

# USHU TARGETS 2025 AND BEYOND:

## Work-Life Balance

- Mitigating the risks of the institutions' plan to regionalise Delegations
- Introduction of a more objective and transparent method to calculate the living cost allowance (LCA)
- Guaranteeing a fair and realistic Housing Decision
- Extending telework to two days a week
- Introducing additional teleworking from abroad for staff in hardship countries / a staggered approach linked to the LCA
- EU DEL flexibility days for public holidays
- Introduction of a structured policy to ensure well-being and prevent burnout

## Contract Agents

- Increase the number of CAs who access posts of Officials under Internal Competitions
- Push for even higher quotas for the CA reclassification exercises
- Review the CA Mobility Exercise to ensure fair and transparent procedures, and better matching
- Increase opportunities for CAs' career development including access to Temporary Agent posts
- Introduce a certification scheme for contract agents to become administrators

## Local Agents

- New Regionalisation / recruitment policy of Admin: Ensure fair and transparent consultation process with the Staff Committees and Trade Unions
- Ensure that DEC on LA Working Conditions, LA Provident Fund and LA Medical are reviewed in 2025
- Ensure DEC on Teleworking for Local Agents is implemented in 2025 in line with the provisions available for other staff categories
- Prevention of and fight against harassment: Ensure victims get impartial treatment

## Officials

- Ensure that the regionalisation of EU Delegations remains realistic in terms of workload and designated responsibilities
- More transparent and accountable annual rotation exercises with feedback to colleagues
- Full application of promotion quotas for Officials
- Ensure adequate numbers of staffing in cooperation teams

14  
votes

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**United for a better workplace**

10th of March onwards

**#CLPHU2025ELECTIONS**

**Unity and Solidarity  
Outside the EU**