



Joint Assessment Report
on
Action Plan on
Geographical Balance

FINLAND

2024

Assessment of the Joint Action Plans on Geographical Balance

Joint Conclusions

This is the first Joint Assessment Report completed on the Joint Action Plan on Geographical Balance for Finland which was endorsed on 18 July 2023. As stated in the Action Plan, it is *'not to be seen as "a one-off reporting" but rather as a continuous, dynamic process made jointly by the Commission and the concerned Member State'*.

As outlined in the Joint Action Plan, the measures introduced by the European Commission, Finland, and jointly, aim to strengthen geographical balance in the Commission workforce¹. Finland continues to develop and implement various outreach measures to promote EU careers at national level and support their candidates. Finland calls for the introduction of nationality-based competitions to address its geographical imbalance as referenced in the European Commission's Human Resources Strategy (2022) and in the Joint Action Plan on Geographical Balance for Finland (2023)

In terms of underrepresentation as of 31 December 2023, Finland falls below the 80% threshold of its guiding rate in Contract Agents in FG III and FG IV, AD5-AD8 Officials, AD5-AD8 Temporary Agents, and AD5-AD8 Officials and Temporary Agents (combined). The analysis of the result indicators for the period 2021 - 2023 shows increased shares in relation to Blue Book Trainees, and AD5-AD8 Officials and Temporary Agents (combined). Despite the measures implemented to date, the numbers in most staff categories remain a point for further detailed monitoring and analysis. Alongside the issue of underrepresentation, Finland also faces an issue of outflow due to forecasted retirements. Without a proper inflow to counteract this, the situation of underrepresentation will further deteriorate.

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

The Commission also continues to implement measures aimed at improving geographical balance and monitor the trends for permanent and non-permanent positions in a targeted way across the career journey. This is important for strengthening the pipeline for future Officials. In this context, Finland, as part of its national strategy, has increased its share of SNEs.

The decision to publish all vacancies for non-permanent staff externally is an important step for greater transparency and visibility of Commission vacancies. The forthcoming Temporary Agents Decision foresees, as a principle, that all vacancies for Temporary Agents positions will be published externally². Member States will be duly informed once adopted.

In parallel, the Commission will continue to prepare the legal basis for the introduction of additional measures (General Implementing Provisions (GIPs), Article 27 of the Staff Regulations). This will provide a robust legal framework and the continuation of a sustainable and "step-by-step" approach to improving geographical balance. Additional measures may be

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

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

introduced once the legal basis to do so is established, at which point the recruitment trends will be taken into account. Any measures adopted will ensure that proportionality and merit continue to be the guiding principles underpinning recruitment in the Commission.

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

Member State:	Finland	Guiding Rate:	1,8%	80% of Guiding Rate:	1,4%	Population Share:	1,2%
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Result indicators (EC)

Staffing	2021		2022		2023		
	Absolute	Share as % of GR	Absolute	Share as % of GR	Absolute	Share as % of GR	Trend vs 2021*
Blue Book Applications	274		267		194		
Blue Book Trainees	29	123%	34	128%	51	194%	↑
JPP Applications	20		18		36		
JPP Selections	2		2		1		
Participants at Erasmus for Public Administration			3		3		
FGIII	13	53%	15	62%	13	53%	
FGIV	31	56%	32	54%	38	60%	
SNE	18	114%	24	139%	22	122%	
NEPT	7		6		18		
AD5-AD8 Officials	22	35%	21	35%	22	38%	
AD5-AD8 TAs	12	76%	13	64%	17	73%	
AD5-AD8 Officials + TAs	34	43%	34	42%	39	48%	↑
AD9-AD14 (non-management) Officials	151	139%	138	125%	133	117%	↓
AD9-AD14 (non-management) TAs	2	92%	4	174%	6	247%	↑
AD9-AD14 (non-management) Officials + TAs	153	139%	142	126%	139	120%	↓
AD5-AD14 (non-management) Officials	173	101%	159	93%	155	90%	↓
AD5-AD14 (non-management) TAs	14	78%	17	75%	23	90%	↑
AD5-AD14 (non-management) Officials and TAs	187	99%	176	91%	178	90%	
AD Officials retirements	21		14		20		

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

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

Transitions 2022				
Role as of 31/12/2022	FGIII	FGIV	AD5-AD8 TA	AD5-AD8 Off
External Recruitment	5	3	3	0
BB	3	2	2	0
FGIII		0	0	0
FGIV	0		0	1
SNE	0	0	0	0
AD5-8 TA	0	0		1

Transitions 2023				
Role as of 31/12/2023	FGIII	FGIV	AD5-AD8 TA	AD5-AD8 Off
External Recruitment	2	8	3	0
BB	1	0	2	0
FGIII		3	1	0
FGIV	0		1	0
SNE	0	0	0	0
AD5-8 TA	0	0		4

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

EPSO competitions	2021	2022	2023*
Number of specialist competitions started	15	13	8
Applicants	119	85	249
Share of Applicants	1,1%	0,8%	1,5%
Number of completed competitions	15	13	0
Laureates	3	4	
Pass Rate	2,5%	4,7%	
EU-27 Pass Rate	5,2%	6,8%	

Note: No Generalist Competitions initiated during this period.

* Note: NEW EPSO competition model

Output indicators 2023 data provided by Finland (FI with COMM for joint measures)

Timeframe: 1st Jan 2021 - 31st Dec 2023

Indicator	Counts	Scope	implemented /started	end date/ongoing	Additional information / Comments
1. Outreach events on EU careers	38 sessions	3 500 estimated participants (throughout the year) as well as dozens of trainings and network events which reached more than 1000 participants.	2022	2023	Only verified sessions and participants. Information and statistics not available before autumn 2022.
2. Training Sessions for EU competitions	11 webinars Also: Dozens of trainings and network events	~2 000 participants (throughout the year)	2023	2023	
3. Finnish media	11 articles/ 2 audio-visual coverage	In addition to mainstream media: Several professional magazines of different sectors have published articles on EU jobs.	2023	2023	
4. Social media accounts	NA	16 500 views NB: PM's Office provides financial support for NGOs that e.g. inform young people about the EU job opportunities and organise related events. 191 300 followers 2 500 subscribers (average throughout the year)	2021	2023	PM Office's social media accounts cover EU recruitments and other subjects, views on single Ministerial event in Oct 2023, subscribers on Careers Fb group and EU Careers Instagram profile together.
5. Website	NA	5 545 Number of views Information distribution (on NEPTs, Erasmus, competitions, vacancies, traineeships, SNEs etc) is continuous. Info reaches hundreds and thousands of recipients in each administrative sector.		2023	https://virk.fi/eutyopakait
6. Personal coaching session	2 sessions	13 candidates who attended personal sessions. NB: MFA also organises individual interview coaching for the high posts (no data available).	2023	2023	Government paid/unpaid personal coaching sessions.
7. Networking events	17 events organised	460 attendees (throughout the year)	2022	2023	Information not available before autumn 2022.

Footnote: The data presented above is provided by FI and is the sole responsibility of FI.

Joint Measures (initiated by FI/EC/EPSO)	Count	Scope	implemented /started	end date/ongoing	Additional information / Comments
1. EPSO career student ambassadors 2022/2023	8 people				
2. EPSO career student ambassadors 2023/2024	9 people				17 student ambassadors reported by member state, including 17 testimonials. Student ambassadors manage the EU Careers Finland Instagram.
3. EPSO career staff ambassadors 2023	11 people				11 in 2023 vs. 4 in 2022 reported by member state. Includes 4 testimonials.
4. EPSO outreach events 2022	2 events				
5. EPSO outreach events 2023	6 events				
4. Commission JPP promotional events	13 events	2 000 participants (throughout the year)	2021	2023	
5. Commission training/career events for Bluebook trainees	150 events	The events have an educational dimension. We provide a lot of learning opportunities to our trainees throughout their 5-month traineeship. Usually, the topics are related to the EU values and goals. We are organising around 25 different sessions for each cohort.	2021	2023	Welcome Conference - Inductions sessions - Training Days - Farewell - Jobfair - study visits Please note that during in 2021, the number of events with physical presence was limited due to Covid restrictions.
6. Outreach measures on EU careers/ EPSO Competitions by the Commission Representation in Helsinki	25 events * 1 video spot				* Video spot on EU careers produced by the Rep towards the end of 2023 (shown in cinemas in January 2024 and to be reported next year): https://www.youtube.com/watch?v=zbXtC11RvY8

Footnote: The data presented above is provided by FI, EC Representation and EPSO and is a joint responsibility of the aforementioned parties.

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

Footnote: The data presented above is provided by EC and is the sole responsibility of EC.

