

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



Call our Luxembourg office:
+352 4301 32441



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



Visit our office in Luxembourg at
BECH B3 455

**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



[@generation2004adf](https://www.facebook.com/generation2004adf)



[@2004generation](https://twitter.com/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 aim of the **Local Staff Committee (LSC) in Luxembourg** is to deal with specific matters that are particular to this place of employment: namely staff issues at directorates-general and agencies present in Luxembourg such as the high cost of accommodation, the unique self-financing catering system, medical overcharging, a non-transparent system of working contracts at the Early Childhood Centre, the growing number of assistant/secretaries and clerks (AST/SCs) and contract staff with unfairly low salaries or even salaries below the Luxembourgish national minimum wage. Generation 2004 is currently the second biggest staff representative organisation as regards representativeness in Luxembourg with 25.9% of votes. We are represented in the LSC with 2 out of 20 seats. The biggest organisation has obtained 40.0% of votes and is represented with 14 seats out of 20.

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.