



Karlsruhe 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 with modern and open social facilities is a prerequisite to the success of any modern organisation.

The Commission should not be an exception and JRC Karlsruhe should not be left behind.

Flexibility and work life balance can ensure the best performance.

Enabling a working regime that fits all, including combining time in the office and working from home, is a must.

Working conditions in the buildings must 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 and we have already proposed that it is allowed within the well-defined [schemes](#).



We must ensure that JRC Karlsruhe 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 Karlsruhe 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.

smar**R**esponsible Research Strategy



We urge for the development of a scientific strategy with clearly defined goals for Directorate G and for the Karlsruhe site, that gives a perspective for the local scientific staff. The strategy should include the reassessment of the Karlsruhe Site Development Plan and the scientific staff recruitment policy.

As for the entire JRC, a site development plan was created for Karlsruhe in 2016 including short, medium and long-term infrastructure development. However, the construction of the new scientific wing, reorganisation of laboratories and modernisation of scientific equipment has been slowed down or even stopped. Therefore, we are for revising the plan and revitalisation of the modernisation of the Karlsruhe site to ensure research quality and business continuity.

The EURATOM budget and Directorate G staff reduction hits JRC Karlsruhe hard. However, losing colleagues and with that scientific competencies is a problem in Karlsruhe for years. In the next years many experienced colleagues will retire and a number of contract agents will leave the JRC taking away their valuable expertise and work power with them. That generates an issue on knowledge transfer and threatens the scientific excellence of JRC in nuclear research. Furthermore, it creates additional pressure and workload on those who remain. Therefore, we urge for revising the recruitment policy of scientific staff, organising regular AST and AD research specific EPSO competition and making measured against losing our experienced colleagues.

smar**T**ransparent 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 Karlsruhe JRC site. For this reason, Generation 2004 presents a list of candidates representing the diversity of the Karlsruhe 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 S.M.A.R.T.



VOTE FOR GENERATION 2004

GENERATION 2004

RECOVERING BALANCE
STANDING FOR OUR RIGHTS
RESTORING LEADERSHIP

**WE STAND FOR
CHANGE**

 Helena OTTOU AST	 Janek BAC AST	 Sven BACHMANN CA
 Daniel STOR AST	 Annette KUEST AST	 Mirjam DEBBA AST
 Edita BURDUMANOVA AST	 Lucio GILGEMAN VILLU AST	 Gabriela JORDAN ZITO PLANK CA
 Sarah STOR AST	 Maria REBER CA	 Zoltan SOTT AST

See More. Act Respectful. Together!
Vote
Generation2004 !
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