



EUROPEAN COMMISSION

SECRETARIAT-GENERAL

PV(2015) 2135 final

- English language version of the French text which is authentic -

Brussels, 22 July 2015

TEXTE EN

MINUTES

of the 2135th meeting of the Commission

held in Brussels

(Berlaymont)

on Wednesday 15 July 2015

(morning)

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Single sitting: 15 July 2015 (morning)

The sitting opened at 09.56 with Mr JUNCKER, President, in the chair. Item 14 was chaired by Mr TIMMERMANS.

Present:

Mr JUNCKER	President	Items 1 to 13
Mr TIMMERMANS	First Vice-President	
Ms MOGHERINI	High Representative / Vice-President	Items 1 to 13
Ms GEORGIEVA	Vice-President	
Mr ANSIP	Vice-President	
Mr ŠEFČOVIČ	Vice-President	Items 1 to 13 (in part)
Mr DOMBROVSKIS	Vice-President	Items 1 to 11
Mr KATAINEN	Vice-President	
Mr OETTINGER	Member	Items 1 to 13
Mr HAHN	Member	Items 11 (in part) to 13
Mr ARIAS CAÑETE	Member	Items 1 to 13 (in part)
Mr VELLA	Member	
Mr ANDRIUKAITIS	Member	
Ms THYSEN	Member	
Mr MOSCOVICI	Member	Items 1 to 11 (in part)
Mr STYLIANIDES	Member	Items 1 to 13
Mr HOGAN	Member	
Lord HILL	Member	
Ms BULC	Member	
Ms JOUROVÁ	Member	
Ms CREȚU	Member	Items 1 to 11 (in part)
Ms VESTAGER	Member	
Mr MOEDAS	Member	Items 1 to 13

Absent:

Ms MALMSTRÖM	Member
Mr MIMICA	Member
Mr AVRAMOPOULOS	Member
Ms BIEŃKOWSKA	Member
Mr NAVRACSICS	Member

The following sat in to represent absent Members of the Commission:

Ms ÅSENIUS	Chef de cabinet to Ms MALMSTRÖM	
Mr BEHRNDT	Chef de cabinet to Mr MIMICA	
Ms SCHMITT	Chef de cabinet to Mr AVRAMOPOULOS	
Mr HUSAK	Chef de cabinet to Ms BIEŃKOWSKA	Items 1 to 13 (in part)
Mr HILL	Chef de cabinet to Mr NAVRACSICS	Items 1 to 13

The following also sat in:

Mr SELMAYR	Chef de cabinet to the PRESIDENT	
Mr ROMERO REQUENA	Director-General, Legal Service	
Mr PESONEN	Director-General, DG Communication	
Mr SCHINAS	Head of the Spokesperson's Service and Chief Spokesperson of the Commission	Items 1 to 12 (in part)
Ms ANDREEVA	Commission Spokesperson's Service	
Ms METTLER	Head of the European Political Strategy Centre	
Ms MARTÍNEZ ALBEROLA	Deputy Chef de cabinet to the PRESIDENT	
Ms KRAMER	Director of Coordination and Administration in the PRESIDENT's Office	Item 14
Ms DEJMEK-HACK	A member of the PRESIDENT's staff	Items 1 to 12 (in part)
Ms SUTTON	Deputy Chef de cabinet to Mr TIMMERMANS	
Mr MANSERVISI	Chef de cabinet to Ms MOGHERINI	
Ms HRISTCHEVA	Chef de cabinet to Ms GEORGIEVA	Items 1 to 11 (in part)
Mr SUARDI	Deputy Chef de cabinet to Mr DOMBROVSKIS	Items 1 to 11

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Mr BAILLY	Chef de cabinet to Mr MOSCOVICI	Items 1 to 11 (in part)
Ms GOLBERG	Secretariat-General	Items 11 (in part) to 13
Mr ITALIANER	Director-General, DG Competition	

Secretary: Ms DAY, Secretary-General, assisted by Mr AYET PUIGARNAU, Director in the Secretariat-General.

1. AGENDAS

(OJ(2015) 2135/FINAL; SEC(2015) 312/2)

The Commission took note of that day's agenda and of the tentative agendas for forthcoming meetings.

2. WEEKLY MEETING OF CHEFS DE CABINET

(RCC(2015) 2135)

The Commission considered the Secretary-General's report on the weekly meeting of Chefs de cabinet held on Monday 13 July.

3. APPROVAL OF THE MINUTES AND SPECIAL MINUTES OF THE 2133RD AND 2134TH MEETINGS OF THE COMMISSION (1 AND 7 JULY)

(PV(2015) 2133; PV(2015) 2133, PART II; PV(2015) 2134, PV(2015) 2134, PART II)

The Commission approved the minutes of its 2133rd and 2134th meetings.

4. WRITTEN PROCEDURES, EMPOWERMENT AND DELEGATION OF POWERS

4.1. WRITTEN PROCEDURES APPROVED

(SEC(2015) 313 ET SEQ.)

The Commission took note of the Secretariat-General's memoranda recording decisions adopted between 6 and 10 July.

4.2. EMPOWERMENT

(SEC(2015) 314 ET SEQ.)

The Commission took note of the Secretariat-General's memoranda recording decisions adopted between 6 and 10 July.

4.3. DELEGATION AND SUBDELEGATION OF POWERS

(SEC(2015) 315 ET SEQ.)

The Commission took note of the Secretariat-General's memoranda recording decisions adopted under the delegation and subdelegation procedure between 6 and 10 July, as archived in Decide.

4.4. SENSITIVE WRITTEN PROCEDURES

(SEC(2015) 316 AND /2)

The Commission took note of the sensitive written procedures for which the time limit expired between 13 and 17 July and of the finalisation written procedure initiated following the weekly meeting of Chefs de cabinet on 13 July.

5. ADMINISTRATIVE AND BUDGETARY MATTERS

(SEC(2015) 317/2)

ADMINISTRATIVE MATTERS

(PERS(2015) 66/2)

5.1. DG HUMAN RESOURCES AND SECURITY – TARGETS FOR FEMALE REPRESENTATION IN MANAGEMENT FUNCTIONS IN THE EUROPEAN COMMISSION FOR THE YEARS 2015-2019

(SEC(2015) 336)

In order to reach the overall target of 40% female representation in senior and middle management functions by 2019, the Commission, on a proposal from Ms GEORGIEVA, in agreement with the PRESIDENT, decided:

- to approve the indicative sub-targets for female representation in middle management functions by Directorate-General, as set out in SEC(2015) 336, and to review the progress made at regular meetings between Members of the Commission and the Directors-General or Heads of Service under their authority;
- to empower the Member of the Commission responsible for budget and human resources, in agreement with the PRESIDENT, to review and adapt these sub-targets and to adopt further measures as necessary to reach the overall target of 40% female representation in Commission management functions by 2019;
- to invite the Member of the Commission responsible for budget and human resources, in cooperation with the Commission Vice-Presidents, to report to the College at least once a year from spring 2016 on progress

made towards the 40% target for female representation in senior and middle management functions;

– to adopt the following measures:

- (i) the Directorate-General for Human Resources and Security would monitor applications for management functions and could extend the deadline set in a vacancy notice if no or too few applications had been received from female candidates;
- (ii) the recruiting Director-General would ensure that there was balanced representation of men and women on pre-selection panels; in the case of selection procedures for senior management functions, he/she would inform the Secretariat of the Consultative Committee on Appointments before appointing the members of the selection panel;
- (iii) in the case of selection procedures for middle management and adviser functions, the Directorate-General for Human Resources and Security would verify the pre-selection report and the conclusions of the pre-selection panel; if it considered that too few eligible female candidates had been proposed for an additional interview with the recruiting Director-General and the rapporteur, or if no women at all had been put forward, it could request a review of the selection panel's findings; the Consultative Committee on Appointments would carry out a similar review for selection procedures falling within its competence.

These decisions would take effect immediately.

**5.2. DG REGIONAL AND URBAN POLICY – APPOINTMENT OF AD14/15 DIRECTOR
(PERS(2015) 8 TO /4)**

The Commission had before it applications under Article 29(1)(a)(i) and (iii) of the Staff Regulations for the post of Director, ‘Budget and General Affairs’, in DG Regional and Urban Policy (PERS(2015) 8/4).

It took note of the opinions of the Consultative Committee on Appointments of 14 April and 21 May (PERS(2015) 8/2 and /3).

The Commission proceeded to compare the applicants’ qualifications for the post. It also considered their ability, efficiency and conduct in the service. On a proposal from Ms GEORGIEVA, in agreement with the PRESIDENT and after consulting Ms CREȚU, as well as Mr ANSIP, Mr ŠEFČOVIČ and Mr KATAINEN, it decided to appoint Ms Veronica GAFFEY to the post.

This decision would take effect on 16 July 2015.

**5.3. DG HUMAN RESOURCES AND SECURITY – SPECIAL ADVISERS TO THE COMMISSION UNTIL 31 MARCH 2016
(PERS(2015) 67)**

The Commission noted the information in point 3 of PERS(2015) 66/2 and, on a proposal from Ms GEORGIEVA, in agreement with the PRESIDENT, decided:

- to approve the additional appointment of a special unpaid adviser, as set out in PERS(2015) 67;
- to authorise the Director-General for Human Resources and Security to implement that decision by signing an employment contract on behalf of the authority empowered to conclude contracts of employment.

These decisions would take effect immediately.

**5.4. DG HUMAN RESOURCES AND SECURITY – APPROVAL OF LIST OF CANDIDATES FOR THE POST OF HEAD OF THE EUROPEAN UNION DELEGATION IN IRAQ
(PERS(2015) 68)**

The Commission took note of the information in point 4 of PERS(2015) 66/2 and, on a proposal from Ms GEORGIEVA, in agreement with the PRESIDENT, decided to approve the list of candidates for the AD9-14/AD12 post of Head of the EU Delegation in Iraq, set out in PERS(2015) 68, which would serve as a basis for the competent authority of the European External Action Service to make a final appointment.

This decision would take effect immediately.

**5.5. ACTIVITIES OF A MEMBER OF THE COMMISSION AFTER LEAVING OFFICE
(C(2015) 4885)**

The Commission adopted the decision set out in C(2015) 4885.

It decided that:

– the activity planned by the former Vice-President of the Commission, Mr Joaquín ALMUNIA, as member of the Scientific Committee for the study 'Building the Energy Union to Fuel European Growth' by the European House – Ambrosetti was compatible with Article 245(2) of the Treaty on the Functioning of the European Union (TFEU), provided that Mr ALMUNIA:

- (i) avoided any conflict of interests by refraining from any activity, such as lobbying, that might favour the commercial interests of the

companies involved, and in particular ENEL, and by demonstrating an appropriate degree of tact regarding his experience and knowledge gained directly or indirectly during his term of office as Member of the Commission responsible for competition;

- (ii) scrupulously complied with the duty to behave with integrity and discretion and the duty to respect confidentiality laid down by Articles 245 and 339 of the TFEU;
- the activity envisaged by Mr ALMUNIA as member of the Advisory Board of the Centre for European Policy Studies was compatible with Article 245(2) of the TFEU, provided that for eighteen months after leaving his post at the Commission Mr ALMUNIA refrained from any lobbying of the Commission or its departments on behalf of the organisation in question on any matters relating to his previous portfolio.

The Commission instructed the Secretary-General to inform Mr ALMUNIA of this decision and of the above conditions.

**5.6. GENERAL ACTIVITY REPORT OF THE MEDIATION SERVICE OF
THE EUROPEAN COMMISSION 2014
(SEC(2015) 296)**

The Commission took note of the 2014 General Activity Report of the European Commission's Mediation Service in SEC(2015) 296 and authorised its distribution to the institution's staff.

6. COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE, AND THE COMMITTEE OF THE REGIONS – LAUNCHING THE PUBLIC CONSULTATION PROCESS ON A NEW ENERGY MARKET DESIGN

(COM(2015) 340 TO /3; SWD(2015) 142; RCC(2015) 59)

The Commission approved the communication in COM(2015) 340/3, for transmission to Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, and, for information, to national parliaments, together with the staff working document distributed as SWD(2015) 142, the contents of which were noted.

7. COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE, AND THE COMMITTEE OF THE REGIONS – DELIVERING A NEW DEAL FOR ENERGY CONSUMERS

(COM(2015) 339 AND /2; SWD(2015) 141 AND /2; RCC(2015) 59)

The Commission approved the Communication in COM(2015) 339/2 for transmission to Parliament, the Council, the Economic and Social Committee and the Committee of the Regions, and, for information, to the national parliaments, together with the staff working document distributed as SWD(2015) 141/2, the contents of which were noted.

8. PROPOSAL FOR A REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL SETTING A FRAMEWORK FOR ENERGY EFFICIENCY LABELLING AND REPEALING DIRECTIVE 2010/30/EU (COM(2015) 341 AND /2; SWD(2015) 139 AND /2; SWD(2015) 140 AND /2; SEC(2015) 323; RCC(2015) 59)

The Commission adopted the proposal for a Regulation in COM(2015) 341/2 for transmission to Parliament, the Council, the European Economic and Social Committee, the Committee of the Regions and the national parliaments, together with the impact assessment and the summary thereof in staff working documents SWD(2015) 139/2 and SWD(2015) 140/2, the contents of which were noted.

It also took note of the opinion of the Impact Assessment Board distributed as SEC(2015) 323.

9. PROPOSAL FOR A DIRECTIVE OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL AMENDING DIRECTIVE 2003/87/EC TO ENHANCE COST-EFFECTIVE EMISSION REDUCTIONS AND LOW-CARBON INVESTMENTS (COM(2015) 337 TO /3; SWD(2015) 135; SWD(2015) 136; SEC(2015) 319; RCC(2015) 59)

The Commission adopted the proposal for a Regulation in COM(2015) 337/3 for transmission to Parliament, the Council, the European Economic and Social Committee, the Committee of the Regions and the national parliaments, together with the impact assessment and the summary thereof in staff working documents SWD(2015) 135 and SWD(2015) 136, the contents of which were noted.

It also took note of the opinion of the Impact Assessment Board distributed as SEC(2015) 319.

**10. COMMISSION DECISION ON A PROCEEDING UNDER ARTICLE 101 OF
THE TREATY ON THE FUNCTIONING OF THE EUROPEAN UNION
(CASE AT.40098 – BLOCKTRAINS)
(C(2015) 4646 TO /6; RCC(2015) 61)**

The Commission:

- took note of the opinion of the Advisory Committee on Restrictive Practices and Dominant Positions of 13 July in C(2015) 4646/4;
- took note of the final report of the Hearing Officer of 14 July in C(2015) 4646/5;
- adopted, in the authentic language (English), the decision in C(2015) 4646/6 finding that the companies to which the decision was addressed had infringed Article 101 of the Treaty on the Functioning of the European Union, requiring them to put an end to the infringements immediately and imposing on some of them fines totalling EUR 49 154 000;
- decided that the decision in C(2015) 4646/6 would be notified to the companies concerned, together with the final report of the Hearing Officer;
- decided that the key parts of the decision, together with the Advisory Committee’s opinion and the Hearing Officer’s final report, would be published in the official languages of the Union in the Official Journal of the European Union (with business secrets and other confidential information removed);
- decided to make the decision (with business secrets and other confidential information removed) accessible on the internet.

11. INTERINSTITUTIONAL RELATIONS

(RCC(2015) 60)

The Commission took note of the record of the meeting of the Interinstitutional Relations Group (IRG) held on Friday 10 July (RCC(2015) 60).

It paid particular attention to the following points.

11.1 LEGISLATIVE MATTERS

i) Trilogue

(point 3.1 of the IRG record)

- ‘Data Protection’ Package – Protection of individuals with regard to the processing of personal data and the free movement of such data (Regulation) – ALBRECHT report – 2012/0011 (COD)

The Commission approved the line set out in SI(2015) 171/2.

ii) Council dossiers

(point 3.3 of the IRG record)

- Conclusion, on behalf of the European Union, of the Stabilisation and Association Agreement between the European Union and the European Atomic Energy Community, of the one part, and Kosovo¹, of the other part (Council Decision) – 2015/0094 (NLE) / Signature, on behalf of the European Union, of the Stabilisation and Association Agreement between the European Union and the European Atomic Energy

¹ This designation was without prejudice to positions on status and was in line with UN Security Council Resolution 1244/99 and the International Court of Justice's opinion on Kosovo's declaration of independence.

Community, of the one part, and Kosovo, of the other part (Council Decision) – 2015/0095 (NLE)

The Commission approved the line set out in SI(2015) 277.

- Official controls and other official activities performed to ensure the application of food and feed law, rules on animal health and welfare, plant health, plant reproductive material, plant protection products and any amendments to the different rules and guidelines (Regulation) – KADENBACH report – 2013/0140 (COD)

The Commission approved the line set out in SI(2015) 190 and /2.

11.2. RELATIONS WITH THE EUROPEAN COUNCIL AND THE COUNCIL

iii) Non-legislative dossiers

(point 4.1 of the IRG record)

- Preparations for the Council meeting (Foreign Affairs) (Brussels, 20 July) – Issues paper on Tunisia

The Commission approved the issues paper, distributed as SI(2015) 293/2, for transmission to the Council.

- Memorandum of Understanding on the Conservation of Migratory Sharks

The Commission approved the line set out in SI(2015) 177.

- Action Plan on Human Rights and Democracy (2015-2019) – Keeping human rights at the heart of the EU agenda

The Commission approved the line set out in SI(2015) 286.

- Energy Diplomacy Action Plan

The Commission approved the line set out in SI(2015) 289.

- 21st Conference of the Parties to the United Nations Framework Convention on Climate Change and 11th Conference of the Parties serving as the meeting of the Parties to the Kyoto Protocol (Paris, 30 November to 11 December).

The Commission took note of the information in SI(2015) 288/2.

- Delegated Acts in the Financial Services Area – Financial Services Committee Subgroup Report on Level 2 Processes

The Commission approved the line set out in SI(2015) 290.

iv) Programming of Council business

(SI(2015) 292)

The Commission took note of the information in SI(2015) 292 on the Council meetings between 9 and 22 July.

v) Results of the extraordinary meetings of the Eurogroup (Brussels, 11 July) and the euro-area summit (Brussels, 12 and 13 July)

(SI(2015) 294); SEC(2015) 337)

Economic situation in Greece

The Commission discussed in depth the latest developments during, and after, the extraordinary meetings of the Eurogroup and the euro-area summit on 11, 12 and 13 July regarding the economic situation in Greece.

The Commission authorised Mr MOSCOVICI to sign, on its behalf, the letter set out in SEC(2015) 337 and to send it to the President of the Eurogroup Working Group.

11.3. RELATIONS WITH PARLIAMENT**vi) Results of Parliament's July part-session**

(SP(2015) 430; SP(2015) 431)

The Commission took note of the information in SP(2015) 430 and SP(2015) 431 on the proceedings of the part-session of Parliament held in Strasbourg from 6 to 9 July.

vii) Action to be taken on Parliament's legislative resolutions and other resolutions of a legal nature

(SP(2015) 456)

The Commission decided to empower the Commission Members responsible for the sectors in question, in agreement with the PRESIDENT and Mr TIMMERMANS and, if necessary, with the other Members concerned, to adopt the amended proposals for transmission to Parliament and the Council, as set out in SP(2015) 456, drawn up following the July part-session of Parliament, the contents of which were noted.

11.4. RELATIONS WITH THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE, THE COMMITTEE OF THE REGIONS, THE EUROPEAN OMBUDSMAN AND NATIONAL PARLIAMENTS**viii) Participation by Members of the European Economic and Social Committee in international conferences**

(SC(2015) 26)

- 21st Conference of the Parties to the United Nations Framework Convention on Climate Change (Paris, 30 November to 11 December)

The Commission agreed to the request to the PRESIDENT from Mr Henri Malosse, President of the European Economic and Social Committee,

concerning the attendance of four Members of that Committee at the above-mentioned meeting as observers in the EU delegation, with a reminder about the procedure to be followed.

ix) Participation of Members of the Committee of the Regions in international conferences

(SR(2015) 19)

- 21st Conference of the Parties to the United Nations Framework Convention on Climate Change (Paris, 30 November to 11 December)

The Commission agreed to the request to the PRESIDENT from Mr Markku Markkula, President of the Committee of the Regions, concerning the attendance of four Members of the Committee of the Regions at the above-mentioned meeting as observers in the EU delegation, with a reminder about the procedure to be followed.

x) Relations with the European Economic and Social Committee – Programming of work for 2015 – List of optional opinions

(point 6.3.1 of the IRG record)

The Commission approved the line set out in SC(2015) 24 and decided to send the list annexed to that document to the European Economic and Social Committee.

xi) Relations with the Committee of the Regions – Programming of work for 2015 – List of optional opinions

(point 6.4.1 of the IRG record)

The Commission approved the line set out in SR(2015) 15 and decided to send the list annexed to that document to the Committee of the Regions.

12. POLICY DEBATE ON THE COMMISSION WORK PROGRAMME 2016 (SEC(2015) 333)

Mr TIMMERMANS opened the policy debate on the Commission Work Programme 2016, stressing the importance of keeping this second annual programme focused on the ten political priorities set out by the PRESIDENT at the beginning of the present Commission's term of office. These priorities had been well received by Parliament and the Council, and helped convey what the Commission was doing to help EU citizens.

He stressed how important it was for the Commission to avoid taking a routine approach to programming its initiatives and gradually losing sight of the main priorities it had established, since these were meant to guide the Commission through its entire mandate. In view of this, he asked the Commissioners to ensure that, for their respective areas of competence, the Work Programme reflected the spirit and the priorities of the Commission's political guidelines.

He also called on the College to defend this approach, as failure to do so would leave the Commission unable to honour the commitments it had made to Parliament, the Council and all European citizens at the start of its mandate. The Commission had already announced some 40 new legislative proposals, in addition to the various strategies which were still in the pipeline for adoption in 2015, leaving little room for new initiatives.

As for the 400 or so proposals for which a legislative procedure was under way, he reiterated that the Work Programme was designed to identify those that needed to be speeded up and those which should be withdrawn because they were no longer relevant or stood no chance of being adopted. He called on the Members of the Commission to identify, together with their respective departments, the dossiers on which the Commission should focus its attention.

He added that the analysis of pending proposals was by no means an ideological or

sector-based exercise, and that revision or withdrawal should not be perceived as failure but, on the contrary, as an opportunity to open up new avenues and explore alternatives, or to develop new approaches based on dialogue and updated impact assessments.

Turning to the next steps of the procedure for adopting the Commission Work Programme 2016, Mr TIMMERMANS asked the Vice-Presidents to coordinate their work to identify and assess all the initiatives within the project teams for which they were responsible.

The project team meetings would be organised at Cabinet and Directorate-General level in September and would be followed by meetings which he would convene with the Vice-Presidents to finalise the Work Programme.

He added that the policy debate that day and the Commission's post-recess seminar on 2 and 3 September would enable the PRESIDENT to prepare his 9 September speech on the State of the Union and the letter of intent to be sent to Parliament and the Council as had been done last year. The Luxembourg Presidency of the Council had already tabled a discussion on the Commission Work Programme at the General Affairs Council in September.

He also noted that the Commission would continue its structured dialogue with the European Parliament, principally at a meeting between the College and Parliament's Conference of Committee Chairs and at a meeting between the PRESIDENT and the Conference of Presidents which Mr TIMMERMANS would also attend.

Mr TIMMERMANS concluded his presentation by reminding the College once again that the Commission's Work Programme 2016 should be short and to the point, homing in on clear priorities.

In the course of the discussion that followed, the Commission raised the following key points:

- the Commissioners' unanimous support for a Work Programme centred on the ten political priorities set out by the PRESIDENT for the current Commission;
- the need for the Commission to keep a tight rein on its Work Programme and prevent it from being called into question as a result of the large number of pending proposals or the addition of new, non-priority initiatives;
- the chance to identify, in cooperation with Parliament and the Council, proposals which needed to be adopted quickly by the co-legislators, as had been the case, for example, with the European Fund for Strategic Investments (EFSI);
- the need to pay more attention to the actual implementation of legislation adopted;
- the importance of the section of the Work Programme 2016 relating to the Energy Union, comprising two packages of proposals which would engender intense legislative activity next year;
- the need to make headway on a certain number of urgent dossiers in the health field and, more specifically, on antimicrobial resistance, transfats, labelling of alcohol products, pesticides and health claims;
- in the social policy field, the need to step up social dialogue and focus Commission action on key initiatives, i.e. the draft recommendation on long-term unemployment, the package of measures in respect of mobility, initiatives in the field of social protection and health and safety at work, and the new proposal for a Directive on parental leave.

Mr TIMMERMANS wound up the policy debate on the Commission Work Programme 2016 by thanking everyone for their contributions and stated that the Work Programme would be put back on the table at the post-recess seminar on 2 and 3 September.

The Commission took note of the results of the policy debate and of the background note distributed on the authority of the PRESIDENT and with the agreement of Mr TIMMERMANS (SEC(2015) 333).

13. RELATIONS WITH NON-MEMBER COUNTRIES

13.1. AGREEMENT ON IRAN'S NUCLEAR PROGRAMME

Ms MOGHERINI reported on the agreement signed in Vienna on the previous day, 14 July, on Iran's nuclear programme, after more than two years of negotiations between Iran and the E3/EU+3 in a dispute lasting more than ten years. She emphasised the historic nature of the agreement, which represented a joint commitment to peace and a decisive step towards a safer world. She also pointed out that its effective implementation would give rise to the conditions necessary to restore confidence and would constitute a turning point in relations between the parties concerned.

Returning briefly to the outcome of the agreement, which took the form of a Joint Comprehensive Plan of Action, coupled with five technical annexes, Ms MOGHERINI stressed its particularly detailed and all-inclusive nature. She expressed her confidence in Iran's political will to implement the agreement in practice and praised, in passing, the commitment and political courage of the country's current leaders. She also noted the warm welcome given to the conclusion of the agreement in Iran.

She then turned to the consequences at regional level, stressing the new possibilities that the agreement could give rise to over time, whether in bilateral relations between Iran and other countries in the region or with respect to the strategy to follow on the major areas of instability in the Middle East. Although certain countries in the region might express their scepticism,

she emphasised the rigorous approach adopted, with the cooperation of the International Atomic Energy Agency (IAEA), to achieve full compliance with all the agreement's conditions.

In operational terms, the agreement would soon be enshrined in a resolution by the UN Security Council, in the US it would be subject to a 60-day Congress review and it would prompt a certain number of inspections by the IAEA, meaning that it should enter into force towards the end of the year. That was why the Union had extended the suspension of sanctions against Iran by six months, to 14 January.

Within this context, Ms MOGHERINI focused more particularly on the role which the Union should play, in her opinion, in the near future. On the one hand, she touched on the gradual establishment of new relations with Iran and the new geopolitical momentum that they might bring to the region as a whole. On the other hand, she wanted the Commission to provide support for preparing the resumption of economic and trade relations with Iran following the lifting of the international sanctions, once the agreement entered into force.

She proposed a number of specific measures with this in mind. She suggested envisaging the opening of a Union delegation in Iran the following year if the agreement came into effect under the conditions laid down. She also suggested an official visit to Iran by several Members of the Commission at the end of the year or at the start of 2016 to discuss a number of subjects of common interest with the Iranian authorities, such as trade, research, energy and culture.

The PRESIDENT congratulated Ms MOGHERINI warmly on her successful contribution to the signature of that historic agreement. He extended his thanks to her teams, which had made remarkable efforts on the Union's behalf throughout the tough negotiations, while highlighting what the positive

outcome represented both for European diplomacy and for world security.

The Commission took note of this information.

13.2. RESOLVING THE POLITICAL CRISIS IN THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

Mr HAHN reported on the constructive high-level meeting that he had arranged in Skopje on 14 and 15 July, in cooperation with a number of MEPs and the ambassadors of the Union and of the United States to the Former Yugoslav Republic of Macedonia (FYROM). He described the agreement arrived at in the discussions with the country's four leading political groups, recalling that this was an integral part of the agreement reached between the parties on 2 June. The political compromise thus achieved should enable the country to move out of the political crisis by which it had been affected following the challenge of the democratic nature of the recent parliamentary elections and the serious wire-tapping scandal.

He pointed out that that week's agreement confirmed the conditions of the opposition's return to parliament on 1 September and its joining the government, with two ministerial positions, as of 20 October. He added that the agreement also provided for new parliamentary elections to be held on 24 April 2016.

He further explained that under the agreement the sitting government was to resign formally in time for the newly constituted government to be sworn in on 15 January 2016, i.e. 100 days before the parliamentary elections. It also provided for assistance from the Organization for Security and Cooperation in Europe (OSCE) in ensuring that the elections were held in line with international standards.

Mr HAHN stressed the decisive step forward that the agreement represented for resolving the current political stalemate in the country and enabling it to

meet the challenges it faced.

The PRESIDENT congratulated Mr HAHN and his teams for facilitating this essential agreement in this important region of Europe. As for the negotiations on Iran's nuclear programme (see item 13.1 of these Minutes), he noted that the Union should build on the positive outcome of its role as mediator.

Ms MOGHERINI wholeheartedly agreed with the PRESIDENT's views. She also drew the Commission's attention to the need to focus on the current situation in Serbia. She pointed to the renewed tension in the region following the commemoration on 11 July of the Srebrenica massacre, and the slow pace of progress in the talks between Serbia and Kosovo. She highlighted the case for breathing new life into relations with Serbia in order to confirm and add greater immediacy to its European perspective.

The PRESIDENT reported on his meeting with the Serbian Prime Minister, Mr Aleksandar Vučić, the week before. He praised the political courage and commitment to regional reconciliation the Serbian Prime Minister had shown in taking part in the Srebrenica ceremony despite the threats to his personal safety. The PRESIDENT regretted that Serbia's European perspective was not more palpable on the ground. He suggested examining the scope for opening a certain number of negotiating chapters with the Serbian authorities in order to send a clear political signal.

The Commission took note of this information.

14. ADMINISTRATIVE AND BUDGETARY MATTERS (CONTINUED)**OTHER BUSINESS*****TALENT MANAGEMENT***

Ms GEORGIEVA presented the new approach the Commission intended to follow to manage its in-house talent. She stressed the high quality of the Commission staff and explained that this new human resource management strategy aimed to ensure that the right person was in the right job at the right time.

She began by quoting some important statistics. The Commission had a total staff of 33 197, of whom 22 516 were officials, 1 152 temporary staff and 6 401 contract staff. The number of temporary and contract staff was increasing. While the overall gender balance was 45% men and 55% women, women were under-represented in senior and middle management – 28% and 31% respectively – and this was something that needed to be corrected (see item 5.1 of the Minutes).

Ms GEORGIEVA insisted on the importance of listening to staff. A recent survey showed that 65% of Commission staff felt that the institution did not care about their well-being, 55% felt that they were not in control of their career development, and 52% thought that their superiors did not communicate enough.

She explained that in order to respond to these concerns the new approach to improved personnel management was based on three elements: (i) well-being at work, (ii) talent management and (iii) better internal communication. The ultimate goal was a knowledgeable, skilled, flexible and networked organisation.

Ms GEORGIEVA announced that the different parts of the new strategy would be deployed gradually between 2015 and 2017. By way of example she mentioned that (i) adviser and management posts would in future be open to those in grade AD8 upwards, which would bring down the average age and open up these positions to more candidates, (ii) the management skills of managerial staff would be subject to

360° evaluation, (iii) greater scope would be created for alternating management and non-management posts, (iv) temporary and contract staff would be integrated into departments more effectively, for example by developing their career prospects and internal mobility, and (v) the learning and personal development strategy aimed to promote mobility, particularly between directorates-general.

Ms GEORGIEVA wound up her presentation by saying that the long-term aim was to strengthen the sense of belonging to the institution and to give the staff the tools they needed to maintain high levels of performance throughout their career.

The Commission took note of this information.

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The Commission's other discussions on certain agenda items are recorded in the special minutes.

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The meeting closed at 12.35