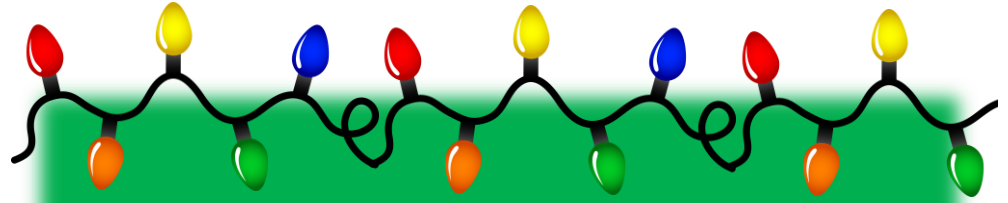




GENERATION 2004



**RECTIFYING INJUSTICE
STANDING FOR OUR RIGHTS
RESTORING UNITY**



Generation 2004

Newsletter No.10

Special Christmas Edition

December 2014



TOP STORY

Generation 2004 open letter sent to Council President Donald Tusk

(Please find original version in PL on p 6)

Dear President Tusk,

On behalf of Generation 2004 - an inter-institutional EU staff association – we would like to congratulate you upon taking up your post as President of the European Council.

Generation 2004 was created to defend the interests of staff recruited after the EU staff reform of 01 May 2004 and de facto, almost all staff recruited from the "new" Member States.

As such, Generation 2004 welcomes you as the first person from one of the "new" Member States and a former eastern bloc country to reach such a high level of responsibility in the EU.

In this sense, we are looking forward to working with you on enhancing European integration.

We would like to avail ourselves of this opportunity to remind you that although many citizens of "new" Member States have joined the EU institutions as officials during the past 10 years, relatively few have had the opportunity to reach higher grades, let alone management or expert positions.

This is partly a result of the fact that on 01 May 2004 the staff regulations were revised radically in order to introduce a career structure that made it much more difficult for officials hired at the bottom of the scale to reach grades high enough to apply to management positions.

Due to this reform, officials start their career at lower levels and are not being promoted quicker as it was promised when the reform was introduced.

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Vice President Georgieva meets Luxembourg staff reps

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Generation 2004's newsletter is 1 year old
..... and finally some lighter moments ☺☺☺

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Christmas song

The average career slowdown is 8 years during a whole career estimated at 35 years. What is even worse, the HR policy which has been implemented since the 2004 reform has led to an even bigger split between 'old' and 'new' officials creating strong feelings of injustice and demotivation.

As an example of the challenges faced by officials recruited after 2004, Generation 2004 would like to point out to you the unfortunate consequences of the recent opening of several hundred senior expert positions in the Commission reserved to AD12/AD3 officials (i.e. reserved to officials having reached senior levels in the career of EU officials).

The same opening of positions reserved to high-ranking officials took place last year in the Council.

Nearly no official from the ranks recruited since 2004 have yet reached such high grades and actually few will ever do so during their careers because of the large number of steps one needs to climb in order to reach this level. As a result, senior expert positions will be filled almost exclusively by officials recruited before the 2004 reform (and enlargement), at a time when recruitment grades were much higher than today!

These senior expert positions will be important because the appointed officials will play strategic roles in advising the senior management of the Commission and the College of Commissioners.

Because the nomination process is already on going we have decided to inform you about the situation.

Don't you agree that de facto existing blockade for the officials from the new member states deprives the institutions of key expertise and new fresh perspective?

Don't you think that the lack of geographical balance among these senior experts will be a handicap for the institutions at a time when problems to the East of the EU are reaching again an intensity not seen since 1989?

If you share our view on the existing situation, Generation 2004 would be grateful if you could intervene with President Juncker and explore with him whether solutions could be found to allow skilled and highly educated post-2004 officials to access senior expert positions in the Commission and in other institutions, taking into account their skills, knowledge and experience and not only current career grade.

Yours sincerely,

Stefan Grech

Chair, Generation 2004

P.S.

Below, please find the latest data on the number of officials employed within the European Commission according to the grade and their nationality, which needs no further comment.

Nationality And Grade

	AUT	BEL	BGR	CYP	CZE	DEU	DNK	ESP	EST	FIN	FRA	GBR	GRC	HRV	HUN	IRL	ITA	LTU	LUX	LVA	MLT	NLD	POL	PRT	ROU	SVK	SVN	SWE	Other	Total	
AD	AD16	2	3			5	1	4			4	5	2		1	1	3		1			2	1	2				1	38		
	AD15	5	12	2	1	2	17	4	17	2	3	16	14	9		6	6	12	1	2	1	1	8	7	5	2	2	2	161		
	AD14	18	61	3	3	1	59	17	45	5	8	79	39	34		2	21	52	6	8	3	1	22	7	25	5	2	2	6	535	
	AD13	51	218	7	5	12	267	67	209	1	58	267	201	165	1	9	67	227	4	12	5	3	105	15	136	6	5	1	62	4	2 190
	AD12	66	201	6	3	4	226	44	184	6	104	259	139	104	2	6	38	239	1	8	3	4	79	8	85	13	5	4	97	5	1 943
	AD11	19	137	1	5	4	116	14	90	1	27	99	53	33	1	5	19	123	3	3	6	5	37	9	28	2	1	2	27	870	
	AD10	22	160	10		7	142	26	108	3	46	117	40	33		11	15	114	5	3	4	5	36	18	24	13	9	9	44	1	1 025
	AD09	34	153	7	7	36	117	16	76	17	29	108	50	33	3	43	12	113	24	2	11	12	36	68	27	17	17	11	39	1 118	
	AD08	18	124	9	14	71	120	10	76	29	19	111	42	23		88	16	93	37	3	25	15	31	152	21	15	35	28	14	1	1 240
	AD07	16	95	73	16	78	125	11	116	39	15	106	38	40	5	92	14	110	55		32	22	36	185	10	121	63	30	14	1	1 558
	AD06	16	75	151	10	63	108	11	67	22	8	97	29	43	1	88	7	104	42	1	40	20	12	177	12	218	34	40	12	1	1 509
AD05	15	77	98	3	41	84	20	58	13	10	74	35	35	121	51	13	124	27	1	22	24	26	100	25	153	30	32	9	3	1 324	
AD	282	1 316	367	67	319	1 386	241	1 050	138	327	1 337	685	554	134	402	229	1 314	205	44	152	112	430	747	400	565	203	161	327	17	13 511	
AST	AST11	1	51			6	3	13		4	19	8	6			9	20		3			22		6			3	1	175		
	AST10	9	94			18	4	30			31	13	13			13	36		4			16		7				4	292		
	AST09	22	261			67	18	59		28	92	38	35			20	90		10			24		27				23	814		
	AST08	12	249			65	10	54		13	65	48	20			19	89		16			17		19	1			22	719		
	AST07	15	467			102	37	83		25	116	65	63			54	151		29			28	1	50				17	2	1 305	
	AST06	40	476			1	102	24	86	2	54	134	58	55		1	48	168	2	18	1	3	18	4	43			5	1	47	1 391
	AST05	21	479	10	8	17	84	17	104	7	24	184	27	50	2	26	24	223	12	20	11	5	15	48	41	14	22	10	28	1 533	
	AST04	11	281	45	8	45	54	10	75	20	12	123	31	33	1	64	11	127	22	2	13	9	13	139	21	67	31	21	17	3	1 309
	AST03	6	255	51	6	42	46	9	78	15	12	85	31	46	25	55	8	152	20	3	10	8	14	114	22	97	23	13	7	1	1 254
	AST02		97	43	12	32	25	4	14	12	7	39	8	10	1	42	4	42	39		24	4	2	68	8	89	22	13	7	668	
AST01	5	108	26	4	9	18	4	20	11	10	38	13	37	6	27	3	42	20		12	3	4	34	9	43	16	7	12	1	542	
AST	142	2 818	175	38	146	587	140	616	67	189	926	340	368	35	215	213	1 140	115	105	71	32	173	408	253	311	119	65	187	8	10 002	
AST-SC	SC4							1			1						2						1				2		7		
	SC2		1	2		1		1		1						2	1								1				10		
	SC1		36	5	1	1		10	1	1	16			6	7	5	3	13	4		1	1		11	4	15	3	5	2	151	
	AST-SC		37	7	1	1	1	12	1	2	17			6	7	5	5	16	4		1	1		12	4	16	5	5	2	168	
Total:	424	4 171	549	106	466	1 974	381	1 678	206	518	2 280	1 025	928	176	622	447	2 470	324	149	224	145	603	1 167	657	892	327	231	516	25	23 681	
%	1,8%	17,6%	2,3%	0,4%	2,0%	8,3%	1,6%	7,1%	0,9%	2,2%	9,6%	4,3%	3,9%	0,7%	2,6%	1,9%	10,4%	1,4%	0,6%	0,9%	0,6%	2,5%	4,9%	2,8%	3,8%	1,4%	1,0%	2,2%	0,1%	100,0%	

REF:04:2011:01:20:10

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Data loaded: 01/12/2014
Situation on: 01/12/2014

Vice-President Georgieva meets Luxembourg staff reps



Following a first meeting with staff representatives on 21 November in Brussels which we covered extensively in our last newsletter (see p2 [here](#)), on 11 December, Vice-President (and Commissioner for human resources) Georgieva, together with her team and the senior management of DG HR, met with Luxembourg (LUX) staff representatives following an invitation of the LUX LSC.

From the outset, it was very encouraging to see that our new Commissioner actually listens to staff concerns and, at least according to our first impression, seems to honestly intend to address them. This is a very welcome change, compared to the previous administration. **We can only hope that this new, positive approach is not blocked by, but equally reflected in DG HR.**

Of course, whilst the problem of contract agents in Luxembourg was the primary topic of the meeting, other issues relevant to post-2004 staff in general were also discussed - such as the consequence of the 2004 reform further aggravated by the 2014 reform - starting with the low entry grades and uncompetitive salaries for ADs and scrolling down to ASTs and the lowest staff categories who end up with a salary below the local minimum wage.

The VP's attention was also drawn to the problem of Luxembourg being marginalised as a location and getting less and less attractive due to generally bad career perspectives, i.e. slower promotions/reclassifications and limited possibilities for flexibility. These problems hit particularly hard staff in low grades further aggravating the structural problem. One example is the "relabeling" of AST colleagues' posts to AST/SC (see also ps4 [here](#) and [here](#)), which has led to serious concern particularly in Luxembourg.

The 2004 and 2014 staff regulation reforms were again mentioned, where amongst other things, Mrs Georgieva said that conditions were changing in many international organisations and the problem is

that in such cases the current staff do not represent the future staff. Thank you Madame Vice-President, for hitting the nail on the head and summarising in one-line what has been happening since 2004!

The Vice-President explicitly and repeatedly promised that more frequent internal competitions will be organised; which although not solving all structural problems, may help to correct some of the **mistakes committed over the past decade**.

Regarding the issue of **promotions being awarded solely on the basis of seniority**, which **Generation 2004** has been the **only staff association to denounce** - and of which the **ongoing senior experts exercise** seems to be a **prime example** – the Vice-President said that although difficult to change old habits, promotions should be based on merit. Madam Vice-President, as we already promised, you can count on the full support of Generation2004 in this regard.

As we wrote to you some days ago, we reiterated to the VP that "**where there is a will there is a way, but where there is a political will, then there is a highway**".

Lastly, Generation2004 appealed to the VP not to propose a salary reduction for LUX strikers, at least for those in lowest categories. Whilst insisting on the equal treatment of all strikers, Ms Georgieva assured us that she would do her best to avoid consequences for staff, confessing that she even thought of offering part of her salary to help them. Madam Vice-President, we warmly welcome this honourable gesture. Together with all colleagues to whom we again extend this appeal, please take note of the fund that was opened for this end by the LUX LSC:

IBAN: LU29 0019 4455 4253 8000

BIC: BCEELULL

Message: AC *fonds solidarité grève*

Generation 2004's newsletter is 1 year old

Exactly this time one year ago (see [here](#)), we sent out to you our first, humble edition of this newsletter. Since then, we have kept our appointment with you on a monthly basis. Your response has indeed been overwhelming and instrumental in helping us to shape this newsletter as a relevant regular read for EU civil service staff who wants to know what is really going on around them, or rather behind them.

Despite some harsh attacks – public and personal – and a number of attempts to silence us, we have kept and will continue to keep our promise for churning out the truth, however uncomfortable that may be to some.

THANKS for your support and see you all in 2015 ☺

..... *and finally some lighter (or rather darker) moments* 😊😊😊

Berlaymont – the building meant to symbolise "the heart" of the European Commission, is being awarded the international prize for best and most original decorations this Christmas. This comes in spite of protests by various EU citizens traipsing around Schuman square who have suffered temporary blindness caused by Berlaymont's scintillating decorations or sudden rises of blood pressure caused by the warm Christmas spirit radiating from the building.

G2004 Christmas song for you and your loved ones



(with kind permission) click [here](#)



Got any ideas for the G2004 song for next month? Send them along (with "Newsletter" in subject) to our DJ [here](#), together with any letters, ideas, articles, poems and other assorted forms of expression.

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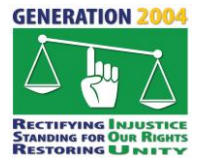
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**List Otwarty Do Pana Donalda Tuska,
PRZEWODNICZACEGO Rady Europejskiej**



Szanowny Pan Donald Tusk,

W imieniu **Generation 2004**, organizacji i zrzeszającej pracowników organów Instytucji Europejskich, pragniemy pogratulować Panu wyboru na Przewodniczącego Rady Europejskiej.

Generation 2004 została stworzona w celu obrony interesów pracowników przyjętych po reformie z roku 2004, czyli *de facto*, w zdecydowanej większości pochodzących z tak zwanych nowych krajów członkowskich.

Z tego powodu szczególnie gorąco witamy Pana, jako pierwszą osobę z dawnego bloku wschodniego, na stanowisku o tak wysokiej odpowiedzialności. Z przyjemnością będziemy z Panem współpracować dla rozwoju i pogłębienia integracji europejskiej.

Chcielibyśmy również skorzystać z okazji, aby przypomnieć, iż pomimo faktu, że w ciągu ostatnich 10 lat wielu obywateli z nowych krajów członkowskich znalazło zatrudnienie w Instytucjach Europejskich, stosunkowo niewielu z nich miało szansę na objęcie stanowisk kierowniczych czy eksperckich.

Wynika to częściowo z faktu, że z dniem rozszerzenia, tj. 1 maja 2004, roku zmieniono znacząco regulamin pracowniczy. Nowy regulamin utrudnił i wydłużył pracownikom przyjętym na niskich szczeblach, osiągnięcie pozycji umożliwiających postulowanie na stanowiska kierownicze.

W wyniku reformy z 2004 roku urzędnicy z nowych krajów członkowskich rozpoczynają swoją karierę na niższych szczeblach, ale ich promocje nie następują szybciej, pomimo obietnic składanych przy okazji wprowadzania reformy. Średnie spowolnienie kariery wywołane reformą z 2004 roku wynosi około 8 lat w skali całej kariery szacowanej na 35 lat. Co gorsza, prowadzona od czasu ww. reformy polityka personalna spowodowała jeszcze większe rozwarstwienie pomiędzy "starymi" i "nowymi" urzędnikami wywołując pojawienie się poczucia niesprawiedliwości i obniżenie poziomu motywacji.

Jako jeden z przykładów istniejących trudności w karierze urzędników z nowych krajów członkowskich, **Generation 2004** chciałaby wskazać pomysł przydzielenia paru setek stanowisk eksperckich urzędnikom z kategorii AD12 i AD13 (tzn. urzędnikom, którzy osiągnęli bardzo wysokie szczeble kariery). Podobna operacja przydzielania licznych stanowisk eksperckich miała miejsce w zeszłym roku w Radzie Europejskiej. Pomimo upływu 10 lat od rozszerzenia, żadnemu urzędnikowi z rekrutacji po 2004 roku nie udało osiągnąć się tego szczebla. Co gorsza, większość z nich nigdy nie osiągnie takiego stanowiska w czasie swojej kariery zawodowej w Instytucjach.

W rezultacie, wyższe pozycje eksperckie będą niemal wyłącznie obsadzone kandydatami ze starych krajów członkowskich, przyjętych przed rozszerzeniem z 2004 roku, w czasach, kiedy początkowe stopnie kariery były znacznie wyższe niż dzisiaj.

Urzędnicy nominowani na wspomniane wcześniej stanowiska starszych ekspertów będą odgrywali strategiczną rolę, doradzając najwyższemu rangą urzędnikom i Komisarzom.

Ponieważ proces nominacyjny jest już w toku, dlatego podjęliśmy inicjatywę poinformowania Pana o tej sytuacji.

Czy nie sądzi Pan, że praktycznie istniejąca blokada dla osiągnięcia stanowisk kierowniczych przez obywateli nowych krajów członkowskich pozbawia Instytucje Europejskie wartościowego doświadczenia oraz świeżego spojrzenia?

Czy nie uważa Pan, że brak zrównoważenia geograficznego na stanowiskach starszych ekspertów będzie niekorzystnie wpływał na prace Instytucji, i to w okresie, kiedy sytuacja za wschodnią granicą Unii Europejskiej uległa niesłychanemu od 1989 roku zaostrzeniu?

Jeśli podziela Pan nasz pogląd na istniejącą sytuację, to byłibyśmy wdzięczni o podjęcie tego tematu z Przewodniczącym Komisji, Panem Jean-Claude Junckerem, w celu znalezienia rozwiązań umożliwiających zdolnym i wysoko wykształconym pracownikom z nowych krajów członkowskich, objęcie stanowisk starszych ekspertów w Komisji Europejskiej i innych Instytucjach, biorąc pod uwagę ich umiejętności, wiedzę i doświadczenie, a nie tylko aktualny stopień kariery.

Z poważaniem,

Stefan Grech

Przewodniczący **Generation 2004**