



Brussels, 26 November 2021

Note for the attention of Commissioner Johannes Hahn

Subject: Opening internal competitions to all potentially eligible candidate in all staff categories

Generation 2004 is closely following the issue of recruitment and competitions, especially in the framework of the New HR Strategy. We welcome in particular the statement contained in the short communication on the New HR Strategy of 3 September 2021: **“Internal competitions will be organised regularly** on a wider range of grades to retain internal talent and offer faster career prospects. The Commission will publish a schedule of regular internal competitions up to 2024. These competitions have already been redesigned to select the best candidates while ensuring a fast, flexible and efficient process and are an inspiration for redesigning external competitions. This will provide clearer **career perspectives for staff** and enable the Commission to make best use of existing talent, skills and experience.”

However, Generation 2004 noted that another Internal Competition has just been announced which is exclusively open for Temporary Agents (TAs). Generation 2004 believes this is a missed opportunity to start putting into practice the principles stated above, that would enhance fairness and give equal career opportunities to many colleagues in the CA, AST, and AST/SC categories.

Additionally, we noticed that this internal competition - differently from previous ones¹ and from the usual requirements in external competitions - does not require candidates to pass a computer-based test (CBT) on verbal, numerical and abstract reasoning.

Generation 2004 stresses the importance of offering equal career opportunities to all staff and reiterates its long-standing demand that internal competitions be open to all potentially eligible candidates, which could meet the criteria in terms of educations and experience. This would include in this case also CAs, officials in the AST and AST/SC categories, and TAs in the AST and AST/SC categories.

¹ E.g. COM/AD/01/20 (AD5)

Generation 2004 deeply regrets that the principles that should shape the New HR Strategy are not yet reflected in the Commission's recruitment and talent retention strategy. We demand that the request for fairness and equal opportunities in HR matters coming from a large part of Commission staff is finally listened to, and that any internal competition be from now on open to all potentially eligible candidates.

Kind regards,

Łukasz WARDYN

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

Chair of Generation 2004

CC: Ms Gertrud INGESTAD, Director-General for Human Resources; Mr Ewoud SAKKERS, Head of HR E.1