



FAIR AND EQUAL TREATMENT FOR ALL

U4U stands for more transparency in staff management at the EP

With a total staff of 5723 spread over three sites, 13 Directorates General, 309 units and 9 different job families, the EP General Secretariat is a large and complex organisation. As a large and complex organisation, it still needs to guarantee everybody that staff management is transparent and fair. This is all the more important that, from the outside, the EP is seen as the European institution which embodies European democracy in a context where Europe is often equated with non-accountable bureaucracy.

Nevertheless, there is a large feeling of unease among many colleagues at the EP because of the lack of transparency regarding recruitments, careers and appointments to management positions. Although rules regarding publication and transparency exist, there are concerns that these rules are too often only formally respected while decisions have already been made. As the EP published 447 job vacancies in 2015 which attracted 3250 applicants, it is important that the staff trusts that all these vacancies are filled in a genuine manner after a fair comparison of all merits of candidates rather than through local or political arrangements foreign to the fair examination of talents. This is also very important because the EP hosts a large variety of different situations between officials, temporary agents on temporary positions or on permanent positions, contractual agents 3 bis and 3 ter.

It is telling that the number of EP colleagues asking for career guidance (under the SCOP or the RELOP arrangements) has soared since 2013. Last year nearly 350 colleagues (6% of all Secretariat General staff) asked for career guidance, a very large majority of them being women. This shows that there is a growing gap between expectations and the reality of career prospects at the EP.

U4U stands for more transparency, in particular:

- *on the adoption of rules and the decisions taken which affect our professional /private life*
- *in the processes for appointments of staff to management positions*
- *in the processes for hiring contract and temporary staff, ensuring that all vacancies are duly published*
- *on the decisions affecting promotion and mobility*
- *in the allocation of places in the crèches*
- *in the workings of the Staff Committee.*

U4U LIST 5 wants more transparency for the EP staff!

Support U4U List 5 !

