



TOGETHER WITH THE CGT FOR CHANGE !

Civil servants, local employees, staff members with a Paris contract, technical assistants or temporary staff members, you all work at the central office or in the diplomatic, consular, cultural and cooperation network. On Thursday May 4th 2006, you will therefore be among the **19800 registered voters** entitled to name the union delegates who will represent you at the Ministerial Equal Representation Technical Committee (CTPM). This committee was formed out of the fusion of the old CTPM1 and CTPM2 in which the CGT had 4 seats (2 in each). The CGT supported this fusion while denouncing the lack of central CTPs. You will therefore have to choose the union which will be most able to persuade the administration to consider your claims. In our Ministry all staff members know that they can count on the know-how, the competence and the energy of the CGT representatives, the CGT being the largest union in the whole public service.

All about the CTPM and the CGT claims.

The CTPM, formed for a period of 3 years, works on the basis of equal participation, which means that it is attended by as many delegates of employees as of the administration, 20 elected delegates and 20 replacements on each side. It meets at least twice a year and deals with issues concerning employment, staff numbers, recruitment, training, classifications, salaries, the organisation and running of services, in France or overseas, working conditions, occupational health and safety, employee support.

The CGT claims new rights in the public service to enable the CTPs to become real decision-making bodies. Which means that, if rejected by a majority of staff delegates, any « formal advice » put forward by the administration would then have to be withdrawn or amended then put forward again.

At the moment, threatening to boycott a CTPM meeting is the only way to act efficiently as shown at the meetings of the 12th and 13th of December 2005 at the Ministry : we then obtained the withdrawal by the administration of a draft regulation aiming at suppressing the Equal Representation Ministerial and Local Advisory Commissions (CCPs) in the cultural and cooperation network. These commissions which are the only body for debate in cultural institutes and centres, should on the contrary be extended to the whole network as has always been claimed by the CGT.

Our main demands for the next three years will be the following :

Finances at the level of declared ambitions.

The CGT demands, as wished by the staff during the strike of the 1st of December 2003, that the single mission «Foreign Action of the State» be given staff numbers and financial means as high as publicized ambitions. Our budget (1,33% of the State budget) is in fact notoriously insufficient especially when one takes into account that salaries only amount to 20% of our financial means. It is therefore no surprise that each new reform at the Ministry should in fact hide a savings plan through staff reductions and reorganization of services. **The modernisation contract that was negotiated with the Ministry for the Budget and State Reform can therefore only be disquietening for staff members**, especially for those working at the DGCID and in the cultural and cooperation network. The creation of further Public Interest Groupings (GIP) like France Cooperation International or Edufrance, will result in structural savings which will unavoidably be followed by new job reductions adding to the already programmed reductions among civil servant, contractual or locally recruited staff.



Staff numbers at the level of the Ministry's missions.

For the CGT, the first thing is to end the infernal spiral of job reductions at the Ministry. In 2006 we have reached breaking point : due to lack of staff the amount of work has become unbearable and the services are on the edge of collapse. The CGT also demands a **stop to the subcontracting of Ministry missions**. In fact, recruiting staff by contract and out of ongoing credits often ends up being more expensive for the State, but it enables the administration to publicize a reduction in the number of public servants while keeping quiet about the real cost and the numbers of contracted personnel. Finally, after the budget reform (LOLF), on the 1st of January real staff numbers amounted to 21467 ETP (Full Time Equivalents) but the employment ceiling for the Ministry was fixed at 16720 ETP. The CGT therefore demands that the difference made up by 4747 locally recruited staff in the cultural network be integrated into that employment ceiling.

Salaries at the level of the cost of living in France and overseas.

For civil servants, the value of the salary index point has been decreasing constantly compared to the cost of living. That is why the CGT demands a raise of 5% of that index point in the public service. For **overseas staff** the criteria used for adjusting the Residency Allowance (IR) must be the subject of a debate between the central office, expatriate staff and the overseas mission in order to correct unjustified decreases. Moreover the disengagement of the administration in the rental market means considerable increases in accommodation costs for the staff. **For the locally recruited staff**, salaries must take into account the fall in purchasing power and be reappraised in each country according to the real evolution of the cost of living.

An emergency plan for contracted and local staff.

Concerning contracted staff, the CGT demands a real career plan for the new unlimited duration contract holders (CDI). Moreover, an integration plan taking into account the whole of their previous services must be put in place for the holders of CDIs ou CDDs (limited contracts) who wish it. Our union also demands the organisation of elections before the end of the first half of 2006 in order to put into effect the creation of an Equal Representation Advisory Commission for contracted staff in the Ministry. **For locally recruited staff**, regarding social protection, the CGT demands that all particular situations be settled globally and not case by case according to budgetary possibilities or the results of judicial disputes. Members of staff who occupy administrative functions must be covered by the French social protection, which includes guarantees in case of pregnancy, sickness, work related accidents, retirement and an allowance for loss of employment. Applications along that line have been presented to the Council of State by the CGT. We are waiting for the administrative judge's decision. Finally, the CGT initiated or supported the **mobilisations and strikes of local staff** who demanded their rights in **Moscow, Algiers, Lusaka, Tunis...** And in all these places they have gained social advantages.

Overseas the CGT defends a good quality consular public service and the maintenance of the French cultural, scientific and technical presence.

**On Thursday 4th May 2006,
Do not wait any longer but defend yourselves
VOTE FOR THE CGT !**