



Brussels, 7 July 2020

**Note for the attention of Director General Gertrud INGESTAD  
DG Human Resources and Security**

**Subject: New HR Strategy**

Dear Ms. Ingestad,

Generation 2004 welcomes the announcement of a new HR strategy, to be developed as part of Commissioner Hahn's mission letter. A new strategy is very much needed and it comes at a momentous time. Not only because the pace of change is accelerating due to technological advances, but also to respond to demographic and generational issues. In addition, after three months of lockdown for the COVID-19 crisis, we are now experiencing the deconfinement phase. We understand that it is important to reflect upon lessons learned from these exceptional circumstances during this health emergency.

In this sense, Generation 2004 welcomes the reflection on a new HR strategy that *“sets out how we intend to attract, retain and develop our staff in line with the organisation's objectives, and how we intend to create the right conditions for staff to grow, thrive and deliver”*<sup>1</sup>.

We also welcome the intention to directly involve the staff through workshops, surveys, focus groups, and interviews. However, we remain convinced that the staff representation organisations should also be directly involved in the consultation process in order to ensure that all opinions and positions of staff are being reflected. As pursuant to Art. 10b of the Staff Regulations, *“trade unions and staff associations (...) shall act in the general interest of the staff”*.

Furthermore, regardless of whether staff are consulted directly or via staff representation, we see, as do many colleagues, a problem with the timing. -Such an important consultation process influencing the HR policy and staff working conditions for the coming years should not be limited to the summer period. After the confinement period, during which many colleagues experienced difficult circumstances (particularly parents with young(er) children), many have made summer arrangements to take some time off to recover and meet their families in their countries of origin. An important part of the staff might therefore not be able to participate in the consultation activities planned over the summer.

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<sup>1</sup> <https://myintracomm.ec.europa.eu/DG/HR/news/Pages/New-HR-Strategy-for-the-Commission.aspx>

Thus, in order to allow the largest possible participation, Generation 2004 would welcome an extension of the consultation period beyond summer, to allow colleagues who are on leave in July and/or August to have a fair chance to express their views, as well as the structural involvement of the staff representation organisations.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Łukasz Wardyn', with a long horizontal flourish extending to the right.

Łukasz WARDYN  
Chair of Generation 2004

CC: C. Levasseur, E. Sakker, L. Duluc