



# **JOIN USHU NOW BECOME A MEMBER IN 2025**



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WEBSITE:**

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

# 15 years at your service

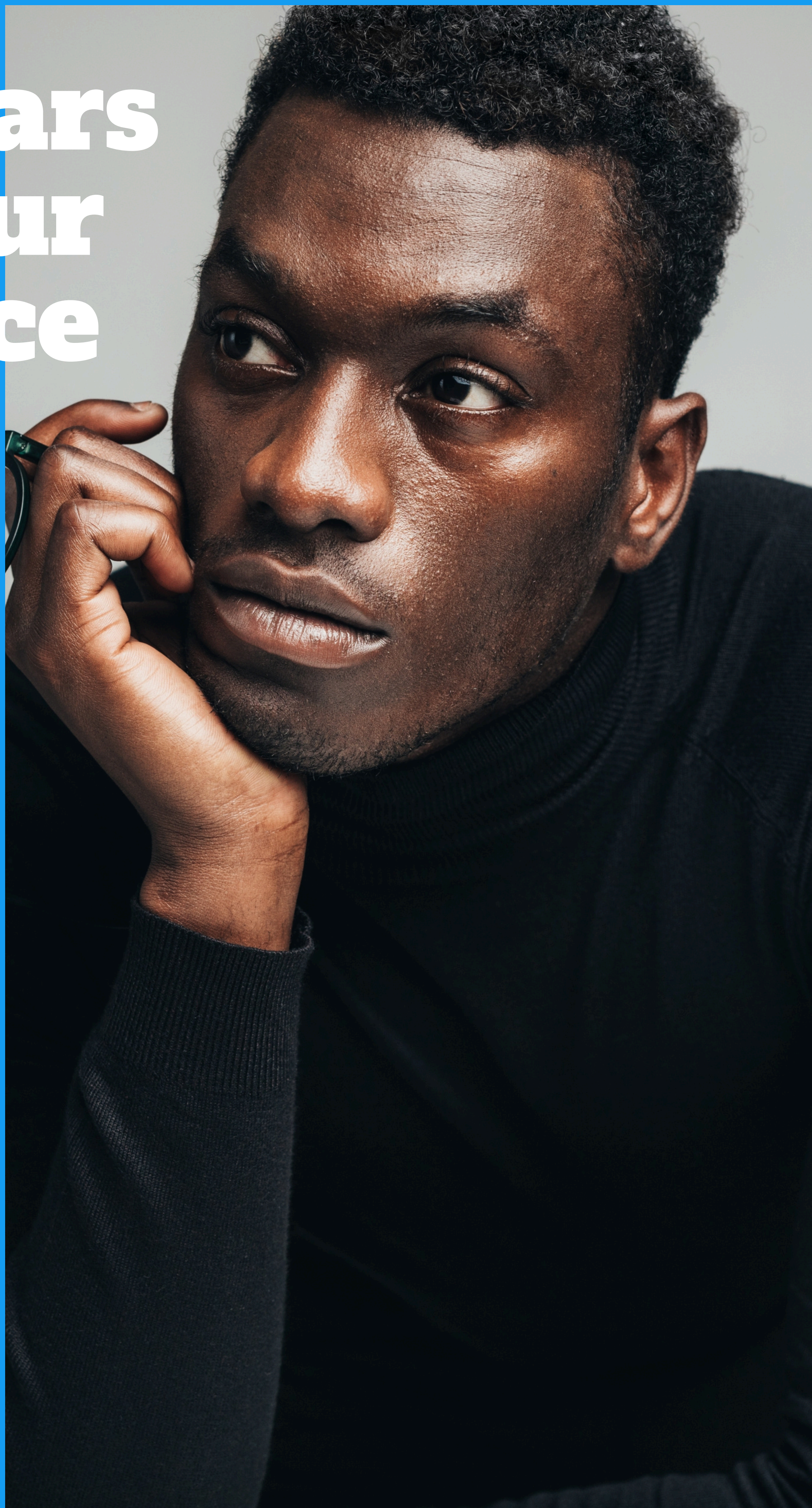
USHU was founded in 2008 to engage colleagues from EU Delegations in social dialogue.

USHU has been working for you for 15 years.

Our team is **competent, committed and available.**

Join us to make a difference.

**ushu.**



**Join us and become a member today!**

# Unité et Solidarité hors Union

We support and represent staff in External Relations based in EU Delegations and at HQ

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## WHY USHU?

USHU was set up back in 2008 to better represent the interests of all staff categories serving in European Union Delegations, regardless of their employer - European Commission or European External Action Service.

USHU is an effective staff association that conveys collective and individual concerns. We work closely with our union partner U4U in the framework of a Regroupement Syndical.

USHU occupies pole position as President of the CLP HU and has been influential on this staff committee since our creation. USHU is present in all key joint committees and working groups. USHU members are also elected as Delegation Staff Representatives (DSR) all over the globe. USHU has invaluable knowledge and experience and a network of contacts to help you!



## WORK-LIFE BALANCE

Work-life balance is a necessity and critical to the well-being of staff in EU DEL and elsewhere



- **Telework in EU Delegations**
  - **Administrative & medical leave**
  - **Optimising work conditions in hardship posts**
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- **More floaters to support DEL**
  - **Full and proper application of the flexitime regime**
  - **Ensure the right to disconnect**
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- **Greater career perspectives**
  - **Tackling work-related burnout**
  - **Preventing and addressing harassment at work**

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## YOU ARE NOT ALONE

Work in EU Delegations is not without problems, and we are doing all we can do to buffer some of the hardships colleagues are facing.

We assist individual directly on issues related to rights, contracts, harassment. Our proven experience within staff matters allows us to provide you with targeted advice and put you in contact with specialists if needed.

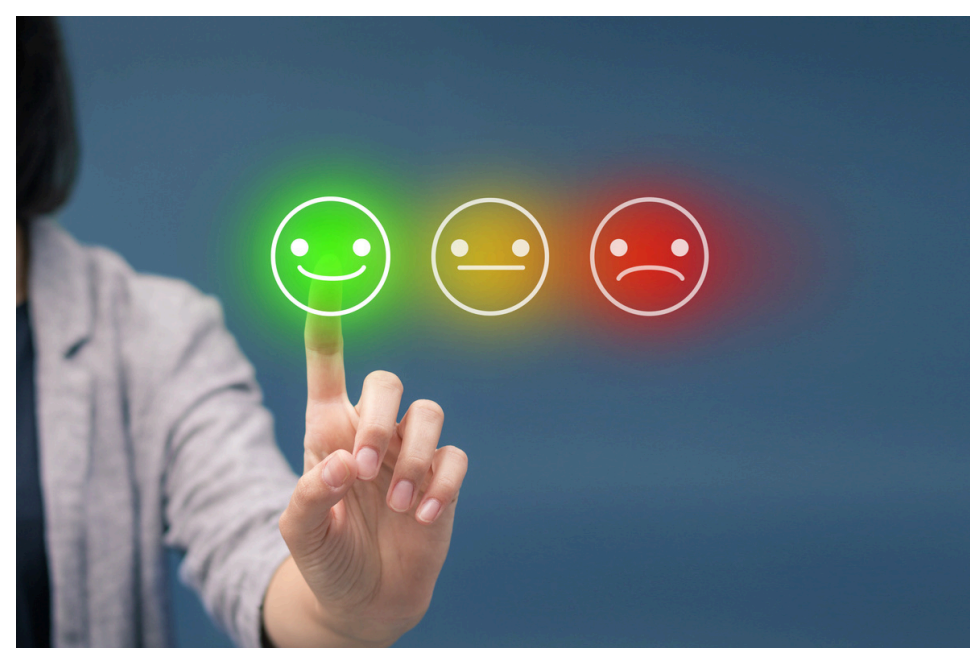
## YOUR INTERESTS, OUR BUSINESS

We prioritize issues through consultation with our members. We run surveys and make direct contact with our members for feedback.



## JOB SATISFACTION

Here are some of the issues we address on job satisfaction:



- Better training opportunities
- Improved workload distribution
- 360° evaluation
- Appraisals that matter

- Better follow up of protocol issues
- Special leave for medical purposes
- Ensuring adequate office space

- Avoiding multiplex offices
- Improved follow up of evacuations/ crises
- Induction of colleagues into new posts

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## LOCAL AGENTS

We have helped countless local agents over the years. The USHU Executive Bureau contains several Local Agents and we have a dedicated team that specialise in local agents' issues. There are a broad range of LA topics indicated on the right.

We invite you to become part of the conversation too. If you feel anything is missing, contact us via our website: [www.ushu.eu](http://www.ushu.eu)

- Revamped Provident Fund
- Better LA salary method
- Flexitime for Local Agents

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- Greater health insurance
  - Health coverage during retirement

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- Reclassification for local agents
  - Access to internal vacancies

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- Close monitoring of harassment cases

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## CONTRACT AGENTS

Contract agents are strongly represented by USHU in its Executive Bureau and many of our active members closely follow issues concerning this staff category. Have a look at some of the issues we have on our radar.

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- More access to Internal Competitions
- Better EPSO selection procedures

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- Joint mobility scheme between institutions
- More career development opportunities

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- Accelerated CA reclassification
- Equal treatment on allowances

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- Revision of the installation allowance regime

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## OFFICIALS

Officials serving mostly in management positions in EU Delegations play a critical role and need targeted support. Have a look at some of the issues concerning officials.

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- Improved access to management training
- More accountable rotation

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- Improved inter-institutional mobility
- Sufficient human resources at management level

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- Ensuring floaters in case of long-term sickness
- Improved certification for assistants

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- Providing more coaching opportunities

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## BECOME PART OF OUR TEAM

Aside our active follow up on individual cases, staff interests and addressing work conditions in EU Delegations, we are also an awesome team.

We welcome new members with open arms and look forward to any critical mind that will strengthen us:

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

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