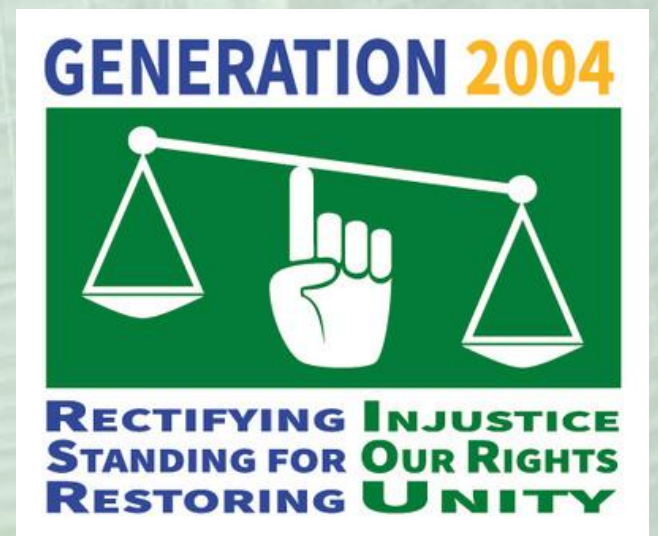


Meeting with members

Updates, exchange of views and Q&A

Marcela Válková

26 June 2026



Agenda

Large Scale Review

Sales of buildings

High temperatures

Competitions

Anti-harassment

Q&A



GENERATION 2004



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Large-Scale Review

CSC position

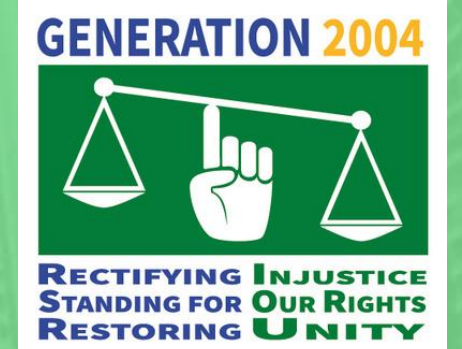
- LSR welcomed — but achievable within current Staff Regulations
- Any proposal needing SR changes will be outright rejected

Core principles

- Social dialogue before any significant change
- No savings at the expense of jobs, conditions or careers
- Equal treatment of officials, TAs and CAs
- AI / digital transformation only with human oversight (HITL / HOTL)
- Protect institutional memory and expertise

Coming up

- Stephen Quest (DG HR) to join the CSC on 9–10 July
- 13 July all-staff event on the LSR workstreams – Serafin & Quest, 14:00
- [In-person registration – EU LEARN](#)
- [Webstreaming registration – EU LEARN](#)



sales of buildings

A €900m sell-off – and what comes next

- 23 Brussels buildings sold (Apr 2024) for ~€900 million
- Sale was step one; the real challenge is the office-space transition
- €24.6m (2027) + €25.6m (2028) to stay longer in 7 sold buildings
- Balance still unspent at end-2026: ~€437 million

Generation 2004 asks OIB

- Feasibility studies & risk assessments behind the plan?
- Which buildings need occupancy extensions, and at what cost?
- A clear, transparent roadmap for relocations 2027–2034

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High temperatures

Extreme heat hits our buildings

- Heatwave across Brussels – offices struggling to cope
- Restaurants in BREY and MO34 exceptionally closed (25 June)

Guidance, rights & our position

- Brussels LSC note (24 June) to Quest & Fjalland: act Commission-wide
- EC advice issued: 'How to stay cool when the temperature is rising'
- Belgian law (Code du bien-être) sets WBGT limits – 29 for office work
- Above the limit: cool drinks, ventilation within 48h, rest periods
- G2004: apply these protections + a clear telework option in heatwaves

High temperatures

Brussels LSC – immediate measures requested

- Drinking water & practical support in all buildings
- Clear teleworking / office-presence flexibility in extreme heat
- Extend air-conditioning beyond 17.00 in cooled offices

A lasting framework

- A predictable heat framework: what applies at critical temperatures
- Transparent updates on cooling-system status per building
- Swift, timely communication across all sites

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Competitions

System in transition - not yet stable

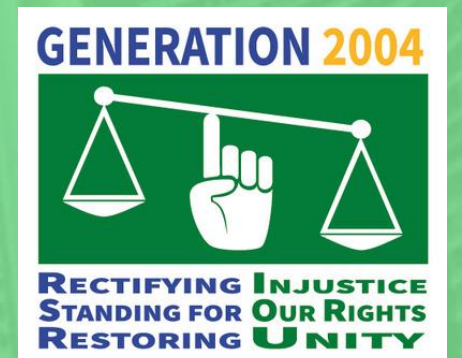
- Internal competitions: planning unclear
- Colleagues left in the dark
- AST/SC still cannot access AD competitions

AD7 internal - a real breakthrough

- First broad cross-category access in nearly 20 years
- Result of years of Generation 2004 advocacy
- Contract Agents still excluded - we keep pushing

Next steps – tests in mid-July

- MCQ (30 Q / 30 min) + written test (90 min) on the SHL platform
- Test guidance & instructions published 25 June; remotely proctored
- Admitted to the tests: [number] – results via Single Candidate Portal



Competitions

AD7 cognitive test – candidate concerns

- New SHL General Ability test; practice platform failed for many
- Software freezes, unclear instructions, hidden info, navigation issues
- Translation & terminology problems in secretariat communications

Our position

- Is a time-pressured reasoning test right for experienced officials?
- It can measure speed & interface familiarity more than competence
- Analyse candidate feedback before expanding this model

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Competitions

External - from paralysis to overload

- AD5 Graduate 2026: 170 000+ applications
- Serious doubts on EPSO's ability to deliver reliably
- AST/157/25 reserve list delayed: July → October 2026, no explanation
- Generation 2004 has formally challenged EPSO for a realistic timetable

Administrative burden

- Single Candidate Portal: re-uploading data
- No Sysper integration; hard to call this 'simplification'

Previous webinars

- Webinar with Yasemos Europeos on AD7
- Friday 17 April, lunchtime

Competitions

Talent management vs. reality

- AST officials still barred from specialist competitions (e.g. AD6 case handlers)
- Equivalent duties & years of experience – yet excluded
- Contradicts the Large-Scale Review's talent & mobility ambitions

Experience must count

- A case: passed the field MCQ, ruled ineligible on formal diploma alone
- Demonstrated competence should weigh alongside qualifications
- Wasting in-house expertise amid a retirement wave

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Trainings

Generation 2004 training offers

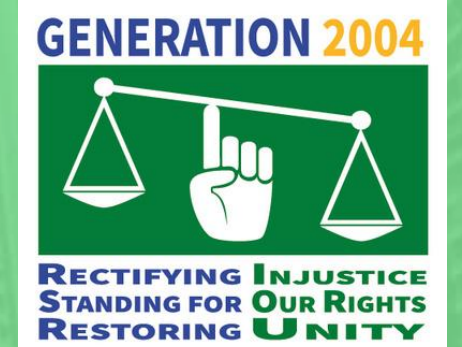
- Internal competitions: self-study MCQ on EU; MCQ + Written Test study group
- AD7 internal: SHL G+ exam packages
- EPSO AD7 audit: study group + self-study packages

EPSO AD5 Generalists / Graduates

- Study groups (ES+EN), reasoning tests, MCQ on EU knowledge
- Digital skills + free-text essay on EU matters (EUFTE)
- All open for registration – see Events & Trainings on generation2004.eu

Coming up – with Yasemos Europeos

- New SHL cognitive reasoning group next week (sessions in August) + single exams
- Self-study Written Test, updated for 2026 internal competitions
- AD5 graduates: joint webinar once EPSO confirms the changes



Anti-harassment

Formal procedure is failing

- 54 Art. 24 requests (2021–24): only 8 inquiries – 85% dismissed
- 20 years: just 8 psychological + 7 sexual harassment cases recognised
- Yet 312 victims sought CCC help in one year; 38% of staff report harassment

Our asks – social dialogue with CCC (25 June)

- Fix implementation, not the text; open inquiries as the rule
- Protect those who report: no CA non-renewal + swift interim measures
- Independent experts, firewall from HR/IDOC; close SNE/SED gap



Q&A



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The logo for 'Generation 2004' is contained within a white rectangular box. At the top, the text 'GENERATION 2004' is written in a bold, sans-serif font, with 'GENERATION' in blue and '2004' in orange. Below the text is a green square containing a white graphic of a hand with the index finger pointing upwards, positioned between two scales of justice. The scales are tilted, with the right pan being lower than the left. Below the green square, the text 'RECTIFYING INJUSTICE', 'STANDING FOR OUR RIGHTS', and 'RESTORING UNITY' is stacked in three lines of bold, blue, sans-serif font.

Thank you for your cooperation



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