



**Does the Commission still believe  
in social dialogue?  
Does it really care about the working conditions  
of its officials and staff?**

**The bad example set by the current Commission to the  
Member States European citizens and its own staff**

In a play in three acts, **the Federation** presents to you the exemplary social dialogue that the Commission wishes to promote in our Member States and compares these fine principles with the very different way it is actually implemented within its own Institution.

In practice, the current Commission is exploiting the absence of staff from its offices because of the Covid crisis to force through, without any consultation of its staff, moves to unsuitable premises offering non-validated accommodation conditions (Flexidesking / Hot-desking).



**But what does the Ciano Affair (Act 1) have to do with us ?**

**or**

**How to relocate all of the staff into Open Plan offices  
using the "HotDesking" formula = another round of musical chairs ?**

Let us now return to "statutory" staff and consider the bleak prospects that could be ours, while our attention is diverted by the many messages and communications centred, in a pathetic tone, around the many twists and turns of the health crisis and the soap opera of the vaccination schedules.

**The Federation** recalls that DG HR launched an exercise in the summer of 2020, as discreet as it is dangerous, to define a "new human resources strategy" (always the grand statements...), with the

number of **buildings** eventually to be halved, **offices shared** or turned into an "open space", **car parks** eventually closed, etc...

**A full-scale upheaval of our career and working conditions is well and truly being planned under the radar.**

However, all these reforms and initiatives, under the guise of "**modernisation**" or "**greening**" or "**adapting to the living conditions of the host country**", are essentially a **cloak for the generalised savings that the Commission is proposing to make** at the expense of our working conditions, taking advantage of a context in which the Commission hopes that its staff, hard hit by the health crisis, is less vigilant and prepared for action.

More than ever, it is important to recall the obligations of our employer, the European Commission, which are reinforced by the duty of the European Institutions **to set an example** for their staff, and not use the health crisis as an excuse to ignore those obligations, quite the contrary.

They are first of all contained in **Directives 2001/23/EC and 2002/14/EC**, which aim to harmonise the laws of the Member States relating to the maintenance of workers' rights.

In particular, Directive 2002/14/EC defines precisely the essential notions of **staff representatives** (in the Commission, these are the trade unions and professional organisations), **information** (which involves the transmission of data to workers' representatives for examination) and **consultation** (exchanges of views and dialogue between employers and staff representatives).

The same directive also lays down the general principle that **information** and **consultation** are required on all decisions likely to lead to significant changes to the organisation of the workplace.

These obligations are also recalled in the framework agreement with the professional staff organisations (OSP), which specifies, particularly in Article 14, that the scope of **social dialogue** extends to all matters relating to personnel policy and the working conditions of civil servants and other staff.

Nor should we forget the provisions of the Charter of Fundamental Rights of the European Union, and in particular Articles 27 and 28 (in Chapter IV "Solidarity"). These articles further strengthen the **right to information and consultation** of staff (guarantee of timely information and consultation) and the **right to collective bargaining and actions**.

***Does this Commission consider these texts to be nothing more than yesterday's papers now blown away by the ill winds of COVID ?***

To understand how the Commission is breaking the rules it is so keen to impose on others but not on itself and to appreciate the serious consequences that will affect the working conditions of all staff in the post-Covid "new normal"...

**Read ACT 3 coming soon...**

**The Federation**

**You will never walk alone !**