



# Resources Package

**for staff representative bodies of the  
European Commission**

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CSAIO 18 – Lyon, 12-13 October 2017



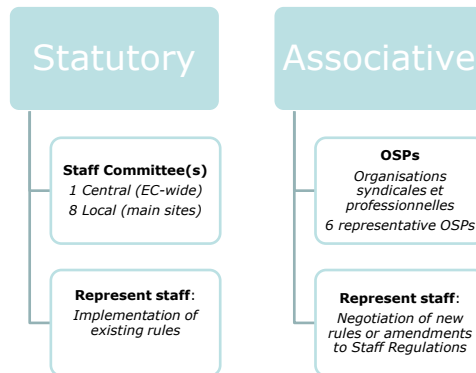
## Context & Content

**The European Commission employs 32 500  
staff in ~180 EU and non-EU locations**

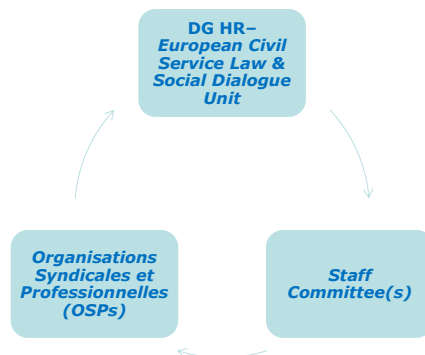
- Legal framework for staff representation activities and resources
- Social dialogue structure and partners
- Tangible and intangible resources



## Staff Representation - Structure



## Social dialogue - Structure & partners





## Legal Framework (2) – SR Resources

Agreement on relations between the European Commission and the Trade Unions and Staff Associations ("Framework Agreement")

- **Concertations, exercise of trade union rights, work stoppages, etc.**

Agreement between the European Commission and the representative trade union or professional organisations on the resources allocated to those organisations of 10 June 2011

- **Human and other resources for OSPs**

Commission decision on the human and financial resources allocated to the Staff Committee of the European Commission of 27.5.2011

- **Human and financial resources for SC**

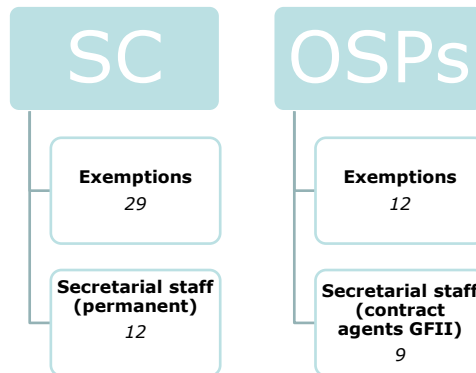


## Memorandum of understanding

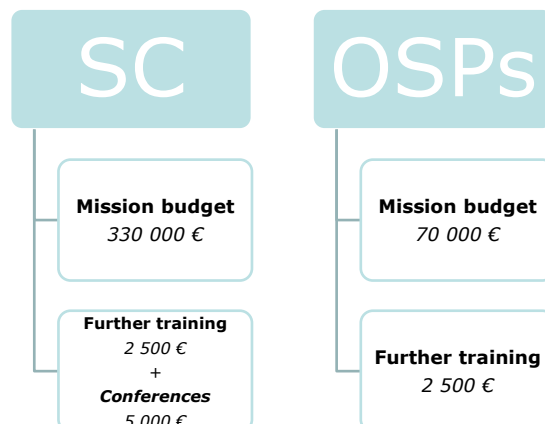
Protocole d'accord entre les Organisations syndicales ou professionnelles (OSP) et la DG HR concernant l'allocation des ressources allouées à la représentation du personnel – Exercice 2017

- **Distributes resources for staff representation bodies (statutory and associative) based on OSPs representativeness at central level**

## Human Resources



## Financial Resources





## **Exercise of trade union rights**

*Trade union premises* within EC buildings

*Office and computer equipment*

*Meetings* within EC buildings

*Sending e-mails to staff* via FMBs on corporate e-mail system

*Distribution of trade union documents* by central mail department

*Administration facilities* translation, print, etc (paying)

*Access to premises for OSP staff under private-law contracts*



## **Further intangible resources**

*Permission for absence from duties* for specific and well defined trade union activities

*Leave for trade union activities*

*Training leave for trade union purposes*

*Recognition of work done in the interest of the Institution*



## References

- 1) [European Charter of Fundamental Rights](#) (Art. 27 and 28)
- 2) [Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union](#) (Art. 9(3), 10b, 10c, 24b)