



Declaration of principles by the Candidates to be EU-Delegations staff representatives 2021 elections to the *Comité Local du Personnel-Hors Union* (CLP-HU)

Version of Oct 24, 2021

TAO the Independents in EU Delegations commits to work

*for an even **better EU civil service for citizens,**
equity among all staff categories,
transparency and democracy for all*

Accordingly, we hereby voluntarily subscribe the following **'statement of impartiality, independence, transparency and honesty'**:

As elected staff representatives, we understand our duty to represent the interests of the EU citizen and defend fairness, coherence and equity between actual work done and entitlements among all employees.

We commit to strive for transparency, to promote proportional democracy in the functioning of the institutions and to act without any selfish motive, sectarian expectation or hope for personal gain.

We commit to be honest and accountable: we accept that failure to be forthcoming about dealings, conversations and commitments with DG HR or other parties involved in the 'social dialogue' will constitute a breach of this commitment and shall therefore lead to resignation.

In addition, the candidates pledge to the following seven deontological principles:

1. Service to the EU citizens

TAO the Independents in EU Delegations (hereinafter TAO) commits to analyse proposals for improvement from the perspective of its **interest to serve citizens**. Ultimately, be it



staff entitlements or responsibilities, these measures should be aimed at improving citizens' lives.

2. Promotion of a social dialogue free from subordination in view of re-establishing unity, equity and fairness among staff

The Independents express concern about the **relationship of dependency and subordination** of the 'social dialogue' to an administration (and some Trade Unions) governed or indirectly favouring high-grade Officials. These high-grade Officials have in fact contributed to creating new weaker staff categories to preserve their so-called 'acquired rights' under the Staff Regulations' reform of 2004. The 2014 Reform then aggravated inequality with weaker staff categories in EU Delegations being double hit. Hence, defending their own entitlements has historically been at the expense of other staff categories (and of younger generations, contrary to the principle of solidarity enshrined in the EU). Those exemplify how cost cutting has been unequally made to the detriment of weaker staff. The next Staff Regulations reform must re-establish unity, equity and fairness and this requires overcoming the above-mentioned subordination.

3. Independence from any power-driven influence

The compulsory signing of the **Framework Agreement** required by the European Commission to recognise Trade Unions (TUs) as formally staff representative bodies provides useful resources for TUs to be operational. By doing so, our employer grants a resource package to its TU under certain conditions: this is not only inconsistent with the ILO Labour Convention No. 98 and would not be legal under some Member States labour laws (eg.the German labour law), but inevitably creates a link of subordination with the employer. TU representatives must hence formally **commit to remaining independent** from the influence of the Commission's Administration to compensate for this mechanism.

4. Full transparency

TAO candidates to the CLP HU commit to **full transparency in all their actions**, as follows

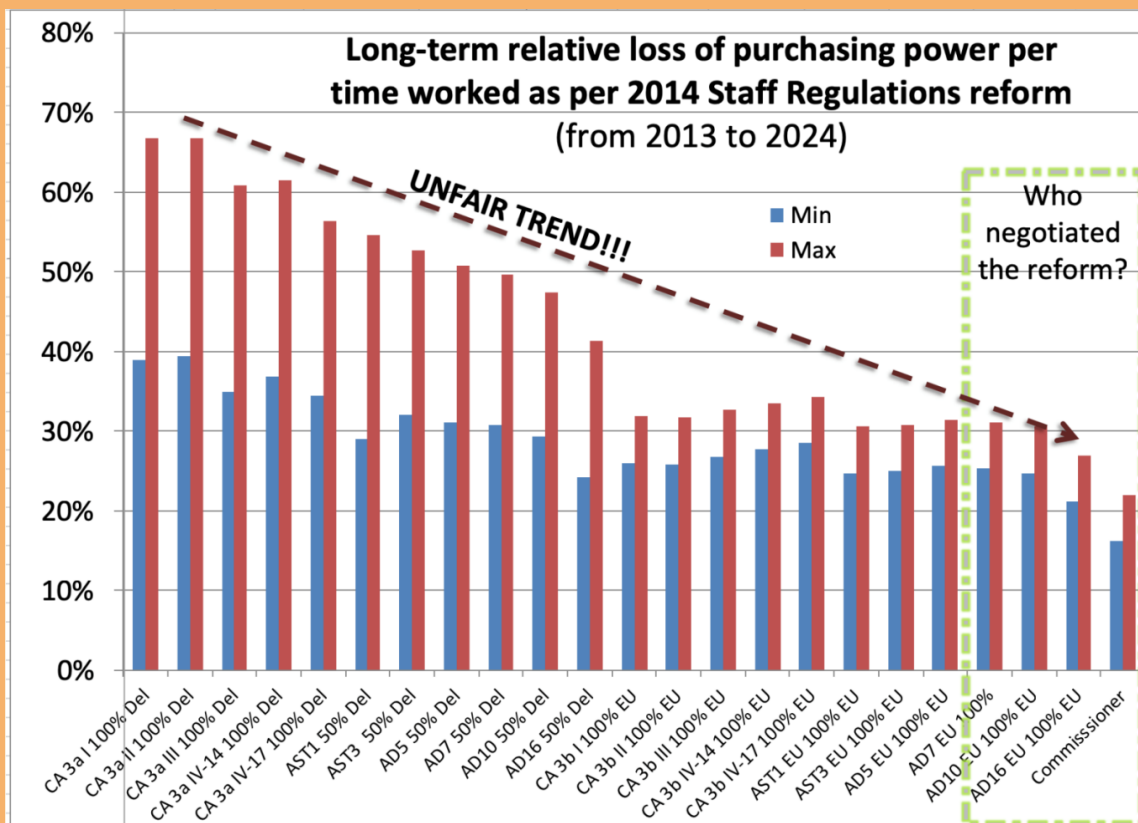
- **TAO shall keep a record of all identified issues open to all concerned staff.** This record will include a brief, concise history of what was discussed on each topic, possible achievements with proposed solutions and deadlines for a reasonable implementation.
- Prior to each meeting with the Management, this record will be updated to include the issues to be discussed and the results of the negotiation will be reported upon. This is required not only to facilitate business continuity but also in terms of **democratic accountability.**
- All meetings between TU and Management representatives shall be **accessible to all staff**; if not possible, this should be duly justified and at least meetings should be

recorded and/or faithfully reported upon. Meeting minutes will be produced and shared openly with staff.

- When the 'social dialogue' leads to no progress on proposed solutions, particularly those aimed at **restoring equity** among staff but rejected for reasons of **unequal and/or unfair negotiation power**, TAO the Independents commits to reflect this failed negotiation in its open records and to explore alternative routes such as petitions to the European Parliament or industrial action.

5. Sensitisation of other EU institutions

TAO commits to sensitise representatives of the European Parliament (EP), of the EU Member States Permanent Representations to the EU and of the European Council dealing with the EU Staff Regulations about the **historical shortcomings of the 'social dialogue' in dealing with the lack of equity among staff**. These institutions should be sensitised about the unequally distributed cuts of the 2004 and 2014 reforms. These have divided staff due to provisions that discriminate against younger generations. While the economic crisis may justify some cost saving measures in solidarity with citizens, these have been implemented in a socially unjust manner among staff. If the 'social dialogue' fails to redress this situation, other EU institutions should help re-establish equity, fairness and coherence in the next Staff Regulations reform.





6. Acknowledgement of efforts

TAO commits to recognise CLP-HU efforts as pertaining to that collective body and shall not make opportunistic claims of sectarian ownership of the work done jointly with others.

7. Appraisal of real work done as Staff Representative

The contribution to the appraisal for the work done as staff representatives shall be based on a real assessment of actual work done. For many years, staff representatives appraisal reports were the same for all regardless of effort and contribution.