

EXECUTIVE AGENCIES

THANK YOU for your encouragement
and messages of support!

Concerning the problems you want to address in future meetings
between the unions and the directors of the agencies,

R&D invites you to finalize together the reference framework of
these discussions!

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Recall of the facts

The refusal of dialogue with the unions within the agencies, namely "no unions in my kingdom"

We also indicated that as part of the efforts of the Commission and the parent directorates-general to improve the attractiveness of the executive agencies, it was essential to put an end to such attitudes.

R&D has always advocated the establishment of a real social dialogue within the executive agencies associating the staff committees with the unions as is the case in all institutions.

In response to the claims of those who wanted to choose their interlocutors freely, considering that the social dialogue would be a gracious concession that must be earned by showing obedience and docility, we always stressed that it was not acceptable that colleagues from executive agencies are less represented and defended than those of the Commission and the other institutions.



Social dialogue within the executive agencies: finally a significant progress!

In our communication of 5 February ([read](#)), we reported the favourable response of ERCEA, INEA, REA and CHAFEA Directors to participate in the meetings with the unions organized by the Director of EASME or even to organize similar meetings in turn, a response to which the direction of the EACEA has recently joined.

This is the culmination of all our steps taken before the former management and the HR of EASME. Indeed, R&D was initially prevented from representing a colleague in a dismissal procedure after a negative probation report. Likewise, we were denied our right to challenge the arbitrary application of the teleworking rules ... under the pretext that everything was dealt with in private and nothing should come out of the agency.

It took the intervention of DG HR to put an end to such attitudes, which allowed us to successfully defend many of EASME's CA and TA colleagues faced with negative evaluation reports and proposals for non-renewal of contract.

The arrival of the new Director, the internal reorganisation, the will to apply the procedures adopted by the Commission notably in the field of teleworking, the organisation of regular meetings with the unions.... all this contributed to the establishment of a real social dialogue capable of addressing and, as far as possible, eliminating the difficulties met by the colleagues.

Thank you very much for your support!

Following the distribution of our communication, we were deeply touched by your numerous replies, thanks and encouragements!

R&D is committed to work alongside the colleagues of Executive Agencies

Faced with awkward gestures by those who want to impose on the unions the culture of silence, we would like to confirm that for R&D:

- ⇒ *There is no question of making easy generalizations, of denying what works well within the agencies, or ignoring the fact that some agencies appear to be better managed by others.*
- ⇒ *There is no question of ignoring the commitment and dedication of the colleagues in the agencies, as well as of those who occupy management positions and have shown their capacity of assuming the proper management of their missions.*
- ⇒ *It is above all a question of not continuing to deny yet unquestionable problems, and of answering the requests of the colleagues who have waited for a long time that the difficulties are solved and that their expectations are taken into account.*

Below we summarize your requests and the points to which you have drawn our attention.

In response to your invitation to work towards a greater UNITY OF ACTION of the staff representation

You have particularly appreciated our commitment to oppose any "Divide and Rule" step aimed at dividing the staff, and to work for a **greater unity of action of the staff representation**.

We share your view and we commit ourselves to ensure that the **dialogue with**

In response to your requests regarding the aspects to be addressed in priority in future meetings between the unions and the directors of the agencies: let us establish together the reference framework of the social dialogue!

You also confirmed to us that colleagues in all executive agencies have been waiting for a very long time for the many difficulties faced by them to be resolved and their expectations to be taken into account.

You have also sent us your suggestions. It seems useful to summarize them below in order to establish together detailed terms of reference to be submitted to future discussions with the directors of the agencies, DG HR and the parent Directorates-General.

Concerning the need to harmonize the procedures for human resources management in the agencies

While with the AMC units, the Commission has centralized and harmonized the procedures in the field of Human Resources in particular to break the silos, each executive agency seems to claim its right to set up its own staff policy or even a range of them according to the Director or the Head of Department in office, which is obviously unacceptable and cannot continue.

unions strengthens the action of the agencies' staff committees, which are often confronted with important difficulties, and finally allows addressing all the aspects on which you have caught our attention.



Regarding recruitment procedures

We fully agree with you that it is not acceptable that:

- ⇒ Each agency decides on its own policy on publicity of the recruitment procedures.
- ⇒ In this respect, we are aware that beyond the need to ensure in all cases the publicity of procedures, all too often, **everything seems to be decided before starting selections**, and that ensuring respect for the prohibition of **conflicts of interest** is sometimes quite uncertain in the light of the risk of endogamous approaches and nepotism.
- ⇒ This concerns notably recruitment for temporary agent posts, which represent the only real career advancement opportunity for our CA colleagues.
- ⇒ Likewise, **it is not reasonable that, within an agency, colleagues can work as interim staff for more than 10 years**, including with conditions comparable to FG III or even IV...

Concerning other aspects of the staff policy

We fully agree with you that it is not acceptable that:

- ⇒ despite the promises made by the Commission in the context of the negotiation of the GIP for the CA staff,

We must end once and for all with the fanciful interpretations that all too often the "Chefs" or "Petits Chefs" - despite everything - still continue to engage in, according to their entirely personal interpretations or visions ... then invoking their lack of expertise or that of the human resources departments of the agency.



Concerning the need to strengthen the synergies between the agencies and the parent DGs

You have asked us to work to strengthen the role and interaction between the parent Directorates-General and the executive agencies.

This is also to overcome the feeling of distance felt by the colleagues of the agencies who want to feel fully involved and be active actors - not simple executors - of the policies that our institution delegates to the agencies.

You have told us about the attitudes of some managers who seem to consider the parent DGs as "adversaries" to whom too much information should not be disclosed.

You also told us that some managers make sure to avoid recruiting colleagues who have worked with one or other parent DG service for fear of leakage of information.

These attitudes are unacceptable and we share your request to, on the contrary, strengthen the links between the agencies and the parent DGs.

This is a prerequisite for strengthening the sense of belonging to the same community, everybody working for the same goals.

In this respect, it is necessary to avoid that the Directors-General of the parent DGs are only involved in the internal management and the staff of the agencies when

appointing their management and that, subsequently, at the weekly management meetings, they only care about the more political aspects.

Indeed, the reform of the governance of the agencies requested by R&D, and then negotiated with conviction, made sure that the members of the management of the agencies are first appointed by the parent DGs on posts in their organization charts and only then seconded to agencies.

Thus, the Directors-General of the parent DGs are at all times fully responsible for the supervision of the agencies and these colleagues can be called - or even may ask -, at any time, to return to their original DG by ending their secondment.



SYNERGIES

Conclusion

In conclusion, on its part, **R&D** will spare no effort to respond to requests received and remains attentive to colleagues in executive agencies, to represent their expectations and demands and defend their rights.

R&D will continue to participate actively in all meetings organized between the unions and the directors of the agencies by remaining at the disposal of the colleagues and the staff committees of the agencies to ensure the greatest unity of action in order to contribute to the strengthening of the social dialogue for the well-being of all colleagues.

Do not hesitate to continue to share your suggestions. **R&D** is at your service and ready to assist you with any specific or punctual need!

Cristiano Sebastiani

President

