



PETITION

EUROPEAN COMMISSION
AST/SC GROUP OF OFFICIALS
TO COMMISSIONER HAHN

The Association of Independent Officials

European Commission

Brussels, October 2020

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LETTER TO COMMISSIONER J. HAHN

Mr Johannes Hahn

Commissioner in charge of Budget and Administration

On behalf of TAO-AFI, the Association of Independent Officials, I have the honor to send you a petition from our colleagues working in the AST-SEC function group in the European Commission.

More than 70% of all civil servants in this category of personnel signed this petition addressed to you, which was preceded by an EU SURVEY among the same personnel and with the same widespread participation. This petition reflects the results of the survey.

You will find a clear, updated and specific snapshot of this category, which is formed of highly qualified and committed staff. Additionally, it helps understanding what their main expectations and concerns are.

We wish that the present message be heard in light of the experience acquired since the creation of this group, and in the current context of revision of the human resources strategy. Therefore, we expect that measures will be taken to meet the legitimate expectations of this group of colleagues, which as you know is essential for the optimal functioning of our institution. We will contact your cabinet and the director general of DG HR Mrs Ingestad, so that we can present the results of the petition to you in person.

With kind regards,

Raúl Trujillo Herrera
TAO-AFI President

PETITION AST/SC



Brussels, 24 June 2020

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PETITION BY THE EUROPEAN COMMISSION AST- SC GROUP OF OFFICIALS TO COMMISSIONER HAHN

We are European Commission permanent officials who are part of the AST-SC function group.

The 2014 administrative reform created our category. Seven years later, **TAO-AFI**, *the Association of Independent Officials*, launched a thorough survey to better understand our special characteristics and identify the issues of common concern. The main findings show a group of qualified personnel, experienced and still young professionals who often carry out tasks beyond their job description and are fully service oriented (see survey results [here](#)).

We believe that we have demonstrated our commitment and delivered excellent services to the European Commission for long years. However, we are disappointed because we effectively lack a right for a reasonable career prospect, which is a fundamental employees' right supported by the EU Tribunals. Indeed, unlike other professional categories in the EC, we cannot move to other functional groups, and

have to wait way longer than other function groups to progress in our grades within the category (0 quota for promotion until 2019). This is not reasonable and sustainable in a long term.

We call the European Commission to correct the structurally unfair situation that we suffer from and find a win-win compromise in the interest of both the EU project and our motivation and enthusiasm to serve the institution.

Specifically, we request:

1. To open up our **professional development path** via:
 - a) internal competitions that would allow for a reclassification from AST/SC to AST, and
 - b) by analogy with other function groups, internal competitions with the possibility to opt to two grades above and not just for one, to better take into account the previous valuable work experience
 2. To increase our **promotion quotas**
 3. The immediate opening of a social dialogue between the administration and the staff representatives to settle the present discriminatory and unfair situation.
- To support this petition, please reply **YES** in the subject line or by vote button above.



Executive committee

SIGNATORIES

EXECUTIVE COMMITTEE

TRUJILLO HERRERA Raul – President
DE SIMONE Rosario - General Secretary
FONT GALARZA Andres - Political Secretary
BARBOLLA CASAS Juan Luis
DE STEFANO Marco
BELLOD José
MORE Gillian
PERRET Cristina

A

- 1 ADONIS VILLALON Lucas (HOME)
- 2 AELTERMAN Anne rose (COMP)
- 3 AGOSTINI Fabienne (REA)
- 4 AJMI Nathalie (JUST)
- 5 AKVIST Kaisa (CAB-JOHANSSON)
- 6 ALBICOCCO Laura (SANTE)
- 7 ALBU Marian (SUPCOM)
- 8 ALEXANDRI Elena (HR)
- 9 ALMEIDA Begona (AGRI)

- 10 ALMQVIST Anna Emma (SG)
- 11 ALONSO Laura (MOVE)
- 12 ALVAREZ TORNE Maria (JUST)
- 13 ANDERLINI Sara (NEAR)
- 14 ANDROUTSOS Dimitrios (JUST)
- 15 ANTONESCU Cristina (OLAF)
- 16 ARCELLI Andrea (INEA)
- 17 ARIDAS Nikolaos (ENER)
- 18 ASSUMMA Stefania (HR)
- 19 AZUAGA MERIDA Araceli (DEVCO)

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- 20 BACCHIO Sara (COMP)
- 21 BADALE Luminita-Elena (ECFIN)
- 22 BARABESI Paolo (ECHO)
- 23 BARRIGA GOMEZ Carmen (RTD)
- 24 BASTIEN Delphine (OP)
- 25 BELTIC Alina-Mihaela (HR)
- 26 BENAVENT BODRO Montserrat (DIGIT)
- 27 BENCZE Szilvia (AGRI)
- 28 BERNDT Elke (AGRI)
- 29 BERNIS Catherine (DEVCO)

- 30 BILAN Agnieszka (ENER)
- 31 BISIELA Panagiota (ESTAT)
- 32 BLEKTE Inita (ENER)
- 33 BONDU Marie (CLIMA)
- 34 BORKOWSKA Grazyna (SCIC)
- 35 BORREMANS Alexis (FISMA)
- 36 BOVIS Cecile (COMP)
- 37 BRECZEWSKA NOWICKA Agnieszka (ENV)
- 38 BRICIU Roxana (SG)
- 39 BROHET Muriel (AGRI)
- 40 BUJAK Magdalena (COMP)
- 41 BUKSA Sorina Emilia (OLAF)
- 42 BURZIC Azra (DGT)
- 43 BUSQUETS PEREZ Luis Carlos (CNECT)

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- 44 CACI Simone (ENER)
- 45 CAGNONI Guido (TRADE)
- 46 CALLEDDA Francesco (CAB-GENTILONI)
- 47 CANOVA Pavlina (AGRI)
- 48 CAPOBIANCO Laura (COMM)
- 49 CARLIER Jean-Michel (EAC)

50 CARO MARTINEZ Laura (DGT)
51 CARRERA MURILLO Sonia (MOVE)
52 CASTILLO DIAZ Adan (AGRI)
53 CATILLON Rasa (ENV)
54 CAZACU Costin (AGRI)
55 CAZIN Isabelle (DGT)
56 CHENIK Abdenbi (OLAF)
57 CHIRILA Ana Maria (JRC-SEVILLA)
58 CHITU Daniela (OLAF)
59 CHRISTOVA Pavlina (AGRI)
60 CHRYSOGELOU Aikaterini (CAB-DOMBROVSKIS)
61 CIOBANU Mihaela (SANTE)
62 CIOCLEI Carmen (FISMA)
63 CIURLIONIENE Ruta (CAB-SINKEVICIUS)
64 CLERICI Valentina (HR-ISPRA)
65 CLOUET Stephanie (CAB-SUICA)
66 COLMENA Alain (SJ)
67 CONSTANTINESCU Alina Maria (OLAF)
68 CORDOBA FERNANDEZ Pilar (COMP)
69 CRET Felicia-Ioana (DIGIT)
70 CROSETTO Marco (REGIO)
71 CSEPE Norina (AGRI)
72 CSERHALMI Zsuzsa (COMP)

- 73 CUCCHINI Laura (COMP)
74 CVETKOVIC Marija (DEVCO)

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- 75 D'ALESSIO Maria Cristina (MOVE)
76 DALMIGLIO Chiara Maria (COMP)
77 DARMS Jana (REGIO)
78 DASKALAKIS Emmanouil (SG)
79 DE LA FLOR Irene (TAXUD)
80 DE LUCA Patrizia (JUST)
81 DEBIEVRE Pervenche (EACEA)
82 DEGAN Ioana (OLAF)
83 DEHERDER Barbara (AGRI)
84 DEJ Karolina (COMP)
85 DEJARDIN Annick (HR)
86 DELAHAUT Elodie (REGIO)
87 DELEPIERE Daphne (DGT)
88 DELMAS COSTA Susana (CAB-DOMBROVSKIS)
89 DELMEULLE Sarah (HR)
90 DENNES Jennifer (EAC)
91 DEPATURE Julie (SJ)
92 DESPOT Jelena (ENER)

93	DI GIORGIO Francesca (HR)
94	DI PILLO Daniele (COMP)
95	DODEKOVA Gabriela (SG)
96	DOMNIN Gleb (EMPL)
97	DRAKE Joanna (ENV)
98	DUBUSSE Christine (TAXUD)
99	DUJMOVIC Marijana (CAB-JOHANSSON)
100	DUMAS-DELAGE Sandrine (BUDG)
101	DURAGIC Jelena (EMPL)

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102	EFENTZOGLOU Stella (ECHO)
103	ESCAMILLA CALONGE Manuel (SG)

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104	FADEL Anne (HR)
105	FAFARA Zbigniew (AGRI)
106	FAKOS Konstantinos (NEAR)
107	FELDBERGA Ligita (REGIO)
108	FIERLAFIJN Anke (JUST)
109	FOSTIER Laetitia (COMP)
110	FRANCOIS Anne-Laure (ECFIN)

- 111 FRENAY Chantal (ENV)
- 112 FUCHS Eva (COMP)
- 113 FUSARO Veronica (EPSO)

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- 114 GARCIA HUMANES Jose Alberto (TRADE)
- 115 GARSTKA Jacek (JUST)
- 116 GEORGIOU Athina (CAB-SCHINAS)
- 117 GETOVA Sevdalina (SG)
- 118 GHINEA Marilena (ENV)
- 119 GHIRINGHELLI Monica (JRC-ISPRA)
- 120 GIKAS Triantafyllia (DEVCO)
- 121 GOEMAERE Laurence (CAB-LENARCIC)
- 122 GOERRES Ute (ENV)
- 123 GONDEK Michal (JUST)
- 124 GORGORIS Spyridon (DGT)
- 125 GORRIZ MIRACLE Gisela (COMP)
- 126 GRAMMATIKOPOULOS Ioannis (COMP)
- 127 GROLAUX Evelyne (REGIO)
- 128 GROSJEAN Mathilde (EMPL)
- 129 GRUBISIC Hrvoje (JUST)
- 130 GRUIAN Claudiu Marian (HOME)

- 131 GUALDONI Daniela (DEVCO)
- 132 GUERMONPREZ Julie (SG)
- 133 GUGLIELMI Maddalena (EAC)
- 134 GUIGOU SANTA CRUZ Jose (EMPL)

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- 135 HAJDU Zsuzsanna (AGRI)
- 136 HAMERS Laurent (AGRI)
- 137 HARTMANN Christin (COMP)
- 138 HELD Nicole (AGRI)
- 139 HERNANDEZ ROMANES Noemi (ECFIN)
- 140 HERVE Caroline (AGRI)
- 141 HEUANGPRASEUTH Phouvieng (HR)
- 142 HILLI Nourri (BUDG)
- 143 HINKS Ouarda (SJ)
- 144 HLAVATA Andrea (REGIO)
- 145 HUYGHEBAERT Anne-Sophie (SJ)
- 146 HUYGHEBAERT Marc (BUDG)

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- 147 IOSUB Dalila (DEVCO)
148 IVANOV Detelin (COMP)

J

- 149 JADOT Catherine (SG)
150 JANNES Pauline (CAB-HAHN)
151 JARAIZ Julia (SG)
152 JOA PALACIOS Leonardo (AGRI)
153 JONKERS Marie (EMPL)

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- 154 KABAKCI Fatos (SCIC)
155 KAISER Fabian (COMP)
156 KAKEMA Celine (TAXUD)
157 KALITA-SUSKA Sylwia (CLIMA)
158 KAROUNTZOU Georgia (ECHO)
159 KASHIVA Sander (DGT)
160 KAVELLARI Anastasia (CAB-SCHINAS)
161 KLAASSEN Brigitte (AGRI)
162 KLASIC Nikolina (DGT)
163 KLIZAITTE Karolina (HOME)
164 KOLEVA Elka (EAC)

165	KOLOMYJCZUK Alexander (MOVE+ENER-SRD)
166	KONSTANTINOGLU Anastasia (HR)
167	KOTSARIDIS Simona (CAB-SINKEVICIUS)
168	KOUROUDIS Angeliki (TRADE)
169	KOUSKOUNI Anastasia (ECFIN)
170	KRYNICKA Marta (CAB-URPILAINEN)
171	KURPE Deimante (MOVE)

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172	LAGO Miguel (AGRI)
173	LAING Carole (AGRI)
174	LAJEUNESSE Delphine (EPSO)
175	LALANI Zabin (HR)
176	LAMOUREUX Celine (AGRI)
177	LAPKA Petr (AGRI)
178	LEBORGNE Astrid (CAB-VESTAGER)
179	LECLERC Frederic (MOVE)
180	LEEMANS Sven (AGRI)
181	LEFEBVRE Stephanie (SCIC)
182	LEROY Cecile (ENV)
183	LEWANDOWSKA Anna (DGT)
184	LIMON Caroline (CAB-FERREIRA)

185	LINDHOLM Pia (JUST)
186	LINTU Ioana (ENV)
187	LITU Corina (EMPL)
188	LUZ SOARES Miguel (SJ)
189	LYUBENOVA Vasilka (CAB-TIMMERMANS)

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190	MACIA SANAHUJA Sergio Luis (ESTAT)
191	MAES Vincent (COMP)
192	MAJCHRZYK Piotr (EMPL)
193	MALESTROIT Karine (HR)
194	MALINEN Tiina (AGRI)
195	MALINOWSKA Ewa (AGRI)
196	MANZANO BAENA Laura (ENER)
197	MARCON Francesca (HR-ISPRA)
198	MARCU Iulia (JUST)
199	MARINA Simona (EAC)
200	MARINANGELI Irene (ENER)
201	MARINO Antonietta (AGRI)
202	MARONESE Valentina (JUST)
203	MARRA Sandrina (AGRI)
204	MARTOS RODRIGUEZ Alain (AGRI)

205	MASSACRA Stefania (HR)
206	MASSIMI Manuela (COMP)
207	MASSIMO Francesca (CAB-VALEAN)
208	MATHIOUDAKIS Alexis (SANTE)
209	MAZAN Ilona (JUST)
210	MELINTE Ovidiu Nicusor (REGIO)
211	MENNINGS Selma (ECFIN)
212	MEURS Emilie (EMPL)
213	MICHAILIDOU Anastasia (SANTE)
214	MICHALOPOULOU Konstantina (ESTAT)
215	MICHALSKA-SACHS Beata (HOME)
216	MIGLIORISI Jolanda (DEFIS)
217	MIKIC Tea (SJ)
218	MIKJEL Ivona (ECHO)
219	MINCHEVA Yordanka (REGIO)
220	MOCZULSKA Katarzyna (SJ)
221	MORAND Amelie (CAB-SEFCOVIC)
222	MORATO COSTA Bruno (RTD)
223	MOROZOVA Halina (TRADE)

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- 224 NAFTALI Erika (OLAF)
- 225 NATSEVA Veronika (SG)
- 226 NAVARRO BLANCO Linda (TRADE)
- 227 NEDEVA Plamena Stoyanova (CAB-LENARCIC)
- 228 NESTOROVA Velina (CAB-TIMMERMANS)
- 229 NICAISE Laurence (AGRI)
- 230 NICHOLL Borislava (JRC-ISPRA)
- 231 NIRNI Arianna (JRC-ISPRA)
- 232 NOEV Nivelin (AGRI)
- 233 NOWAK Marzena (COMP)
- 234 NUSTOROVA Zarina (COMP)

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- 235 OCELLO Eleonora (COMP)
- 236 OFENHAMMER Caroline (CLIMA)
- 237 OLAH Claudia Monika (JRC-ISPRA)
- 238 OLARIU MATOUMBA Irina (ENV)
- 239 OLCZYK Malgorzata (CAB-VESTAGER)
- 240 OLSZEWSKA Joanna (BUDG)
- 241 OZNUR Sezen (GROW)

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242	PACHECO VALERI German (AGRI)
243	PALANGA Carla (HR)
244	PALMA Angela (COMP)
245	PAPA Maria Teresa (AGRI)
246	PAPASTEFANOU Iliofotisti (ECFIN)
247	PAZOS COTELO Patricia (SJ)
248	PEDROSA MARTIN Maria Isabel (COMP)
249	PELLACANI Enrica (DEVCO)
250	PENTCHEVA Ivelina (JUST)
251	PEPENEL Medana (IAS)
252	PEREIRA SEQUEIRA Rosa Marie (AGRI)
253	PERISTERAS Konstantinos (BUDG)
254	PERISTEROPOULOU Maria (ECFIN)
255	PERSA Oana (DIGIT)
256	PERVULESCU Catalina (HR)
257	PETITJEAN Virginie (JRC-PETTEN)
258	PETRIK Peter (REGIO)
259	PIEKUCINSKA Marzenna (CAB-DOMBROVSKIS)
260	PIELKE Michael (AGRI)
261	PINHO FERNANDES Carlos (HR)
262	PIVA Valeria (JRC-ISPRA)
263	PIWOWAR Malgorzata (SG)
264	POPA Maria-Steliana (COMP)

- 265 POSITANO Filippo (INEA)
266 PRIETO MOLINA Pedro (COMP)

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- 267 RADELET Valerie (DEVCO)
268 RADI Cristina (JRC-ISPRA)
269 RAIMO Michela (SANTE)
270 RANIERI Marco (EASME)
271 RAZMISLAVICIUTE-PALIONIENE Agne (CAB-SINKEVICIUS)
272 REMPESTEKOU Konstantina (COMP)
273 RIBACCHI Lucia (ECFIN)
274 RIVAN MARCE Antonio (COMM)
275 RIZZO Nathalie (CAB-BORRELL FONTELLES)
276 RODRIGUEZ-TOQUERO AYMERICH Jaime (COMP)
277 RUGGERI Giovanna (DEVCO)
278 RUSSO Ghita (JRC)

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279	SACCO Sabrina (COMP)
280	SALLEMEYN Patricia (COMP)
281	SALTO Lourdes (CNECT)
282	SANTOS Cidalia (CAB-GABRIEL)
283	SAVY Pablo (EMPL)
284	SCALA AMEZ Luna (OLAF)
285	SCALAIS Gregory (COMP)
286	SCARPETTI Elisa (HR)
287	SCHARF Anna (CAB-WOJCIECHOWSKI)
288	SEDIC Sladana (COMP)
289	SEGUI DOMINGUEZ Yolanda (CAB-BORRELL FONTELLES)
290	SERBAN Cristian (OIB)
291	SERBAN Luminita (ECHO)
292	SIGNORINO Emanuela (DGT)
293	SIMEONOVA Gergana (MOVE)
294	SINI Alessia (CLIMA)
295	SINOBAD Natasa (DGT)
296	SOMESAN Monica Ana (ESTAT)
297	SPINELLO Marina (JRC-ISPRA)
298	STANCANELLI Paolo (SJ)
299	STANESCU Anca (CAB-DOMBROVSKIS)

300	STEIN Andreas (JUST)
301	STELANDRE Karine (HR)
302	STELLA Renato (ENER)
303	STROE Cornelia (MOVE)
304	SULKOWSKA Anna (SJ)
305	SURDEANU Raluca (REGIO)

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306	TAPRANTZI Effrosyni (BUDG)
307	TARQUINI Veronica (SANTE)
308	TERWINGEN Esther (COMP)
309	TIRONI Andrea (BUDG)
310	TISHCHENKO Iryna (RTD)
311	TODOROVA Stanislava (SJ)
312	TSACHALIDIS Christos (SANTE)
313	TSELLOS Periklis (HR)
314	TSHIALA DE WOUTERS D'OPLINTER Francoise (RTD)
315	TSORTANIDOU Olga (ECHO)
316	TSOUGKRIANI Maria (RTD)
317	TUROCZI Gabriella (ENER)

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- 318 ULCAR Sarah (AGRI)
319 URENA CAMPOS Eva (ECHO)

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- 320 VAN DELSEN Vicky (COMP)
321 VAN MENXEL Cindy (ECHO)
322 VANBELLINGHEN Sandra (RTD)
323 VANHOEYVELT Nele (HR)
324 VARGAS AMELIN Elisa (ENV)
325 VARHEGYI Daniela (ECHO)
326 VASILOPOULOU Panagiota (DGT)
327 VELKOVA Maria (CLIMA)
328 VERHOEVEN Sylvie (ECFIN)
329 VERMEULEN Marie-France (TRADE)
330 VERNIK Petra (COMP)
331 VESEL Brigitta (DGT)
332 VIDECOQ Judith (EAC)
333 VIELLARD Laetitia (GROW)
334 VILAR BADIA Maria (JUST)
335 VISTICOT Aurelie (ENER)

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- 336 WELLS Christina Louise (JUST)
337 WYWIAL Katarzyna (DGT)

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- 338 XENOKRATI Eleni (COMP)

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- 339 ZAIMOGLU Celine (GROW)
340 ZANOTTO Anna (CNECT)
341 ZARBO Serena (HR-ISPRA)
342 ZEBRE Miha (JUST)
343 ZHIVKOVA Elitsa (AGRI)
344 ZIANI Samira (EMPL)

TAO-AFI STAFF SURVEY

TAO-AFI AST/SC STAFF SURVEY

On 10th March 2020, TAO-AFI launched a survey to the attention to the AST/SC category.

TAO-AFI has been working in favour of this category for many years, encouraging and defending their promotion appeals.

TAO-AFI is well aware that this category is subject to discrimination because of a non-existing "passerelle" towards another function group. TAO-AFI has publicly denounced this situation, requesting a solution to be found.

To reinforce our request, TAO-AFI needed a more precise mapping of the professional situation.

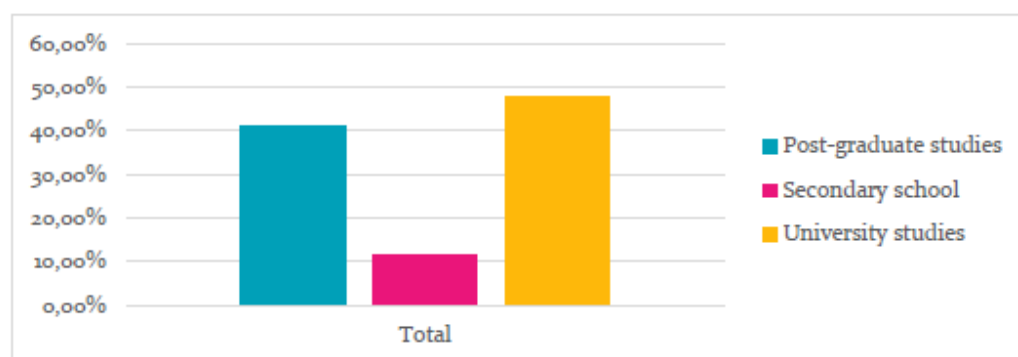
Participants had until **Friday 20 March at 17:00** to reply the survey via the application EU-Survey. Due to the Covid-19 circumstances, deadline was extended till early April.

- 192 invitations to participate were sent
- We received 108 replies
- Below a summary of the replies.

QUESTION 1 – EDUCATIONAL BACKGROUND

Based on 108 replies, colleagues obtained diplomas from a complete cycle of studies:

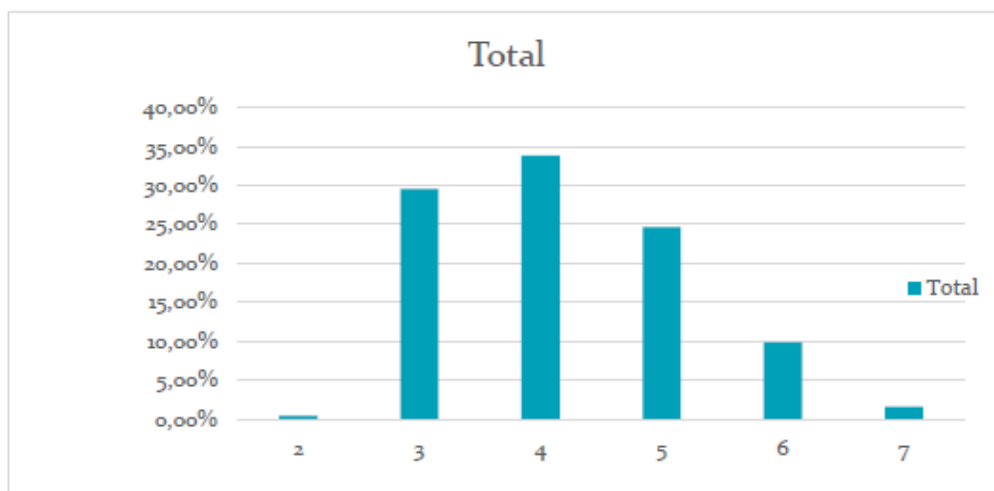
Secondary school	11,11%
University studies	48,15%
Post-graduate studies	40,74%



QUESTION 2 – NUMBER OF LANGUAGES SPOKEN

Based on 108 replies, colleagues say to speak at least:

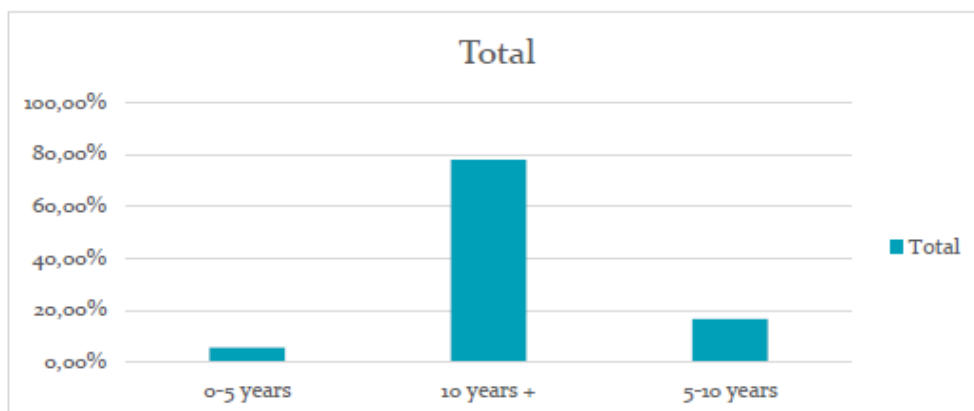
2 languages	0,47%
3 languages	29,58%
4 languages	33,80%
5 languages	24,65%
6 languages	9,86%
7 languages	1,64%



QUESTION 3 – OVERALL PROFESSIONAL EXPERIENCE (PRIOR AND AT THE EUROPEAN COMMISSION)

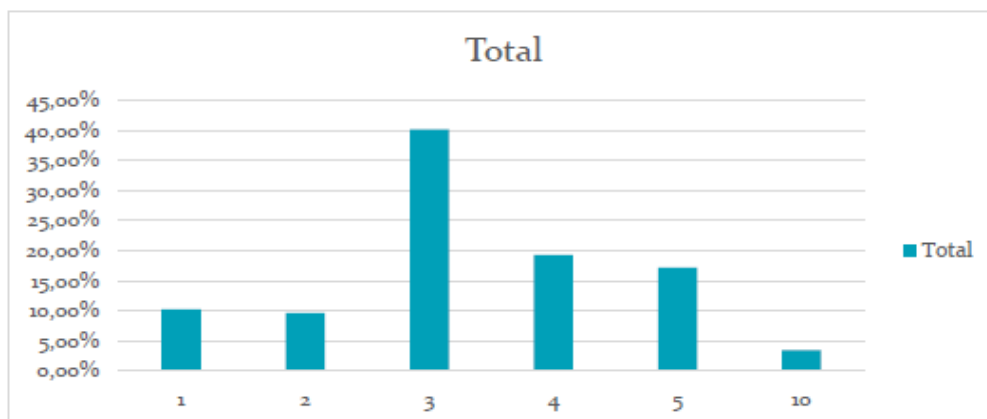
Based on 108 replies, colleagues have a professional experience of:

0-5 years	5,56%
5 – 10 years	77,78%
10 years and +	16,67%



In addition, seniority in their grade of at least in years:

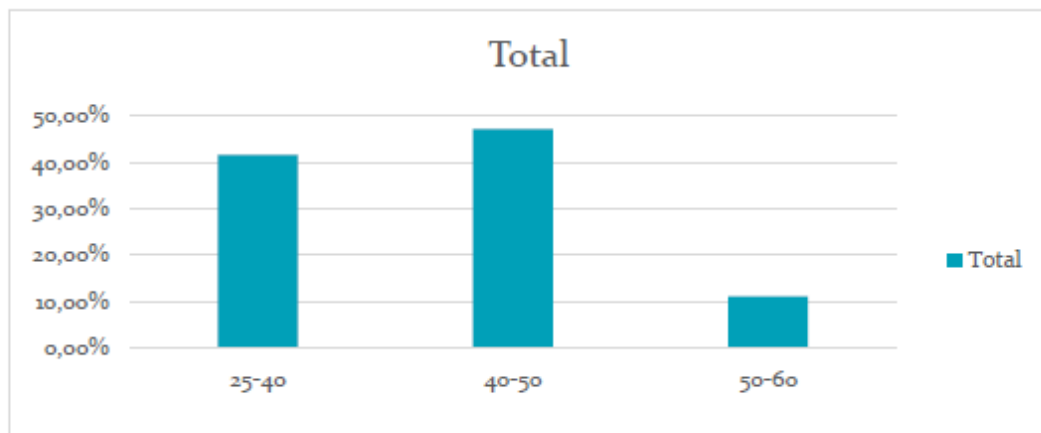
1 year	10,31%
2 years	9,62%
3 years	40,21%
4 years	19,24%
5 years	17,18%
10 years	3,44%



QUESTION 4 – AGE

Average age of participants

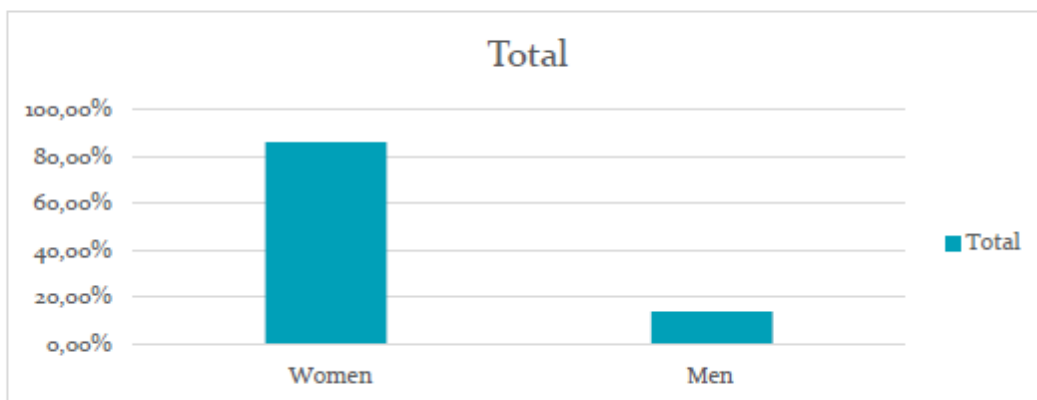
25-40 years	41,67%
40-50 years	47,22%
50-60 years	11,11%



QUESTION 5 – GENDER

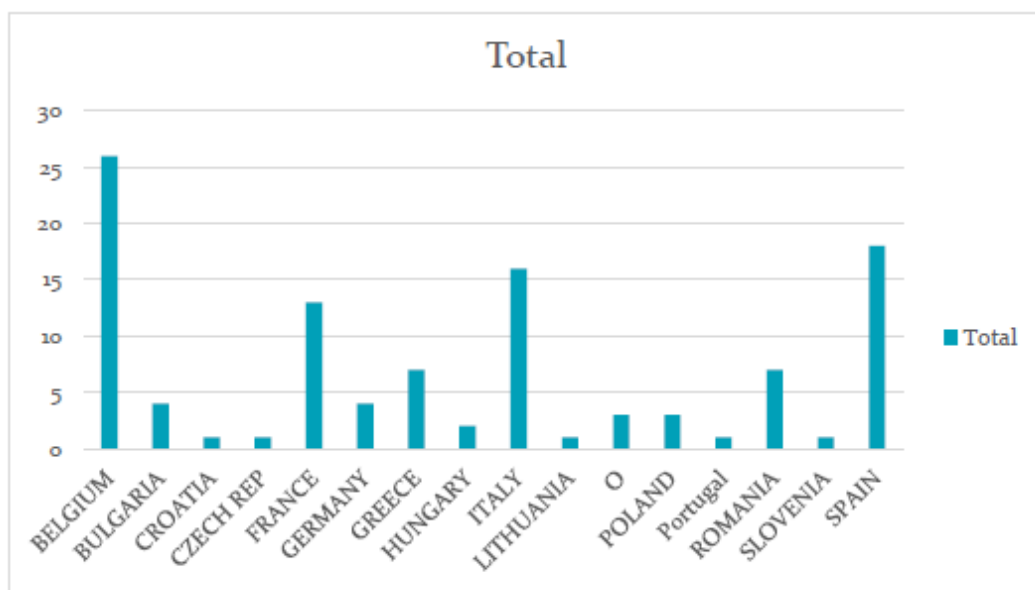
Percentage of men and women in the AST/SC category

Women	86,11%
Men	13,89%



QUESTION 6 – COUNTRY OF ORIGIN

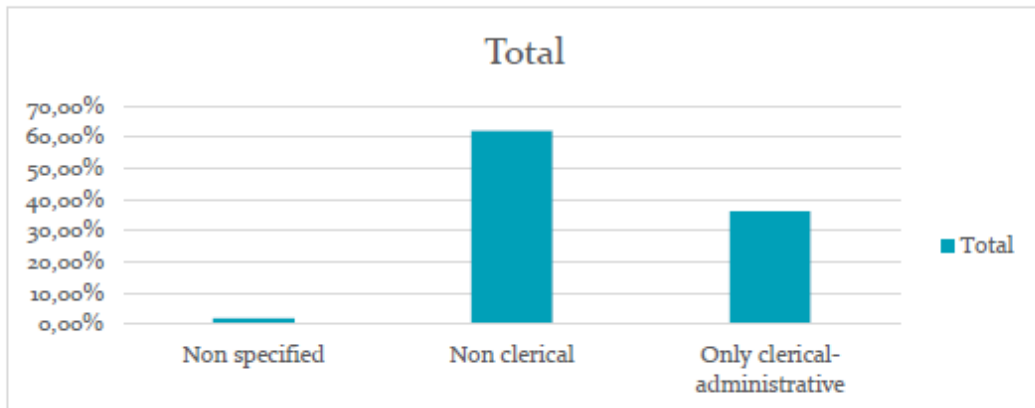
Belgium	26
Bulgaria	4
Croatia	1
Czech Rep	1
France	13
Germany	4
Greece	7
Hungary	2
Italy	16
Lithuania	1
Poland	3
Portugal	1
Romania	7
Slovenia	1
Spain	18
O = Not specified	3
Grand Total	108



QUESTION 7 – NATURE OF TASKS PERFORMED

Based on 108 replies, colleagues consider that the nature of their tasks performed are mainly:

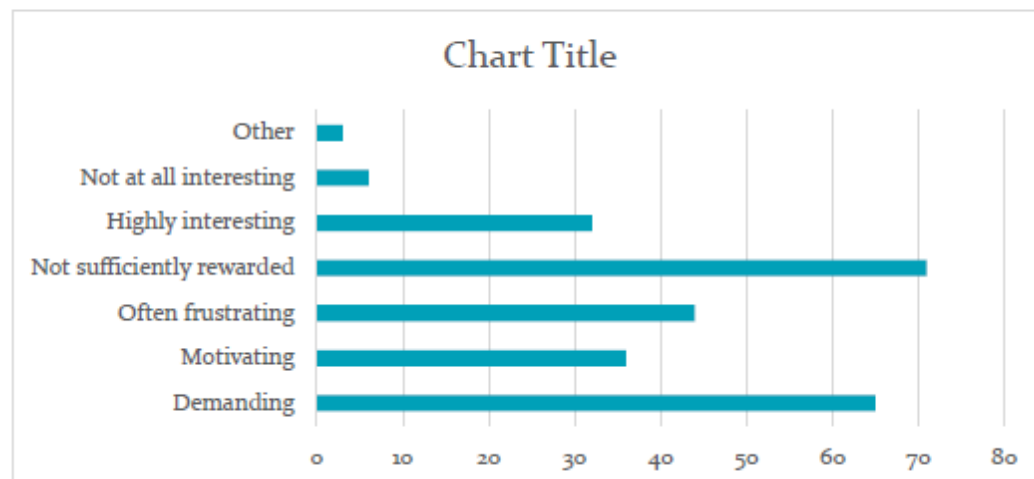
Non Clerical tasks	62,04%
Only clerical-administrative tasks	36,11%
Non specified	1,85%



QUESTION 8 – DO YOU FIND YOUR JOB...

Multiple choice: Number of times choice was selected by participants.

Demanding	65
Motivating	36
Often frustrating	44
Not sufficiently rewarded	71
Highly interesting	32
Not at all interesting	6
Other	3



QUESTION 9 – WHAT ARE IN YOUR VIEW THE DIFFICULTIES YOUR FUNCTION GROUP IS CURRENTLY FACING?

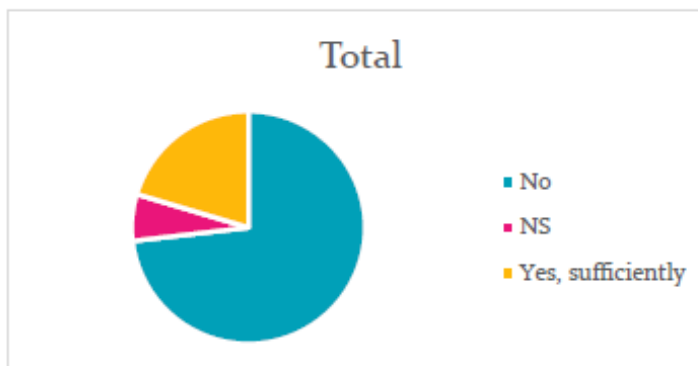
The main difficulty expressed by participants is the lack of a career prospect. This seems to be the most frustrating aspect. Most of the colleagues are over qualified and perform AST and for some even AD tasks. Promotions are slow and low retribution on the salary scale. Certification, internal competitions to change group function are not foreseen by the administration. Many feel there is a lack of recognition of their work and competencies.

QUESTION 10 – WHAT WOULD YOU SUGGEST THE COMMISSION SHOULD DO TO IMPROVE THE ATTRACTIVENESS OF YOUR JOB?

A very large number of participants believe that the Commission should allow the AST/SC category to upgrade their professional situation through internal competitions, a passerelle to AST grade. The Commission should give the AST/SC category the possibility to apply and be considered for a wider spectrum of positions within the Institution. In addition, the Commission could reconsider to align the AST/SC salary to the AST grade and be more generous in terms of promotion quotas. AST/SC colleagues have to wait 4 years before a promotion in comparison to other groups.

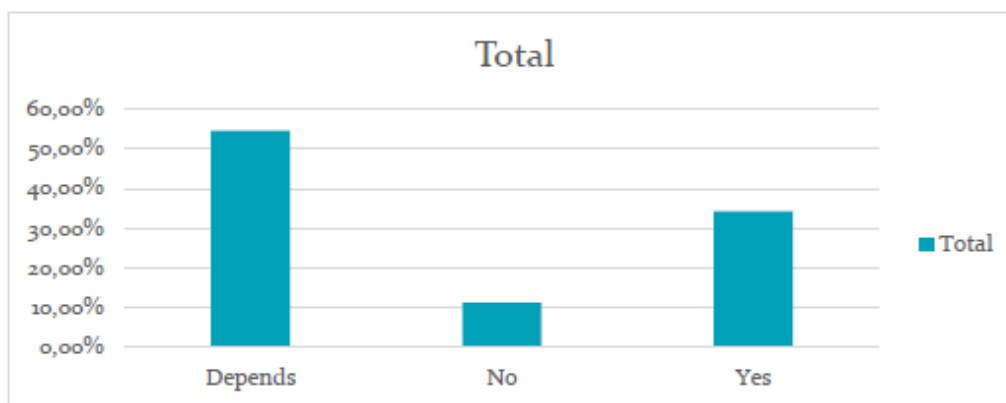
QUESTION 11 – DO YOU THINK THE INSTITUTIONS STIMULATE /INVESTS IN YOUR PROFESSIONAL DEVELOPMENT?

Yes, sufficiently	20,37%
No	73,15%
NS = Non specified	6,48%



QUESTION 12 – DO YOU FIND YOUR JOB ATTRACTIVE?

Depends	54,63%
No	11,11%
Yes	34,26%



ADDITIONAL COMMENTS:

It appears that most of the colleagues who took part in the survey find their job valuable. For some, taking initiatives, having responsibilities helps them feel more satisfied although the majority express a lack of recognition and career opportunities. The workload is visible and secretaries are the backbone of the institution. They coordinate, centralize and know the protocols to follow. The job would be seen to be more attractive if there was more fairness to the current system.

TAO-AFI thanks all participants for their input.

A meeting to run through the results of this survey will be organised with a large number of AST/SC colleagues. The objective will be to work together and make proposals and recommendations to submit to the administration.

A [published version](http://www.tao-afi.eu) of the TAO-AFI Staff Survey is available on www.tao-afi.eu

BACKGROUND INFORMATION

- Communication 21/01

“How well informed are you of the difficulties your AST/SC colleague experience?”

[Link to article](#)

- Communication 18/05

“Open letter to Commissioner Johannes Hahn – AST/SC – It is time to create career prospects for all”

[Link to article](#)