



Brussels, 13 August 2020

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

Subject: Outstanding recent raised points

Dear Ms. Ingestad,

Generation 2004 appreciates your engagement in staff matters and your endless commitment to modernise the Human Resources of the European Commission. As the largest individual staff organisation, we are continuously working on issues in order to defend the rights of Commission employees. During the last few months we sent you a number of notes, to which we however have not received any reply yet. At the same time, we are aware that the past months were exceptionally busy due to the COVID-19 outbreak. We therefore anticipate that the delay might have been caused due these special circumstances.

Please find below the notes that remain to be followed-up:

- 20200402 Note to DG INGESTAD regarding the Teleworking dispute
- 20200601 Note to DG INGESTAD on Partial reopening the nursery and primary classes in the European Schools in Brussels as of 8 June 2020
- 20200707 Note to DG INGESTAD on new HR strategy

Moreover, we would like to point out several issues that we addressed in the framework of various Social Dialogues, on which we would also like to get DG HR's position.

Firstly, we have not yet noticed any changes regarding a better functioning of the Social Dialogue. In this context, three meetings were recently organised without allowing us for sufficient time for preparation. We also continue receiving last minute invitations without documents shared in advance or without comparative versions of documents provided when legal changes are proposed. Legal texts and meetings provided in French language only also exclude a vast number of colleagues working in other Commission sites (where most staff uses English, and French is not a national language like it is the case in Bruxelles and Luxembourg).

On numerous occasions, we have asked the DG HR to provide us data/information, which we have never received (e.g. in the scope of the CPPT, the cost of the reconstruction of the building with open space or without open space or statistics of colleagues terminating their lives with suicide). Without this knowledge, it is sometimes very difficult to act and appropriately defend staff's rights.

Furthermore, we did not receive any update concerning the Social Dialogue on special leave for parents. Instead, an alternative solution was provided under the new guidelines on telework, allowing colleagues in special circumstances (for parents with children) to request two weeks of telework outside of the place of employment during the summer period. Regarding this we have already raised concerns related to the decentralized approach to implement this possibility: delegating power to DGs to create its own procedures on the same process has led to a very different treatment of colleagues in the same situations across the Commission. We have received many complaints as some DGs have a very informal approach to the implementation, while others introduced very strict ways of approval including a well-justified reason for granting it. This goes against the principle of equal treatment and should be harmonized across the institution. This very limited 'solution' also doesn't address the issue beyond the summer period and we would like a more extensive solution to avoid putting at risk the health and well-being of colleagues with young children. DG HR should anticipate a scenario with a sustainable solution in case, we would be forced to go back to the Phase 0 with closed schools for an extended period.

Regarding the recently launched HR Strategy initiative, we would like to request that its consultation phase, launched during the vacation period, is extended at least until the end of September to allow for the maximum of staff to participate. We also believe that the staff representation should play a vital role in its first two phases in order to represent the colleagues, as it is its mandate. Generation 2004 also believes that the non-inclusion of the Staff Representation (SR) in this project from its start is, to us, a worrying sign of disregard for the SR in specific and for the rest of staff in more general terms. We will however, prepare a well thought through analysis of the Strategy based on its pillars and will provide you with concrete proposal in the near future.

Yours sincerely,

Fabício Santos
Political Secretary of Generation 2004

CC: C. Levasseur, E. Sakkers, L. Duluc, Ł. Wardyn