

**Question for written answer E-004697/2013  
to the Commission**

Rule 117

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Subject: Non-transparent EU recruitment procedures for staff on fixed-term contracts (CAST)

According to the EU's rules of procedure, Union institutions and bodies may employ staff on fixed-term contracts in order to meet requirements in specific sectors in which there are insufficient permanent employees.

Contract staff are recruited following a special procedure, which is usually organised by the European Personnel Selection Office. The names of successful candidates are entered in a database, from which the EU institutions and bodies select staff, following an interview, in order to meet their additional staffing requirements. The names of successful candidates remain in the database for three years, after which they are deleted from the relevant list.

Despite this, candidates who have successfully passed numerous such procedures are often never called for an interview by any Union institution. At the same time, some candidates have been recruited on fixed-term contracts well after the three-year limit.

In light of the above, will the Commission say:

1. How many employees on fixed-term contracts are currently being employed by all the EU institutions?
2. How long on average were their names in the database of successful candidates prior to their recruitment? When is the three-year limit ignored and how is that justified?
3. Given that successful candidates are not ranked, what is done to ensure that recruitment is meritocratic?
4. Does it have data on the number of Union employees whose initial fixed-term contract was later converted to an open-ended contract?