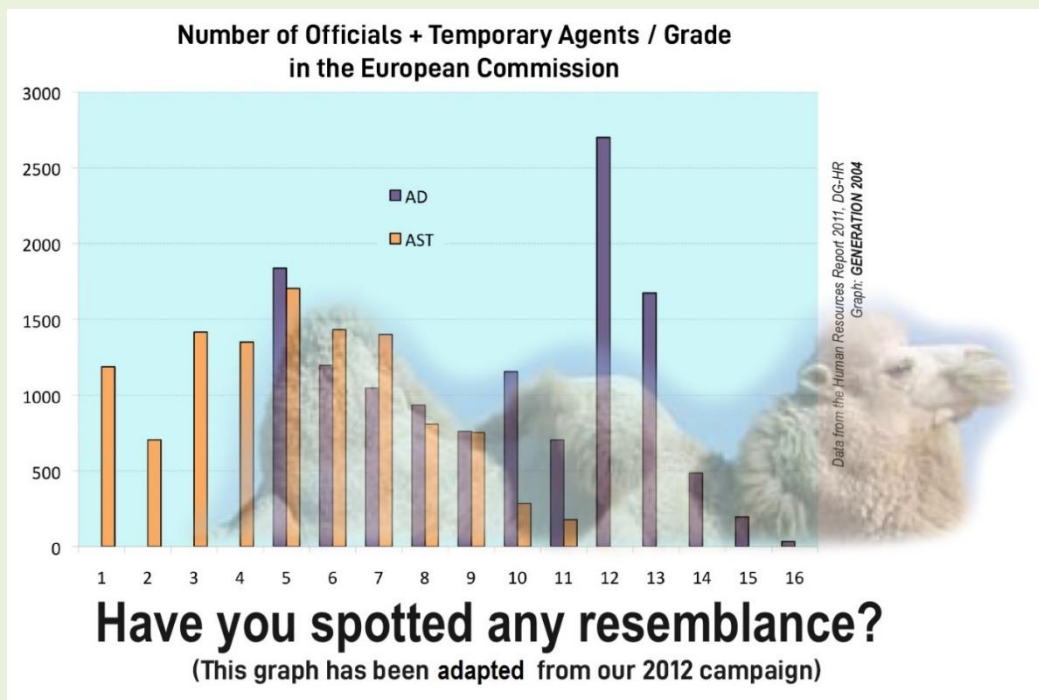


Dear AD Colleagues,

Generation 2004 is calling for fair and transparent internal competitions each year, outside of the annual promotion exercise, until geographical balance is restored in all grades!!!



After 14 years of mismanagement of the careers of its Administrators, the European Commission is finally acknowledging that there is a problem. In its recent geographical balance report it states that:

- In the AD 5-8 grades the post-2004 Member States are largely overrepresented and 10 nationalities (all from the pre-2004 Member States), are significantly underrepresented: Denmark, Germany, Ireland, France, Luxembourg, the Netherlands, Austria, Portugal, Finland and Sweden
- In the AD 9-12 grades 14 nationalities are significantly underrepresented : all post-2004 Member States + Luxembourg

Thus, the entry level grades are too low to attract qualified administrators from all EU countries. Generation 2004 has been saying that for years! Moreover, the current promotion system does not allow for a proper convergence of the 2 humps of the infamous Camel back. We have been saying that for years too!

If our recommendations had been taken into account earlier, a correction of the imbalances could have been carried out long ago.

Did you know that in the grades AD 13 and above there are 2.700 colleagues but only 4,5% of them are coming from the 13 new Member States? Did you know that this category has benefitted from 795 senior expert positions since 2014? We have to change DG HR's policy in favour of the few, not the many!

If you believe in a level playing field for careers within the EU civil service there is no other list!

Vote List 4, vote Generation 2004!

What are our demands?

See our 10 Point List and read our Election Manifesto at generation2004.eu

