



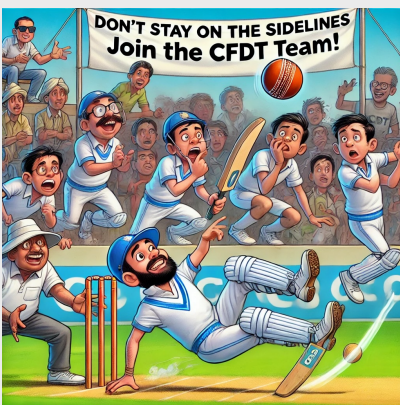
INDIA CFDT NEWSLETTER

COMMIT TO EVERYONE, ACT FOR ALL!

Summary

1. **New CFDT office in New Delhi**
2. **Call for applications!**
3. **Reminder: Monthly Information Hour**
4. **CFDT survey on management**
5. **Violences sexuelles et sexistes: tolérance zéro au sein du réseau**

Join us!



Editor-in-chief : Laurent Triponey
Editorial committee: Anne-Marie Biscot, Sonia Das, Patrick Marsaa-poey et Giselle Petrus-Ramesh.

1. La CFDT finally has an office in New Delhi !

Since the end of September, the CFDT Delhi section finally has an office to welcome colleagues who wish to meet their representatives in complete confidentiality. A big thank you to the new technical intendant of the embassy, Pascal Botrel, for his efficiency and friendliness!

2. Call for applications!

The CFDT Delhi section is recruiting 2 local staff members to sit on the Local Consultative Committee (CCL) of the post. Sitting on the CCL (twice a year) means defending local recruits. The CFDT is fighting for the CCL to be mandatorily consulted on issues of promotion, reclassification, merit, evaluation, recruitment, and dismissals. Consulted or systematically informed before the implementation of any measure, the CCL is essential for local staff, and the CFDT has fought to maintain its existence. **If you are interested, please contact Patrick (patrick.marsaa-poey@diplomatie.gouv.fr) or Laurent (laurent.triponey@diplomatie.gouv.fr)**

3. The Next Monthly Information Hour (HMI) in New Delhi Will Take Place in January 2025

The next CFDT **Monthly Information Hour will take place in January in the amphitheater of the embassy**. The goal is to inform and give the floor to colleagues so they can express their problems, expectations, etc. **Date and time to be announced soon! Come in large numbers!!**

4. CFDT survey on management

Over 700 of you participated in the major anonymous survey conducted this summer on managerial practices within the ministry. Thanks to your feedback, the CFDT has been able to provide a candid and uncompromising assessment of the reality of these practices. We invite you to review the detailed results of this survey [here](#). Among the issues that require special attention, we note:

- **Lack of information on social dialogue** : Two-thirds of the colleagues working in central administration indicate that they are never informed by their hierarchy about the meetings of social dialogue bodies. Furthermore, **one-third of colleagues abroad acknowledge that they never have the opportunity to express themselves through these bodies.**
- **Personnel management** : Nearly half of the agents report that their hierarchy takes **no account of temporary work overloads that may affect them.** This reveals a lack of consideration and a lack of responsiveness to the occasional needs of the teams.
- **Conflict resolution**: Even more alarming, 41% of colleagues believe that their superior refuses to resolve conflict situations, thus allowing tensions to worsen. Worse, nearly 20% of them judge that when they do intervene, managers adopt inappropriate behaviors that exacerbate the situation! **In summary, more than 60% of respondents consider their hierarchy incapable of effectively managing conflicts!**

5. Sexual and Gender-Based Violence: Zero Tolerance Within the Network

Les “journées du réseau” (October 9–10, 2024) provided an opportunity to update on feminist diplomacy and sexual and gender-based violence. The Ambassador's commitment was clearly visible, with his participation in the module "How to advance Feminist Diplomacy." This session served as a reminder of the existence of the Zero Tolerance Unit at the ministry, directly attached to the Secretary-General of the Ministry of Europe and Foreign Affairs. For reference, the unit can be contacted:

By email: tolerance.zero@diplomatie.gouv.fr

By whatsapp: +33 6 20 28 65 39

The latest activity report of the unit can be viewed here: <https://intranet.diplomatie.gouv.fr/spip.php?article118414>

In the face of harassment, you can of course approach a CFDT personnel representative who can listen to you, inform you, and advise you on your next steps.

Generally, the CFDT advocates for the outsourcing of the reporting and case handling system and suggests taking inspiration from other organizations such as the Ministry of Justice or Business France.