



The independents

THE ASSOCIATION OF INDEPENDENTS FOR EU DELEGATIONS

TAO-THE INDEPENDENTS IN EU DELEGATIONS LIST 2
NEW, TRANSPARENT AND GENUINE ABOUT STRUCTURAL FAIRNESS
AMONG STAFF

3 November 2021

Dear colleagues,

This is our second of three communications concerning **elections for representing EU Delegations staff at the CLP-HU** that will take place next week from **9 to 18 November**.

Many of you have asked how to vote. Worry not, DG HR will send instructions by e-mail on how to do it electronically next week. For now, let us make sure you make an **informed choice**.

In our first communication, TAO the Independents explained **why a new and 'independent' Trade Union (TU) is needed to represent staff in Delegations**. This is due to the structural subordination of other TUs to high-level Officials and to DG HR who have imposed their own interests at the expense of all other staff. If you read the 'results' claimed by other TUs you may realise these are minor concessions to major degradations of the Staff Regulations of 2004 and 2014. You may also want to assess whether what other TUs claim as 'results' is work that should in fact be done by DG HR and not by staff reps.



To break away from that subordination, we consider it necessary to subscribe to [TAO's declaration of principles](#). Our ethics is also one of 'serving citizens' hence supporting changes that ultimately improve people's lives and not just ours. In this light, we aim to obtain the sympathy of EU citizens and of the European Parliament without which it will be difficult to change much.

We also shared with you [TAO the Independents' commitments](#) for staff in Delegations and invited you to join us in a session to discuss them.

 The session will be held **TODAY 3 November at 16h00 CET** and can be accessed via the following link: [CLICK HERE](#)

We expect this list of commitments to grow and deepen and count on many of you to join forces. As we speak, the list has now the following 19 commitments:

- 1. Full transparency as a foundation for better serving EU taxpayers**
- 2. A social safety net at EU quality standards for Local Agents**
- 3. Meaningful career development for all**
- 4. Priority to in-house staff with continued outstanding performance**
- 5. Excellence at the right place: removing barriers to mobility & learning**
- 6. Equal pay (and reclassifications) for equal job**
- 7. More dignified designations & titles**
- 8. 360° appraisals and cumulative points as the norm for all**
- 9. More multidimensional performance criteria for appraisal, career and salary progression**

10. Same living conditions allowances regardless of grade or status
11. Employment integration policies for spouses and partners of staff posted in EU Delegations
12. A true leadership culture of autonomy & trust
13. Addressing harassment genuinely and structurally
14. Fixing maladministration as a learning chance not a defeat
15. More proportional and democratic representation of all staff
16. An even more independent and fully professionalised HR management
17. From EPSO to an 'Open EU 'Civil Service' Academy & Recruiter'
18. Green & Fit@Delegations
19. From unproductive & unsafe 'open floor' offices to multi-option work and social spaces

For explanations on each of the above click on the dynamically evolving [TAO the Independents' commitments](#).

Some commitments are structural such as '**full transparency**' or a '**meaningful career for all**' and do not necessarily have to cost more. However, they require frank discussions such as on the **paradox** of an institution that considers 'international partnerships' a priority but at the same time relegates experienced colleagues to the lower AD and AST levels, and staff categories such as CAs and LAs to a career without any prospects.

Other proposals will not be new, such as '**equal pay to equal job**'. **TAO** candidates put forward most of these proposals in the past through the other TUs. However, these were often labelled as 'too radical' and never

reached the 'social dialogue'. Calling for 'fairness', 'transparency' and 'equity' in a democratic society though should not be considered 'radical' in the negative connotation of the term. Strictly speaking, 'radical' means that it addresses **'the root of the problem' and TAO takes pride in addressing it.** TAO veteran staff rep Jordi Carrasco is even drafting a book on the essential reforms that the EU requires to overcome its challenges. We take inspiration from his work, which you can find here: ['Dear EU, we need to talk'](#).

A structural example requiring that we address the root of the problem is the **systematic 'parachuting' of politically appointed Temporary Agents then turned into permanent AD Officials in high-management positions despite having an expired political mandate.** This trickles down in the form of degraded conditions for in-house staff of all categories. But have TUs really attempted to stop this undemocratic practice? Has it even been genuinely discussed at the 'social dialogue'? And if so, why has it not been brought to other institutions to be addressed?

Genuinely addressing these issues is precisely **TAO's** very purpose. We are committed to start redressing the sources of the structural problems in Delegations.

If you want staff reps that do the work of DG HR do not vote list 2.

If you think it is time for negotiating structural reforms, do vote [List 2](#)

TAO the Independents for EU Delegations



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



