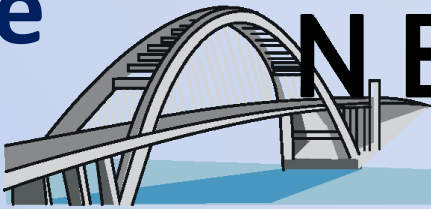


Vote



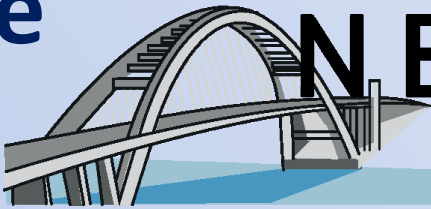
List 1

For a truly integrated European diplomacy

- ✓ Better integrate European policies via cooperative working procedures
- ✓ Facilitate mobility between European institutions
- ✓ For a coordinated, joint and fair application of the Staff Regulations, designed to promote staff unity
- ✓ For a rotation system that can be negotiated and tailored to individual situations
- ✓ Ensure that staff from the Member States are better integrated and enjoy the same working conditions

The EEAS must effectively implement the EU's policies by aligning its activity more closely with that of other Commission services

Vote



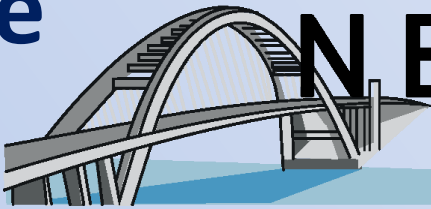
List 1

Our team, at your service, to defend your interests

- ✓ A balanced list, truly representative of all staff categories, committed to defending the interests of all staff
- ✓ Motivated, experienced and competent candidates
- ✓ A strong team spirit, shared by five unions working in partnership to be more effective
- ✓ Committed to working with the Commission's Central Staff Committee and its "outside the EU" local committee, where *NEAR you* teams are already very active

With *NEAR You*, you will enhance social dialogue within the EEAS, in order to defend the European civil service more effectively!

Vote



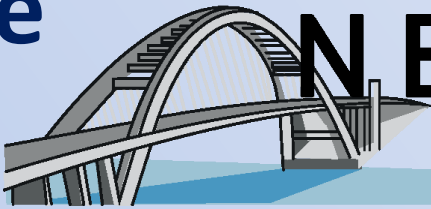
List 1

For an active Staff Committee, for the benefit of all staff

- ✓ Engage in social dialogue, with skill and tenacity
- ✓ Undertake to defend the interests of all staff in the joint committees
- ✓ Assist staff in their work, including those in delegations, who need a contact point at Headquarters
- ✓ Provide regular information, without waffle, and be available to answer questions

**Ensure compliance with principles, promote
efficient, respectful working relations based on
trust**

Vote



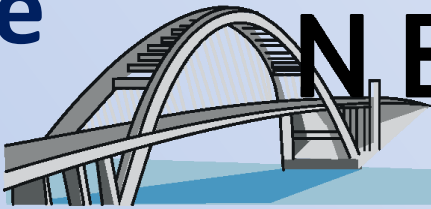
List 1

Combat job insecurity and discrimination

- ✓ For a fair career for all staff
- ✓ For attractive career opportunities, thanks to training and mobility
- ✓ For genuine promotion prospects
- ✓ For a fair evaluation system
- ✓ For contracts of indeterminate duration in delegations or renewable at Headquarters, with access to competitions for permanent positions

**The EEAS, an integral part of the Institutions,
must be served by an independent, high-quality
European civil service**

Vote



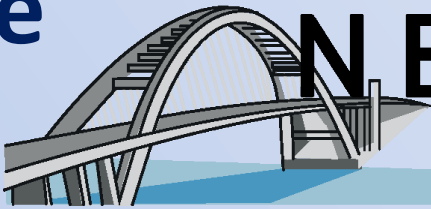
List 1

Annex X: fighting for the rights of staff in delegations

- ✓ We have instituted legal action against the reduction of the rights of staff in delegations
- ✓ We undertake to support this action before the Court throughout the proceedings
- ✓ We undertake to support actions against annex X, following the art. 90 claims before the Court

Legal action is our last resort against the Council's denial of our rights and social dialogue. We will not back down!

Vote



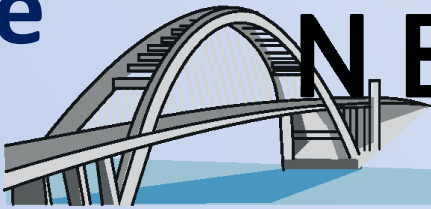
List 1

Local staff: put an end to shocking employment conditions

- ✓ For an automatic entitlement to full sickness benefits, even during retirement
- ✓ For full accident and disability insurance
- ✓ For a decent old-age pension, including survivor pension benefits
- ✓ For career development and mobility opportunities over their working life

Local staff are our best local ambassadors. They must benefit from the European social model, a key value of the EU.

Vote



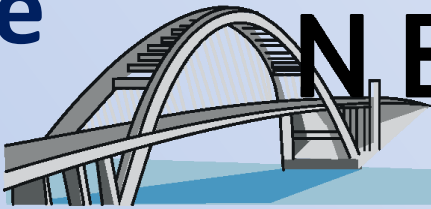
List 1

Contract staff: demand a new policy

- ✓ Give contract staff a career via mobility, promotions with a revised scale and access to competitions for permanent positions
- ✓ End job insecurity and the non-renewal of “3b” contracts
- ✓ Redefine the current inefficient and demotivating management of human resources, and replace it with a policy which maintains motivation and rewards commitment, competence and loyalty

The current policy is irrational, expensive and inefficient for the EEAS, and unfair to staff. Let's change it!

Vote



NEAR
you

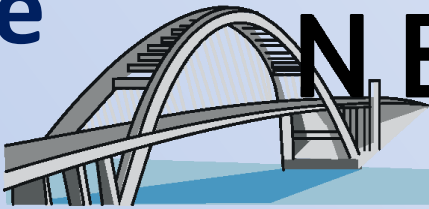
List 1

Fair careers, for everyone

- ✓ For a properly managed mobility procedure, which takes account of skills and does not result in staff being sidelined
- ✓ For more predictability regarding the renewal or extension of contracts (CA, TA)
- ✓ For promotion rates to be observed in practice
- ✓ For real opportunities to attain the highest posts in delegations for Community staff

The current policy lacks transparency and is frustrating and inefficient for the EEAS, and unfair to staff. Let's change it!

Vote



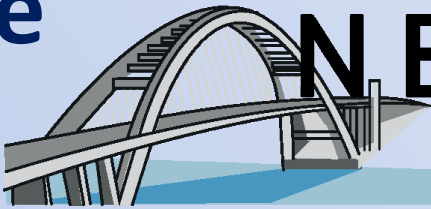
List 1

For a genuine careers policy

- ✓ For an individual career plan, based on experience to be acquired (mobility and rotation) in a chosen sector (expert, management, general staff)
- ✓ For a practical methodology for identifying talent
- ✓ For a training budget for the professional development of individuals
- ✓ For induction training for national diplomats (in particular for those with line responsibilities)

This will enable the administration to implement its own staff management objectives

Vote



List 1

Work in synergy with the other institutions

- ✓ Put in place structures to coordinate with the other institutions, in particular with the Commission
- ✓ Develop inter-institutional administrative synergies
- ✓ EEAS staff must have the same support (medical service, surveillance of occupational illnesses, training, evaluation, working time management, etc.) as Commission staff

To ensure that the EU speaks with a single voice and adopts a common policy