Type of contracts and careers at the European Southern Observatory

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Categories of Personnel

Staff Members
- Established members of the personnel
- Number of SM authorized by Council
- Can be permanent (indefinite term contract)

Fellows
- Young post-graduates in Astronomy
- 1 or 3 years (public) or 1 or 3 years (CfA)

Associates
- Unpaid Associates: supported by their institution
- Paid Associates: supported by ESO
- Normal duration: 1 year, renewable

Students
- Less than 4 months (ungraded)
- 4 to 12 months: ungraded or graduated working on a research project
- 1 to 2 years: PhD students in astronomy (ESO studentship programme)
- Eminent scientists guests at ESO for 1 year

Category:
- Staff
- Fellows
- Associates
- Students
- Guest Professors

161 Fixed term
185 Indefinite contract

ISM Fixed Term
ISM Indefinite
ISM FT
ISM IT
Fol
PA
Upa
St

Contract Duration
ISM FT: 1 year
ISM IT: 5 years
Fellows: 1 year
Students: 1 year

Max
3Y
18M
18M
12M

Indefinite: 1M/Y after 7 years
Can be doubled

Salary paid
- 0/0.5/1/2 step increase

Salary Indexation
Defined formula

Salary Indexation
Defined formula

Pregnancy must be notified to the organisation as soon as it is known

Salary Indexation
Defined formula

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Normal duration: 1 year, renewable

Established members of the personnel

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Citizenship it is not in ESO

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Stipends

Stipends

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Stipends

Stipends
Allowances

Social Security

Termination (among other reasons)
- Age (65 years)
- Refusal to be transferred to another duty station
- Suppression on post / reduction of the complement
  - Only if no other post available within Organisation
- Reasons related to the exercise of function
  - Does not apply after 15 years of service or 55 years of age

Problems
- Fixed-term contracts can be used as a tool for "pressure"
- IAAB process still not fully transparent
- Lack of transparency in promotions
- Compensation for duty travels more strict → could lead to loss of leave days
- General tendency to reduce benefits

Movements of Personnel
Fixed-term ISM contract can be made indefinite. Conditions:
- Minimum 6 years of service or 3 if age>30 and special conditions
- Defined process:
  - Candidates selected by administration based on years of service
  - Review and recommendation by Head of Division (defined criteria)
  - Indefinite Appointment Advisory Board issues final recommendation
  - First session with Staff Association representative
  - Closed-door session with final ranking
  - IAAB recommendation input to the Director General decision

All Personnel
Termination (among other reasons)
- Age (65 years)
- Refusal to be transferred to another duty station
- Suppression on post / reduction of the complement
  - Only if no other post available within Organisation
- Reasons related to the exercise of function
  - Does not apply after 15 years of service or 55 years of age

Improvements
- Maternity leave: before 10M of service required, no more since 2004
- EC fellows were hired as UPa → no protection; now compare to ESO fellows
- Last year 10 PA converted to ISM
- Equal opportunity policy
- Long Term Care (before 2005 no coverage was given)
- Clearly defined salary indexation

Problem #1: Long Term Care (before 2005 no coverage at all)
- Last year 10 PA converted to ISM
- Only if no other post available within Organisation
- Reasons related to the exercise of function
- Does not apply after 15 years of service or 55 years of age

Problem #2: Refusal to be transferred to another duty station
- Only if no other post available within Organisation
- Reasons related to the exercise of function
- Does not apply after 15 years of service or 55 years of age

Problem #3: Suppression on post / reduction of the complement
- Only if no other post available within Organisation
- Reasons related to the exercise of function
- Does not apply after 15 years of service or 55 years of age

Problem #4: Reasons related to the exercise of function
- Does not apply after 15 years of service or 55 years of age