



# UNION SYNDICALE FEDERALE

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## CONGRES DE DUBROVNIK - 1 au 3 mai 2015

### Resolution of Union Syndicale Federale concerning EU Delegations

A sound human resources policy is essential to ensure that the service provided by the EU institutions meets the highest standards of an independent and competent European civil service. This requires qualified, skilled and motivated staff to execute the work of the EU institutions, especially in EU Delegations where staff play a key role in presenting, explaining and implementing EU foreign policies. Accordingly, the EU must offer its staff career prospects they rightfully expect, and ensure the full compliance with the Charter of Fundamental Rights of the EU.

In light of the above, Union Syndicale Federale (USF) at its Congress in Dubrovnik adopts the following resolution to address the ongoing concern of more than 5,000 Commission and EEAS staff members serving in 139 EU Delegations outside the European Union, especially those in countries with difficult living conditions.

USF renews its commitment to support the staff posted in the EU Delegations with constructive proposals to mitigate the impact of the Reform of the Staff Regulations and its Annex X.

In line with these objectives, the USF Congress hereby adopts the following resolution :

1. USF deplores the lack of social dialogue with EU civil service Trade Unions regarding the 2014 reform of the Staff Regulations and its Annex X ;
2. USF deplores the ongoing austerity driven human resources policy which has significantly affected work-life balance and staff motivation, as acknowledged by the results of the 2014 Commission staff survey ;
3. USF invites the Commission to include Trade Unions and the 'Outside the EU' Local Section of the Central Staff Committee within the framework of the recently established Task Force on the Staff Survey to respond to the legitimate expectations and claims of staff and invites the EEAS to proceed in a similar way ;
4. USF invites the Commission and the EEAS to reflect on the current outsourcing policy in EU Delegations responsible for the management of financial aid to third countries. Rather than outsourcing to consultants core tasks (such as monitoring, evaluation, programming, identification and formulation) they could be carried out by the staff of the EU Delegations. Performing these tasks with EU in-house resources would be less costly for the EU budget. It would ensure the retention of highly qualified staff and maximise efficiency, effectiveness and synergies in the implementation of EU foreign policies.