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# DRAFT GENERAL BUDGET OF THE EUROPEAN UNION

for the financial year 2021

#EUBUDGET

Human resources of the EU institutions  
and executive agencies

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**Working Document Part II**

*Budget*

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**DRAFT GENERAL BUDGET**  
**of the European Union**  
for the financial year 2021

Working Document  
**Part II**

**Draft General Budget  
of the European Union  
for the Financial Year 2021**

**Working Document Part II  
Human Resources of the EU institutions  
and Executive Agencies**

## Draft Budget Working Documents

The 2021 Draft Budget is accompanied by twelve ‘Working Documents’, as follows:

### **Part I: Programme Statements of operational expenditure**

Working Document I contains, pursuant to Article 41(3)(h) of the Financial Regulation, Programme Statements, which are coherent with the current legal bases and provide details on the resources dedicated to each spending Programme for the period 2014-2020.

### **Part II: Human Resources of the EU institutions and executive agencies**

Working Document II presents information on the human resources of the EU institutions and executive agencies, and in particular for the Commission, both for the establishment plans and for external personnel, across all headings of the multiannual financial framework. Moreover, pursuant to Article 41(3)(b)(v) of the Financial Regulation, it provides a summary table for the period 2019 – 2021 which shows the number of full-time equivalents for each category of staff and the related appropriations for all institutions and bodies referred to in Article 70 of the Financial Regulation.

### **Part III: Bodies set up by the European Union having legal personality**

Working Document III presents detailed information relating to all decentralised agencies and Joint Undertakings, with a transparent presentation of revenue, expenditure and staff levels of various Union bodies, pursuant to Article 41(3)(c) of the Financial Regulation.

### **Part IV: Pilot projects and preparatory actions**

Working Document IV presents information on all pilot projects and preparatory actions which have budget appropriations (commitments and/or payments) in the 2021 Draft Budget, pursuant to Article 41(3)(f) of the Financial Regulation.

### **Part V: Budget implementation and assigned revenue**

Working Document V presents the budget implementation forecast for 2020, information on assigned revenue (implementation in 2019 and estimation for 2021), and a progress report on outstanding commitments (RAL) and managing potentially abnormal RAL (PAR) for 2019, pursuant to Article 41(3)(d) of the Financial Regulation.

### **Part VI: Commission expenditure under the administrative heading of the multiannual financial framework**

Working Document VI encompasses administrative expenditure to be implemented by the Commission under the administrative heading of the multiannual financial framework (heading 7) in accordance with Article 317 of the Treaty on the Functioning of the European Union, as well as the budgets of the Offices (OP, OLAF, EPSO, OIB, OIL and PMO), pursuant to Article 41(3)(e) of the Financial Regulation.

### **Part VII: Commission buildings**

Working Document VII presents information on buildings under Section III - Commission, pursuant to Article 266(1) of the Financial Regulation.

### **Part VIII: Expenditure related to the external action of the European Union**

Working Document VIII presents information on human resources and expenditure related to the external action of the European Union, pursuant to Article 41(10) and (11) of the Financial Regulation.

### **Part IX: Funding to international organisations**

Working Document IX presents funding provided to international organisations, across all MFF headings, pursuant to Article 41(3)(g) of the Financial Regulation.

### **Part X: Financial Instruments**

Working Document X presents the use made of financial instruments, pursuant to Article 41(4) of the Financial Regulation.

### **Part XI: EU Trust funds**

Working Document XI presents the activities supported by EU Trust Funds, their implementation and performance, pursuant to Article 41(6) of the Financial Regulation.

### **Part XII: Payment schedules**

Working Document XII presents summary statements of the schedule of payments due in subsequent years to meet budgetary commitments entered into in previous years, pursuant to Article 41(3)(i) of the Financial Regulation.

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## FOREWORD

### **Draft Budget 2021 - the Commission's request for Human Resources**

*The Commission is presenting a draft budget for 2021 that proposes a **limited increase of its overall number of human resources**. This increase of 152 full time equivalents (FTE) (0,48 %) results from a net reduction of 14 establishment plan posts (-0,06 %) and an increase of 166 FTE (2,11 %) of external personnel.*

*The occupation of the Commission establishment plan on 01/04/2020 is 97,2 %.*

### **Preliminary methodological remarks**

*Working Document II, point 1 includes information on the evolution of Human Resources in the **EU Institutions and Executive Agencies**, in line with Article 41.3 (b)(v) of the Financial Regulation on the basis of **information provided by Institutions**. The relevant information for Decentralised Agencies is incorporated in Working Document III.*

*Working Document II, point 2 – '**the current situation**' gives a synthetic view of the posts actually filled on 31 December of 2019, in line with the provision of article 41(3)(b)(iii) of the Financial Regulation. This article also requires the presentation of the annual average of full-time equivalents.*

*Working Document II, point 2 also captures the **figures of all human resources in place with a contract of employment with Commission services as of 01/04/2020** and financed from **all budgets** (Commission operating budget – including offices- and research budget). The snapshot is provided as of 1 April to ensure comparability with the previous working documents of this multi-annual financial framework. Detailed tables include external staff financed from earmarked revenue.*

*Working Document II, point 3 – '**the 2021 DB request**' concentrates on the **Commission request for establishment plan posts and appropriations of external personnel** to be financed in the 2021 Budget, i.e. the operating budget of the Commission, the research budget and the budget of the offices. In the case of **external staff**, **estimates of full time equivalents** are provided on the basis of the likely average costs and expected distribution between categories of external staff.*

*Thus, the figures provided under the current situation (point 2) are not directly comparable with those of the 2021 DB request (point 3), i.e. resources in place versus estimates. Furthermore, the 2021 DB request does not include the possible external staff that may be financed from assigned revenue.*



## **1. EVOLUTION OF HUMAN RESOURCES IN THE EU INSTITUTIONS AND EXECUTIVE AGENCIES**

The summary table below has been established by the Commission on the basis of Article 41.3 (b)(v) of the Financial Regulation. It shows the number of full-time equivalents (FTEs) for each category of staff and the related appropriations for all Institutions for the period 2019-2021.<sup>1</sup>

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<sup>1</sup> Source: Data transmitted by EU institutions, consolidated by Commission.

**Evolution of Human Resources**

Institution	Type of human resources	B2019		B2020		Evolution 2020 / 2019			DB2021		Evolution 2021 / 2020				
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE		
European Parliament	Officials and Temporary staff	678.765.381	6.633	698.340.000	6.633	2,9%	0	0,0%	689.820.000	6.722	-1,2%	89	1,3%		
	Contract agents	87.560.717	1.695	101.288.000	1.850	15,7%	155	9,1%	108.891.000	1.972	7,5%	122	6,6%		
	Seconded National Experts	2.796.000	50	1.960.000	36	-29,9%	-14	-28,0%	1.989.396	36	1,5%	0	0,0%		
	Intérimaires	500.000	22	663.000	10	32,6%	-12	-54,5%	684.000	10	3,2%	0	0,0%		
	Parliamentary Assistants	197.403.943	7.350	114.468.955	1.786	-42,0%	-5564	-75,7%	115.798.847	1.786	1,2%	0	0,0%		
	TOTAL External personnel	288.260.660	9.117	218.379.955	3.682	-24,2%	-5435	-59,6%	227.363.243	3.804	4,1%	122	3,3%		
	<b>TOTAL STAFF EP</b>	<b>967.026.041</b>	<b>15.750</b>	<b>916.719.955</b>	<b>10.315</b>	<b>5,2%</b>	<b>-5435</b>	<b>-34,5%</b>	<b>917.183.243</b>	<b>10.526</b>	<b>0,1%</b>	<b>211</b>	<b>2,0%</b>		
European Council & Council	Officials and Temporary staff	333.794.511	3.033	338.880.000	3.029	1,5%	-4	-0,1%	339.905.000	3.029	0,3%	0	0,0%		
	Contract agents	10.606.000	223	11.080.000	223	4,5%	0	0,0%	11.308.000	223	2,1%	0	0,0%		
	Seconded National Experts	1.182.000	22	1.213.000	22	2,6%	0	0,0%	1.244.000	22	2,6%	0	0,0%		
	Local agents	0	0	0	0	0,0%	0	0,0%	0	0	0,0%	0	0,0%		
	Intérimaires	204.000	3	208.000	3	2,0%	0	0,0%	230.000	3	10,6%	0	0,0%		
	TOTAL External personnel	11.992.000	248	12.501.000	248	4,2%	0	0,0%	12.782.000	248	2,2%	0	0,0%		
	<b>TOTAL STAFF COUNCIL</b>	<b>345.786.511</b>	<b>3.281</b>	<b>351.381.000</b>	<b>3.277</b>	<b>1,6%</b>	<b>-4</b>	<b>-0,1%</b>	<b>352.687.000</b>	<b>3.277</b>	<b>0,4%</b>	<b>0</b>	<b>0,0%</b>		
Commission	Heading 7	Officials and Temporary staff	2.418.979.000	20.438	2.488.009.669	20.422	2,9%	-16	-0,1%	2.516.215.000	20.408	1,1%	-14	-0,1%	
		Contract agents	138.214.160	2.933	143.486.631	2.967	3,8%	34	1,2%	154.770.913	3.155	7,9%	188	6,3%	
		Seconded National Experts	41.122.887	725	42.270.000	724	2,8%	-1	-0,1%	42.076.177	723	-0,5%	-1	-0,2%	
		Local agents	14.022.000	173	12.719.000	171	-9,3%	-3	-1,4%	13.397.000	172	5,3%	1	0,6%	
		Intérimaires	9.968.738	180	10.608.049	186	6,4%	7	3,6%	10.434.910	184	-1,6%	-3	-1,4%	
		TOTAL External personnel	203.327.785	4.011	209.083.680	4.048	2,8%	37	0,9%	220.679.000	4.233	5,5%	185	4,6%	
		<b>TOTAL STAFF COMMISSION H5</b>	<b>2.622.306.785</b>	<b>24.449</b>	<b>2.697.093.349</b>	<b>24.470</b>	<b>2,9%</b>	<b>21</b>	<b>0,1%</b>	<b>2.736.894.000</b>	<b>24.641</b>	<b>1,5%</b>	<b>171</b>	<b>0,7%</b>	
	Outside heading 7	Direct & Indirect research	Officials and Temporary staff	374.602.424	3.175	379.423.727	3.156	1,3%	-19	-0,6%	383.464.399	3.156	1,1%	0	0,0%
			External personnel	90.483.645	1.361	92.019.867	1.346	1,7%	-15	-1,1%	93.860.543	1.346	2,0%	0	0,0%
		<b>TOTAL STAFF RESEARCH</b>		<b>465.086.069</b>	<b>4.536</b>	<b>471.443.594</b>	<b>4.502</b>	<b>1,4%</b>	<b>-34</b>	<b>-0,7%</b>	<b>477.324.942</b>	<b>4.502</b>	<b>1,2%</b>	<b>0</b>	<b>0,0%</b>
		Operational programmes	Contract agents	88.672.124	1.236	89.762.350	1.221	1,2%	-15	-1,2%	150.607.857	1.873	67,8%	652	53,4%
	Local agents		100.275.158	1.242	102.455.611	1.243	2,2%	1	0,1%	169.834.392	1.903	65,8%	660	53,1%	
	TOTAL External personnel		188.947.282	2.478	192.217.961	2.464	1,7%	-14	-0,6%	320.442.249	3.776	66,7%	1312	53,2%	
	<b>TOTAL STAFF COMMISSION outside H5</b>		<b>654.033.351</b>	<b>7.014</b>	<b>663.661.555</b>	<b>6.966</b>	<b>1,5%</b>	<b>-48</b>	<b>-0,7%</b>	<b>797.767.191</b>	<b>8.278</b>	<b>20,2%</b>	<b>1312</b>	<b>18,8%</b>	
	<b>TOTAL STAFF COMMISSION (1)</b>		<b>3.276.340.136</b>	<b>31.463</b>	<b>3.360.754.904</b>	<b>31.436</b>	<b>2,6%</b>	<b>-27</b>	<b>-0,1%</b>	<b>3.534.661.191</b>	<b>32.919</b>	<b>5,2%</b>	<b>1483</b>	<b>4,7%</b>	
	Executive Agencies (EA)	Officials and Temporary staff	76.905.689	628	79.854.376	657	3,8%	29	4,6%	85.699.705	657	7,3%	0	0,0%	
		Contract agents	114.269.128	1.909	119.695.912	1.970	4,7%	61	3,2%	127.474.330	1.977	6,5%	7	0,4%	
Seconded National Experts		1.204.331	21	1.545.477	27	28,3%	6	28,6%	1.214.646	20	-21,4%	-7	-25,9%		
TOTAL External personnel		115.473.459	1.930	121.241.389	1.997	5,0%	67	3,5%	128.688.977	1.997	6,1%	0	0,0%		
<b>TOTAL STAFF EA (2)</b>		<b>192.379.148</b>	<b>2.558</b>	<b>201.095.765</b>	<b>2.654</b>	<b>4,5%</b>	<b>96</b>	<b>3,8%</b>	<b>214.388.682</b>	<b>2.654</b>	<b>6,6%</b>	<b>0</b>	<b>0,0%</b>		
TOTAL Officials and Temporary staff		2.870.487.113	24.241	2.947.287.773	24.235	2,7%	-6	-0,02%	2.985.379.104	24.221	1,3%	-14	-0,06%		
TOTAL External personnel		598.232.171	9.780	614.562.897	9.855	2,7%	75	0,8%	763.670.769	11.352	24,3%	1497	15,2%		
<b>TOTAL STAFF COMMISSION &amp; EA (1) + (2)</b>		<b>3.468.719.284</b>	<b>34.021</b>	<b>3.561.850.670</b>	<b>34.090</b>	<b>2,7%</b>	<b>69</b>	<b>0,20%</b>	<b>3.749.049.873</b>	<b>35.573</b>	<b>5,3%</b>	<b>1483</b>	<b>4,4%</b>		

Institution	Type of human resources	B2019		B2020		Evolution 2020 / 2019			DB2021		Evolution 2021 / 2020		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
Court of Justice	Officials and Temporary staff	258.929.875	2.068	268.569.000	2.073	3,7%	5	0,2%	273.466.000	2.097	1,8%	24	1,2%
	Contract agents	7.857.000	170	8.047.000	174	2,4%	4	2,1%	8.495.000	182	5,6%	8	4,7%
	Seconded National Experts	533.000	10	528.000	9	-0,9%	-1	-10,0%	513.000	9	-2,8%	0	0,0%
	Intérimaires	184.000	4	184.000	4	0,0%	0	0,0%	166.000	4	-9,8%	-1	-11,9%
	TOTAL External personnel	8.574.000	184	8.759.000	187	2,2%	3	1,4%	9.174.000	194	4,7%	8	4,1%
	<b>TOTAL STAFF COURT OF JUSTICE</b>	<b>267.503.875</b>	<b>2.252</b>	<b>277.328.000</b>	<b>2.260</b>	<b>3,7%</b>	<b>8</b>	<b>0,3%</b>	<b>282.640.000</b>	<b>2.291</b>	<b>1,9%</b>	<b>32</b>	<b>1,4%</b>
Court of Auditors	Officials and Temporary staff	106.847.000	853	110.946.000	853	3,8%	0	0,0%	113.446.000	853	2,3%	0	0,0%
	Contract agents	4.092.000	71	4.522.000	76	10,5%	5	6,5%	4.859.000	78	7,5%	2	3,2%
	Seconded National Experts	1.158.000	18	1.466.000	24	26,6%	6	33,3%	1.593.000	25	8,7%	1	4,2%
	Intérimaires	109.000	2	176.000	4	61,5%	2	100,0%	176.000	4	0,0%	0	0,0%
	TOTAL External personnel	5.359.000	91	6.164.000	104	15,0%	13	13,8%	6.628.000	107	7,5%	3	3,3%
	<b>TOTAL STAFF COURT OF AUDITORS</b>	<b>112.206.000</b>	<b>944</b>	<b>117.110.000</b>	<b>957</b>	<b>4,4%</b>	<b>13</b>	<b>1,3%</b>	<b>120.074.000</b>	<b>960</b>	<b>2,5%</b>	<b>3</b>	<b>0,4%</b>
European Economic and Social Committee	Officials and Temporary staff	71.170.167	668	72.400.656	668	1,7%	0	0,0%	73.202.150	669	1,1%	1	0,1%
	Contract agents	2.288.204	40	2.325.665	47	1,6%	7	17,5%	2.334.758	49	0,4%	2	4,3%
	Seconded National Experts	477.572	8	415.483	6	-13,0%	-2	-22,5%	411.441	7	-1,0%	1	12,9%
	Intérimaires	105.000	2	110.000	2	4,8%	0	0,0%	115.000	2	4,5%	0	10,0%
	TOTAL External personnel	2.870.776	50	2.851.148	55	-0,7%	5	10,4%	2.861.199	58	0,4%	3	5,4%
	<b>TOTAL STAFF EESC</b>	<b>74.040.943</b>	<b>718</b>	<b>75.251.804</b>	<b>723</b>	<b>1,6%</b>	<b>5</b>	<b>0,7%</b>	<b>76.063.349</b>	<b>727</b>	<b>1,1%</b>	<b>4</b>	<b>0,6%</b>
Committee of the Regions	Officials and Temporary staff	54.387.673	491	55.756.000	491	2,5%	0	0,0%	55.759.702	494	0,0%	3	0,6%
	Contract agents	2.803.142	50	2.887.268	55	3,0%	5	10,0%	2.896.300	55	0,3%	0	0,0%
	Seconded National Experts	550.194	12	572.202	11	4,0%	-1	-8,3%	606.534	11	6,0%	0	0,0%
	Intérimaires	214.420	3	218.216	4	1,8%	0,2	6,7%	232.164	4	6,4%	0,0	0,0%
	TOTAL External personnel	3.567.756	65	3.677.686	70	3,1%	4	6,5%	3.734.998	70	1,6%	0	0,0%
	<b>TOTAL STAFF COMMITTEE OF REGIONS</b>	<b>57.955.429</b>	<b>556</b>	<b>59.433.686</b>	<b>561</b>	<b>2,6%</b>	<b>4</b>	<b>0,8%</b>	<b>59.494.700</b>	<b>564</b>	<b>0,1%</b>	<b>3</b>	<b>0,5%</b>
European Ombudsman	Officials and Temporary staff	7.566.099	66	8.446.784	69	11,6%	3	4,5%	8.520.843	73	0,9%	4	5,8%
	Contract agents	689.078	13	540.000	9	-21,6%	-4	-32,7%	317.400	5	-41,2%	-4	-45,7%
	Seconded National Experts	0	0	0	0	0,0%	0	0,0%	0	0	0,0%	0	0,0%
	Intérimaires	5.000	0	5.000	0	0,0%	0,0	0,0%	5.000	0	0,0%	0,0	0,0%
	TOTAL External personnel	694.078	13	545.000	9	-21,5%	-4	-32,5%	322.400	5	-40,8%	-4	-45,3%
	<b>TOTAL STAFF EUROPEAN OMBUDSMAN</b>	<b>8.260.177</b>	<b>79</b>	<b>8.991.784</b>	<b>78</b>	<b>8,9%</b>	<b>-1</b>	<b>-1,6%</b>	<b>8.843.243</b>	<b>78</b>	<b>-1,7%</b>	<b>0</b>	<b>0,0%</b>
European Data-Protection Supervisor	Officials and Temporary staff	6.899.122	71	8.501.537	84	23,2%	13	18,3%	8.509.000	84	0,1%	0	0,0%
	Contract agents	762.530	14	1.243.603	21	63,1%	7	50,0%	1.718.000	30	38,1%	9	42,9%
	Seconded National Experts	507.600	9	507.600	9	0,0%	0	0,0%	553.000	9	8,9%	0	0,0%
	Intérimaires	105.496	2	105.496	2	0,0%	0	-0,3%	108.000	2	2,4%	0	0,0%
	TOTAL External personnel	1.375.626	25	1.856.699	32	35,0%	7	28,1%	2.379.000	41	28,1%	9	28,3%
	<b>TOTAL STAFF EDPS</b>	<b>8.274.748</b>	<b>96</b>	<b>10.358.236</b>	<b>116</b>	<b>25,2%</b>	<b>20</b>	<b>20,9%</b>	<b>10.888.000</b>	<b>125</b>	<b>5,1%</b>	<b>9</b>	<b>7,8%</b>

Institution	Type of human resources	B2019		B2020		Evolution 2020 / 2019			DB2021		Evolution 2021 / 2020		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
European External Action Service	Officials and Temporary staff	260.645.839	1.634	276.361.000	1.699	6,0%	65	4,0%	281.930.000	1.735	2,0%	36	2,1%
	Contract agents	37.059.000	473	38.637.000	522	4,3%	49	10,3%	42.825.000	548	10,8%	27	5,1%
	Seconded National Experts	17.400.000	310	20.128.000	393	15,7%	83	26,7%	20.134.000	386	0,0%	-7	-1,7%
	Local agents	47.904.000	1.154	52.367.000	1.172	9,3%	18	1,6%	55.133.000	1.165	5,3%	-8	-0,7%
	Intérimaires	1.501.000	35	1.595.000	35	6,3%	0	0,0%	1.579.000	35	-1,0%	0	0,0%
	TOTAL External personnel	103.864.000	1.972	112.727.000	2.122	8,5%	150	7,6%	119.671.000	2.134	6,2%	12	0,6%
	<b>TOTAL STAFF EEAS</b>	<b>364.509.839</b>	<b>3.606</b>	<b>389.088.000</b>	<b>3.821</b>	<b>6,7%</b>	<b>215</b>	<b>6,0%</b>	<b>401.601.000</b>	<b>3.869</b>	<b>3,2%</b>	<b>48</b>	<b>1,3%</b>
<b>TOTAL Official and Temporary staff</b>	<b>4.649.492.780</b>	<b>39.758</b>	<b>4.785.488.750</b>	<b>39.834</b>	<b>2,9%</b>	<b>76</b>	<b>0,2%</b>	<b>4.829.937.799</b>	<b>39.977</b>	<b>0,9%</b>	<b>143</b>	<b>0,4%</b>	
<b>TOTAL External personnel</b>	<b>1.024.790.067</b>	<b>21.545</b>	<b>982.024.385</b>	<b>16.362</b>	<b>-4,2%</b>	<b>-5183</b>	<b>-24,1%</b>	<b>1.148.586.609</b>	<b>18.013</b>	<b>17,0%</b>	<b>1650</b>	<b>10,1%</b>	
<b>TOTAL STAFF</b>	<b>5.674.282.847</b>	<b>61.303</b>	<b>5.767.513.135</b>	<b>56.196</b>	<b>1,6%</b>	<b>-5107</b>	<b>-8,3%</b>	<b>5.978.524.408</b>	<b>57.990</b>	<b>3,7%</b>	<b>1793</b>	<b>3,2%</b>	

## **1.1 External staff – general comments**

Variations from one year to another in the population of external personnel may be significant, as needs can be difficult to predict and might change significantly in the course of the year for various reasons (maternity, sick leave, reinforcement etc.). Furthermore, it has to be borne in mind that the number of agency staff ('Intérimaires') can only be a snapshot of the situation at a given point in time and may vary substantially from one year to another.

Figures for 2020 have been updated to take account of the result of the voted budget 2020.

## **1.2 Specific comments on external staff per Institution**

### **1.2.1 European Parliament (EP)**

The increase in appropriations for Contract Agents is linked to the internalisation of security staff in Luxembourg.

The number of Seconded National Experts in 2021 remains on a level comparable to that of the previous years.

The appropriations for Parliamentary Assistants and the estimated number of FTE on the basis of these appropriations relate to salaries and allowances of Accredited Parliamentary Assistants. These are chosen by one or more Members of the European Parliament and then given a direct contract of employment by Parliament.

In addition, the voted budget 2020 and the Statement of estimates 2021 include appropriations for missions and duty travel between the three places of work and external training of Accredited Parliamentary Assistants (2020: EUR 12 million, 2021: EUR 11,9 million).

The voted budget 2020 and the Statement of estimates 2021 also include appropriations to allow Members of the European Parliament to get assistance in the Member State in which they were elected by employing a local assistant (employment contract) or by using a service provider (contract for the provision of services) (2020: EUR 79,3 million and EUR 1,9 million ancillary costs; 2021: EUR 66 million and EUR 1,8 million ancillary costs). Both these types of contract are concluded directly with the Member and are therefore not included in the external staff table of the European Parliament as of 2020.

### **1.2.2 Council**

The number of external staff in 2021 remains at the same level as in 2020.

### **1.2.3 Commission**

The 2021 draft budget includes a net increase of an estimated 1497 FTE for other types of personnel (not establishment plan posts), financed across all headings of the Multiannual Financial Framework.

The evolution compared to 2020 is mainly due to some very specific developments in relation to the financing sources of external personnel, as follows:

- **Heading 6 (+1 312 FTE):** The integration of the European Development Fund (EDF) and the aid programme for the overseas countries and territories (OCTs) into the EU budget, necessitates the integration of the corresponding staff (1 292 FTE) within the sphere of the budget. These staff were previously financed directly from the EDF. As from 2021, the administrative expenditure and staff dispersed across smaller programmes in 2014-2020 MFF will be streamlined into one Neighbourhood, Development and International Cooperation Instrument (NDICI), which includes the EDF. An additional 15 FTE increase relates to the need to continue financing two humanitarian aid projects from the EU budget, which were previously financed as part of the Facility for Refugees in

Turkey. Staff working on these projects were previously paid by Member States' contributions. Finally 10 FTE were allocated for the management of the European Fund for Sustainable Development in the EU Delegations. In parallel, the expected evolution of average costs will result in the reduction of five FTE;

- In heading 7, where there is an increase of 24 contract agents for the Paymaster's Office (PMO), which were previously financed through assigned revenue from Service Level Agreements (SLAs) with other institutions. A further 131 FTEs (already in place) for the PMO, directly financed through the budget, result from a one-off operation to align the actual number of contract agents to the financing source. Other increases are linked to legal obligations for the childcare facilities managed by OIB and OIL.

Concerning executive agencies, the impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 period is not yet reflected in DB2021.

Appropriations for a total of 31 FTE, mainly in the administrative offices, are requested to reflect the transformation of establishment plan posts into appropriations.

#### **1.2.4 Court of Justice of the European Union (CoJ)**

The change in the number of FTE of contract agents in the Court of Justice is linked to various temporary needs related to the Institution's administrative activity: particular mention should be made of legal databases data-entry, of the reinforcement of security and of the introduction of a system for the electronic management of administrative files (HAN).

#### **1.2.5 European Court of Auditors (CoA)**

The change in the number of FTE of external staff in the Court of Auditors is related a request for two addition staff members for the audit and one additional seconded national expert in the field of banking.

#### **1.2.6 European Economic and Social Committee (EESC)**

The number of external staff in 2020 remains broadly on a level comparable to that of the previous years.

#### **1.2.7 Committee of the Regions (CoR)**

The number of external staff in 2021 remains at the same level as in 2020.

#### **1.2.8 European Ombudsman (EO)**

The decrease in the number of contract agents in 2020 is explained by the European Ombudsman's intention to create a more permanent staff structure by converting contract agent positions into establishment plan posts. A request for four such conversions has been integrated into DB2021.

#### **1.2.9 European Data Protection Supervisor (EDPS)**

The change in the number of FTE of external staff is linked to a necessary reinforcement of the EDPB Secretariat team (+six contract agents), to create a support team to the Supervisor (+two contract agents, linked to the mandate of the Supervisor) and in order to become more autonomous in terms of IT management (+one contract agent).

#### **1.2.10 European External Action Service (EEAS)**

An amending letter to the 2020 budget replaced one co-financed seconded national expert in the EU Office in Kosovo by two local agents in order to align resources to needs. This operation was budget-neutral, tending towards a potential small saving.

For 2021, as in 2020, the EEAS' staff increases have been subject to a careful and restrictive vetting, and only needs justified either by external factors beyond the EEAS control or the clearly expressed positions of the legislator have been included in its statement of estimates.

In Headquarters (HQ), as part of an effort to streamline and reorganise its support to Delegations, the EEAS has shifted the financing of a total of 45 staff members from the Delegation budget to HQ, 32 of which are contract agents. To this post-neutral reorganisation, which is expected to produce savings, come an additional 11 contract agents, five of which reinforce Strategic Communication, two strengthen the Common Security and Defence Policy (CSDP) and the European Intelligence and Situation Center (INTCEN) and one which will be engaged to manage security clearances for HQ staff. This work has so far has been outsourced, but managing it internally is expected to produce significant savings. Moreover, three AST/SC3 official posts will be replaced by three function group II contract agents, without any significant budget impact. Furthermore, a total of 22 seconded national experts are replaced by statutory staff.

In delegations, the EEAS faces increased adversarial cyber activities and intends to strengthen the security of its IT organisation by replacing local IT support staff with expatriate staff (contract agents) in a number of sensitive delegations. To limit the budget increase, the EEAS would stagger this replacement action over three years, beginning with eight conversions in 2021.

The number of seconded national experts in Delegations increase by three, continuing the roll-out of military experts in delegations.

## 2. COMMISSION HUMAN RESOURCES 2020 – THE CURRENT SITUATION

### 2.1 Global picture as of 1 April 2020 of the staff in place

#### 2.1.1 Breakdown of establishment plan posts & external staff

For the reasons explained above in the preliminary methodological remarks, the snapshot picture of human resources present on 01/04/2020 does not exactly compare, by definition, with the estimates of FTE units authorised by the appropriations voted for posts and external personnel in the 2020 budget. With this important *caveat*, the tables below provide the complete distribution between each category of Commission human resources<sup>2</sup> financed under all headings of the Multiannual Financial Framework (MFF).

#### COMMISSION STAFF IN PLACE AS OF 01/04/2020 - FINANCED UNDER THE EU BUDGET

(NUMBER OF PERSONS PRESENT)

CATEGORY	HEADING 5 OF THE MFF				OUTSIDE HEADING 5			TOTAL HEAD - QUARTER	TOTAL IN DELEGATIONS	TOTAL IN REPRESENTATIONS	TOTAL
	HEAD - QUARTER	IN DELEGATIONS	IN REPRESENTATIONS	TOTAL HEADING 5	HEAD - QUARTER	IN DELEGATIONS	TOTAL OUTSIDE HEADING 5				
1. Officials and temporary agents	19.094	478	211	19.783	2.971	0	2.971	22.065	478	211	22.754
2. Contract Agents	2.923	3	334	3.260	2.105	496	2.601	5.028	499	334	5.861
3. Local agents in Delegations and representations		119	33	152		1.232	1.232		1.351	33	1.384
4. Seconded national experts	786	11		797	32	12	44	818	23		841
5. Agency staff	289		9	298	22		22	311		9	320
6. Service providers and other residual categories (1)	124			124	4		4	128			128
<b>TOTAL</b>	<b>23.216</b>	<b>611</b>	<b>587</b>	<b>24.414</b>	<b>5.134</b>	<b>1.740</b>	<b>6.874</b>	<b>28.350</b>	<b>2.351</b>	<b>587</b>	<b>31.288</b>

#### COMMISSION STAFF IN PLACE AS OF 01/04/2020 - FINANCED FROM EARMARKED REVENUE

CATEGORY	OFFICES	EUROPEAN DEVELOPMENT FUND (DELEGATIONS)	EUROPEAN DEVELOPMENT FUND (HEADQUARTER)	TRUST FUNDS (HEADQUARTER)	TRUST FUNDS DELEGATIONS	FACILITIES FOR REFUGEES IN TURKEY	COMPETITIVE ACTIONS OF THE JOINT RESEARCH CENTER	DG AT HEAD-QUARTER	TOTAL
1. Officials and temporary agents									
2. Contract Agents	294	334	186	68	62	79	461	185	1.669
3. Local agents in Delegations and representations		735			4	20			759
4. Seconded national experts							4		4
5. Agency staff							12		12
6. Service providers and other residual categories (1)	31						3		34
<b>TOTAL</b>	<b>325</b>	<b>1.069</b>	<b>186</b>	<b>68</b>	<b>66</b>		<b>480</b>	<b>185</b>	<b>2.379</b>

(1) Of which: - Residual private law contract in Belgium and Luxembourg: 86 persons financed by the operating budget.  
 - External personnel technical assistance: 69 persons.  
 - JRC grant holders: 7 heads financed by the research budget.

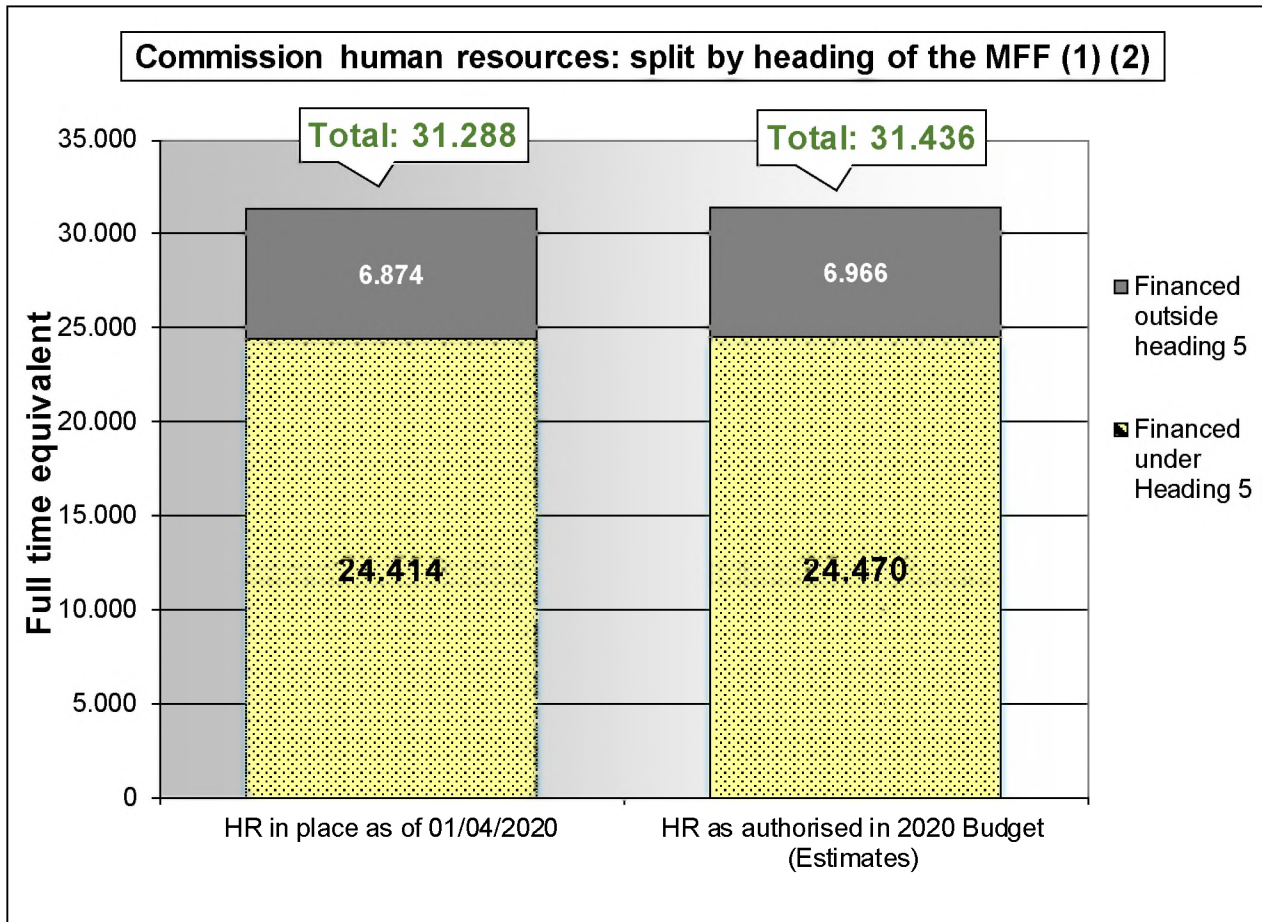
In addition to the 31 288 staff in place as of 01/04/2020 financed under the EU budget, 2 379 staff was working for the Commission as of 01/04/2020 and financed from earmarked revenue (see detailed table above).

<sup>2</sup> As included in the budgetary statement or estimated on the basis of average costs and expected distribution between categories.



## 2.1.2 Overview of human resources financed within and outside heading 5 of the MFF in 2020

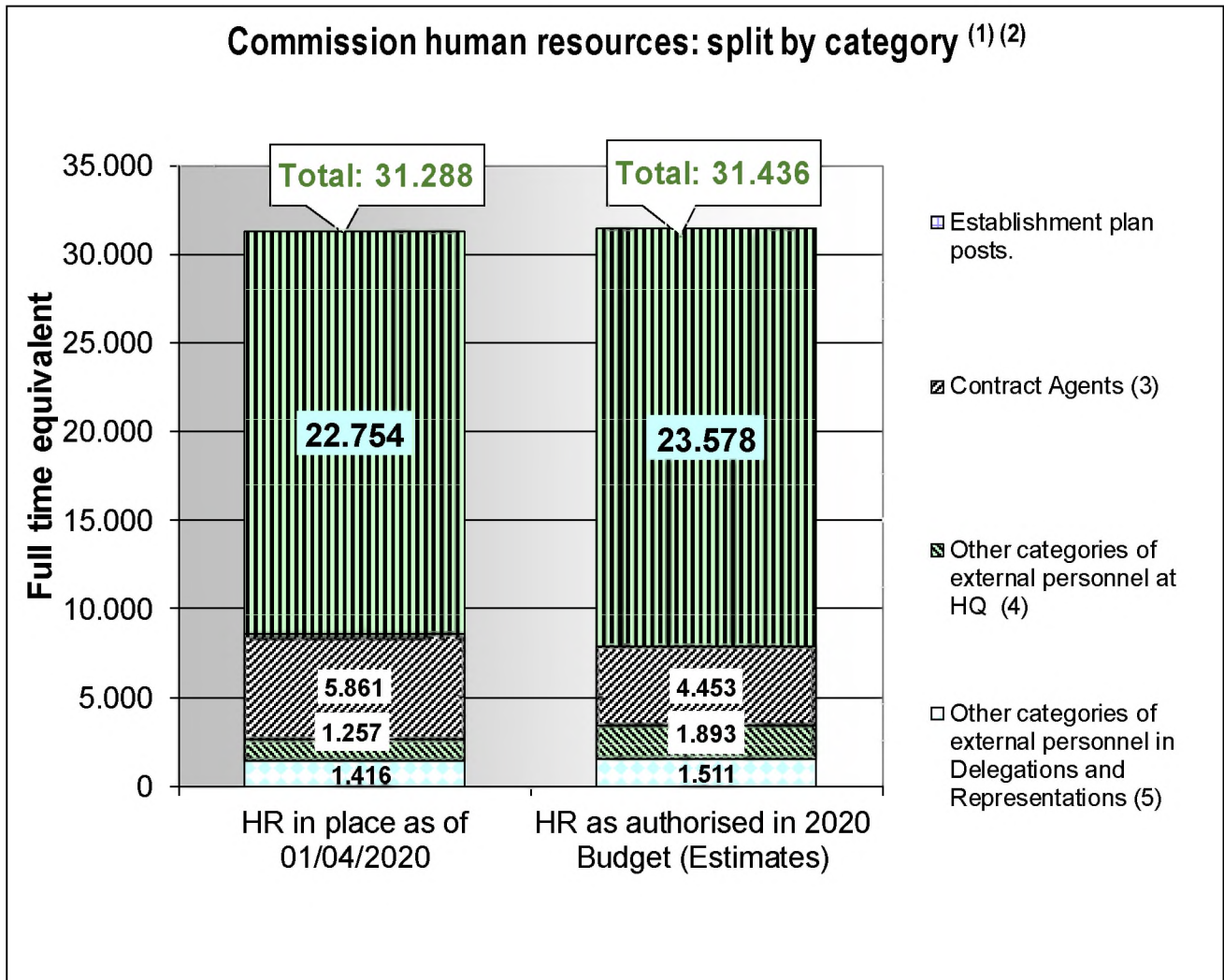
The above *caveat* applies for the tables below. The first table is an estimate of the distribution between Commission human resources financed **under heading 5** 'Administration' of the MFF and human resources financed **outside heading 5** of the MFF.



(1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.

(2) Excluding external personnel financed from earmarked revenue.

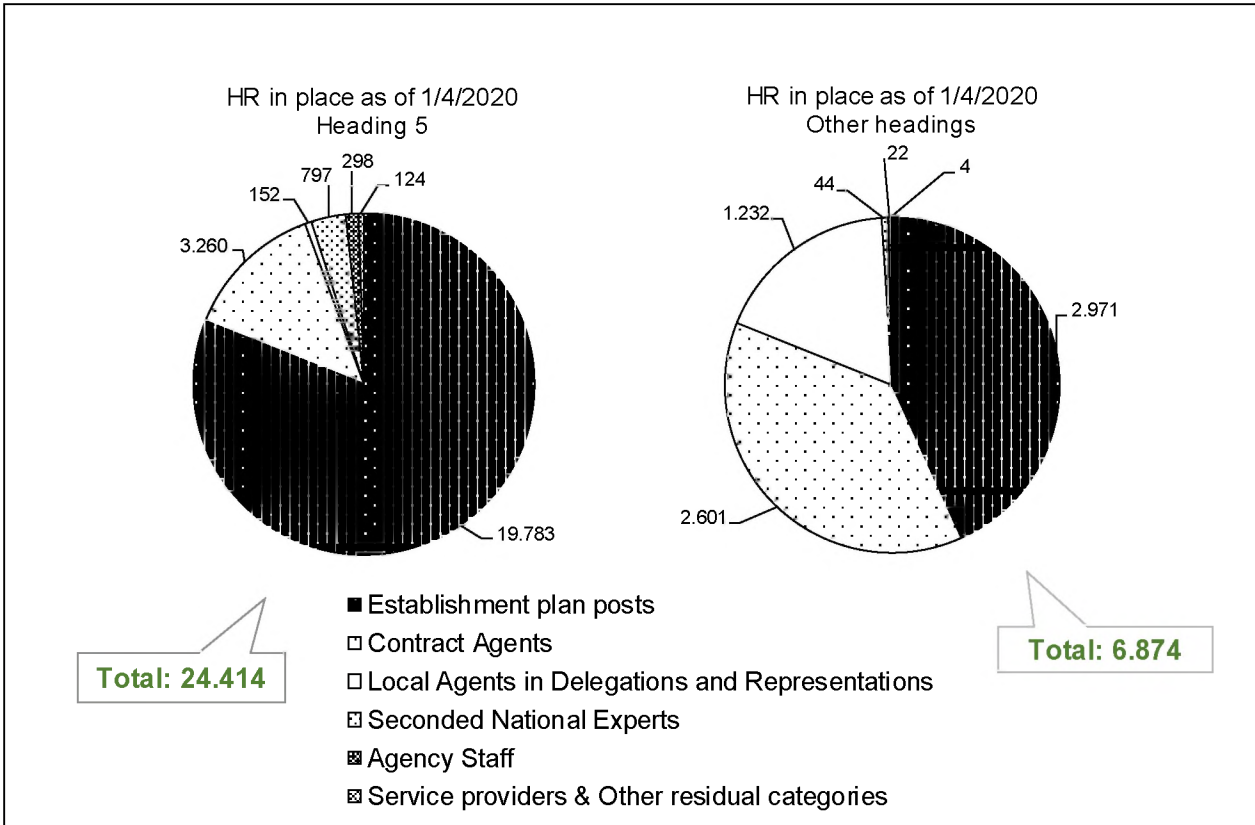
The second table is an estimate of the distribution, **per main categories**, between Commission human resources financed **under heading 5** 'Administration' of the multi-annual financial framework ('MFF') and human resources financed **outside heading 5** of the MFF.



**2.1.3 Overview of human resources financed from the EU budget: staff in place as of 01/04/2020 – split by heading of the MFF & category of personnel.**

**Commission human resources financed from the EU budget**

**Personnel in place as of 01/04/2020 - split by heading of the MFF & category (1) (2)**



(1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.  
 (2) Excluding external personnel financed from earmarked revenue.

## 2.2 Overview of the establishment plan posts occupied as of 01/04/2020

### 2.2.1 Consolidated view on all budgets

Data on the occupation of the 9 establishment plans (Commission, Research - Direct and Indirect Actions, EPSO, OIB, OIL, OLAF, OP, PMO) reproduced in the points 2.2.1 to 2.2.4 include officials-to-be, who have not yet started working for the Commission but for whom the Appointing Authority (AIPN) has already signed a letter offering recruitment as well as temporary agents who are not yet in activity, but for whom an employment contract has been signed by the Authority empowered to conclude contracts (AHCC).

The following table provides, per DG and function group, the occupied permanent and temporary posts for the Commission operating budget, the research budget and the offices budget.

Commission Establishment Plan Posts occupied as of 01/04/2020  
All Budgets (Operating, Research and Offices)

DG \ Function Group	Commission Operating budget				Research Budgets				Offices				Total			
	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total
DG Agriculture and Rural Development	491	254	28	773	8	4	0	12					499	258	28	785
DG Budget	257	173	24	454									257	173	24	454
Cabinets	223	195	55	473									223	195	55	473
DG Climate Action	137	34	6	177									137	34	6	177
DG Communication	324	247	20	591									324	247	20	591
DG Communications Networks, Content and Technology	218	139	7	364	186	108	10	304					404	247	17	668
DG Competition	516	188	77	781									516	188	77	781
DG Defence Industry and Space	77	34	3	114	29	9	2	40					106	43	5	154
DG Economic and Financial Affairs	379	113	32	524									379	113	32	524
DG Education and Culture	226	152	12	390	17	5	0	22					243	157	12	412
DG Employment, Social Affairs and Inclusion	372	179	33	584									372	179	33	584
DG Energy	276	183	22	481	46	6	1	53					322	189	23	534
DG Environment	278	107	7	392									278	107	7	392
DG Financial Stability, Financial Services and Capital Markets Union	243	69	18	330									243	69	18	330
DG Health and Food Safety	422	176	27	625									422	176	27	625
DG Human Resources and Security	298	608	90	996	6	31	6	43					304	639	96	1.039
DG Humanitarian Aid and Civil Protection (ECHO)	155	91	15	261									155	91	15	261
DG Informatics	218	217	13	448									218	217	13	448
DG Internal Market, Industry, Entrepreneurship and SMEs	400	181	19	600	23	0	1	24					423	181	20	624
DG International Cooperation and Development	695	247	19	961									695	247	19	961
DG Interpretation	570	103	26	699									570	103	26	699
Joint Research					839	750	28	1.617					839	750	28	1.617
DG Justice and Consumers	228	97	22	347									228	97	22	347
DG Maritime Affairs and Fisheries	186	60	7	253									186	60	7	253
DG Migration and Home Affairs	294	89	32	415	10	5	1	16					304	94	33	431
DG Mobility and Transport	230	108	14	352	26	4	0	30					256	112	14	382
DG Neighbourhood and Enlargement Negotiations	287	107	15	409									287	107	15	409
European Anti-Fraud Office									199	111	13	323	199	111	13	323
European Personnel Selection Office									29	70	3	102	29	70	3	102
Office for Infrastructure and Logistics in Brussels									82	244	1	327	82	244	1	327
Office for Infrastructure and Logistics in Luxembourg									30	72	7	109	30	72	7	109
DG Regional and Urban Policy	339	156	26	521									339	156	26	521
DG Research and Innovation	22	14	0	36	511	273	26	810					533	287	26	846
DG Structural Reform Support	83	25	1	109									83	25	1	109
DG Taxation and Customs Union	271	127	13	411									271	127	13	411
DG Trade	406	129	25	560									406	129	25	560
DG Translation	1.638	314	53	2.005									1.638	314	53	2.005
Eurostat	320	219	12	551									320	219	12	551
Inspire, Debate, Engage and Accelerate Action	8	5	3	16									8	5	3	16
Internal Audit Service	107	27	5	139									107	27	5	139
Legal Service	263	101	16	380									263	101	16	380
PayMaster's Office									34	109	2	145	34	109	2	145
Publications Office									129	401	4	534	129	401	4	534
Secretariat general	315	200	30	545									315	200	30	545
Service for Foreign Policy Instruments	51	27	1	79									51	27	1	79
Staff committee - representative trade unions and staff associations	20	15	1	36									20	15	1	36
Task Force for Relations with the United Kingdom	49	12	0	61									49	12	0	61
<b>Total</b>	<b>11.892</b>	<b>5.522</b>	<b>829</b>	<b>18.243</b>	<b>1.701</b>	<b>1.195</b>	<b>75</b>	<b>2.971</b>	<b>503</b>	<b>1.007</b>	<b>30</b>	<b>1.540</b>	<b>14.096</b>	<b>7.724</b>	<b>934</b>	<b>22.754</b>

**2.2.2 Commission establishment plan posts (excl. Research and Offices) with an overview on the evolution of the occupation of Commission establishment plan posts as of 01/04/2020.**

<b>Evolution of the Occupation of Posts at the Commission* 2002-2020</b>					
<b>(Operating Establishment Plan - Permanent and temporary posts)</b>					
		<b>Authorised posts</b>	<b>Occupied posts</b>	<b>Vacant posts</b>	<b>%</b>
<b>2002</b>	1-01	17905	16877	1028	5,7%
	<b>1-05</b>	<b>17905</b>	<b>16916</b>	<b>989</b>	<b>5,5%</b>
	1-07	17905	16986	919	5,1%
	31-12	17905	17426	479	2,7%
<b>2003</b>	1-01	16719	16260	459	2,7%
	<b>1-04</b>	<b>16719</b>	<b>16240</b>	<b>479</b>	<b>2,9%</b>
	1-07	16719	16199	520	3,1%
	31-12	16719	16333	386	2,3%
<b>2004</b>	1-01	17388	16197	1191	6,8%
	<b>1-04</b>	<b>17388</b>	<b>16549</b>	<b>839</b>	<b>4,8%</b>
	1-07	17388	16494	894	5,1%
	31-12	17388	17008	380	2,2%
<b>2005</b>	1-01	17957	16929	1028	5,7%
	<b>1-04</b>	<b>17957</b>	<b>17256</b>	<b>701</b>	<b>3,9%</b>
	1-07	17957	17442	515	2,9%
	31-12	17957	17652	305	1,7%
<b>2006</b>	1-01	18571	17642	929	5,0%
	<b>1-04</b>	<b>18571</b>	<b>17726</b>	<b>845</b>	<b>4,6%</b>
	1-07	18571	17768	803	4,3%
	31-12	18571	18013	558	3,0%
<b>2007</b>	1-01	19370	17961	1409	7,3%
	<b>1-04</b>	<b>19370</b>	<b>18278</b>	<b>1092</b>	<b>5,6%</b>
	1-07	19370	18584	786	4,1%
	31-12	19370	19041	329	1,7%
<b>2008</b>	1-01	20162	18903	1259	6,2%
	<b>1-04</b>	<b>20162</b>	<b>19158</b>	<b>1004</b>	<b>5,0%</b>
	1-07	20162	19382	780	3,9%
	31-12	20162	19595	567	2,8%
<b>2009</b>	1-01	20384	19551	833	4,1%
	<b>1-04</b>	<b>20384</b>	<b>19722</b>	<b>662</b>	<b>3,2%</b>
	1-07	20384	19814	570	2,8%
	31-12	20384	19878	506	2,5%
<b>2010</b>	1-01	20329	19829	500	2,5%
	<b>1-04</b>	<b>20329</b>	<b>19841</b>	<b>488</b>	<b>2,4%</b>
	1-07	20329	19895	434	2,1%
	31-12	20329	19937	392	1,9%
<b>2011</b>	1-01	19256	18845	411	2,1%
	<b>1-04</b>	<b>19256</b>	<b>18807</b>	<b>449</b>	<b>2,3%</b>
	1-07	19256	18823	433	2,2%
	31-12	19256	18780	476	2,5%
<b>2012</b>	1-01	19290	18783	507	2,6%
	<b>1-04</b>	<b>19290</b>	<b>18771</b>	<b>519</b>	<b>2,7%</b>
	1-07	19290	18678	612	3,2%
	31-12	19290	18623	667	3,5%
<b>2013</b>	1-01	19270	18565	705	3,7%
	<b>1-04</b>	<b>19270</b>	<b>18510</b>	<b>760</b>	<b>3,9%</b>
	1-07	19270	18627	643	3,3%
	31-12	19270	18694	576	3,0%

## Evolution of the Occupation of Posts at the Commission\* 2002-2020

(Operating Establishment Plan - Permanent and temporary posts)

<b>2014</b>	1-01	19221	18561	660	3,4%
	<b>1-04</b>	<b>19221</b>	<b>18586</b>	<b>635</b>	<b>3,3%</b>
	1-07	19221	18523	698	3,6%
	31-12	19221	18707	514	2,7%
<b>2015</b>	1-01	19039	18699	340	1,8%
	<b>1-04</b>	<b>19039</b>	<b>18618</b>	<b>421</b>	<b>2,2%</b>
	1-07	19039	18636	403	2,1%
	31-12	19039	18631	408	2,1%
<b>2016</b>	1-01	18857	18578	279	1,5%
	<b>1-04</b>	<b>18857</b>	<b>18480</b>	<b>377</b>	<b>2,0%</b>
	1-07	18857	18423	434	2,3%
	31-12	18857	18250	607	3,2%
<b>2017</b>	1-01	18786	18188	598	3,2%
	<b>1-04</b>	<b>18786</b>	<b>18105</b>	<b>681</b>	<b>3,6%</b>
	1-07	18786	18030	756	4,0%
	31-12	18786	17994	792	4,2%
<b>2018</b>	1-01	18739	17897	842	4,5%
	<b>1-04</b>	<b>18739</b>	<b>17934</b>	<b>805</b>	<b>4,3%</b>
	1-07	18739	18007	732	3,9%
	31-12	18739	18151	588	3,1%
<b>2019</b>	1-01	18757	18151	606	3,2%
	<b>1-04</b>	<b>18757</b>	<b>18114</b>	<b>643</b>	<b>3,4%</b>
	1-07	18757	18131	626	3,3%
	31-12	18757	18401	356	1,9%
<b>2020</b>	1-01	18751	18345	406	2,2%
	<b>1-04</b>	<b>18751</b>	<b>18230</b>	<b>521</b>	<b>2,8%</b>
	<i>Forecast 1/07</i>	<i>18751</i>	<i>18273</i>	<i>478</i>	<i>2,5%</i>
	<i>Forecast 31/12</i>	<i>18751</i>	<i>18402</i>	<i>349</i>	<i>1,9%</i>

(\* The occupation of posts includes until 1/4/2014 officials-to-be who have not yet started working for the Commission but for whom the Appointing Authority (AIPN) has already signed a letter offering recruitment and temporary agents who are not yet in activity but for whom an employment contract has been signed by the Authority empowered to conclude contracts (AHCC)

The number of vacancies on 1 January 2020 amounted to 404, or 2.2 % of the total authorised establishment plan, increasing slightly to 2,8 % on 1 April 2020.

The forecast for the year end is that 98,1 % of posts should be occupied.

The detailed tables reproduced in the following pages present the occupation of Commission establishment plan posts, by grade, gender, DG/Service and nationality.

**Occupation of posts at 01/04/2020**  
**Operating Establishment plan (Offices OP, EPSO, OIB, OIL, PMO and OLAF not included)**  
**by function groups-grades - gender and DGs – AD function group**

Occupation of posts at 4/1/20 Operating Establishment plan (Offices and Research not included - OP, EPSO, OIB, OIL, PMO et OLAF not included) by function groups-grades and DGs - AD function group																											
DG \ Grade Gender	AD16		AD15		AD14		AD13		AD12		AD11		AD10		AD09		AD08		AD07		AD06		AD05		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Cabinets		1	4	8	8	12	10	10	17	10	25	16	18	11	14	9	15	6	10	9	4	1	3	2	128	95	223
Secretariat-General			3	6	6	16	14	29	14	18	11	11	15	13	24	15	26	20	21	19	7	12	9	5	150	164	314
Legal Service		1	1	7	5	16	11	38	13	12	10	12	22	13	13	14	18	18	10	17		2	4	6	107	156	263
Communication		3	3	4	4	7	11	24	14	32	13	12	21	8	26	18	21	23	19	16	18	10	9	8	159	165	324
Inspire, Debate, Engage and Accelerate Action					2	1					2	1				1									3	5	8
Task Force for Relations with the United Kingdom		1	1		1	2		2		2	3	3	1	5	2	4	6	6	1	3		4	1	1	16	33	49
Budget		2	2	1	2	12	7	19	8	12	9	8	6	10	11	21	16	23	22	19	9	10	12	16	104	153	257
Human Resources and Security	1	1		4	3	14	13	17	16	18	6	12	19	20	8	14	15	12	8	13	7	3	39	35	135	163	298
Informatics			1	1		10	3	11	2	6	1	15	2	21	6	17	3	15	10	73	4	7	4	6	36	182	218
Internal Audit Service		1	1		2	4		1	2	8	2	4	3	2	2	4	4	9	13	11	4	5	16	9	49	58	107
Economic and Financial Affairs		1	1	3	4	21	6	24	7	31	2	12	6	20	20	21	17	47	31	44	11	17	17	16	122	257	379
Internal Market, Industry, Entrepreneurship and SMEs		1	1	1	9	18	15	27	26	43	14	14	19	16	26	29	29	26	25	15	11	9	16	11	191	209	400
Defence Industry and Space		1		1	1	3	2	4	5	7	1	5	2	14	6	7	3	3	4	6				2	24	53	77
Competition		2	2	4	5	16	14	29	10	25	11	11	14	25	32	23	28	37	43	36	23	13	55	58	237	279	516
Employment, Social Affairs and Inclusion		1	2	1	13	6	15	35	21	25	10	12	11	20	24	29	20	21	25	17	13	9	22	20	176	196	372
Agriculture and Rural Development		1	2	5	6	15	12	37	27	43	23	21	30	31	33	28	35	27	30	17	12	14	23	19	233	258	491
Mobility and Transport		1	2	2	5	16	8	25	11	28	5	13	4	12	13	9	13	13	3	8	12	7	6	14	82	148	230
Energy		3	3	3	2	7	7	24	6	28	6	11	5	21	12	20	9	31	17	31	7	15	4	7	78	198	276
Environment		1	2		3	12	10	33	16	21	12	14	14	15	17	16	20	14	16	8	11	11	6	6	127	151	278
Climate Action		1	1	1	2	3	5	7	3	11	2	4	6	9	6	11	8	10	11	7	6	11	6	6	56	81	137
Research and Innovation					2			3	1	2	2	2	1	2		1		2	1		1	2			6	16	22
Communications Networks, Content and Technology		1	1	1	2	4	9	24	9	24	13	9	7	9	11	15	12	15	11	15	6	6	7	7	88	130	218
Maritime Affairs and Fisheries		1		1	3	4	10	12	5	10	11	5	7	11	13	11	20	19	11	12	4	3	7	6	91	95	186
Financial Stability, Financial Services and Capital Markets Union				3	1	10	6	13	5	15	3	10	9	18	13	16	17	17	22	16	6	8	9	26	91	152	243
Regional and Urban Policy		1	2	3	4	16	11	16	10	33	9	18	14	23	27	15	37	16	21	19	8	8	14	14	157	182	339
Structural Reform Support					1	2		4	1	7	2	1	4	5	5	6	5	5	10	10	5	1	6	3	39	44	83
Taxation and Customs Union		1		1	5	8	8	21	14	25	4	21	10	13	15	19	15	11	20	27	8	7	7	11	106	165	271
Education, Youth, Sport and Culture			2	3	6	11	11	19	13	17	12	7	12	12	15	7	21	8	12	11	7	8	7	6	118	109	227
Health and Food Safety	1			3	10	12	17	30	15	29	9	17	20	25	20	34	27	32	23	20	28	26	13	10	183	238	421
Migration and Home Affairs	1			3	4	5	16	16	14	15	9	14	18	12	26	18	28	16	19	18	10	8	16	8	161	133	294
Justice and Consumers			1		11	9	6	12	20	9	5	10	10	7	19	7	16	14	16	7	8	7	24	10	136	92	228
Trade			4	2	1	11	16	42	15	50	17	19	14	23	36	32	28	31	19	15	9	10	5	7	164	242	406
Neighbourhood and Enlargement Negotiations		1	1	1	2	9	15	27	21	35	4	17	8	16	15	21	23	14	11	15	10	10	6	5	116	171	287
International Cooperation and Development			3	5	5	23	27	72	25	101	29	55	22	46	33	51	22	38	39	28	26	24	11	10	242	453	695
European Civil Protection and Humanitarian Aid Operations (ECHO)	1		1	2	1	5	4	11	9	8	6	9	9	7	7	9	6	12	9	12	11	4	7	5	71	84	155
Eurostat	1			1	6	11	12	25	19	29	7	15	12	13	21	17	19	31	22	21	6	10	8	12	133	185	318
Interpretation		1	1		8	15	56	29	90	42	27	13	33	14	47	18	38	13	46	19	31	11	14	4	391	179	570
Translation		1		2	17	30	125	88	174	99	45	27	56	36	194	63	157	66	118	53	102	54	69	53	1057	572	1,629
Service for Foreign Policy Instruments					1	1	2	5	4	6	2	3	2	3	1	3	1	4	6	3	2	2			21	30	51
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)						1	2	4	2	2	2					5	1	1							7	13	20
<b>Total</b>	<b>5</b>	<b>26</b>	<b>48</b>	<b>83</b>	<b>169</b>	<b>401</b>	<b>517</b>	<b>869</b>	<b>684</b>	<b>938</b>	<b>386</b>	<b>483</b>	<b>486</b>	<b>581</b>	<b>813</b>	<b>678</b>	<b>799</b>	<b>727</b>	<b>755</b>	<b>690</b>	<b>447</b>	<b>369</b>	<b>482</b>	<b>444</b>	<b>5,591</b>	<b>6,289</b>	<b>11,880</b>

Occupation of posts at 4/1/20 Operating Establishment plan (Offices and Research not included - OP, EPSO, OIB, OIL, PMO et OLAF not included) by function groups/grades and DGs - AST function group

DG \ Grade	AST11		AST10		AST09		AST08		AST07		AST06		AST05		AST04		AST03		AST02		AST01		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Cabinets					3	2	7	1	25	2	48	13	25	10	29	11	12	3			3	1	152	43	195
Secretariat-General	1		1	6	13	2	23	4	31	7	25	4	28	11	20	4	14	3			3		159	41	200
Legal Service	2			1	10	1	14		15	3	12	5	11	2	8	5	7	2	3				82	19	101
Communication	2	1	5	1	14	10	9		22	11	27	12	44	16	32	12	13	8			8		176	71	247
Inspire, Debate, Engage and Accelerate Action									1		1		3										5		5
Task Force for Relations with the United Kingdom					1		2		3		2				1				2				12		12
Budget		2	3	6	14	9	3	4	20	4	21	11	15	21	14	3	12	2	3		4	2	109	64	173
Human Resources and Security	4	4	14	5	60	15	59	10	80	20	70	27	75	33	54	14	34	10	5		12	3	467	141	608
Informatics		9	3	10	5	26	7	6	14	17	12	30	14	18	9	5	12	14	1		3	2	80	137	217
Internal Audit Service				1	2	1			2	1	3		7	2	4		1				3		22	5	27
Economic and Financial Affairs		4	1	1	2	4	5	2	9	4	7	6	15	10	11	7	9	5	2	1	5	3	66	47	113
Internal Market, Industry, Entrepreneurship and SMEs		2	2	2	8	8	11	1	29	3	24	8	32	6	20	2	18	2			2	1	146	35	181
Defence Industry and Space					4	1	2	2	5	1	3	1	6	2	3	1	2		1				26	8	34
Competition	2	3	2	2	6	1	16		15	5	15	6	17	5	22	5	41	14	3	2	4	2	143	45	188
Employment, Social Affairs and Inclusion	2	1	4	2	9	7	11	2	20	3	21	8	27	9	23	7	13	3	3		1	3	134	45	179
Agriculture and Rural Development		3	9	6	14	11	20	2	32	13	42	9	41	6	22	2	13	4	2	1	2		197	57	254
Mobility and Transport	1	2	1	3	11	8	8	4	15	7	19	5	5	4	10	1	3	1	2				75	35	110
Energy	1	7	4	7	13	19	7	7	13	9	10	13	16	15	13	6	13	10					90	93	183
Environment			4	1	10	6	14	2	21	1	9	4	11	3	11	1	7	1	1				88	19	107
Climate Action			3		4		1	1	4	1	6	1	6		2	1	1	2				1	27	7	34
Research and Innovation					2	3	1	3	1	2			1		1								8	6	14
Communications Networks, Content and Technology			4	1	6	2	14		15	2	16	11	21	9	22	4	7	2	2	1			107	32	139
Maritime Affairs and Fisheries			1	1	5		6	1	10	4	7	3	5	5	7		2	2					43	16	59
Financial Stability, Financial Services and Capital Markets Union				2	5		3		5	2	8	5	12	4	6	4	8			1	3	1	50	19	69
Regional and Urban Policy		2	4	1	15	9	13		19	5	17	7	19	13	19	6	4	1	2				112	44	156
Structural Reform Support					5		2		3		1		5		2	1	2	2	1		1		22	3	25
Taxation and Customs Union	2	1	3	5	7	4	13		21	4	11	3	10	9	12	3	9	3	2		5		95	32	127
Education, Youth, Sport and Culture		4	7	1	8	7	10		25	5	19	5	20	5	12	5	12	3	3		1		117	35	152
Health and Food Safety		1	2	5	9	6	27	4	34	2	25	4	25	5	10	3	6	3	1		3	1	142	34	176
Migration and Home Affairs			1		8	1	3	3	10	3	13	1	9	4	16	7	5		1	1	3		69	20	89
Justice and Consumers		1		1	6	1	7		14	2	21	3	16	4	9	3	4				4	1	81	16	97
Trade	1	1	3	8	3	9	5	1	14	2	13	3	23	6	18	7	10		2				92	37	129
Neighbourhood and Enlargement Negotiations		1	2	4	7	6	12		11	2	11	3	16	2	14	9	4	2			1		78	29	107
International Cooperation and Development	1	2	5	9	20	12	13	8	35	12	25	11	38	10	23	5	12	2	3		1		176	71	247
European Civil Protection and Humanitarian Aid Operations (ECHO)			3	2	8	4	10		10	3	12	2	13	7	7	2	5	3					68	23	91
Eurostat	2	5	6	7	15	16	19	3	32	6	21	13	28	12	17	4	7	4	1		1		149	70	219
Interpretation			2	2	6	3	7	1	13	6	5	4	13	10	10	5	8	6	1			1	65	38	103
Translation	1		1	3	18	3	38	10	48	7	26	8	28	11	33	11	31	10	12	1	10	4	246	68	314
Service for Foreign Policy Instruments			2		4	2	2	1	1	2			4	2	4		3						20	7	27
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)		2					1	1	3	2	2		1	1	1		1						9	6	15
<b>Total</b>	<b>22</b>	<b>58</b>	<b>102</b>	<b>106</b>	<b>358</b>	<b>218</b>	<b>427</b>	<b>82</b>	<b>702</b>	<b>184</b>	<b>632</b>	<b>249</b>	<b>704</b>	<b>293</b>	<b>550</b>	<b>167</b>	<b>366</b>	<b>127</b>	<b>59</b>	<b>8</b>	<b>83</b>	<b>26</b>	<b>4.005</b>	<b>1.518</b>	<b>5.523</b>



Occupation of posts at 4/1/20 Operating Establishment plan (Offices ad Research not included - OP, EPSO, OIB, OIL, PMO and OLAF not included) by function groups-grades and DGs - AST/SC function group

DG \ Grade	SC5		SC4		SC3		SC2		SC1		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Cabinets	1		14	2	5	2	14	2	14	1	48	7	55
Secretariat-General					2		7	1	17	3	26	4	30
Legal Service					1		3	2	8	2	12	4	16
Communication	1		2	1		1	2	1	9	3	14	6	20
Inspire. Debate. Engage and Accelerate Action			3								3		3
Budget					1		2	3	13	5	16	8	24
Human Resources and Security	3	10	4	20	2	1	19	4	23	4	51	39	90
Informatics							4	1	7	1	11	2	13
Internal Audit Service								1	4		4	1	5
Economic and Financial Affairs							9	2	15	6	24	8	32
Internal Market, Industry, Entrepreneurship and SMEs							6	1	9	3	15	4	19
Defence Industry and Space							1		2		3		3
Competition					1	1	17	2	43	13	61	16	77
Employment, Social Affairs and Inclusion							6	4	21	2	27	6	33
Agriculture and Rural Development					2		4	4	14	4	20	8	28
Mobility and Transport							2	1	11		13	1	14
Energy							6	1	13	2	19	3	22
Environment							4		3		7		7
Climate Action							2		4		6		6
Communications Networks, Content and Technology							1		2	4	3	4	7
Maritime Affairs and Fisheries							2		5		7		7
Financial Stability, Financial Services and Capital Markets Union							5	1	12		17	1	18
Regional and Urban Policy							9	1	13	3	22	4	26
Structural Reform Support										1		1	1
Taxation and Customs Union					1		4		7	1	12	1	13
Education, Youth, Sport and Culture							6		5	1	11	1	12
Health and Food Safety							7	2	14	4	21	6	27
Migration and Home Affairs							11		18	3	29	3	32
Justice and Consumers					1		3		16	2	20	2	22
Trade							6	1	16	2	22	3	25
Neighbourhood and Enlargement Negotiations							3	1	7	4	10	5	15
International Cooperation and Development					2		8		8	1	18	1	19
European Civil Protection and Humanitarian Aid Operations (ECHO)							6	2	7		13	2	15
Eurostat							3	2	7		10	2	12
Interpretation					1		4	1	13	7	18	8	26
Translation					2		16	4	23	8	41	12	53
Service for Foreign Policy Instruments									1		1		1
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)										1		1	1
<b>Total</b>	<b>5</b>	<b>10</b>	<b>23</b>	<b>23</b>	<b>21</b>	<b>5</b>	<b>202</b>	<b>45</b>	<b>404</b>	<b>91</b>	<b>655</b>	<b>174</b>	<b>829</b>

**Occupation of posts at 4/1/20 Administration Establishment plan  
by nationalities and function groups-grades**

	AT	BE	BG	CZ	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16	1		1		1	1		4	1	2	5		1				4	1	1			4		2				2		31
AD15	4	9	2	3		18	3	12		1	17	6	2	1	4	8	12	1	2	2	2	3	8	1	2	2	3	3		131
AD14	24	63	4	3	8	73	12	52	3	16	75	23	28	1	6	14	67	6	3	3	3	25	10	24	7	2	1	13	1	570
AD13	39	140	5	5	4	175	42	140	3	55	174	73	75	2	5	53	163	2	4	4	3	58	18	76	9	5	4	50		1.386
AD12	49	190	5	4	8	196	34	177	4	98	204	67	68	3	8	35	187	2	7	6	5	75	20	70	6	5	4	85		1.622
AD11	21	134	8	4	15	106	19	86	4	35	93	23	31		20	10	97	12	3	8	6	30	29	14	12	11	6	32		869
AD10	21	120	9	9	41	97	11	68	20	21	109	29	35	3	50	18	80	29	2	16	16	33	96	29	23	26	27	28	1	1.067
AD09	22	118	54	18	78	135	13	96	42	16	118	29	31	3	101	14	82	56	1	30	22	30	181	17	85	49	35	14	1	1.491
AD08	21	87	107	12	68	103	6	93	31	13	114	21	43	14	77	15	127	37	2	34	25	22	176	24	165	48	28	13		1.526
AD07	21	118	115	4	41	90	20	95	9	4	107	23	71	36	58	14	165	32	2	27	19	27	98	20	170	20	31	8		1.445
AD06	13	58	28	3	12	72	11	63	14	7	70	18	35	86	33	13	106	8	2	9	11	6	39	12	48	16	16	7		816
AD05	15	42	29	6	12	98	13	107	8	13	97	11	58	30	26	42	113	17	2	8	12	24	37	32	41	10	3	18	2	926
AST11	4	30				4		11			6		5			6	8		2			1		2				1		80
AST10	4	83				15	8	10		10	14	5	11			8	21		3			6		6				4		208
AST09	11	207				57	5	42		21	56	30	24			16	55		4			7		11				30		576
AST08	11	166				43	15	42		26	38	17	29			29	46		4			10		18				15		509
AST07	24	319			2	64	17	54	1	27	88	29	35		1	43	89	3	7	1	2	12	6	24		4		34		886
AST06	14	256	18	7	26	36	8	55	14	12	108	19	25	2	25	13	59	6	4	8	3	7	63	22	24	24	10	13		881
AST05	5	247	49	3	35	25	10	49	11	10	75	13	31	5	46	15	82	22	1	9	4	6	126	11	58	18	20	10	1	997
AST04	3	120	37	10	31	26	6	30	10	13	45	4	28	9	52	4	55	22		13	6	5	53	12	83	20	13	7		717
AST03	3	92	22	6	6	13	2	28	11	8	38	5	31	4	15	3	34	21		12		1	29	10	66	16	9	7	1	493
AST02		10	1		2	1		2	8	2	1	1	5		4		5	6		2		1	4	1	7	2	2			67
AST01		17	5		1	5	1	10		1	3	1	3	9	6	5	13	1		2	3		7	1	4	5	5	1		109
SC5		3					2		1		2	1		1	1		2	1										1		15
SC4		6	1	1		2	3	3	1	3	2			3			1	1			1	1	4	1	4	3	1	3	1	46
SC3	1	8	1			2		1			5			1			6							1						26
SC2		68	10	2	1	6	3	26	1		22	2	14	6	7		25	6		1	2	1	7	5	24	1	1	3	3	247
SC1	2	87	17	1	4	13	3	53	3	5	44		47	19	6	4	63	8	1	5	2	3	37	9	38	9	7	4	1	495
<b>Total</b>	<b>333</b>	<b>2.798</b>	<b>528</b>	<b>101</b>	<b>396</b>	<b>1.476</b>	<b>267</b>	<b>1.409</b>	<b>200</b>	<b>419</b>	<b>1.730</b>	<b>450</b>	<b>766</b>	<b>238</b>	<b>551</b>	<b>382</b>	<b>1.767</b>	<b>300</b>	<b>57</b>	<b>200</b>	<b>147</b>	<b>398</b>	<b>1.048</b>	<b>455</b>	<b>876</b>	<b>296</b>	<b>226</b>	<b>406</b>	<b>12</b>	<b>18.232</b>

## 2.2.3 Commission establishment plan posts for research- indirect and direct actions

### 2.2.3.1 Indirect actions

#### Establishment Plan Posts occupied as of 01/04/2020

##### Research (Indirect Actions)

	DG Internal Market, Industry, Entrepreneurship and SMEs				DG Agriculture and Rural Development				DG Mobility and Transport				DG Energy				DG Research and Innovation			
	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total
Establishment Plan Posts 2020	25	2	-1	26	8	4		12	26	2		24	56	5	1	62	577	271	32	880
Posts occupied	23	0	1	24	8	4	0	12	26	4	0	30	46	6	1	53	511	273	26	810
Vacant posts	32	12	0	44	0	0	0	0	5	5	1	11	7	0	0	7	64	68	-16	116
%	58,2%	100,0%	0,0%	64,7%	0,0%	0,0%		0,0%	16,1%	55,6%	100,0%	26,8%	13,2%	0,0%	0,0%	11,7%	11,1%	19,9%	-160,0%	12,5%

	DG Communications Networks, Content and Technology				DG Education and Culture				DG Migration and Home Affairs				DG Defence Industry and Space				TOTAL			
	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total
Establishment Plan Posts 2020	195	116	6	317	18	5		23	11	9	1		31	9	2	42	947	423	42	1.412
Posts occupied	186	108	10	304	17	5	0	22	10	5	1	16	29	9	2	40	856	414	41	1.311
Vacant posts	16	18	-7	27	1	0	0	1	1	4	0	5	-18	0	-1	-19	97	98	-24	171
%	7,9%	14,3%	-233,3%	8,2%	5,6%	0,0%		4,3%	9,1%	44,4%		23,8%	-163,6%	0,0%		-90,5%	10,2%	19,1%	-141,2%	11,5%

**Establishment Plan Posts occupied as of 01/04/2020**

**Research (Indirect Actions)**

**by function group-grade and DG - AD function group**

DG \ Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Agriculture and Rural Development				2	1	2		2			1		8
Communications Networks, Content and Technology	3	13	42	43	20	23	16	7	10	4	5		186
Defence Industry and Space		3	4	3	1	5	2			5	3	3	29
Education, Youth, Sport and Culture		2	5	3	1	2	1			1	1		16
Energy			1	13	9	5	3	2	2	10		1	46
Internal Market, Industry, Entrepreneurship and SMEs					4	2	4	2	3	4		4	23
Migration and Home Affairs				2	2			1	2	1	1	1	10
Mobility and Transport				5	4		2	5	3	2	1	1	26
Research and Innovation	4	49	108	92	36	62	56	44	29	13	18		511
<b>Total</b>	<b>7</b>	<b>68</b>	<b>181</b>	<b>161</b>	<b>67</b>	<b>101</b>	<b>87</b>	<b>64</b>	<b>62</b>	<b>24</b>	<b>33</b>		<b>855</b>

**Establishment Plan Posts occupied as of 01/04/2020**

**Research (Indirect Actions)**

**by function group-grade and DG - AST function group**

DG \ Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Agriculture and Rural Development					1	2	1					4
Communications Networks, Content and Technology	2	3	13	12	22	19	20	6	3	1	1	108
Defence Industry and Space			2	2	1		2		1		1	9
Education, Youth, Sport and Culture			1	1		2		1				5
Energy	1	1			1	3						6
Migration and Home Affairs		1			1		2				1	5
Mobility and Transport					1	1						2
Research and Innovation	4	14	40	22	43	47	50	32	17	3	1	273
<b>Total</b>	<b>7</b>	<b>19</b>	<b>56</b>	<b>37</b>	<b>70</b>	<b>74</b>	<b>75</b>	<b>39</b>	<b>27</b>	<b>4</b>	<b>4</b>	<b>412</b>

**Establishment Plan Posts occupied as of 01/04/2020**

**Research (Indirect Actions)**

**by function group, grade and DG - AST/SC function group**

DG \ Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Communications Networks, Content and Technology				1	4	5	10
Defence Industry and Space						2	2
Energy						1	1
Internal Market, Industry, Entrepreneurship and SMEs						1	1
Migration and Home Affairs						1	1
Research and Innovation					8	16	26
<b>Total</b>				<b>3</b>	<b>12</b>	<b>26</b>	<b>41</b>

Occupation of posts at 01/04/2020 Establishment plan, Research, Indirect actions  
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD15		1							1		2	1				1	1														7
AD14	1	5				8	2	2	1		14	4	8			3	11	1		1		2		2		1		2			68
AD13	4	14			1	21	1	16		11	28	9	16		1	8	26	1	2			8	3	3	1		1	5	1	181	
AD12		18			1	17	2	18	3	3	31	7	19		2	3	14					10		3			2	2		161	
AD11	2	10		1		8	1	13		2	6	2	3			1	10				1	3		2	1			1		67	
AD10		20	1		3	15		8	1	2	10		4		4	2	6	1	1	1	1	4	11	2		2	1	1		101	
AD09		7	2		3	10	1	9			7	1	4	1	6		7	2		3		2	16		2	2		2		87	
AD08		5	6			5		2	1		6		5		5		3					1	10		12	1	1	1		64	
AD07		7	2		3	5		3			5		3		2	1	6	1		2		1	3	2	12	2	1	1		62	
AD06	1	5	1			2		2			2		3	1	2		2								2			1		24	
AD05	2	1				1	1	3			3		3	3	1	1	6	2					2	2	1	1				33	
<b>AD</b>	<b>10</b>	<b>93</b>	<b>12</b>	<b>1</b>	<b>11</b>	<b>92</b>	<b>8</b>	<b>76</b>	<b>7</b>	<b>18</b>	<b>114</b>	<b>24</b>	<b>68</b>	<b>5</b>	<b>23</b>	<b>20</b>	<b>92</b>	<b>8</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>31</b>	<b>45</b>	<b>16</b>	<b>31</b>	<b>9</b>	<b>6</b>	<b>16</b>	<b>1</b>	<b>855</b>	
AST11		2															2					2		1						7	
AST10		7				1		2			4	1					3							1						19	
AST09	1	21				2	1	5		1	5	3	2			5	6					2		1	1					56	
AST08	1	20				2		1		2	1	1	3			1	3					2								37	
AST07	1	26				6	1	5		3	7	2	4			1	9					2		2				1		70	
AST06		21			1	2		8		2	11	1	2		7	4	6			1			4		1	1		2		74	
AST05		27	1		3			4	1		10		1		2		5	1				1	10	2	5	2				75	
AST04		13	1			1		2				1	2	1	1		4	1				1	3		7			1		39	
AST03		4	1			1		1	1		4	1	2		2		1	1					3		4		1			27	
AST02								1										1					1	1						4	
AST01			1								1	1										1								4	
<b>AST</b>	<b>3</b>	<b>141</b>	<b>4</b>		<b>4</b>	<b>15</b>	<b>2</b>	<b>29</b>	<b>2</b>	<b>8</b>	<b>43</b>	<b>11</b>	<b>16</b>	<b>1</b>	<b>12</b>	<b>11</b>	<b>39</b>	<b>4</b>		<b>1</b>		<b>11</b>	<b>21</b>	<b>8</b>	<b>18</b>	<b>3</b>	<b>1</b>	<b>4</b>		<b>412</b>	
SC3											1		1											1						3	
SC2		1						4		1	2		2												1		1			12	
SC1		5				1		6			1	1	2	1			4	1					2		2					26	
SC		6				1		10		1	4	1	5	1			4	1					2	1	3		1			41	
<b>Total</b>	<b>19</b>	<b>240</b>	<b>16</b>	<b>1</b>	<b>15</b>	<b>108</b>	<b>10</b>	<b>115</b>	<b>9</b>	<b>27</b>	<b>161</b>	<b>36</b>	<b>89</b>	<b>7</b>	<b>35</b>	<b>31</b>	<b>135</b>	<b>13</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>42</b>	<b>68</b>	<b>25</b>	<b>52</b>	<b>12</b>	<b>8</b>	<b>20</b>	<b>1</b>	<b>1.308</b>	

## 2.2.3.2 Direct actions

### Establishment Plan Posts occupied as of 01/04/2020

JRC Establishment plan

	AD	AST	SC	Total
Posts authorised	897	807	43	1747
of which AMC8/HR.D5	6	31	6	43
Posts occupied (JRC & AMC8/HR.D.5)	846	781	34	1661
Posts vacant	45	-5	3	43

#### by function group-grade - AD function group

Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD09	AD08	AD07	AD06	AD05	Total
JRC		6	55	163	187	57	82	97	81	79	25	8	840
AMC8			1	1		1	1	1					5
+ 1 senior expert at HR.D.5													

#### by function group-grade - AST function group

Grade	AST11	AST10	AST09	AST08	AST07	AST06	AST05	AST04	AST03	AST02	AST01	Total
JRC	32	46	122	52	95	106	147	96	46	8		750
AMC8	1		7	4	4	1	4	3	6	1		31

#### by function group, grade and DG - AST/SC function group

Grade	SC3	SC2	SC1	Total
JRC	1	13	14	28
AMC8	3	3		6

Occupation of posts at 01/04/2020 JRC Establishment plan, by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Other	Total
AD15			1			2										1	1								1					6
AD14	1	11				7		4			6	4	1			3	11				1	4	2	1						56
AD13	2	14			1	22	3	13		1	19	16	11			4	37				1	8		5	1			5	1	164
AD12	4	12				36	2	24		3	26	10	8	1		5	38		1	1		5		2				7	2	187
AD11	2	14	1			4	2	7		1	9	2				1	10				1		1	1	1			1		58
AD10	6	7			4	16	1	3			8	1	1		1	1	24			1		5	1	1		1		1		83
AD09	3	8	1	2		17	2	10		1	5	1	3		2	2	28	1				5	5					2		98
AD08	1	6	5		3	8		9		2	6		1		4	1	19	1				1		2	5	2	5			81
AD07	1	3	3		4	11		5			5	1	7		1		26	1				5	1	3		2				79
AD06		4	2			3		2			1	1	1		1		5			1		1	1		1		1			25
AD05								1					2				5													8
<b>AD</b>	<b>20</b>	<b>79</b>	<b>13</b>	<b>2</b>	<b>12</b>	<b>126</b>	<b>10</b>	<b>78</b>		<b>8</b>	<b>85</b>	<b>36</b>	<b>35</b>	<b>1</b>	<b>9</b>	<b>18</b>	<b>204</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>29</b>	<b>15</b>	<b>13</b>	<b>12</b>	<b>3</b>	<b>8</b>	<b>16</b>	<b>3</b>	<b>845</b>
AST11		6				2	1	2			6	2				3	7					3		1						33
AST10	1	9				3	2	2		1	4		1				19					2		2						46
AST09	3	18				16	1	11		1	20	9				7	23		4			12		3				1		129
AST08	2	12				8	2	4			3	2	1			4	13		2			1		1				1		56
AST07	2	13				6	2	6		4	12	1				2	39					5	2	3				2		99
AST06	2	13			1	16	1	7			10	1	1		5	1	41	2		1		3			1			1		107
AST05	1	15	6		5	13	2	15		3	8		3		3	2	51	1		2		3	7	1	2	4	1	3		151
AST04		12	2	1	2	7		8	2	1	7	1	1		2		29	1				2	4	5	6	1	1	4		99
AST03		3	1		2	3		3	1		4		4		3		19					1	2	1	4	1				52
AST02							1	1				1		1			5													9
<b>AST</b>	<b>11</b>	<b>101</b>	<b>9</b>	<b>1</b>	<b>10</b>	<b>74</b>	<b>12</b>	<b>59</b>	<b>3</b>	<b>10</b>	<b>74</b>	<b>17</b>	<b>11</b>	<b>1</b>	<b>13</b>	<b>19</b>	<b>246</b>	<b>4</b>	<b>6</b>	<b>3</b>		<b>32</b>	<b>15</b>	<b>17</b>	<b>13</b>	<b>6</b>	<b>2</b>	<b>12</b>		<b>781</b>
SC3																	1													1
SC2		2						2						1			9						1		1					16
SC1		1	3											2	1		5	1							4					17
<b>SC</b>		<b>3</b>	<b>3</b>					<b>2</b>						<b>3</b>	<b>1</b>		<b>15</b>	<b>1</b>					<b>1</b>		<b>5</b>					<b>34</b>
<b>Total</b>	<b>31</b>	<b>183</b>	<b>25</b>	<b>3</b>	<b>22</b>	<b>200</b>	<b>22</b>	<b>139</b>	<b>3</b>	<b>18</b>	<b>159</b>	<b>53</b>	<b>46</b>	<b>5</b>	<b>23</b>	<b>37</b>	<b>465</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>3</b>	<b>61</b>	<b>31</b>	<b>30</b>	<b>30</b>	<b>9</b>	<b>10</b>	<b>28</b>	<b>3</b>	<b>1660</b>

## 2.2.4 Commission establishment plan posts for the Offices

**Establishment Plan Posts occupied as of 01/04/2020**  
**Offices EPSO, OIB, OIL, OLAF, OP and PMO**

	EPSO				OIB				OIL				OLAF				OP				PMO				TOTAL			
	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total
Establishment Plan Posts 2020	34	69	4	107	93	282	1	376	30	82	10	122	210	111	14	335	135	426	4	565	40	125	1	166	542	1.095	34	1.671
Posts occupied	29	70	3	102	82	244	1	327	30	72	7	109	199	111	13	323	129	401	4	534	34	109	2	145	503	1.007	30	1.540
Vacant posts in number	3	6	-2	7	5	65	-1	69	0	20	-3	17	0	25	-6	19	0	33	0	33	1	14	0	15	9	163	-12	160
%	9,4%	7,9%		6,4%	5,7%	21,0%		17,4%	0,0%	21,7%	-75,0%	13,5%	0,0%	18,4%	-85,7%	5,6%	0,0%	7,6%	0,0%	5,8%	2,9%	11,4%		9,4%	1,8%	13,9%	-66,7%	9,4%



**Occupation of posts as of 01/04/2020**  
**Offices EPSO, OIB, OIL, OLAF, OP and PMO**  
**by function group & grade**

**Establishment plan - AD**

	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
EPSO				3	4	1	5	2	4	4	3	3	29
OIB			2	9	13	7	12	8	6	15	7	3	82
OIL		1	1	5	3	2	5	5	2	4	1	1	30
OLAF		2	7	16	32	18	21	18	23	35	12	15	199
OP	1	1	7	6	16	8	21	20	12	21	12	4	129
PMO			5	5	6	2	2	8	1	2	3		34
<b>Total</b>	<b>1</b>	<b>4</b>	<b>22</b>	<b>44</b>	<b>74</b>	<b>38</b>	<b>66</b>	<b>61</b>	<b>48</b>	<b>81</b>	<b>38</b>	<b>26</b>	<b>503</b>

**Establishment plan - AST**

	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
EPSO	1	3	4	6	12	8	19	9	6	2		70
OIB	3	10	18	15	41	43	86	11	16	1		244
OIL	1	3	4	6	14	6	17	8	12	1		72
OLAF	7	4	16	11	18	13	19	11	9	1	2	111
OP	10	16	38	31	71	89	63	37	42		4	401
PMO	2	4	15	23	19	22	12	5	6		1	109
<b>Total</b>	<b>24</b>	<b>40</b>	<b>95</b>	<b>92</b>	<b>175</b>	<b>181</b>	<b>216</b>	<b>81</b>	<b>91</b>	<b>5</b>	<b>7</b>	<b>1.007</b>

**Establishment plan - SC**

	SC6	SC5	SC4	SC3	SC2	SC1	Total
EPSO				1		2	3
OIB					1		1
OIL					5	2	7
OLAF				1	3	9	13
OP				1	3		4
PMO					1	1	2
<b>Total</b>				<b>3</b>	<b>13</b>	<b>14</b>	<b>30</b>

**Occupation of posts at 01/04/2020 EPSO Establishment plan  
by nationalities and function groups-grades**

	AT	BE	BG	CY	CZ	DE	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	MT	NL	PL	PT	RO	SI	SE	Total
AD13									1							1									1	3
AD12		3					1																			4
AD11																	1									1
AD10					1	2									1				1							5
AD09						1								1												2
AD08												1					1				1			1		4
AD07		1		1						2																4
AD06		2																					1			3
AD05		1					1														1					3
<b>AD</b>		<b>7</b>		<b>1</b>	<b>1</b>	<b>3</b>	<b>2</b>		<b>1</b>	<b>2</b>		<b>1</b>		<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		<b>1</b>		<b>2</b>		<b>1</b>	<b>1</b>	<b>1</b>	<b>29</b>
AST11										1																1
AST10		2									1															3
AST09		3														1										4
AST08	1	2				1			1		1															6
AST07	1	1				2			1		1					1		1				1			3	12
AST06		1				1			1	1		1			1								1	1		8
AST05	1	4			2		2			1				2		1				1	3		1		1	19
AST04		2		1	1					1	1						1						2			9
AST03						1	1	1		2													1			6
AST02		2																								2
<b>AST</b>	<b>3</b>	<b>17</b>		<b>1</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>1</b>		<b>2</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>		<b>1</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>70</b>
SC3			1																							1
SC1													1			1										2
<b>SC</b>			<b>1</b>										<b>1</b>		<b>1</b>											<b>3</b>
<b>Total</b>	<b>3</b>	<b>24</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>8</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>5</b>	<b>102</b>

**Occupation of posts at 01/04/2020 OIB Establishment plan  
by nationalities and function groups-grades**

	AT	BE	BG	CZ	DE	ES	FI	FR	GB	GR	HU	IE	IT	LU	NL	PL	PT	RO	SI	SE	Total
AD14		1								1											2
AD13	1	3						3					2								9
AD12		5				2		2					1		1	1				1	13
AD11		2						2					3								7
AD10		3						1		1			3		1	1	1	1			12
AD09		2		2									2		1			1			8
AD08		3			1	1							1								6
AD07		2	3			1		2			1					1		5			15
AD06		2				3		1		1											7
AD05						1					1		1								3
<b>AD</b>	<b>1</b>	<b>23</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>8</b>		<b>11</b>		<b>3</b>	<b>2</b>		<b>13</b>		<b>1</b>	<b>4</b>	<b>2</b>	<b>7</b>		<b>1</b>	<b>82</b>
AST11		2											1								3
AST10		7			1								2								10
AST09		10			1	1						1	3				2				18
AST08		6				1			2			1	5								15
AST07		18				2		6		2			11	1						1	41
AST06		16				3		5	1	1			13			2	1	1			43
AST05	1	39			1	9		4		4			21	2	1	1	1		1	1	86
AST04		1	1				1	1	1	1			1			1	1	2			11
AST03		3	1			4				1	1		4					2			16
AST02								1													1
<b>AST</b>	<b>1</b>	<b>102</b>	<b>2</b>		<b>3</b>	<b>20</b>	<b>1</b>	<b>17</b>	<b>4</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>61</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>244</b>
SC2																		1			1
SC																		1			1
<b>Total</b>	<b>2</b>	<b>125</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>28</b>	<b>1</b>	<b>28</b>	<b>4</b>	<b>12</b>	<b>3</b>	<b>2</b>	<b>74</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>7</b>	<b>13</b>	<b>1</b>	<b>3</b>	<b>327</b>

Occupation of posts at 01/04/2020 OIL Establishment plan  
by nationalities and function groups-grades

	AT	BE	BG	CZ	DE	ES	EE	FR	GR	IT	LT	LU	NL	PL	PT	RO	SK	SI	Total
AD15		1																	1
AD14						1													1
AD13		1			1			1					1			1			5
AD12		1			1			1											3
AD11		1				1													2
AD10		1		1		1		1	1										5
AD09		1			1		1				1					1			5
AD08			1											1					2
AD07		1						1					1					1	4
AD06																1			1
AD05		1																	1
<b>AD</b>		<b>8</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>1</b>		<b>1</b>		<b>2</b>	<b>1</b>		<b>3</b>		<b>1</b>	<b>30</b>
AST11		1																	1
AST10		3																	3
AST09								1	1			2							4
AST08								3		3									6
AST07	1	3			1			3		2		4							14
AST06		2				2		2											6
AST05	1	2				1		5		2				1	3	2			17
AST04				1		2			1							3	1		8
AST03		3				4		1	2	2									12
AST02																1			1
<b>AST</b>	<b>2</b>	<b>14</b>		<b>1</b>	<b>1</b>	<b>9</b>		<b>15</b>	<b>4</b>	<b>9</b>		<b>6</b>		<b>1</b>	<b>3</b>	<b>6</b>	<b>1</b>		<b>72</b>
SC2								3						1		1			5
SC1		1									1								2
<b>SC</b>		<b>1</b>						<b>3</b>			<b>1</b>			<b>1</b>		<b>1</b>			<b>7</b>
<b>Total</b>	<b>2</b>	<b>23</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>12</b>	<b>1</b>	<b>22</b>	<b>5</b>	<b>9</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>109</b>

Occupation of posts at 01/04/2020 OLAF Establishment plan  
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	NL	PL	PT	RO	SI	SE	Total	
AD15						1			1																	2	
AD14						1		2		1					1	2											7
AD13		2	1			3				2	1	1				4				1		1				16	
AD12		5				4		2		4	5	1				6				1	1	1		1	1	32	
AD11		2	1		1	3	2	3				1			1	3					1					18	
AD10		3				1		1		2	1	1		2		2	2				3		1	2		21	
AD09		2				1		1		2		2		1		2	1		1		3		2			18	
AD08		3	2			1		1		1		1		1		2	1				2	2	5		1	23	
AD07		3				3		1	1	5	1	6	1			5					3		6			35	
AD06			1			1		1				1	2			1				1	3			1		12	
AD05	1		1					1					1		2	2					1		4	2		15	
<b>AD</b>		<b>20</b>	<b>6</b>		<b>1</b>	<b>19</b>	<b>2</b>	<b>13</b>	<b>2</b>	<b>17</b>	<b>8</b>	<b>14</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>29</b>	<b>4</b>		<b>1</b>	<b>3</b>	<b>17</b>	<b>4</b>	<b>18</b>	<b>6</b>	<b>2</b>	<b>199</b>	
AST11		2					1			1	1	1				1										7	
AST10		2				1	1																			4	
AST09	1	3				2		2	1	3					1	3										16	
AST08		4				1	1			1					1	1		1				1				11	
AST07		3	1	1		5			1	4					1	1						1				18	
AST06		2	1			1		1		2				2		1					1	1		1		13	
AST05		2		1		1	1			1		1	1	2	1	2					3		3			19	
AST04		2	1					1				1		1		1	1				1		2			11	
AST03			2											1		1	1		1	1			2			9	
AST02																							1			1	
AST01					1		1																			2	
<b>AST</b>	<b>1</b>	<b>20</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>11</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>12</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>1</b>		<b>111</b>	
SC3		1																								1	
SC2								1							1									1		3	
SC1		3										1				1							4			9	
<b>SC</b>		<b>4</b>						<b>1</b>				<b>1</b>			<b>1</b>	<b>1</b>							<b>4</b>	<b>1</b>		<b>13</b>	
<b>Total</b>	<b>2</b>	<b>44</b>	<b>11</b>	<b>2</b>	<b>2</b>	<b>30</b>	<b>7</b>	<b>18</b>	<b>4</b>	<b>29</b>	<b>9</b>	<b>18</b>	<b>5</b>	<b>10</b>	<b>9</b>	<b>41</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>22</b>	<b>7</b>	<b>30</b>	<b>8</b>	<b>2</b>	<b>323</b>	

Occupation of posts at 01/04/2020 OP Establishment plan  
by nationalities and function groups-grades

	AT	BE	BG	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Total
AD16					1																							1
AD15																						1						1
AD14													1		2			1	1			1		1				7
AD13			1				1			3												1						6
AD12		4			3					4						2		1				1		1				16
AD11		2			1				1	2															1	1		8
AD10	1				1		2			5	2	1				1	1		1		1	3		1	1			21
AD09	1	2		1	1		1			2		3		2		2		1				1	1	2				20
AD08		1		1									1	1		1						4		3				12
AD07			1	1	1		3	1				3	1	1		1	2					2	2	2				21
AD06		1	1		1	1								1								3		3		1		12
AD05												3										1						4
<b>AD</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>16</b>	<b>2</b>	<b>10</b>	<b>2</b>	<b>6</b>		<b>9</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>14</b>	<b>7</b>	<b>10</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>129</b>
AST11		1			2		1		1	1		2				1						1						10
AST10	1	4			1		3			4						2						1						16
AST09		7			2	1	5		2	10	3	2				1		1			1		1				2	38
AST08		6			1	2	3		1	10	1	2						3	1								1	31
AST07	1	7	1	4	2	1	3	2	1	14	1	2		2		7	1	3	1			5	5		3	3	2	71
AST06	2	5	6		6		2	5	4	16	1	1		6		3	4		4	1		4	3	8	3	4	1	89
AST05		5		3	2	1	1		1	7	4	4	2	5	2	2	4	3		2	1	7	2	3	2			63
AST04		4	1	2	3	2	1		2	3		4	5			1	1					2	1	2	2	1		37
AST03	1	2			3		3		2	4	5	8	1			3		1		1		1	1	1	3	1	1	42
AST01										1				1											1	1		4
<b>AST</b>	<b>5</b>	<b>41</b>	<b>8</b>	<b>9</b>	<b>22</b>	<b>7</b>	<b>22</b>	<b>7</b>	<b>14</b>	<b>70</b>	<b>15</b>	<b>25</b>	<b>8</b>	<b>14</b>	<b>2</b>	<b>20</b>	<b>10</b>	<b>11</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>19</b>	<b>15</b>	<b>14</b>	<b>14</b>	<b>10</b>	<b>7</b>	<b>401</b>
SC3										1																		1
SC2										3																		3
<b>SC</b>										<b>4</b>																		<b>4</b>
<b>Total</b>	<b>7</b>	<b>51</b>	<b>11</b>	<b>12</b>	<b>31</b>	<b>8</b>	<b>29</b>	<b>8</b>	<b>15</b>	<b>90</b>	<b>17</b>	<b>35</b>	<b>10</b>	<b>20</b>	<b>2</b>	<b>29</b>	<b>13</b>	<b>13</b>	<b>8</b>	<b>5</b>	<b>3</b>	<b>33</b>	<b>22</b>	<b>24</b>	<b>18</b>	<b>12</b>	<b>8</b>	<b>534</b>

Occupation of posts at 01/04/2020 PMO Establishment plan  
by nationalities and function groups-grades

	AT	BE	CZ	DE	DK	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SE	Total
AD14		1												1			1				2				5
AD13		2						1		2															5
AD12		3			1			2																	6
AD11						1								1											2
AD10		1						1																	2
AD09		1				2		1			1			1	1							1			8
AD08										1															1
AD07								1						1											2
AD06								1			1			1											3
<b>AD</b>		<b>8</b>			<b>1</b>	<b>3</b>		<b>7</b>		<b>3</b>	<b>1</b>	<b>1</b>		<b>5</b>	<b>1</b>		<b>1</b>				<b>2</b>	<b>1</b>			<b>34</b>
AST11	1							1																	2
AST10		2		1				1																	4
AST09	1	5		1	2			1		1			1	1					1		1				15
AST08	2	10		2		1	1	2	1	1				2		1									23
AST07		9		1		1		2	1				1	4											19
AST06	1	11		1				1	1					3			1			3					22
AST05		4	1			1		1			1									3		1			12
AST04		2						1						1								1			5
AST03		1				1											1			1		1		1	6
AST01		1																							1
<b>AST</b>	<b>5</b>	<b>45</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>10</b>	<b>3</b>	<b>2</b>		<b>1</b>	<b>2</b>	<b>11</b>		<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>3</b>		<b>1</b>	<b>109</b>
SC2																						1			1
SC1																							1		1
<b>SC</b>																						<b>1</b>	<b>1</b>		<b>2</b>
<b>Total</b>	<b>5</b>	<b>53</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>7</b>	<b>1</b>	<b>17</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>16</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>145</b>

## 2.3 Overview of 2020 external staff (including staff financed by earmarked revenue)

### 2.3.1 Contract agents

Budgetary aspects of the management of contract agents in 2020 for the offices are further detailed in the financial statements related to the budget lines of the Offices reproduced in Working Document, Part VI.

The following tables capture all contract agents in place as of 01/04/2020 in the Commission, including personnel financed from the operating & research budgets, the budgets of the inter-institutional and administrative offices, contract agents in delegations as well as 1 669 contract agents financed from earmarked revenue mainly in the offices, the JRC and for the management of the European Development Fund.

### Contract Agents

Sources of financing	In place as of 01/04/2020	2020 Full Time Equivalent units (Estimates)
Commission Authorised Budget	5.861	4.453
Earmarked revenues		
- Offices	294	294
- European Development Fund	520	495
- Trust funds and Facilities for refugees in Turkey	209	186
- Competitive actions of the Joint Research Center	461	461
- DG at headquarters	185	130
Total earmarked revenues	1.669	1.566
<b>Total</b>	<b>7.530</b>	<b>6.019</b>

**NB:** As several budget lines authorise appropriations for external personnel without distinction between categories of personnel, 2020 figures are the best possible estimates, based on likely average costs and repartition between categories both for appropriations voted in the 2020 Budget and for expected earmarked revenue taken into account when preparing the 2020 Budget.



**Contract Agents as of 01/04/2020 - all budgets**

**Distribution by function group and DG**

DG \ Function Group	GFIV	GFIII	GFII	GFI	Total	Commission budget	Earmarked revenue DB 2020
DG Agriculture and Rural Development	47	10	14	8	79	79	
DG Budget	17	27	12	15	71	43	28
DG Climate Action	10	3	12	1	26	26	
DG Communication	46	97	177	35	355	355	
DG Communications Networks, Content and Technology	64	69	29	10	172	172	
DG Competition	6	29	12	8	55	55	
DG Defence Industry and Space	7	7	6	1	21	21	
DG Economic and Financial Affairs	12	6	3	1	22	22	
DG Education, Youth, Sport and Culture	14	22	14	11	61	61	
DG Employment, Social Affairs and Inclusion	34	56	28	17	135	135	
DG Energy	7	16	11	10	44	44	
DG Environment	14	10	20	1	45	45	
DG Financial Stability, Financial Services and Capital Markets Union	2	14	5	3	24	24	
DG Health and Food Safety	38	17	42	7	104	104	
DG Human Resources and Security	20	58	98	53	229	144	85
DG European Civil Protection and Humanitarian Aid Operations (ECHO)	44	66	29	6	145	145	
DG Informatics	42	21	12	4	79	17	62
DG Internal Market, Industry, Entrepreneurship and SMEs	21	48	15	7	91	91	
DG International Cooperation and Development	890	138	56	11	1095	575	520
DG Interpretation	0	5	35	25	65	57	8
Joint Research Centre	886	70	98	64	1118	657	461
DG Justice and Consumers	10	20	16	2	48	48	
DG Maritime Affairs and Fisheries	20	20	7	15	62	62	
DG Migration and Home Affairs	8	33	11	0	52	52	
DG Mobility and Transport	13	18	22	9	62	62	
DG Neighbourhood and Enlargement Negotiations	393	111	34	11	549	340	209
European Anti-Fraud Office	2	10	5	7	24	24	
European Personnel Selection Office	1	2	21	1	25	25	
Office for Infrastructure and Logistics in Brussels	24	81	575	289	969	776	193
Office for Infrastructure and Logistics in Luxembourg	5	29	152	45	231	231	0
DG Regional and Urban Policy	5	69	18	7	99	99	
DG Research and Innovation	230	86	38	15	369	369	
DG Structural Reform Support	34	24	5	0	63	63	
DG Taxation and Customs Union	10	6	5	1	22	22	
DG Trade	8	9	16	4	37	37	
DG Translation	81	1	44	7	133	133	
Eurostat	38	21	22	5	86	86	
Inspire, Debate, Engage and Accelerate Action	1	0	0	0	1	1	
Internal Audit Service	5	0	3	0	8	7	1
Legal Service	6	3	12	1	22	22	
Office for the Administration and Payment of Individual Entitlements	0	78	326	38	442	341	101
Publications Office	0	12	2	2	16	16	
Secretariat general	3	20	23	18	64	63	1
Service for Foreign Policy Instruments	65	25	7	2	99	99	
Staff committee - representative trade unions and staff associations	0	0	7	0	7	7	
Task Force for Relations with the United Kingdom	0	2	2	0	4	4	
<b>Total</b>	<b>3183</b>	<b>1469</b>	<b>2101</b>	<b>777</b>	<b>7530</b>	<b>5861</b>	<b>1669</b>

Contract Agents present as of 01/04/2020 - Financed from all budgets  
Distribution by function group (FG), grade and nationality

FG	Nationality Grade	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others
FGIV	18	1	15	2			4		9		1	19	6	13	1	3	3	19	1				4	1	2			1	2	1
	17	1	17	6	2	2	9	1	16	2	1	25	3	21	3		3	25	2				3	3	7	4	2		3	
	16	8	64	19	6	6	33	10	113	1	4	140	13	34	4	16	12	145	11	1	5		14	18	22	30	6	5	5	11
	15	13	49	12	2	3	27	3	77	7	8	89	11	25	5	12	7	185	12	2	5	1	8	20	24	15	7	8	6	3
	14	29	77	32	4	14	81	5	145	6	16	131	9	85	18	19	20	348	13	3	11	3	17	55	40	65	20	17	10	15
	13	4	7	6		6	15	4	13	1	4	29	5	13	2	2	2	50	5	2			8	6	7	4	2	3	3	1
	<b>Total</b>	<b>56</b>	<b>229</b>	<b>77</b>	<b>14</b>	<b>31</b>	<b>169</b>	<b>23</b>	<b>373</b>	<b>17</b>	<b>34</b>	<b>433</b>	<b>47</b>	<b>191</b>	<b>33</b>	<b>52</b>	<b>47</b>	<b>772</b>	<b>44</b>	<b>8</b>	<b>21</b>	<b>4</b>	<b>54</b>	<b>103</b>	<b>102</b>	<b>118</b>	<b>37</b>	<b>34</b>	<b>29</b>	<b>31</b>
FGIII	12		8				3		2			10	3	4	1	1		6	1						2	2				1
	11		25	3	1		6	2	7	2	3	27	1	6	2	2		16					1		1	5			1	
	10	3	66	11		2	8	1	34	2	2	46	3	23	4	9	6	57	7		1		4	18	8	24	6	5	2	
	9	1	54	22	6	14	19	2	76	5	5	65	7	62	7	11	6	137	8	4	8	3	12	31	13	40	15	4	5	1
	8	4	12	7	4	7	26	2	32	2	1	43	4	23	9	5	2	59	10		4	1	5	12	9	14	8	8	6	
	<b>Total</b>	<b>8</b>	<b>165</b>	<b>43</b>	<b>11</b>	<b>23</b>	<b>62</b>	<b>7</b>	<b>151</b>	<b>11</b>	<b>11</b>	<b>191</b>	<b>18</b>	<b>118</b>	<b>23</b>	<b>28</b>	<b>14</b>	<b>275</b>	<b>26</b>	<b>4</b>	<b>13</b>	<b>4</b>	<b>22</b>	<b>61</b>	<b>33</b>	<b>85</b>	<b>29</b>	<b>17</b>	<b>14</b>	<b>2</b>
FGII	7	2	73	1	1	2	3	1	22	1	4	28	2	3		4	2	20	1	1			1		10	2		1	1	
	6	4	227	12	2	4	8	1	51	1	3	115	7	22	1	11	5	76	3		3		5	27	20	24	10	3	2	
	5	2	215	16	3	14	14	4	88	8	6	87	5	67	17	25	8	168	18		5	2	8	50	28	87	16	8	6	4
	4	2	75	4	5		6		27	4	1	27	4	25	8	4	2	40	4		4		2	12	7	18	2	4	2	
	<b>Total</b>	<b>10</b>	<b>590</b>	<b>33</b>	<b>11</b>	<b>20</b>	<b>31</b>	<b>6</b>	<b>188</b>	<b>14</b>	<b>14</b>	<b>257</b>	<b>18</b>	<b>117</b>	<b>26</b>	<b>44</b>	<b>17</b>	<b>304</b>	<b>26</b>	<b>1</b>	<b>12</b>	<b>2</b>	<b>16</b>	<b>89</b>	<b>65</b>	<b>131</b>	<b>28</b>	<b>16</b>	<b>11</b>	<b>4</b>
FGI	3		158		1	1	2	1	36	1	1	32	4	15				130	1	2	1		2	9	17	3		1		
	2		106	2		1		1	29		3	20	1	20	1	2	4	67			1			14	13	7	1	2		
	1		25	1					2	1		4	1	4				13				1			6	4	1		1	
	<b>Total</b>		<b>289</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>67</b>	<b>2</b>	<b>4</b>	<b>56</b>	<b>6</b>	<b>39</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>210</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>23</b>	<b>36</b>	<b>14</b>	<b>2</b>	<b>3</b>	<b>1</b>	
<b>Total</b>		<b>74</b>	<b>1.273</b>	<b>156</b>	<b>37</b>	<b>76</b>	<b>264</b>	<b>38</b>	<b>779</b>	<b>44</b>	<b>63</b>	<b>937</b>	<b>89</b>	<b>465</b>	<b>83</b>	<b>126</b>	<b>82</b>	<b>1.561</b>	<b>97</b>	<b>15</b>	<b>48</b>	<b>11</b>	<b>94</b>	<b>276</b>	<b>236</b>	<b>348</b>	<b>96</b>	<b>70</b>	<b>55</b>	<b>37</b>

### 2.3.2 Other categories of external personnel in Commission representation offices in the Member States and in Commission delegations

The table below provides a detailed picture of all categories of external staff in **representations** on 1/4/2020.

**Local Agents (LA)/Contract Agents (CA)/Agency staff (AS)**  
**By place of employment**  
**(Financed under budget line 16.010203)**

Place	Agents in place on 01/04/2019				Agents in place on 01/04/2020			
	CA	LA	AS	Total	CA	LA	AS	Total
Athens	14		1	15	15		1	16
Barcelona	2	3		5	3	3		6
Belfast		3		3		3		3
Berlin	14	5	1	20	14	4		18
Bonn	5			5	4			4
Bratislava	12		2	14	12			12
Brussels	18			18	24			24
Bucharest	17			17	13			13
Budapest	13		2	15	13		1	14
Cardiff	2	1		3		1		1
Copenhagen	8			8	10			10
Dublin	9	1		10	12	1		13
Edinburgh	3			3	0			0
Helsinki	11			11	11			11
Lisbon	10		1	11	10			10
Ljubljana	8		1	9	8			8
London	15	2		17		2		2
Luxembourg	4			4	5			5
Madrid	7	9		16	6	9		15
Marseille	4	1		5	4	1		5
Milan	5	2	1	8	5	2		7
Munich	3	2		5	3	2		5
Nicosia	9		1	10	9			9
Paris	18	1		19	17	1	1	19
Prague	12		2	14	13		1	14
Riga	9			9	8		2	10
Roma	15		1	16	16			16
Sofia	12			12	12			12
Stockholm	10			10	10			10
Tallinn	7			7	8		1	9
The Hague	12	2		14	10	2		12
Valletta	7			7	7			7
Vienna	8	2	1	11	8	2		10
Vilnius	9			9	9			9
Warsaw	18		1	19	18			18
Wroclaw	3		1	4	3		1	4
Zagreb	10		1	11	14		1	15
<b>TOTAL</b>	<b>343</b>	<b>34</b>	<b>17</b>	<b>394</b>	<b>334</b>	<b>33</b>	<b>9</b>	<b>376</b>

Commission local agents in European Union **delegations** in third countries accounted for 2 082 persons in place on 01/04/2020 (respectively 118 financed under heading 5 of the MFF, 1 246 financed outside heading 5 and 718 financed by the European Development Fund (EDF) as shown in the more detailed tables below).

**Personnel in EU Delegations in third countries  
in place on 01/04/2019**

*Detailed figures based on records received from delegations*

EU Delegations	Establishment plan posts			Local agents				Contract Agents				Young experts and SNE				Agency Staff ('intérimaires')				Total			
	EEAS	Commission		EEAS	Commission			EEAS	Commission			EEAS	Commission			EEAS	Commission			EEAS	Commission	Total	
		financed under heading 5	financed outside heading 5 *		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue				
EUROPE & CENTRAL ASIA	147	115	3	168	18	495	15	73	1	189	14	22	9	4	0	28	0	0	0	438	863	1301	
AFRICA	149	217	0	385	6	104	606	66	1	96	343	22	8	7	1	28	0	0	0	644	1378	2022	
PACIFIC	26	22	0	50	10	32	31	10	0	16	16	2	1	0	0	4	0	0	0	92	128	220	
NORTH AMERICA, Canada and Japan	53	38	2	104	25	15	0	8	0	8	0	5	2	1	0	8	0	0	0	178	91	269	
CENTRAL AMERICA & CARIBBEAN	27	33	0	66	5	69	54	16	0	27	31	9	1	2	0	6	0	0	0	118	222	340	
SOUTH AMERICA	41	34	1	72	17	88	8	10	0	34	6	4	0	2	0	6	0	0	0	133	190	323	
ASIA	99	84	4	166	32	242	4	36	2	118	3	12	4	2	0	12	0	0	0	325	495	820	
MEDITERRANEAN	44	52	0	83	5	201	0	14	0	93	4	16	2	4	0	4	0	0	0	161	361	522	
Sub-total by category of staff & EEAS/Commission source	586	595	10	1094	118	1246	718	233	4	581	417	92	27	22	1	96	0	0	0	2089	3728	5817	
		605			2082				1002				50				0						
<b>GRAND TOTAL</b>	1191			3176				1235				142				96				5840			

\* Including where applicable a limited number of staff from the Research budget posted in delegations.

**Personnel in EU Delegations in third countries  
in place on 01/04/2020  
Split by delegation: Europe & Central Asia  
Detailed figures based on records received from delegations**

EU Delegations	Place	Establishment plan posts			Local agents				Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total					
		EEAS	Commission		EEAS	Commission			EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total			
			financed under heading 5	financed outside heading 5 *		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *		financed by the EDF and other assigned revenue	financed under heading 5		financed outside heading 5 *	financed by the EDF and other assigned revenue						
ALBANIA	Tirana	4	5		7		27		1		20		0		1		2			14	53	67	
ARMENIA	Yerevan	4	4		5	1	12		1		4		0							10	21	31	
AUSTRIA	Vienna	13	1		0				7				2				2			24	1	25	
AZERBAIJAN	Baku	4	3		5		11		1		3		0						10	17	27		
BELARUS	Minsk	4	2		6		9		1		4		0				2			13	15	28	
BOSNIA HERZEGOVINA	Sarajevo	5	5		9		53		3		7		1						18	65	83		
France	Strasbourg	3			0				1				2						6	0	6		
France	Paris	2	2		0				4				0				2			8	2	10	
GEORGIA	Tbilisi	5	3		11	1	16		1		7		0						17	27	44		
ICELAND	Reykjavik	2			3				1				0						6	0	6		
ITALY	Rome	2	2		0				4				0	1					6	3	9		
KAZAKHSTAN	Astana	4	4		7		12		1		2		0						12	18	30		
KOSOVO	Pristina	3	3		8		49		7		15		3				3		24	67	91		
KYRGYZSTAN	Bishkek	3	3		6		9		1		3		2				2		14	15	29		
MOLDOVA	Chisinau	6	4		4	1	15		1		9		1				2		14	29	43		
MONTENEGRO	Podgorica	2	4		4		25		2		15		0				1		9	44	53		
North Macedonia	Skopje	4	6		10		35		1		18		2				3		20	59	79		
NORWAY	Oslo	3			7				1				0						11	0	11		
RUSSIA	Moscow	10	6		19	5	14		4		4		1						34	29	63		
SERBIA	Belgrade	5	7		11		54		0		18		2		1		1		19	80	99		
SWITZERLAND	Berna	2	1		4				1				0						7	1	8		
SWITZERLAND	Geneve (UN)	18	1		3				2				5	2					28	3	31		
SWITZERLAND	Geneve (WTO)	5	8		10	6			0				0						15	14	29		
TAJIKISTAN	Dushanbe	3	3		4		11		2		6		0						9	20	29		
TURKEY	Ankara	7	8		14	2	87	19	3		15	6	3				1		28	137	165		
Turkmenistan	Ashgabat	3			0				1				0						4	0	4		
UKRAINE	Kiev	7	13		9	3	43		5		13		1		1		4		26	73	99		
UNITED KINGDOM	London	10							5										15	0	15		
UZBEKISTAN	Tashkent	3	1		4		8		2		1		0				1		10	10	20		
BA 01 003	Floaters	5																	5	0	5		
RCE	Brussels	6							19										25	0	25		
Sub-total by category of staff & EEAS/Commission source		157	99	0	170	19	490	19	83	0	164	6	25	3	3	0	25	0	0	0	461	803	1264
GRAND TOTAL			256			698				253				31			26			1264			

\* Including where applicable a limited number of posts from the Research budget posted in delegations.

**Personnel in EU Delegations in third countries  
in place on 01/04/2020  
Split by delegation: Africa**

*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff (Intérimaires)			Total							
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total					
			financed under heading 5	financed outside heading 5 *		financed under heading 5	financed outside heading 5 *		financed by the EDF and other assigned revenue	financed under heading 5		financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *				financed by the EDF and other assigned revenue				
ANGOLA	Luanda	3	3		8		3	13			1	6					11	26	37					
BENIN	Cotonou	2	3		9			10	1			9					12	22	34					
BOTSWANA	Gaborone	3	3		7			8	1			4					11	15	26					
BURKINA FASO	Ouagadougou	4	7		10		6	22	1		1	11		1			16	47	63					
BURUNDI	Bujumbura	4	4		7		2	11	1		2	2					12	21	33					
CAPE VERDE	Prata	3	1		6			5	1			2	1	1		1	12	9	21					
CAMEROON	Yaounde	3	7		9	1	1	16	1	1	3	9					13	38	51					
CENTRAL AFRICAN REPUBLIC	Bangui	3	3		8		2	15	2		2	4					13	26	39					
CHAD	N'Djamena	3	5		8		1	17	2		2	9	1	1			15	34	49					
CONGO, DEMOCRATIC REP.	Kinshasa	4	2		8		4	9			4	3					12	22	34					
CONGO, REP.	Brazzaville	5	7		11		2	21	3		2	10	1				20	42	62					
DJIBOUTI	Djibouti	3	2		5			10	2		2	5			2		12	17	29					
ERITREA	Asmara	3	4		7			8	1		4	5					11	21	32					
ESWATINI	Mbabane	2	1		3			7	1		3			1			7	11	18					
ETHIOPIA	Addis Ababa	13	6		23		6	24	2		10	3		1	1		42	47	89					
ETHIOPIA, AFRICAN UNION	Addis Ababa African Union		1					9			9			1			1	19	20					
GABON	Libreville	3	4		7			13	1		2	3	1				11	23	34					
GHANA	Accra	3	5		9		1	13	1		10	1		1			15	29	44					
GUINEA REPUBLIC	Conakry	2	2		9		1	16	2		1	3					13	23	36					
GUINEA-BISSAU	Bissau	2	3		8		1	7	1			4					11	15	26					
IVORY COAST	Abidjan	3	5		10	1	1	14	3		2	7					16	30	46					
KENYA	Nairobi	5	10		11	1	11	23	3		7	13	1	2			22	65	87					
LESOTHO	Maseru	2	2		4		1	6	1		1	1					7	11	18					
LIBERIA	Monrovia	3	3		6			9	1		3						10	15	25					
LIBYA	Tripoli	3	2		1				3		5	1	4				11	8	19					
MADAGASCAR	Antananarivo	3	6		12		4	18			2	10					15	40	55					
MALAWI	Lilongwe	3	5		9		4	15	1		2	4		1			14	30	44					
MALI	Bamako	3	2		9			19	2		1	1			1		14	24	38					
MAURITANIA	Nouakchott	3	4		8			13	2		1	8					13	26	39					
MAURITIUS REPUBLIC OF	Port-Louis	3	4		9		1	13	1		1	1		1			14	20	34					
MOZAMBIQUE	Maputo	4	6		11		3	15	1		1	13	1				17	38	55					
NAMIBIA	Windhoek	3	2		6			6	1			4					10	12	22					
NIGER	Niamey	3	1		10		3	18	1		1						17	24	41					
NIGERIA	Abuja	5	6		16	2		28	1		8	2	1	2			26	45	71					
RWANDA REPUBLIC	Kigali	3	3		7			17	1		7						11	27	38					
SENEGAL	Dakar	3	6		12		7	22	3		9	8		1			18	53	71					
SIERRA LEONE	Freetown	3	6		8		4	12	1		1	7					12	30	42					
SOMALIA	Nairobi (Kenya)	3	0		2			9	2				2				11	9	20					
SOUTH AFRICA, REP.	Pretoria	6	6		11	2	21		2		9						19	38	57					
SOUTH SUDAN	Juba	3	2		5			10	2		1	6	1		1		11	20	31					
SUDAN	Khartoum	3	4		9		3	12	2		1	5		1			15	26	41					
TANZANIA	Dar es Salaam	2	5		8		1	17	1		2	8					11	33	44					
THE GAMBIA	Banjul	2	0		5			4	1								8	4	12					
TOGO	Lome	3	3		6			11	1			5					10	19	29					
UGANDA	Kampala	3	5		9		2	19	2			13		2			16	39	55					
ZAMBIA	Lusaka	3	6		11			15	2			10		2			18	31	49					
ZIMBABWE	Harare	3	5		9			13	2		5	3	1				15	26	41					
Sub-total by category of staff			182	0		7	96	612		67	1	75	268	18	3	6	0	26	0	0	0	651	1250	
& EEAS/Commission source		154			386		715				344			9										1901
<b>GRAND TOTAL</b>			<b>336</b>			<b>1101</b>				<b>411</b>			<b>27</b>		<b>26</b>							<b>1901</b>		

\* Including where applicable a limited number of staff from the Research budget posted in delegations.

**Personnel in EU Delegations in third countries  
in place on 01/04/2019  
Split by delegation: Pacific**

*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts			Local agents				Contract Agents				Young experts and SNE				Agency Staff (interimaires)				Total		
		EEAS	Commission		EEAS	Commission			EEAS	Commission			EEAS	Commission			EEAS	Commission		EEAS	Commission	Total	
			financed under heading 5	financed outside heading 5 *		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *				financed by the EDF and other assigned revenue
AUSTRALIA	Canberra	3	1		10	3	1		2											15	5	20	
FIDJI ISLANDS REP. OF THE	Suva	6	7		8			22	1		3	12				1				16	44	60	
INDONESIA	Jakarta	7	6		11	3	18		3		5		1	1					2	24	33	57	
NEW ZEALAND	Wellington	2	1		4	1			1											7	2	9	
PAPUA NEW GUINEA	Port Moresby	3	3		7	1		9	2			4				1				13	17	30	
PHILIPPINES	Manila	5	4		10	2	13		1		8		1							17	27	44	
Sub-total by category of staff & EEAS/Commission source		26	22	0	50	10	32	31	10	0	16	16	2	1	0	0	4	0	0	0	92	128	220
			22			73				32				1				0					
<b>GRAND TOTAL</b>		<b>48</b>			<b>123</b>				<b>42</b>				<b>3</b>				<b>4</b>				<b>220</b>		

**Split by delegation: North America, Canada, Japan**

*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts			Local agents				Contract Agents				Young experts and SNE				Agency Staff (interimaires)				Total		
		EEAS	Commission		EEAS	Commission			EEAS	Commission			EEAS	Commission			EEAS	Commission		EEAS	Commission	Total	
			financed under heading 5	financed outside heading 5 *		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *				financed by the EDF and other assigned revenue
CANADA	Ottawa	5	4		10	4					1					1				16	9	25	
JAPAN	Tokyo	8	8	1	25	8	4		2		2					2				37	23	60	
MEXICO	Mexico	5	4		10	2	4		2		4					1				18	14	32	
UNITED STATES OF AMERICA	New York	21	6		22	1	1						4	1	1					49	10	59	
UNITED STATES OF AMERICA	Washington	14	16	1	37	10	6		4		1		1	1					2	58	35	93	
Sub-total by category of staff & EEAS/Commission source		53	38	2	104	25	15	0	8	0	8	0	5	2	1	0	8	0	0	0	178	91	269
			40			40				8				3				0					
<b>GRAND TOTAL</b>		<b>93</b>			<b>144</b>				<b>16</b>				<b>8</b>				<b>8</b>				<b>269</b>		

\* Including where applicable a limited number of posts from the Research budget posted in delegations.

**Personnel in EU Delegations in third countries  
in place on 01/04/2020**  
**Split by delegation: Central America and Caribbean countries**  
Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ( <i>intérimaires</i> )			Total					
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total			
			financed under heading 5	financed outside heading 5 *		financed under heading 5	financed outside heading 5 *		financed by the EDF and other assigned revenue	financed under heading 5		financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *				financed by the EDF and other assigned revenue		
BARBADOS	Bridgetown	3	7		7	1	1	17	1			10						11	36	47		
COSTA RICA	San Jose	1	1		4	1	3		2									7	5	12		
CUBA	Havane	3	1		4		3		1		3		1					9	7	16		
DOMINICAN REPUBLIC	Santo Domingo	3	4		7	2	1	10	1			5						11	22	33		
EL SALVADOR	San Salvador	2	1		3		8		1		2							6	11	17		
GUATEMALA	Guatemala	1	3		5		11		3		5		1					10	19	29		
HAITI	Port Prince	4	6		8		5	14	2		2	9		3				17	36	53		
HONDURAS	Tequigalpa	2	1		3		9				4			1				6	14	20		
JAMAICA	Kingston	4	1		9		1	9	1		2	5			1			15	18	33		
NICARAGUA	Managua	4	5		7		24		1		5							12	34	46		
PANAMA	Panama City	1			3				1				1					6				
TRINIDAD AND TOBAGO	Port of Spain	1			3			5	1			2						5	7	12		
Sub-total by category of staff		29	30	0	63	4	66	55	15	0	23	31	3	0	0	0	5	0	0	0		
EEAS/Commission source			30			125				54				0				0		115	209	318
<b>GRAND TOTAL</b>			59			188				69				3				5		324		

**Split by delegation: South America**  
Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ( <i>intérimaires</i> )			Total					
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total			
			financed under heading 5	financed outside heading 5 *		financed under heading 5	financed outside heading 5 *		financed by the EDF and other assigned revenue	financed under heading 5		financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *				financed by the EDF and other assigned revenue		
ARGENTINA	Buenos Aires	4	1		6	3	4											10	8	18		
BOLIVIA	La Paz	3	4		6		14		1		6		1					11	24	35		
BRAZIL	Brasilia	7	6		9	2	22		1		8			1				18	38	56		
CHILE	Santiago	3	1		7	2	2		1					1				12	5	17		
COLOMBIA	Bogota	4	3		9	2	16	1	1		3	2	1	1				16	27	43		
ECUADOR	Quito	2	1		4	2	6		2		2							8	11	19		
GUYANA	Georgetown	4	1		8		0	9			0	3						12	13	25		
PARAGUAY	Asuncion	3	4		5		8		1		3			1				10	15	25		
PERU	Lima	3	5		7	2	13		1		5							11	25	36		
URUGUAY	Montevideo	3	1		6	2	3		1									10	6	16		
VENEZUELA	Caracas	4			6	1	2		1				2					13	3	16		
Sub-total by category of staff		40	27	0	73	16	90	10	10	0	27	5	2	0	0	0	6	0	0	0		
EEAS/Commission source			27			116				32				0				0		131	175	306
<b>GRAND TOTAL</b>			67			189				42				2				6		306		

\* Including where applicable a limited number of posts from the Research budget posted in delegations.



**Personnel in EU Delegations in third countries  
in place on 01/04/2020  
Split by delegation: Asia countries**

*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff (intérimaires)				Total				
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total			
			financed under heading 5	financed outside heading 5 *		financed under heading 5	financed outside heading 5 *		financed by the EDF and other assigned revenue	financed under heading 5		financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *				financed by the EDF and other assigned revenue		
AFGHANISTAN	Kaboul	5	6		14	36		3	9		1						23	51	74			
BANGLADESH	Dhaka	4	5		10	1	23	2	12								16	41	57			
BURMA/MIANMAR	Yangon	4	4		4	15		3	12		1			1			13	31	44			
CAMBODIA	Phnom Penh	3	4		4	16		1	7		1			1			10	27	37			
CHINA	Beijing	10	12		19	11	15	6	1	6	1			7			43	45	88			
HONG-KONG	Hong-Kong	4			6	2											10	2	12			
INDIA	New Delhi	7	3		14	3	21	3	2								24	29	53			
IRAQ	Baghdad	7			5	3		1	2	1							13	6	19			
KOREA	Seoul	5			9	2	2	2	2			1					16	7	23			
KUWAIT	Kuwait	5															5	0	5			
LAOS	Vientiane	2	1		2	15		2	5								6	21	27			
MALAYSIA	Kuala Lumpur	3	1		5	1		1				1					10	2	12			
MONGOLIA	Ulaanbaatar	3			2	4					1						6	4	10			
NEPAL	Katmandu	3	3		6	10		1	6								10	19	29			
PAKISTAN	Islamabad	6	3		11	1	19	2	9		2						21	32	53			
SAUDI ARABIA	Riyad	5			9	2		2			1						17	2	19			
SINGAPORE	Singapore	3	1		5	2		1									9	3	12			
SRI LANKA	Columbo	4	2		6	12		1	5		1						12	19	31			
TAIWAN	TAIPEI	1			5	2		2									8	2	10			
THAILAND	Bangkok	5	4		13	4	26	1	1	9			1				20	44	64			
TIMOR-LESTE	Dé	3	1		4	3	4	1		5			1				9	13	22			
UNITED ARAB EMIRATES	Abou Dhabi	4	1		6	1		1					1				12	2	14			
VIETNAM	Hanoi	4	5		9	2	16	1		6							14	29	43			
YEMEN	Sanaa	4			3	3					1						8	3	11			
Sub-total by category of staff		104	56	0	171	32	241	4			11	1	0	0		12	0	0	0	335	434	769
EEAS/Commission source			56			277			100			1			0							769
<b>GRAND TOTAL</b>			<b>160</b>			<b>448</b>			<b>137</b>			<b>12</b>			<b>12</b>					<b>769</b>		

**Split by delegation: Mediterranean countries**

*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff (intérimaires)				Total				
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total			
			financed under heading 5	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *		financed by the EDF and other assigned revenue	financed under heading 5		financed outside heading 5 *	financed by the EDF and other assigned revenue		financed under heading 5	financed outside heading 5 *				financed by the EDF and other assigned revenue		
ALGERIA	Algiers	5	5		8	19		1	9		3			1			18	33	51			
EGYPT	Cairo	6	5		10	1	37	2	13		2			1			21	56	77			
ISRAEL	Tel Aviv	5	2		8	1	10	1	1		1						15	14	29			
JORDAN	Amman	5	2		10	33		3	10	2	1	1					19	49	68			
LEBANON	Beyrouth	6	5		10	25		1	11		2		1	1			20	42	62			
MOROCCO	Rabat	6	7		13	2	23		14	1	2						21	47	68			
SYRIA	Damascus	2	1		2	6		1	6		1						6	13	19			
TUNISIA	Tunis	8	9		12	2	20	6	19	1	6		1				32	52	84			
WEST BANK AND GAZA STRIP	Jerusalem East	6	7		11	31		2	12		1			1			21	50	71			
Sub-total by category of staff		49	43	0	84	6	204	0			17	0	95	4		19	1	3	0	173	356	529
EEAS/Commission source			43			210			99			4			0							529
<b>GRAND TOTAL</b>			<b>92</b>			<b>294</b>			<b>116</b>			<b>23</b>			<b>4</b>					<b>529</b>		

\* Including where applicable a limited number of posts from the Research budget posted in delegations.

### 2.3.3 Other categories of external personnel at Headquarters

**Other categories of external personnel with contracts ongoing as of 01/04/2020**  
**(Seconded National Experts, Agency Staff and Other residual categories)**  
**All budgets (Operating, Research and Offices)**

DG	Seconded National Experts	Agency Staff	Local Agents in Member States	Others	Total
DG Agriculture and Rural Development	17	6			23
DG Budget	8	5			13
DG Climate Action	13	2			15
DG Communication	17	14	1		32
DG Communications Networks, Content and Technology	40	3			43
DG Competition	27				27
DG Defence Industry and Space	23	2			25
DG Economic and Financial Affairs	35	1			36
DG Education and Culture	18	8			26
DG Employment, Social Affairs and Inclusion	32	16			48
DG Energy	28	8			36
DG Environment	37	11			48
DG Financial Stability, Financial Services and Capital Markets Union	44	4			48
DG Health and Food Safety	42				42
DG Human Resources and Security	14	12	11		37
DG Humanitarian Aid and Civil Protection (ECHO)	19	6			25
DG Informatics	4				4
DG Internal Market, Industry, Entrepreneurship and SMEs	16	19			35
DG International Cooperation and Development	62	28			90
DG Interpretation		2			2
DG Justice and Consumers	17	6			23
DG Maritime Affairs and Fisheries	4	3			7
DG Migration and Home Affairs	52	3			55
DG Mobility and Transport	37	2			39
DG Neighbourhood and Enlargement Negotiations	15	7			22
DG Regional and Urban Policy	17	12			29
DG Research and Innovation	31	3			34
DG Structural Reform Support	8	5			13
DG Taxation and Customs Union	40	1			41
DG Trade	24	8			32
DG Translation	5	2			7
European Anti-Fraud Office	16	6			22
European Personnel Selection Office	4	1			5
Eurostat	47	6			53
Joint Research Centre	9	26		7	42
Legal Service	9	5			14
Office for Infrastructure and Logistics in Brussels		5	5		10
Office for Infrastructure and Logistics in Luxembourg		54	69		123
Office for the Administration and Payment of Individual Entitlements		1			1
Publications Office		23			23
Secretariat general	12	6			18
Service for Foreign Policy Instruments	2				2
Several DGs				69	69
<b>Total</b>	<b>845</b>	<b>332</b>	<b>86</b>	<b>76</b>	<b>1.339</b>

## **2.4 Overview on recruitment**

Complete details on the nationalities of staff occupying establishment plan posts as of 01/04/2020 are provided by function group and grade, in all 9 establishment plans (Commission operating budget, Research indirect & direct actions and offices), under points 2.2.2., 2.2.3. and 2.2.4. above.

Detailed information on available lists of successful candidates (point 2.4.1 below) and competitions planned (point 2.4.2 below) provide further information on the current and expected number of successful candidates for future recruitments.

## 2.4.1 Open lists of successful candidates as of 1/04/2020

The following pages list by competition the candidates still available on **reserve lists as of 01/04/2020**.

### OPEN LISTS OF SUCCESSFUL CANDIDATES AS OF 01/04/2020

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited	Recruitment Rate
EPSO/AST/75/08 Social Welfare Assistants	AST3	Social Welfare		EUR27	38	15	1	22	58%
EPSO/AD/130/08 - Lawyer Linguists Court of Justice ES	AD7	Lawyer Linguist	ES		15	1	0	14	93%
EPSO/AD/130/08 - Lawyer Linguist EP/Council ES	AD7	Lawyer Linguist	ES		14	6	0	8	57%
EPSO/AD/161/09 Lawyer Linguists Court of Justice CS	AD7	Lawyer Linguist	LV		7	3	0	4	57%
EPSO/AD/161/09 Lawyer Linguists EP/CouncilCS	AD7	Translation	BG		11	6	1	4	36%
EPSO/AD/167/09 Translators - Option 1 - RO	AD5	Law	CZ		75	23	7	45	60%
EPSO/AD/169/09 Law CZ	AD5	Law	PL		14	7	0	7	50%
EPSO/AD/169/09 Law PL	AD5	Interpretation	PL		49	8	1	40	82%
EPSO/AST/105/10 Language editors EL (Court of Justice)	AST3	Language Editors	PT		3	1	0	2	67%
EPSO/AD/195/10 Lawyer Linguists Court of Justice LT	AD7	Lawyer Linguist	LT		9	2	0	7	78%
EPSO/AST/114/11 Language editors IT (Court of Justice)	AST3	Language Editors	IT	EUR28	3	1	0	2	67%
EPSO/AD/208/11 Lawyer Linguists EP/Council BG	AD7	Lawyer Linguist	BG		5	2	0	3	60%
EPSO/AD/209/11 Lawyer Linguists Court of Justice ET	AD7	Lawyer Linguist	ET		3	3	0	0	0%
EPSO/AD/209/11 Lawyer Linguists EP/Council ET	AD7	Lawyer Linguist	ET		5	1	0	4	80%
EPSO/AD/210/11 Lawyer Linguists Court of Justice HU	AD7	Lawyer Linguist	HU		14	12	0	2	14%
EPSO/AD/212/11 Lawyer Linguists Court of Justice PL	AD7	Lawyer Linguist	PL		7	4	0	3	43%
EPSO/AD/212/11 Lawyer Linguists EP/Council PL	AD7	Lawyer Linguist	PL		12	5	0	7	58%
EPSO/AD/229/11 Cooperation And Management Of Aid To Non-Member Countries (AD 7)	AD7	ICT		EUR28	52	4	0	48	92%
EPSO/AST/119/12 - Proofreaders CZ	AST3	Proofreaders	CZ		14	11	0	3	21%
EPSO/AST/122/12 - Proofreaders Croatian	AST3	Proofreaders	HR		25	6	4	15	60%
EPSO/AST/123/12 HR Assistants Communication	AST3	Communication		EUR28	17	8	2	7	41%
EPSO/AST/123/12 HR Assistants Project Management/Programs/Contracts	AST3	Project Management		EUR28	18	2	6	10	56%
EPSO/AST/123/12 HR Assistants Legal matters	AST3	Legal Affairs Assistants		EUR28	30	10	6	14	47%
EPSO/AST/124/12 Proofreader Lithuanian	AST3	Proofreaders	LT		9	8	0	1	11%
EPSO/AST/125/12 Assistants Audit	AST3	Audit		EUR28	25	5	1	19	76%
EPSO/AST/125/12 Assistants Economics/Statistics	AST3	Statistics		EUR28	41	12	3	26	63%
EPSO/AST/125/12 Assistants Finance/Accounting	AST3	Finance		EUR28	49	3	5	41	84%
EPSO/AST/126/12 Assistants Civil and mechanical engineering	AST3	Engineering		EUR28	9	3	1	5	56%
EPSO/AST/126/12 Assistants Electrical engineering and electronics	AST3	Engineering		EUR28	17	8	0	9	53%
EPSO/AST/126/12 Assistants Nuclear	AST3	Nuclear Inspection		EUR28	17	9	1	7	41%
EPSO/AST/126/12 Assistants Biology, life and health sciences	AST3	Health		EUR28	10	6	0	4	40%
EPSO/AST/126/12 Assistants Chemistry	AST3	Chemistry		EUR28	11	7	0	4	36%
EPSO/AST/126/12 Assistants Physics and materials science	AST3	Physics		EUR28	10	3	0	7	70%
EPSO/AD/230/12 Administrators (AD5) Communication	AD5	Communication		EUR28	28	2	2	24	86%
EPSO/AD/231/12 Administrators (AD7) Communication	AD7	Communication		EUR28	12	1	0	11	92%
EPSO/AD/230/12 Administrators (AD5) External Relations	AD5	External Relations		EUR28	24	10	0	14	58%
EPSO/AD/231/12 Administrators (AD7) External Relations	AD7	External Relations		EUR28	8	2	0	6	75%
EPSO/AD/230/12 Administrators (AD5) Law	AD5	Law		EUR28	36	5	2	29	81%
EPSO/AD/231/12 Administrators (AD7) Law	AD7	Law		EUR28	14	2	0	12	86%
EPSO/AD/233/12 Translators Option 1 - HR	AD5	Translation	HR		45	4	4	37	82%
EPSO/AD/233/12 Translators Option 2 - HR	AD5	Translation	HR		25	3	2	20	80%
EPSO/AD/235/12 Lawyer Linguists EP/Council HR	AD7	Lawyer Linguist	HR		14	5	0	9	64%
EPSO/AD/236/12 - Conference Interpreters (AD5) DA	AD5	Interpretation	DA		2	1	0	1	50%
EPSO/AD/238/12 - Conference Interpreters (AD7) EN	AD5	Interpretation	EN		5	1	0	4	80%
EPSO/AD/239/12 - Conference Interpreters (AD5) SK	AD7	Interpretation	SK		3	1	0	2	67%
EPSO/AD/240/12 - Translators Option 1 EE	AD5	Translation	EE		28	14	0	14	50%
EPSO/AD/240/12 - Translators Option 2 EE	AD5	Translation	EE		11	6	0	5	45%
EPSO/AD/242/12 Translators LV Option 1	AD5	Translation	LV		18	1	0	17	94%
EPSO/AD/242/12 Translators LV Option 2	AD5	Translation	LV		4	2	0	2	50%
EPSO/AD/244/12 ADMINISTRATORS (AD 5) HR	AD5	Administrators	HR		124	28	5	91	73%
EPSO/AD/245-246/12 Head of Unit (AD 12) in the field of translation HR	AD12	Translation	HR		4	1	0	3	75%
EPSO/AD/245-246/12 Head of Unit (AD 9) in the field of translation HR	AD12	Translation	HR		15	9	0	6	40%
EPSO/AST/129/13 ASSISTANTS Accounting	AST3	Accounting		EUR28	54	6	1	47	87%
EPSO/AST/129/13 ASSISTANTS Economy/Finance	AST3	Finance		EUR28	33	6	4	23	70%
EPSO/AST/129/13 ASSISTANTS Law	AST3	Law		EUR28	30	6	1	23	77%
EPSO/AD/177/10 - Administrators - AUDIT 2013	AD5	Audit		EUR28	48	1	0	47	98%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited	Recruitment Rate
EPSO/AD/177/10 - Administrators - ECONOMICS 2013	AD5	Economics		EUR28	36	10	0	26	72%
EPSO/AD/177/10 - Administrators - EPA 2013	AD5	EPA		EUR28	113	15	2	96	85%
EPSO/AD/177/10 - Administrators - ICT 2013	AD5	ICT		EUR28	73	13	0	60	82%
EPSO/AD/177/10 - Administrators - LAW 2013	AD5	Law		EUR28	34	3	0	31	91%
EPSO/AD/178/10 - Administrators Librarianship/Information Science 2013	AD5	Librarianship		EUR28	8	2	0	6	75%
EPSO/AD/248/13 Administrators (AD 6) Ingénierie en Technique Spéciales du Bâtiment	AD6	Engineering		EUR28	21	1	0	20	95%
EPSO/AD/248/13 Administrators (AD 6) Sécurité des Bâtiments	AD6	Building		EUR28	11	3	0	8	73%
EPSO/AD/249/13 Administrators Macroeconomics (AD7)	AD7	Economics		EUR28	41	4	0	37	90%
EPSO/AD/249/13 Administrators Financial Economics (AD7)	AD7	Economics		EUR28	28	2	1	25	89%
EPSO/AD/250/13 Administrators Food safety-Policy and legislation (AD6)	AD6	Food Safety		EUR28	28	1	0	27	96%
EPSO/AD/251/13 Administrators Food safety-Audit, Inspection and Evaluation (AD7)	AD7	Food Safety		EUR28	15	2	0	13	87%
EPSO/AD/252-253/13 Heads of Unit - (AD12) Economics HR	AD12	Head of Unit	HR		5	4	0	1	20%
EPSO/AD/252-253/13 Heads of Unit (AD9) - Economics HR	AD9	Head of Unit	HR		2	2	0	0	0%
EPSO/AD/252-253/13 Heads of Unit (AD12) - EPA HR	AD12	Head of Unit	HR		7	6	0	1	14%
EPSO/AD/252-253/13 Heads of Unit (AD9) - EPA HR	AD9	Head of Unit	HR		3	1	0	2	67%
EPSO/AD/252-253/13 Heads of Unit (AD12) - Law HR	AD12	Head of Unit	HR		1	1	0	0	0%
EPSO/AD/254/13 Heads of unit JRC (AD12)	AD12	Head of Unit		EUR28	3	2	0	1	33%
EPSO/AD/255/13 - Translators HR - Option 1	AD5	Translation	HR		49	2	0	47	96%
EPSO/AD/260/13 - Translators DA - Option 1	AD5	Translation	DA		14	2	0	12	86%
EPSO/AD/261/13 - Translators EN - Option 1	AD5	Translation	EN		9	2	0	7	78%
EPSO/AD/261/13 - Translators EN - Option 2	AD5	Translation	EN		40	4	10	26	65%
EPSO/AD/262/13 - Translators FR - Option 1	AD5	Translation	FR		9	1	1	7	78%
EPSO/AD/262/13 - Translators FR - Option 2	AD5	Translation	FR		14	5	2	7	50%
EPSO/AD/263/13 - Translators IT - Option 1	AD5	Translation	IT		31	5	0	26	84%
EPSO/AD/263/13 - Translators IT - Option 2	AD5	Translation	IT		6	1	1	4	67%
EPSO/AD/265/13 - Translators NL - Option 1	AD5	Translation	NL		22	7	0	15	68%
EPSO/AD/265/13 - Translators NL - Option 2	AD5	Translation	NL		16	6	1	9	56%
EPSO/AD/266/13 - Translators SL - Option 1	AD5	Translation	SL		14	5	0	9	64%
EPSO/AD/266/13 - Translators SL - Option 2	AD5	Translation	SL		4	3	0	1	25%
EPSO/AD/271/13 - Lawyer Linguists EP/Council DA	AD7	Lawyer Linguist	DA		3	1	0	2	67%
EPSO/AD/272/13 - Lawyer Linguists EP/Council DE	AD7	Lawyer Linguist	DE		13	7	0	6	46%
EPSO/AD/273/13 - Lawyer Linguists EP/Council EN	AD7	Lawyer Linguist	EN		10	0	1	9	90%
EPSO/AD/275/13 - Lawyer Linguists EP/Council NL	AD7	Lawyer Linguist	NL		12	6	0	6	50%
EPSO/AST-SC/01/14 Secretaries HR (grade SC1)	AST-SC1	Secretaries	HR		20	3	2	15	75%
EPSO/AST-SC/01/14 Secretaries EN (grade SC1)	AST-SC1	Secretaries	EN		61	11	3	47	77%
EPSO/AST-SC/01/14 Secretaries FR (grade SC1)	AST-SC1	Secretaries	FR		60	1	1	58	97%
EPSO/AST-SC/01/14 Secretaries EN (grade SC2)	AST-SC2	Secretaries	EN		16	2	0	14	88%
EPSO/AST-SC/01/14 Secretaries DE (grade SC1)	AST-SC1	Secretaries	DE		12	2	1	9	75%
EPSO/AST-SC/01/14 Secretaries DE (grade SC2)	AST-SC2	Secretaries	DE		4	1	1	2	50%
EPSO/AST-SC/02/14 Security / SC1 / Internal security guards (SC1)	AST-SC1	Internal Security		EUR28	30	4	1	25	83%
EPSO/AST/130/14 Assistants in the buildings sector - Electromechanical and electronic engineering	AST3	Building		EUR28	12	2	0	10	83%
EPSO/AST/130/14 Assistants in the buildings sector - Air conditioning	AST3	Building		EUR28	19	7	0	12	63%
EPSO/AST/130/14 Assistants in the buildings sector - Architecture and interior design	AST3	Building		EUR28	17	5	0	12	71%
EPSO/AST/130/14 Assistants in the buildings sector - Health and Safety / Hygiene	AST3	Building		EUR28	17	1	0	16	94%
EPSO/AST/130/14 Assistants in the buildings sector - Project Management	AST3	Building		EUR28	18	4	0	14	78%
EPSO/AST/130/14 Assistants in the buildings sector - Security	AST3	Building		EUR28	18	4	3	11	61%
EPSO/AST/131/14 Nuclear Inspection	AST3	Nuclear Inspection		EUR28	32	11	2	19	59%
EPSO/AST/132/14 DIGITAL MONITORING OFFICERS AND OPEN SOURCE INTELLIGENCE SPECIALISTS	AST3	Digital Forensics		EUR28	17	6	0	11	65%
EPSO/AST/132/14 PREVENTION AND SURVEILLANCE COORDINATORS	AST3	Prevention and Surveillance Coordinators		EUR28	42	7	0	35	83%
EPSO/AST/133/14 Information Systems	AST3	ICT		EUR28	57	11	1	45	79%
EPSO/AST/133/14 Information systems security	AST3	ICT		EUR28	22	9	1	12	55%
EPSO/AST/133/14 Networks and telecommunications	AST3	ICT		EUR28	18	10	0	8	44%
EPSO/AST/133/14 Office IT infrastructure and data centre	AST3	ICT		EUR28	44	8	0	36	82%
EPSO/AST/133/14 Web	AST3	ICT		EUR28	11	2	0	9	82%
EPSO/AST/134/14 Parliamentary Assistants	AST3	Parliamentary Assistants		EUR28	30	4	1	25	83%
EPSO/AD/278/14 Administrators	AD5	Administrators		EUR28	146	24	4	118	81%
EPSO/AD/277/14 Audit	AD5	Audit		EUR28	39	7	5	27	69%
EPSO/AD/278/14 (AD7) Administrators - Digital Forensics	AD7	Digital Forensics		EUR28	14	5	0	9	64%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited	Recruitment Rate
EPSO/AD/278/14 (AD7) Administrators - Operational Analysis	AD7	Operational Analysis		EUR28	17	2	0	15	88%
EPSO/AD/280/14 Lawyer Linguists Court of Justice FI	AD7	Lawyer Linguist	FI		6	6	0	0	0%
EPSO/AD/281/14 Lawyer Linguists Court of Justice SK	AD7	Lawyer Linguist	SK		14	6	0	8	57%
EPSO/AD/282/14 Lawyer Linguists Court of Justice SL	AD7	Lawyer Linguist	SL		10	3	0	7	70%
EPSO/AD/283/14 Lawyer Linguists Court of Justice SV	AD7	Lawyer Linguist	SV		3	3	0	0	0%
EPSO/AD/284/14 Translators German Option 1	AD5	Translation	DE		41	12	2	27	66%
EPSO/AD/284/14 Translators German Option 2	AD5	Translation	DE		14	6	1	7	50%
EPSO/AD/285/14 Translators Greek - Option 1	AD5	Translation	EL		52	14	0	38	73%
EPSO/AD/285/14 Translators Greek - Option 2	AD5	Translation	EL		9	4	0	5	56%
EPSO/AD/286/14 Translators Spanish - Option 1	AD5	Translation	ES		44	15	2	27	61%
EPSO/AD/287/14 Translators Swedish - Option 1	AD5	Translation	SV		21	10	0	11	52%
EPSO/AD/287/14 Translators Swedish - Option 2	AD5	Translation	SV		13	2	0	11	85%
EPSO/AD/288/14 Lawyer Linguists EP/Council FI	AD7	Lawyer Linguist	FI		12	8	0	4	33%
EPSO/AD/289/14 Lawyer Linguists EP/Council FR	AD7	Lawyer Linguist	FR		14	7	0	7	50%
EPSO/AD/290/14 Lawyer Linguists EP/Council PT	AD7	Lawyer Linguist	PT		14	9	0	5	36%
EPSO/AD/291/14 Lawyer Linguists EP/Council RO	AD7	Lawyer Linguist	RO		13	7	0	6	46%
EPSO/AD/292/14 Lawyer Linguists EP/Council SK	AD7	Lawyer Linguist	SK		12	8	1	3	25%
EPSO/AD/293/14 AD7 Financial Economics	AD7	Economics		EUR28	27	5	0	22	81%
EPSO/AD/293/14 AD7 Industrial Economics	AD7	Economics		EUR28	16	2	0	14	88%
EPSO/AD/293/14 AD7 Macroeconomics	AD7	Economics		EUR28	37	5	1	31	84%
EPSO/AD/293/14 AD7 Corporate Finance	AD7	Finance		EUR28	16	5	0	11	69%
EPSO/AD/293/14 AD7 Competition Law	AD7	Law		EUR28	31	7	0	24	77%
EPSO/AD/294/14 (AD6) Administrators in the Field of Data Protection	AD6	Data Protection		EUR28	21	2	0	19	90%
EPSO/AST-SC/03/15 - 1 Administrative Support SC1	AST-SC1	Administrative Support		EUR28	107	22	3	82	77%
EPSO/AST-SC/03/15 - 1 Administrative Support SC2	AST-SC2	Administrative Support		EUR28	35	4	1	30	86%
EPSO/AST-SC/03/15 - 2 Finance / SC1	AST-SC1	Finance		EUR28	82	30	0	52	63%
EPSO/AST-SC/03/15 - 2 Finance / SC2	AST-SC2	Finance		EUR28	31	7	1	23	74%
EPSO/AST-SC/03/15 - 2 Finance / SC2 / Addendum	AST-SC2	Finance		EUR28	1	1	0	0	0%
EPSO/AST-SC/03/15 - 3 Secretarial Support SC1	AST-SC1	Secretaries		EUR28	147	13	1	133	90%
EPSO/AST-SC/03/15 - 3 Secretarial Support SC2	AST-SC2	Secretaries		EUR28	99	5	1	93	94%
EPSO/AST-SC/04/15 Parliamentary Ushers	AST-SC2	Parliamentary Ushers		EUR28	32	7	10	15	47%
EPSO/AST/135/15 Heads of Administration in EU Delegations AST4	AST4	Head of Delegation		EUR28	30	5	0	25	83%
EPSO/AST/136/15 - AST3 / Assistant Curator	AST3	Curators		EUR28	11	10	0	1	9%
EPSO/AST/136/15 - AST3 / CONSERVATION & COLLECTION MANAGEMENT ASSISTANT	AST3	Conservation and Collection management		EUR28	5	4	0	1	20%
EPSO/AD/295/15 (AD7) Lawyers with Bulgarian legal training	AD5	Lawyers	BG		3	2	0	1	33%
EPSO/AD/296/15 (AD5) Lawyers with German legal training	AD5	Lawyers	DE		4	2	0	2	50%
EPSO/AD/296/15 (AD7) Lawyers with German legal training	AD7	Lawyers	DE		5	3	0	2	40%
EPSO/AD/297/15 (AD5) Lawyers with Croatian legal training	AD5	Lawyers	HR		3	2	0	1	33%
EPSO/AD/298/15 (AD5) Lawyers with Irish legal training	AD5	Lawyers	GA		2	2	0	0	0%
EPSO/AD/299/15 (AD5) Lawyers with Lithuanian legal training	AD5	Lawyers	LT		2	1	0	1	50%
EPSO/AD/299/15 (AD7) Lawyers with Lithuanian legal training	AD7	Lawyers	LT		3	1	0	2	67%
EPSO/AD/300/15 (AD5) Lawyers with Slovak legal training	AD5	Lawyers	SK		2	1	0	1	50%
EPSO/AD/300/15 (AD7) Lawyers with Slovak legal training	AD7	Lawyers	SK		3	1	0	2	67%
EPSO/AD/301/15 European Administration	AD5	EPA		EUR28	159	21	0	138	87%
EPSO/AD/302/15 Audit	AD5	Audit		EUR28	76	9	4	63	83%
EPSO/AD/303/15 (AD7) Development and foreign affairs	AD7	DEVCO		EUR28	60	11	0	49	82%
EPSO/AD/304/15 - Lawyer Linguists Court of Justice BG	AD7	Lawyer Linguist	BG		8	6	0	2	25%
EPSO/AD/305/15 - Lawyer Linguists Court of Justice ES	AD7	Lawyer Linguist	ES		13	12	0	1	8%
EPSO/AD/307/15 - Lawyer Linguists Court of Justice IT	AD7	Lawyer Linguist	IT		8	5	0	3	38%
EPSO/AD/308/15 (AD11) Doctors Brussels	AD11	Doctors		EUR28	10	3	0	7	70%
EPSO/AD/309/15 (AD 11) Doctors Ispra	AD11	Doctors		EUR28	5	3	0	2	40%
EPSO/AD/309/15 (AD 11) Doctors Luxembourg	AD11	Doctors		EUR28	5	3	0	2	40%
EPSO/AD/310/15 - AD7 / Curator	AD7	Museum Educators		EUR28	20	13	0	7	35%
EPSO/AD/310/15 - AD7 / Museum Educator	AD7	Curators		EUR28	15	8	0	7	47%
EPSO/AD/310/15 - AD7 / Conservator and Collection Manager	AD7	Interpretation	CZ		5	4	0	1	20%
EPSO/AD/311/15 - Interpreters / AD7 / Czech	AD5	Interpretation	HR		5	1	0	4	80%
EPSO/AD/312/15 - Interpreters / AD5 / Croatian	AD5	Interpretation	LT		3	0	1	2	67%
EPSO/AD/313/15 - Interpreters / AD5 / Lithuanian	AD5	Interpretation	MT		6	1	0	5	83%
EPSO/AD/314/15 - Interpreters / AD7 / Maltese	AD7	Interpretation	MT		3	2	0	1	33%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited	Recruitment Rate
EPSO/AD/315/15 - Finnish Translators Option 1	AD5	Translation	FI		20	8	1	11	55%
EPSO/AD/315/15 - Finnish Translators Option 2	AD5	Translation	FI		9	7	0	2	22%
EPSO/AD/316/15 - Translators Hungarian Option 1	AD5	Translation	HU		13	7	0	6	46%
EPSO/AD/316/15 - Translators Hungarian Option 2	AD5	Translation	HU		10	7	0	3	30%
EPSO/AD/317/15 - Translators Latvian Option 1	AD5	Translation	LV		14	9	0	5	36%
EPSO/AD/317/15 - Translators Latvian Option 2	AD5	Translation	LV		5	5	0	0	0%
EPSO/AD/318/15 - Translators Polish Option 1	AD5	Translation	PL		24	15	0	9	38%
EPSO/AD/318/15 - Translators Polish Option 2	AD5	Translation	PL		1	1	0	0	0%
EPSO/AD/319/15 - Translators Portuguese Option 1	AD5	Translation	PT		26	7	0	19	73%
EPSO/AD/319/15 - Translators Portuguese Option 2	AD5	Translation	PT		1	1	0	0	0%
EPSO/AD/320/15 - Translators Slovak Option 1	AD5	Translation	SK		17	9	0	8	47%
EPSO/AD/320/15 - Translators Slovak Option 2	AD5	Translation	SK		3	1	0	2	67%
EPSO/AST/137/16 - AST1 Linguistic Assistants DA	AST1	Linguistic assistants	DA		16	4	0	12	75%
EPSO/AST/137/16 - AST1 Linguistic Assistants GA	AST1	Linguistic assistants	GA		9	4	0	5	56%
EPSO/AST/137/16 - AST1 Linguistic Assistants HR	AST1	Linguistic assistants	HR		16	1	0	15	94%
EPSO/AST/137/16 - AST1 Linguistic Assistants HU	AST1	Linguistic assistants	HU		12	4	0	8	67%
EPSO/AST/137/16 - AST1 Linguistic Assistants MT	AST1	Linguistic assistants	MT		12	6	0	6	50%
EPSO/AST/137/16 - AST1 Linguistic Assistants NL	AST1	Linguistic assistants	NL		13	6	0	7	54%
EPSO/AST/137/16 - AST1 Linguistic Assistants SK	AST1	Linguistic assistants	SK		13	6	0	7	54%
EPSO/AST/137/16 - AST1 Linguistic Assistants SL	AST1	Linguistic assistants	SL		13	5	0	8	62%
EPSO/AST/138/16 - AST3 Audiovisual and Conference Technicians	AST3	Audiovisual		EUR28	25	8	0	17	68%
EPSO/AST/139/16 - Finance	AST3	Finance		EUR28	69	21	0	48	70%
EPSO/AST/139/16 - Human Resources	AST3	Human Resources		EUR28	53	21	2	30	57%
EPSO/AST-SC/05/16 - Accreditation Officers - SC1	AST-SC1	Accreditation Officers		EUR28	50	9	0	41	82%
EPSO/AST-SC/05/16 - Accreditation Officers - SC2	AST-SC2	Accreditation Officers		EUR28	12	2	0	10	83%
EPSO/AD/322/16 - AD 5 Administrators in the field of Audit	AD5	Audit		EUR28	71	10	1	60	85%
EPSO/AD/322/16 - AD7 Administrators in the field of Audit	AD7	Audit		EUR28	16	1	0	15	94%
EPSO/AD/323/16 - AD7 OLAF - Investigators - EU expenditure, anti-corruption	AD7	Digital Forensics		EUR28	25	3	3	19	76%
EPSO/AD/325/16 - Translators DA - Option 1	AD5	Translation	DA		13	6	0	7	54%
EPSO/AD/325/16 - Translators DA - Option 2	AD5	Translation	DA		11	4	0	7	64%
EPSO/AD/327/16 - Translators HR - Option 1	AD5	Translation	HR		8	3	0	5	63%
EPSO/AD/327/16 - Translators HR - Option 2	AD5	Translation	HR		6	2	0	4	67%
EPSO/AD/328/16 - Translators LT - Option 1	AD5	Translation	LT		12	9	0	3	25%
EPSO/AD/328/16 - Translators LT - Option 2	AD5	Translation	LT		5	4	0	1	20%
EPSO/AD/329/16 - Translators MT - Option 1	AD5	Translation	MT		7	2	0	5	71%
EPSO/AD/329/16 - Translators MT - Option 2	AD5	Translation	MT		13	3	0	10	77%
EPSO/AD/330/16 - AD7 - Nuclear Safeguard Inspectors	AD7	Nuclear Inspection		EUR28	20	3	0	17	85%
EPSO/AD/330/16 - AD7 - Policy Officers	AD7	Nuclear Inspection		EUR28	14	2	0	12	86%
EPSO/AD/331/16 - AD7 ICT - Data Analysis and IT Service Specialists	AD7	ICT		EUR28	31	6	0	25	81%
EPSO/AD/331/16 - AD7 ICT - Digital Workplace, Office Automation and Mobile Computing Specialists	AD7	ICT		EUR28	28	3	0	25	89%
EPSO/AD/331/16 - AD7 ICT - Enterprise Resource Planning (ERP) Experts	AD7	ICT		EUR28	14	1	1	12	86%
EPSO/AD/331/16 - AD7 ICT - ICT Security Experts	AD7	ICT		EUR28	50	4	3	43	86%
EPSO/AD/331/16 - AD7 ICT - IT Infrastructure Experts	AD7	ICT		EUR28	40	7	2	31	78%
EPSO/AD/331/16 - AD7 ICT - IT Portfolio/Programme Management and Enterprise Architecture Experts	AD7	ICT		EUR28	28	5	0	23	82%
EPSO/AD/332/16 - Lawyer Linguists EP/Council EL	AD7	Lawyer-Linguists	EL		10	7	0	3	30%
EPSO/AD/333/16 - Lawyer Linguists EP/Council ES	AD7	Lawyer-Linguists	ES		8	8	0	0	0%
EPSO/AD/334/16 - Lawyer Linguists EP/Council IT	AD7	Lawyer-Linguists	IT		8	4	0	4	50%
EPSO/AD/335/16 - Lawyer Linguists EP/Council LT	AD7	Lawyer-Linguists	LT		9	6	0	3	33%
EPSO/AD/336/16 - Lawyer Linguists EP/Council MT	AD7	Lawyer-Linguists	MT		8	8	0	0	0%
EPSO/AD/337/16 - Lawyer Linguists EP/Council SV	AD7	Lawyer-Linguists	SV		10	9	0	1	10%
EPSO/AD/338/17 - Generalists	AD5	Generalists		EUR28	126	20	0	106	84%
EPSO/AD/339/17 - Financial Economics	AD7	Financial Economics		EUR28	63	21	0	42	67%
EPSO/AD/339/17 - Macroeconomics	AD7	Macroeconomics		EUR28	37	5	1	31	84%
EPSO/AD/342/17 - Building Management	AD6	Building		EUR28	27	6	0	21	78%
EPSO/AD/343/17 - Translators DE - Option 1	AD5	Translation	DE		10	5	0	5	50%
EPSO/AD/343/17 - Translators DE - Option 2	AD5	Translation	DE		4	2	0	2	50%
EPSO/AD/344/17 - Translators FR - Option 1	AD5	Translation	FR		7	3	0	4	57%
EPSO/AD/344/17 - Translators FR - Option 2	AD5	Translation	FR		5	2	0	3	60%
EPSO/AD/345/17 - Translators IT - Option 1	AD5	Translation	IT		12	7	0	5	42%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited	Recruitment Rate
EPSO/AD/345/17 - Translators IT - Option 2	AD5	Translation	IT		5	3	0	2	40%
EPSO/AD/346/17 - Translators NL - Option 1	AD5	Translation	NL		9	6	0	3	33%
EPSO/AD/346/17 - Translators NL - Option 2	AD5	Translation	NL		9	4	0	5	56%
EPSO/AD/347/17 - Communication and Media	AD6	Communication		EUR28	63	22	0	41	65%
EPSO/AD/348/17 - Lawyer Linguists EP/Council DA	AD7	Lawyer-Linguists	DA		6	3	0	3	50%
EPSO/AD/349/17 - Lawyer Linguists EP/Council ET	AD7	Lawyer-Linguists	ET		7	6	0	1	14%
EPSO/AD/351/17 - Lawyer Linguists EP/Council HR	AD7	Lawyer-Linguists	HR		11	10	0	1	9%
EPSO/AD/352/17 - Lawyer Linguists EP/Council LV	AD7	Lawyer-Linguists	LV		2	1	0	1	50%
EPSO/AD/353/17 - Lawyer Linguists EP/Council SL	AD7	Lawyer-Linguists	SL		7	5	0	2	29%
EPSO/AD/354/17 - Lawyer Linguists Court of Justice LV	AD7	Lawyer-Linguists	LV		7	5	0	2	29%
EPSO/AD/355/17 - Lawyer Linguists Court of Justice MT	AD7	Lawyer-Linguists	MT		9	7	0	2	22%
EPSO/AST/140/17 - Nurses	AST3	Nurses		EUR28	16	7	0	9	56%
EPSO/AST/141/17 - Building construction coordinators/technicians	AST3	Building		EUR28	26	12	0	14	54%
EPSO/AST/141/17 - Building coordinators/technicians in air conditioning and electromechanical and electrical engineering	AST3	Building		EUR28	33	16	0	17	52%
EPSO/AST/141/17 - Occupational and building safety assistants	AST3	Building		EUR28	13	7	0	6	46%
EPSO/AST/142/17 Proofreaders - DA	AST3	Proofreaders	DA		5	4	0	1	20%
EPSO/AST/142/17 Proofreaders - HR	AST3	Proofreaders	HR		7	2	0	5	71%
EPSO/AST/142/17 Proofreaders - MT	AST3	Proofreaders	MT		7	5	0	2	29%
EPSO/AST/142/17 Proofreaders - NL	AST3	Proofreaders	NL		5	3	0	2	40%
EPSO/AST/142/17 Proofreaders - SL	AST3	Proofreaders	SL		7	5	0	2	29%
EPSO/AST/142/17 Proofreaders - SV	AST3	Proofreaders	SV		7	4	0	3	43%
EPSO/AST/143/17 - Webmaster	AST3	Webmaster		EUR28	14	8	0	6	43%
EPSO/AST/143/17 - Communication Assistant	AST3	Communication		EUR28	33	25	1	7	21%
EPSO/AST/143/17 - Visual Communication Assistant	AST3	Communication		EUR28	35	18	0	17	49%
EPSO/AST/144/17 Linguistic Assistants - BG	AST1	Linguistic assistants	BG		5	3	0	2	40%
EPSO/AST/144/17 Linguistic Assistants - EN	AST1	Linguistic assistants	EN		7	5	0	2	29%
EPSO/AST/144/17 Linguistic Assistants - FR	AST1	Linguistic assistants	FR		5	5	0	0	0%
EPSO/AST/144/17 Linguistic Assistants - RO	AST1	Linguistic assistants	RO		6	4	0	2	33%
EPSO/AST/144/17 Linguistic Assistants - SV	AST1	Linguistic assistants	SV		7	5	0	2	29%
EPSO/AST-SC/06/17 SC1 - Secretaries	AST-SC1	Secretaries		EUR28	222	61	8	153	69%
EPSO/AST-SC/06/17 SC2 - Secretaries	AST-SC2	Secretaries		EUR28	136	55	2	79	58%
EPSO/AD/340/18 - SANTE - Audit, Inspection and evaluation	AD6	Audit, Inspection and evaluation		EUR28	21	5	0	16	76%
EPSO/AD/341/18 - SANTE - Policy and legislation	AD6	Policy and legislation		EUR28	41	9	1	31	76%
EPSO/AD/356/18 - Generalists	AD5	Generalists		EUR28	162	23	2	137	85%
EPSO/AD/357/18 - Audit	AD5	Audit		EUR28	77	31	0	46	60%
EPSO/AD/358/18 - Lawyer Linguists DE - CoJ	AD7	Lawyer-Linguists	DE		17	15	1	1	6%
EPSO/AD/359/18 - Lawyer Linguists NL - CoJ	AD7	Lawyer-Linguists	NL		16	9	0	7	44%
EPSO/AD/360/18 - Administrators in the field of Data Protection	AD6	Data Protection		EUR28	33	19	0	14	42%
EPSO/AD/361/18 - Translators GA - Option 1	AD5	Translation	GA		13	2	0	11	85%
EPSO/AD/362/18 - Archivist and Records Management	AD6	Archivist and Records Management		EUR28	20	12	0	8	40%
EPSO/AD/363/18 - Customs	AD7	Customs		EUR28	42	21	0	21	50%
EPSO/AD/363/18 - Taxation	AD7	Taxation		EUR28	44	25	0	19	43%
EPSO/AST/145/18 - Archivist and Records Management	AST3	Archivist and Records Management		EUR28	46	21	0	25	54%
EPSO/AST/146/18 - Heads of Administration in EU Delegations	AST4	Heads of Administration		EUR28	41	39	0	2	5%
EPSO/AST-SC/07/18 - Armed Security and Protection Agents - SC1	AST-SC1	Security		EUR28	86	85	0	1	1%
EPSO/AST-SC/07/18 - Armed Security and Protection Agents - SC2	AST-SC2	Security		EUR28	18	16	0	2	11%
EPSO/AST/147/19 - Security operations	AST3	Security		EUR28	42	41	0	1	2%
EPSO/AST/147/19 - Technical security	AST3	Security		EUR28	19	18	0	1	5%
EPSO/AST/147/19 - Information and document security	AST3	Security		EUR28	21	21	0	0	0%
EPSO/AD/364/19 - Security operations	AD7	Security		EUR28	17	17	0	0	0%
EPSO/AD/364/19 - Technical security	AD7	Security		EUR28	5	5	0	0	0%
EPSO/AD/364/19 - Information and document security	AD7	Security		EUR28	17	16	1	0	0%
EPSO/AD/371/19 - Quantitative & qualitative policy impact assessment / evaluation	AD7	Research		EUR28	20	20	0	0	0%
EPSO/AD/371/19 - Data science applications	AD7	Research		EUR28	10	10	0	0	0%
EPSO/AD/371/19 - Modelling for policy	AD7	Research		EUR28	10	10	0	0	0%
EPSO/AD/371/19 - Development of space, telecommunication and remote sensing applications	AD7	Research		EUR28	10	10	0	0	0%
EPSO/AD/371/19 - Scientific knowledge management & communication	AD7	Research		EUR28	10	10	0	0	0%
EPSO/AD/371/19 - Nuclear research and decommissioning	AD7	Research		EUR28	20	20	0	0	0%
EPSO/AST-SC/07/18 - Armed Security and Protection Agents - SC1 - Addendum	AST-SC1	Security		EUR28	1	1	0	0	0%



## 2.4.2 Planned competitions

The table below provides a summary of the following two pages of detailed information on competitions ongoing or planned by the EPSO.

**Number of expected laureates from ongoing competitions by function group**

Non-linguistic profile					Linguistic profile		Total
AD	AST	AST/SC	Advisers	Other	AD-L	AST-L	
715	70	65			119		969

\*147 TEMP AD, 70TEMP AST

\*50 TEMP AD-L

**Number of expected laureates from planned competitions by function group**

Non-linguistic profile					Linguistic profile		Total
AD	AST	AST/SC	Advisers	Other	AD-L	AST-L	
252	96	535			46		929

**Number of expected laureates from ongoing and planned competitions by function group**

Non-linguistic profile					Linguistic profile		Total
AD	AST	AST/SC	Advisers	Other	AD-L	AST-L	
967	166	600			165		1898

**ONGOING COMPETITIONS OR TA SELECTIONS FOR THE INSTITUTIONS AS OF 01/04/2020**

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of candidates	Number of candidates invited to assessment phase	Number of laureates expected
EPSO/AD/365/19	AD5	Lawyers with Cypriot legal training	CY		26		3
	AD7	Lawyers with Cypriot legal training			13		3
EPSO/AD/366/19	AD5	Lawyers with Greek legal training	EL		193		3
	AD7	Lawyers with Greek legal training			127		3
EPSO/AD/367/19	AD5	Lawyers with Hungarian legal training	HU		33		3
	AD7	Lawyers with Hungarian legal training			28		3
EPSO/AD/368/19	AD5	Lawyers with Italian legal training	IT		414		4
	AD7	Lawyers with Italian legal training			229		4
EPSO/AD/369/19	AD5	Lawyers with Latvian legal training	LV		10		3
	AD7	Lawyers with Latvian legal training			10		3
EPSO/AD/370/19	AD5	Lawyers with Polish legal training	PL		76		4
	AD7	Lawyers with Polish legal training			46		3
EPSO/AD/372/19	AD5	Auditors		EUR28	3737	251	84
	AD7			1182	110	37	
EPSO/AD/373/19	AD5	AD Cycle		EUR28	27894	294	147
EPSO/AD/374/19	AD7	Competition Law		EUR28	820	183	60
		Financial Law			387	100	33
		Economic and Monetary Law			72	17	13
		Financial Rules applicable to the EU budget			736	116	38
		Protection of euro coins against counterfeiting			82	19	12
EPSO/AD/380/19	AD7	Administrators in the field of International cooperation and managing aid to non-EU countries		EUR28	1525		85
	AD9				3131		20
EPSO/AST-SC/08/19	AST-SC1	Parliamentary Ushers		EUR28	1025	52	20
	AST-SC2				675	81	20
EPSO/AST-SC/09/19	AST-SC2	Conference Operators		EUR28	431	76	25
COM/TA/AD/01/20 - Call for expression of interest for temporary agents	TA AD8	1. Advanced Technology: High Performance Computing		EUR28	153		15
		2. Advanced Technology: Quantum technologies			63		4
		3. Data Analysis and Data Science			606		40
		4. Digital Workplace, Office Automation and Mobile Computing			266		12
		5. ICT Security			320		50
		6. IT Infrastructure and Cloud			354		26
COM/TA/AST/02/20 - Call for expression of interest for temporary agents	TA AST4	1. Advanced Technology: High Performance Computing		EUR28	104		5
		2. Data Analysis and Data Science			382		16
		3. Digital Workplace, Office Automation and Mobile Computing			202		9
		4. ICT Security			148		13
		5. IT Infrastructure and Clouds			227		27
COM/TA/AD/03/20	TA AD5	DGT GA Translators - Temporary Agents selection	GA		268		50
EPSO/AD/375/20	AD7	Lawyer-Linguists - Court of Justice	DA		registration closes on 5.5.2020		9
EPSO/AD/376/20			EL			15	
EPSO/AD/377/20			FR			20	
EPSO/AD/378/20			HR			15	
EPSO/AD/379/20			PL			10	

**Planned competitions as of 01/04/2020**

GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates expected
AST-SC1	Secretaries		EUR27	328
AST-SC2			EUR27	207
AD5	EU Law		EUR27	107
AD5	Administrators in the field of External relations		EUR27	50
AD7			EUR27	30
AST3	Nuclear Inspectors		EUR27	35
AD7	Lawyer-Linguists EP/Council-Commission	BG		7
		CZ		7
		FR		9
		GA		9
		HU		7
AD6	Agronomy Administrators		EUR27	40
AST3	Proofreaders/Language editors		EUR27	61
AD7	Administrators in the field of Chemical Policy		EUR27	25

## 2.5 Overview on 2019 mobility of officials

### 2.5.1 Mobility within the Commission.

#### Internal mobility of officials between DGs by function groups in 2019, all establishment plans.

DG's/Services	AD			AST			AST-SC		
	Arrivals	Departures	Balance	Arrivals	Departures	Balance	Arrivals	Departures	Balance
Agriculture and Rural Development	22	27	-5	9	13	-4		1	-1
Budget	20	11	9	17	12	5	2	1	1
Cabinets	85	98	-13	25	51	-26	9	7	2
Climate Action	13	6	7	3	3	0			
Communication	29	23	6	17	14	3			
Communications Networks, Content and Technology	21	15	6	8	5	3		1	-1
Competition	9	43	-34	5	8	-3	2	7	-5
Economic and Financial Affairs	16	30	-14	8	11	-3	1	2	-1
Education, Youth, Sport and Culture	6	7	-1	6	10	-4	1	1	0
Employment, Social Affairs and Inclusion	13	19	-6	13	8	5	1	1	0
Energy	22	23	-1	15	12	3	2	3	-1
Environment	18	19	-1	3	6	-3	1	2	-1
European Anti-Fraud Office	8	14	-6	5	11	-6	3	2	1
European Civil Protection and Humanitarian Aid Operations (ECHO)	21	11	10	2	5	-3		1	-1
European Personnel Selection Office	2	4	-2	6	3	3			
European Political Strategy Centre					2	-2			
Eurostat	1	11	-10	5	7	-2			
Financial Stability, Financial Services and Capital Markets Union	7	9	-2	5	6	-1	1		1
Health and Food Safety	7	22	-15	8	6	2	1	2	-1
Human Resources and Security	12	16	-4	35	22	13	4	2	2
Informatics	11	13	-2	11	7	4		1	-1
Internal Audit Service	1	6	-5	2	4	-2			
Internal Market, Industry, Entrepreneurship and SMEs	31	26	5	21	12	9	1		1
International Cooperation and Development	38	31	7	22	16	6	2	2	0
Interpretation	2	2	0	2	2	0		1	-1
Joint Research Centre	21	8	13	9	7	2	5		5
Justice and Consumers	19	27	-8	11	10	1	1	1	0
Legal Service	8	4	4	4	4	0	1		1
Maritime Affairs and Fisheries	15	8	7	4	2	2			
Migration and Home Affairs	34	22	12	7	13	-6	1	2	-1
Mobility and Transport	11	16	-5	1	9	-8	2		2
Neighbourhood and Enlargement Negotiations	30	24	6	10	10	0	1	3	-2
Office for Infrastructure and Logistics in Brussels	9	3	6	5		5			
Office for Infrastructure and Logistics in Luxembourg	2	2	0	5	9	-4			
Office for the Administration and Payment of Individual Entitlements	2	3	-1	8	3	5			
Publications Office	6	3	3	13	10	3			
Regional and Urban Policy	22	14	8	5	7	-2	2	2	0
Research and Innovation	27	20	7	10	16	-6	1		1
Secretariat-General	59	54	5	26	23	3	3	2	1
Service for Foreign Policy Instruments	4	1	3	5	7	-2			
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)	4	1	3	3	2	1		1	-1
Task Force for Relations with the United Kingdom	14	14	0	3	2	1	0	0	0
Taxation and Customs Union	10	10	0	5	4	1	1		1
Trade	32	14	18	10	8	2		1	-1
Translation	6	10	-4	6	8	-2		1	-1
TOTAL (*)	750	744	6	403	408	-5	49	50	-1
TOTAL without reorganisations nor certifications	671	665		366	391		46	47	

(\*) Since 2015, the mobility includes certified staff (passing from AST to AD function group by the certification procedure)  
 NB: Unlike years before 2008, the mobility between DGs has been calculated on basis of the Sysper2 database.

**Commission internal mobility of officials between DGs  
for the period 1990-2019**

YEAR	AD	AST	TOTAL AD + AST
1990	317	517	834
1991	216	461	677
1992	211	476	687
1993	276	582	858
1994	218	511	729
1995	238	527	765
1996	296	564	860
1997	370	729	1099
1998	402	700	1102
1999	374	684	1058
2000	446	674	1120
2001	572	784	1356
2002	610	778	1388
2003	361	816	1177
2004	466	881	1347
2005	344	639	983
2006	394	699	1093
2007	428	632	1060
2008	607	663	1270
2009	672	526	1198
2010	818	581	1399
2011	564	444	1008
2012	618	494	1112
2013	575	438	1013
2014	791	400	1191
2015	1099	505	1604
2016	530	219	749
2017	762	645	1407
2018	757	580	1337
2019	744	408	1152

(\*) Since 2015 the figure are the departures from DGs

### 2.5.2 Mobility between the Commission and the other institutions

Movements of posts between the Commission and other institutions have been identified and summarised in the table below. Interinstitutional movements in which the Commission is not involved are not listed below and should be obtained from the concerned institutions. For the period 1 January to 31 December 2019, as in previous years, movements confirm the trend already noticed of **a negative balance (173 posts) to the detriment of the Commission** (arrivals - departures), particularly to the benefit of the European External Action Service and the Council of the European Union.

**Mobility between the Commission and other EU Institutions and bodies,  
by function groups in 2019**

	AD			AST			AST-SC			Total		
	Commission Arrivals	Commission Departures	Balance	Commission Arrivals	Commission Departures	Balance	Commission Arrivals	Commission Departures	Balance	Commission Arrivals	Commission Departures	Balance
European Economic and Social Committee		2	-2		4	-4		1	-1		7	-7
Committee of the Regions of the European Union		3	-3								3	-3
Court of Justice of the European Union	2	1	1		2	-2				2	3	-1
Council of the European Union	10	27	-17	15	9	6	5	3	2	30	39	-9
Innovation and Networks Executive Agency		13	-13								13	-13
European Parliament		20	-20	1	14	-13		6	-6	1	40	-39
European Court of Auditors		4	-4		3	-3					7	-7
European Ombudsman	2		2	1	1	0				3	1	2
Executive Agency for Small and Medium-sized Enterprises		20	-20								20	-20
European Union Intellectual Property Office		1	-1		1	-1					2	-2
Research Executive Agency		19	-19		3	-3					22	-22
European External Action Service	7	24	-17	18	13	5	6		6	31	37	-6
Fusion for Energy Joint Undertaking					1	-1					1	-1
European Data Protection Supervisor	5	1	4	1	1	0				6	2	4
Education, Audiovisual and Culture Executive Agency		19	-19		2	-2					21	-21
European Research Council Executive Agency		15	-15								15	-15
European Chemicals Agency		2	-2								2	-2
Consumers, Health, Agriculture and Food Executive Agency		5	-5		1	-1					6	-6
European Central Bank					1	-1					1	-1
European Border and Coast Guard Agency		1	-1								1	-1
European Police Office		1	-1								1	-1
European Asylum Support Office		1	-1								1	-1
Single Resolution Board					1	-1					1	-1
<b>Total</b>	<b>26</b>	<b>179</b>	<b>-153</b>	<b>36</b>	<b>57</b>	<b>-21</b>	<b>11</b>	<b>10</b>	<b>1</b>	<b>73</b>	<b>246</b>	<b>-173</b>

(\*) including executive agencies

## 2.6 Posts occupied on 31-12-2019

The tables below show, by function group, the number of posts actually filled on the last day of the year preceding the one in which the draft budget is presented, broken down by grade, gender and administrative unit, in line with the new provision of article 41(3)(b)(iii) of the Financial Regulation.

DG \ Grade	AD16		AD15		AD14		AD13		AD12		AD11		AD10		AD09		AD08		AD07		AD06		AD05		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Cabinets		1	4	8	10	17	8	12	19	12	32	25	15	10	18	10	16	8	9	13	5	4	2	3	138	123	261
Secretariat-General		1	4	6	7	17	15	33	15	24	13	14	18	17	31	20	31	22	29	27	11	14	14	8	188	203	391
Legal Service		1	2	8	5	17	12	39	13	13	10	12	20	11	13	15	17	19	13	15		4	4	5	109	159	268
Communication		3	3	4	4	7	13	25	12	34	16	14	21	8	25	18	18	21	20	16	19	8	9	7	160	165	325
Inspire, Debate, Engage and Accelerate Action			1	1	1	2	1	3		1	1	2	2	3		1	1	1		2	3		1	1	11	17	28
Task Force for Relations with the United Kingdom		1				1	2			2	3	2		6	1	4	3	2		5		3		1	8	30	38
Economic and Financial Affairs			2	3	4	25	6	28	7	32	2	14	4	18	23	26	16	51	29	49	15	15	19	16	127	277	404
Internal Market, Industry, Entrepreneurship and SMEs		1	2	2	12	24	17	38	34	54	16	22	22	37	36	37	38	36	35	25	9	15	18	17	237	308	545
Competition		1	2	5	5	16	13	29	10	24	11	11	14	22	32	24	28	33	40	37	24	13	51	53	230	268	498
Employment, Social Affairs and Inclusion		1	2	2	14	6	15	36	22	27	11	13	11	19	24	30	18	21	20	19	14	9	22	20	173	203	376
Agriculture and Rural Development		1	2	5	6	15	15	42	27	47	25	22	28	29	40	30	38	25	32	16	11	16	21	20	245	268	513
Mobility and Transport		1	2	2	5	16	10	30	13	28	6	13	5	13	13	14	13	18	5	8	13	7	7	17	92	167	259
Energy			3	3	2	8	7	40	8	35	7	15	6	22	14	22	9	32	19	39	10	15	5	7	90	238	328
Environment		1	2		3	12	10	32	17	21	12	13	14	13	17	18	19	13	15	9	11	11	6	6	126	149	275
Climate Action		1	1	1	2	3	5	7	3	11	2	5	4	9	6	10	6	10	11	6	6	11	6	5	52	79	131
Communications Networks, Content and Technology		1	2	3	6	14	17	60	16	61	17	25	15	25	16	26	14	19	13	22	10	7	9	9	135	272	407
Research and Innovation		1	1	3	12	39	40	77	36	62	13	27	23	42	22	35	23	24	17	14	6	10	6	8	199	342	541
Joint Research Centre			3	3	3	55	33	132	56	131	18	40	24	59	21	75	26	57	22	56	10	14	3	4	219	626	845
Maritime Affairs and Fisheries		1		1	3	4	11	13	5	10	11	6	7	12	13	12	20	16	11	11	5	3	8	6	94	95	189
Financial Stability, Financial Services and Capital Markets Union		1	3	1	10	6	13	5	14	1	9	7	15	14	16	15	17	20	17	6	4	7	21	82	140	222	
Regional and Urban Policy		1	2	3	4	18	11	18	10	33	9	19	13	19	26	17	36	18	21	19	9	8	11	15	152	188	340
Taxation and Customs Union		1		1	5	8	8	21	18	26	4	20	8	13	15	19	12	13	18	26	8	8	8	11	104	167	271
Education, Youth, Sport and Culture			2	3	7	13	13	22	15	21	11	8	12	15	16	8	20	7	13	12	6	9	7	6	122	124	246
Health and Food Safety		1		3	10	12	17	30	15	30	9	18	21	21	21	35	23	32	26	20	25	22	12	11	180	234	414
Migration and Home Affairs		1		3	5	17	21	15	17	9	14	18	11	27	20	28	15	24	17	11	8	14	10	169	141	310	
Justice and Consumers		1		1	11	9	6	11	19	9	7	12	8	9	20	8	19	12	17	6	8	7	24	13	141	96	237
Service for Foreign Policy Instruments				1	2	2	5	4	7	1	3	2	3	2	3	2	2	6	4	2	4		2	22	35	57	
Trade			4	2	1	11	16	42	16	51	18	19	14	21	37	31	29	30	17	14	7	12	5	8	164	241	405
Neighbourhood and Enlargement Negotiations		1	1	1	2	10	15	29	20	35	4	19	8	17	17	20	23	13	11	15	8	10	7	5	116	175	291
International Cooperation and Development			3	6	5	25	27	74	25	101	29	55	20	43	34	51	22	38	35	26	26	24	11	9	237	452	689
European Civil Protection and Humanitarian Aid Operations (ECHO)		1		1	2	3	4	11	10	8	6	9	9	6	5	10	8	10	8	13	9	4	6	4	69	80	149
Eurostat		1		1	6	12	12	26	18	30	7	14	12	12	21	18	18	29	20	20	5	11	8	13	128	186	314
Human Resources and Security		1	1	4	4	16	13	20	17	17	6	12	19	19	9	13	14	12	6	14	9	4	39	35	137	167	304
Informatics		1		1	1	10	3	11	2	7	1	15	2	22	5	19	3	17	10	70	4	6	4	6	36	184	220
Budget		2	2	1	2	12	7	16	9	13	10	6	4	9	12	16	16	18	20	15	7	9	11	15	100	132	232
Internal Audit Service		1	1		2	4		1	1	8	3	4	4	2	3	4	3	10	13	12	4	4	17	9	51	59	110
European Anti-Fraud Office			1	1	1	6	6	12	9	25	4	14	9	9	7	12	11	11	14	22	4	8	13	4	79	124	203
Interpretation		1	1		8	15	57	30	91	43	27	13	33	14	47	18	38	13	45	17	32	11	14	3	393	178	571
Translation		1		2	18	30	131	95	177	101	46	28	55	37	196	65	156	67	119	51	105	55	66	54	1.069	586	1.655
Publications Office		1		1	2	5	2	4	2	15	5	4	8	13	7	13	7	5	6	13	7	5	2	2	48	81	129
Office for Infrastructure and Logistics in Brussels				3	3	7	3	11	2	6	3	8	4	4	1	4	10	5	3	1			2	29	51	80	
Office for the Administration and Payment of Individual Entitlements				2	3	1	5	4	2	2		2		4	3	1			1	1	1	2			18	16	34
Office for Infrastructure and Logistics in Luxembourg			1	1		5	1	2		2	2	3	5					2	1	3		1			10	19	29
European Personnel Selection Office						2	2		3	1		5	1	1	2	1	1	2	2			2	1	16	10	26	
Staff Committee - Representative Trade Unions and Staff Associations (adminstratively attached to DG HR)					1	2	4	2	1	2		1		1	5	1	1								9	12	21
<b>Total</b>	<b>7</b>	<b>28</b>	<b>56</b>	<b>99</b>	<b>205</b>	<b>542</b>	<b>629</b>	<b>1.213</b>	<b>821</b>	<b>1.259</b>	<b>450</b>	<b>618</b>	<b>552</b>	<b>716</b>	<b>921</b>	<b>856</b>	<b>862</b>	<b>825</b>	<b>822</b>	<b>823</b>	<b>490</b>	<b>416</b>	<b>499</b>	<b>472</b>	<b>6.314</b>	<b>7.867</b>	<b>14.181</b>

DG \ Grade	AST11		AST10		AST09		AST08		AST07		AST06		AST05		AST04		AST03		AST02		AST01		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Cabinets					3	2	6	1	24	2	49	14	26	12	33	12	11	3			3	1	155	47	202
Secretariat-General	1		1	6	19	2	28	4	35	7	26	4	34	12	23	6	15	5	1		4		187	46	233
Legal Service	2			1	12		14		18	3	12	5	11	1	8	5	7	2	4				88	17	105
Communication	2	2	6	1	15	11	9		22	13	25	12	48	14	33	15	13	7			7		180	75	255
Inspire, Debate, Engage and Accelerate Action									1		2		3		1									7	7
Task Force for Relations with the United Kingdom					2	1	2		2		2				1				2				11	1	12
Economic and Financial Affairs		4	1	3	5	4	5	2	11	4	9	7	16	12	12	7	8	5	3	1	6	3	76	52	128
Internal Market, Industry, Entrepreneurship and SMEs		3	3	2	14	11	15	5	37	5	29	9	43	9	22	3	23	2	1		3	1	190	50	240
Competition	2	3	2	2	5	2	17		14	5	18	6	16	6	22	5	43	12	3	2	4	3	146	46	192
Employment, Social Affairs and Inclusion	2	1	4	2	9	7	12	2	21	3	22	9	27	10	22	8	14	3	4			2	137	47	184
Agriculture and Rural Development		3	9	7	14	12	21	2	34	14	45	9	40	7	21	2	13	4		1	2		199	61	260
Mobility and Transport	1	2	1	3	12	8	8	4	16	8	20	5	5	4	10	1	3	1	2				78	36	114
Energy	2	8	4	8	13	22	7	7	15	9	12	14	15	14	4	10	8						92	94	186
Environment		1	4	1	10	6	14	2	23	1	9	4	11	3	11	1	7	1	1				90	20	110
Climate Action			3		4		1	1	4	1	6	1	6		2	1		2				1	26	7	33
Communications Networks, Content and Technology		2	6	2	15	9	24	3	37	4	32	14	38	13	26	5	15	3	2	1	1		196	56	252
Research and Innovation	2	3	6	8	22	20	21	5	40	9	39	12	38	16	29	4	13	3	3	1	1		214	81	295
Joint Research Centre	7	26	13	35	32	94	23	29	45	52	45	65	72	75	59	36	22	23	7	1			325	436	761
Maritime Affairs and Fisheries			1	1	7		7	1	11	4	7	3	6	5	8		2						49	14	63
Financial Stability, Financial Services and Capital Markets Union				2	5		3		8	2	9	5	12	5	5	4	9			1	4		55	19	74
Regional and Urban Policy		2	4	1	16	9	13		18	5	17	7	20	13	21	6	4	1	2				115	44	159
Taxation and Customs Union	2	1	3	5	8	4	14		22	4	11	3	11	9	12	3	8	3	2		4		97	32	129
Education, Youth, Sport and Culture		4	8	2	9	7	11		27	6	21	6	21	6	12	5	10	3	3		1		123	39	162
Health and Food Safety	2	2	6	10	6	28	2	33	2	25	4	23	7	8	3	6	3	1		3	1		139	36	175
Migration and Home Affairs			2	1	9	1	3	2	12	3	15	1	11	4	17	6	5	1	1	1	2		77	20	97
Justice and Consumers		1		1	6	1	7		13	2	21	3	17	4	9	4	4				4		81	16	97
Service for Foreign Policy Instruments			2		4	2	2	1	1	2			4	2	4		3						20	7	27
Trade	1	1	3	8	4	9	5	1	14	2	15	3	23	7	18	7	10		2				95	38	133
Neighbourhood and Enlargement Negotiations	1	2	2	4	7	6	12		10	3	12	3	16	2	14	9	3	1			1		78	30	108
International Cooperation and Development	1	2	5	9	21	12	13	8	36	12	27	11	38	10	24	4	10	1	2		2		179	69	248
European Civil Protection and Humanitarian Aid Operations (ECHO)			2	2	8	4	10	1	10	3	12	2	13	7	5	3	5	3	1			1	66	26	92
Eurostat	2	5	7	8	15	16	19	3	34	6	21	13	27	11	17	5	8	4	1		1		152	71	223
Human Resources and Security	5	6	14	5	65	20	65	12	87	20	71	28	76	36	56	14	39	9	6		10	3	494	153	647
Informatics		10	3	10	8	27	9	6	16	17	11	31	15	20	8	6	11	13	1		3	2	85	142	227
Budget		3	3	4	14	9	3	4	22	4	20	11	15	18	14	2	11	2	3		2	2	107	59	166
Internal Audit Service				1	2	1			2	1	3		6	2	5		1				3		22	5	27
European Anti-Fraud Office	2	6		6	6	11	9	2	10	8	10	3	11	8	11		5	4		1	1	1	65	50	115
Interpretation			2	2	6	3	8	2	13	6	6	4	11	10	10	5	6	6	1			1	63	39	102
Translation	1	2	1	3	20	3	40	10	50	7	27	8	28	12	32	11	30	10	12	1	11	5	252	72	324
Publications Office	6	4	12	7	23	15	22	13	43	31	62	29	35	27	19	16	20	18			4		246	160	406
Office for Infrastructure and Logistics in Brussels	2	2	2	7	13	7	3	13	11	33	14	32	18	76	6	6	3	12		1			72	189	261
Office for the Administration and Payment of Individual Entitlements	1		2	2	15	2	16	7	16	4	15	6	9	3	3	2	4	2				1	81	29	110
Office for Infrastructure and Logistics in Luxembourg		1	1	2	1	3	4	3	2	12	1	5	5	14	2	6	4	8		1			20	55	75
European Personnel Selection Office	1		2	1	3	1	4	2	10	2	6	3	15	2	7	2	4	2	2				54	15	69
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)		2					1	1	3	2	2			1	1		1						8	6	14
<b>Total</b>	<b>46</b>	<b>114</b>	<b>146</b>	<b>181</b>	<b>511</b>	<b>390</b>	<b>558</b>	<b>161</b>	<b>933</b>	<b>343</b>	<b>863</b>	<b>414</b>	<b>935</b>	<b>529</b>	<b>697</b>	<b>244</b>	<b>443</b>	<b>190</b>	<b>73</b>	<b>13</b>	<b>87</b>	<b>28</b>	<b>5.292</b>	<b>2.607</b>	<b>7.899</b>



DG \ Grade	SC5		SC4		SC3		SC2		SC1		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Cabinets	3	1	16	2	7	2	14	3	10	2	50	10	60
Secretariat-General					2		7	2	16	5	25	7	32
Legal Service					1		4	2	8	2	13	4	17
Communication	1		1	1		1	2	1	9	3	13	6	19
Inspire, Debate, Engage and Accelerate Action	1		2								3		3
Economic and Financial Affairs							10	3	15	7	25	10	35
Internal Market, Industry, Entrepreneurship and SMEs							5		12	4	17	4	21
Competition					1	1	18	2	40	11	59	14	73
Employment, Social Affairs and Inclusion							5	3	21	2	26	5	31
Agriculture and Rural Development					2		3	4	11	5	16	9	25
Mobility and Transport							2	1	11		13	1	14
Energy							6		11	3	17	3	20
Environment							4		3		7		7
Climate Action							2		4		6		6
Communications Networks, Content and Technology					1		2	1	5	5	8	6	14
Research and Innovation					1	1	6	1	7	1	14	3	17
Joint Research Centre					1		9		12	1	22	1	23
Maritime Affairs and Fisheries							2		5		7		7
Financial Stability, Financial Services and Capital Markets Union							5	1	11		16	1	17
Regional and Urban Policy							8		15	3	23	3	26
Taxation and Customs Union					1		4		7	1	12	1	13
Education, Youth, Sport and Culture							5	1	5	1	10	2	12
Health and Food Safety							7	2	13	4	20	6	26
Migration and Home Affairs							8	1	21	4	29	5	34
Justice and Consumers					1		3		16	3	20	3	23
Service for Foreign Policy Instruments									1		1		1
Trade							7	1	13	2	20	3	23
Neighbourhood and Enlargement Negotiations							4	1	7	3	11	4	15
International Cooperation and Development					2		5	1	11	1	18	2	20
European Civil Protection and Humanitarian Aid Operations (ECHO)							6	1	7		13	1	14
Eurostat							2	1	6		8	1	9
Human Resources and Security	3	10	1	13	2		21	2	24	6	51	31	82
Informatics							3	2	7	1	10	3	13
Budget					1		3	2	10	4	14	6	20
Internal Audit Service								1	3		3	1	4
European Anti-Fraud Office						1	4		4	2	8	3	11
Interpretation					1		4	1	12	7	17	8	25
Translation					2		16	3	21	7	39	10	49
Publications Office					1		2				3		3
Office for the Administration and Payment of Individual Entitlements								1	1		1	1	2
Office for Infrastructure and Logistics in Luxembourg							3			2	3	2	5
European Personnel Selection Office					1				2		3		3
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)										1		1	1
<b>Total</b>	<b>8</b>	<b>11</b>	<b>20</b>	<b>16</b>	<b>28</b>	<b>6</b>	<b>221</b>	<b>45</b>	<b>417</b>	<b>103</b>	<b>694</b>	<b>181</b>	<b>875</b>

The table below shows the full time equivalents actually in place in 2019, referred to establishment plan posts, per establishment plan, grade and gender and is based on monthly occupation averages. This is a new requirement of article 41(3)(b)(iii) of the Financial Regulation, and although this information need only be provided for the first time together with the draft budget to be presented in 2021, the Commission has endeavoured to advance on this request, and presents the 2019 average of full-time equivalents.

Average occupation by FTE																		
	AI		CCR		EPSO		FO		OIB		OIL		OLAF		OP		PMO	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
AD05	11,4	14,5	0,9	2,0	2,2	1,0	385,9	368,8	0,5	1,8			10,7	2,8	2,2	2,0		
AD06	8,5	13,0	8,5	11,5	3,0		427,7	353,2	2,0	0,8		1,0	3,9	7,4	6,5	4,7	0,6	2,0
AD07	23,7	30,1	18,9	51,4	1,7	1,9	692,3	647,5	9,9	4,9	1,0	2,3	13,8	17,5	5,4	11,2	0,3	0,7
AD08	29,7	32,2	25,7	54,1	1,2	1,0	747,8	705,8	1,7	4,0		2,0	10,6	11,1	7,3	5,2	1,0	
AD09	32,4	51,5	21,0	76,1	1,0	1,5	802,1	682,9	4,6	4,0	4,8		5,8	13,4	6,0	12,7	3,9	2,9
AD10	34,1	63,7	24,1	58,1	4,6		457,1	560,5	3,0	6,5	2,0	3,0	8,9	9,9	7,6	12,9	1,8	
AD11	17,8	49,6	16,8	39,4	0,8		384,3	506,9	2,0	5,2		2,0	4,4	14,3	5,0	3,9	1,9	0,8
AD12	46,4	113,1	55,5	132,8		2,7	678,1	970,0	3,0	10,9	0,9	2,3	8,6	25,9	2,0	13,6	3,7	2,2
AD13	52,4	128,4	32,6	133,8	2,0	1,9	506,0	896,5	2,2	7,4		3,5	6,0	12,0	2,1	3,8	1,0	4,2
AD14	18,5	51,2	5,2	55,7			173,2	420,6	0,5	3,0	1,0		1,0	6,0	2,0	5,0	2,2	3,0
AD15	2,7	4,4	4,0	3,1			49,7	84,3		0,8		1,0	1,0	1,0		1,0		
AD16		1,0		0,8			7,3	31,2								1,0		
AST01	4,3						64,0	25,3					1,0	0,3	2,4			1,0
AST02	4,1	1,0	8,3	1,2	1,1		64,5	14,0	0,6	1,0		1,0		0,6				
AST03	20,3	3,8	27,9	22,2	4,1	2,0	342,1	108,4	2,5	8,1	3,5	6,2	4,9	3,3	17,9	16,2	2,8	2,0
AST04	36,4	5,6	58,8	34,9	6,6	2,0	530,3	165,5	5,4	8,5	1,3	6,0	10,1		17,2	16,8	2,1	2,0
AST05	56,6	18,5	73,5	75,6	13,2	1,9	671,1	302,9	17,3	78,0	5,0	14,9	11,2	6,9	37,0	27,5	10,4	2,6
AST06	59,8	16,3	44,8	64,7	4,3	2,7	618,6	252,7	12,6	32,8	1,0	4,9	9,6	3,3	59,7	30,8	12,7	6,0
AST07	59,2	11,9	48,6	52,4	8,9	1,3	731,8	188,6	12,5	34,3	2,0	12,3	11,0	7,8	41,6	32,5	15,9	4,1
AST08	36,2	7,5	24,4	30,3	4,0	2,0	436,2	88,2	3,0	14,2	4,1	3,0	8,7	2,0	21,2	13,3	15,1	7,0
AST09	33,2	27,3	35,4	102,2	3,5	1,0	408,5	242,1	13,2	9,5	1,9	3,6	7,0	12,2	24,5	15,3	16,6	1,4
AST10	6,7	8,8	12,4	31,4	1,8	0,9	85,4	102,2	1,1	5,1	0,0	2,0		5,1	10,1	6,3	1,1	2,0
AST11	2,9	5,5	6,7	28,1	1,1		23,8	72,7	2,0	2,3		1,0	2,0	6,7	6,3	6,4	1,0	
SC1	9,4	4,2	10,2	1,5	2,0		336,5	80,4				0,6	3,3	1,1			1,0	
SC2	4,1	0,5	10,2				180,1	40,0				2,6	0,1	4,2	0,5	2,0		0,4
SC3	2,0	0,3	0,5		1,0		31,5	2,3						1,0	1,0			
SC4							12,9	14,3										
SC5							10,3	11,9										
<b>Total</b>	<b>612,84</b>	<b>663,99</b>	<b>574,92</b>	<b>1063,36</b>	<b>68,16</b>	<b>23,79</b>	<b>9859,24</b>	<b>7939,86</b>	<b>99,51</b>	<b>242,89</b>	<b>31,18</b>	<b>72,81</b>	<b>147,79</b>	<b>172,21</b>	<b>286,68</b>	<b>242,02</b>	<b>95,10</b>	<b>44,27</b>

All figures rounded to one decimal.

Monthly average calculated on the first day of 12 months in 2019.

Occupation based:

- encoded work patterns in Sysper for active staff: full-time (including medical part-time and parental leave 100%) and part-time;
- non active staff but occupying a post (according to Staff Regulations).

For this purpose, regardless of the occupation type, officials and temporary agents are counted for the Establishment plan they are assigned to.

All calculations reflect 2019 promotion exercise.

### 3. COMMISSION HUMAN RESOURCES – THE REQUEST FOR 2021 DRAFT BUDGET

#### 3.1 2021 Draft Budget: the global request for human resources

##### 3.1.1 The overall picture for year 2021

The Commission strives to ensure the optimal allocation of its resources, reflecting its political priorities, legal and institutional obligations, and policy developments. In the context of the COVID-19 pandemic and additional new challenges, it is of critical importance to deploy resources in the most efficient manner, making the best use of staff talents, and by seeking synergies and efficiencies.

The Commission will continue to simplify and rationalise working methods to ensure the efficient use of scarce resources in line with political priorities.

In 2020 the Commission has already reallocated 46 posts on a temporary basis, until 31 December 2021 to reinforce the services dealing with the COVID-19 pandemic.

This document also presents estimates on external staff and decentralised administrative appropriations for 2021, following the conclusion of budgetary hearings. The 2021 DB includes 1307 external staff previously financed through the European Development Fund (EDF) and through the Facility for Refugees in Turkey (FRiT), which will be brought into the EU budget. The revision of the MFF proposal brings about the temporary reinforcement of several programmes through assigned revenues, aiming at responding to the economic and social impact of the outbreak of the COVID-19 pandemic. A share of these top-ups will be used to finance administrative expenditure related to the implementation of these programmes, including external staff.

Furthermore, 24 contract agents previously financed through assigned revenues from Service Level Agreements with other Institutions are transferred into the budget (for the PMO). The 2021 DB also aligns the number of contract agents of the PMO to the financing source. This one-off operation results in further 131 FTEs (already in place) directly financed through the budget.

The 2021 DB takes into account the **compensations of five FTEs** linked to the set-up of the EPPO.

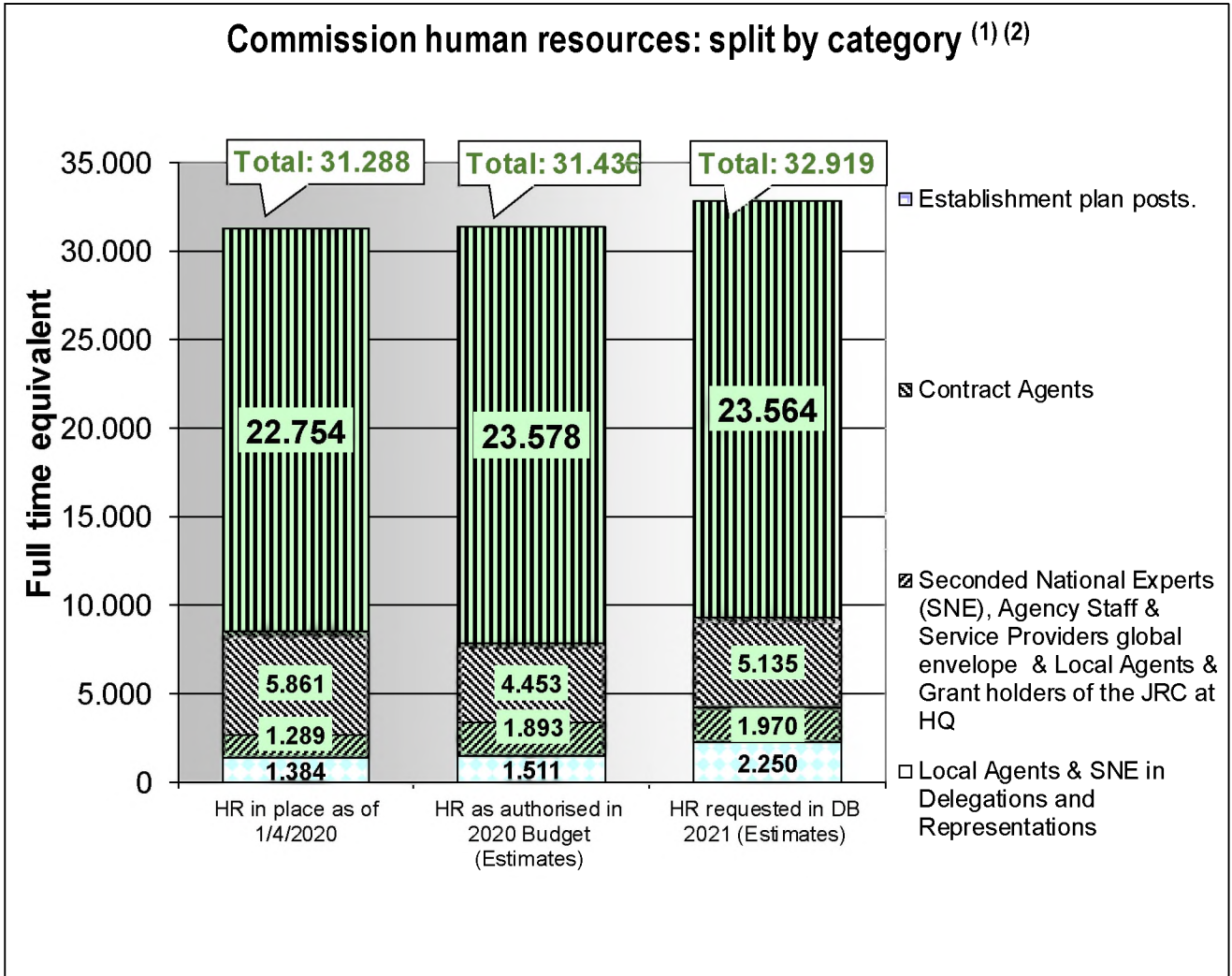
Finally, an **additional 21 posts** are requested to cater for the gradual phasing-in by 31 December 2021 of the **Irish language translations** in line with the Council Regulation 2015/2264 of 3 December 2015<sup>3</sup>.

While the 2021 DB presents an increase of 1.483 FTEs, net of the above mentioned transfers, **the Commission proposes a limited increase of its overall number of human resources of 152 FTEs, i.e. 0,48%, with a net reduction in its establishment plans of 14 posts, i.e. -0,06 %, and a net increase of 166 FTE (2,11%) of external staff.** Furthermore, 1307 external staff previously financed through the European Development Fund (EDF) and the Facility for Refugees in Turkey (FRiT), as well as 155 contract agents for the PMO, previously financed through assigned revenues from Service Level Agreements with other Institutions (24) or other assigned revenues (131) are transferred into the Budget as of 2021.

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<sup>3</sup> OJ L 322/II of 8.12.2015.

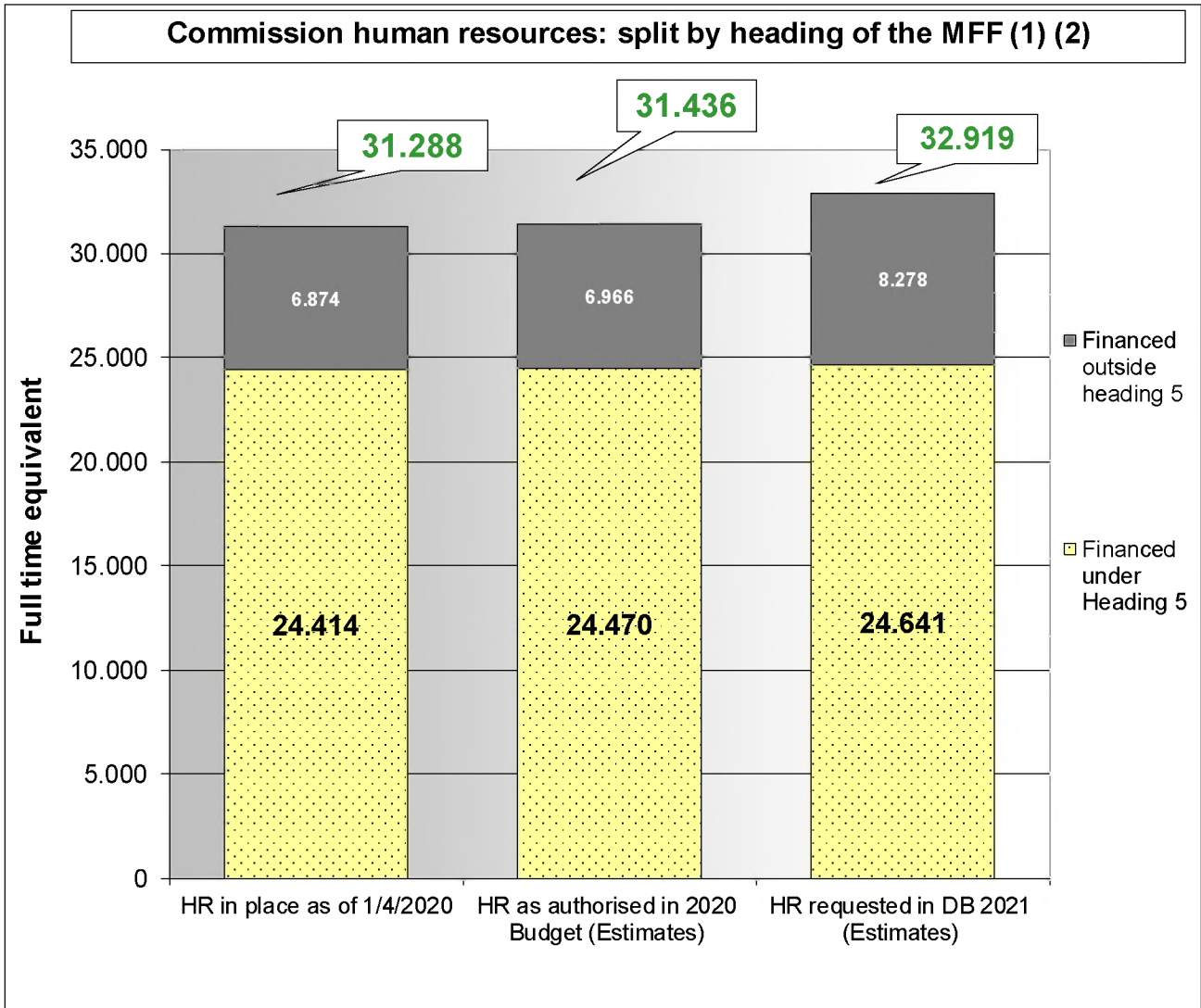
**3.1.2 Overview of establishment plan posts & estimated FTE of external staff requested for 2021 – by category of staff**



(1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.

(2) Excluding external personnel financed from earmarked revenue.

**3.1.4 Overview of establishment plan posts & estimated FTE of external staff requested for 2021 within and outside Heading 7 of the MFF**



(1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.  
 (2) Excluding external personnel financed from earmarked revenue.

## **3.2 2021 DB: the establishment plans**

### **3.2.1 Global evolution for 2021**

The total number of posts requested for 2021 throughout the Institutions presents a limited increase of 54 posts, i.e. 0,1%, as detailed further below. The Commissions' establishment plans present a net reduction of 14 posts (-0,06 %).

### **3.2.2 Human resources by institution**

The overview table below presents, for each institution, the number of establishment plan posts authorised in the 2020 budget and the number of posts requested in the 2021 draft budget.

With respect to the European Parliament's establishment plan staff, during the 2020 conciliation it was agreed that the Parliament would be allowed to create 89 posts on a temporary basis to be added to their establishment plan to allow the recruitment of staff of political groups who had passed the so-called 'Passerelle' competitions.

Given the current circumstances and delays in the recruitment procedures due to the COVID crisis, these posts shall be maintained in the DB2021. The Commission has modified the footnote to Parliament's establishment plan by including the following sentence: in the light of the DB2020 conciliation agreement, the posts for 'Passerelle' competitions shall be removed from the Establishment Plan in 2022.

The Court of Justice, the European Economic and Social Committee, the Committee of the Regions and the Commission have requested 47 additional posts relating to the phasing-out of the derogation for the Irish language<sup>4</sup>. The Commission has also requested the transformation of appropriations for two Seconded National Experts into one post. Its requests are more than compensated by the reduction of 36 posts, transformed into appropriations for external staff following the progressive phase-out of 'former D' posts. The requests for the other institutions are presented in the table below:

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<sup>4</sup> OJ L 322/II, 8.12.2015.

Institution	2020 budget	2021			2021 DB total	Net change	
		Reductions	Requests	Remarks		2021 / 2020	
European Parliament	6.633	0	0		6.633	0	0,0%
European Council and Council	3.029	0	0		3.029	0	0,0%
Commission	23.578	-36	22	(a) (b)	23.564	-14	-0,1%
Court of Justice of the European Union	2.073	0	24	(a)	2.097	24	1,2%
Court of Auditors	853	0	0		853	0	0,0%
European Economic and Social Committee	668	0	1	(a)	669	1	0,1%
Committee of the Regions	491	0	3	(a) (c)	494	3	0,6%
European Ombudsman	69	0	4	(d)	73	4	5,8%
European Data Protection Supervisor	84	0	0		84	0	0,0%
European External Action Service	1.699	0	36	(e)	1.735	36	2,1%
<b>Total institutions</b>	<b>39.177</b>	<b>-36</b>	<b>90</b>		<b>39.231</b>	<b>54</b>	<b>0,1%</b>

(a) Additional posts requested in relation to the phasing-out of the derogation for the Irish language

(b) Conversion of the allocation for two seconded nation experts into one establishment plan post for DG DEVCO

(c) Two additional posts related to the new Green political group

(d) Four additional posts requested in return for three contract agents

21 posts come from conversions of SNEs into establishment posts as requested by the European Parliament, 2

(e) posts to reinforce the medical service of the Institution, 1 post for Strategic Communication, 5 posts for security reinforcement and 10 posts for Common Security and Defence Policy actions decided by the Council.

## Human resources in the Commission

The overall evolution of human resources in the Commission between 2021 and 2021 is presented in the table below.

Commission Human Resources in 2021										Commission Human Resources including interinstitutional transfers			
	2020 Budget Authorisation (Posts & estimated FTE of ext. Pers.)	Impact of delegation of tasks to (executive) agencies (1)	Transformation of establishment plan posts into appropriations	Other changes in external personnel (4)	Transfer between establishment plans (2)	2021 Irish language related request	2021 staff request	Change 2021/2020		2021 staff request without interinstitutional transfers	Inter-Institutional transfers (3)	Total 2021 DB request	Change 2021/2020
Total Commission Posts	23.578	0	-30	0	-5	21	23.564	-0,06%	-14	23.564	0	23.564	-14
Total Commission External Personnel	7.858	0	31	146	-11		8.024	2,11%	166	8.024	1.331	9.355	1.497
<b>Total Commission HR</b>	<b>31.436</b>	<b>0</b>	<b>1</b>	<b>146</b>	<b>-16</b>	<b>21</b>	<b>31.588</b>	<b>0,48%</b>	<b>152</b>	<b>31.588</b>	<b>1.331</b>	<b>32.919</b>	<b>1.483</b>
<b>Total Executive Agencies staff</b>	<b>2.654</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>2.654</b>	<b>0,00%</b>	<b>0</b>	<b>2.654</b>	<b>0</b>	<b>2.654</b>	<b>0</b>
<b>Grand total HR Commission &amp; Executive Agencies</b>	<b>34.090</b>	<b>0</b>	<b>1</b>	<b>146</b>	<b>-16</b>	<b>21</b>	<b>34.242</b>	<b>0</b>	<b>152</b>	<b>34.242</b>	<b>1.331</b>	<b>35.573</b>	<b>1.483</b>

(1) n.a.

(2) transfer of 5 CA to EPPO and 3 transfers from EPSO, OIB and OIL to GE

(3) Includes: 1292 FTEs from the integration of the European Development Fund (EDF) and the aid programme for the overseas countries and territories (OCTs) into the EU budget from 2021, 15 FTEs due to the budgetisation of part of the Facility for Refugees in Turkey (FRIT). For Heading 7: + 24 CA for PMO (corresponding to appropriations allocated directly to PMO instead of being financed by the other Institutions on the base of SLAs)

(4) Includes for Headings 1,2,3 and 6: +131 FTEs for alignment of the number of contract agents of the PMO to the financing source; -5 FTE in the administrative support lines of operational programmes (ex-BA lines); + 10 FTE for the European Fund for Sustainable Development. For Heading 7: + 6 CA for OIB (4 educators + 2 educational psychologists) + 6 CA for OIL (4 educators, 1 nurse, 1 conversion of a local agent) - 1 local agent (OIL) + 2 CA (Del) - 3 SNE (Del) + 2 LA (Del)

\* Pending the impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 programming period. The INEA staff figure also includes 4 posts for the Innovation Fund, which are financed outside the EU Budget.



### 3.2.3 Exploiting all redeployment possibilities

Commission services have undertaken major **efforts to implement new Commission's priorities with fewer human resources:**

- The most recent allocation decision resulted in a reallocation of 46 posts;
- At the same time the **review of four horizontal functions** is being gradually implemented (HR, ICT, Communication, Logistics and Events) and has led to the identification of a contribution of 33 posts for 2020 from Commission services as per 1 January 2021 allowing the redeployment of resources to priority tasks;
- The continued adjustment of the structure of establishment plan posts is linked to the **reduction of clerical tasks and the growing need for administrators**. The 2021 DB request will follow up on this trend by requesting a budgetary neutral upgrading (from AST to AD category) of 106 establishment plan posts;
- Following the creation of the new function group AST/SC as provided for by the 2013 reform of the Staff Regulation, the 2021 Statement of Estimates requests the conversion of 169 AST posts into AST/SC according to the needs of each service;
- The return of former D-category posts (that mainly included, prior to the 2004 reform of the Staff Regulation, drivers, ushers and messengers) becoming vacant (five posts to be converted into appropriations for contract agents as agreed in the framework of the reform of the Staff Regulations) and the gradual return of posts agreed at the creation of the administrative offices (26 posts also to be converted into contract agents) accompanied by a request to transform a limited value of appropriations for external personnel into one post in the Commission.

### 3.2.4 Adjusting staff structure to future needs

On the existing stock of establishment plan posts, the 2007 screening exercise had revealed a potential mismatch between the existing structure of staff and future needs, pointing in particular to the desirable gradual reduction of assistant versus administrator posts. For 2021, the Commission proposes to upgrade 91 AST posts into AD posts.

Furthermore, following the creation of the new function group AST/SC as provided for by the 2013 reform of the Staff Regulation, the 2021 statement of estimates requests the conversion of 140 AST posts into AST/SC provisionally distributed among DGs to allow for the progressive phase-in of the SC function group.

### 3.2.5 Other transformations to the establishment plans

#### 3.2.5.1 Commission establishment plan - Operating Budget

##### Career policy measures:

In order to follow the career policy measures applied by the Commission (Article 6 of the Staff Regulations), the following conversions will be requested for 2021:

AD16	
AD15	
AD14	
AD13	-160
AD12	+120
AD11	
AD10	+10
AD9	+200
AD8	-10
AD7	-10
AD6	-80
AD5	-70

AST11	-20
AST10	
AST9	-30
AST8	-20
AST7	
AST6	+160
AST5	-10
AST4	-140
AST3	-50
AST2	-50
AST1	+160

AST/SC 6	
AST/SC 5	
AST/SC 4	+10
AST/SC 3	+35
AST/SC 2	+45
AST/SC 1	-90

##### Conversion of former D\* posts into appropriations for contract agents:

In accordance with the principles approved in the 2004 revision of the Staff Regulations, five ex-D\* posts (that mainly included, prior to the 2004 reform of the Staff Regulation, drivers, ushers and messengers) will be transformed into appropriations. This allows the Commission to recruit contract agents as referred to in article 3a of the Conditions of Employment of Other Servants ('CEOS') in Function Group I.

Accordingly, the modifications requested to the establishment plan for 2021 include the conversion of five AST5 posts into appropriations for contract agents.

##### Conversion of appropriations for external personnel into posts

For 2021, the Commission requests the conversion of appropriations for two Seconded National Experts into one AST post of the establishment plan.

### **3.2.5.2 Establishment plans of the offices**

Several offices experience a need for adjusting their AD/AST mix. As a result, and to make the operation neutral in budgetary terms, the Commission requests the transformation of AST6 posts into AD5 posts as follows: three for OIB, , one for OIL, one for OLAF and five for OP. The Commission also requests the transformation of two AST1 posts into AST/SC1 posts for OP.

#### Career policy measures:

Notwithstanding the possibility for the administrative offices, EPSO, OLAF and OP to rely on the Commission to cover their promotion needs in case this is necessary, the respective establishment plans include the estimated number of posts needed to cover the promotions in accordance with the Staff Regulations.

#### Conversion of posts into appropriations for contract agents:

In accordance with the Communication of 6 November 2002 relating to the creation of the administrative offices<sup>5</sup>, the establishment plans of the latter will consolidate the conversion of posts into appropriations for contract agents. Accordingly, it is proposed to reduce their respective establishment plans in the 2021 Draft Budget by nine AST posts broken down as follows: five for PMO, 19 for the OIB two for the OP.

#### Conversion of temporary establishment plan posts into permanent

For 2021, the conversion of one AD temporary posts into permanent is requested in OLAF's establishment plan.

#### Conversion of permanent establishment plan posts into temporary

For 2021, the conversion of one AD permanent post into temporary is requested in OIB's establishment plan.

### **3.2.5.3 Transfer of activities and other technical adjustments between establishment plans (Commission/offices/other institutions)**

For 2021, the main agreed transfers of certain activities between services results in the following movements of posts between establishment plans:

- Transfer from the OP establishment plan to the Commission establishment plan of one AST6 as contribution to the Synergies and efficiencies initiative for 2021;
- Transfers from the OIB establishment plan to the Commission establishment plan of one AST4 as contribution to the Synergies and efficiencies initiative for 2021 and one AST6 official with his post;
- Transfer from the OIL establishment plan to the Commission establishment plan of one AST/SC 1 as part of the contribution of OIL to the transfer of security guard contract to HR.DS;
- Transfers from OLAF establishment plan to the Commission of one AD5 as contribution to the Synergies and efficiencies initiative for 2021;
- Transfer from OLAF establishment plan of two AD6, and one AST5 posts to the European Public Prosecutor's Office in the framework of the start-up of the latter;

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<sup>5</sup>Communication from Vice-President Kinnock: '*Creation of three administrative Offices*' Doc C(2002) 4367f, 4368f and 4369 final, 6.11.2002.

-Transfer from the PMO establishment plan of one AST1 to the Commission establishment plan as contribution to the Synergies and efficiencies initiative for 2021.

#### **3.2.5.4 Commission establishment plan - Research budget**

##### **Indirect Research**

The modifications to the 2021 establishment plan for research indirect actions are summarised in table 10.4 in annex. Related administrative appropriations requested in the 2021 DB under a new simplified nomenclature are based on the various research programmes (01 01 01 01 budget line for Horizon Europe; 01 01 02 01 budget line for the Euratom Research and Training Programme; 01 01 03 01 budget line for ITER and 13 01 02 01 budget line for the European Defence Fund). They reflect this situation by integrating the salary increase of 2021.

##### *Delegation of tasks to executive agencies and other bodies in 2021*

Pending the impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 programming period, no delegation of tasks is included in the 2021 DB.

##### *Career policy measures*

The 2021 Statement of Estimates for the Commission also integrates a modification to the establishment plan of the indirect research budget in order to follow career policy measures (Article 6 of the Staff Regulations) applied by the Commission.

##### **Direct Research**

The 2021 establishment plan requested for the Joint Research Centre (JRC) plan also reflects modifications requested to follow career policy measures in accordance with Article 6 of the new Staff Regulations as applied by the Commission.

##### **Human resources requested in executive agencies**

The Commission intends to propose an extension of the mandate of the current six executive agencies, subject to a cost-benefit analysis based on the 2021-2027 programmes, which is currently in progress.

Once this preparatory work is completed, and taking into account the outcome of the MFF negotiations, the Commission will present the file to the Council's Committee for Executive Agencies and the European Parliament for adoption. For this 2021 draft budget the Commission proposes to stabilise the staffing of each of the six executive agencies at its 2020 level (2654 FTEs).

Posts of officials seconded from the Commission are frozen in the Commission establishment plan in accordance with the provisions of Council Regulation 58/2003<sup>6</sup> on executive agencies. No appropriations are included in the draft budget for the corresponding number of posts ('Abatement agences exécutives').

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<sup>6</sup> OJ L 11, 16.01.2003.

### 3.2.6 Net impact of the overall request

The overall impact of requested movements and adjustments on all establishment plans may be summarised as follows:

Commission Human Resources in 2021									Commission Human Resources including interinstitutional transfers				
2020 Budget Authorisation (Posts & estimated FTE of ext. Pers.)	Impact of delegation of tasks to (executive) agencies (1)	Transformation of establishment plan posts into appropriations	Other changes in external personnel (4)	Transfer between establishment plans (2)	2021 Irish language related request	2021 staff request	Change 2021/2020		2021 staff request without interinstitutional transfers	Inter-Institutional transfers (3)	Total 2021 DB request	Change 2021/2020	
<b>Establishment Plan Posts</b>													
Commission	18.751		-4		6	21	18.774	0,12%	23	18.774		18.774	23
Research - Direct Actions	1.747						1.747	0,00%				1.747	0
Research - Indirect Actions	1.409						1.409	0,00%	0			1.409	0
OP	565		-2		-1		562	-0,53%	-3			562	-3
OLAF	335				-6		329	-1,79%	-6			329	-6
EPSO	107						107	0,00%	0			107	0
OIB	376		-19		-2		355	-5,59%	-21			355	-21
OIL	122				-1		121	-0,82%	-1			121	-1
PMO	166		-5		-1		160	-3,61%	-6			160	-6
<b>Total Commission Posts</b>	<b>23.578</b>	<b>0</b>	<b>-30</b>	<b>0</b>	<b>-5</b>	<b>21</b>	<b>23.564</b>	<b>-0,06%</b>	<b>-14</b>	<b>23.564</b>	<b>0</b>	<b>23.564</b>	<b>-14</b>

(1) n.a.

(2) transfer of 5 CA to EPPO and 3 transfers from EPSO, OIB and OIL to GE

(3) Includes: 1292 FTEs from the integration of the European Development Fund (EDF) and the aid programme for the overseas countries and territories (OCTs) into the EU budget from 2021, 15 FTEs due to the budgetisation of part of the Facility for Refugees in Turkey (FRiT). For Heading 7: + 24 CA for PMO (corresponding to appropriations allocated directly to PMO instead of being financed by the other Institutions on the base of SLAs)

(4) Includes for Headings 1,2,3 and 6: +131 FTEs for alignment of the number of contract agents of the PMO to the financing source; -5 FTE in the administrative support lines of operational programmes (ex-BA lines); + 10 FTE for the European Fund for Sustainable Development. For Heading 7: + 6 CA for OIB (4 educators + 2 educational psychologists) + 6 CA for OIL (4 educators, 1 nurse, 1 conversion of a local agent) - 1 local agent (OIL) + 2 CA (Del) - 3 SNE (Del) + 2 LA (Del)

\* Pending the impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 programming period. The INEA staff figure also includes 4 posts for the Innovation Fund, which are financed outside the EU Budget.

### 3.2.6.1 On the Commission establishment plan – Operating Budget (excl. Research & Offices)

The tables below show in further detail all movements and provide the net impact on each establishment plan.

Function group & grades	Posts 2020	Reduction of posts following delegation of tasks & transfer to EPO	Transfer of tasks and posts between establishment plans **	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2021 (Irish language)	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021 *
AD 16	24											24
AD 15	190											190
AD 14	637											637
AD 13	1 734								-160			1 574
AD 12	1 289								120			1 409
AD 11	928											928
AD 10	1 124								10			1 134
AD 9	1 405								200			1 605
AD 8	1 485								-10			1 475
AD 7	1 336								-10			1 326
AD 6	788								-80			708
AD 5	939	-1	1			18		91	-70			978
<b>Total AD</b>	<b>11 879</b>	<b>-1</b>	<b>1</b>			<b>18</b>		<b>91</b>				<b>11 988</b>
AST 11	197								-20			177
AST 10	191											191
AST 9	694								-30			664
AST 8	608								-20			588
AST 7	900											900
AST 6	596		2					-91	160			667
AST 5	964								-10	1	-5	950
AST 4	773		1						-140			634
AST 3	440		1			3			-50			394
AST 2	114								-50			64
AST 1	31		1					-140	160			52
<b>Total AST *</b>	<b>5 508</b>		<b>5</b>			<b>3</b>		<b>-231</b>		<b>1</b>	<b>-5</b>	<b>5 281</b>
AST/SC 6	5											5
AST/SC 5	46											46
AST/SC 4	20								10			30
AST/SC 3	67								35			102
AST/SC 2	258								45			303
AST/SC 1	593		1					140	-90			644
<b>Total AST/SC</b>	<b>989</b>		<b>1</b>					<b>140</b>				<b>1 130</b>
<b>Total</b>	<b>18 376</b>	<b>-1</b>	<b>7</b>			<b>21</b>				<b>1</b>	<b>-5</b>	<b>18 399</b>

\* 30 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.

\*\* Transfers to the Commission in relation to Synergies and Efficiencies from OLAF (+1 AD 5), OP (+1 AST 6), OIB (+1 AST 4) and PMO (+1 AST 1).

\*\* Transfer of 1 AST 3 from OLAF to the Commission (end of temporary allocation for Brexit);

\*\* Transfer of 1 AST/SC 1 from OIL to Commission (transfer of security guard contract to HR.DS);

\*\* Transfer of 1 AST 6 official with his post transfer from OIB to Commission (DG COMM).

**TABLE 10.2 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB**  
**SECTION III COMMISSION Without Offices, Temporary Posts**

Function group & grades	Posts 2020	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021
AD 16											
AD 15	22										22
AD 14	31										31
AD 13											
AD 12	44										44
AD 11	62										62
AD 10	21										21
AD 9	10										10
AD 8	26										26
AD 7	20										20
AD 6	10										10
AD 5	6										6
<b>Total AD</b>	<b>252</b>										<b>252</b>
AST 11											
AST 10	10										10
AST 9											
AST 8	12										12
AST 7	18										18
AST 6	19										19
AST 5	16										16
AST 4											
AST 3											
AST 2	13										13
AST 1											
<b>Total AST</b>	<b>88</b>										<b>88</b>
AST/SC 6											
AST/SC 5											
AST/SC 4	35										35
AST/SC 3											
AST/SC 2											
AST/SC 1											
<b>Total AST/SC</b>	<b>35</b>										<b>35</b>
<b>Total</b>	<b>375</b>										<b>375</b>

### 3.2.6.2 On the Commission establishment plan – Research Budget

TABLE 10.3 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB  
RESEARCH BUDGET - Direct Actions (JRC) - Permanent Posts

Function group & grades	Posts 2020	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021 *
AD 16	2										2
AD 15	11										11
AD 14	76										76
AD 13	217							-20			197
AD 12	190										190
AD 11	52							10			62
AD 10	65							15			80
AD 9	94										94
AD 8	80							5			85
AD 7	62										62
AD 6	29							-5			24
AD 5	19						5	-5			19
<b>Total AD</b>	<b>897</b>						<b>5</b>				<b>902</b>
AST 11	62							-10			52
AST 10	56							-10			46
AST 9	153							-15			138
AST 8	72							-5			67
AST 7	93							5			98
AST 6	99						-5	20			114
AST 5	139										139
AST 4	86							-5			81
AST 3	35							5			40
AST 2	7										7
AST 1	5						-15	15			5
<b>Total AST*</b>	<b>807</b>						<b>-20</b>				<b>787</b>
AST/SC 6											
AST/SC 5											
AST/SC 4								1			1
AST/SC 3	7							1			8
AST/SC 2	19							3			22
AST/SC 1	17						15	-5			27
<b>Total AST/SC</b>	<b>43</b>						<b>15</b>				<b>58</b>
<b>Total</b>	<b>1.747</b>										<b>1.747</b>

\* 15 posts in the function group AST may be occupied by officials and temporary agents in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.



**TABLE 10.4 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB  
RESEARCH BUDGET - Indirect Actions - Permanent posts**

Function group & grades	Posts 2020	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishments plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021 *
AD 16	1										1
AD 15	19										19
AD 14	94										94
AD 13	238							-35			203
AD 12	137										137
AD 11	51							30			81
AD 10	72							20			92
AD 9	105							-10			95
AD 8	77							-5			72
AD 7	64										64
AD 6	54							-5			49
AD 5	30							5			35
<b>Total AD</b>	<b>942</b>										<b>942</b>
AST 11	17										17
AST 10	15							2			17
AST 9	59							1			60
AST 8	48							-3			45
AST 7	66							5			71
AST 6	71										71
AST 5	68							-5			63
AST 4	50							-15			35
AST 3	25							-3			22
AST 2	1							3			4
AST 1								15			3
<b>Total AST *</b>	<b>420</b>						<b>-12</b>				<b>408</b>
AST/SC 6											
AST/SC 5											
AST/SC 4								2			2
AST/SC 3	3							3			6
AST/SC 2	11							5			16
AST/SC 1	28							-10			30
<b>Total AST/SC</b>	<b>42</b>						<b>12</b>				<b>54</b>
<b>Total</b>	<b>1.404</b>										<b>1.404</b>

\* 15 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.

**TABLE 10.4 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB  
RESEARCH BUDGET - Indirect Actions - Temporary posts**

Function group & grades	Posts 2020 (1)	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishments plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021
AD 16											
AD 15											
AD 14											
AD 13											
AD 12	5										5
AD 11											
AD 10											
AD 9											
AD 8											
AD 7											
AD 6											
AD 5											
<b>Total AD</b>	<b>5</b>										<b>5</b>
AST 11											
AST 10											
AST 9											
AST 8											
AST 7											
AST 6											
AST 5											
AST 4											
AST 3											
AST 2											
AST 1											
<b>Total AST</b>											
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
<b>Total AST/SC</b>											
<b>Total</b>	<b>5</b>										<b>5</b>

1) 5 AD temporary posts for the European Innovation Council

### 3.2.6.3 On the establishment plan of the Offices

TABLE 10.5 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB Publications Office (OP), Permanent posts											
Function group & grades	Posts 2020	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2020 (Irish language)	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021 *
AD 16	1										1
AD 15	3										3
AD 14	9										9
AD 13	9										9
AD 12	14										14
AD 11	14										14
AD 10	19							3			22
AD 9	20										20
AD 8	11							3			14
AD 7	16							1			17
AD 6	10							1			11
AD 5	9						5	-8			6
<b>Total AD</b>	<b>135</b>						<b>5</b>				<b>140</b>
AST 11	23							-5			18
AST 10	19										19
AST 9	44										44
AST 8	42										42
AST 7	64							8			72
AST 6	86	-1					-5				80
AST 5	67							-4		-2	61
AST 4	45							-8			37
AST 3	29							5			34
AST 2	4										4
AST 1	3						-2	4			5
<b>Total AST *</b>	<b>426</b>	<b>-1</b>					<b>-7</b>			<b>-2</b>	<b>416</b>
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3	1							1			2
AST/SC 2	2							1			3
AST/SC 1	1						2	-2			1
<b>Total AST/SC</b>	<b>4</b>						<b>2</b>				<b>6</b>
<b>Total</b>	<b>565</b>	<b>-1</b>								<b>-2</b>	<b>562</b>

(1) Transfer of 1 AST 6 post to the Commission in relation to Synergies and Efficiencies

\* 5 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.

**TABLE 10.6 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB**  
**European Antifraud Office (OLAF), Permanent posts**

Function group & grades	Posts 2020	Reduction of posts following creation of EPPO	Transfer of tasks and posts between establishment plans **	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021 *
AD 16	1										1
AD 15	2										2
AD 14	13										13
AD 13	21										21
AD 12	28					1					29
AD 11	21										21
AD 10	21										21
AD 9	26										26
AD 8	22							1			23
AD 7	23										23
AD 6	9	-2									7
AD 5	13		-1				1	-1			12
<b>Total AD</b>	<b>200</b>	<b>-2</b>	<b>-1</b>			<b>1</b>	<b>1</b>				<b>199</b>
AST 11	6										6
AST 10	7										7
AST 9	21										21
AST 8	11										11
AST 7	15										15
AST 6	10						-1				9
AST 5	18	-2									16
AST 4	5										5
AST 3	3		-1								2
AST 2											
AST 1											
<b>Total AST</b>	<b>96</b>	<b>-2</b>	<b>-1</b>				<b>-1</b>				<b>92</b>
AST/SC 6											
AST/SC 5											
AST/SC 4								1			1
AST/SC 3	6							-1			5
AST/SC 2	6										6
AST/SC 1	2										2
<b>Total AST/SC</b>	<b>14</b>										<b>14</b>
<b>Total</b>	<b>310</b>	<b>-4</b>	<b>-2</b>			<b>1</b>					<b>305</b>

\* 5 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group

\*\* Transfer of 1 AD 5 post from OLAF to the Commission in relation to Synergies and Efficiencies;

\*\* Transfer of 1 AST 3 from OLAF to the Commission (end of temporary allocation for Brexit).

**TABLE 10.7 -PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB**  
**European Anti-Fraud Office (OLAF), Temporary posts**

Function group & grades	Posts 2020	Reduction of posts following creation of EPPO	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021
AD 16											
AD 15	1										1
AD 14	1										1
AD 13	5										5
AD 12	3					-1					2
AD 11											
AD 10											
AD 9											
AD 8											
AD 7											
AD 6											
AD 5											
<b>Total AD</b>	<b>10</b>					<b>-1</b>					<b>9</b>
AST 11	9										9
AST 10	4										4
AST 9	2										2
AST 8											
AST 7											
AST 6											
AST 5											
AST 4											
AST 3											
AST 2											
AST 1											
<b>Total AST</b>	<b>15</b>										<b>15</b>
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
<b>Total AST/SC</b>											
<b>Total</b>	<b>25</b>					<b>-1</b>					<b>24</b>

**TABLE 10.8A - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB**  
**European Personnel Selection Office (EPSO), Permanent posts**

Function group & grades	Posts 2020	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021 *
AD 16										
AD 15										
AD 14	2									2
AD 13	6						-2			4
AD 12	4									4
AD 11	4						-1			3
AD 10	6									6
AD 9	3									3
AD 8	2						2			4
AD 7	1						2			3
AD 6	1						1			2
AD 5	4						-2			2
<b>Total AD</b>	<b>33</b>									<b>33</b>
AST 11	4						-2			2
AST 10	4									4
AST 9	7						-1			6
AST 8	7									7
AST 7	13						-1			12
AST 6	10									10
AST 5	11						4			15
AST 4	10						-1			9
AST 3	2						1			3
AST 2	1									1
AST 1										
<b>Total AST *</b>	<b>69</b>									<b>69</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3							1			1
AST/SC 2	2						-1			1
AST/SC 1	2									2
<b>Total AST/SC</b>	<b>4</b>									<b>4</b>
<b>Total</b>	<b>106</b>									<b>106</b>

\* 5 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.

TABLE 10.8B - EPSO of which European School of Administration (EUSA), Permanent posts

Function group & grades	Posts 2020	Transfer of tasks and posts (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ("TCE")	Transformation of establishment plan posts into appropriations ("TEC")	Total posts 2021
AD 16										
AD 15										
AD 14										
AD 13										
AD 12	3									3
AD 11	1									1
AD 10										
AD 9										
AD 8	1									1
AD 7										
AD 6										
AD 5										
<b>Total AD</b>	<b>5</b>									<b>5</b>
AST 11										
AST 10	1									1
AST 9	1									1
AST 8	1									1
AST 7	1	1								2
AST 6	1									1
AST 5	1						1			2
AST 4	1						-1			
AST 3	1									1
AST 2										
AST 1										
<b>Total AST</b>	<b>8</b>	<b>1</b>								<b>9</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2	1									1
AST/SC 1										
<b>Total AST/SC</b>	<b>1</b>									<b>1</b>
<b>Total</b>	<b>14</b>	<b>1</b>								<b>15</b>

(1) Transfer from EPSO to EUSA due to the mobility of a job holder with his post (compensated by the transfer of a CA from EUSA to EPSO)

**TABLE 10.9 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB**  
**European Personnel Selection Office (EPSO), Temporary posts**

Function group & grades	Posts 2020	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021
AD 16										
AD 15	1									1
AD 14										
AD 13										
AD 12										
AD 11										
AD 10										
AD 9										
AD 8										
AD 7										
AD 6										
AD 5										
<b>Total AD</b>	<b>1</b>									<b>1</b>
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4										
AST 3										
AST 2										
AST 1										
<b>Total AST</b>										
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>										
<b>Total</b>	<b>1</b>									<b>1</b>



**TABLE 10.10 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB**  
Office for "Infrastructure and Logistics" in Brussels (OIB), Permanent posts

Function group & grades	Posts 2020	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts (2)	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021 *
AD 16										
AD 15	1									1
AD 14	7									7
AD 13	13				-1		-2			10
AD 12	7						5			12
AD 11	10						-1			9
AD 10	11									11
AD 9	12						-2			10
AD 8	10									10
AD 7	7						6			13
AD 6	6						1			7
AD 5	9					3	-7			5
<b>Total AD</b>	<b>93</b>				<b>-1</b>	<b>3</b>				<b>95</b>
AST 11	8									8
AST 10	11									11
AST 9	19						2			21
AST 8	22									22
AST 7	49									49
AST 6	43	-1				-3				39
AST 5	76						12		-19	69
AST 4	38	-1					-16			21
AST 3	15						1			16
AST 2							1			1
AST 1	1									1
<b>Total AST *</b>	<b>282</b>	<b>-2</b>				<b>-3</b>			<b>-19</b>	<b>258</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2							1			1
AST/SC 1	1						-1			
<b>Total AST/SC</b>	<b>1</b>									<b>1</b>
<b>Total</b>	<b>376</b>	<b>-2</b>			<b>-1</b>				<b>-19</b>	<b>354</b>

\* 5 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.

(1) Transfer to the Commission of 1 AST 4 as a contribution for the Synergies & Efficiencies and of 1 AST 6 official with his post (to DG COMM)

(2) Transformation of 1 AD 13 permanent post into temporary for the Master Architect

**TABLE 10.11 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB**  
Office for "Infrastructure and Logistics" in Brussels (OIB), Temporary posts

Function group & grades	Posts 2020	Transfer of tasks and posts	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts (1)	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021
AD 16										
AD 15										
AD 14										
AD 13					1					1
AD 12										
AD 11										
AD 10										
AD 9										
AD 8										
AD 7										
AD 6										
AD 5										
<b>Total AD</b>					<b>1</b>					<b>1</b>
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4										
AST 3										
AST 2										
AST 1										
<b>Total AST</b>										
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>										
<b>Total</b>					<b>1</b>					<b>1</b>

(1) Transformation of 1 AD 13 permanent post into temporary for the Master Architect

**TABLE 10.11 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB**  
**Office for "Infrastructure and Logistics" in Luxembourg (OIL), Permanent posts**

Function group & grades	Posts 2020	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021 *
AD 16										
AD 15	1									1
AD 14	3									3
AD 13	4						1			5
AD 12	4						-1			3
AD 11	2						1			3
AD 10	4						1			5
AD 9	5									5
AD 8	2									2
AD 7	2						1			3
AD 6	2						-2			
AD 5	1					1	-1			1
<b>Total AD</b>	<b>30</b>					<b>1</b>				<b>31</b>
AST 11	2									2
AST 10	3									3
AST 9	9						-2			7
AST 8	9						-2			7
AST 7	14									14
AST 6	10					-1	-1			8
AST 5	10						5			15
AST 4	14						-4			10
AST 3	9						5			14
AST 2	1									1
AST 1	1						-1			
<b>Total AST *</b>	<b>82</b>					<b>-1</b>				<b>81</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3	1						1			2
AST/SC 2	2						3			5
AST/SC 1	7	-1					-4			2
<b>Total AST/SC</b>	<b>10</b>	<b>-1</b>								<b>9</b>
<b>Total</b>	<b>122</b>	<b>-1</b>								<b>121</b>

\* 5 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.

(1) Transfer of 1 AST/SC1 from OIL to Commission (transfer of security guard contract to HR.DS)

**TABLE 10.12 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2021 DB**  
**Office for Administration and Settlement of Individual Entitlements – PMO, Permanent posts**

Function group & grades	Posts 2020	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2021 *
AD 16										
AD 15	1									1
AD 14	5									5
AD 13	8									8
AD 12	7									7
AD 11	2						1			3
AD 10	3									3
AD 9	2						5			7
AD 8	7						-6			1
AD 7							3			3
AD 6							1			1
AD 5	5						-4			1
<b>Total AD</b>	<b>40</b>									<b>40</b>
AST 11	6						-2			4
AST 10	7						-2			5
AST 9	17						4			21
AST 8	23						1			24
AST 7	29						-5			24
AST 6	25						-3			22
AST 5	7						2			9
AST 4	1						3			4
AST 3							3			3
AST 2	2									2
AST 1	8	-1					-1		-5	1
<b>Total AST *</b>	<b>125</b>	<b>-1</b>					<b>0</b>		<b>-5</b>	<b>119</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2							1			1
AST/SC 1	1						-1			
<b>Total AST/SC</b>	<b>1</b>									<b>1</b>
<b>Total</b>	<b>166</b>	<b>-1</b>							<b>-5</b>	<b>160</b>

\* 5 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect gradual phase-in of the AST/SC function group.

(1) Transfers from PMO to the Commission of 1 AST 1 in relation to Synergies and Efficiencies.

### 3.3 2021 DB: appropriations for the external staff

#### 3.3.1 Global evolution for 2021

Taking account of the conversion of 31 posts into appropriations for contract agents, the global increase of external staff amounts to the equivalent of 166 full time equivalent units:

Commission Human Resources in 2021										Commission Human Resources including interinstitutional transfers			
2020 Budget Authorisation (Posts & estimated FTE of ext. Pers.)	Impact of delegation of tasks to (executive) agencies (1)	Transformation of establishment plan posts into appropriations	Other changes in external personnel (4)	Transfer between establishment plans (2)	2021 Irish language related request	2021 staff request	Change 2021/2020			2021 staff request without interinstitutional transfers	Inter-Institutional transfers (3)	Total 2021 DB request	Change 2021/2020
<b>External Personnel</b>													
Under Heading 7	4.048	0	31	141	-11		4.209	3,98%	161	4.209	24	4.233	185
Outside Heading 7	3.810	0	0	5	0		3.815	0,13%	5	3.815	1.307	5.122	1312
<b>Total Commission External Personnel</b>	<b>7.858</b>	<b>0</b>	<b>31</b>	<b>146</b>	<b>-11</b>		<b>8.024</b>	<b>2,11%</b>	<b>166</b>	<b>8.024</b>	<b>1.331</b>	<b>9.355</b>	<b>1.497</b>

(1) n.a.  
(2) transfer of 5 CA to EPPO and 3 transfers from EPSO, OIB and OIL to GE  
(3) Includes: 1292 FTEs from the integration of the European Development Fund (EDF) and the aid programme for the overseas countries and territories (OCTs) into the EU budget from 2021, 15 FTEs due to the budgetisation of part of the Facility for Refugees in Turkey (FRIT). For Heading 7: + 24 CA for PMO (corresponding to appropriations allocated directly to PMO instead of being financed by the other Institutions on the base of SLAs)  
(4) Includes for Headings 1,2,3 and 6: +131 FTEs for alignment of the number of contract agents of the PMO to the financing source; -5 FTE in the administrative support lines of operational programmes (ex-BA lines); + 10 FTE for the European Fund for Sustainable Development. For Heading 7: + 6 CA for OIB (4 educators + 2 educational psychologists) + 6 CA for OIL (4 educators, 1 nurse, 1 conversion of a local agent) - 1 local agent (OIL) + 2 CA (Del) - 3 SNE (Del) + 2 LA (Del)  
\* Pending the impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 programming period. The INEA staff figure also includes 4 posts for the Innovation Fund, which are financed outside the EU Budget

### **3.3.2 Evolution of external staff financed under Heading 7 of the MFF**

Heading 7 shows an increase of 24 contract agents for the Paymaster's Office (PMO), which were previously financed through assigned revenue from Service Level Agreements (SLAs) with other institutions. Further 131 FTEs (already in place) for the PMO directly financed through the budget result from a one-off operation to align the actual number of contract agents to the financing source. Other minor increases are linked to legal obligations for the childcare facilities managed by OIB and OIL and some adjustments in EU Delegations.

### **3.3.3 Evolution of external staff financed under other Headings of the MFF**

#### **3.3.3.1 External staff financed under articles 01 01 01 12 and 01 01 02 12 (Indirect and Direct Research)**

##### Indirect Research

For 2021, EUR 47,7 million are requested for external personnel under the indirect research budget. This results in an estimate of 607 FTE available to the Research DGs concerned. Related administrative appropriations requested in the 2021 DB reflect this situation and integrate the salary indexations for 2021.

##### Direct research (budget line 01 01 01 12 for Horizon Europe and 01 01 02 12 for the Euratom Research and Training Programme)

For 2021, appropriations for external personnel amount to EUR 46,2 million, accounting for an estimate of 739 FTE available to the JRC and to the Account Management Centre in DG HR.

#### **3.3.3.2 External staff financed under operational budget lines (former BA lines)**

In 2000, the Commission committed itself to the following<sup>7</sup>:

- To phase out a number of Technical Assistance Offices (the so-called 'BATs') and, for a limited number of them, to integrate their activities in its services. For these very specific cases, the budgetary authority allowed the Commission to temporarily finance external personnel at headquarters through a specific budgetary comment establishing a sub-ceiling under the operational lines of the programmes concerned (the so-called former 'BA lines'). These authorisations are without prejudice to the so-called 'mini budgets' whereby Structural Funds may historically finance external personnel from the operational appropriations concerned;
- To improve the management of external aid through the de-concentration policy. To this end, the budgetary authority allowed the Commission to finance external personnel in delegations from the operational lines of the programmes concerned.

For the 2021 DB, the sub-ceilings are reduced by five FTE due to the impact of salary increase on the average costs of the external staff at Headquarters. Ten additional FTEs in delegation are allocated for the European Fund for Sustainable Development for one year. The Neighbourhood Instrument includes 17 FTE allocated in 2017 to implement the EU Regional Trust Fund in response to the Syrian Crisis.

The integration into the budget of instruments previously financed by Member States off-budget implies for 2021 the one-off transfer of 1.307 FTE on top of the 2020 budget. This evolution of external

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<sup>7</sup> Amending Letter 1/2001, SEC(2000) 1363 final, 4.9.2000.

personnel concerns 1.292 FTE for the integration of the European Development Fund (EDF) and the aid programme for the overseas countries and territories (OCTs) into the EU budget. As from 2021 the administrative expenditure and staff dispersed across smaller programmes in 2014-2020 MFF will be streamlined into one bigger Neighbourhood, Development and International Cooperation Instrument (NDICI) including the EDF. Additionally 15 FTE are transferred into the budget due to the inclusion into the latter of part of the Facility for Refugees in Turkey (FRIT). This reflects the necessity to continue financing two humanitarian aid projects from the EU budget, which were previously financed under the FRIT. Staff working on these projects were previously paid by Member States' contributions.

**Table 7 - 2021 Draft Budget - Appropriations for external personnel authorised on former BA lines**

Budget line (old nomenclature)	Budget line (new nomenclature)	Service	MFF heading	Programme Title	2021 Sub-ceiling (in €)	2021 authorised FTE
<b>External Personnel authorized under Structural Funds, Rural Development and European Fisheries Fund "mini budgets" at Headquarters</b>						
04 01 04 01	07 01 01 01 01	EMPL	2	Support expenditure for the "European Social Fund+ (ESF+) — shared management"	5 000 000	78
05 01 04 04	08 01 02 01	AGRI	3	Support expenditure for the "European Agricultural Fund for Rural Development (EAFRD)"	1 850 000	28
11 01 04 01	08 01 03 01 01	MARE	3	Support expenditure for the "European Maritime and Fisheries Fund (EMFF)"	850 000	14
13 01 04 01	05 01 01 01	REGIO	2	Support expenditure for the "European Regional Development Fund (ERDF)"	3 060 000	48
13 01 04 03	05 01 02 01 01	REGIO	2	Support expenditure for the "Cohesion Fund (CF)"	1 340 000	21
<b>Sub-total</b>					<b>12 100 000</b>	<b>189</b>
<b>External Personnel authorised under former BA lines at Headquarters (former Technical Assistance Bureaux - "BATs")</b>						
13 01 04 02	05 01 03 01	REFORM	2	Support expenditure for Instrument for Pre-accession Assistance (IPA III) - former Instrument for Pre-Accession Assistance (IPA) — Regional development component*	1 873 475	21
19 01 04 03	15 01 01 01 01	FPI	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI) - former European Instrument for Democracy and Human Rights (EIDHR) — Expenditure related to Election Observation Missions (EOMs)	336 727	6
21 01 04 01	15 01 01 01 01	DEVCO	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI) - former Development Cooperation Instrument (DCI)	24 955 575	333
21 01 04 03	15 01 01 01 01	DEVCO	6	Support expenditure Neighbourhood, Development and International Cooperation Instrument (NDICI) - former European Instrument for Democracy and Human Rights (EIDHR)		
21 01 04 05	15 01 05 01	DEVCO	6	Support expenditure for European Instrument for Nuclear Safety (EINS) - former Instrument for Nuclear Safety Cooperation (INSC)	968 300	16
new line	15 01 04 01	DEVCO	6	Support expenditure for "Overseas Countries and Territories (including Greenland)" (OAD)	467 000	6
22 01 04 01	16 01 01 01 01	NEAR	6	Support expenditure Instrument for Pre-accession Assistance (IPA III) - former Instrument for Pre-accession Assistance (IPA)	5 146 149	80
22 01 04 02	15 01 01 01 01	NEAR	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI) - former European Neighbourhood Instrument (ENI)***	4 846 907	76
23 01 04 01	15 01 02 01	ECHO	6	Support expenditure for Humanitarian Aid (HUMA) - former support expenditure for humanitarian aid, food aid and disaster preparedness	2 987 550	42
29 01 04 01	03 01 01 01 01	ESTAT	1	Support expenditure for "Single Market Programme (incl. SMEs)"	2 300 000	36
<b>Sub-total</b>					<b>43 881 683</b>	<b>616</b>
<b>External Personnel authorised under former BA lines in Delegations for the management of deconcentrated external aid actions</b>						
05 01 04 03	16 01 01 01 03	AGRI	6	Support expenditure for Instrument for Pre-accession Assistance (IPA III) - former Pre-accession assistance in the field of agriculture and rural development (IPA)	374 575	3
11 01 04 01	08 01 03 01 03	MARE	3	Support expenditure for the "European Maritime and Fisheries Fund (EMFF)"	1 356 485	9
19 01 04 01	15 01 01 01 03	FPI	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI) - former Instrument contributing to Stability and Peace (IcSP)	11 924 524	81
19 01 04 04	15 01 01 01 03	FPI	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI) - former Partnership Instrument (PI)		
21 01 04 04	15 01 01 01 03	FPI	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI) - former Instrument contributing to Stability and Peace (IcSP)	177 897 675	1935
21 01 04 01	15 01 01 01 03	DEVCO	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI) **** - former Development Cooperation Instrument (DCI)		
21 01 04 03	15 01 01 01 03	DEVCO	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI) **** - former European Instrument for Democracy and Human Rights (EIDHR)	493 000	6
new line	15 01 04 03	DEVCO	6	Support expenditure for "Overseas Countries and Territories (including Greenland)" (OAD) ****		
22 01 04 01	16 01 01 01 03	NEAR	6	Support expenditure for Instrument for Pre-accession Assistance (IPA III) - former Instrument for Pre-accession Assistance (IPA)	32 871 659	437
22 01 04 02	15 01 01 01 03	NEAR	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI) - former European Neighbourhood Instrument (ENI)**	39 542 648	500
<b>Sub- total</b>					<b>264 460 566</b>	<b>2 971</b>
<b>Grand Total - External personnel authorised on the so called former "BA" lines</b>					<b>320 442 249</b>	<b>3 776</b>

\* Budget line covering support for the economic development of the Turkish Cypriot community managed by REFORM under REGIO policy area.

\*\* Includes 17 FTE for the Trust Fund for Syria

\*\*\* Includes 5 FTE in DG REGIO coordinating the ENI Cross-Border Cooperation programmes.

\*\*\*\* Excluding EDF common costs in EU Delegations



### 3.4 2021 DB: Administrative support expenditure financed under articles XX 01 04

Although not related to staff, this last section of working document part II offers for the sake of exhaustivity and transparency a consolidated overview of administrative expenditure (other than staff) financed outside Heading 5 of the MFF, under the envelope of the different operational programmes (the so-called 'former BA lines' regrouped under XX 01 04 articles of the budget). The last table reproduced below in point 3.4.2 retraces the corresponding budget 2020 and the requested budget for 2021.

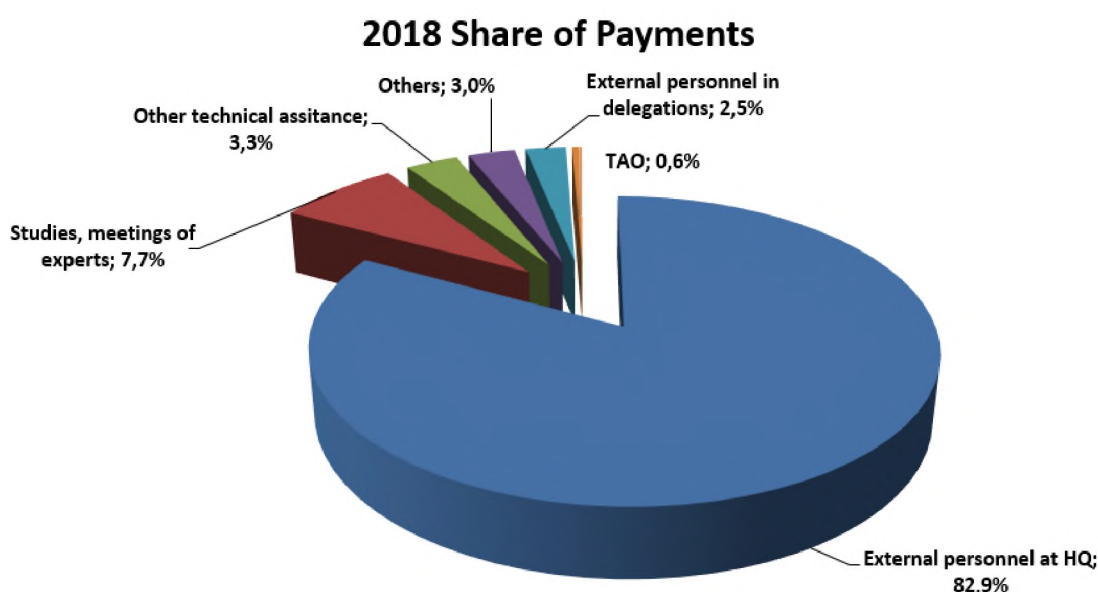
#### 3.4.1 Appropriations implemented in 2019

In 2019, total payments on articles XX 01 04 (the so-called former 'BA' lines) amounted to EUR 212,4 million<sup>8</sup>. This compares to EUR 209,3 million in payments in 2018. This change is mainly due to a increase of the support expenditure such as external personnel at HQ and in Delegations directly linked to the achievement of a programme.

All in all, the four possible sub-groups<sup>9</sup> of expenditure authorised on former 'BA' lines represented the following share in total payments in 2019:

- 5,69 % related to support expenditure such as studies, meetings of experts, information or publication directly linked to the achievement of a programme (7,7 % in 2018);
- 3,1 % related to the remaining TAO (0,4 % thereof) and other technical assistance (3,9 % in 2018);
- 85,9 % related to sub-ceiling of external staff at Headquarters (81,7 % in 2018);
- 3,1 % of total payments related to sub-ceilings of external staff in delegations (2,5 % in 2018).

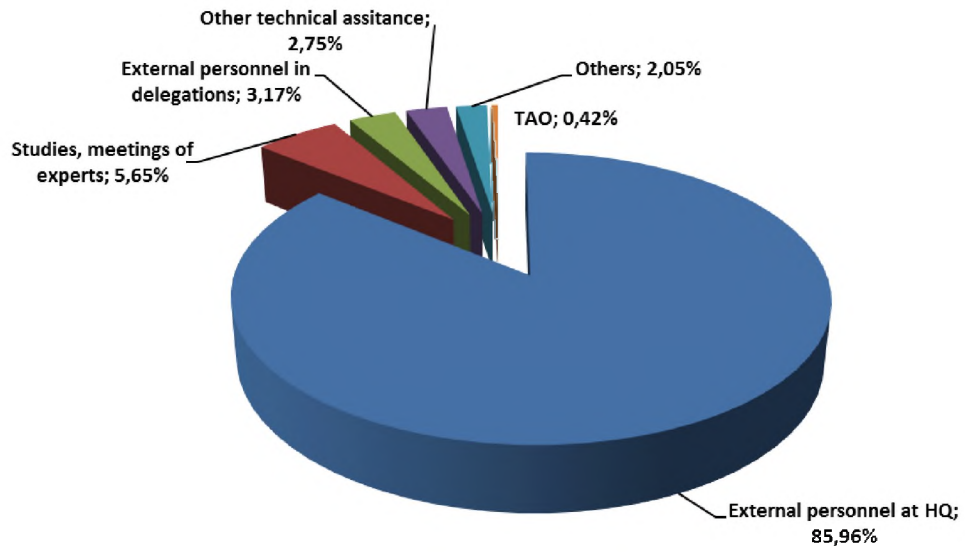
The graphs reproduced below illustrate 2018 and 2019 figures.



<sup>8</sup> EFTA appropriations not included.

<sup>9</sup> The fifth sub-group, namely contribution from operational programmes to the functioning of executive agencies, is detailed in Working Document III to the DB dedicated to Agencies.

## 2019 Share of Payments



### 3.4.2 Support expenditure for programmes under headings 1-6

At this stage of the negotiations on the 2021-2027 multiannual financial framework (MFF), the Commission presents the draft budget for 2021 based on the revised MFF proposals of 27 May 2020.

Most EU multiannual programmes provide for technical and administrative support expenditure directly linked to the implementation of the operational programmes and financed from the financial envelope of the programme. This technical and administrative support expenditure is now much more clearly identified in the EU budget and can also be seen in the presentation of each programme. These appropriations are used to carry out activities such as evaluation of calls for proposals, studies, information systems, expert meetings and audits, needed to achieve value for money and ensure sound financial management. Support expenditure under headings 1 to 6 is presented here below in order of volume.

Some **64,3 %** of the requested appropriations concern heading 6 **Neighbourhood and the world**, is able for the first time to show the full extent of EU external and development expenditure, because the funding which Member States had previously channelled outside the EU budget via the European Development Fund (EDF) is now brought into the budget. Furthermore, the external programmes have been radically restructured and streamlined with the new Neighbourhood, Development and International cooperation instrument (NDICI). The last (11th) EDF will run until the end of 2020. This heading will also be reinforced by Next Generation EU assigned revenue for Humanitarian aid and the NDICI via the new External Action Guarantee, with EUR 1,3 billion and EUR 3,3 billion respectively in 2021.

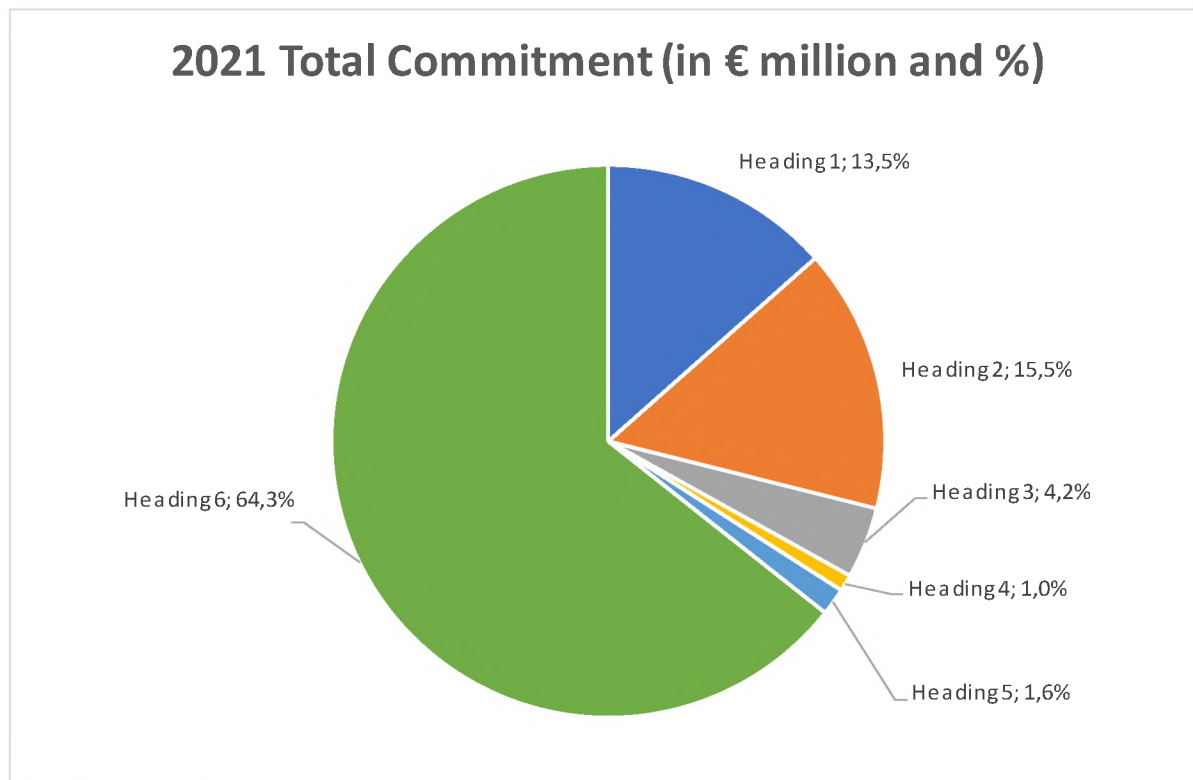
The **new heading 2, Cohesion and values**, contains not only a modernised cohesion policy but also the engine of the recovery, a Recovery and resilience cluster providing technical assistance and support for the European Recovery and Resilience Facility grant component, of which EUR 131,6 billion should be committed in 2021, complementing EUR 132,7 billion to be made available to Member States in the form of loans in this year. The cost of financing Next Generation EU, EUR 220,2 million in 2021, is also shown here. Cohesion programmes will receive additional support for crisis repair measures from the REACT-EU programme, which will bridge the two MFF periods and is expected to provide (in commitment appropriations) EUR 42,4 billion from Next Generation EU in 2021. **(15,5%)**

**Heading 1** of the budget, **Single market, innovation and digital**, becomes a strong centre for funding dedicated to innovation, strategic infrastructure and digital transformation. Horizon Europe will increase European support for health and climate-related research and innovation activities. It should receive EUR 5 billion in funding from Next Generation EU in 2021 to enable it to scale up the research effort for challenges such as the COVID-19 pandemic, and for research and innovation in climate-related domains. The Solvency Support Instrument, a new and temporary instrument, is created as part of the European Fund for Strategic Investments (EFSI) to support viable companies suffering capital shortfall due to the COVID-19 crisis. In complement, longer-term support to strategically important companies is provided through the enhanced InvestEU programme, with a fifth window, the Strategic Investment Facility. The combined reinforcement of InvestEU and EFSI from Next Generation EU amounts to EUR 17,9 billion. **(13,5%)**

The new **heading 3, Natural resources and environment**, makes a substantial contribution to the new Green Deal, and includes the funding for the Just Transition Fund. Under the Common Agricultural Policy transitional rules, the European Agricultural Guarantee Fund (EAGF) and the European Agricultural Fund for Rural Development (EAFRD) measures will continue in 2021 under the rules of the period 2014-2020, but with financial envelopes and ceilings adjusted to the new MFF for 2021. Due to the transitional year 2021, the reinforcement proposed for the EAFRD from Next Generation EU will start in 2022 under the new CAP Strategic Plans. **(4,2%)**

The new **heading 5 devoted to Resilience, security and defence**, brings together the Internal Security Fund, the new European Defence Fund, the agencies active in the field, and the crisis-response instrument, the Union Civil Protection Mechanism (UCPM)/rescEU. It now also contains an essentially new programme, EU4Health, much larger than its predecessor and designed to boost the EU's capability to respond effectively to major health threats such as COVID-19. The upgraded rescEU will endow the Union with the capacity and logistical infrastructure that can cater for different types of emergency, including those with a medical emergency component. Both EU4Health and rescEU will benefit from extra funding through Next Generation EU with EUR 1,2 billion and EUR 0,5 billion respectively in 2021. **(1,6%)**

**Heading 4, Migration and border management**, brings together all funding dedicated to protection of the external borders of the EU, with a new Integrated Border Management Fund, together with support to Member States in the field of asylum and migration. The important agencies working in this field represent a significant proportion of the heading, and there are increases in the EU contribution relative to 2020, most notably for the European Border and Coast Guard Agency (FRONTEX) and the European Asylum Support Office (EASO), in connection with their new mandates. **(1%)**



Heading 1: Single Market, Innovation and Digital

Heading 2: Cohesion and Values

Heading 3: Natural Resources and Environment

Heading 4: Migration and Border Management

Heading 5: Resilience, Security and Defence

Heading 6: Neighbourhood and the World

Heading 7: European Public Administration

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Group	Cfe	2021 Hearing	
								Commitments Total	Payments Total
02 01 01	Support expenditure for "InvestEU"	NDA	1		1.0.2		1.0.21	563.513	563.513
02 01 02 01	Support expenditure for "Connecting Europe Facility (CEF) — Transport"	NDA	1		1.0.2		1.0.221	7.200.000	7.200.000
02 01 02 02	Support expenditure for "Connecting Europe Facility (CEF) — Energy"	NDA	1		1.0.2		1.0.222	5.000.000	5.000.000
02 01 02 03	Support expenditure for "Connecting Europe Facility (CEF) — Digital"	NDA	1		1.0.2		1.0.223	8.200.000	8.200.000
02 01 03 01	Support expenditure for "Digital Europe Programme"	NDA	1		1.0.2		1.0.23	27.045.150	27.045.150
02 01 04	Support expenditure for "European Fund for Strategic Investments (EFSI)"	NDA	1		1.0.2		1.0.24	p.m.	p.m.
03 01 01 01	Support expenditure for "Single Market Programme (incl. SMEs)"	NDA	1		1.0.3		1.0.31	28.457.925	28.457.925
03 01 02	Support expenditure for Fiscalis	NDA	1		1.0.3		1.0.33	300.000	300.000
03 01 03	Support expenditure for Customs	NDA	1		1.0.3		1.0.34	300.000	300.000
04 01 01	Support expenditure for "European Space Programme"	NDA	1		1.0.4		1.0.41	7.547.000	7.547.000
05 01 01	Support expenditure for the "European Regional Development Fund (ERDF)"	NDA	2	2.1	2.1.1		2.1.11	5.922.000	5.922.000
05 01 02 01	Support expenditure for the "Cohesion Fund (CF)"	NDA	2	2.1	2.1.1		2.1.121	1.538.000	1.538.000
05 01 03	Support expenditure for the "Support to the Turkish-Cypriot Community"	NDA	2	2.2	2.2.1		2.2.13	1.873.475	1.873.475
06 01 01	Support expenditure for the "European Recovery and Resilience Facility"	NDA	2	2.2	2.2.2		2.2.21	2.000.000	2.000.000
06 01 02	Support expenditure for the "Protection of the Euro against Counterfeiting"	NDA	2	2.2	2.2.2		2.2.22	p.m.	p.m.
06 01 03	Support expenditure for the "European Union Recovery Instrument (EURI)"	NDA	2	2.2	2.2.2		2.2.23	p.m.	p.m.
07 01 01 01	Support expenditure for the "European Social Fund+ (ESF+) — shared"	NDA	2	2.1	2.1.3		2.1.311	8.000.000	8.000.000
07 01 01 02	Support expenditure for the "Employment and Social Innovation"	NDA	2	2.2	2.2.3		2.2.312	2.500.000	2.500.000
07 01 02 01	Support expenditure for "Erasmus+"	NDA	2	2.2	2.2.3		2.2.32	44.391.525	44.391.525
07 01 03 01	Support expenditure for the "European Solidarity Corps"	NDA	2	2.2	2.2.3		2.2.33	6.585.822	6.585.822
07 01 04 01	Support expenditure for "Creative Europe"	NDA	2	2.2	2.2.3		2.2.34	17.420.000	17.420.000
07 01 05 01	Support expenditure for "Rights and Values"	NDA	2	2.2	2.2.3		2.2.352	6.100.000	6.100.000
07 01 06 01	Support expenditure for "Justice"	NDA	2	2.2	2.2.3		2.2.351	875.000	875.000
08 01 01 01	Support expenditure for the "European Agricultural Guarantee Fund (EAGF)"	NDA	3	3.1	3.1.1		3.1.11	4.318.426	4.318.426
08 01 02	Support expenditure for the "European Agricultural Fund for Rural Development (EAFRD)"	NDA	3	3.2	3.2.1		3.2.12	1.850.000	1.850.000
08 01 03 01	Support expenditure for the "European Maritime and Fisheries Fund (EMFF)"	NDA	3	3.2	3.2.1		3.2.13	6.508.045	6.508.045
09 01 01 01	Support expenditure for the "Programme for Environment and Climate Action (LIFE)"	NDA	3	3.2	3.2.2		3.2.21	13.560.135	13.560.135
09 01 02	Support expenditure for the "Just Transition Fund (JTF)"	NDA	3	3.2	3.2.2		3.2.22	42.448	42.448
09 01 03	Support expenditure for the "Public sector loan facility under the Just Transition Mechanism (JTM)"	NDA	3	3.2	3.2.2		3.2.23	p.m.	p.m.
10 01 01	Support expenditure for the "Asylum and Migration Fund"	NDA	4		4.0.1		4.0.11	3.000.000	3.000.000
11 01 01	Support expenditure for the "Integrated Border Management Fund (IBMF) — Instrument for financial support for border management and visa (BMVI)"	NDA	4		4.0.2		4.0.211	3.000.000	3.000.000
11 01 02	Support expenditure for the "Integrated Border Management Fund (IBMF) — Instrument for financial support for customs control equipment"	NDA	4		4.0.2		4.0.212	100.000	100.000
12 01 01	Support expenditure for the "Internal Security Fund (ISF)"	NDA	5		5.0.1		5.0.11	2.500.000	2.500.000
12 01 02	Support expenditure for "Nuclear decommissioning (Lithuania)"	NDA	5		5.0.1		5.0.12	p.m.	p.m.

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Group	Cfe	2021 Hearing	
								Commitments Total	Payments Total
12 01 03	Support expenditure for "Nuclear Safety and decommissioning (incl. For Bulgaria and Slovakia)"	NDA	5		5.0.1		5.0.13	2.265.000	2.265.000
13 01 01	Support expenditure for the "European Defence Fund" — non Research	NDA	5		5.0.2		5.0.212	2.510.000	2.510.000
13 01 03	Support expenditure for "Military Mobility"	NDA	5		5.0.2		5.0.22	1.700.000	1.700.000
14 01 01	Support expenditure for the "Union Civil Protection Mechanism (RescEU)"	NDA	5		5.0.3		5.0.31	p.m.	p.m.
14 01 02	Support expenditure for the "Emergency Support within the Union"	NDA	5		5.0.3		5.0.32	p.m.	p.m.
14 01 03 01	Support expenditure for the "EU4Health Programme"	NDA	5		5.0.3		5.0.33	1.061.000	1.061.000
15 01 01 01	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	NDA	6		6.0.1		6.0.111	341.065.589	341.065.589
15 01 02	Support expenditure for "Humanitarian Aid"	NDA	6		6.0.1		6.0.12	11.487.550	11.487.550
15 01 03	Support expenditure for the "Common Foreign and Security Policy (CFSP)"	NDA	6		6.0.1		6.0.13	600.000	600.000
15 01 04	Support expenditure for "Overseas Countries and Territories" (including Overseas Countries and Territories)	NDA	6		6.0.1		6.0.14	1.329.349	1.329.349
15 01 05	Support expenditure for the "European Instrument for Nuclear Safety (EINS)"	NDA	6		6.0.1		6.0.112	1.504.800	1.504.800
16 01 01 01	Support expenditure for "Pre-Accession Assistance"	NDA	6		6.0.2		6.0.21	48.546.383	48.546.383
17 01 01	Support expenditure for European Globalisation Adjustment Fund	NDA	S				S.0.2	p.m.	p.m.
17 01 03	Support expenditure for the European Peace Facility	NDA	O				O.0.OTH	p.m.	p.m.
17 01 04	Support expenditure for trust funds managed by the Commission	NDA	O				O.0.OTH	p.m.	p.m.
17 01 05	Support expenditure for the European Development Fund (EDF)	NDA	O				O.0.OTH	p.m.	p.m.
<b>Total</b>								<b>628.768.135</b>	<b>628.768.135</b>

#### 4. GLOSSARY

<b>LIST OF ABBREVIATIONS</b>	<b>SIGNIFICATION</b>
AB	Amending Budget
AST	Function Group Assistant
AST/SC	Function Group Secretary/Clerk
AD	Function Group Administrator
CEOS	Conditions of Employment of Other Servants
DG	Directorate-General
DB	Draft Budget
EDF	European development fund
EEAS	European External Action Service
EU	European Union
EFTA	European Free Trade Association
FG	Function Group
FP / PF	Financial Perspectives / Perspectives Financières
FTE	Full Time Equivalent unit
HQ	Headquarters
MPF	Multiannual Financial Framework
NDA / CND	Non Dissociated Appropriations / Crédits Non Dissociés
SNE	Seconded National Expert
TAO	Technical assistance office

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