



**Joint Assessment Report  
on  
Action Plan on  
Geographical Balance**

**LUXEMBOURG**

**2024**

# Assessment of the Joint Action Plans on Geographical Balance

## Joint Conclusions

This is the first Joint Assessment Report completed on the Joint Action Plan on Geographical Balance for Luxembourg which was endorsed on 3 October 2023. The situation as of 31 December 2021 serves as a baseline for the assessment. The result indicators include data for the year 2021 in view of facilitating possible trend identification.

As outlined in the Joint Action Plan, the measures introduced by the European Commission, Luxembourg, and jointly, aim to strengthen geographical balance in the Commission workforce<sup>1</sup>. Luxembourg continues to develop and implement various outreach measures to promote EU careers at national level and support their candidates. Luxembourg calls for the introduction of nationality-based competitions to address geographical imbalances as referenced in the European Commission's Human Resources Strategy (2022).

In terms of underrepresentation as of 31 December 2023, Luxembourg falls below the 80% threshold of its guiding rate in the staff categories referenced in the result indicators, including Blue Book Trainees. Despite the measures implemented to date and although some positive developments can be observed, the numbers in most staff categories remain a point for further detailed monitoring and analysis. Alongside the issue of underrepresentation, Luxembourg also faces an issue of outflow due to forecasted retirements. Without a proper inflow to counteract this, the situation of underrepresentation will further deteriorate.

The number of external competitions has been limited due to the difficulties EPSO has encountered. For that reason, the actions aiming at correcting the underlying causes of geographical imbalances through external competitions have also been impacted. The Commission will continue to support EPSO, through its participation in the EPSO Management Board. The Commission has also administratively supported EPSO in restarting testing with an interim contractor, while the Procurement Unit of DG HR has helped EPSO to publish a tender for a new contractor. Luxembourg will continue to support the work of EPSO.

The Commission also continues to implement measures aimed at improving geographical balance and monitor the trends for permanent and non-permanent positions in a targeted way across the career journey. This is important for strengthening the pipeline for future Officials. The decision to publish vacancies for non-permanent staff externally is an important step for greater transparency and visibility of Commission vacancies. The forthcoming Temporary Agents Decision foresees, as a principle, that all vacancies for Temporary Agents positions will be published externally<sup>2</sup>. Member States will be duly informed once adopted.

In parallel, the Commission will continue to prepare the legal basis for the introduction of additional measures (General Implementing Provisions (GIPs), Article 27 of the Staff Regulations). This will provide a robust legal framework and the continuation of a sustainable and "step-by-step" approach to improving geographical balance. Additional measures may be introduced once the legal basis to do so is established, at which point the recruitment trends will be taken into account. Any measures adopted will ensure that proportionality and merit continue to be the guiding principles underpinning recruitment in the Commission.

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<sup>1</sup> Article 27 of the Staff Regulations and Article 12 of the Conditions of Employment of Other Servants require that EU institutions recruit staff from the broadest possible geographical basis.

<sup>2</sup> The new decision will apply to Temporary Agents engaged under Articles 2(a), (b) and (d) of the Conditions of Engagement of Other Servants.

The Joint Action Plans, implementation and stocktaking of measures contained therein, and tracking progress by monitoring inflow and outflow trends, are crucial for improving geographical balance in the European Commission. With the long-term goals of the Joint Action Plans in mind, both the Commission and Luxembourg are committed to applying these measures strategically and with a focus on a sustainable approach. The stocktaking is not a one-off exercise; the Commission intends to continue the assessment on a regular basis. It is the combination of the Joint Action Plan measures and the potential measures anticipated by the GIPs, Article 27, that will enable us to address the imbalances in an efficient, sustainable, and proportionate way.

Member State:	Luxembourg	Guiding Rate:	0,8%	80% of Guiding Rate:	0,6%	Population Share:	0,1%
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### Result indicators (EC)

Staffing	2021		2022		2023		
	Absolute	Share as % of GR	Absolute	Share as % of GR	Absolute	Share as % of GR	Trend vs 2021*
Blue Book Applications	78	55%	58	44%	54	43%	⬇️
Blue Book Trainees	13	131%	13	115%	8	72%	⬇️
JPP Applications	16		10		8		
JPP Selections	0		0		0		
JPД	3				5		
FGIII	4	38%	1	10%	1	10%	⬇️
FGIV	6	25%	9	36%	10	37%	⬆️
SNE	3	45%	4	55%	3	39%	
NEPT	0		3		1		
AD5-AD8 Officials	4	15%	6	24%	5	20%	⬆️
AD5-AD8 TAs	4	60%	4	46%	7	71%	⬆️
AD5-AD8 Officials + TAs	8	24%	10	29%	12	35%	⬆️
AD9-AD14 (non-management) Officials	18	39%	19	41%	17	35%	
AD9-AD14 (non-management) TAs	0	0%	0	0%	0	0%	
AD9-AD14 (non-management) Officials + TAs	18	39%	19	40%	17	35%	
AD5-AD14 (non-management) Officials	22	30%	25	35%	22	30%	
AD5-AD14 (non-management) TAs	4	53%	4	42%	7	65%	⬆️
AD5-AD14 (non-management) Officials and TAs	26	32%	29	36%	29	35%	
AD Officials retirements	1		2		4		

JPД Sessions start every 2 years. 2021 to 2023 and 2023 to 2025.

FGIII, FGIV, SNE and AD staff figures exclude linguistic functions. AD Officials retirements include management and linguistic functions

\*Significant difference in trend corresponds to 20% deviation for non-AD functions and 10% for AD function when comparing share as % of GR from 2021 to 2023

Transitions 2022				
Role as of 31/12/2021	FGIII	FGIV	AD5-AD8 TA	AD5-AD8 Off
External Recruitment	0	3	0	0
BB	1	0	0	0
FGIII		1	1	0
FGIV	0		0	0
SNE	0	0	0	0
AD5-8 TA	0	0		1

Transitions 2023				
Role as of 31/12/2023	FGIII	FGIV	AD5-AD8 TA	AD5-AD8 Off
External Recruitment	0	2	3	0
BB	0	0	0	0
FGIII		0	0	0
FGIV	0		1	0
SNE	0	0	0	0
AD5-8 TA	0	0		0

\*Role as BB in the previous year during the March/October Session or March of current year

EPSO competitions	2021	2022	2023*
Number of specialist competitions started	15	13	8
Applicants	30	40	62
Share of Applicants	0,3%	0,4%	0,4%
Number of completed competitions	15	13	0
Laureates	1	2	
Pass Rate	3,3%	5,0%	
EU-27 Pass Rate	5,2%	6,8%	

**Note:** No Generalist Competitions initiated during this period.

\* Note: NEW EPSO competition model

**Output indicators 2023 data provided by Luxembourg (LU with COMM for joint measures)**

Timeframe: 1st Jan 2021 - 31st Dec 2023

Indicator	Counts	Scope	implemented/ started	end date / ongoing	Additional information / Comments
<b>1. Online Information Sessions (webinars)</b>	5 sessions	15 participants (estimated, throughout 2021) 15 participants (estimated, throughout 2022) 55 participants (estimated, throughout 2023)	13/07/2021 21&22/09/2022 30/01/2023 06/07/2023 29&30/11/2023		EPSO online training EPSO online training Networking event with EPSO and Commission Information session on EU careers EPSO online training
<b>2. Information website</b>	NA	Development of an information page on the website of the Luxembourg MFA to promote EU careers, including links to vacancies	in progress	May-24	
<b>3. Participation in career fairs</b>	3 career fairs	25 participants (average throughout 2021) 25 participants (average throughout 2022) 25 participants (average throughout 2023)	October - yearly student fair		Since the pandemic, the fair has in recent years been taking place online or in hybrid format, with the participation of the Luxembourg MFA through a virtual stand.
<b>4. Training- and Coaching-Sessions for SNE candidates</b>	5 sessions	2 participants (throughout the year 2021) 1 participants (throughout the year 2022) 2 participants (throughout the year 2023)	Jan-21	Nov-23	Individual interview coachings
<b>5. Personal coaching for internal competition candidates</b>	2 sessions	2 participants	Dec-23	Apr-24	Individual interview coachings
<b>6. Social media profiles</b>					
6.1 E.g. Facebook	63 posts	9800 followers (average throughout the year)	Jan-21	Dec-23	
6.2 E.g. LinkedIn	41 posts	8960 followers (average throughout the year)	Jan-23	Dec-23	LinkedIn only displays information about posts back to 1 year ago, posts from 2022 are impossible to measure.
<b>7. Mailing List</b>					
7.1. E-mails	16 emails	20 average number of recipients per e-mail	01/01/2023	31/12/2023	
7.2. Mailing List	100 subscriptions		ongoing		Previously, information about job-positions, competitions in EU institutions/agencies has been broadly disseminated to student and alumni associations, the university of Luxembourg and other relevant contacts (precise numbers are not available).
<b>8. Human resources</b>		Recruitment of agent in 2023 in charge full time of geobalance	01/07/2023		
<b>9. Outreach</b>		Outreach and invitation to information sessions or receptions			
9.1 Regular outreach to Luxembourg nationals in non-permanent positions		NA			
9.2. Blue Book trainees		Systematic outreach to EC traineeship office at the beginning of the Blue Book sessions with message to trainees	March/October		
9.3. JPPs		NA			
9.4. JPDs		NA			
<i>Footnote: The data presented above is provided by LU and is the sole responsibility of LU.</i>					
Joint Measures (initiated by LU/EC/EPSO)	Count	Scope	implemented/ started	end date/ongoing	Additional information / Comments
<b>1. EPSO career student ambassadors 2022/2023</b>	1 person				1 student ambassador in 2021 and 2022 reported by Member State.
<b>2. EPSO career student ambassadors 2023/2024</b>	2 people				3 student ambassadors in the academic year 2023/2024 reported by Member State.
<b>3. EPSO career staff ambassadors 2023</b>	4 people				1 staff ambassador since 2022 reported by Member State.
<b>4. EPSO outreach events 2022</b>	6 events				
<b>5. EPSO outreach events 2023</b>	13 events				
<b>6. Welcome event to Blue Book trainees in Luxembourg</b>	2 sessions	40+35 attendees	17/03/2022 27/10/2022		
<b>7. Studentfair</b>	1 sessions	6000 visitors 30 engagements with online stand	27/10/2023	31/12/2023	1 session : digital stand presented EPSO and job/intern opportunities at EU institutions.
<b>8. Europe day</b>		5000 + 5000 attendees (per event)	09/05/2022 09/05/2023	ongoing	EPSO was present with a stand during Europe day festivities in 2022 in Esch-sur-Alzette and in 2023 in Luxembourg-Kirchberg.
<b>9. EU careers student ambassadors in Luxembourg</b>	1 sessions	150 attendees	06/10/2023		An event organised by EPSO which, for the first time, took place in Luxembourg in order to raise interest for students from all over Europe, including from Luxembourg, to work for the EU institutions.
<i>Footnote: The data presented above is provided by LU, EC Representation and EPSO and is a joint responsibility of the aforementioned parties.</i>					

European Commission Measures	State of Play	Additional information / Comments
1. General Implementing Provisions of Article 27	progress	The Commission is preparing the legal basis for the introduction of additional measures (General Implementing Provisions (GIPs) Art.27 of the Staff Regulations). The draft GIPs will be subject to inter-service consultation and social dialogue as part of the decision-making process. The final decision lies with the College.
2. Blue Book guiding rates	completed	The application of guiding rates to the Blue Book traineeship database is creating a more geographically balanced Blue Book trainee population. The share of trainees from all 15 under-represented Member States combined reached 100% of the guiding rate in 2023, compared to 85% a year earlier.
3. Temporary Agents decision	progress	The Temporary Agents Decision is not designed to specifically address geo-balance issues. However, its structure will encourage applications from a large pool of candidates. The Decision foresees that, as a principle, all vacancies for TA positions will be published externally. Further, the duration of TA contracts and grading will be clearly defined providing applicants with a clear view of the key contract terms. The decision will go through the final stages of the social dialogue within the coming period and is intended to be adopted shortly after.
4. Publication of vacancies on a single page - pilot phase	completed	This is in pilot phase since November 2023 for the following categories: all non-linguistic TA 2b/d AD posts and CA 3a positions based in Brussels and Luxembourg. The forthcoming Temporary Agents Decision foresees, as a principle, that all vacancies for Temporary Agent positions will be published externally.
5. Interviewing 1 candidate from an under-represented MS for TA and CA FGIV posts	completed	Since the introduction (in September 2022) of the measure to interview at least one candidate from an under-represented Member State for certain categories of temporary staff (Temporary Agents at administrative grades and Contract Agents in Function Group IV), 39% of Temporary Agents at administrator-level recruited were from under-represented Member States in 2023, compared to 34% in 2022. Since 2022, 10 out of the 15 under-represented Member States have improved their share of AD5-8 Temporary Agents.
6. Encouraging exchange of best practices	progress	The Commission continues to encourage best practice and sharing of knowledge across the Member States.
Footnote: The data presented above is provided by EC and is the sole responsibility of EC.		

