



The independents

THE ASSOCIATION OF INDEPENDENTS FOR EU DELEGATIONS

TAO-THE INDEPENDENTS IN EU DELEGATIONS

**NEW, TRANSPARENT AND GENUINE ABOUT STRUCTURAL FAIRNESS
AMONG STAFF**

26 October 2021

Dear colleague,

You probably heard that the elections for the 'Outside the (European) Union... Staff Committee' (representing all EU Delegations) will take place from **9 to 18 November 2021**. The democratic mandate of this committee, inexplicably called 'CLP-HU' (from French), will determine whether your concerns are genuinely discussed by Management in the next three years. Five trade unions (TUs) are running. For the first time, **TAO, the Independents is standing for staff in EU Delegations**. We are list [N°2 involving 28 candidates](#) covering all staff categories, particularly Local and Contract Agents.

Now, you may be asking yourself: ***‘Why another TU?’ ‘TUs have not done much for staff in EU Delegations’.*** ***‘Furthermore, we are spammed by TUs before elections but then they do not clearly explain what they do’.*** ***‘Some TUs actually do DG HR tasks but this is not what staff reps should be doing!’***

Well, we feel you and we are running precisely because we share such concerns.

First, let us reassure you, we **will not spam your inbox** and will limit our campaign emails to three until the end of the voting period.

Then, let us share with you some background. In the last 20 years, most **TUs have been directly or indirectly complicit in the creation of ‘weaker’ staff categories and their subsequent significant degradation of the working conditions. Few concessions have been obtained.** Some unwillingly but others proactively, TUs have even been signatories of the contentious Staff Regulation Reform of 2004 and vehicles for the unequally distributed cuts of that of 2014. These reforms were built on *“faits accomplis”* presented by a Management defending their own interests, even at the expense of ‘lower’ staff categories.

It is not that our fellow ‘lower’ staff categories reps have been selling out their souls. Rather, **many remain unaware that their own TU, even when led by CAs or LAs, is in fact subordinated to high-level Officials’ interests;** and those few who have understood it are overpowered about confronting them. This is why meaningful calls for fairness or equity have not made it to the ‘social dialogue’.

So, what to do with such deeply entangled power structures?

Well, TAO the Independents in EU Delegations has come to promote **more transparency as a means to start undoing this unacceptable conflict of interest.** Some of us are former members of these TUs and want to voice how we experienced subtle yet effective censorship. Now, we have joined forces with other courageous colleagues to overcome that suppression and to leverage negotiating power in order to stand up for the

‘weaker’ staff.

To achieve the above requires that we bring a **fresh and genuinely moral and ethical approach**. Accordingly, we pledge to the [TAO’s declaration of principles](#) as a firm commitment to our independence from Management.

We cannot promise that we will convince DG HR to share resources more equitably among staff. However, if **TAO the Independents obtains sufficient votes, we guarantee you that all legitimate calls for fairness and equity will make it into the ‘social dialogue’**.

We will always be constructive to make sure that the ‘social dialogue’ is given a chance to address structural inequality. But, we may not limit ourselves to that. If the Commission does not negotiate fairly, **TAO will reach out to the European Parliament and other institutions**. Furthermore, if unfairness persists, we are ready to consider other measures which TUs are supposed to leverage on.

Finally, **we will also provide genuine advice, guidance and help to colleagues** who, due to being new to the system or any other circumstance, need assistance in dealing with the EC or EEAS administrations thanks to our extensive network of colleagues.

Follow us during the campaign to know more!

We invite all staff in Delegations to meet us online on the WebEx platform to discuss [TAO the Independents 18 commitments](#) and share your feedback on them.

 The session will be held on **3 November at 16h00 CET** at the following link: [HERE](#)

Finally, as an exercise in transparency and democracy, **we would like to invite all 5 TUs to an on-line debate**

involving at least one LA and one + expatriate on Monday 8 November.

We look forward to this chance to change the way staff in EU Delegations are listened to.

TAO the Independents for EU Delegations



<https://www.tao-afi.eu/eudelegations>



