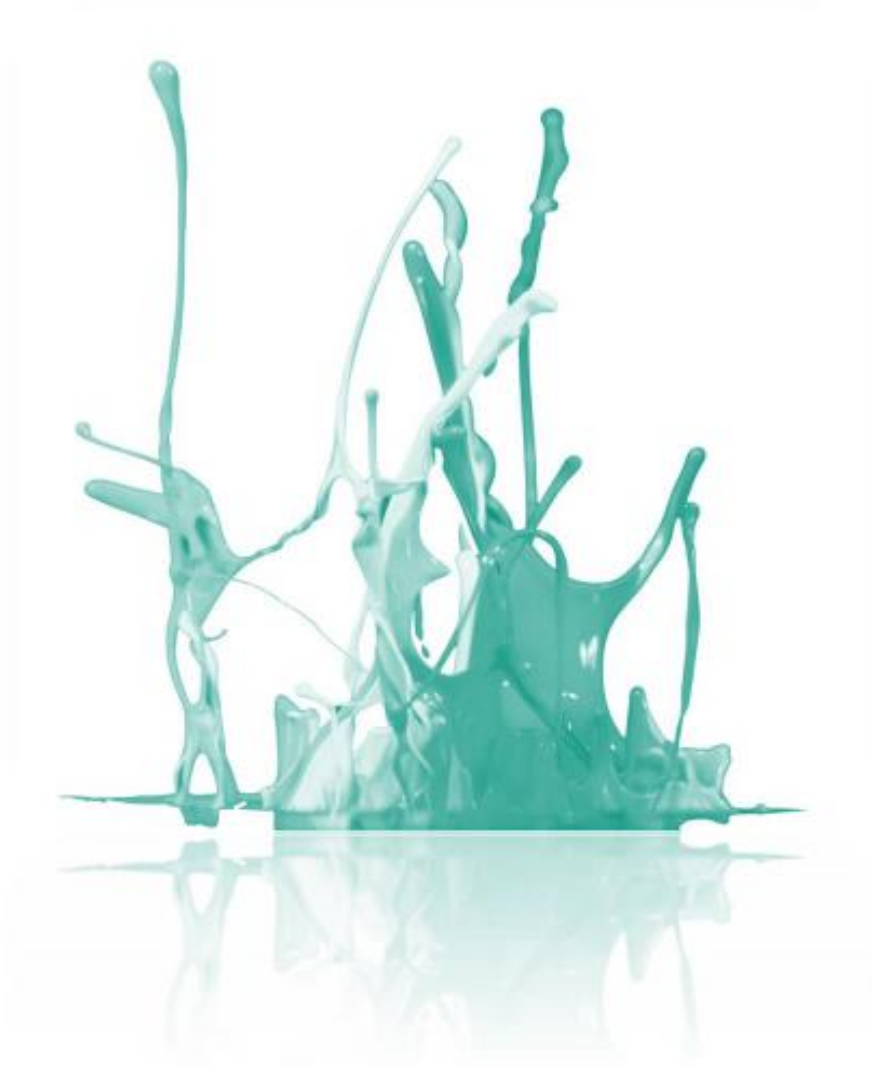




*THE ASSOCIATION OF INDEPENDENT OFFICIALS |*



# AST/SC STAFF SURVEY

*BRUSSELS – MAY 2020*

## TAO-AFI AST/SC STAFF SURVEY

On 10<sup>th</sup> 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.

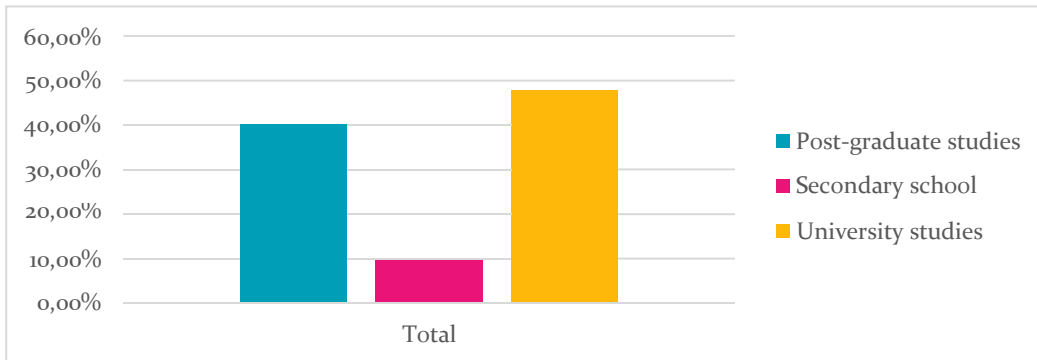
Participants had until **Friday 20 March at 17:00** to reply the survey via the application EU-Survey. Due to the Covid-19 circumstances, deadline was extended till early April.

- 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:

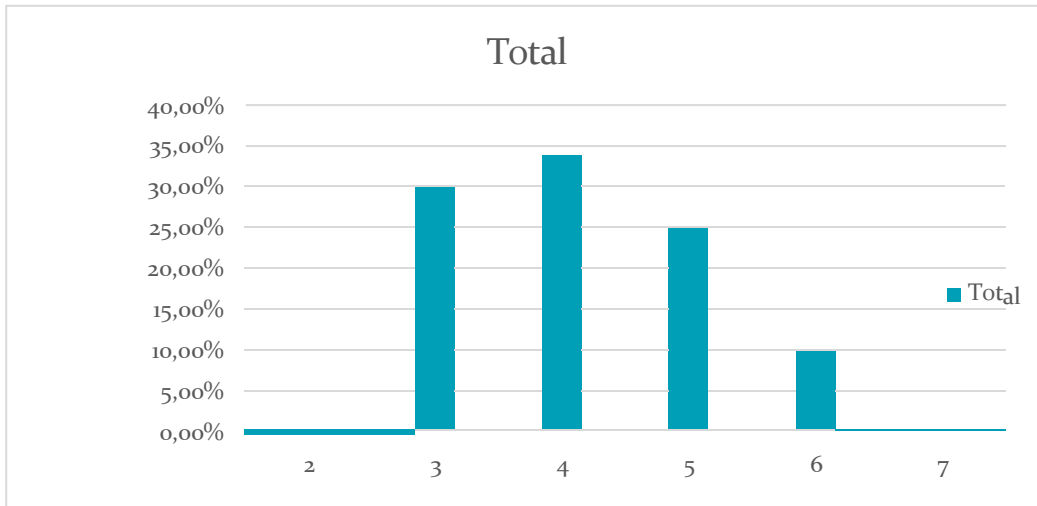
Secondary school	11,11%
University studies	48,15%
<b>Post-graduate studies</b>	<b>40,74%</b>



### QUESTION 2 – NUMBER OF LANGUAGES SPOKEN

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

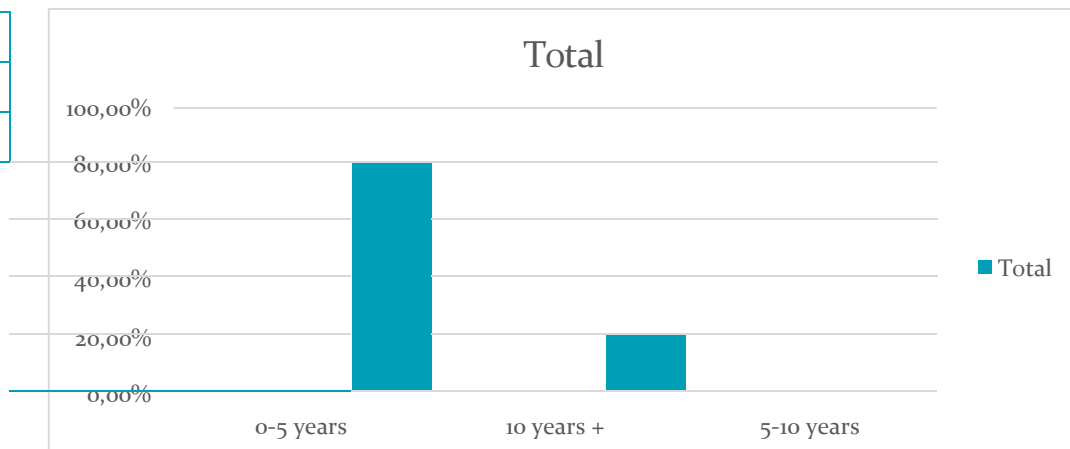
2 languages	0,47%
3 languages	29,58%
<b>4 languages</b>	<b>33,80%</b>
5 languages	24,65%
6 languages	9,86%
7 languages	1,64%



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

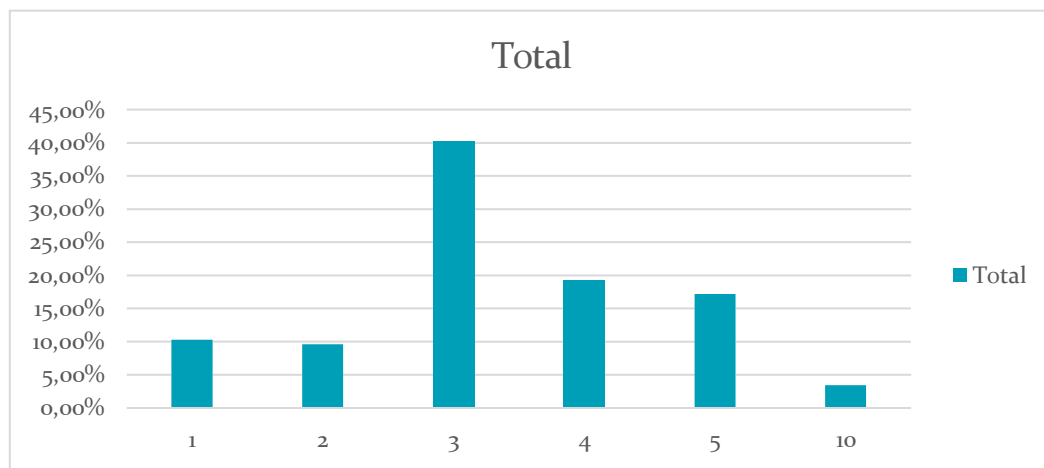
Based on 108 replies, colleagues have a professional experience of:

0-5 years	5,56%
<b>5 – 10 years</b>	<b>77,78%</b>
10 years and +	16,67%



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

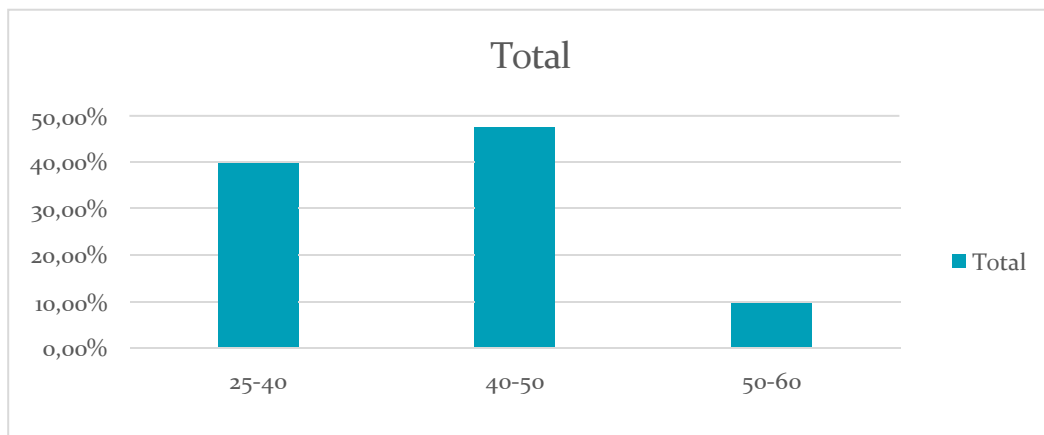
1 year	10,31%
2 years	9,62%
<b>3 years</b>	<b>40,21%</b>
4 years	19,24%
5 years	17,18%
10 years	3,44%



## QUESTION 4 – AGE

Average age of participants

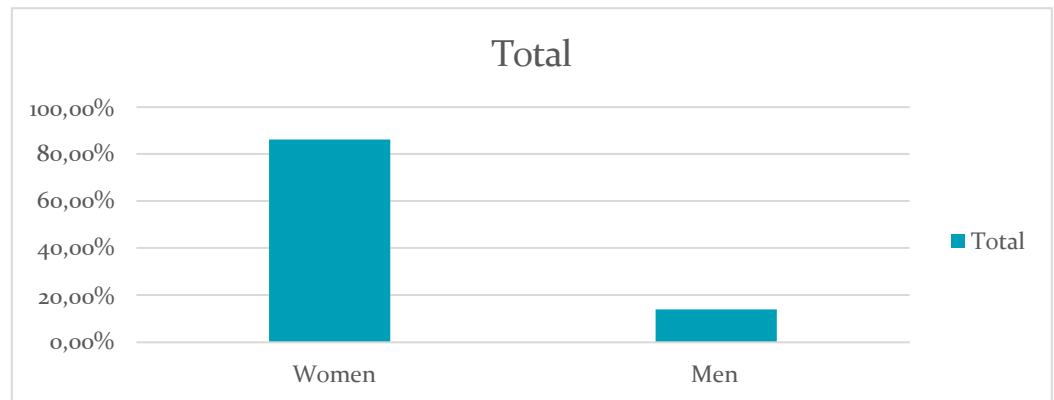
25-40 years	41,67%
<b>40-50 years</b>	<b>47,22%</b>
50-60 years	11,11%



## QUESTION 5 – GENDER

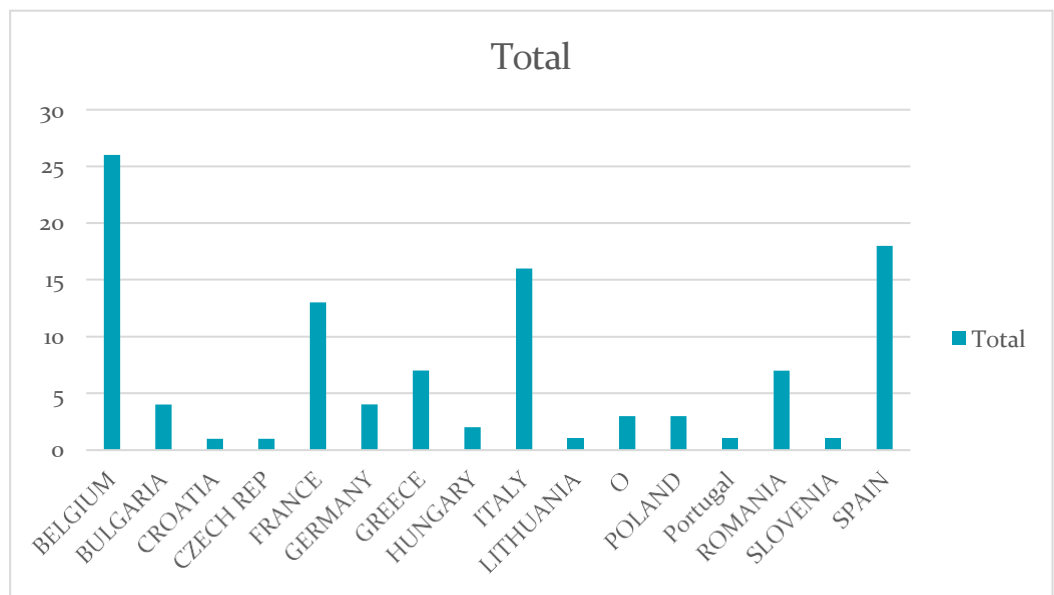
Percentage of men and women in the AST/SC category

<b>Women</b>	<b>86,11%</b>
Men	13,89%



## QUESTION 6 – COUNTRY OF ORIGIN

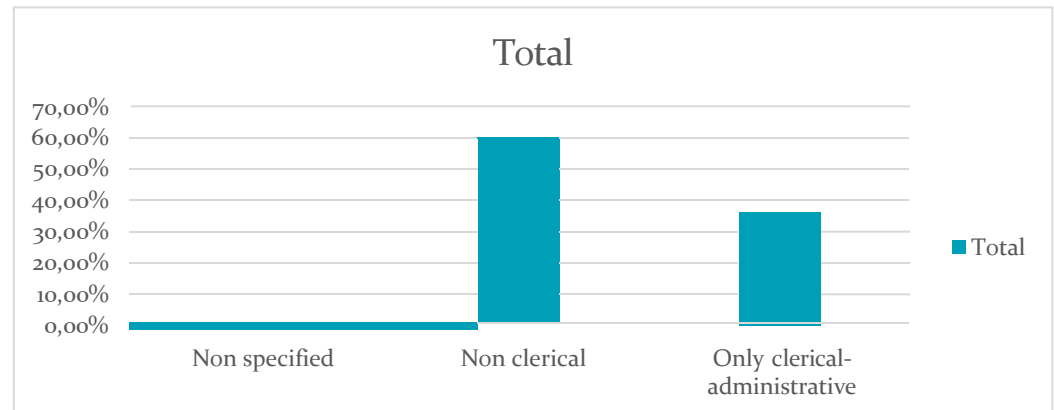
<b>Belgium</b>	<b>26</b>
Bulgaria	4
Croatia	1
Czech Rep	1
France	13
Germany	4
Greece	7
Hungary	2
Italy	16
Lithuania	1
Poland	3
Portugal	1
Romania	7
Slovenia	1
Spain	18
O = Not specified	3
<i>Grand Total</i>	<i>108</i>



## QUESTION 7 – NATURE OF TASKS PERFORMED

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

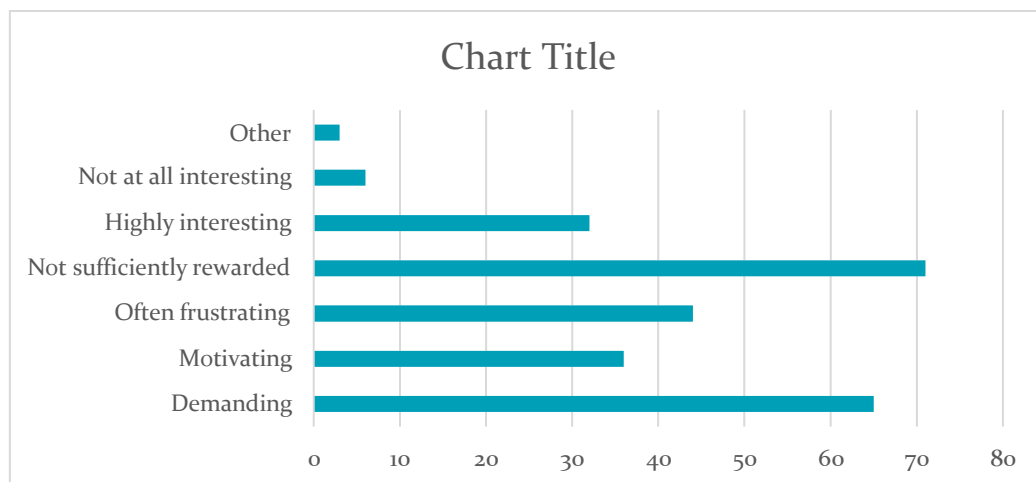
<b>Non Clerical tasks</b>	<b>62,04%</b>
Only clerical-administrative tasks	36,11%
Non specified	1,85%



## QUESTION 8 – DO YOU FIND YOUR JOB...

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

Demanding	65
Motivating	36
Often frustrating	44
<b>Not sufficiently rewarded</b>	<b>71</b>
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?

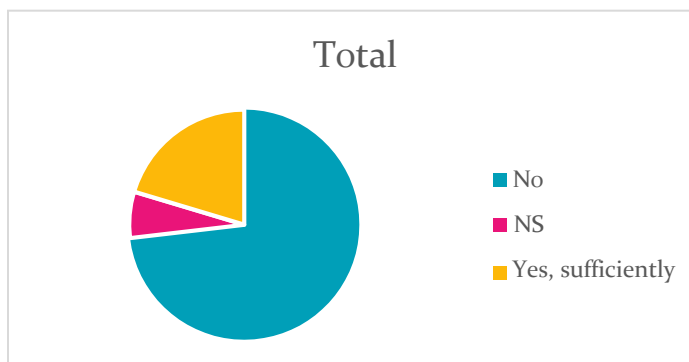
The main difficulty expressed by participants is the lack of a career prospect. This seems to be the most frustrating aspect. Most of the colleagues are over qualified and perform AST and for some even AD tasks. Promotions are slow and low retribution on the salary scale. Certification, internal competitions 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.

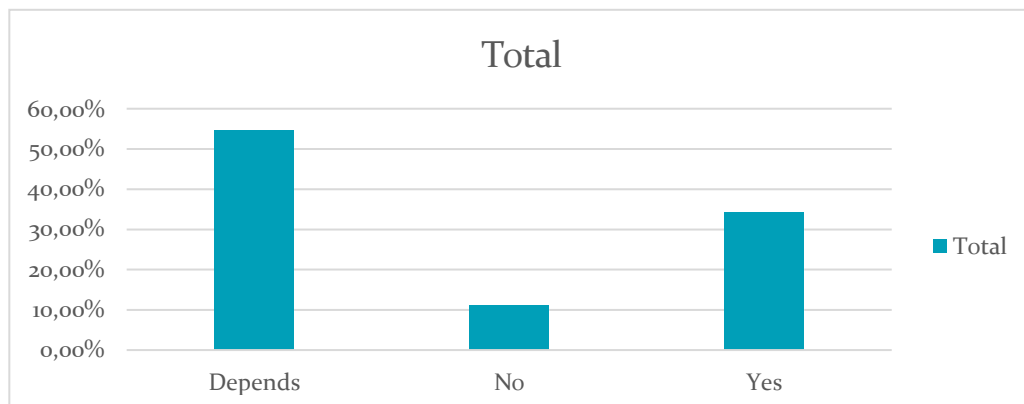
## QUESTION 11 – DO YOU THINK THE INSTITUTIONS STIMULATE /INVESTS IN YOUR PROFESSIONAL DEVELOPMENT?

Yes, sufficiently	20,37%
<b>No</b>	<b>73,15%</b>
NS = Non specified	6,48%



## QUESTION 12– DO YOU FIND YOUR JOB ATTRACTIVE?

<b>Depends</b>	<b>54,63%</b>
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.



Your TAO-AFI team:

Raúl Trujillo-Herrera, Rosario De Simone, Marco De Stefano, Andres Font Galarza  
Juan Luis Barbolla Casas, José Bellod, Gillian More, Cristina Perret

J-70 - Office 01/208 - Phone : 62589 - Email : osp-tao-afi@ec.europa.eu - www.tao-afi.eu