



Contract agents 2004-2022, what next...

Luxembourg, 04/05/2022

On 30 March, all Trade Unions met with DG HR for an information meeting. This meeting established a detailed inventory of the various aspects of the careers of CA colleagues. The main conclusions of this meeting are:

- The reclassification quotas will remain the same this year as last year, for a slightly reduced population;
- DG HR has announced the publication of internal competitions open to CAs. A meeting to discuss the format of these competitions is foreseen;
- DG HR will also organize a meeting on "screening" (change of function group) with a view to guarantee an improved consistency in implementation;

During the meeting, **Union Syndicale Fédérale Luxembourg** requested the opening of negotiations in order to discuss the measures to be implemented to meet the expectations of ALL our CA colleagues, irrespective of the type of their contract or their assignment in a DG, a Delegation, an Office or an Agency.

Union Syndicale Fédérale Luxembourg intends to continue to insist on a genuine career development policy for all CAs including clear and transparent procedures. DG HR confirmed their commitment to continuing discussions on all policies related to CA.

Here are the key elements presented by **Union Syndicale Fédérale Luxembourg** which we will continue to defend:

- A clarification and harmonisation of "screening" giving access to higher function groups (Art.13 of the DGE) for FGs I, II and III;
- The organisation of regular internal competitions with strict respect for the percentage provided for in the Staff Regulations
- The organisation of regular internal competitions open to CAs from the Commission (including non-EU delegations) but also from Executive Agencies, with guaranteed recruitment of successful candidates;
- The establishment of clear and established procedures for the selection of Temporary Agents, especially for CA colleagues from Agencies and Delegations
- The establishment of a true job market for Contract Agents (CA job market) which is accessible to all CA colleagues, to allow colleagues who have reached the limit of 6 years in the Commission's DGs to offer their acquired skills to other Institutions, with a maintenance of acquired rights in the event of acquiring an open-ended contract, Mobility procedure (Art.14);
- Recognition of the fact that the high workload in the Executive Agencies comes from the delegation given by the parent DGs, and is not in coherence with the resources. The search for operational solutions tending towards an alignment of the resources of the Executive Agencies with the services of the Commission.
- In terms of social dialogue - ensure the provision of resources in particular (with the agreement of the AIPNs of the Executive Agencies)
- Increase the reclassification rates for CA 3 bis;
- Organise open competitions for the recruitment of AST/SC which will would give the opportunity to current CA to become Officials, with guaranteed recruitment of successful candidates
- Guarantee job stability (CA permanent contracts) in the reality of the recurring "reorganisations" of tasks and responsibilities and future restructuring.

A lot has already been done in recent years, (the development of the GIP and the implementation of some of its points), but much remains to be done to meet the expectations of CA colleagues and to reduce the precariousness of their employment

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