

YOUNG PROFESSIONALS PROGRAMM (YPP) "How to impose" guide by DG HR

Luxembourg, 21/06/2018

In 2017, DG HR invited the trade unions to a series of meetings in order to present its project to recruit a number of "Blue Book" trainees as contract staff to become then temporary agents, and ultimately giving them direct access to internal competitions in the Commission. The trade unions rejected unanimously this project.

In spring 2018, DG HR re-launched the file and invited the unions to two very short-notice information meetings on the basis of a revamped but "take it or leave it" project, as it was not put up for negotiation as would have suggested the framework agreements with the trade unions. Subsequently, DG HR presented its draft to the Joint Committee (COPAR), which comprises representatives of the Central Staff Committee and representatives of the Administration (mandated by the Commission services).

The staff representatives expressed clearly a unanimous position:

- Although the unions acknowledged that improvements were made compared to the first draft (just to mention the main improvement, the scheme was opened to a category of contract staff), the whole operation was conducted in such a way that we found ourselves in a position of 'fait accompli', without any genuine consultation.

The trade unions requested the following:

- ensure the opening of the scheme to 'young' AST officials and CAs from other function groups who had the necessary qualifications, as these categories of staff are too often recruited at a lower level compared to their credentials;
- allow for the participation of the Staff Representation at all stages of the selection process to ensure the transparency of the system and avoid the – critical – risk of nepotism.

FOR THESE REASONS, THE REPRESENTATIVES OF THE CENTRAL STAFF COMMITTEE IN COPAR HAVE ENTIRELY REJECTED THE PROJECT.

Despite this negative opinion, the next day, DG HR was clumsily publishing the call for expression of interest for the pilot exercise. The large number of colleagues who have contacted us proves that an overwhelming part of the staff joins the reluctance of the trade unions regarding this fast-track procedure.

Whereas a meeting between Mr. Oettinger and trade unions and statutory staff representation in the Commission is scheduled on 12 July 2018,

Whereas the recruitment policy requires several improvements in several areas:

- recruitment policy in the Commission dominated by obsolete EPSO procedure, with inadequate pre-selections tests;
- major geographical imbalances and issues related to the attractiveness for certain nationalities;
- gender imbalances;
- net increase in the age of recruitment, which is now more than 35 years, which does not allow for a complete career;
- particularly difficult recourse to the reserve lists of successful candidates for AST-SC competitions, supposed to allow for the recruitment of officials on secretary and clerical positions; most of the laureates are largely overqualified, some of them with up to two master degrees.
- the European institutions fall in the ranking of the best European employers (in the employers' barometer, the Institutions got to the 15th place out of 20, right before IKEA and far behind Google, Apple, Volkswagen and BMW).

Union Syndicale Fédérale considers that the recruitment policy should be reviewed as a whole and not by fragmentation.

Union Syndicale Fédérale rejects the procedure put in place with the Young Professional scheme as proposed by DG HR, as too exclusive, ignoring the qualified professionals already working in the Institution.

Furthermore, **Union Syndicale Fédérale** rejects this procedure for its opacity, recalling the doubts regarding the 'Blue Book selection procedure', which is already subject to an IDOC investigation. The proposed approach is an insult to the transparency, fairness and common sense.

It should also be noted that the use of 'Blue book' trainees is not available to all services and is limited to two places of employment of the Commission.

Union Syndicale Fédérale requests that:

- the Commission freezes the procedure launched without concertation with the trade unions
- Commissioner Oettinger adds this point for discussion on the agenda of the meeting scheduled with the staff representatives on 12 July 2018



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