EEAS Courrier*

October 2011 / Octobre 2011

## **SPECIAL ISSUE: EEAS ELECTIONS** **SPÉCIAL ÉLECTIONS SEAE**



Our values, program and candidates:  
<http://eurotradeunion.eu/voteas.htm>

### **EDITORIAL: *NEAR, a bridge 4 U, de l'R pour tous***

**L'enjeu de ces premières élections syndicales et professionnelles au SEAE est considérable.** La liste **NEAR You**, soutenue par RS U4U // USHU, R&D et la Conf-SFE, est prête à y faire face.

Rappelons-nous, en effet, que **ce qui n'aura pas été fait ou obtenu par vos représentants syndicaux lors de ce premier mandat ne pourra plus l'être par la suite**: il n'y aura pas de "session de rattrapage" ultérieure.

#### **Les enjeux:**

- Répondre aux défis engendrés par les difficultés actuelles au sein du SEAE.
- Instaurer et/ou restaurer et promouvoir une culture de service public européen, s'inspirant des valeurs des pères fondateurs.
- Développer une culture de dialogue avec l'ensemble de la hiérarchie, y compris Catherine Ashton.
- Promouvoir l'égalité de traitement entre les différents statuts du personnel, veiller à développer les conditions de travail et les droits des agents locaux (protection sociale, badges, etc.).
- Offrir de véritables perspectives de carrière et de promotion aux fonctionnaires.
- Garantir l'égalité de traitement et de classement lors du pourvoi des postes publiés entre les fonctionnaires et les agents temporaires.

- Instaurer un droit effectif au retour au sein de la Commission sur demande pour les fonctionnaires ex-Commission.

#### **La situation actuelle au sein du SEAE:**

- La situation se détériore de façon significative et engendre démotivation, démobilisation, départs et recherches actives de postes. Un véritable dialogue doit s'établir afin de restaurer les liens nécessaires entre la hiérarchie et la base, sur une base de confiance et de respect réciproques.
- Une hiérarchisation et une bureaucratisation accrues, fondées sur des critères de nationalité.
- Une absence de visibilité et de culture de service européen.
- Une absence de perspectives pour les fonctionnaires et agents, associée à une visibilité et lisibilité proches de zéro.
- Une approche interne et externe fondée sur le faire savoir et non sur le savoir-faire.
- Une organisation interne fondée sur des effets d'affichage, au détriment des synergies effectives.
- Des relations de travail considérablement détériorées, la rupture du dialogue et la politique du fait accompli.
- Une augmentation considérable des postes au niveau supérieur, une chaîne de commandement démultipliée, des responsabilités accrues pour le personnel sans disposer de ressources additionnelles.
- La tendance à une armée de généraux.
- Le risque d'un service qui perd son âme et qui s'éloigne des valeurs et des idéaux des pères fondateurs de l'Europe.

## **TO ALL EEAS COLLEAGUES / À TOUS LES COLLÈGUES DU SEAE**

**We are committed and devoted to stand firmly by your side, to respond to the current challenges, to promote values and rights, and to ensure a proper environment to fulfil our mission and obligations.**

The **first election of the Staff Committee of the European External Action Service** will take place in a short time. To respond to these challenges we have decided to candidate on a **joint list** which includes several unions: R & D, SFE and the union grouping made up of U4U and USHU.

Why a joint list? Because we have decided to join forces in view to defend our interests which are crucial in the present context. .

**Joining forces is also about defending and restoring ideals and common objectives in a challenging political and economic environment.**

**It is also about gaining strength and acquiring credibility when it comes to critical issues.**

**Each category of staff is present on our list, for representing, supporting and contributing to a better EEAS.**

Our goal: Commitment for standing firmly and contributing to all issues of concern so to set up an European service fulfilling its goals while respecting our rights and concerns. Trust and confidence have to be restored between the staff and the hierarchy.

L'élection du **premier Comité du Personnel du Service européen d'Action extérieure** approche. Nous avons décidé de nous présenter à vos suffrages sur une **liste commune**

constituée par plusieurs syndicats: R&D, SFE et le Regroupement Syndical, formé de U4U et de USHU.

Pourquoi une liste commune? Parce que nous voulons unir nos forces pour mieux agir dans votre intérêt. Parce que vous pourrez ainsi choisir vos représentants au sein d'un large éventail de collègues et de syndicats que vous connaissez et **qui ont prouvé leur expertise des dossiers et leur dévouement.**

**Unir nos forces, c'est partager des idéaux et des objectifs communs, dans un contexte politique et économique difficile.**

**C'est aussi être plus forts et plus crédibles sur les dossiers cruciaux.**

Cette liste commune est équilibrée. Elle reflète la composition du Service européen d'Action extérieure. **Chaque catégorie de personnel y est présente**, pour que toutes et tous se sentent dignement représentés.

Nous présentons un [programme](#) clair, ambitieux et volontariste afin que vous puissiez nous soutenir en toute confiance.

**Nous constituons une équipe qui vous ressemble, vous écoute, vous comprend, vous représente et qui vous défendra fermement.**

Cette équipe dynamique, ces candidats expérimentés, qui connaissent "le terrain" et ne s'improvisent pas syndicalistes pour la période électorale, devront **constituer un Comité du Personnel fort pour faire respecter vos conditions de carrière, d'emploi et de travail.**

Nous sollicitons votre **confiance et votre appui**, car nous nous engageons à œuvrer dans le **seul** intérêt de tout le personnel.

## **NEAR: CORE VALUES AND COMMITMENTS**

### **Our core values and principles:**

- bridge the gap between HQ and Delegations
- fight for a permanent, competent and stable European Civil Service based on values and principles of the EU.
- fight also in the interest of our EEAS colleagues in the current context of the reform of the Staff Regulation
- take into account their specific situations, issues and needs, ensure the effective right to return to the EU Commission for those willing to.
- focus on career and offer real perspectives and equal treatment in terms of classification , mobility
- defend transparency of the policy making procedures
- Contribute to the effectiveness of EEAS and ensure adequate structures and working environment
- Restore trust and confidence between the staff and the hierarchy

### **The philosophy behind our program:**

(see our full program here: <http://eurotradeunion.eu/voteas.htm>)

**The EEAS is a European Civil Service**, supporting the development of a highly sensitive new area of European common actions.

**European officials are the backbone of this Public Service.**

**NEAR will serve the interests of all the EEAS staff** rightly concerned about their future in this new structure. We will do everything so that these interests are defended in the best possible manner.

- An **independent, high-quality European Civil Service**. The EEAS is the diplomatic service of the EU. It has to fully respect the rules applicable to a European Public Service. This is the pre-requisite for its necessary independence in the European interest.
- **Solidarity and non-discrimination of all EEAS staff**. The coherence of staff is a major goal to be achieved, eliminating all unnecessary distinctions and petty discriminations. A common implementation on the statute across all institutions should create a common basis for all personnel in Delegations regardless if they are from the EEAS or the Commission.
- **We do not accept precarity. Contract agents** should have access to internal competitions. We reject the proposal that **secretaries** will only be recruited as Contract agents. The situation of **Local agents** must be vastly improved.
- **The EEAS is part of the European family** of Institutions. This is why close contacts, in particular with the Commission, must be maintained with a view to ensuring coherence of policy objectives, proper coordination of programs and actions on the field.
- **The EEAS is also part of the European diplomacy**. Relations with national diplomatic services have to be fluid (training, secondments etc.)
- **The reform of Staff Regulation** will affect everybody and **may have a disproportionate effect on the EEAS**. There is a need to coordinate closely the response of all trade unions from all institutions to this threat.

### **NEAR will fight for:**

- **career development, real perspectives and effective promotions**
  - the effective implementation of the **right to return** to the Commission
  - **transparency** for rotation and mobility
  - selections based on **merit and equal opportunities**
  - balance between **work and private life** (flexitime, teleworking, working hours, FTE)
  - specific **allowances** for specific duties (on call, extra hours for ASTs, TAs, local agents)
  - more **transparency and responsibility in management**, and **less bureaucracy**
  - more delegation of responsibility to agents, modern management
  - the right for office space (against the open plan)
  - the recognition of all the EU languages and use of the procedural languages
  - a sincere and regular dialogue between the Staff Representation and the Administration
- NEAR will regularly get back to you on the actual implementation of each of these commitments.**

## **4 EXAMPLES OF ACTIONS IN FAVOUR OF OUR EEAS COLLEAGUES**

### **Children and schools in the Delegations**

Our colleagues in the Delegations often suffer from a lack of proper school facilities for their children.

In some of the major world capitals you will find individual member state schools or international schools. But colleagues who come from member states who do not have national schools abroad are at a disadvantage.

Wouldn't it therefore be better and cheaper for everyone to have European schools in the major world capitals? These schools would welcome the children of all the colleagues, but also the children of the host country.

This would improve the conditions of our colleagues in the Delegations and also serve as an image, representing the EU abroad, illustrating its motto 'united in diversity', and also showing what a major achievement European integration is.

European Schools in Beijing, Moscow, Washington, Brasilia, etc... could well become another instrument of European diplomacy. When will the new Service begin to promote such an idea?

## Stop discriminating Local Agents!

The EEAS has to take the issue of **Local Agents in Delegations** seriously. The Majority of trade unions have achieved, during the latest modification of the staff regulation before establishment of the EEAS, to introduce a legal basis in the staff regulations, stipulating the establishment of a social security system for local agents.

It is time now for the institutions to implement its obligations!

This is why the following is **unacceptable**:

- **Local Agents work 30 to 40 years in a Delegation and leave with no medical cover.** We consider this a flagrant disregard of human rights.
- **Local Agents retire with €35 as their main pension** – Proof that the European Commission and the EEAS do not respect the basic human dignity of Local Agents.
- **Salary adjustments have not been properly implemented in Delegations** and there were huge delays. Neither the Commission nor the EEAS respect the legitimate expectations of its local personnel, by treating it inequitably.
- **In crisis cases, they are left alone in third countries, where their lives are at stake.**
- **Local Agents are obliged to take annual leave at the same time when for other staff categories the same days are considered as "holidays".** The European Commission and the EEAS do not consider Local Agents as respectable people.

When therefore will the European Commission and the EEAS change and show Local Agents in third countries the respect and dignity that they deserve?

**U4U / USHU and their partners in the NEAR list will fight for the respect of the dignity of Local Agents.**

## We have the right to go back home!

Le projet de réforme du Statut présenté par la Commission vise à réduire **le délai de route** des fonctionnaires et autres agents en vue de retourner sur leur lieu d'origine.

Le délai de route serait désormais d'un jour pour une distance comprise entre 250 et 650 km, et de 2 jours au-delà de 650 km. Aujourd'hui le délai de route est plus généreux et peut aller jusqu'à 6 jours, au-delà de 2.000 km.

Rappelons que **les délais de route ne sont pas des congés**, mais une mesure visant à rétablir l'égalité des fonctionnaires, quelle que soit leur origine géographique. S'y attaquer est un bien mauvais signal pour le SEAE.

C'est pourquoi nous nous battons avec détermination pour que le délai de route maximum ne puisse être ramené à moins de 4 jours.

## Social citizenship in the EEAS

While all categories of staff are allowed to vote at the EEAS, **not all categories of staff are allowed to represent their colleagues.**

**Local agents** for example are not granted special permission to be delegated in order to perform their staff representation duties, something which is immediately granted to any other category of staff.

**Their presence is however essential within the staff representation,** especially due to their number as well as the important role that local agents have.

USHU/U4U and their partners in the union majority are working hard to halt this injustice.

## **NEAR: SOME FRESH IDEAS FOR DISCUSSION**

Working methods: **Counterbalance "heavy hierarchy"** with horizontal flexible structures and creative methods of management. Creative thinking and innovation should be promoted. Internal debate is the essence of a healthy institution.

Recruitment: **Recruitment competitions specifically tailored for the EEAS.** The diplomatic schools in the Member States should focus their curricula on European diplomacy.

Working culture: **Promote coordination, coherence and solidarity between colleagues,** instead of permanent competition. This requires: well-defined career structure; transparent promotion criteria; 360° evaluation at all hierarchical levels; valorisation of past experience and seniority; precise job descriptions with specific requirements; job vacancies with a narrow range of grade levels.

**Transparency of the selection criteria:** publication of the specific selection criteria before the panel meets; a representative of the personnel must be member of the selection panel; the list of the selected officials should be published by the panel; the positions should be filled in the order indicated by that list.

### **Mobility:**

Obligation to serve abroad: EEAS officials shall have a specific vocation for international service. This kind of mobility brings renewal of experience, international exposure and fresh vision. Current managers who have not served abroad should do it.

EEAS officials must have the vocation for international diplomacy and political work. The service must assure **return to their institution.**

Mobility between the EEAS and the diplomatic services of the Member States – reciprocity: if 10 people move from a given Ministry of a Member State to the EEAS (both headquarters and Delegations), just as many should then move from EEAS to that ministry or an embassy of that Member State.

Mobility must have a clear rationale behind it: excellence and enhancement of the career path.

Mobility must be imbued with a practical meaning for all the actors involved.

### **Rotation:**

All posts should be published. Recruitment procedures should be shortened.

Rotation from Headquarters to postings abroad must be transparent and logically structured. Using weighted criteria such as experience, seniority, hardship level of the

posting, a list of officials can be drawn according to the number of points obtained. The principles from that point on is "first listed, first appointed".

Return to Headquarters should be prepared and well-managed, eliminating today's stressful situation of people having on their own to look for an adequate position.

The EEAS should be organised in such a way that accumulate experience from staff coming from a Delegation is put at the service of the institutions.

## THE REFORM OF THE STAFF REGULATION CONCERNS ALL EEAS COLLEAGUES

**U4U was the first trade union to table concrete and realistic proposals, in the interest of all the staff**, in order to counter the negative effects and improve the proposal presented by the Commission to reform our Staff Regulation.

Here are the main global objectives that we introduced to the debate.

- Donner aux institutions les moyens de faire face à la crise de la construction européenne
- Réaliser des économies justes, pertinentes et efficaces
- Une nouvelle politique des carrières qui valorise et enrichisse les talents, permette un temps de travail choisi, concilie mobilité et pérennité des savoir-faire
- Favoriser la cohésion du personnel: réduire les disparités en son sein et la précarité, développer la citoyenneté sociale, moderniser les dispositions disciplinaires
- Élaborer une méthode de rémunération et pension qui préserve la paix sociale et le pouvoir d'achat

You will find **all our proposals** here: <http://u4unity.eu/sta12c.htm>, and those of the Majorité Syndicale there: <http://u4unity.eu/statut2012.htm#OSP>

## INTRODUCING OUR CANDIDATES

La liste **NEAR You** est soutenue par RS U4U // USHU, R&D et la CONF-SFE.

Nous avons voulu composer la liste la plus unitaire possible pour faire face aux défis de la mise en place du nouveau Service Extérieur de l'Union.

Les 20 couples de **NEAR You** sont composés de

- 16 femmes et 24 hommes,
- 18 nationalités différentes,
- 21 collègues des Délégations et 19 du Siègne,
- 13 AD, 14 AST, 5 AC et 8 AL.

Toutes et tous sont des professionnels aguerris, et ont des expériences associatives et syndicales.

# UNION FOR UNITY – U4U

**Editeurs:** Georges Vlandas, Helen Conefrey

**Responsables de la rédaction:** Victoria Davydova, Rubén Mohedano-Brèthes

Comité de Rédaction: V. Davydova, J.P. Soyer, R. Mohedano-Brèthes,  
Fabrice Andreone, Paul Clairret, Patricia Maugain, G. Vlandas,  
Carole Ory, Georges Boulanger, Maurizio Caldarone, Oren Wolff

[Our web site](#)

[Contact us](#)