

To:

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*consegnato a mano/hand-delivered*
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- EFSA's Acting Executive Director, Dr. URL Bernhard  
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- EUI Secretary-General, Ambassador BARUCCO Armando,  
*consegnato a mano/hand-delivered*

Ispira, 9th July 2025

**Subject: Labor Union concerns regarding the Declining Attractiveness of Employment at EU Institutions, Agencies and related bodies in Italy**

Dear Director General, Directors

We are writing to you to express our concern for the increasing loss in attractiveness of employment within the EU institutions based in Italy. The conditions of employment are constantly deteriorating and our members, who are spread across all said institutions, are increasingly worried and unhappy.

Union Syndicale is contacting you as the “employers” of the staff of the EU institutions working in Italy as we believe that you could take action to defend the attractiveness of the sites you administer. The high relevance of the elements which have been negatively impacting these sites for years has prompted us to reach out to all the possible authorities in order to flag the staff’s discontent, hoping that you will not remain indifferent to this situation.

We would like to remind you of the following:

- Since 2009, the correction coefficient has reduced our salaries by 23% (see the table below, elaborated by the GTR - Groupe de Travail sur la Rémunération).
- Since 2018, the renewal of our “Tessere sanitarie – carte regionali dei servizi” (National Health & services card) is no longer guaranteed. Furthermore, no agreement has been reached with the Italian State to ensure full access to the SSN (National Health System) and to other services, not even to the EU staff members who are regularly resident in Italy.
- Objective difficulties remain, where this is even possible, in obtaining: stable contracts as opposed to temporary ones, career advancements, internal and interinstitutional mobility, an entry level or pension which fully respects prior experience, places for children in Type 1 European schools (of which there is only one in Italy).

The above are among the main factors negatively impacting staff members. Their discontent is increasingly tangible and widespread, thus rapidly leading to deterioration of the quality and efficiency of the working environment.

With reference to the correction coefficient mentioned in the first bullet point above, we would like to clarify that, whereas we are not challenging the principle and/or the validity of the calculation method, we believe that not all important aspects have been adequately taken into consideration. Some examples of such elements are: education allowance for a dependent child, healthcare costs, cost of transport in private cars (essential for staff in most of the Italian duty stations, e.g. in the small municipalities around the JRC in Ispira) and the energy efficiency in homes. These factors, if not taken into consideration in an appropriate manner, risk distorting the outcome thus leading to unequal treatment between staff based in different countries.

**Union Syndicale Fédérale Ispira**

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[USI Website](#)

We would therefore like to suggest reconsidering the choice of the indicators for family expenditure and the cost of living. The geographical areas used for collecting data should also be revised and should correspond to those in which the majority of staff members are living. We understand you are not directly responsible for these parameters, but we hope you could convey the message in the interest of the staff.

Lastly, it is also worth mentioning the overall feeling of uncertainty linked to the requests for reduction of expenditure (funds for maintaining both staff and structures/buildings) which will impact the next Multiannual Financial Framework (MFF).

To conclude, we would like to ask your availability for opening a dialogue between all affected parties. We would appreciate scheduling regular meetings which could foster an open and constructive dialogue, involving staff and their unions' representatives, in order to discuss these issues, which impact the attractiveness of all sites.

We launch this plea in order to devise a common strategy to defend what Union Syndicale considers essential namely, equal treatment of the staff of EU institutions irrespective of where they work and maintaining the quality of the working environment across all Italian duty stations. We trust in a prompt reaction on your side.

With kind regards,

Monica Ermolli, *USF Deputy Secretary-General, USF-Ispra President*

A blue ink signature, likely of Monica Ermolli, consisting of a stylized, cursive script.

Sarah Ilyse Bernstein, *US-IUE Florence President*

A blue ink signature, likely of Sarah Ilyse Bernstein, written in a cursive style.

Jose Manuel Galvin Arribas, *US-ETF Torino President*

A blue ink signature, likely of Jose Manuel Galvin Arribas, featuring a circular, scribbled design.

Flavio Forcina, *USF-Ispra Vice-President (REP-IT, Roma)*

A blue ink signature, likely of Flavio Forcina, written in a cursive style.

Chiara Macchi, *USF-Ispra Vice-President (EFSA, Parma)*

A blue ink signature, likely of Chiara Macchi, written in a cursive style.

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ANNO	Coefficiente	
2009	111,5	
2010	110,6	<b>-0,9</b>
2011	106,6	<b>-4</b>
2012	106,6	<b>0</b>
2013	106,6	<b>0</b>
2014	104,4	<b>-2,2</b>
2015	100,4	<b>-4</b>
2016	99,4	<b>-1</b>
2017	97,9	<b>-1,5</b>
2018	97,3	<b>-0,6</b>
2019	96,5	<b>-0,8</b>
2020	95,2	<b>-1,3</b>
2021	95	<b>-0,2</b>
2022	95,2	<b>+0.2</b>
2023	94,7	<b>-0,5</b>
2024	97,3	<b>+2,6</b>
2025	87,6	<b>-9,7</b>
<b>Totale in 15 anni</b>		<b>-23,9</b>