

JPP NO!

Equal opportunities for all



TAO-AFI
President

NO to the JPP!

2017-2018-2019-2020... The saga goes on.

For more than three years now, **TAO-AFI** and thousands of colleagues at the European Commission have been saying a loud and clear "**NO**" to this programme, "**NO**" to this way of recruiting personnel;

An **internal competition**, like the one just published, only for just a few is blatantly unfair, demotivating and potentially highly damaging for the institution's good name;

This **internal competition** aims at concluding the so-called *Junior Professional Program (JPP)*, the last phase of a fast-track recruitment path reserved for temporary agents, most of whom are trainees from the JPP;

As we have stated consistently all this time, this parallel *hors norme* path runs counter to the principle of equal treatment as regards the rest of the personnel already working within the institution (AC I, II, III, AST, AST/SC). These categories are astonishingly completely excluded, creating the perception of a caste of privileged employees, not to mention the lack of

minimum guarantees for a transparent and fair selection procedure;

We recall that saying “**NO**” to this programme is a way to express our deep concern for the damage done to the reputation of our institution, which can only add fuel to the fire of ever-growing public scepticism about the EU and its institutions;

A recruitment programme drawn up with reference to youth and talent has to be open to all those meeting those criteria, to really select the best ones from all the suitable candidates on merit-based criteria;

Every modern administration needs to attract and to keep the best of all ages: talented, motivated people willing to commit and to deliver. It is a fact that our ever-growing ageing population needs, with an average age of 45, an investment in renewed energy to secure the continuity of the good work we deliver in the interest of the European Project we defend;

Errare humanum est, perseverare autem diabolicum. This programme is still just a pilot programme and was inherited from the previous College. Our current administration is currently undertaking a vast consultation of staff on the future shape and functioning of human resources at our institution. This is a unique opportunity for our administration to show by facts their vision. We therefore call upon our Commissioner Hahn and DG HR to have the wisdom, courage and political determination to revise the limitations of this competition and to show in their action how they conceive the Commission of the future.

[Link](#) to previous **TAO-AFI**'s communications on the JPP programme and [here](#) for further communications.

**Images taken from TAO-AFIs long-standing campaign against this JPP*



TAO-AFI, The Association of Independent Officials

Joseph II 70 street, 01/208 at 1049 Brussels Tel: 02/29 62589 – fax : 02/29 64325

Osp-Tao-Afi@ec.europa.eu

www.tao-afi.eu

