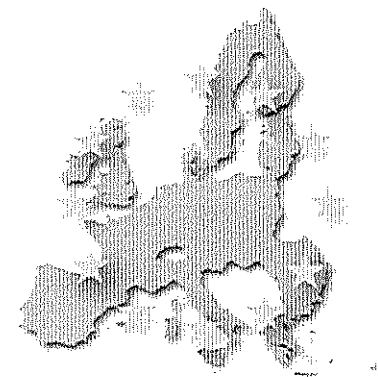


Joint Research Centre (JRC)

Visit of
Mr. D. Ristori
JRC Director General
Meeting with Staff Representatives
28 January 2011



IPTS - Institute for Prospective Technological Studies

Seville - Spain

<http://ipts.jrc.ec.europa.eu/>

<http://www.jrc.ec.europa.eu/>

Issues of concern to Commission staff at IPTS

- **Staff Policy: Present and Future**
 1. Staff Table
 2. Recruitments
 3. Careers
 4. Gender Balance
- **Site problems (Health and Education)**
- **Infrastructure**
- **Request for Actions: Equal Treatment**

TOTAL 224

Officials 94

AD 62
AST 32

of which
of which

46 scientists

19 MSU

13 Scientific Units

JRC specificity: are all ASTs in scientific Units doing science?

Other staff 130

rotation 1/3 each year

AD function: 100 scientists of which 1AT+75GH+11SNE+13CA

AST function 21 CA+

Interims ~10

**Stable Policy Support implies stable Staff Table
and
Social Peace Sustainability is at Risk**

- **+ Competitive credits = + temporary staff**
- **MSU+Sc.Units organise ~150 interviews year (10/Unit)**
- **46 Perm.Sc.sts support policy learning processes for 30 Non Permanent Sc.sts every year**
- **46 Perm.Sc.sts burdened by heavy JRC administrative and training tasks contribute LESS to science-based policy support**
- **15 Action Leaders engage in many non scientific tasks:**
 - PAR / KPI / PKS / TAS2 / Monthly Report SKM
 - Recruitment procedures/Contracts drafting and follow-up
 - Budgeting-Accounting / Audit / Quality Processes (ISO9001)

- **How many of JRC vacant posts will be:**
 - allocated to IPTS before end of FP?
 - filled with lists from 2010 competitions?
- **Recruitment Process too long: it takes 6-9 months for a GH/CA candidates to know the final result. Too many times they renounce to come.**
- **EPSO Tests for scientific CAs: urgent start defining EPSO/JRC tasks & the tests. Same mode as general competitions, based on previous CVs sifting?**

Career's prospects

- **No transparency on JRC Heads of Sector: posts & distribution**
- **Non existence of Deputy Head of Unit positions**
- **No possibility to qualify for EC management posts in other DGs due to our “peculiar” titles (Action Leaders)**
- **Mobility hindered by size and location: active policy needed**

11AD F /51AD M ○ ○

50/50
Gender
Balance?

FACTS:

- **Recruitments since 2008: 18 officials 4F/14M**
- **Action Leaders Today 1F/14M ; (note: in 2005 5F/12M)**
- **8 Management Posts**

Director + Assistant 2010
2HoU appointed 2008
3HoU appointed 2010

MEN
MEN
MEN

Did men choose men?

TARGET: Equal Treatment at JRC/IPTS???

Senior Mgt	EC 23%	JRC 9%	IPTS 0%
7 Middle Mgt Posts (6 HoU+1 Adv Bxl)	EC 26%	JRC15%	IPTS 0%
Other AD	EC 42%	JRC 19%	IPTS17%

JRC Management Plan 2011 Targets (p.11)

Senior Management (11)	“at least 25% of nominations”	(2?/11?)
Middle Management (63?)	“ at least 30% of nominations”	(XXX?/63?)

Equal Opportunity (2010-14) (SEC)20101554/4 JRC Targets(p11)

MM (61?)	16.4% in 2011 25%	21.3% 30%
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WHY?

10 HoU retirements are expected over 4 y but only 1 post per year devoted to gender balance.

- **Too highly competitive Institute = 1 Action/1 Official**
- **Low attractiveness for mid-career officials:**
 - Absence of European School
 - Poor access to public health infrastructure
 - Absence of a Protocole de Droits et Immunités comparable to Brussels
 - High commuting costs (personal and financial)
 - Negative CC
 - Size and location limit career prospects but motivation can be increased by:
 - More & smaller Units (no more than 20 people)
 - Implement Staff Regulation to ALs functions
- **Loosing attractiveness for young scientists due to:**
 - Better conditions on other sites (EU schools+ Housing + Social infrastructure)
 - Poor local labour market for post-IPTS employment and for spouses
 - No reimbursement of moving costs of children education
 - Limited publishing in referee journals due to competitive credits-related work

THE PROBLEMS:

- **Public System (SAS):** access is denied, except for urgency
- **Private entities:** access is allowed BUT
 - Credit card – if not cash – often required for payment and PMO « prise en charge » refused
 - Very high fees charged to individuals (eg. specialist +/-150 to 200 €)
 - No medical expertise & equipment for highly specialised surgery, treatment of severe pathologies & rare diseases

THE SOLUTIONS:

- **Access to SAS based on invoicing :** current negotiations of PMO and IPTS with the Andalusian and National Authorities
- **Contract a private health insurance company to benefit the negotiated and substantially lower rates commonly applied :** TS have been prepared for a CFT, budget is available for 2011

WHEN can we expect to be cured within the SAS and have our private insurance card ?

- **All other sites have possibility to attend the European School bilingual education & full reimbursement of costs. GH & SNE are reimbursed of school costs as Category 1 (fringe benefits)**
- **No European school**
- **No bilingual education and the “nearest” possibility is limited to expensive private schools**
- **Visit of JP Michel to potential candidate schools for agreement with EU has lead to non positive result**
- **Colegios Concertados: semi-public school - education suitable but no reimbursement or recognition by the PMO**
- **Staff is forced to find solutions abroad on their own costs**

Current site agreement

- Dates back to 1994
- Spanish government pays a limited surface
- Additional extensions at IPTS expense

Constraints

- Physical space
- Management of basic infrastructure, energy
- Limitations to required ICT infrastructure
- Cost of renting and infrastructure over 10 years: >17mio

Needs

- Space to accommodate
 - required support infrastructure
 - foreseen staff growth
- Better management of basic infrastructure

Preferred solution

- Ownership of IPTS site
- Increase attractiveness of the site
- In line with investments in other JRC sites

SITE AGREEMENT

Promises not kept and JRC indifference

Health coverage & costs (public/private)

Need for JRC Director General to support local solution

Schooling /Child-care facilities

Added costs for children language learning not reimbursed

Added costs for children international education not reimbursed

Site Agreement Review: quick action needed

Requests

- **Re-equilibrate JRC Credits/Posts allocation to allow proper policy support and to align with other EC services**
- **Establish Deputy HoUs and Head of Sector posts to align with other EC services**
- **Align gender balance in IPTS with other EC services (promised by Commissioner during her recent visit)**
- **Align JRC administrative circuits & procedures with other EC services**
- **Simplify recruitment processes**
- **Allow Social Credits to be used for reimbursing extra health and extra education costs**