



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

www.unionsyndicale.eu

Brussels, 07 October 2022

**Note to the attention of Mrs Doriane GIVORD-STRASSEL
Director of IAS.A - Audit in Commission, Executive Agencies,
EU Agencies and other autonomous bodies I**

Subject: contribution to the auditing of the European Union Agency for Asylum (EUAA)

Dear Mrs Givord-Strassel,

Union Syndicale Fédérale (USF) is a trade union present in most of the European institutions and agencies. We were informed about a recent IAS audit mission to the EUAA in Malta. As your Directorate is in charge of audits in Agencies, I take contact with you to draw your attention to the following.

In the last years, individual staff members and the local staff committee have often contacted USF in order to complain and raise concerns with regard to human resources management and ethics issues at EASO/EUAA.

As USF's President, I consider that it is my duty to forward to you all related documents in our possession, that would be useful to the IAS in the context of its current mission to the EUAA.

You will find enclosed an ethics report drafted in 2020 by EASO/EUAA staff committee, in order to bring to the attention of the Executive Director the staff's concerns and observations on published vacancies and selection panels. It seems that after this report any communication between the hierarchy and the staff committee stopped and a reply was addressed to the staff committee only in July 2021.

I also enclose a communication addressed by EASO/EUAA staff committee on the absence of a contract renewal policy in place. Some staff members perceive the absence of a clearly established policy in this area as a way to put pressure on the staff or to prevent any staff representation activity.


Members of EASO/EUAA staff have repeatedly reported to USF irregularities regarding the reclassification exercise and the way rules in this context are applied. More specifically, they point out the lack of transparency, absence of comparison of merits, potential conflicts of interest and serious shortcomings in information of concerned members of the staff about the work of the relevant committee.

With regard to staff representation, USF considers that some of the rules governing the election of the staff committee, established by decision of the Executive Director (enclosed) are arbitrary and do not allow for a genuine staff representation, as they exclude from being eligible certain categories of staff. In fact, these rules are not compatible with Articles 1 and 7 of Annex II of Staff Regulations.

Finally, I enclose a note addressed recently by USF to Mrs Pariat, Director-General for Migration and Home Affairs, which aimed at drawing her attention to the situation in EUAA and request her assistance to ensure the well-being of the personnel.

USF hopes that IAS audit mission will help to identify and remedy weaknesses in the field of management and ethics at EASO/EUAA and is ready to provide to your services any further assistance, in order to contribute to preserving the Agency's reputation and ensuring a fair and healthy working environment.

Yours sincerely,



Nicolas Mavraganis
President of Syndicale Fédérale

Annexes :

- Report to the EASO/EUAA HR Ethics Correspondent Prepared by EASO/EUAA Staff Committee (27/11/2020)
- Email of the EASO/EUAA Staff Committee to the Executive Director and its annexes (14/12/2020)
- Decision of the Executive Director No 056/2022 on the rules governing the election of the Staff Committee (02/03/2022)
- USF Note to the Mrs Monique Pariat, DG HOME and its annexes (28/09/2022)