



## AST

With a population of over 2,600 colleagues, the AST group is the largest of its kind in the European Parliament, representing **more than 52%** of civil servants and **over 42%** of all workers. It is a vital workforce within the institution. Qualified, skilled and experienced, AST colleagues have been hit hard by the latest reform.

Most colleagues have seen their careers limited in AST9. Many have already reached this level but must remain for several more years in Parliament, without any real prospect of career advancement or promotion.

Parliament has relied only to a very limited extent on the possibility offered by the Staff Regulations of appointing senior assistants to grades **AST10 and AST11**, and these possibilities are used in a sparing and unclear way.

The possibilities of certification are not in keeping with the percentages of AD civil servants (5%) appointed as stipulated in the Staff Regulations, as the selection only takes on the minimum number of candidates, not all of whom are successful. The selection procedure is unclear. Once qualified, few colleagues are offered an AD post, and in recent years the actual number of AD qualified candidates has been lower than the percentage fixed by the Staff Regulations.

Internal mobility must be increased and encouraged at an interinstitutional level.

The introduction of a new AST/SC career and the recruitment of contractual agents (for financial reasons) reduce the professional scope of the ASTs. This weakens the AST category, which then finds itself in competition with this staff.

### **U4U LIST 5 seeks a social dialogue on the future of AST colleagues in the European Parliament, and particularly:**

- A career definition for the 2,600 AST colleagues;
- Promotion of mobility on a voluntary and interinstitutional basis;
- Respect for the percentages of accredited candidates stipulated in the Staff Regulations and for a transparent certification process, as well as the timely promotion of successful candidates to AD;
- Use of the created senior assistant posts and the transparency of candidacy procedures;

***If you want to support these measures, vote U4U List 5!***

