



European Civil Service **FEDERATION** de la Fonction Publique Européenne



A new strategy for DG HR?
Don't let the "Strategists" have a free hand!
Vote for the FEDERATION

At a time when proposals for conferences on well-being, isolation, burn out, the effects of COVID, open-plan offices etc. are multiplying, the Federation would like to draw your attention to the "new strategy" that DG HR is concocting for us and share with you our analysis of the main elements of this strategy.

It deserves our full attention. Let us be the judge.

#career #advancement

The 'Strategy' remains extremely silent on the essential notion of the European Civil Service and everyone's aspirations to develop their careers. Similarly, it is difficult to find the slightest reference to open competitions as the main method of recruitment, and in particular to the Staff Regulations.

On the contrary, the aim is to increase job insecurity through the massive use of temporary agents of limited duration at all levels and even at the very highest. The Commission's management would thus eventually become a composite group largely made up of arbitrary recruits, with a declining proportion of managers promoted from within. This does not bode well for general harmony at work.

The increased use of temporary staff will naturally complicate prospects for career advancement for all, and create the risk of a dilution of the meaning of the European Civil Service and obviously of its independence.

#recruitment #competition

The principle of open competitions as the route to entry to the European Civil Service could thus be set aside in favour of other modes of recruitment favouring cronyism or the influence of Member States, with all the risk of arbitrariness that this implies.

This proposal for an opaque method of recruitment, with no publication of vacancies or guarantee of fairness, will call into question the equal treatment of all, and in particular of the staff already in place, officials and CAs, who could have aspired to higher positions.

These haphazard recruitments will also undermine the image that the Commission wishes to promote of itself: that of a permanent, independent and competent civil service.

#welfare vs #savings

The new "HR Strategy" constantly refers to concepts such as "greening", "flexibility", "agility", "well-being", and so many other fashionable expressions which are not in themselves sufficient to reassure us of the Commission's intentions, since these slogans often translate into a pure and simple reduction in staff costs, or even a transfer of real costs (office space, heating, etc.) to each and every one of our colleagues.

This strategy, which sets out vague guidelines in all directions, is in reality nothing more than a toolbox for reshaping the European civil service in any direction at anyone's whim, owing to the absence of a political vision of what the institution should be.

The step by step implementation of the various components of this "strategy" will affect us all: the future of ASTs and ASTs/SCs, of officials and CAs and also the unknown numbers TAs who are soon to be recruited and subsequently moved to permanent contracts...

This is where the unions have their role to play!

This "strategy" is supposed to be implemented over a few years. The Federation will request that it be carried out under the control of DG HR, which should play a central role in the implementation of all its elements. Indeed, it is essential to provide a framework for any decentralisation to Directorates-General and Agencies in order to avoid unacceptable disparities in treatment between colleagues depending on where they are assigned.

The Federation will of course keep you informed about all of the details if and when this proposed "strategy" is ever implemented.

The Federation intends to remain an attentive and constructive interlocutor of DG HR at all stages of the discussions which it has foreseen on the implementation or development of the "strategy". It will do so with the realistic approach that has always characterised its actions since its creation more than sixty years ago.

Don't allow the Administration make decisions affecting you without effective checks and balances, help us to help you.

[Vote](#) for the Federation FFPE !

