

# TAO-The Independents

## **CONTRACT AGENTS AT THE EUROPEAN COMMISSION** **12 POSITIVE MEASURES TO FULLY DEVELOP INTERNAL TALENT** **POTENTIAL AND ENSURE SOCIAL JUSTICE**

The highest political level of the European Commission must firmly reaffirm its formal commitment to an open career system based on transparency, equality, merit, and competence, and implement it through concrete, positive measures

<b>I. Employment Stability: obtaining and consolidating CDI Contracts (Contract of Indefinite duration)</b>	<b>1</b>
<b>II. Access to the Service Civil Status</b>	<b>2</b>
<b>III. Establishing a Career Path: Progression Within Function Groups</b>	<b>2</b>

## **I. Employment Stability: obtaining and consolidating CDI Contracts (Contract of Indefinite duration)**

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- 1. Access to Permanent Contracts CA 3a CEOS (“Conditions of Employment of Other Servants”) and keep it in case of change of function group, as well as access to Temporary Agent Positions (Art. 2a CEOS)**
  - o Possible redeployment of Contract Agents with permanent contracts within different directorates-generals (“mise à disposition”) e.g., from OIB to DG TRADE.
  - o In line with proposal No. 11 below.
- 2. Extension of the "7-Year Rule": imperative revision of the "anti-cumulation" Rule**
  - o The current 7-year limit, which is not included in the Staff Regulations, is detrimental to both the institution and its staff.
  - o We shall recall that 3a contracts must not be counted towards the maximum duration.
  - o A possible revision of the maximum duration is already foreseen in the HR strategy, TAO proposes to extend it to minimum up to 9 years.

**3. Provisional management of the institutions' operating requirements: (Art. 79.3 and 79.4 CEOS) and the drawing up of a public offer of employment at interinstitutional level**

- o Transparent communication and periodic analysis of evolving staffing needs across the institution.

**4. Continuous Training, Recognition, and Certification of Acquired Professional Experience to the staff**

- o Better recognition of actual work performed, particularly in cases of departure from the Commission.
- o The Commission should issue a certificate detailing tasks and responsibilities in line with labour market standards.

**5. Creation of an Inter-Institutional Public Job Offer and Functional Mobility Between Institutions via a Cooperation Agreement**

- o Signing of a cooperation agreement between the HR competent services of the Commission, the Council, and the Parliament to exchange information, profiles, and vacancies, ensuring smooth transitions and career continuity between institutions.
- o Inter-institutional public job offer open to all.
- o Establishment of an inter-institutional "headhunting" service.

## **II. Access to the Service Civil Status**

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**6. More Systematic Organization of Internal Competitions (minimum once every 2 years)**

- o Currently underutilized, this mechanism should be optimized to provide greater career opportunities.
- o A minimum frequency of every two years should be established.

**7. General Competitions Based on Qualifications and Exams (Art. 29 of the Staff Regulations and Annex III)**

- o Although legally possible, this option has never been utilized.
- o Given the legislator's intent to keep internal competitions exceptional, general competitions based on qualifications and/or exams could be organized to recognize the expertise and practical knowledge acquired by CA 3 a) and 3b) over the years.

## **III. Establishing a Career Path: Progression Within Function Groups**

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## **8. Classification Upon Entry and Contract Renewals**

- o Based on qualifications, professional experience, and labour market conditions (Art. 86.1 CA 3a) and 89.1 CA 3b).

## **9. Transition Between Function Groups ("FG Screening") in accordance with Art. 87.4 CEOS and Art 13 GIPs ("*general implementing provisions*" of the CA) from October 2017.**

## **10. Reclassification in Grade (Currently Limited to CA 3a), Art. 87.3 CEOS)**

- o Promotion rates and frequencies should align more closely with those of permanent officials.
- o Transitions to higher function groups should address existing career path limitations and ensure continuity, particularly for FG I (3 grades) and FG II (4 grades).
- o Revision of the rules governing contract agents (General Implementing Provisions, GIPs).

## **11. Calls for Expressions of Interest and Organization of Internal Selection Procedures**

- o This would provide career opportunities for the best performing contractual agents, to develop their careers, including transitions between CA 3a) and CA 3b) contracts.
- o A minimum frequency of every two years should be ensured.

## **12. Access for CA 3a) and 3b) to Temporary Agent Selection Procedures, and also to the "Junior Professionals" Program on equal footing**

- o This pathway would enhance career progression for high-performing CAs while also addressing the legal barrier preventing CAs Function group I from participating in internal competitions.
- o Reinforcing the fundamental principle of professional bridges between staff categories, in the institution's best interest, ensuring that top-performing CAs systematically receive such opportunities.