

CONTRACT AGENTS

12 POSITIVES MEASURES TO FULLY DEVELOP INTERNAL TALENT POTENTIAL AND ENSURE SOCIAL JUSTICE

1 ACCESS TO PERMANENT CONTRACTS AND TEMPORARY AGENT POSITIONS | ARTICLE 2A CEOS

- Possible redeployment of CA with permanent contracts within different directorates-generals ("*mise à disposition*") e.g., from OIB to DG TRADE.
- In line with proposal No. 11 below.

2 IMPERATIVE REVISION OF THE "7-YEAR RULE" | ANTI-CUMULATION RULE

- The 7-year limit, absent from Staff Regulations, is detrimental to both the institution and its staff.
- Recall that 3a contracts must not be counted towards the maximum duration.
- A revision of the maximum duration is foreseen in the HR strategy; TAO proposes to extend it to at least 9 years.

5 CREATION OF AN INTER-INSTITUTIONAL PUBLIC JOB OFFER AND FUNCTIONAL MOBILITY VIA A COOPERATION AGREEMENT

- 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.
- Inter-institutional public job offer open to all.
- Establishment of an inter-institutional "headhunting" service.

EMPLOYMENT STABILITY: OBTAINING AND CONSOLIDATING CDI CONTRACTS




3 MANAGEMENT OF THE OPERATING REQUIREMENTS | ART. 79.3 AND 79.4 CEOS

- Drawing up of a public offer of employment at interinstitutional level
- Transparent communication and periodic analysis of evolving staffing needs across the institution.

4 CONTINUOUS TRAINING, RECOGNITION, AND CERTIFICATION OF ACQUIRED PROFESSIONAL EXPERIENCE

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

ACCESS TO THE CIVIL SERVICE STATUS



6 MORE SYSTEMATIC ORGANIZATION OF INTERNAL COMPETITIONS

- Underutilized, this mechanism should be optimized to provide greater career opportunities.
- Should occur at least every two years.

7 GENERAL COMPETITIONS BASED ON QUALIFICATIONS AND EXAMS | ART. 29 OF THE STAFF REGULATIONS & ANNEX III

- Legally possible, this option has never been utilized.
- 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 3a) and 3b)

8 CLASSIFICATION UPON ENTRY AND CONTRACT RENEWALS | ART. 86.1 CA 3A & 89.1 CA 3B

- Based on qualifications, professional experience, and labour market conditions

11 CALLS FOR EXPRESSIONS OF INTEREST AND ORGANIZATION OF INTERNAL SELECTION PROCEDURES

- This would offer top-performing contract agents career opportunities, including transitions between CA 3a) and CA 3b)
- Should occur at least every two years

9 TRANSITION BETWEEN FUNCTION GROUPS ("FG SCREENING") | ART. 87.4 CEOS & ART.13 GIPS

- In accordance with Art. 87.4 CEOS and Art 13 GIPs ("general implementing provisions" of the CA) from October 2017.

12 EQUAL ACCESS TO TEMPORARY AGENT SELECTION & JUNIOR PROGRAM

- This pathway boosts career progression for high-performing CAs and removes legal barriers preventing FG I CAs from joining internal competitions. Reinforcing professional bridges between staff categories to ensure top-performing CAs receive growth opportunities.

10 RECLASSIFICATION IN GRADE | ART. 87.3 CEOS

- Promotion rates and frequencies should align more closely with those of permanent officials 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) Revision of the rules governing contract agents (GIPs)

ESTABLISHING A CAREER PATH

