

[Geel LSC Elections 2021](#)

Generation 2004 Political Manifesto

See **M**ore. **A**ct **R**espectfully. **T**ogether!

The **Covid-19 pandemic** has completely changed the way we now work in the Commission and has accelerated the **digitalisation**. It has also created an incentive for large **HR Reforms**, which in turn has the potential to will further deteriorate the working conditions of staff and increase the gap between all staff categories.

Smart **Safe and Human-Oriented Workplace**



A safe and human-oriented workplace is a prerequisite to the success of any modern organisation. The Commission should not be an exception and JRC Geel should not be left behind.

Flexibility and work life balance for the needs of Geel staff but also ensure the best performance. Enable a working regime that fits all, combining time in the office and working from home.

Refurbish the Buildings

With the exception of building 210, most of the buildings and offices are quite old, and they can be excessively hot in summer. However, instead of refurbishing the buildings, the priority seems to go to the construction of a Citizen's Forum, a Bauhaus showcase. While this is necessary, we urge that the working conditions in the buildings be addressed with the same priority meeting the latest health, safety, and environmental standards.



sMart **Modern Work Culture**

An inclusive, diverse, respectful and gender- and geographically balanced work environment must become a reality in the Commission as well as integration in the

workplace of colleagues with disabilities and special needs. Mutual respect, trust and accountability must be considered cornerstones of the Commission's HR policy to meet the needs and expectations of staff.

Teleworking From “Anywhere”

Generation 2004 supports teleworking from abroad (TWA), or from anywhere and we have already proposed that it is allowed within the well-defined [schemes](#).



We must ensure that JRC Geel remains an attractive workplace ensuring its capacity to attract talent while providing a good work-life balance. For this we propose:

- **Fair recruitment**
- **Prior experience to be recognised**
- **Better promotion and Contract Agents Reclassification**
- **Better career opportunities and progression**
- **Equal pay for equal work**

Generation 2004 demands to put an end to the exploitation of Contract Agents, AST-SCs and ASTs and that the “equal pay for equal work” principle is applied. The Commission must also ensure that job descriptions and tasks performed are in line with the job holder's function group and level of responsibilities.

Contract Agents' Career Review

The Commission has, since 2004 employed many contract agents based on CA CB contracts with limited career opportunities. Limitation of CA 3B to 6 years goes against the business continuity of Geel site, which leads to a loss of very qualified staff. This issue needs to be discussed in detail and significant changes will have to be made at political level.

AST-SC Career Opportunities

Whenever possible, the AST-SC career path and progress should be reviewed and adapted. Generation 2004 launched [a petition to the European Parliament](#) to tackle this issue.

Career Prospects for ASTs?

The DG HR policy to phase out the AST Function Group is very detrimental to the responsible management, business continuity, maintenance, and operation of the unique technical infrastructure of the JRC. Namely, its activities in the fields of nuclear research, which are extremely sensitive, require a long-term planning in terms of both operations and HR resources.

Furthermore, Generation 2004 considers that the way forward must be for the Commission to increase the number of AST colleagues allowed to become ADs via certification (which is [currently not adapted to JRC AST colleagues' needs](#)) or internal competition.



smart Responsible Research Strategy

We urge for the development of an overall scientific strategy for the Geel site with clearly defined goals involving all directorates. This should include an assessment of the scientific infrastructure of the site and consider new investments and human resources.

Quite many experienced staff will soon retire, creating issues on transfer of knowledge and additional pressure on those who remain. The process of hiring new staff is very long and there is a clear need for organising regular AST and AD research specific EPSO competitions to ensure business continuity.



smart Transparent and Accountable Administration

An assurance of a transparent and accountable organisation is the first condition for having committed staff. Senior management must ensure staff involvement in decision-making. Generation 2004 believes it is about time for the tides and winds to change and we demand that all management is held accountable and evaluated by its staff through a 360-degree evaluation process. Staff shall evaluate management on living up to our values.

Why Vote For Us?

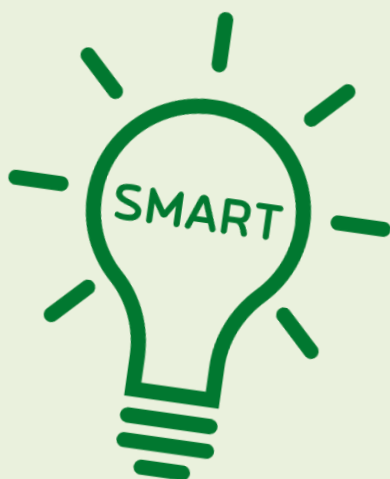
It is time to bring new and fresh ideas to the Local Staff Committee while reflecting on the future of the Geel JRC site. For this reason, Generation 2004 presents a list of candidates representing the diversity of the Geel staff and is here to support you.

Generation 2004 is the only staff association that unequivocally gives a voice to the interests of staff recruited to the EU institutions after 2004 and 2014: those with diminished career prospects and employment conditions. We were founded as a grassroots reaction to the 2004 staff reforms, which cut the benefits, career prospects and working conditions of newly incoming staff.

We:

- **represent** the largest individual staff organisation in the Commission who uniformly represents staff at central level
- **promote** fair play on HR matters in the EU institutions
- **demand** equal pay for equal work
- **fight** the collusion of the traditional trade unions, who try to make you believe that all staff are treated equally (the benefits of the pre-2004 generation cannot all be preserved and should be better distributed among all staff if you seriously want to improve the situation of the rest of the Commission staff.)

VOTE SMART



VOTE FOR GENERATION 2004

