



USHU

NEWSLETTER

2 April, 2018
Volume 1, Issue 1



SPECIAL INTEREST

Women in Social Dialogue:
Urgent need for more women elected to pivotal roles in Staff Committees and Trade Unions.

Local Agents:
Where we stand with the proposed New Decisions



<https://www.youtube.com/watch?v=WzpXSI5NRFU>

Where are the Women in Social Dialogue?

“As Chair of USHU, I can only confirm that for the past decade, I have been witness to the conspicuous absence of women in many Social Dialogue processes.”

“At all levels, women need to become much more involved in staff policy if they want to achieve meaningful, lasting change.”



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Trade unions and Staff Associations need to ratchet up their inclusive approach and ensure that women are ever more present and have the capacity to become more involved in social dialogue and ultimately succeed in having a proportionate impact on human resources policy.

As a woman based in an EU Delegation, a cooperation advisor, a mother and a spouse, I am well aware of how modern, professional women need to juggle a myriad of responsibilities and how just one more commitment can be daunting.

At all levels, women need to become much more involved in staff policy if they want to achieve meaningful and lasting change.

We clearly need more women in management positions to ensure from the outset that our needs are fully embedded in human resources policies and translated into an appropriate management culture.

The European Commission established its own specific target to have at least 40% women in its senior and middle management teams by 2019. In February 2018 with the latest round of appointments it is ever more likely that this long overdue target will be met.

Similarly, the over-arching diversity and inclusion strategy that was launched in July 2017, aims to promoting a better workplace for all.

Clearly inclusion and specific measures for women are a priority for the Commission – we cannot afford to be gender blind if we truly wish to implement an attractive, dynamic and rewarding career perspective for both women and men.

USHU aims to internalize these positive steps and to encourage greater inclusiveness in staff representation.

At the next CLP HU elections, by end 2018, USHU will include more women on its list and we ask all staff in Delegations to seriously consider becoming a CLP HU candidate.

LOCAL AGENT WORKING CONDITIONS: WHAT IS IN IT FOR YOU?

“The text of the Conditions (of Employment of Local Staff) has been further improved.”



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<https://www.youtube.com/watch?v=WzpXSI5NRFU>

Revised draft decisions on the table

After the latest round of technical consultations held on 16 January, the text of the Conditions (of Employment of Local Staff) has been further improved (two other texts – on medical insurance and Provident Fund – have remained practically unchanged). **Maternity leave is extended to 20 weeks** as a minimum. A provision is added that allows for addressing the issue of wrong initial classifications. **Severance grant in the case of invalidity is increased** with no limit for work accidents and occupational disease. New provisions for dealing with harassment are introduced.

All this is certainly a step in right direction...

However, these changes are much less than what USHU requested for in a joint letter with other Trade Unions to the Administration ahead of the technical consultations. Consequently USHU has sent another joint note (on 9 March) to DG HR in which we request a political consultation on all three documents to cover fundamental issues that remain unsatisfactory.

This joint note reflects the TU aim to obtain still more improvements to the text, notably on the issues of post-retirement medical insurance and invalidity.

Whatever the outcome, the current draft proposal of the text is an undeniable improvement on the initial text, with major progress achieved at the administrative level after five rounds of detailed analysis and discussion in which no page was left unturned.

USHU can confirm that significant progress has been made and definite improvements obtained.

But, is it enough for you?

Will it have a positive impact for all?

Will it convince you to sign the new package and abandon your current Framework Rules and Special conditions of Employment?

Will it be a fair deal for our future colleagues?

At the same time **we in USHU are acutely aware of your individual concerns...**



First of all, many of your questions remain unanswered.

The reason behind this is that the documents are of a general nature and need to be applicable to over 140 delegations and consequently cannot address local specificities and even less so, individual problems.

Similarly the GIPs (General Implementing Provisions) that are needed to put the new conditions into practice, are not yet available – the content and detail of these GIPs will be vital to understand the country and individual impact (as ever, the devil is in the detail).

At this stage of the process, the AACC decisions/implementing rules are not yet known (it is not even clear who the AACC will be for each issue: HoD or Director at HQ). Furthermore, we do not know which of the decisions will be discussed with trade unions (or statutory representation – CCP and CLPHU), and whether staff will be simply informed or consulted, or it will be a combination of the two.

Much remains unclear!

And not only that – Trade Unions do not have any agreed timetable as to how the process will continue and when the 3-month period to opt for the new package will effectively begin!

For all the previous reasons and more, **USHU has repeatedly insisted on the need to have a full set of rules** (the three decisions + implementing rules/decisions) set **and agreed upon** - since only with that entire package in your hands will you be able to make a decision to sign or not.

OK, step by step, one may say – we need first to finalize all work on the three overarching decisions... but the other elements of the package are equally important and we need more clarity on the content and the timetable.

Many of you continue to ask **whether the new Decisions will have an impact on the annual Local Agent salary review.**

The quick answer is no given that the review exercise is governed by a separate document known as the Method which is not under discussion right now but should be discussed in 2019.

Finally, as prominent member of USHU and a Local Agent myself, I would like to **stress again that thanks to USHU efforts** and the support of like-minded Trade Unions, **we have been able to ensure that the new package is not imposed on Local Agents, that you have a choice.**

With that choice there also comes the responsibility to be fully informed and to take the right decision for you.

At the end of the day, your individual decision will be based on your individual preferences. That is of utmost importance!

But in order to be able to decide – you need to know all details... and on that point we then return to the issues mentioned above – the need to have all documents finalized and available for Local Agent colleagues so that we can all take the best possible individual decision

USHU will continue to push for quality and for choice!
Find out more in this USHU video:

<https://www.youtube.com/watch?v=WzpXSI5NRFU>



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