



2022/2095(DEC)

21.2.2023

AMENDMENTS

1 - 15

Draft report
Olivier Chastel
(PE737.480v01-00)

2021 discharge - European Centre for the Development of Vocational Training
(Cedefop)
(2022/2095(DEC))

Amendment 1
Tomáš Zdechovský

Motion for a resolution
Paragraph 3 a (new)

Motion for a resolution

Amendment

3 a. 3a. Notes with concern weaknesses identified by the Court in payment management, in particular with regard to ex-ante controls which could expose the Centre to legal and reputational risks;

Or. en

Amendment 2
Tomáš Zdechovský

Motion for a resolution
Paragraph 7

Motion for a resolution

Amendment

7. Recalls that procedural deficiencies in recruitment procedures undermine the principles of transparency and equal treatment; requests that the Centre improves its internal recruitment procedure to clarify evaluation processes and vacancy notices;

7. Is concerned with weaknesses the Court identified in the Centre's recruitment procedures; notes that in one case, the Centre used external consultants to screen applications on preselection criteria set out in the vacancy notice, whereas in another, the Centre did not undertake all necessary measures to establish an effective internal control mechanism to mitigate the associated risks ; notes large discrepancies between the assessment performed by the Centre and the one performed by external consultants caused by a lack of clear and detailed guidelines for scoring the preselection criteria; Recalls that procedural deficiencies in recruitment procedures undermine the principles of transparency and equal treatment; requests that the Centre improves its internal recruitment procedure to clarify evaluation processes and vacancy notices;

Amendment 3
Claudiu Manda

Motion for a resolution
Paragraph 9

Motion for a resolution

9. Notes that, as regards gender balance reported for 2021, the Centre's senior management is unevenly composed by 4 men (66,7%) and 2 women (33,3%); also notes the management board is composed by 80 men (51%) and 76 women (49%); deplores the high number of members of the Board (156) which does not facilitate decision-making and simplified management; notes further that regarding its staff overall the gender breakdown is 57% women and 43% men; welcomes the presence of gender equality indicators among the social sustainability indicators; recalls the importance to develop a long term HR policy **including** work-life balance, lifelong guidance and career development, **the** gender balance, **the** teleworking, **the** geographical balance and the recruitment and integration of people with disabilities;

Amendment

9. Notes that, as regards gender balance reported for 2021, the Centre's senior management is unevenly composed by 4 men (66,7%) and 2 women (33,3%); also notes the management board is composed by 80 men (51%) and 76 women (49%); deplores the high number of members of the Board (156) which does not facilitate decision-making and simplified management; notes further that regarding its staff overall the gender breakdown is 57% women and 43% men; welcomes the presence of gender equality indicators among the social sustainability indicators; recalls the importance to develop a long term HR policy **on** work-life balance, lifelong guidance and **the offer of specific training possibilities for** career development, gender balance **at all staff levels**, teleworking, **right to disconnect**, **the enhancement of a** geographical balance **to have an appropriate representation from all Member States**, and the recruitment and integration of people with disabilities **as well as the promotion of their equal treatment and their opportunities**;

Amendment 4
Tomáš Zdechovský

Motion for a resolution
Paragraph 9

Motion for a resolution

9. Notes that, as regards gender balance reported for 2021, the Centre's senior management is **unevenly** composed by 4 men (66,7%) and 2 women (33,3%); also notes the management board is composed by 80 men (51%) and 76 women (49%); **deplores** the high number of members of the Board (156) which does not facilitate decision-making and simplified management; notes further that regarding its staff overall the gender breakdown is 57% women and 43% men; welcomes the presence of gender equality indicators among the social sustainability indicators; recalls the importance to develop a long term HR policy including work-life balance, lifelong guidance and career development, the gender balance, the teleworking, the geographical balance and the recruitment and integration of people with disabilities;

Amendment

9. Notes that, as regards gender balance reported for 2021, the Centre's senior management is composed by 4 men (66,7%) and 2 women (33,3%); also notes the management board is composed by 80 men (51%) and 76 women (49%); **notes** the high number of members of the Board (156) which does not facilitate decision-making and simplified management; **acknowledges limited impact of the Centre over the number of Board members due to the Regulation (EU) 2019/128 which establishes mandatory composition of the management board in tripartite manner**; notes further that regarding its staff overall the gender breakdown is 57% women and 43% men; welcomes the presence of gender equality indicators among the social sustainability indicators; recalls the importance to develop a long term HR policy including work-life balance, lifelong guidance and career development, the gender balance, the teleworking, the geographical balance and the recruitment and integration of people with disabilities;

Or. en

Amendment 5

Olivier Chastel, Michal Wieszik, Alin Mituța, Ramona Strugariu, Ilana Cicurel, Gilles Boyer

**Motion for a resolution
Paragraph 9**

Motion for a resolution

9. Notes that, as regards gender balance reported for 2021, the Centre's senior management is unevenly composed by 4 men (66,7%) and 2 women (33,3%); also notes the management board is composed by 80 men (51%) and 76 women (49%); **deplores** the high number of members of the Board (156) which does not facilitate decision-making and

Amendment

9. Notes that, as regards gender balance reported for 2021, the Centre's senior management is unevenly composed by 4 men (66,7%) and 2 women (33,3%); also notes the management board is composed by 80 men (51%) and 76 women (49%); **deplores** the high number of members of the Board (156) **composed by 84 voting members observers and**

simplified management; notes further that regarding its staff overall the gender breakdown is 57% women and 43% men; welcomes the presence of gender equality indicators among the social sustainability indicators; recalls the importance to develop a long term HR policy including work-life balance, lifelong guidance and career development, the gender balance, the teleworking, the geographical balance and the recruitment and integration of people with disabilities;

alternates) which does not facilitate decision-making and simplified management; notes further that regarding its staff overall the gender breakdown is 57% women and 43% men; welcomes the presence of gender equality indicators among the social sustainability indicators; recalls the importance to develop a long term HR policy including work-life balance, lifelong guidance and career development, the gender balance, the teleworking, the geographical balance and the recruitment and integration of people with disabilities;

Or. en

Amendment 6
Claudiu Manda

Motion for a resolution
Paragraph 9 a (new)

Motion for a resolution

Amendment

9 a. Notes that the Management Board of the Centre has a key role in its governance by providing strategic direction and overseeing its activities; notes further the mandate of the Centre and the specific composition of its Board based on the tripartite principle and thus including representatives of the national authorities and social partners; recognises that through its members the Management Board of the Centre ensures the necessary alignment between the Centre's work and stakeholder needs and priorities;

Or. en

Amendment 7
Olivier Chastel, Michal Wiezik, Alin Mituța, Ramona Strugariu, Ilana Cicurel, Gilles Boyer

Motion for a resolution
Paragraph 10

Motion for a resolution

Amendment

10. Notes with concern that the Discharge Authority's recommendations about the staff members' affiliation with the national healthcare system have not been addressed by the Centre, but welcomes that a new health and wellbeing committee has been established in July 2022;

deleted

Or. en

Amendment 8
Tomáš Zdechovský

Motion for a resolution
Paragraph 10

Motion for a resolution

Amendment

10. Notes with concern that the Discharge Authority's recommendations about the staff members' affiliation with the national healthcare system have not been addressed by the Centre, but welcomes that a new health and wellbeing committee has been established in July 2022;

10. Notes with concern that the Discharge Authority's recommendations about the staff members' affiliation with the national healthcare system have not been **fully** addressed by the Centre, but welcomes that a new health and wellbeing committee has been established in July 2022;

Or. en

Amendment 9
Tomáš Zdechovský

Motion for a resolution
Subheading 7

Motion for a resolution

Amendment

Digitalisation & **green transition**

Digitalisation & **sustainability**

Or. en

Amendment 10
Claudiu Manda

Motion for a resolution
Paragraph 25

Motion for a resolution

25. Notes that the Centre *pursuits* the effort to improve the Centre's cyber security and protection of personal data, especially through new multifactor authentication systems and training activities organised for staff; takes note that the Centre is committed to issue a cybersecurity policy to follow up on the forthcoming cybersecurity Regulation; observes that, to define appropriate mitigating measures to provide the highest possible level of online information security, the Centre carried out a Data Protection Impact Assessment early 2022;

Amendment

25. Notes that the Centre *pursues* the effort to improve the Centre's cyber security and protection of personal data, especially through new multifactor authentication systems and training activities organised for staff; takes note that the Centre is committed to issue a cybersecurity policy to follow up on the forthcoming cybersecurity Regulation; observes that, to define appropriate mitigating measures to provide the highest possible level of online information security, the Centre carried out a Data Protection Impact Assessment early 2022; ***stresses the importance of the geographical balance and that all Member States should be proportionally represented in order to have an appropriate representation of nationals from all Member States;***

Or. en

Amendment 11
Claudiu Manda

Motion for a resolution
Paragraph 26

Motion for a resolution

26. Recalls the importance to increase the digitalisation of the Centre in terms of internal operation and management but also in order to speed up the digitalisation of procedures; stresses the need for the agency to continue to be proactive in this regard in order to avoid a digital gap

Amendment

26. Recalls the importance to increase the digitalisation of the Centre in terms of internal operation and management but also in order to speed up the digitalisation of procedures; stresses the need for the agency to continue to be proactive in this regard in order to avoid a digital gap

between the agencies *at all costs*; draws attention, however, to the need to take all the necessary security measures to avoid any risk to the online security of the information processed; encourages the Centre to work in *closely* cooperation with ENISA (European Union Agency for Cybersecurity);

between the agencies; draws attention, however, to the need to take all the necessary security measures to avoid any risk to the online security of the information processed; encourages the Centre to work in *close* cooperation with ENISA (European Union Agency for Cybersecurity);

Or. en

Amendment 12

Olivier Chastel, Michal Wiezik, Alin Mituța, Ramona Strugariu, Ilana Cicurel, Gilles Boyer

Motion for a resolution Paragraph 32

Motion for a resolution

32. Notes the Centre's longstanding practice of cooperation and information exchange with other agencies such as ETF and Eurofound; recalls in particular the service *legal* agreement signed by the Centre with the European Union Agency for Cybersecurity (ENISA) on 4 May 2020 to share resources; points out that such resources regard, as of 2021, also the Data Protection Officer; calls on the Centre to regularly report on the implementation of the agreement; notes further that a Memorandum of Understanding was agreed in 2022 with the European Labour Authority, and that cooperation in the context of EURES and Skills-OVATE has been identified as a key priority;

Amendment

32. Notes the Centre's longstanding practice of cooperation and information exchange with other agencies such as ETF and Eurofound; recalls in particular the service *level* agreement signed by the Centre with the European Union Agency for Cybersecurity (ENISA) on 4 May 2020 to share resources; points out that such resources regard, as of 2021, also the Data Protection Officer; calls on the Centre to regularly report on the implementation of the agreement; notes further that a Memorandum of Understanding was agreed in 2022 with the European Labour Authority, and that cooperation in the context of EURES and Skills-OVATE has been identified as a key priority;

Or. en

Amendment 13 Claudiu Manda

Motion for a resolution Paragraph 33

Motion for a resolution

33. Calls on the Centre to continue to develop its synergies, increase cooperation **and** exchange **of** good practices with other Union agencies with a view to improving efficiency as regards, for instance, human resources, building management, IT services and security;

Amendment

33. Calls on the Centre to continue to develop its synergies, increase **its** cooperation, exchange **its** good practices **and push forward discussions regarding areas of mutual interest** with other Union agencies with a view to improving efficiency as regards, for instance, human resources, building management, IT services and security;

Or. en

Amendment 14
Tomáš Zdechovský

Motion for a resolution
Paragraph 33

Motion for a resolution

33. Calls on the Centre to continue to develop its synergies, increase cooperation and exchange of good practices with other Union agencies with a view to improving efficiency as regards, for instance, human resources, building management, IT services and security;

Amendment

33. **Welcomes the regular coordination and collaboration between the Centre and ETF, Eurofound, and EU-OSHA**; calls on the Centre to continue to develop its synergies, increase cooperation and exchange of good practices with other Union agencies with a view to improving efficiency as regards, for instance, human resources, building management, IT services, and security;

Or. en

Amendment 15
Tomáš Zdechovský

Motion for a resolution
Paragraph 33 a (new)

Motion for a resolution

33 a. Calls on the Centre to step up its efforts and report relevant performance information to the EU citizens and

Amendment

general public in clear and accessible language; urges the Centre to ensure greater transparency and public accountability by better utilizing media and social media channels;

Or. en