

Contact Generation 2004 if you have issues or even just questions, for example on:

Promotions  
Pensions  
(Self-)appraisal reports  
Specific contract agents issues  
Salary & allowances  
Office issues  
Health-related injustice  
Health insurance  
Teleworking  
Petitions  
Staff cuts  
EPSO  
Internal competitions  
Career progression  
Clarifying your rights  
Harassment and bullying

#### Why?

- You will receive a fair and honest reply
- We will share with you all the hints for success in a complicated EU administrative environment
- We will reveal facts and data and never give unenforceable promises
- We will do our best to help you
- We would be happy to assist you along your career!

#### Contacts & membership in Ispra & Seville

+39 0332 78 9179  
Or call our secretariat +32 2 297 69 04

Send us an email:  
REP-PERS-OSP-GENERATION-2004-  
ISPRA@ec.europa.eu

Or to our Brussels secretariat  
REP-PERS-OSP-GENERATION-  
2004@ec.europa.eu

#### Join us in our fight for management change in the EU Institutions – BECOME A MEMBER!

**Don't wait too long.**

**You've got only one career!**

Read more about us:



generation2004.eu

wiki

[www.cc.cec/wikis/display/generation2004](http://www.cc.cec/wikis/display/generation2004)



@generation2004adf



@2004generation



Generation 2004 group

## GENERATION 2004



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

We are a dynamic staff association campaigning against injustice and inequality in the EU institutions.

We give a voice to the interests of staff recruited to the EU Institutions after 2004/2014 concerning their diminished career prospects and employment conditions.

We aim for a unified EU public service that is based on fair, just and motivating employment conditions for all its employees.

The so-called **2004 Reform** and the subsequent **2014 Reform** of the Staff Regulations (the legal act that sets all your rights and obligations as an EU employee):

- marked the most substantial changes to the employment conditions of EU staff,
- was an unprecedented setting out of 'acquired rights' of the then existing staff,
- passed all the costs onto the new recruits.

As a consequence the new recruitment policy of the institutions:

- is marked by an artificial "juniorisation" of staff,
- created vulnerable categories of staff, in particular contract agents,
- fragmented the EU work force, which is supervised by a biased administration and represented by unsuitable "professionalised" trade unions.

#### **Who are we — Generation 2004?**

- born 2012 as a grass-root reaction to the unjust reforms and to the indifference of existing trade unions,
- a most dynamic staff organisation,
- with 30.23% support\*\* we are the biggest individual staff organisation in the European Commission.

**\*\* List votes in 2018 Local Staff Committee elections in Brussels.**

#### **What we stand for**

- We seek an open dialogue with all EU institutions and their administrations.
- We continue our campaign until there is concrete action to address inequalities and reduce the career gap in a sustainable way.

#### **What is staff representation and how does it function in the Commission?**

The Staff Regulations are the legal basis for the establishment of the staff committee, as a recognised body, to represent staff in relation to their employer. The 20 staff committee seats are distributed according to the election results: several staff representative organisations (trade unions and staff associations) compete for the votes of all staff every 3 years.

The **Central Staff Committee (CSC)** is the statutory body responsible for representing the interests of all Commission staff on all sites. The CSC advises and discusses with the Commission administration almost all issues related to the application of rules on careers, working conditions and social policy. These include promotions, social policy, invalidity, discipline, incompetence, leave on personal grounds, health insurance, training and equal opportunities. The so-called joint committees, groups made up of equal parts administration and staff committee, deal with many of these issues.

The **Ispira&Seville Local Staff Committee** ensures the protection of your interests and rights locally in relation to: Conditions of the buildings and offices in which we work, training, leisure and sports clubs, mensas, security and hygiene, kindergarten, after-school facilities and the European school. The LSC submits suggestions directly to the administration on the organisation and operation of the services provided to staff, the improvement of staff working conditions as well as on general living conditions.

#### **Our Mission**

We aim in particular to:

- Create a modern and unified EU public service that applies the same principles internally as it imposes on EU member states, including the non-discriminatory recognition of both internal and external professional experience.
- Improve HR management in particular with enforcing equal professional and career prospects for all staff, following the principle of "equal recognition for equal work".
- Contribute to the design of any future project of reform of the Staff Regulations, ensuring that the lessons learned from the 2004 and 2014 reforms are taken into account.

#### **Why is Generation 2004 different from any trade union?**

- We fight for a fair career, fair pay & a fair pension.
- We expose unfair treatment through fact-based analysis.
- We welcome contributions from our members and profit from our collective intelligence.
- We are independent and free of any bias in our actions: free from internal and external influence.
- We charge only nominal membership fees and do not make profit from our members.
- Our internal organisation which guarantees democratic decision making.