



Brussels, 3 July 2020

**Note for the attention of Director General Gertrud INGESTAD
DG Human Resources and Security**

Subject: Contract Agents' and Assistants' access to internal competitions

Dear Ms. Ingestad,

Contract Agents (CA) and Assistants (AST) staff are not being included in the ongoing COM/AD/01/20 (AD5) internal competitions (IC) and this is causing major frustration among these groups of staff.

Generation 2004 is aware of the limit to the number of CAs that may change their function group to AD through ICs, which is set to 5% of the number of officials recruited in the previous year. We propose that the Commission pushes to remove or substantially increase this limit whenever the Staff Regulations (SR) are reviewed.

Generation 2004 also calls for an immediate and urgent review of the use of the aforementioned quota in order to better harvest the potential and experience of this staff category, an action that would not need a review of the SRs. Another such action, with potential to partially address CAs' concerns would be to ensure that any future internal competitions will foresee the same pre-selection procedures for all applicants. This was not the case in the December 2018 batch of internal competitions.

Regarding ASTs, Generation 2004 considers invalid the argument often raised by the previous HR hierarchy that ASTs are excluded from internal competitions because they have access to the certification procedure. The two procedures differ significantly in their objectives and in terms of career advancement and can therefore not substitute but only complement each other.

Generation 2004 would like to point out that such treatment of the AST function group violates the principle of equal treatment as set out in Article 29 1d) of the Staff Regulations. Especially colleagues in grade 4 and above have suffered from a factual disadvantage in terms of career advancement through internal competitions.

Generation 2004 requests that DG HR puts an end to the long lasting problems presented above and addresses the legitimate expectations of CA's and AST's regarding Internal Competitions. As usual, we also offer our availability to provide constructive input and suggestions in this area within the social dialogue framework.

Thank you in advance for your attention.

Your sincerely,

A handwritten signature in black ink, appearing to read 'Łukasz Wardyn', with a long horizontal flourish extending to the right.

Łukasz WARDYN

Chair of Generation 2004

CC: C. Levasseur, E. Sakkers, L. Duluc