

A NEW HUMAN RESOURCES STRATEGY FOR THE EUROPEAN COMMISSION

5 April 2022

Attractiveness

An attractive workplace

A trust-based, inclusive and respectful workplace in line with European values

A flexible workplace

A green workplace

Ensuring staff well-being and satisfaction

Lifelong practical support and guidance for newcomers, staff and their families and pensioners

New fit@work programme for physical and mental well-being of staff



Flexible careers & mobility

Boosting career prospects for all staff

Increased use of project groups and task forces

Promoting regular internal and external mobility

Improved learning and training opportunities

Performance management

Identifying talent early

Trust- and results-based management

Selection & Recruitment

Faster and agile selection and recruitment

Revisiting and speeding up internal and external competitions

Strengthening the internal talent pipeline

Increased mobility for new recruits

Balanced, diverse and flexible composition of staff

Promoting diverse recruitment

Full gender equality at all levels of management

Strengthening geographical balance of all staff

Flexible response to evolving needs through recruitment

Junior Professionals Programme

HR Processes

Supporting the change towards staff-focused, transparent and efficient HR services

Simpler, faster, digital and user-friendly processes