

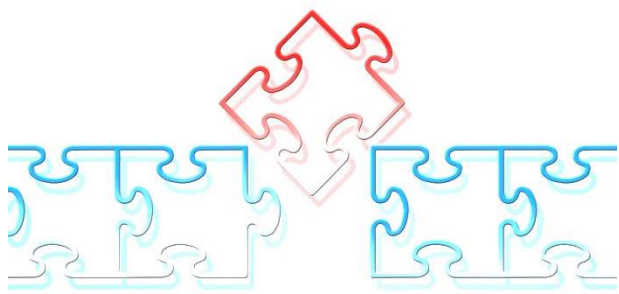
# Collectif des Contractuels

<http://collectifdescontractuels.eu>

## Debate on Commission's document “A new Commission Decision for Contract Staff”

8 September 2015  
12h30-14h00

Loi 80  
Grande Salle de Reunions



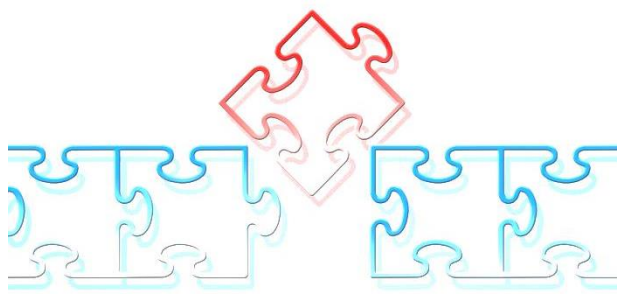
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## 6500 CONTRACT AGENTS AT THE EUROPEAN COMMISSION IN 2015

- CA=20% of COM staff
- Approx 1 300 CA employed every year
- **70% from BE, IT, FR, ES and RO**
- CA 3bis: 70% in DEVCO, PMO, OIB, COMM
- CA 3ter mainly in JRC, RTD, DEVCO, CNECT

- FG I = 840 (mainly men)
- **FG II = 2 493 (mainly women)**
- FG III = 1 182 (mainly men)
- FG IV = 2 000 (mainly women)



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## MAIN ISSUES LINKED TO MANAGEMENT OF CONTRACT AGENTS AT THE COMMISSION

- **Lack of sustainable HR policy and bad administration of public funds by the Commission:**

- ☒ **low performance** by demotivation of staff (*there are not the same rules for all CAs, there are no career perspectives*)

- ☒ **unemployment** as burden to society (*after 6 years, not depending on performance evaluation, with no options*)

- ☒ **precarity** extended to family members (*expat children remain outside school*)

- ☒ **wasted resources** (*expensive training becomes obsolete after 6 years, while inexperienced newcomers have to receive the same training, over and over again*)

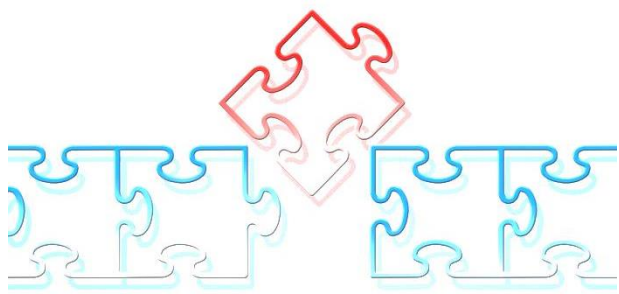
- **CAs are treated as support staff**, while in fact they replace more and more the permanent officials and temporary agents

- **No career planning** or career management, no performance evaluation

- **Long and expensive selection process**, with inconsistent rules, undermining the credibility and seriosity of Commission

- **Unexploited reserve lists**: many CAs wait for years on reserve lists for permanent officials or on reserve lists for CA superior grades, with no possibility to access the appropriate position. (Wasted resources!)

8 September 2015



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## 3bis and 3ter: for a fair access to job stability and professional development

**FG I 3bis** -> reclass->FGII 3ter->internal competition->AST1  
\*if failed reclassification exam-> it remains FG I (undetermined contract)

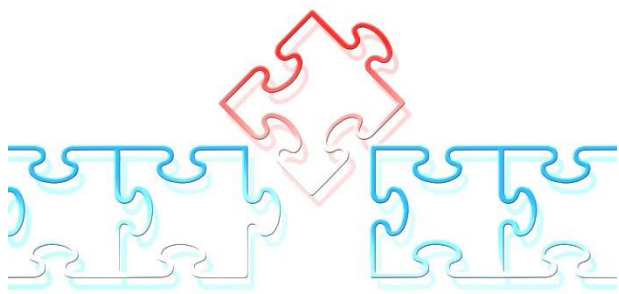
**FG II 3ter** -> reclass -> **FG IIIter** -> internal competition -> AST2 or AST3  
\*if failed reclassification exam, stays FG II (determined contract)

### **FG IV 3ter**

- no reclassification process
- limited internal competitions to get AD5

**HOW DO WE ENCOURAGE TALENT?!**

- **Chance to grow**  
(without high requirements for academic record)
- **Safe net: in case of exam failure, there is job stability**
- **Chance to grow**  
(with higher requirements for academic record, possibly while waiting for years on several reserve lists)
- **No safe net: mobility towards agencies can be an answer**
- **No chance to grow**
- **No safe net: mobility can be an answer, EPSO (passed marks) can be also an answer**



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**INTERNAL COMPETITIONS: CONTRACT AGENTS WORKING FOR THE COMMISSION**  
Specific procedures to be clarified by the Commission:

**FG I 3bis** \*Reclass FG II \*internal competition AST1 (to define procedures & conditions)

**FG II 3ter** \*Reclass FG III \* i.c. AST2 or AST 3 (to define procedures & conditions)

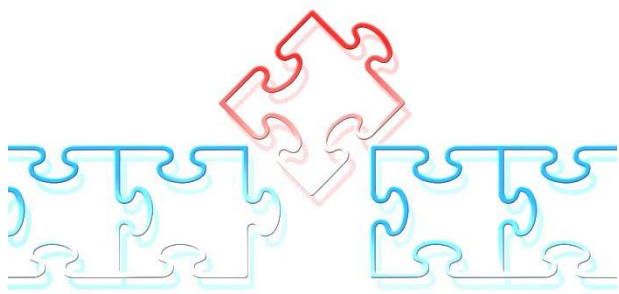
**FG III ter** \*Reclass FG IV \* i.c. AST3 or AD5 (to define procedures & conditions)

**FG IV 3ter** \* **No reclass!?** \* only i.c. AD5 (to define other privileges, to reach equity)

One fair possibility for FG IV 3ter is to use the EPSO scores (passed CBT tests) as "passport" for transition to permanent official position, in the presence of a PhD and / or minimum 5 years of experience within the EU institutions!

PROMOTE BRAINS!

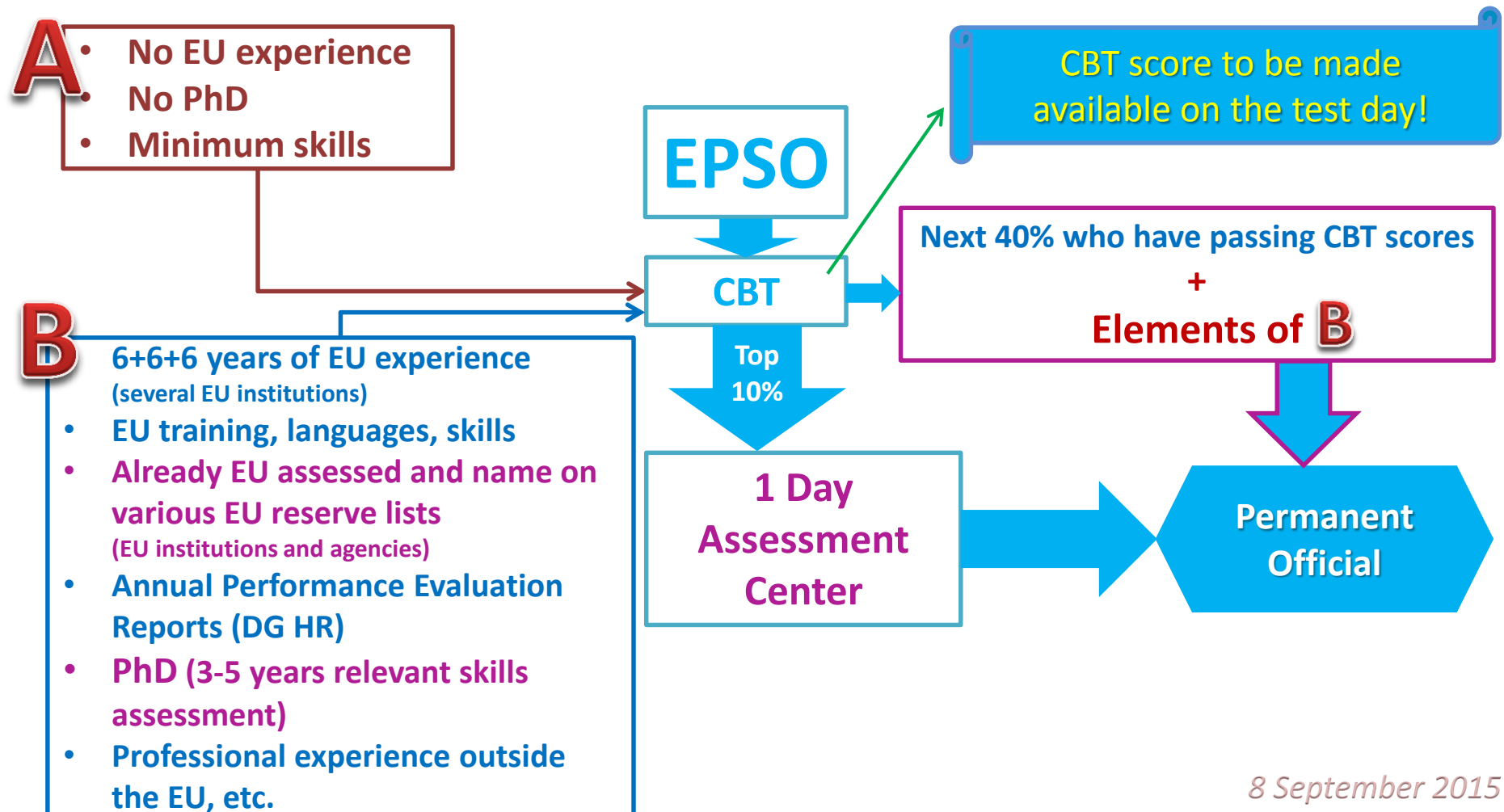
ENCOURAGE TALENT!

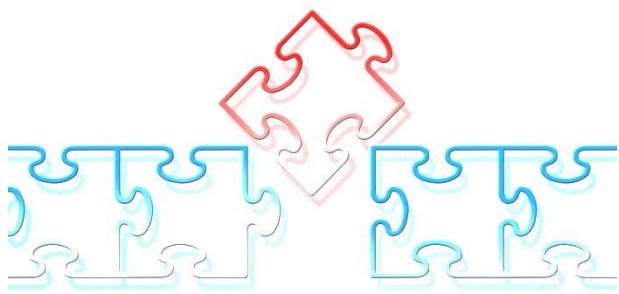


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## EPSO AS A MODERN SELECTION TOOL WITH WIDER APPLICATION





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## YES Mobility!

**\*intra-Commission \*Commission-agencies \*inter-institutional**

