

Dear xxx,

## Generation 2004 fights for the rights of Contract Agents

Generation 2004's list is led by a Contract Agent, and 1/3 of our candidates that are in a position to be elected are Contract Agents! Moreover, the permanent officials on our list are enlightened ones: unlike the leaders of the old unions, they do not put their "acquired rights" above social justice!

## Why do we care about Contract Agents?

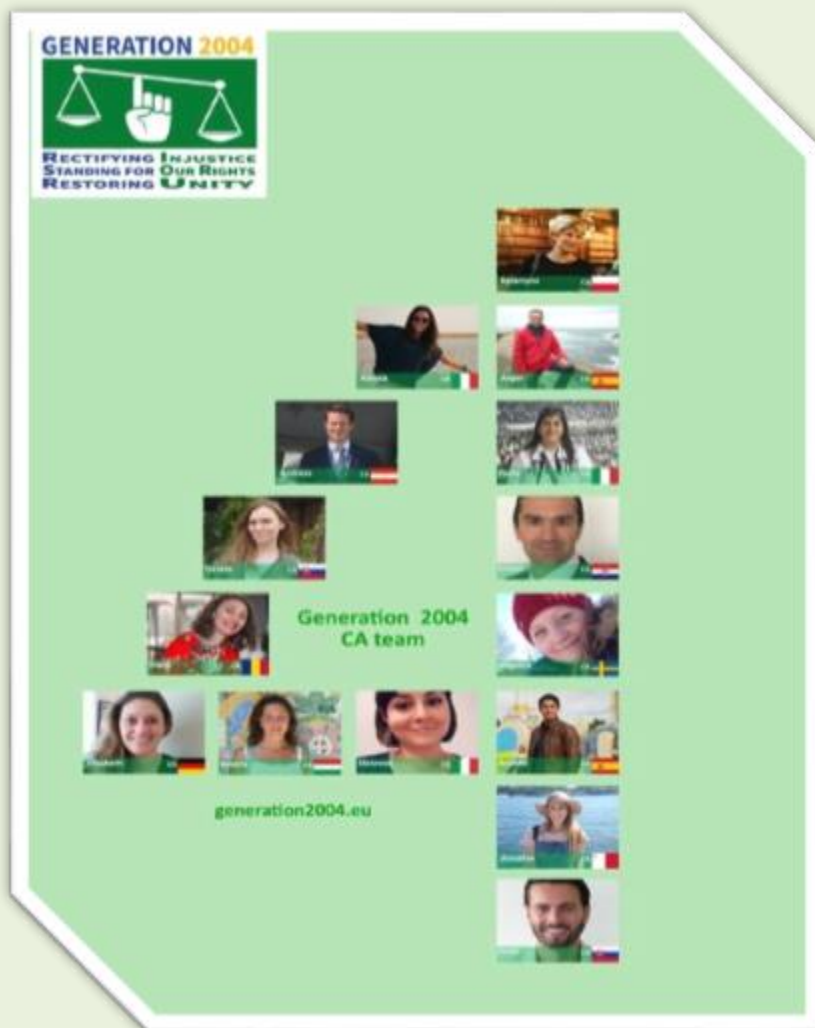
Because human capital is the key to success for any organization. The Commission must ensure that all its employees stay engaged and motivated. A disengaged employee is not only a drain on human resources, but also affects the motivation of others! So why has the Commission been replacing since 2004 permanent officials with contract agents who have zero career perspectives, and often precarious contracts? For budgetary reasons? However, at what cost? The more than 7000 of us working in the Commission, not counting its outside agencies, are increasingly frustrated. The first CAs recruited after 2004 could vaguely hope to get a permanent official position or at least a permanent CA job in the offices or in an agency. This is no longer the case. There is now such a large pool of precarious CAs (over 3000) that there is no way every one of us will find a safe landing space. Moreover, is the Commission really saving money by replacing stable staff by precarious staff? If this was the case, why are the other institutions sticking to more stable forms of employment? What about the loss of talent and competencies each time one of us is forced to leave? Precarious Contract Agents no longer believe the empty promises of management who tell us that a solution will be found before the end of our contracts.

The same can be said about permanent Contract Agents 3A who work for the Commission Offices, Representations, and Delegations or as FGI. How can we retain motivation when we have no career perspectives and when the number of recruitments for permanent official positions has become so small that we no longer have any chance of succeeding in external competitions, or even in internal competitions (in the rare occasions when they are open to us)? This is to be contrasted with the ultra-generous policy of DG HR towards the already privileged AD13s and other senior experts/senior assistants. If there is money for the privileged castes, why is there no money for us Contract Agents?

## What do Contract Agents want?

Contract Agents - 3A want:

- **mobility, flexibility and opportunities for professional development**
- **more regular internal competitions open to us and more other professional opportunities**
- **faster reclassification- similar to the promotion rates given to officials**



Contract Agents - 3B want:

- **permanent contract when working on permanent tasks**
- **access to a genuine interinstitutional internal job market**
- **equal pay for equal work**

Some of these demands can be satisfied without a reform of the Staff Regulations. This is why we commit in our [manifesto](#) to work on finding short-term solutions while awaiting more radical changes. Generation 2004 is not calling for a reform because of the current uncertainties in the EU political situation but is convinced that this reform will come sooner or later. We are therefore already preparing a list of measures that will need to be presented to the co-legislators in order to improve our situation. In particular, together with its partner SID in Luxembourg, Generation 2004 has supported several petitions sent to the Petitions Committee of the European Parliament. These petitions were discussed at a Public Hearing in the European Parliament, and we ensured public support from all the political groups (end of the 6 year limit; end of the 5% limit in internal competitions, etc.). Each time a petition passes through the Petitions Committee, the Parliament has to record the petition's demands. The demands will then be taken into account next time the Staff Regulations are being opened.

However, the petitions are a long and difficult endeavour. You should not believe the unions that pretend that Contract Agents will benefit from massive "titularisation" or "regularisation" programmes. These unions are often led by high ranking officials who are promising you this just to get your votes.

**President Juncker and Commissioner Oettinger have publically acknowledged that the Commission has gone too far with respect to the use of Contract Agents. Furthermore, they have both explicitly endorsed the principle of "equal pay for equal work"! If you support Generation 2004 during the upcoming elections, we will immediately call on them: Give us a break! Enough austerity imposed on us by an incompetent DG HR for the past 14 years! If the Member States impose further savings, take the money from the higher castes of permanent officials recruited in the 1990s, not from us!**

**Generation 2004**