



# UNION SYNDICALE FEDERALE

des Services publics européens et internationaux

Avenue des Gaulois, 36 B-1040 Bruxelles

Tél. (32.2)733.98.00 - Fax (32.2)733.05.33 - e-mail: [usf@unionsyndicale.eu](mailto:usf@unionsyndicale.eu)

[www.unionsyndicale.eu](http://www.unionsyndicale.eu)

Brussels, 28 September 2022

## **NOTE TO THE ATTENTION OF MRS MONIQUE PARIAT DIRECTOR GENERAL HOME - MIGRATION AND HOME AFFAIRS**

Dear Mrs Pariat,

For quite some time, Union Syndicale Fédérale (USF), present in most of the European institutions and agencies, is contacted by members of the staff of the EUAA Agency serving in Malta and other sites, who complain about mismanagement, mainly of human resources, but also about alleged irregularities linked to the overall functioning of the Agency.

Recent articles published in the European press seem to corroborate concerns in these areas.

Additionally, according to the press, OLAF confirmed that it is currently evaluating the potential investigative interest of complaints received.

The Agency has already been the subject of an investigation in 2018 when the former Executive Director was released from his duties because he was accused of bullying and using 'psychological violence' as a management tool. A further investigation will definitely damage the Agency's reputation and would be a failure for the European Union in the management of a such a crucial and politically sensitive area as migration.

Following repeated complaints, I addressed personally, as USF's President mandated by the Federal Committee, a letter to EUAA's Executive Director, Mrs Nina Gregori, on 4 July 2022, raising our concerns and asking for an urgent meeting "in order to discuss the situation and find, together, the most appropriate ways to re-establish a climate of serenity and trust".

In her reply of 1st August 2022 to this letter, Mrs Grigori reassures that she takes very seriously these allegations, while claiming that this was the first occasion that such grievances were made known to her.

Although Mrs Gregori considers that social dialogue has been significantly strengthened since she took up office, all staff members who have reported incidents of mismanagement addressed USF in Brussels and avoided contact with the local staff representatives. Additionally, all these persons insisted on the fact that their identity should be kept confidential and not revealed, as they feared serious consequences.

USF considers that it is not normal for the personnel of an EU Agency to work under fear and be reluctant to talk even to colleagues.

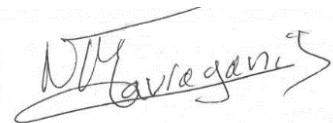
Under these circumstances, Mrs Gregori's wish to receive "more concrete information on the nature and origin of such claims before taking any further action" obviously could not be met and USF's offer to help removing all useless obstacles to EUAA's extremely meritorious work by promoting a working atmosphere of mutual trust, did not bring any results.

As I stated above, USF is extremely concerned by the working conditions at the EUAA, which are further accentuated by the fact that the personnel is located in various Member States. Several cases of burn-out and repeated sick leaves have been reported to us.

Although we do not have any reason to doubt about the Executive Director's good will, we would be grateful if you would ask your services to follow up closely the situation in EUAA, with a view to preserving its reputation and ensuring the well-being of its personnel.

USF is ready to collaborate to this and assist in re-establishing a healthy working environment.

Yours sincerely,



Nicolas Mavraganis  
President of Syndicale Fédérale

Cc : Ms JOHANSSON Ylva, Cabinet of Commissioner Ylva JOHANSSON - Home Affairs  
Ms INGESTAD Gertrud, Director-General HR - Human Resources and Security

Encl. : Exchange of letters of 04/07/2022 and 01/08/2022