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Under the sign of social regression

- The [draft proposal for amending the Staff Regulations](#) published by the Commission aims to achieve budget savings and to set an example for Member States to follow.

- The most drastic savings would be achieved by **cutting staff by 5%** in all institutions, even though the workload keeps on increasing.

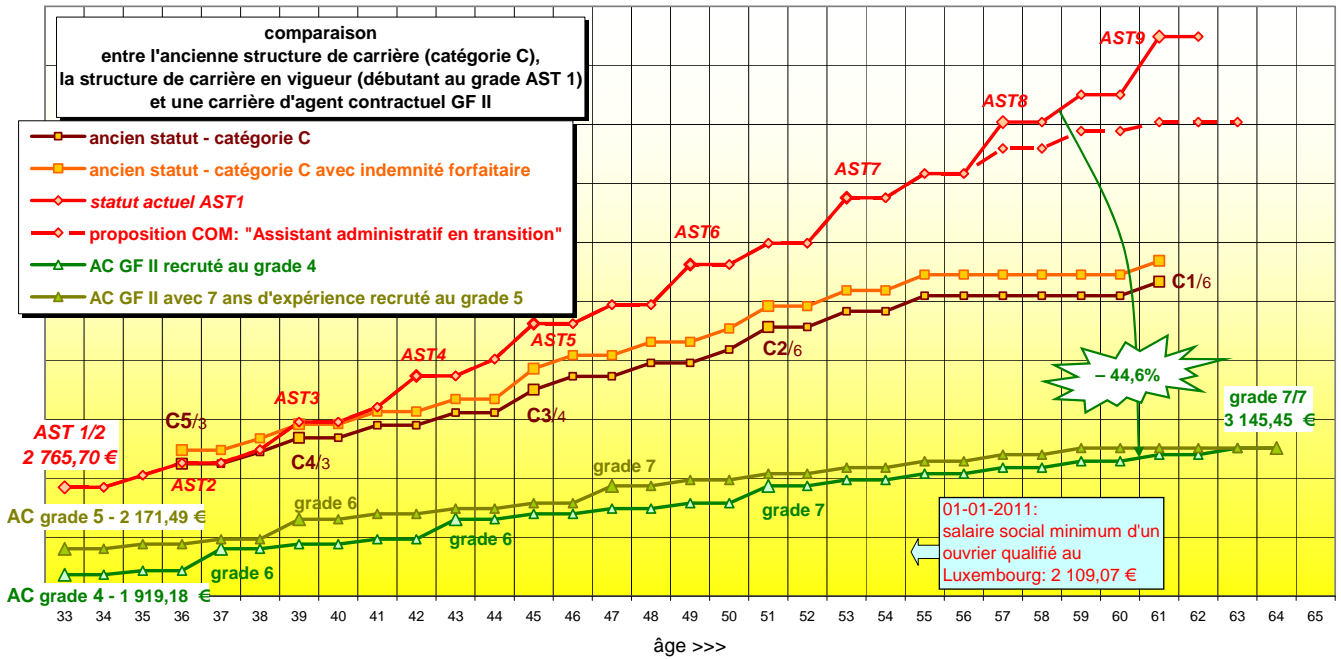
- Furthermore, as if a linear relation could be drawn between working hours and results, to make up for staff reduction, the Commission thinks it appropriate to **increase weekly working time to 40h**.
- Social progress goes along with reduction of working time: **less hours, more jobs!**
We now find ourselves at a turning point in history: the threat of starting to move backwards.

One more group of jobs for which officials are no longer to be recruited

- But social regression does not end there: only a few years after the 2004 Reform merged the old categories C and B into a **single AST function group**, the Commission now proposes bluntly to exclude secretarial and clerical tasks from the scope of the Staff Regulations.
- On the basis of the finding that Cs and Bs were performing largely similar tasks, they were merged under the 2004 StaffRegs, which required henceforth, for the recruitment either of AST1s or of AST3s, a level of post-secondary education.

Equivalence of careers

- Article 6 of the StaffRegs, as worded in 2004, enshrined the **principle of equivalence** between the old (pre-2004) and the new (post-2004) career structures.
- In the [Report](#) it submitted in March 2011, the Commission found that this principle was "clearly breached in the case of secretaries/ clerks": under the new system these would be earning (over their whole career) a lot more than under the old one.
- As a logical consequence, this distortion (see graph) called for corrective measures.



A career cheaper by 44.6%!

- However, in its proposal, the Commission went far beyond what was required by Article 6 and what the Council had requested. It gets rid of the problem of equivalence by proposing to stop recruiting secretaries / clerks as AST1 officials, and to hire contract staff in Function Group II instead.
- By the same blow, the Commission offers to its 3000 contract staff members (3a) the possibility of an open-ended contract. As EPSU-CJ had anticipated [in its flyer of 8 Feb 2011](#), the Commission thus kills two birds with one stone:
 - on the one hand, it finds a solution to its unbearable home-made social problem ; and
 - on the other hand, it generates a new source of savings, by cutting a whole slice of officials' jobs.
- EPSU-CJ calls on all colleagues to forestall the manoeuvre of the Commission, which hopes officials will react selfishly.
- Lowering conditions of employment for secretaries / clerks (which would affect mainly women) would make it impossible, for the Court of Justice in particular, to ensure high-standard, geographically-balanced and multilingual recruitment.
- Strengthen solidarity between generations! Strengthen the voice of the union which will negotiate for you! [Join EPSU!](#)