



# DRAFT GENERAL BUDGET of the European Union

for the financial year 2020

Working Document  
**Part II**

Human resources of the EU  
institutions and executive agencies

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*Budget*

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**DRAFT GENERAL BUDGET**  
**of the European Union**  
for the financial year 2020

Working Document  
**Part II**

**Draft General Budget  
of the European Union  
for the Financial Year 2020**

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



## Draft Budget Working Documents

The 2020 Draft Budget is accompanied by twelve ‘Working Documents’, as follows:

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

Working Document I contains Programme Statements, which constitute the main instrument for justifying the operational appropriations requested by the Commission in the Draft Budget. These Statements are coherent with the corresponding legal bases and provide details on the resources which are dedicated to each spending Programme.

### **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 2014 – 2019 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 and Public-private partnership**

Working Document III presents detailed information relating to all decentralised agencies, executive agencies and Public-Private Partnerships (joint undertakings and joint technology initiatives), with a transparent presentation of revenue, expenditure and staff levels of various Union bodies, pursuant to Articles 70 and 71 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 2020 Draft Budget, pursuant to Article 41(3)(c) 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 2018, and a progress report on outstanding commitments (RAL) and managing potentially abnormal RAL (PAR) for 2018.

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

This document encompasses administrative expenditure under to be implemented by the Commission under the administrative heading of the multiannual financial framework (heading 5) 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).

### **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.

### **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.

### **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 2020 - the Commission's request for Human Resources**

*The Commission is presenting a draft budget for 2020 that proposes a reduction of its overall number of human resources. This decrease of 35 full time equivalents (FTE) (-0,1 %) results from a reduction of 43 establishment plan posts and an increase of eight FTE for external personnel. Furthermore, eight posts are transferred from the Council to the Commission, following the transfer of activities linked to the staff management IT tool 'Sysper'. The delivery of new tasks will be covered through efficiency gains and redeployment within the existing resources.*

*The occupation of the Commission establishment plan on 01/04/2019 is 96.6 %.*

### **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 2018, 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, albeit that this information shall be provided for the first time together with the draft budget to be presented in 2021 (Financial Regulation, article 282 (h)). However, the Commission has endeavoured to advance on this request, and the present document includes the 2018 average of full-time equivalent posts in the Commission.*

*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 01/04/2019 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 2020 DB request' concentrates on the Commission request for establishment plan posts and appropriations of external personnel to be financed in the 2020 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 2020 DB request (point 3), i.e. resources in place versus estimates. Furthermore, the 2020 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 2018 - 2020.<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	B2018		B2019		Evolution 2019 / 2018			DB2020		Evolution 2020 / 2019				
			Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE		
European Parliament	Officials and Temporary staff		664.184.000	6.683	678.765.381	6.633	2,2%	-50	-0,7%	708.951.000	6.633	4,4%	0	0,0%		
	Contract agents		79.282.900	1.640	87.560.717	1.695	10,4%	55	3,4%	88.971.411	1.695	1,6%	0	0,0%		
	Seconded National Experts		1.600.000	33	2.796.000	50	74,8%	17	51,5%	1.960.000	36	-29,9%	-14	-28,0%		
	Intérimaires		500.000	22	500.000	22	0,0%	0	0,0%	637.000	22	27,4%	0	0,0%		
	Parliamentary Assistants		195.661.000	6.088	197.403.943	7.350	0,9%	1262	20,7%	193.636.000	5.822	-1,9%	-1528	-20,8%		
	TOTAL External personnel		277.043.900	7.783	288.260.660	9.117	4,0%	1334	17,1%	285.204.411	7.575	-1,1%	-1542	-16,9%		
	<b>TOTAL STAFF EP</b>		<b>941.227.900</b>	<b>14.466</b>	<b>967.026.041</b>	<b>15.750</b>	<b>2,7%</b>	<b>1284</b>	<b>8,9%</b>	<b>994.155.411</b>	<b>14.208</b>	<b>2,8%</b>	<b>-1542</b>	<b>-9,8%</b>		
European Council & Council	Officials and Temporary staff		325.710.000	3.031	333.794.511	3.033	2,5%	2	0,1%	342.870.000	3.029	2,7%	-4	-0,1%		
	Contract agents		10.395.000	223	10.606.000	223	2,0%	0	0,0%	11.130.000	223	4,9%	0	0,0%		
	Seconded National Experts		993.000	19	1.182.000	22	19,0%	3	15,8%	1.213.000	22	2,6%	0	0,0%		
	Local agents		55.000	1	0	0	-100,0%	-1	-100,0%	0	0	0,0%	0	0,0%		
	Intérimaires		200.000	3	204.000	3	2,0%	0	0,0%	208.000	3	2,0%	0	0,0%		
	TOTAL External personnel		11.643.000	246	11.992.000	248	3,0%	2	0,8%	12.551.000	248	4,7%	0	0,0%		
	<b>TOTAL STAFF COUNCIL</b>		<b>337.353.000</b>	<b>3.277</b>	<b>345.786.511</b>	<b>3.281</b>	<b>2,5%</b>	<b>4</b>	<b>0,1%</b>	<b>355.421.000</b>	<b>3.277</b>	<b>2,8%</b>	<b>-4</b>	<b>-0,1%</b>		
Commission	Officials and Temporary staff		2.366.939.400	20.442	2.418.979.000	20.438	2,2%	-4	-0,02%	2.515.617.000	20.422	4,0%	-16	-0,1%		
	Heading 5	Contract agents		133.724.865	2.920	138.214.160	2.933	3,4%	12	0,4%	144.684.951	2.967	4,7%	34	1,2%	
		Seconded National Experts		40.451.746	725	41.122.887	725	1,7%	0	0,0%	42.270.000	724	2,8%	-1	-0,1%	
		Local agents		15.043.000	182	14.022.000	173	-6,8%	-9	-4,7%	13.886.000	171	-1,0%	-3	-1,4%	
		Intérimaires		9.553.789	177	9.968.738	180	4,3%	3	1,6%	10.608.049	186	6,4%	7	3,6%	
		TOTAL External personnel		198.773.400	4.004	203.327.785	4.011	2,3%	7	0,2%	211.449.000	4.048	4,0%	37	0,9%	
		<b>TOTAL STAFF COMMISSION H5</b>		<b>2.565.712.800</b>	<b>24.446</b>	<b>2.622.306.785</b>	<b>24.449</b>	<b>2,2%</b>	<b>3</b>	<b>0,01%</b>	<b>2.727.066.000</b>	<b>24.470</b>	<b>4,0%</b>	<b>21</b>	<b>0,1%</b>	
	Outside heading 5	Direct & Indirect research	Officials and Temporary staff		367.032.795	3.229	374.602.424	3.175	2,1%	-54	-1,7%	379.603.727	3.156	1,3%	-19	-0,6%
			External personnel		88.804.540	1.391	90.483.645	1.361	1,9%	-30	-2,2%	92.019.867	1.346	1,7%	-15	-1,1%
		<b>TOTAL STAFF RESEARCH</b>		<b>455.837.335</b>	<b>4.620</b>	<b>465.086.069</b>	<b>4.536</b>	<b>2,0%</b>	<b>-84</b>	<b>-1,8%</b>	<b>471.623.594</b>	<b>4.502</b>	<b>1,4%</b>	<b>-34</b>	<b>-0,7%</b>	
		Operational programmes	Contract agents		87.391.229	1.252	88.672.124	1.236	1,5%	-16	-1,3%	89.762.350	1.221	1,2%	-15	-1,2%
			Local agents		97.713.500	1.241	100.275.158	1.242	2,6%	1	0,1%	102.455.611	1.243	2,2%	1	0,1%
	<b>TOTAL External personnel</b>		<b>185.104.729</b>	<b>2.493</b>	<b>188.947.282</b>	<b>2.478</b>	<b>2,1%</b>	<b>-15</b>	<b>-0,6%</b>	<b>192.217.961</b>	<b>2.464</b>	<b>1,7%</b>	<b>-14</b>	<b>-0,6%</b>		
	<b>TOTAL STAFF COMMISSION outside H5</b>		<b>640.942.064</b>	<b>7.113</b>	<b>654.033.351</b>	<b>7.014</b>	<b>2,0%</b>	<b>-99</b>	<b>-1,4%</b>	<b>663.841.555</b>	<b>6.966</b>	<b>1,5%</b>	<b>-48</b>	<b>-0,7%</b>		
	<b>TOTAL STAFF COMMISSION (1)</b>		<b>3.206.654.864</b>	<b>31.559</b>	<b>3.276.340.136</b>	<b>31.463</b>	<b>2,2%</b>	<b>-96</b>	<b>-0,3%</b>	<b>3.390.907.555</b>	<b>31.436</b>	<b>3,5%</b>	<b>-27</b>	<b>-0,1%</b>		
	Executive Agencies (EA)	Officials and Temporary staff		70.706.445	614	76.905.689	628	8,8%	14	2,3%	81.159.542	653	5,5%	25	4,0%	
		Contract agents		106.742.667	1.830	114.269.128	1.909	7,1%	79	4,3%	121.439.979	1.970	6,3%	61	3,2%	
Seconded National Experts		1.178.000	19	1.204.331	21	2,2%	2	10,5%	1.585.227	27	31,6%	6	28,6%			
TOTAL External personnel		107.920.667	1.849	115.473.459	1.930	7,0%	81	4,4%	123.025.206	1.997	6,5%	67	3,5%			
<b>TOTAL STAFF EA (2)</b>		<b>178.627.112</b>	<b>2.463</b>	<b>192.379.148</b>	<b>2.558</b>	<b>7,7%</b>	<b>95</b>	<b>3,9%</b>	<b>204.184.748</b>	<b>2.650</b>	<b>6,1%</b>	<b>92</b>	<b>3,6%</b>			
TOTAL Officials and Temporary staff		2.804.678.640	24.285	2.870.487.113	24.241	2,3%	-44	-0,2%	2.976.380.269	24.231	3,7%	-10	-0,04%			
TOTAL External personnel		580.603.336	9.737	598.232.171	9.780	3,0%	43	0,4%	618.712.034	9.855	3,4%	75	0,8%			
<b>TOTAL STAFF COMMISSION &amp; EA (1) + (2)</b>		<b>3.385.281.976</b>	<b>34.022</b>	<b>3.468.719.284</b>	<b>34.021</b>	<b>2,5%</b>	<b>-1</b>	<b>0,00%</b>	<b>3.595.092.303</b>	<b>34.086</b>	<b>3,6%</b>	<b>65</b>	<b>0,19%</b>			

Institution	Type of human resources	B2018		B2019		Evolution 2019 / 2018			DB2020		Evolution 2020 / 2019		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
Court of Justice	Officials and Temporary staff	252.547.200	2.063	258.929.875	2.068	2,5%	5	0,2%	271.691.000	2.073	4,9%	5	0,2%
	Contract agents	7.615.200	169	7.857.000	170	3,2%	1	0,6%	8.133.000	174	3,5%	4	2,4%
	Seconded National Experts	533.800	10	533.000	10	-0,1%	0	0,0%	533.000	10	0,0%	0	0,0%
	Intérimaires	195.000	5	184.000	4	-5,6%	-0,3	-6,7%	184.000	4	0,0%	0	0,0%
	TOTAL External personnel	8.344.000	184	8.574.000	184	2,8%	0,7	0,4%	8.850.000	188	3,2%	4	2,2%
	<b>TOTAL STAFF COURT OF JUSTICE</b>	<b>260.891.200</b>	<b>2.247</b>	<b>267.503.875</b>	<b>2.252</b>	<b>2,5%</b>	<b>5,7</b>	<b>0,3%</b>	<b>280.541.000</b>	<b>2.261</b>	<b>4,9%</b>	<b>9</b>	<b>0,4%</b>
Court of Auditors	Officials and Temporary staff	105.761.000	853	106.847.000	853	1,0%	0	0,0%	112.306.000	853	5,1%	0	0,0%
	Contract agents	3.727.600	67	4.092.000	71	9,8%	4	5,5%	4.573.000	76	11,8%	5	6,5%
	Seconded National Experts	1.026.000	16	1.158.000	18	12,9%	2	12,5%	1.466.000	24	26,6%	6	33,3%
	Intérimaires	109.400	2	109.000	2	-0,4%	0	0,0%	180.000	4	65,1%	2	100,0%
	TOTAL External personnel	4.863.000	85	5.359.000	91	10,2%	6	6,7%	6.219.000	104	16,0%	13	13,8%
	<b>TOTAL STAFF COURT OF AUDITORS</b>	<b>110.624.000</b>	<b>938</b>	<b>112.206.000</b>	<b>944</b>	<b>1,4%</b>	<b>6</b>	<b>0,6%</b>	<b>118.525.000</b>	<b>957</b>	<b>5,6%</b>	<b>13</b>	<b>1,3%</b>
European Economic and Social Committee	Officials and Temporary staff	69.321.962	668	71.170.167	668	2,7%	0	0,0%	73.439.085	668	3,2%	0	0,0%
	Contract agents	2.144.391	47	2.288.204	40	6,7%	-7	-14,9%	2.350.800	42	2,7%	2	5,0%
	Seconded National Experts	490.385	5	477.572	8	-2,6%	3	46,8%	420.000	7	-12,1%	-1	-12,5%
	Intérimaires	120.000	2	105.000	2	-12,5%	0	0,0%	110.000	2	4,8%	0	0,0%
	TOTAL External personnel	2.754.776	54	2.870.776	50	4,2%	-4	-8,2%	2.880.800	51	0,3%	1	2,0%
	<b>TOTAL STAFF EESC</b>	<b>72.076.738</b>	<b>722</b>	<b>74.040.943</b>	<b>718</b>	<b>2,7%</b>	<b>-4</b>	<b>-0,6%</b>	<b>76.319.885</b>	<b>719</b>	<b>3,1%</b>	<b>1</b>	<b>0,1%</b>
Committee of the Regions	Officials and Temporary staff	52.421.000	491	54.387.673	491	3,8%	0	0,0%	56.535.000	491	3,9%	0	0,0%
	Contract agents	2.594.000	50	2.803.142	50	8,1%	0	0,0%	2.915.268	52	4,0%	2	4,0%
	Seconded National Experts	539.406	11	550.194	12	2,0%	1	9,1%	572.202	12	4,0%	0	0,0%
	Intérimaires	205.191	4	214.420	3	4,5%	-0,4	-11,4%	218.216	4	1,8%	0,2	6,7%
	TOTAL External personnel	3.338.597	65	3.567.756	65	6,9%	1	0,9%	3.705.686	68	3,9%	2	3,4%
	<b>TOTAL STAFF COMMITTEE OF REGIONS</b>	<b>55.759.597</b>	<b>556</b>	<b>57.955.429</b>	<b>556</b>	<b>3,9%</b>	<b>1</b>	<b>0,1%</b>	<b>60.240.686</b>	<b>559</b>	<b>3,9%</b>	<b>2</b>	<b>0,4%</b>
European Ombudsman	Officials and Temporary staff	6.890.483	65	7.566.099	66	9,8%	1	1,5%	8.552.784	69	13,0%	3	4,5%
	Contract agents	634.078	14	689.078	13	8,7%	-1	-7,1%	545.000	11	-20,9%	-2	-15,4%
	Seconded National Experts	0	0	0	0	0,0%	0	0,0%	0	0	0,0%	0	0,0%
	Intérimaires	60.000	1	5.000	0	-91,7%	-0,4	-83,3%	5.000	0	0,0%	0,0	0,0%
	TOTAL External personnel	694.078	15	694.078	13	0,0%	-1	-9,8%	550.000	11	-20,8%	-2	-15,3%
	<b>TOTAL STAFF EUROPEAN OMBUDSMAN</b>	<b>7.584.561</b>	<b>80</b>	<b>8.260.177</b>	<b>79</b>	<b>8,9%</b>	<b>-0,4</b>	<b>-0,5%</b>	<b>9.102.784</b>	<b>80</b>	<b>10,2%</b>	<b>1</b>	<b>1,3%</b>
European Data-Protection Supervisor	Officials and Temporary staff	6.624.035	64	6.899.122	71	4,2%	7	10,9%	8.555.537	84	24,0%	13	18,3%
	Contract agents	431.349	7	762.530	14	76,8%	7	100,0%	1.243.603	21	63,1%	7	50,0%
	Seconded National Experts	394.800	7	507.600	9	28,6%	2	28,6%	507.600	9	0,0%	0	0,0%
	Intérimaires	105.496	2	105.496	2	0,0%	0	0,0%	105.496	2	0,0%	0	-0,3%
	TOTAL External personnel	931.645	16	1.375.626	25	47,7%	9	56,7%	1.856.699	32	35,0%	7	28,1%
	<b>TOTAL STAFF EDPS</b>	<b>7.555.680</b>	<b>80</b>	<b>8.274.748</b>	<b>96</b>	<b>9,5%</b>	<b>16</b>	<b>20,0%</b>	<b>10.412.236</b>	<b>116</b>	<b>25,8%</b>	<b>20</b>	<b>20,9%</b>

Institution	Type of human resources	B2018		B2019		Evolution 2019 / 2018			DB2020		Evolution 2020 / 2019		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
European External Action Service	Officials and Temporary staff	254.533.400	1.595	260.645.839	1.634	2,4%	39	2,4%	279.297.000	1.699	7,2%	65	4,0%
	Contract agents	34.853.000	467	37.059.000	473	6,3%	6	1,3%	39.035.000	513	5,3%	40	8,5%
	Seconded National Experts	15.757.000	305	17.400.000	310	10,4%	5	1,6%	20.285.000	362	16,6%	52	16,8%
	Local agents	49.835.000	1.109	47.904.000	1.154	-3,9%	45	4,1%	52.337.000	1.170	9,3%	16	1,4%
	Intérimaires	985.000	22	1.501.000	35	52,4%	13	59,1%	1.595.000	36	6,3%	1	2,9%
	TOTAL External personnel	101.430.000	1.903	103.864.000	1.972	2,4%	69	3,6%	113.252.000	2.081	9,0%	109	5,5%
	<b>TOTAL STAFF EEAS</b>	<b>355.963.400</b>	<b>3.498</b>	<b>364.509.839</b>	<b>3.606</b>	<b>2,4%</b>	<b>108</b>	<b>3,1%</b>	<b>392.549.000</b>	<b>3.780</b>	<b>7,7%</b>	<b>174</b>	<b>4,8%</b>
<b>TOTAL Official and Temporary staff</b>		<b>4.542.671.720</b>	<b>39.798</b>	<b>4.649.492.780</b>	<b>39.758</b>	<b>2,4%</b>	<b>-40</b>	<b>-0,1%</b>	<b>4.838.577.675</b>	<b>39.830</b>	<b>4,1%</b>	<b>72</b>	<b>0,2%</b>
<b>TOTAL External personnel</b>		<b>991.646.332</b>	<b>20.087</b>	<b>1.024.790.067</b>	<b>21.545</b>	<b>3,3%</b>	<b>1458</b>	<b>7,3%</b>	<b>1.053.781.630</b>	<b>20.212</b>	<b>2,8%</b>	<b>-1333</b>	<b>-6,2%</b>
<b>TOTAL STAFF</b>		<b>5.534.318.052</b>	<b>59.885</b>	<b>5.674.282.847</b>	<b>61.303</b>	<b>2,5%</b>	<b>1418</b>	<b>2,4%</b>	<b>5.892.359.305</b>	<b>60.042</b>	<b>3,8%</b>	<b>-1261</b>	<b>-2,1%</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 2019 have been updated to take account of the result of the voted budget 2019.

## 1.2 Specific comments on external staff per Institution

### 1.2.1 European Parliament (EP)

The number of contract agents and Seconded National Experts in 2020 remains on a level comparable to that of the previous years.

The number of Parliamentary Assistants represents the total number of **accredited and local Parliamentary Assistants** according to the following distribution:

Type of human resources	Budget 2018		Budget 2019		Evolution 2019/2018		Statement of estimates 2020		Evolution 2020/2019	
	Appropriations	FTE	Appropriations	FTE			Appropriations	FTE		
Parliamentary Assistants	115.661.000	2.000	114.956.943	1.950	-0,61%	-2,50%	114.700.000	1.789	-0,22%	-8,26%
Local Assistants	80.000.000	4.088	82.447.000	5.400	3,06%	32,09%	78.936.000	4.033	-4,26%	-25,31%

**NB:** Figures for accredited assistants do not take into consideration their mission costs; figures for local assistants include mission costs.

Members are entirely free to decide how to use their Parliamentary Assistance Allowance between local and accredited assistants. Consequently, the evolution of the figures related to the accredited parliamentary assistants (APA) cannot be taken in isolation, but must be analysed together with the figures related to local assistants. Regular transfers of appropriations are made during the year between the sub-items related to local assistants and APA to take into account the real consumption of appropriations.

Concerning local assistants, the initial estimated number of FTE for 2020 corresponds to the real figures observed presently (May 2019), as the administration of the EP has no accurate methodology to forecast the decisions that MEPs will take during the year relating to parliamentary assistants. This number includes all the types of contracts paid from this sub-item, i.e. local assistants under employment contract but also trainees, paying agents and service contracts (Members are allowed to use up to 25% of their 'allowance' on service contracts), meaning that no FTE can be established. The modified number of MEPs (705) is taken into account.

### 1.2.2 Council

The number of external staff in 2020 remains at the same level as in 2019.

### 1.2.3 Commission

The 2020 draft budget includes a net increase of an estimated eight FTE for other types of personnel (not establishment plan posts), financed across all headings of the Multiannual Financial Framework.

A reduction of 24 FTE<sup>2</sup> within the Commission arises from the impact of delegation of tasks to agencies. Whereas, appropriations for 92 FTE, of which 61 contract agents and six seconded

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<sup>2</sup> Includes: nine external personnel to be cut following the 2013 delegation package (SEC(2013)493), seven external personnel for the delegation of SEDIA, five external personnel for the creation of EuroHPC Joint Undertaking as well as three external personnel due to EFSI impact.

national experts, are added in the executive agencies in order to reflect the delegation of implementation tasks.

Appropriations for a total of 14 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 external staff in the Court of Justice is related to additional needs related to IT projects, including IT security and in the area of building maintenance.

#### 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 to the Court's intention to offer the possibility to each of its five Chambers and to the Audit Quality Control Committee to have a Seconded National Expert in order to share experience and good practices. Furthermore, the ECA will continue the on-going graduate programme in order to provide recent graduates with a unique professional development opportunity and valuable experience to launch their careers and promote the work of the EU institutions.

In addition, the ECA's translation directorate, largely composed by female workers, is facing an increasing number of maternity and parental leaves and part-time workers.

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

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

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

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

#### 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 three such conversions has been integrated into DB2020.

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

The change in the number of FTE of external staff is linked to several other new supervisory tasks allocated to the EDPS and the assessment of needs mirroring the budgetary increases applied in the supervisory authorities in the Member States due to the new tasks and responsibilities resulting from the new General Data Protection Regulation.

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

An amending letter to the 2019 budget increased the external staff numbers with 10 local agents to manage the new delegations to be opened in Kuwait and Turkmenistan, and to ensure the permanent presence in The Hague. Moreover one contract agent and two local agents were added to cater for the presence point in Belfast. Finally, seven national experts were added to provide military expertise in delegations and five national experts were added to reinforce the EU Military Staff (EUMS) Intelligence Directorate.

For 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.

These positions notably include the agreement of the Council Working Party on Terrorism - International Aspects (COTER) to upgrade the counter-terrorism network, the endorsement by the Political and Security Committee of additional postings of Military Advisors in Delegations and the strengthening of the Military Planning and Conduct Capability (MPCC) as foreseen in the Council Conclusions of 19/20 November 2018.

In the 2020 draft budget, the number of contract agents at headquarters increases by 15, of which eight to reinforce physical security, four to provide administrative support to the Action Plan against Disinformation, two to strengthen the EU Intelligence and Situation Centre (INTCEN) Hybrid Fusion cell, and one for the Asia/Pacific managing directorate.

The number of national experts at headquarters increase by a net of 34, of which two bring highly specialised expertise to physical security files, three reinforce the EUMS and 34 will be recruited to ensure Phase 1 of the MPCC. INTCEN obtains three new national experts and converts three existing cost-free national experts to cost-shared status. Finally, eight national experts are replaced by statutory staff.

As for delegations, 13 new contract agents reinforce physical security, and four contract agents strengthen strategical areas, notably the Western Balkans and Venezuela, for a total of 17 contract agents. The number of seconded national experts increase by a net of six: three are added to continue the roll-out of military experts in delegations, 17 cost-free counter-terrorism experts are upgraded to cost-shared, and their number increases by an additional three. Furthermore, the number of local agents increase by 31, of which 27 for the Action Plan against Disinformation and four to reinforce delegations in strategic areas, notably the Western Balkans.

## 2. COMMISSION HUMAN RESOURCES 2019 – THE CURRENT SITUATION

### 2.1 Global picture as of 1 April 2019 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 01/04/2019 does not exactly compare, by definition, with the estimates of FTE units authorised by the appropriations voted for posts and external personnel in the 2019 budget. With this important *caveat*, the tables below provide the complete distribution between each category of Commission human resources<sup>3</sup> financed under all headings of the Multiannual Financial Framework (MFF).

COMMISSION STAFF IN PLACE AS OF 1/4/2019 - 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	18.871	586	211	19.668	2.964	10	2.974	21.835	596	211	22.642
2. Contract Agents	2.635	4	343	2.982	2.154	581	2.735	4.789	585	343	5.717
3. Local agents in Delegations and representations		118	34	152		1.246	1.246		1.364	34	1.398
4. Seconded national experts	753	27		780	59	22	81	812	49		861
5. Agency staff	312		17	329	37		37	349		17	366
6. Service providers and other residual categories (1)	58			58	6		6	64			64
<b>TOTAL</b>	<b>22.629</b>	<b>735</b>	<b>605</b>	<b>23.969</b>	<b>5.220</b>	<b>1.859</b>	<b>7.079</b>	<b>27.849</b>	<b>2.594</b>	<b>605</b>	<b>31.048</b>

(1) Of which: - Residual private law contract in Belgium and Luxembourg: 52 persons financed by the operating budget.  
- JRC grant holders: 11 heads financed by the research budget.

COMMISSION STAFF IN PLACE AS OF 1/4/2019 - FINANCED FROM EARMARKED REVENUE

CATEGORY	OFFICES	EUROPEAN DEVELOPMENT FUND (DELEGATIONS)	EUROPEAN DEVELOPMENT FUND (HEADQUARTER)	TRUST FUNDS (HEADQUARTER)	TRUST FUNDS (DELEGATIONS) (2)	COMPETITIVE ACTIONS OF THE JOINT RESEARCH CENTER	DG AT HEAD - QUARTER (3)	TOTAL
1. Officials and temporary agents								
2. Contract Agents	426	341	154	116	70	429	106	1.642
3. Local agents in Delegations and representations		707			18			725
4. Seconded national experts						4		4
5. Agency staff								
6. Service providers and other residual categories (1)	39					11		50
<b>TOTAL</b>	<b>465</b>	<b>1.048</b>	<b>154</b>	<b>116</b>	<b>88</b>	<b>444</b>	<b>106</b>	<b>2.421</b>

(1) JRC grant holders.

(2) Including Turkish Facility.

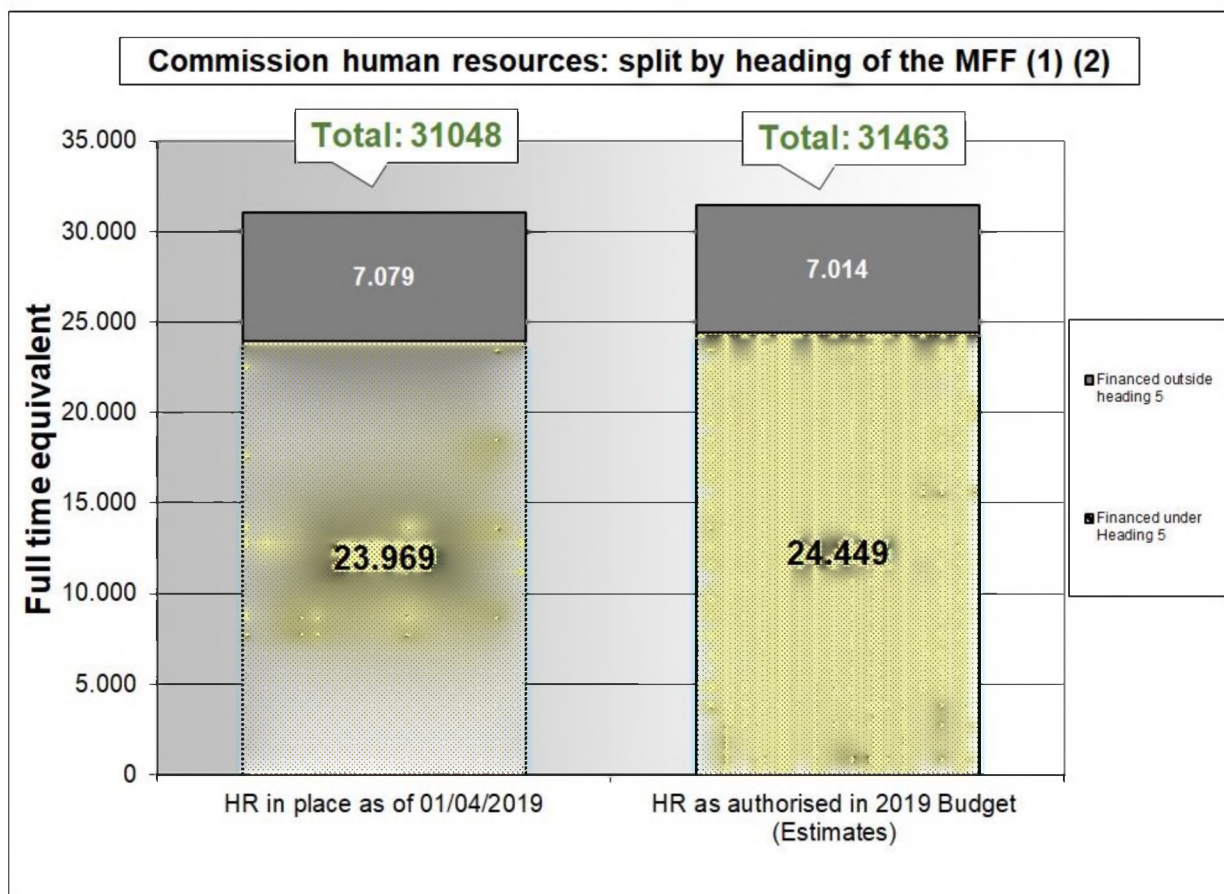
(3) 8 for DEVCO, 9 for ECHO, including Member States contributions to the programmes

In addition to the 31 048 staff in place as of 01/04/2019 financed under the EU budget, 2 421 staff was working for the Commission as of 01/04/2019 and financed from earmarked revenue (see detailed table above).

<sup>3</sup> As included in the budgetary statement or estimated on the basis of average costs and expected distribution between categories.

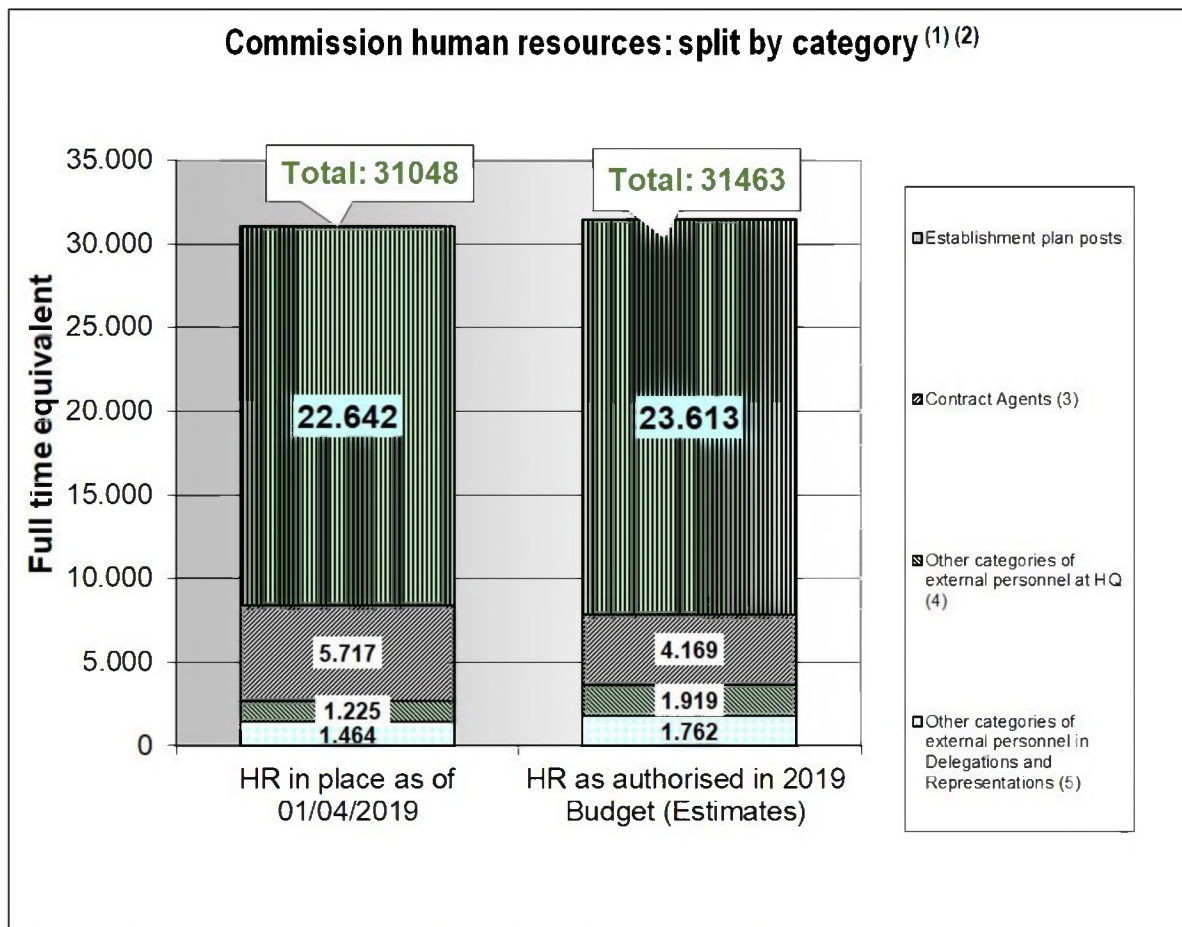
2.1.2 Overview of human resources financed within and outside heading 5 of the MFF in 2019

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.



(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) The detailed figures appear in the table reproduced under point 2.3.1 below.

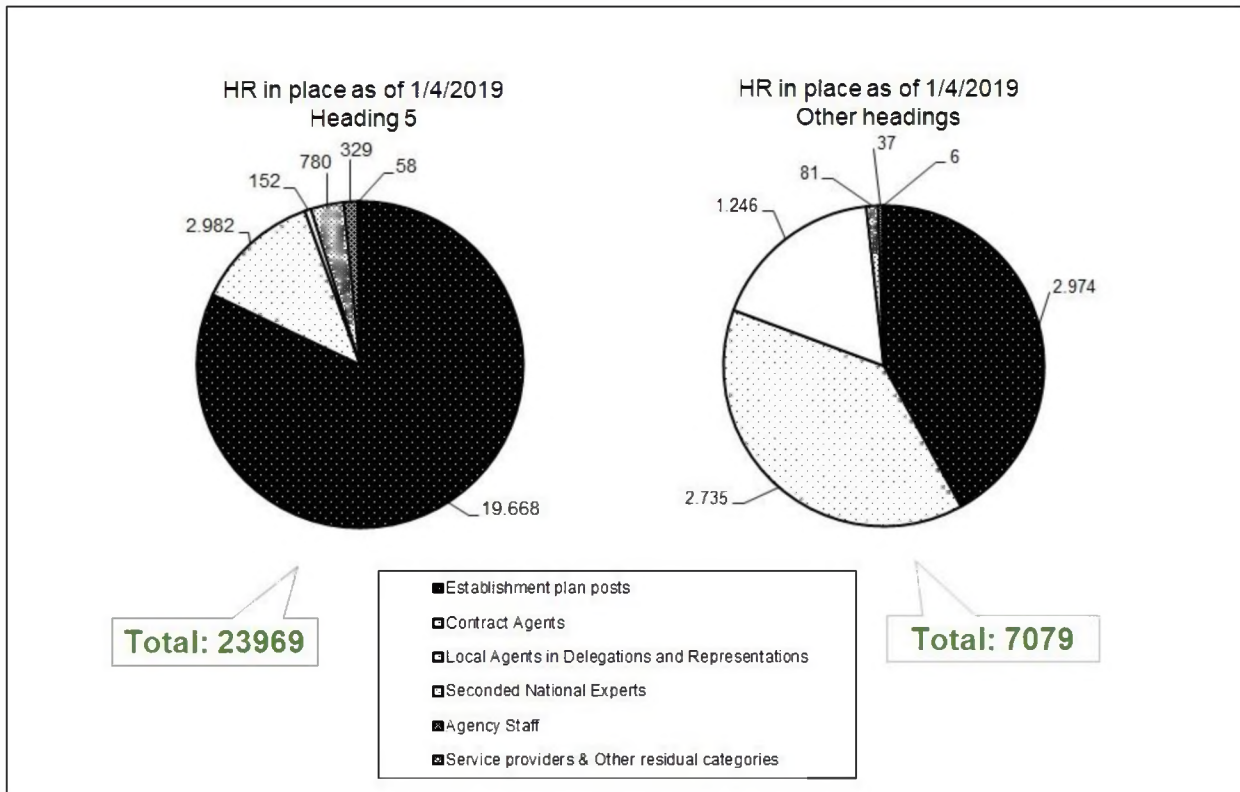
(4) The detailed figures appear in the table reproduced under point 2.3.3 below.

(5) The detailed figures appear in the table reproduced under point 2.3.2 below.

2.1.3 Overview of human resources financed from the EU budget: staff in place as of 01/04/2019 – split by heading of the MFF & category of personnel.

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

**Personnel in place as of 01/04/2019 - 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 01/04/2019

### 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 01/04/2019  
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	497	272	20	789	9	4	0	13					506	276	20	802
DG Budget	223	168	18	409									223	168	18	409
Cabinets	217	188	59	464									217	188	59	464
DG Climate Action	129	33	5	167									129	33	5	167
DG Communication	319	252	20	591									319	252	20	591
DG Communications Networks, Content and Technology	215	140	2	357	183	111	6	300					398	251	8	657
DG Competition	486	196	59	741									486	196	59	741
DG Economic and Financial Affairs	408	131	28	567									408	131	28	567
DG Education and Culture	227	159	11	397	18	5	0	23					245	164	11	420
DG Employment, Social Affairs and Inclusion	374	180	31	585									374	180	31	585
DG Energy	279	182	18	479	46	5	2	53					325	187	20	532
DG Environment	271	113	7	391									271	113	7	391
DG Financial Stability, Financial Services and Capital Markets Union	214	72	16	302									214	72	16	302
DG Health and Food Safety	406	177	24	607									406	177	24	607
DG Human Resources and Security	274	616	68	958	6	32	4	42					280	648	72	1.000
DG Humanitarian Aid and Civil Protection (ECHO)	142	96	12	250									142	96	12	250
DG Informatics	208	226	11	445									208	226	11	445
DG Internal Market, Industry, Entrepreneurship and SMEs	473	224	16	713	49	10	1	60					522	234	17	773
DG International Cooperation and Development	687	265	12	964									687	265	12	964
DG Interpretation	565	104	20	689									565	104	20	689
Joint Research					838	778	15	1.631					838	778	15	1.631
DG Justice and Consumers	232	100	20	352									232	100	20	352
DG Maritime Affairs and Fisheries	182	67	7	256									182	67	7	256
DG Migration and Home Affairs	301	96	30	427	10	6	2	18					311	102	32	445
DG Mobility and Transport	233	117	12	362	26	4	0	30					259	121	12	392
DG Neighbourhood and Enlargement Negotiations	290	116	14	420									290	116	14	420
European Anti-Fraud Office									196	118	11	325	196	118	11	325
European Personnel Selection Office									28	67	3	98	28	67	3	98
Office for Infrastructure and Logistics in Brussels									78	270	0	348	78	270	0	348
Office for Infrastructure and Logistics in Luxembourg									26	75	3	104	26	75	3	104
DG Regional and Urban Policy	333	159	25	517									333	159	25	517
DG Research and Innovation	27	17	0	44	505	292	6	803					532	309	6	847
DG Taxation and Customs Union	267	133	11	411									267	133	11	411
DG Trade	391	137	20	548									391	137	20	548
DG Translation	1.642	329	35	2.006									1.642	329	35	2.006
European Political Strategy Centre	31	8	3	42									31	8	3	42
Eurostat	316	227	4	547									316	227	4	547
Internal Audit Service	100	28	3	131									100	28	3	131
Legal Service	260	108	13	381									260	108	13	381
PayMaster's Office									30	104	1	135	30	104	1	135
Publications Office									126	416	3	545	126	416	3	545
Secretariat general	376	232	31	639									376	232	31	639
Service for Foreign Policy Instruments	56	29	1	86									56	29	1	86
Staff committee - representative trade unions and staff associations	19	15	2	36	1			1					20	15	2	37
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU	33	10	0	43									33	10	0	43
<b>Total</b>	<b>11.703</b>	<b>5.722</b>	<b>688</b>	<b>18.113</b>	<b>1.691</b>	<b>1.247</b>	<b>36</b>	<b>2.974</b>	<b>484</b>	<b>1.050</b>	<b>21</b>	<b>1.555</b>	<b>13.878</b>	<b>8.019</b>	<b>745</b>	<b>22.642</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 01/04/2019.

<b>Evolution of the Occupation of Posts at the Commission* 2002-19</b>					
<small>(Operating Establishment Plan - Permanent and temporary posts)</small>					
		Authorised posts	Occupied posts	Vacant posts	
2002	1-01	17.905	16.877	1.028	5,7%
	<b>1-05</b>	<b>17.905</b>	<b>16.916</b>	<b>989</b>	<b>5,5%</b>
	1-07	17.905	16.986	919	5,1%
	31-12	17.905	17.426	479	2,7%
2003	1-01	16.719	16.260	459	2,7%
	<b>1-04</b>	<b>16.719</b>	<b>16.240</b>	<b>479</b>	<b>2,9%</b>
	1-07	16.719	16.199	520	3,1%
	31-12	16.719	16.333	386	2,3%
2004	1-01	17.388	16.197	1.191	6,8%
	<b>1-04</b>	<b>17.388</b>	<b>16.549</b>	<b>839</b>	<b>4,8%</b>
	1-07	17.388	16.494	894	5,1%
	31-12	17.388	17.008	380	2,2%
2005	1-01	17.957	16.929	1.028	5,7%
	<b>1-04</b>	<b>17.957</b>	<b>17.256</b>	<b>701</b>	<b>3,9%</b>
	1-07	17.957	17.442	515	2,9%
	31-12	17.957	17.652	305	1,7%
2006	1-01	18.571	17.642	929	5,0%
	<b>1-04</b>	<b>18.571</b>	<b>17.726</b>	<b>845</b>	<b>4,6%</b>
	1-07	18.571	17.768	803	4,3%
	31-12	18.571	18.013	558	3,0%
2007	1-01	19.370	17.961	1.409	7,3%
	<b>1-04</b>	<b>19.370</b>	<b>18.278</b>	<b>1.092</b>	<b>5,6%</b>
	1-07	19.370	18.584	786	4,1%
	31-12	19.370	19.041	329	1,7%
2008	1-01	20.162	18.903	1.259	6,2%
	<b>1-04</b>	<b>20.162</b>	<b>19.158</b>	<b>1.004</b>	<b>5,0%</b>
	1-07	20.162	19.382	780	3,9%
	31-12	20.162	19.595	567	2,8%
2009	1-01	20.384	19.551	833	4,1%
	<b>1-04</b>	<b>20.384</b>	<b>19.722</b>	<b>662</b>	<b>3,2%</b>
	1-07	20.384	19.814	570	2,8%
	31-12	20.384	19.878	506	2,5%
2010	1-01	20.329	19.829	500	2,5%
	<b>1-04</b>	<b>20.329</b>	<b>19.841</b>	<b>488</b>	<b>2,4%</b>
	1-07	20.329	19.895	434	2,1%
	31-12	20.329	19.937	392	1,9%
2011	1-01	19.256	18.845	411	2,1%
	<b>1-04</b>	<b>19.256</b>	<b>18.807</b>	<b>449</b>	<b>2,3%</b>
	1-07	19.256	18.823	433	2,2%
	31-12	19.256	18.780	476	2,5%
2012	1-01	19.290	18.783	507	2,6%
	<b>1-04</b>	<b>19.290</b>	<b>18.771</b>	<b>519</b>	<b>2,7%</b>
	1-07	19.290	18.678	612	3,2%
	31-12	19.290	18.623	667	3,5%
2013	1-01	19.270	18.565	705	3,7%
	<b>1-04</b>	<b>19.270</b>	<b>18.510</b>	<b>760</b>	<b>3,9%</b>
	1-07	19.270	18.627	643	3,3%
	31-12	19.270	18.694	576	3,0%
2014	1-01	19.221	18.561	660	3,4%
	<b>1-04</b>	<b>19.221</b>	<b>18.586</b>	<b>635</b>	<b>3,3%</b>
	1-07	19.221	18.523	698	3,6%
	31-12	19.221	18.707	514	2,7%
2015	1-01	19.039	18.699	340	1,8%
	<b>1-04</b>	<b>19.039</b>	<b>18.618</b>	<b>421</b>	<b>2,2%</b>
	1-07	19.039	18.636	403	2,1%
	31-12	19.039	18.631	408	2,1%
2016	1-01	18.857	18.578	279	1,5%
	<b>1-04</b>	<b>18.857</b>	<b>18.480</b>	<b>377</b>	<b>2,0%</b>
	1-07	18.857	18.423	434	2,3%
	31-12	18.857	18.250	607	3,2%
2017	1-01	18.786	18.188	598	3,2%
	<b>1-04</b>	<b>18.786</b>	<b>18.105</b>	<b>681</b>	<b>3,6%</b>
	1-07	18.786	18.030	756	4,0%
	31-12	18.786	17.994	792	4,2%
2018	1-01	18.739	17.897	842	4,5%
	<b>1-04</b>	<b>18.739</b>	<b>17.934</b>	<b>805</b>	<b>4,3%</b>
	1-07	18.739	17.960	779	4,2%
	31-12	18.739	18.058	681	3,6%
2019	1-01	18.757	18.151	606	3,2%
	<b>1-04</b>	<b>18.757</b>	<b>18.114</b>	<b>643</b>	<b>3,4%</b>
	Forecasted 1/07	18.757	18.115	642	3,4%
	Forecasted 31/12	18.757	18.296	461	2,5%

*(\*) 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 2019 amounted to 606, or 3.2 % of the total authorised establishment plan, increasing slightly to 3,4 % **on 1 April 2019**.

The forecast for the year end is that 97,5 % of posts should be occupied.

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

## Occupation of posts at 01/04/2019

Operating Establishment plan (Offices OP, EPSO, OIB, OIL, PMO and OLAF not included)

by function groups-grades and DGs – AD function group

DG \ Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD09	AD08	AD07	AD06	AD05	Total
<b>Agriculture and Rural Development</b>	2	7	16	61	68	44	56	64	49	64	29	37	<b>497</b>
<b>Budget</b>	2	3	11	24	23	19	12	26	29	33	16	25	<b>223</b>
<b>Cabinets</b>		5	29	21	21	44	24	20	29	12	10	2	<b>217</b>
<b>Climate Action</b>	1	1	5	11	12	7	14	12	17	16	17	16	<b>129</b>
<b>Communication</b>	1	9	10	43	37	32	30	40	39	34	22	22	<b>319</b>
<b>Communications Networks, Content and Technology</b>	1	4	8	31	31	20	21	23	25	31	13	7	<b>215</b>
<b>Competition</b>	2	6	20	43	28	22	33	52	64	73	48	95	<b>486</b>
<b>Economic and Financial Affairs</b>	1	5	25	34	38	21	21	45	59	82	31	46	<b>408</b>
<b>Education, Youth, Sport and Culture</b>		5	13	33	27	20	26	23	23	24	21	12	<b>227</b>
<b>Employment, Social Affairs and Inclusion</b>	1	3	17	51	52	24	32	47	39	48	19	41	<b>374</b>
<b>Energy</b>	2	5	7	34	33	18	21	30	34	56	25	14	<b>279</b>
<b>Environment</b>	1	1	14	41	38	22	24	35	31	29	24	11	<b>271</b>
<b>European Civil Protection and Humanitarian Aid Operations (ECHO)</b>	1	1	6	17	17	14	14	12	14	25	12	9	<b>142</b>
<b>European Political Strategy Centre</b>	1	2	3	4	1	4	5	1	1	3	4	2	<b>31</b>
<b>Eurostat</b>	1		14	44	38	30	21	37	41	50	18	22	<b>316</b>
<b>Financial Stability, Financial Services and Capital Markets Union</b>	1	3	10	19	17	11	18	27	32	35	15	26	<b>214</b>
<b>Health and Food Safety</b>	1	3	20	49	43	27	41	57	48	62	31	24	<b>406</b>
<b>Human Resources and Security</b>	1	5	19	31	29	20	34	26	18	27	11	53	<b>274</b>
<b>Informatics</b>		3	11	15	8	11	22	27	22	67	14	8	<b>208</b>
<b>Internal Audit Service</b>	1	1	6	3	8	8	5	5	11	25	10	17	<b>100</b>
<b>Internal Market, Industry, Entrepreneurship and SMEs</b>	1	2	29	55	73	28	39	59	80	52	33	22	<b>473</b>
<b>International Cooperation and Development</b>	1	9	25	107	115	81	71	78	70	59	52	19	<b>687</b>
<b>Interpretation</b>	1	1	24	91	129	40	37	71	48	61	44	18	<b>565</b>
<b>Justice and Consumers</b>		1	15	23	31	19	19	25	28	25	18	28	<b>232</b>
<b>Legal Service</b>	1	9	20	51	23	23	27	27	36	30	8	5	<b>260</b>
<b>Maritime Affairs and Fisheries</b>	1	2	5	22	14	18	12	26	28	31	8	15	<b>182</b>
<b>Migration and Home Affairs</b>	1	3	9	35	28	21	23	41	49	41	26	24	<b>301</b>
<b>Mobility and Transport</b>	1	2	18	38	34	19	23	20	27	14	19	18	<b>233</b>
<b>Neighbourhood and Enlargement Negotiations</b>	1	3	10	47	46	25	24	36	34	30	21	13	<b>290</b>
<b>Regional and Urban Policy</b>		6	20	32	40	24	32	43	48	45	24	19	<b>333</b>
<b>Research and Innovation</b>		2	4	3	5	2	3	4	1	1	2		<b>27</b>
<b>Secretariat-General</b>		9	21	46	31	31	35	42	55	55	28	23	<b>376</b>
<b>Service for Foreign Policy Instruments</b>			3	7	9	5	5	6	3	10	7	1	<b>56</b>
<b>Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)</b>			1	6	4	1		3	4				<b>19</b>
<b>Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU</b>	1	1	2	6		5	2	4	4	2	5	1	<b>33</b>
<b>Taxation and Customs Union</b>	1	2	11	29	40	24	19	29	33	33	22	24	<b>267</b>
<b>Trade</b>	1	5	8	54	61	34	37	60	54	43	20	14	<b>391</b>
<b>Translation</b>	1	2	36	241	267	81	71	214	239	184	162	144	<b>1.642</b>
<b>Total</b>	<b>33</b>	<b>131</b>	<b>525</b>	<b>1.502</b>	<b>1.519</b>	<b>899</b>	<b>953</b>	<b>1.397</b>	<b>1.466</b>	<b>1.512</b>	<b>889</b>	<b>877</b>	<b>11.703</b>

## Occupation of posts at 01/04/2019

Operating Establishment plan (Offices OP, EPSO, OIB, OIL, PMO and 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
<b>Agriculture and Rural Development</b>	3	15	32	21	48	48	51	26	21	5	2	<b>272</b>
<b>Budget</b>	3	7	22	9	24	26	38	22	11	4	2	<b>168</b>
<b>Cabinets</b>			5	7	34	52	21	47	20	2		<b>188</b>
<b>Climate Action</b>		2	4	4	5	5	6	2	4		1	<b>33</b>
<b>Communication</b>	6	8	22	14	28	36	58	43	31	2	4	<b>252</b>
<b>Communications Networks, Content and Technology</b>		4	10	7	24	22	28	26	14	5		<b>140</b>
<b>Competition</b>	3	6	6	13	20	29	23	22	58	9	7	<b>196</b>
<b>Economic and Financial Affairs</b>	4	3	7	8	17	10	32	22	16	7	5	<b>131</b>
<b>Education, Youth, Sport and Culture</b>	2	11	15	8	24	36	26	14	13	9	1	<b>159</b>
<b>Employment, Social Affairs and Inclusion</b>	3	4	16	12	24	24	41	24	24	5	3	<b>180</b>
<b>Energy</b>	6	14	37	9	24	20	29	18	24	1		<b>182</b>
<b>Environment</b>	1	4	14	13	24	15	15	12	13	2		<b>113</b>
<b>European Civil Protection and Humanitarian Aid Operations (ECHO)</b>		4	10	13	11	16	22	9	8	2	1	<b>96</b>
<b>European Political Strategy Centre</b>						3	3	2				<b>8</b>
<b>Eurostat</b>	7	14	33	16	44	31	40	25	13	4		<b>227</b>
<b>Financial Stability, Financial Services and Capital Markets Union</b>		3	4	2	9	13	19	7	10	2	3	<b>72</b>
<b>Health and Food Safety</b>	2	8	15	21	42	28	32	13	12	3	1	<b>177</b>
<b>Human Resources and Security</b>	9	19	68	67	97	106	102	78	46	11	13	<b>616</b>
<b>Informatics</b>	10	13	32	17	29	38	42	18	20	2	5	<b>226</b>
<b>Internal Audit Service</b>			3	1	2	4	8	4	3		3	<b>28</b>
<b>Internal Market, Industry, Entrepreneurship and SMEs</b>	2	4	18	15	43	37	42	32	21	9	1	<b>224</b>
<b>International Cooperation and Development</b>	2	11	34	24	48	43	50	30	15	5	3	<b>265</b>
<b>Interpretation</b>		4	7	10	16	13	19	14	16	4	1	<b>104</b>
<b>Justice and Consumers</b>	1		9	5	16	20	23	13	8	2	3	<b>100</b>
<b>Legal Service</b>	1	3	7	12	24	15	17	10	13	5	1	<b>108</b>
<b>Maritime Affairs and Fisheries</b>		3	5	8	13	13	12	7	6			<b>67</b>
<b>Migration and Home Affairs</b>		2	10	5	11	17	15	24	8	3	1	<b>96</b>
<b>Mobility and Transport</b>	3	5	16	15	20	21	17	11	7	2		<b>117</b>
<b>Neighbourhood and Enlargement Negotiations</b>	3	6	14	8	17	13	18	21	12	1	3	<b>116</b>
<b>Regional and Urban Policy</b>		7	17	16	22	16	35	29	15	2		<b>159</b>
<b>Research and Innovation</b>	1	1	2	2	3	4	3		1			<b>17</b>
<b>Secretariat-General</b>	1	6	18	25	44	28	42	33	26	3	6	<b>232</b>
<b>Service for Foreign Policy Instruments</b>		1	6	4	3	1	4	4	5	1		<b>29</b>
<b>Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)</b>	1	1		1	4	3	3		1	1		<b>15</b>
<b>Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU</b>				3	3	1		1		2		<b>10</b>
<b>Taxation and Customs Union</b>	2	7	14	13	27	17	16	19	14	2	2	<b>133</b>
<b>Trade</b>	2	9	11	11	13	16	33	23	13	6		<b>137</b>
<b>Translation</b>	3	4	19	47	70	29	32	41	49	18	17	<b>329</b>
<b>Total</b>	<b>81</b>	<b>213</b>	<b>562</b>	<b>486</b>	<b>927</b>	<b>869</b>	<b>1.017</b>	<b>746</b>	<b>591</b>	<b>141</b>	<b>89</b>	<b>5.722</b>

## Occupation of posts at 01/04/2019

### Operating Establishment plan (Offices 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	SCI	Total
<b>Agriculture and Rural Development</b>			1	4	15	<b>20</b>
<b>Budget</b>			1	4	13	<b>18</b>
<b>Cabinets</b>	8	11	8	14	18	<b>59</b>
<b>Climate Action</b>				1	4	<b>5</b>
<b>Communication</b>	1	2	2	3	12	<b>20</b>
<b>Communications Networks, Content and Technology</b>					2	<b>2</b>
<b>Competition</b>			1	15	43	<b>59</b>
<b>Economic and Financial Affairs</b>				9	19	<b>28</b>
<b>Education, Youth, Sport and Culture</b>				6	5	<b>11</b>
<b>Employment, Social Affairs and Inclusion</b>				10	21	<b>31</b>
<b>Energy</b>				6	12	<b>18</b>
<b>Environment</b>			1	3	3	<b>7</b>
<b>European Civil Protection and Humanitarian Aid Operations (ECHO)</b>				5	7	<b>12</b>
<b>European Political Strategy Centre</b>	1	2				<b>3</b>
<b>Eurostat</b>					4	<b>4</b>
<b>Financial Stability, Financial Services and Capital Markets Union</b>				5	11	<b>16</b>
<b>Health and Food Safety</b>				5	19	<b>24</b>
<b>Human Resources and Security</b>	13	12	3	16	24	<b>68</b>
<b>Informatics</b>				4	7	<b>11</b>
<b>Internal Audit Service</b>				1	2	<b>3</b>
<b>Internal Market, Industry, Entrepreneurship and SMEs</b>				6	10	<b>16</b>
<b>International Cooperation and Development</b>			2	4	6	<b>12</b>
<b>Interpretation</b>				5	15	<b>20</b>
<b>Justice and Consumers</b>				5	15	<b>20</b>
<b>Legal Service</b>				5	8	<b>13</b>
<b>Maritime Affairs and Fisheries</b>				1	6	<b>7</b>
<b>Migration and Home Affairs</b>				8	22	<b>30</b>
<b>Mobility and Transport</b>				2	10	<b>12</b>
<b>Neighbourhood and Enlargement Negotiations</b>				8	6	<b>14</b>
<b>Regional and Urban Policy</b>				6	19	<b>25</b>
<b>Secretariat-General</b>			1	8	22	<b>31</b>
<b>Service for Foreign Policy Instruments</b>					1	<b>1</b>
<b>Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)</b>				1	1	<b>2</b>
<b>Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU</b>				3	8	<b>11</b>
<b>Taxation and Customs Union</b>				8	12	<b>20</b>
<b>Trade</b>				15	20	<b>35</b>
<b>Translation</b>	23	27	20	196	422	<b>688</b>
<b>Total</b>	<b>26</b>	<b>17</b>	<b>15</b>	<b>133</b>	<b>282</b>	<b>473</b>



## Occupation of posts at 01/04/2019

Administration Establishment plan  
by nationalities and function groups-grades

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	Total	
AD16			1		1	3		3	1	1	7	1	3				5	1				2	1	2				1		33	
AD15	2	8	2	3	1	13	2	12		2	19	8	4	1	4	9	8	1	3	2	2	4	7	1	3	2	3	5		131	
AD14	25	58	2	5	5	62	11	50	4	14	64	28	24	2	4	14	64	6	3	3	1	24	8	24	7	1	2	9	1	525	
AD13	42	154	7	3	6	200	42	154	3	59	187	80	87	1	7	52	169	3	5	3	1	64	19	83	8	6	4	53		1.502	
AD12	48	176	3	6	3	180	29	160	4	91	189	78	76	6	7	34	180	1	7	4	5	65	11	69	6	2	1	78		1.519	
AD11	22	126	7	5	10	116	21	91	5	34	109	25	32	1	14	16	96	7	5	8	5	37	20	23	11	8	7	38		899	
AD10	27	108	6	3	32	100	14	64	11	30	85	38	25	2	42	13	81	31	2	13	13	28	79	28	12	18	19	28	1	953	
AD9	20	142	28	22	74	122	11	81	37	17	130	33	28	4	96	15	78	43	1	29	21	32	168	20	49	52	25	18	1	1.397	
AD8	19	71	99	8	69	109	8	97	35	9	103	23	37	5	86	22	99	46	2	26	26	23	175	17	158	50	34	10		1.466	
AD7	16	119	132	8	50	97	19	96	13	7	110	24	60	10	59	7	162	39	3	37	17	25	131	22	182	23	35	9		1.512	
AD6	16	61	39	4	14	72	11	58	14	7	64	18	34	95	34	11	110	9		13	13	11	52	10	77	21	15	6		889	
AD5	12	47	27	5	9	88	18	92	9	11	80	13	45	50	31	26	119	14	3	9	13	20	34	27	37	11	10	15	2	877	
AD	249	1.070	353	72	274	1.162	186	958	136	282	1.147	369	455	177	384	219	1.171	201	34	147	117	335	705	326	550	194	155	270	5	11.703	
AST11	5	27				4		14			6		5			6	8		1			2		2				1		81	
AST10	5	85				17	6	12		8	17	5	8			8	20		5			6		6				5		213	
AST9	11	210				44	9	37		20	53	31	25			18	51		5			7		14				27		562	
AST8	10	162				45	15	38		21	39	20	28			19	45		3			13		15				13		486	
AST7	27	324			1	72	19	59		38	80	34	35			52	93	2	7	1	1	15	3	29		3		32		927	
AST6	14	283	7	5	13	45	10	61	7	16	102	20	31	2	19	15	77	5	6	4	2	10	36	20	12	18	8	21		869	
AST5	8	255	46	4	39	27	9	57	16	9	99	18	29		45	11	68	18	2	11	4	3	126	9	57	21	18	8		1.017	
AST4	5	149	38	5	27	24	7	28	9	8	49	6	29	12	48	10	65	18	1	12	7	10	61	12	69	17	11	8	1	746	
AST3	2	87	35	8	16	17	3	25	8	9	40	5	26	5	26	4	42	28		15	1	1	46	11	83	24	14	8	2	591	
AST2	1	33	3	3	3	5		7	10	2	3	3	10		6		10	8				4		7	2	13	6	1		141	
AST1		10	4			4	1	8	2	2	3	1	1	12	7	3	6	2		1	2		2	1	5	5	6	1		89	
AST	88	1.625	133	25	99	304	79	346	52	133	491	143	227	31	151	146	485	81	30	48	17	68	281	121	239	94	58	124	3	5.722	
SC6																															
SC5		4				1	2		1		2	2	1	1	1	1	3	1						1		1		1		23	
SC4		4					2	2	1	2	1		1	2			2			1	1	1	1	1	1	1	1	2	1	27	
SC3		4	2	1		1		1							1	2	4							1	2	1				20	
SC2		65	10	1	1	4	2	17	1	1	17		9	4	4		25	4		1	1		6	3	14	2		2	2	196	
SC1	3	74	13	2	3	14	2	42		1	43	2	37	23	7	2	47	7		2	2	5	29	4	40	10	3	5		422	
AST-SC	3	151	25	4	4	20	8	62	3	4	63	4	48	30	13	5	81	12		4	4	6	36	10	57	15	3	10	3	688	
Total	340	2.846	511	101	377	1.486	273	1.366	191	419	1.701	516	730	238	548	370	1.737	294	64	199	138	409	1.022	457	846	303	216	404	11	18.113	

## 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 01/04/2019

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				DG Communications Networks, Content and Technology				DG Education and Culture				DG Migration and Home Affairs				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	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total
Establishment Plan Posts 2019	55	12	1	68	8	4	0	12	22	2	0	24	53	5	1	59	489	248	10	747	197	123	3	323	18	5	0	23	11	9	1	21	853	408	16	1.277
Posts occupied on 01/04/2019	49	10	1	60	9	4	0	13	26	4	0	30	46	5	2	53	505	292	6	803	183	111	6	300	18	5	0	23	10	6	2	18	846	437	17	1.300
Vacant posts - Number	6	2	0	8	-1	0	0	-1	-4	-2	0	-6	7	0	-1	7	-16	-44	4	-60	14	12	-3	26	0	0	0	0	1	3	-1	4	7	-29	-1	-23
Vacant posts - %	10,9%	16,7%	0,0%	11,8%	-12,5%	0,0%		-8,3%	-18,2%	-100,0%	0,0%	-25,0%	13,2%	0,0%	-100,0%	11,9%	-3,3%	-17,7%	40,0%	-8,0%	7,1%	9,8%	-100,0%	8,0%	0,0%	0,0%		0,0%	9,1%	33,3%		19,0%	0,8%	-7,1%	-6,3%	-1,8%

Establishment Plan Posts occupied as of 01/04/2019  
 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
DG Agriculture and Rural Development				2	2	2		2	1				9
DG Communications Networks, Content and Technology		1	14	44	36	17	24	19	9	8	3	8	183
DG Education and Culture			2	6	4	1	1	1	2	1			18
DG Energy			1	16	11	3	5	1	3	4	1	1	46
DG Internal Market, Industry, Entrepreneurship and SMEs			2	4	5	7	4	7	4	4	6	6	49
DG Migration and Home Affairs			1	3	2			1		1	1	1	10
DG Mobility and Transport			1	6	2		1	3	6	4	1	2	26
DG Research and Innovation	1	2	49	117	90	29	50	63	43	34	14	13	505
Total :	1	3	70	198	152	59	85	97	68	56	26	31	846

Establishment Plan Posts occupied as of 01/04/2019  
 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
DG Agriculture and Rural Development					1		3					4
DG Communications Networks, Content and Technology	2	3	12	14	21	18	20	10	8	2	1	111
DG Education and Culture			1		1	2		1				5
DG Energy		2				2	1					5
DG Internal Market, Industry, Entrepreneurship and SMEs			2	2	1	1	2		1		1	10
DG Migration and Home Affairs			1	1	1		2				1	6
DG Mobility and Transport						3		1				4
DG Research and Innovation	4	12	36	25	46	46	54	38	22	8	1	292
Total :	6	17	52	42	71	72	82	50	31	10	4	437

Establishment Plan Posts occupied as of 01/04/2019  
 Research (Indirect Actions)  
 by function group, grade and DG - AST/SC function group

DG Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
DG Communications Networks, Content and Technology					1	5	6
DG Energy						2	2
DG Internal Market, Industry, Entrepreneurship and SMEs						1	1
DG Migration and Home Affairs						2	2
DG Research and Innovation					2	4	6
Total :					3	14	17



Establishment Plan Posts occupied as of 01/04/2019

Research (Indirect Actions)

by nationality, function group and grade

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	Total
AD16	1																													1
AD15								1	1		1																			3
AD14	1	8			1	12	2	1			10	4	5			4	10	1		1		2		5		1		2		70
AD13	2	16				20	3	16	1	11	35	9	19		1	10	30		3			9	2	4			1	5	1	198
AD12	5	19			1	15	3	17	2	3	27	9	18		1	3	10					10	1	2	1		1	4		152
AD11	2	12			1	8	1	11		2	5		3			1	6					1	1	2	1		1	1		59
AD10	1	17		1	2	11		6	1		12	2	2		1	1	11		2	1	1	6	5			1	1			85
AD9		8	2		3	9	1	11		1	8		6	1	7		8	2		2		4	17	1		3	1	2		97
AD8		7	5		1	6		3	1		4	1	5		4		3	1		1		1	9		12	3		1		68
AD7		4	3		1	4		2			5		4		2		5	1		1			9		13		1	1		56
AD6		3	2		1	1					1		3	2	1		3						2	1	3	2	1			26
AD5	3	2				2		3			3		3	3	1		4					1	1	1	1	1		1	1	31
<b>AD</b>	<b>15</b>	<b>96</b>	<b>12</b>	<b>1</b>	<b>11</b>	<b>88</b>	<b>10</b>	<b>71</b>	<b>6</b>	<b>17</b>	<b>111</b>	<b>25</b>	<b>68</b>	<b>6</b>	<b>18</b>	<b>19</b>	<b>90</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>34</b>	<b>47</b>	<b>16</b>	<b>31</b>	<b>10</b>	<b>7</b>	<b>18</b>	<b>2</b>	<b>846</b>
AST11		1															2					2		1						6
AST10		7				2		1			3	1					2							1						17
AST9	1	20				2	1	7		1	5	3	2			2	6					1		1						52
AST8	1	20				4		1			2	3	3			2	3					2			1					42
AST7	2	29				6	1	3		4	7	1	5			2	8					1		1				1		71
AST6		29				2		6		1	9	2	2		3	3	10					1	2					2		72
AST5		28	1		5	1		6	1		9		1		5	1	5	1		1		1	11		3	2				82
AST4		18	1			1		3			3	1	1		2		5	1				1	7	2	3	1				50
AST3		5	2			1		1			3	1	3		1	1	3	1					1		8			1		31
AST2		3						1			1												2	1	1					10
AST1											1	1					1					1								4
<b>AST</b>	<b>4</b>	<b>160</b>	<b>4</b>	<b>0</b>	<b>5</b>	<b>19</b>	<b>2</b>	<b>29</b>	<b>1</b>	<b>6</b>	<b>43</b>	<b>13</b>	<b>17</b>	<b>0</b>	<b>11</b>	<b>10</b>	<b>45</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>10</b>	<b>23</b>	<b>7</b>	<b>16</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>437</b>
SC6																														0
SC5																														0
SC4																														0
SC3																														0
SC2								1			1		1																	3
SC1		4	2					2							1		1						1		2		1			14
SC	0	4	2	0	0	0	0	3	0	0	1	0	1	0	1	0	1	0	0	0	0	0	1	0	2	0	1	0	0	17
<b>Total</b>	<b>19</b>	<b>260</b>	<b>18</b>	<b>1</b>	<b>16</b>	<b>107</b>	<b>12</b>	<b>103</b>	<b>7</b>	<b>23</b>	<b>155</b>	<b>38</b>	<b>86</b>	<b>6</b>	<b>30</b>	<b>29</b>	<b>136</b>	<b>9</b>	<b>5</b>	<b>7</b>	<b>1</b>	<b>44</b>	<b>71</b>	<b>23</b>	<b>49</b>	<b>13</b>	<b>8</b>	<b>22</b>	<b>2</b>	<b>1.300</b>

## 2.2.3.2 Direct actions

### Establishment Plan Posts occupied as of 01/04/2019

#### JRC Establishment plan

	AD	AST	AST/SC	Total
Establishment Plan Posts 2019	887	848	12	1747
Posts occupied on 01/04/2019	845	810	19	1674
Vacant posts - Number	42	38	-7	73
%	4,7%	4,5%	-58,3%	4,2%

### Establishment Plan Posts occupied as of 01/04/2019

#### JRC Establishment plan

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

DG \ Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Human Resources and Security			1	1		1	1	2					6
Joint Research Centre	1	7	56	174	180	51	74	102	67	97	27	2	838
Staff committee - representative trade unions and staff associations						1							1
<b>Total</b>	<b>1</b>	<b>7</b>	<b>57</b>	<b>175</b>	<b>180</b>	<b>53</b>	<b>75</b>	<b>104</b>	<b>67</b>	<b>97</b>	<b>27</b>	<b>2</b>	<b>845</b>

### Establishment Plan Posts occupied as of 01/04/2019

#### JRC Establishment plan

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

DG \ Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Human Resources and Security	1		7	5	2	3	2	5	6	1		32
Joint Research Centre	32	48	121	48	91	104	153	102	63	15	1	778
Staff committee - representative trade unions and staff associations												
<b>Total</b>	<b>33</b>	<b>48</b>	<b>128</b>	<b>53</b>	<b>93</b>	<b>107</b>	<b>155</b>	<b>107</b>	<b>69</b>	<b>16</b>	<b>1</b>	<b>810</b>

### Establishment Plan Posts occupied as of 01/04/2019

#### JRC Establishment plan

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

DG \ Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Human Resources and Security					3	1	4
Joint Research Centre					7	8	15
<b>Total</b>					<b>10</b>	<b>9</b>	<b>19</b>

Establishment Plan Posts occupied as of 01/04/2019

JRC Establishment plan

by nationality, function group and grade

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	Total	
AD16																										1				1	
AD15			1			2			1							1	1								1					7	
AD14	2	10				7		4			6	6	1			2	11		1		1	3	2	1					57		
AD13	3	14			1	22	3	13		1	22	17	13			4	39				1	10		6	1			5	1	176	
AD12	4	12				37	3	23		3	24	10	9	1		4	37		1			3		2				5	2	180	
AD11	1	8				7	2	6			9	1				1	11			1	1	2			1			1		52	
AD10	5	14	1		2	11	1	5		2	6	2	1		1	2	16					4		1		1				75	
AD9	3	5	1	2	2	22	1	6		1	6	1	1		1	2	35	1		1		4	4	1			1	2		103	
AD8	3	6	3		2	4	1	10		2	4		3		4		12					3		2	2		3	1		65	
AD7	1	5	4		4	14		7			6	1	6		1		32	2					2	1	6	2	3		97		
AD6		4	2			1		3			2	1	1				7					1	3		1		1		27		
AD5			1					1																						2	
AD	22	78	13	2	11	127	11	78	1	9	85	39	35	1	7	16	201	3	2	2	3	30	11	14	12	4	8	14	3	842	
AST11		4				3	2	2			6	2				2	8					3		1						33	
AST10	1	8				3	2	2		1	4	1	1			1	20					2		2						48	
AST9	3	19				17	1	13		1	19	8				5	23		5			9		4				1		128	
AST8		8				7	1	3			5	3	1			5	11		2			5		2						53	
AST7	3	16				10	3	5		4	10	2				2	29					4		3					2	93	
AST6	2	12				11	1	7			11	1	1		2	3	46	1		1		4	2						2	107	
AST5	2	16	4		4	19	2	11	1	2	9		3		6	1	56	2		1		2	6	1	2	2	1	1		154	
AST4	14	4	1	3	7		10	2	1	5				3	1	30			1		3	4	3	7	1	2	4			106	
AST3		4	1		4	3		6	1		6	1	4		2		25	1				1	2	2	4	1		1		69	
AST2		1				1	1	1			1	1	1	1	1		5						1			1				16	
AST1																	1														1
AST	25	92	6	3	15	74	23	52	3	13	71	19	11	4	12	49	224	4	8	2	3	34	14	22	7	6	5	7	0	808	
SC6																															0
SC5																															0
SC4																															0
SC3																															0
SC2								2						1			7														10
SC1			1								1			2	1		3								1					9	
SC			1					2			1			3	1		10								1					19	
Total	47	170	20	5	26	201	34	132	4	22	157	58	46	8	20	65	435	7	10	4	6	64	25	36	20	10	13	21	3	1.669	

## 2.2.4 Commission establishment plan posts for the Offices

Establishment Plan Posts occupied as of 01/04/2019  
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 2019	33	74	1	108	90	293	0	383	30	88	4	122	207	126	8	341	133	430	4	567	40	120	0	160	533	1.131	17	1.681
Posts occupied on 01/04/2019	28	67	3	98	78	270	0	348	26	75	3	104	196	118	11	325	126	416	3	545	30	104	1	135	484	1.050	21	1.555
Vacant posts - Number	5	7	-2	10	12	23	0	35	4	13	1	18	11	8	-3	16	7	14	1	22	10	16	-1	25	49	81	-4	126
%	15,2%	9,5%	-200,0%	9,3%	#####	7,8%		9,1%	13,3%	14,8%	25,0%	14,8%	5,3%	6,3%	-37,5%	4,7%	5,3%	3,3%	25,0%	3,9%	25,0%	13,3%		15,6%	9,2%	7,2%	-23,5%	7,5%

Occupation of posts as of 01/04/2019  
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				4	3	1	3	4	1	3	5	4	<b>28</b>
OIB		1	4	10	11	9	8	8	7	12	5	3	<b>78</b>
OIL			2	3	3	1	3	7	2	3	2		<b>26</b>
OLAF		2	7	18	28	24	15	22	23	32	10	15	<b>196</b>
OP	1	1	6	6	13	12	21	17	12	19	11	7	<b>126</b>
PMO			3	7	6	3	1	4	3	1	2		<b>30</b>
<b>Total</b>	<b>1</b>	<b>4</b>	<b>22</b>	<b>48</b>	<b>64</b>	<b>50</b>	<b>51</b>	<b>62</b>	<b>48</b>	<b>70</b>	<b>35</b>	<b>29</b>	<b>484</b>

**Establishment plan - AST**

	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
EPSO	1	3	5	3	13	9	13	11	8	1		<b>67</b>
OIB	4	7	18	19	44	49	96	20	11	2		<b>270</b>
OIL	1	2	5	9	11	7	18	9	12	1		<b>75</b>
OLAF	9	5	14	13	17	16	20	11	12		1	<b>118</b>
OP	13	18	36	29	68	99	71	40	36	4	2	<b>416</b>
PMO		4	11	22	24	14	19	3	4	2	1	<b>104</b>
<b>Total</b>	<b>28</b>	<b>39</b>	<b>89</b>	<b>95</b>	<b>177</b>	<b>194</b>	<b>237</b>	<b>94</b>	<b>83</b>	<b>10</b>	<b>4</b>	<b>1050</b>

**Establishment plan - SC**

	SC6	SC5	SC4	SC3	SC2	SC1	Total
EPSO					1	2	<b>3</b>
OIB							<b>0</b>
OIL					3		<b>3</b>
OLAF					6	5	<b>11</b>
OP				1	1	1	<b>3</b>
PMO						1	<b>1</b>
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>11</b>	<b>9</b>	<b>21</b>

Occupation of posts as of 01/04/2019  
 EPSO Establishment plan  
 by nationality, function group & grade

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	Total		
AD16																															
AD15																															
AD14																															
AD13										1	1						1											1	4		
AD12		3																												3	
AD11																		1												1	
AD10						2															1									3	
AD9					1	1									1				1											4	
AD8																							1							1	
AD7		1		1																							1			3	
AD6		1	1								1												1							5	
AD5		2						1															1							4	
<b>AD</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>28</b>		
AST11											1																			1	
AST10		2										1																		3	
AST9		4															1													5	
AST8	1	1										1																		3	
AST7		2				2				2		1	1							1				1					3	13	
AST6		1				2					1		1			1	1		1							1				9	
AST5	1	3				1		1		1					2		1					1	2							13	
AST4		3		1	2						1	1						1								2				11	
AST3					1	1			1		3															2				8	
AST2		1																												1	
AST1																														0	
<b>AST</b>	<b>2</b>	<b>17</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>67</b>		
SC6																															
SC5																															
SC4																															
SC3																															
SC2			1																												1
SC1														1				1													2
<b>SC</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>3</b>		
<b>Total</b>	<b>2</b>	<b>24</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>9</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>98</b>		

Occupation of posts as of 01/04/2019

OIB Establishment plan  
by nationality, function group & grade

Nationality Grade	AT	BE	BG	CZ	DE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LU	NL	PL	PT	RO	SK	SI	SE	Total
AD16																							0
AD15		1																					1
AD14		1						1	2														4
AD13	1	3						3						2						1			10
AD12		4				2		1						1			1	1				1	11
AD11		3				1		3						2									9
AD10		2						1	1					1		1	1		1				8
AD9		1		1					1					2		1	1		1				8
AD8		4		1		1											1						7
AD7		2	3					1			1			1			1		3				12
AD6		1				2		1											1				5
AD5											1	1		1									3
<b>AD</b>	<b>1</b>	<b>22</b>	<b>3</b>	<b>2</b>		<b>6</b>		<b>11</b>		<b>4</b>	<b>1</b>	<b>2</b>		<b>10</b>		<b>2</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>1</b>		<b>1</b>	<b>78</b>
AST11		2				1								1									4
AST10		6			1																		7
AST9		10			1								1	4				2					18
AST8		9				2		1	1	1			1	4									19
AST7		23				1		5	1	1				12	1								44
AST6		17				4		8	1	2				13			2			1		1	49
AST5	1	45				9		5		5				21	2	1	1	3	1		1	1	96
AST4		6	1		1	1	1	1	1					4			1	1	2				20
AST3			1			4				2		1		2						1			11
AST2								1			1												2
<b>AST</b>	<b>1</b>	<b>118</b>	<b>2</b>		<b>3</b>	<b>22</b>	<b>1</b>	<b>21</b>	<b>4</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>61</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>270</b>
<b>Total</b>	<b>2</b>	<b>140</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>28</b>	<b>1</b>	<b>32</b>	<b>4</b>	<b>15</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>71</b>	<b>3</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>348</b>

Occupation of posts as of 01/04/2019  
OIL Establishment plan  
by nationality, function group & grade

Nationality Grade	AT	BE	BG	CZ	DE	ES	EE	FR	GR	IT	LU	NL	PL	PT	RO	SI	Total
AD16																	0
AD15																	0
AD14		1				1											2
AD13					1			1							1		3
AD12		1						1				1					3
AD11		1															1
AD10		1				1		1									3
AD9		1		1	1	1	1		1						1		7
AD8	1												1				2
AD7			1					1								1	3
AD6		1													1		2
AD5																	0
<b>AD</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>1</b>			<b>1</b>	<b>1</b>		<b>3</b>	<b>1</b>	<b>26</b>
AST11		1															1
AST10		2															2
AST9		1							1	1	2						5
AST8		2						4		3							9
AST7	1	2			1			4		1	2						11
AST6						2		2		1	2						7
AST5		4						5		4			1	2	2		18
AST4	1			1		3								1	3		9
AST3		3				3		1	2	1					2		12
AST2															1		1
AST1																	0
<b>AST</b>	<b>2</b>	<b>15</b>		<b>1</b>	<b>1</b>	<b>8</b>		<b>16</b>	<b>3</b>	<b>11</b>	<b>6</b>		<b>1</b>	<b>3</b>	<b>8</b>		<b>75</b>
SC6																	0
SC5																	0
SC4																	0
SC3																	0
SC2								1					1		1		3
SC1																	0
<b>SC</b>								<b>1</b>					<b>1</b>		<b>1</b>		<b>3</b>
<b>Total</b>	<b>3</b>	<b>21</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>11</b>	<b>1</b>	<b>21</b>	<b>4</b>	<b>11</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>12</b>	<b>1</b>	<b>104</b>



Occupation of posts as of 01/04/2019

OLAF Establishment plan

by nationality, function group & grade

Nationality Grade	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
AD16																										
AD15						1			1																	2
AD14						1		2		1					1	2										7
AD13		2	1			4		1		2	1	1				4				1		1				18
AD12		4				2	1	1		4	4	3			1	4				1	1	1			1	28
AD11		3	1		1	4	2	4			1	1			1	5								1		24
AD10		3				1		1		1		1		1		3					2	1	1			15
AD9		4				1		1			1	2		1		2	2		1		2		3	2		22
AD8		2	2			2		1		2				1		1	2				5	1	3		1	23
AD7		5				1		1	1	5	1	4		2		4					2		6			32
AD6			1			2							3			1					2		1			10
AD5											1	1	1	1	1	3				1	2		3	2		15
<b>AD</b>		<b>23</b>	<b>5</b>		<b>1</b>	<b>19</b>	<b>3</b>	<b>12</b>	<b>2</b>	<b>15</b>	<b>8</b>	<b>13</b>	<b>4</b>	<b>6</b>	<b>4</b>	<b>29</b>	<b>4</b>		<b>1</b>	<b>3</b>	<b>16</b>	<b>4</b>	<b>16</b>	<b>6</b>	<b>2</b>	<b>196</b>
AST11		3					1			1	2	1				1										9
AST10		3				2																				5
AST9	1	6				2	1	2								2										14
AST8		3					1		1	4					1	2		1								13
AST7		5				5				2					2	1						2				17
AST6			2	1		3		1	1	4				1		1					1	1				16
AST5		3		1		1				2			1	3	1	1					4		1	2		20
AST4		2	1					1				1		1		1					1		3			11
AST3		2	2											1		1	2			1			3			12
AST2							1																			1
AST1																										
<b>AST</b>	<b>1</b>	<b>27</b>	<b>5</b>	<b>2</b>		<b>13</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>13</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>10</b>	<b>2</b>	<b>1</b>		<b>1</b>	<b>6</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>118</b>	
SC6																										
SC5																										
SC4																										
SC3																										
SC2		1	2					1							1									1		6
SC1		2	1									1				1										5
<b>SC</b>		<b>3</b>	<b>3</b>					<b>1</b>				<b>1</b>			<b>1</b>	<b>1</b>								<b>1</b>		<b>11</b>
<b>Total</b>	<b>1</b>	<b>53</b>	<b>13</b>	<b>2</b>	<b>1</b>	<b>32</b>	<b>7</b>	<b>17</b>	<b>4</b>	<b>28</b>	<b>10</b>	<b>16</b>	<b>5</b>	<b>12</b>	<b>9</b>	<b>40</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>22</b>	<b>7</b>	<b>23</b>	<b>9</b>	<b>2</b>	<b>325</b>

Occupation of posts as of 01/04/2019  
OP Establishment plan  
by nationality, function group & grade

Nationality Grade	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											1			1	1			1		1			6	
AD13			1				1			2						1							1					6	
AD12		4			2					4						1		1							1			13	
AD11		4			1				1	2						2							1				1	12	
AD10	1				1		2			5	2	1				1	1		1		1	2			2	1		21	
AD9		2			1					2		3		2		1		1				2	1	2				17	
AD8		1		2	1		2						1	1		1						3						12	
AD7			1	1	1		1	1				1				2	2					3	2	4				19	
AD6		1	1		1	1							1	2								2		1		1		11	
AD5												3										2		2				7	
<b>AD</b>	<b>1</b>	<b>12</b>	<b>3</b>	<b>3</b>	<b>10</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>15</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>5</b>		<b>10</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>14</b>	<b>7</b>	<b>9</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>126</b>	
AST11		2			2		1		1	3		2				1							1					13	
AST10	1	3			1		2			4		1				4					1		1					18	
AST9		5			1	1	6		3	11	2	2				1		1			1		1				1	36	
AST8		6			3	1	3		1	7	3	1				1		3										29	
AST7		9		2	2	2	3	1	1	15	1	2		1		8	1	4	2			3	2		3	2	4	68	
AST6	2	6	6	2	4		2	5	2	21		3		5		5	4		5	1		6	5	5	4	5	1	99	
AST5	1	7	1	3	3	1	2	1	2	8	4	3		5	2	1	4	3	1	2		6	3	8			71		
AST4		5		1	2	2			1	3	1	5	7	2		3	1				1	2	1	1	2			40	
AST3		1		1	2	1	3		3		5	6	1		1	2						2	1	2	4	1		36	
AST2					1					2													1					4	
AST1														1											1			2	
<b>AST</b>	<b>4</b>	<b>44</b>	<b>7</b>	<b>9</b>	<b>21</b>	<b>8</b>	<b>22</b>	<b>7</b>	<b>14</b>	<b>74</b>	<b>16</b>	<b>25</b>	<b>8</b>	<b>14</b>	<b>3</b>	<b>26</b>	<b>10</b>	<b>11</b>	<b>8</b>	<b>3</b>	<b>3</b>	<b>19</b>	<b>16</b>	<b>16</b>	<b>14</b>	<b>8</b>	<b>6</b>	<b>416</b>	
SC6																													
SC5																													
SC4																													
SC3										1																			1
SC2										1																			1
SC1										1																			1
<b>SC</b>										<b>3</b>																			<b>3</b>
<b>Total</b>	<b>5</b>	<b>56</b>	<b>10</b>	<b>12</b>	<b>31</b>	<b>9</b>	<b>28</b>	<b>8</b>	<b>15</b>	<b>92</b>	<b>18</b>	<b>33</b>	<b>10</b>	<b>19</b>	<b>3</b>	<b>36</b>	<b>13</b>	<b>13</b>	<b>10</b>	<b>4</b>	<b>4</b>	<b>33</b>	<b>23</b>	<b>25</b>	<b>18</b>	<b>10</b>	<b>7</b>	<b>545</b>	

Occupation of posts as of 01/04/2019

PMO Establishment plan

by nationality, function group & grade

Nationality Grade	AT	BE	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SE	Total	
AD16																								0	
AD15																								0	
AD14													1							2				3	
AD13		4						1		1						1								7	
AD12		3			1			2																6	
AD11		1				1							1											3	
AD10		1																						1	
AD9		1				1		1					1											4	
AD8											1			1							1			3	
AD7										1														1	
AD6								1					1											2	
AD5																								0	
<b>AD</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>		<b>5</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>30</b>	
AST11																								0	
AST10		1		1				2																4	
AST9	1	2			1	1		2				2						1		1				11	
AST8		9		2	1	1	1	2	1	2			1		2									22	
AST7	1	12		2		1		2	1			1	4											24	
AST6	1	7		1									3				1		1					14	
AST5		7	1			1		1	1	1	1		1					4			1			19	
AST4		1						2																3	
AST3		1				1							1			1								4	
AST2																			1				1	2	
AST1		1																						1	
<b>AST</b>	<b>3</b>	<b>41</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>11</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>10</b>		<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>		<b>1</b>	<b>104</b>	
SC6																								0	
SC5																								0	
SC4																								0	
SC3																								0	
SC2																								0	
SC1																							1	1	
<b>SC</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Total</b>	<b>3</b>	<b>51</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>7</b>	<b>1</b>	<b>16</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>135</b>	

## 2.3 Overview of 2019 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 01/04/2019 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 1 642 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 01/04/2019	2019 Full Time Equivalent units (Estimates)
Commission Budget	5.717	4.169
Earmarked revenues		
- Offices	426	422
- European Development Fund	495	512
- Trust Funds and Turkish Facility	186	186
- Competitive actions of the Joint Research Centre	429	434
- DG at headquarters	106	120
Total earmarked revenues	1.642	1.674
<b>Total</b>	<b>7.359</b>	<b>5.843</b>

**NB:** As several budget lines authorise appropriations for external personnel without distinction between categories of personnel, 2019 figures are the best possible estimates, based on likely average costs and repartition between categories both for appropriations voted in the 2019 Budget and for expected earmarked revenue taken into account when preparing the 2019 Budget.

**Contract Agents as of 01/04/2019 - all budgets**  
**Distribution by function group and DG**

DG / Function Group	FGIV	FGIII	FGII	FGI	Total	Commission budget	Earmarked revenue DB 2019
DG Agriculture and Rural Development	46	12	15	8	81	81	
DG Budget	9	19	12	17	57	34	23
DG Climate Action	8	2	13		23	23	
DG Communication	48	100	184	35	367	367	
DG Communications Networks, Content and Technology	58	92	37	11	198	198	
DG Competition	7	36	14	8	65	65	
DG Economic and Financial Affairs	8	7	5	2	22	22	
DG Education and Culture	14	19	10	13	56	56	
DG Employment, Social Affairs and Inclusion	26	62	28	18	134	134	
DG Energy	9	19	15	12	55	55	
DG Environment	14	7	28	1	50	50	
DG Financial Stability, Financial Services and Capital Markets Union		14	4	3	21	21	
DG Health and Food Safety	30	14	42	6	92	92	
DG Human Resources and Security	18	52	106	52	228	193	35
DG Humanitarian Aid and Civil Protection (ECHO)	35	53	26	6	120	85	35
DG Informatics	37	10	10	4	61	25	36
DG Internal Market, Industry, Entrepreneurship and SMEs	25	54	23	10	112	112	
DG International Cooperation and Development	828	139	63	13	1043	450	593
DG Interpretation		1	33	24	58	48	10
Joint Research	860	50	115	61	1086	652	434
DG Justice and Consumers	13	18	17	2	50	50	
DG Maritime Affairs and Fisheries	21	24	8	15	68	68	
DG Migration and Home Affairs	11	29	11	0	51	51	
DG Mobility and Transport	10	19	23	10	62	62	
DG Neighbourhood and Enlargement Negotiations	392	112	34	11	549	501	48
European Anti-Fraud Office	3	8	6	7	24	24	
European Personnel Selection Office	1	2	21	2	26	26	
Office for Infrastructure and Logistics in Brussels	19	69	546	280	914	755	159
Office for Infrastructure and Logistics in Luxembourg	2	24	137	54	217	150	67
DG Regional and Urban Policy	5	69	16	8	98	98	
DG Research and Innovation	202	87	63	16	368	368	
DG Taxation and Customs Union	10	4	5	1	20	20	
DG Trade	7	9	16	5	37	37	
DG Translation	90	2	52	8	152	152	
European Political Strategy Centre	3	2	2		7	7	
Eurostat	34	18	26	7	85	85	
Internal Audit Service	5		7		12	11	1
Legal Service	10	3	13		26	26	
PayMaster's Office		78	301	44	423	223	200
Publications Office	1	11	5	2	19	19	
Secretariat general	30	34	27	18	109	108	1
Service for Foreign Policy Instruments	64	28	7	2	101	101	
Staff committee - representative trade unions and staff associations			9		9	9	
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU		1	2		3	3	
<b>Total</b>	<b>3.013</b>	<b>1.413</b>	<b>2.137</b>	<b>796</b>	<b>7.359</b>	<b>5.717</b>	<b>1.642</b>



Contract Agents present as of 01/04/2019 - 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	Total
FGIV	18	2	19	3			4		10		2	18	9	16	2	3	3	17	2	1			4	2	3	2	1		1	1	125
	17	1	18	7	2	3	7	1	15	2	1	32	3	25	3	1	1	27	3				3	3	8	9	2		3		180
	16	5	65	18	4	5	30	9	93	1	3	108	13	31	4	14	10	119	8	1	5		8	14	19	22	5	4	6	9	633
	15	15	56	10	2	4	37	2	89	6	8	114	16	38	4	17	9	217	11	2	5	1	11	24	25	21	9	8	7	5	773
	14	24	72	34	4	10	66	5	129	8	9	114	13	57	9	18	19	272	12		8	1	15	44	35	56	15	14	11	10	1.084
	13	5	8	5		6	19	3	15		4	31	3	11		5	5	49	4	2		2	7	7	9	10	2	1	4	1	218
	<b>Total</b>	<b>52</b>	<b>238</b>	<b>77</b>	<b>12</b>	<b>28</b>	<b>163</b>	<b>20</b>	<b>351</b>	<b>17</b>	<b>27</b>	<b>417</b>	<b>57</b>	<b>178</b>	<b>22</b>	<b>58</b>	<b>47</b>	<b>701</b>	<b>40</b>	<b>6</b>	<b>18</b>	<b>4</b>	<b>48</b>	<b>94</b>	<b>99</b>	<b>120</b>	<b>34</b>	<b>27</b>	<b>32</b>	<b>26</b>	<b>3.013</b>
FGIII	12		8	1			3		2		1	10	2	5	1	1		9	1				1		1	3			1	1	51
	11		22	4	1		9	2	9	2	3	31	3	8	2	4		14					1		1	6			1		123
	10	2	65	6		2	6	1	37	1	2	41	3	20	3	11	4	53	6		1	1	5	16	9	20	4	5	3	1	328
	9	2	52	21	7	11	20	2	61	4	3	54	8	60	5	6	2	134	7	3	5	3	11	36	11	39	8	3	3	1	582
	8	4	14	8	2	9	25	2	29	2	2	40	8	32	7	5	5	52	10	1	4		7	14	12	16	6	10	3		329
<b>Total</b>	<b>8</b>	<b>161</b>	<b>40</b>	<b>10</b>	<b>22</b>	<b>63</b>	<b>7</b>	<b>138</b>	<b>9</b>	<b>11</b>	<b>176</b>	<b>24</b>	<b>125</b>	<b>18</b>	<b>27</b>	<b>11</b>	<b>262</b>	<b>24</b>	<b>4</b>	<b>10</b>	<b>4</b>	<b>25</b>	<b>66</b>	<b>34</b>	<b>84</b>	<b>18</b>	<b>18</b>	<b>11</b>	<b>3</b>	<b>1.413</b>	
FGII	7	1	68	1	1	2	5	2	20	1	4	24	2	3		3	3	22	1	1					11			1	1		177
	6	5	239	14	2	3	8	1	52	2	5	115	9	23	2	14	5	77	5		5	1	5	32	19	33	9	3	2	1	691
	5	1	210	23	4	16	13	6	96	10	4	91	7	56	11	22	4	156	18		8	4	6	51	32	81	16	12	7	1	966
	4	2	69	4	4	1	4	1	30	3	1	32	3	27	6	3	2	52	4	1	5		3	12	9	14	3	5	3		303
	<b>Total</b>	<b>9</b>	<b>586</b>	<b>42</b>	<b>11</b>	<b>22</b>	<b>30</b>	<b>10</b>	<b>198</b>	<b>16</b>	<b>14</b>	<b>262</b>	<b>21</b>	<b>109</b>	<b>19</b>	<b>42</b>	<b>14</b>	<b>307</b>	<b>28</b>	<b>2</b>	<b>18</b>	<b>5</b>	<b>14</b>	<b>95</b>	<b>71</b>	<b>128</b>	<b>28</b>	<b>21</b>	<b>13</b>	<b>2</b>	<b>2.137</b>
FGI	3		141		1		1	1	30	1	2	37	4	14			1	115	1	1	1		3	6	16	2	1	1			380
	2		136	2		2	2	1	36	1	2	26	2	22	1	2	3	81			1	1		18	18	8	1	1			367
	1		21								1	4	1	3			1	8							6	2		1			49
	<b>Total</b>		<b>298</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>66</b>	<b>2</b>	<b>5</b>	<b>67</b>	<b>7</b>	<b>39</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>204</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>24</b>	<b>40</b>	<b>12</b>	<b>2</b>	<b>3</b>			<b>796</b>
<b>Total</b>		<b>69</b>	<b>1.283</b>	<b>161</b>	<b>34</b>	<b>74</b>	<b>259</b>	<b>39</b>	<b>753</b>	<b>44</b>	<b>57</b>	<b>922</b>	<b>109</b>	<b>451</b>	<b>60</b>	<b>129</b>	<b>77</b>	<b>1.474</b>	<b>93</b>	<b>14</b>	<b>48</b>	<b>14</b>	<b>90</b>	<b>279</b>	<b>244</b>	<b>344</b>	<b>82</b>	<b>69</b>	<b>56</b>	<b>31</b>	<b>7.359</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 1/4/2019.

**Commission Representations in the Member States**  
Local Agents (LA)/Contract Agents (CA)/Agency staff (AS)  
By place of employment  
(Financed under budget line 16.010203)

Place	Agents in place on 01/04/2018				Agents in place on 01/04/2019			
	CA	LA	AS	Total	CA	LA	AS	Total
Athens	14			14	14		1	15
Barcelona	2	3		5	2	3		5
Belfast		3		3		3		3
Berlin	15	5		20	14	5	1	20
Bonn	5			5	5			5
Bratislava	13		1	14	12		2	14
Brussels	16			16	18			18
Bucharest	13			13	17			17
Budapest	13			13	13		2	15
Cardiff	3	1		4	2	1		3
Copenhagen	8			8	8			8
Dublin	10	1		11	9	1		10
Edinburgh	3			3	3			3
Helsinki	12			12	11			11
Lisbon	10		2	12	10		1	11
Ljubljana	9			9	8		1	9
London	17	2	1	20	15	2		17
Luxembourg	4		1	5	4			4
Madrid	6	9	1	16	7	9		16
Marseille	4	1		5	4	1		5
Milan	5	2		7	5	2	1	8
Munich	3	2		5	3	2		5
Nicosia	10		1	11	9		1	10
Paris	15	1		16	18	1		19
Prague	13		2	15	12		2	14
Riga	8		2	10	9			9
Roma	15			15	15		1	16
Sofia	14			14	12			12
Stockholm	10			10	10			10
Tallinn	7		1	8	7			7
The Hague	11	2		13	12	2		14
Valletta	6			6	7			7
Vienna	10	2		12	8	2	1	11
Vilnius	9			9	9			9
Warsaw	18		1	19	18		1	19
Wroclaw	4			4	3		1	4
Zagreb	11			11	10		1	11
<b>TOTAL</b>	<b>346</b>	<b>34</b>	<b>13</b>	<b>393</b>	<b>343</b>	<b>34</b>	<b>17</b>	<b>394</b>

Commission local agents in European Union **delegations** in third countries accounted for 2 082 persons in place on 01/04/2019 (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	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								
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>	<b>1191</b>			<b>3176</b>				<b>1235</b>				<b>142</b>				<b>96</b>				<b>5840</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: 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		financed under heading 5	financed outside heading 5 *	financed by the EDF and other assigned revenue			
ALBANIA	Tirana	4	7		6		29		1		21		1	1	1		2			14	59	73	
ARMENIA	Yerevan	4	4		5	1	12		1		5			1					10	23	33		
AUSTRIA	Vienna	13	2	1					8		2		3				2		26	5	31		
AZERBAIJAN	Baku	4	4		5		11		1		2			1				10	18	28			
BELARUS	Minsk	3	4		6		9		1		5					2		12	18	30			
BOSNIA HERZEGOVINA	Sarajevo	5	5		9		58		3		8		1	1				18	72	90			
France	Strasbourg	2	1						1	1			1					4	2	6			
France	Paris	2	3						3				1				2		8	3	11		
North Macedonia	Skopje	4	6		10		35				18		1	1		3		18	60	78			
GEORGIA	Tbilisi	6	4		11	1	16		1		11			1	1			18	34	52			
ICELAND	Reykjavik	3			3				1									7	0	7			
ITALY	Rome	1	2						4				1					6	2	8			
KAZAKHSTAN	Astana	4	4		7		12		1		3							12	19	31			
KOSOVO	Pristina	3	4		7		50		7		18		2			3		22	72	94			
KYRGYZSTAN	Bishkek	3	3		5		8		1		5					2		11	16	27			
MOLDOVA	Chisinau	6	4		3	1	12				9					2		11	26	37			
MONTENEGRO	Podgorica	2	4		5		25		2		16					1		10	45	55			
NORWAY	Oslo	3			8				1									12	0	12			
RUSSIA	Moscow	12	5	1	19	5	13		4		4		1					36	28	64			
SERBIA	Belgrade	6	8		9		55				21	1	1	1	1	1		16	87	103			
SWITZERLAND	Berna	2	1		5				1				1					9	1	10			
SWITZERLAND	Geneve (UN)	18	4		3				1				4					26	4	30			
SWITZERLAND	Geneve (WTO)	5	8		10	6					1							15	15	30			
TAJIKISTAN	Dushanbe	3	3		5		11		2		6				1			10	21	31			
TURKEY	Ankara	8	10		13	1	88	15	2		17	13	1			3		27	144	171			
UKRAINE	Kiev	8	14	1	10	3	43		5		15		3	2		4		30	78	108			
UZBEKISTAN	Tashkent	3	1		4		8		2		2					1		10	11	21			
BA 01.003	Floaters	5																5	0	5			
RCE	Brussels	6							19									25	0	25			
Sub-total by category of staff & EEAS/Commission source		147	115	3	168	18	495	15	73	1	189	14	22	9	4	0	28	0	0	0	438	863	1301
GRAND TOTAL			265			696				277				35		28				1301			

\* 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 01/04/2019  
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 SME			Agency Staff (inMIRAMIRA)				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	2	3	8	3	13	1	1	6									11	26	37						
BENIN	Cotonou	3	4	9	1	10	1		10									13	25	38						
BOTSWANA	Gaborone	3	4	7		8	1		3									11	16	27						
BURKINA FASO	Ouagadougou	4	7	10		6	23		1	12				1				15	49	64						
BURUNDI	Bujumbura	4	5	8		2	10	1		3	4							13	24	37						
CAMEROON	Yaounde	3	7	10	1	1	16	2	1	3	10	1	1					16	40	56						
CAPE VERDE	Praia	3	3	6		5	1			2				1				11	10	21						
CENTRAL AFRICAN REPUBLIC	Bangui	3	5	7		2	15	2		2	3							12	27	39						
CHAD	N'Djamena	3	5	8		1	17	2		3	13	1		3				17	39	56						
CONGO, DEMOCRATIC REP.	Kinshasa	6	7	10		4	22	3		4	12							18	49	67						
CONGO, REP.	Brazzaville	4	2	7		2	8			3	5	1						12	20	32						
DJIBOUTI	Djibouti	3	2	5		8	2			6				2				12	16	28						
ERITREA	Asmara	2	4	7		8	1			2								10	14	24						
ESWATINI	Mbabane	1	1	3		7	1			1	2			1												
ETHIOPIA	Addis Ababa	5	5	13		6	23			4	13		1	1				19	52	71						
ETHIOPIA-AFRICAN UNION	African Union	8	4	9		9	2			12		2		1				22	25	47						
GABON	Libreville	3	4	7		12	1			3	3		1					11	23	34						
GAMBIA	Banjul	2	1	4		4				6		1						7	11	18						
GHANA	Accra	3	5	9		1	13	1		12				1				14	31	45						
GUINEA REPUBLIC	Conakry	2	5	9		1	15	2		1	12							13	34	47						
GUINEA-BISSAU	Bissau	2	3	8		1	7	1		1	6							11	18	29						
IVORY COAST	Abidjan	3	6	10		1	14	2		2	10	1						16	33	49						
KENYA	Nairobi	6	11	13	1	11	23	3		7	13	1		2				24	66	90						
LESOTHO	Maseru	2	2	4		1	6	1		1	2							7	12	19						
LIBERIA	Monrovia	3	5	6		9	1			1	8							10	23	33						
LIBYA	Tripoli	3	2	2			4			4		4	1					13	7	20						
MADAGASCAR	Antananarivo	3	6	12		6	18	1		3	13	1	1					17	47	64						
MALAWI	Lilongwe	2	6	9		4	15			3	5			1				12	33	45						
MALI	Bamako	2	2	8		18	3			3	12	2		1				15	36	51						
MAURITANIA	Nouakchott	3	5	9		12	2			1	9							14	27	41						
MAURITIUS, REPUBLIC OF	Port-Louis	3	5	8		1	12	1		1	1			1				13	20	33						
MOZAMBIQUE	Maputo	4	6	11		4	15	1		4	11	1						17	40	57						
NAMIBIA	Windhoek	3	2	6		6	1			4								10	12	22						
NIGER	Niamey	3	2	11		3	17	2		1	13			3				19	36	55						
NIGERIA	Abuja	6	8	16	2		26	1		1	7	2		2				26	46	72						
RWANDA REPUBLIC	Kigali	3	5	7		16	1			1	6							11	28	39						
SENEGAL	Dakar	3	7	11		7	22	3		10	9		2					17	57	74						
SIERRA LEONE	Freetown	3	6	8		4	15	1		1	7							12	33	45						
SOMALIA	(Kenya)	2	4	2		10	1			1	8	2	1	2				9	24	33						
SOUTH AFRICA, REP.	Pretoria	6	7	11	2		24			9		1		1				20	43	63						
SOUTH SUDAN	Juba	3	4	5		10	1			1	5							9	20	29						
SUDAN	Khartoum	3	4	9		4	12	2		1	6		1	1				15	28	43						
TANZANIA	Dar es Salaam	2	6	8		1	17	1		2	12	1	1		1			12	40	52						
TOGO	Lome	3	3	6		12	1			5				2				12	20	32						
UGANDA	Kampala	3	6	9		2	19	1		1	12	1		1				14	41	55						
ZAMBIA	Lusaka	3	6	11		16	2			2	8			2				18	32	50						
ZIMBABWE	Harare	3	5	9		13	2			4	3							14	25	39						
Sub-total by category of staff			217	0		6	104	606		66	1	96	343		22	8	7	1		28	0	0	0	644	1376	2022
& EEAS/Commission source		149	217		385	716				66	440				22	16				28	0			644	1376	2022
<b>GRAND TOTAL</b>			366			1101				66	606				22	38				28	28			644	1376	2022

\* 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 (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				
AUSTRALIA	Canberra	3	1		10	3	1		2											15	5	20		
FIDJI ISLANDS, REP. OF THE	Suva	6	7		8			22	1		3	12								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								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	0	4	0	0	0	92	128	220
			22			73				32				1				0						
<b>GRAND TOTAL</b>			48			123				42				3				4				220		

**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 (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				
CANADA	Ottawa	6	4		10	4					1									16	9	25		
JAPAN	Tokyo	8	8	1	25	8	4		2		2									37	23	60		
MEXICO	Mexico	6	4		10	2	4		2		4									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						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>			93			144				16				8				8				269		

\* 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 01/04/2019**  
**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 3	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
BARBADOS	Bridgetown	3	8		7	1	1	17	1		11								11	38	49		
COSTA RICA	San Jose	1	1		5	2	2		2	1		1							9	6	15		
CUBA	Havane	3	1		4		3		1	4		3							11	8	19		
DOMINICAN REPUBLIC	Santo Domingo	3	5		7	2	1	9	1	1	5								11	23	34		
EL SALVADOR	San Salvador	2	1		3		8		1	2		1	1						7	12	19		
GUATEMALA	Guatemala	1	4		5		11		3	5		1							10	20	30		
HAITI	Port Prince	2	6		9		6	14	3	2	8								17	36	53		
HONDURAS	Tegucigalpa	2	1		3		9			4		1	1		1				7	15	22		
JAMAICA	Kingston	4	1		9		1	9	1	2	5		1		1				15	19	34		
NICARAGUA	Managua	4	5		7		27		1	6					1				13	38	51		
PANAMA	Panama City	1			3				1			1											
TRINIDAD AND TOBAGO	Port of Spain	1			4			5	1		2	1							7	7	14		
Sub-total by category of staff & EEAS/Commission source		27	33	0	66	5	69	54	16	0	27	31	9	1	2	0	6	0	0	0	118	222	340
GRAND TOTAL			60			194				74				12			6				346		

**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 3	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
ARGENTINA	Buenos Aires	4	3		6	3	3			2									10	11	21		
BOLIVIA	La Paz	3	4		7		14		1	6									11	24	35		
BRAZIL	Brasilia	7	10	1	9	2	21		1	11				1					18	45	63		
CHILE	Santiago	3	1		7	2	1		1	1				1					12	5	17		
COLOMBIA	Bogota	4	4		7	3	17		1	4	2	3	2		1				16	32	48		
ECUADOR	Quito	2	2		4	2	6		2	2									8	12	20		
GUYANA	Georgetown	4	1		8		8			4									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			6	2	3		1										10	5	15		
VENEZUELA	Caracas	5			6	1	2		1			1		2					15	3	18		
Sub-total by category of staff & EEAS/Commission source		41	34	1	72	17	88	8	10	0	34	6	4	0	2	0	6	0	0	0	133	190	323
GRAND TOTAL			76			185				50				6			6				323		

\* 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 01/04/2019  
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		16		37	4		11								25	54	79			
BANGLADESH	Dhaka	4	6		9	1	21	2		12								15	40	55			
BURMA/MYANMA	Yangon	4	4		4		14	3		12		1	1		1			13	31	44			
CAMBODIA	Phnom Penh	3	4		4		18	1		8				1				9	30	39			
CHINA	Beijing	9	19	2	18	10	15	5	1	8		1	1		7			40	56	96			
HONG-KONG	Hong-Kong	4	1		6	2												10	3	13			
INDIA	New Delhi	7	6	1	13	3	25	3		4		1						24	39	63			
IRAQ	Baghdad	7			4		5	5		3		1						13	8	21			
KOREA	Seoul	5	2		9	2	2	1		2			1					15	9	24			
LAOS	Vientiane	2	1		2		15	2		5				1				6	22	28			
MALAYSIA	Kuala Lumpur	3	1		4	1	1	1	1			1						9	4	13			
MONGOLIA	Ulaanbaatar	4			1		1			1								5	2	7			
NEPAL	Katmandu	3	3		6		11	1		5		1						10	20	30			
PAKISTAN	Islamabad	6	5		11	1	19	2		10		1		1				20	36	56			
SAUDI ARABIA	Riyad	5	1		9	2		2				2						18	3	21			
SINGAPORE	Singapore	3	1		5	2		1				1						10	3	13			
SRI LANKA	Colombo	4	3		6		12	1		5		1						12	20	32			
TAIWAN	TAIPEI	1	1		5	2		2				1						9	3	12			
THAILAND	Bangkok	5	8		12	4	23	1		19		1			1			20	54	74			
TIMOR-LESTE	Dili	3	1		4		3	4						1				9	11	20			
UNITED ARAB EMIRATES	Abu Dhabi	4	2	1	6		1	1						1				12	4	16			
VIETNAM	Hanoi	4	6		9	2	16	1		6								14	30	44			
YEMEN	Sanaa	4	3		3		3			7								7	13	20			
Sub-total by category of staff & EEAS/Commission source		99	84	4	166	32	242	4	36	2	118	3	12	4	2	0	12	0	0	0	325	495	820
GRAND TOTAL			187			444				159				18				12				820	

**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	4	6		8		19	1		9		1						15	34	49			
EGYPT	Cairo	6	7		11	1	39	2		13		1			1			21	60	81			
ISRAEL	Tel Aviv	5	3		8	1	9	1		1		2						16	14	30			
JORDAN	Amman	5	4		10		30	3		13	2	2		1				20	50	70			
LEBANON	Beirut	5	7		11		25	2		10		3		1		1		22	43	65			
MOROCCO	Rabat	6	8		12	1	22			13	1	2		1				20	46	66			
SYRIA	Damascus	2	1		2		6	1		8								5	15	20			
TUNISIA	Tunis	5	8		10	2	18	1		14	1	3	1	1				19	45	64			
WEST BANK AND GAZA STRIP	Jerusalem East	6	8		11		33	3		12		2	1		1			23	54	77			
Sub-total by category of staff & EEAS/Commission source		44	52	0	83	5	201	0	14	0	93	4	16	2	4	0	4	0	0	0	161	361	522
GRAND TOTAL			96			289				111				22				4				522	

\* 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 01/04/2019**  
(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	16	6			22
DG Budget	7	3			10
Cabinets					
DG Climate Action	13	2			15
DG Communication	6	23	1		30
DG Communications Networks, Content and Technology	35	4			39
DG Competition	28				28
DG Economic and Financial Affairs	45	3			48
DG Education and Culture	22	8			30
DG Employment, Social Affairs and Inclusion	28	7			35
DG Energy	25	6			31
DG Environment	31	6			37
DG Financial Stability, Financial Services and Capital Markets Union	40	6			46
DG Health and Food Safety	40	1			41
DG Human Resources and Security	15	11	13		39
DG Humanitarian Aid and Civil Protection (ECHO)	22	11			33
DG Informatics	8	1			9
DG Internal Market, Industry, Entrepreneurship and SMEs	37	12			49
DG International Cooperation and Development	50	43			93
DG Interpretation		5			5
DG Justice and Consumers	19	2			21
DG Maritime Affairs and Fisheries	5				5
DG Migration and Home Affairs	41	12			53
DG Mobility and Transport	35	2			37
DG Neighbourhood and Enlargement Negotiations	13	12			25
DG Regional and Urban Policy	19	7			26
DG Research and Innovation	32	5			37
DG Taxation and Customs Union	42	2			44
DG Trade	22	11			33
DG Translation	7	2			9
European Anti-Fraud Office	12	6			18
European Personnel Selection Office	5	3			8
European Political Strategy Centre		3			3
Eurostat	51	4			55
Internal Audit Service		1			1
Joint Research Centre	10	25		9	44
Legal Service	8	1			9
Office for Infrastructure and Logistics in Brussels	1	6	6		13
Office for Infrastructure and Logistics in Luxembourg		52	77		129
Office for the Administration and Payment of Individual Entitlements		1			1
Publications Office		25			25
Secretariat general	18	8			26
Service for Foreign Policy Instruments	3	1			4
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU	1				1
<b>Total</b>	<b>812</b>	<b>349</b>	<b>97</b>	<b>9</b>	<b>1.267</b>

## **2.4 Overview on recruitment**

Complete details on the nationalities of staff occupying establishment plan posts as of 01/04/2019 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 1/04/2019

The following pages list by competition the candidates still available on **reserve lists as of 01/04/2019**.

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited
EPSO/B/4/03 IT	B	Language Editors	IT					
EPSO/B/6/03 ES	B	Language Editors	ES					
EPSO/B/14/03 PT	B	Language Editors	PT					
EPSO/B/11/03 DE	B	Language Editors	DE					
EPSO/B/12/03 EL	B	Language Editors	EL					
EPSO/B/15/03 SK	B	Language Editors	SK					
EPSO/B/18/03 HU	B	Language Editors	HU					
EPSO/LA/14/04 - Lawyer Linguists EL	AD7	Lawyer Linguist	EL		12	4	0	8
EPSO/A/18/04 ADM. (A7/A6) SEC ALIM.AUDIT INSP.EVAL. EUR15	A6/A7	Food Safety		EUR15	78	29	4	45
EPSO/A/18/04 ADM. (A7/A6) SANTÉ PUBLIQUE EUR15	A6/A7	Health		EUR15	96	34	8	54
EPSO/A/18/04 ADM. (A7/A6) SEC. ALIM. POLIT. LEGISL. EUR15	A6/A7	Food Safety		EUR15	100	19	4	77
EPSO/AD/41/05 - Lawyer Linguists FR	AD7	Lawyer Linguist	FR		30	4	4	22
EPSO/AST/8/05 BG	AST3	Language Editors	BG					
EPSO/AST/10/05 RO	AST3	Language Editors	RO					
EPSO/AST/12/06 LV	AST3	Language Editors	LV					
EPSO/AD/73/06 INTERP. CONF. EUR15 IT	AD5	Interpretation	IT		18	7	2	9
EPSO/AD/74/06 INTERP. CONF. (AD7) EUR15 IT	AD7	Interpretation	IT		21	3	1	17
EPSO/AD/81/06 - Lawyer Linguists Court of Justice EN	AD7	Lawyer Linguist	EN		5	1	0	4
EPSO/AST/38/07 Correcteurs épreuves FR (OPOCE)	AST3	Proofreaders	FR (OPOCE)		20	5	0	15
EPSO/AD/102/07 Chef d'unité (AD12) Economie EUR 2 BG	AD12	Head of Unit	BG		3	1	0	2
EPSO/AST/71/08 Correcteurs épreuves LT (OPOCE)	AST3	Language Editors	LV		8	3	0	5
EPSO/AST/72/08 Correcteurs épreuves NL (OPOCE)	AST3	Proofreaders	LT (OPOCE)		17	8	1	8
EPSO/AST/75/08 Social Welfare Assistants	AST3	Proofreaders	NL		38	18	0	20
EPSO/AD/118/08 Option 1 Traducteurs CZ	AST3	Social Welfare		EUR27	16	2	1	13
EPSO/AD/118/08 Option 2 Traducteurs CZ	AD5	Translation	CZ		19	4	2	13
EPSO/AD/125/08 Médecins (AD9)	AD5	Translation	CZ		10	4	1	5
EPSO/AD/129/08 - Lawyer Linguists Court of Justice EL	AD9	Doctors		EUR27	7	1	0	6
EPSO/AD/129/08 - Lawyer Linguists EP/Council EL	AD7	Lawyer Linguist	EL		13	5	0	8
EPSO/AD/130/08 - Lawyer Linguists Court of Justice ES	AD7	Lawyer Linguist	EL		15	2	0	13
EPSO/AD/130/08 - Lawyer Linguist EP/Council ES	AD7	Lawyer Linguist	ES		14	7	0	7
EPSO/AD/138/08 Lawyer Linguists EP/Council MT	AD7	Lawyer Linguist	ES		9	6	0	3
EPSO/AST/88/09 Proofreaders FI (OPOCE)	AD7	Lawyer Linguist	MT		15	6	2	7
EPSO/AST/94/09 Assistants in the Buildings Sector - Option 2	AST3	Building		EUR27	35	11	1	23
EPSO/AST/94/09 Assistants in the Buildings Sector - Option 3	AST3	Building		EUR27	29	6	1	22
EPSO/AST/94/09 Assistants in the Buildings Sector - Option 4	AST3	Building		EUR27	17	4	0	13
EPSO/AST/94/09 Assistants in the Buildings Sector - Option 4	AST3	Building		EUR27	39	14	1	24
EPSO/AST/95/09 Proofreader EE (OPOCE)	AST3	Proofreaders	EE	EUR27	11	9	0	2
EPSO/AST/97/09 Proofreaders PL (OPOCE)	AST3	Proofreaders	PL		17	10	1	6
EPSO/AST/98/09 Proofreaders SL (OPOCE)	AST3	Proofreaders	SL		16	5	1	10
EPSO/AD/144/09 - Public health - EUR12	AD5	Health	RO		36	14	0	22
EPSO/AD/145/09 (AD 5)- Food safety (policy/legislation) - EUR12	AD5	Food Safety			22	4	5	13
EPSO/AD/146/09 ADM (AD 5)- Food safety (audit/inspec/eval) - EUR12	AD5	Food Safety		EUR12	28	2	1	25
EPSO/AD/161/09 Lawyer Linguists Court of Justice CS	AD7	Lawyer Linguist	CZ		7	3	0	4
EPSO/AD/161/09 Lawyer Linguists EP/Council CS	AD7	Lawyer Linguist	LV		11	6	1	4
EPSO/AD/162/09 Lawyer Linguists EP/Council LV	AD5	Translation	BG		6	1	0	5
EPSO/AD/166/09 Translators Option 1 - BG	AD5	Translation	BG		70	32	3	35
EPSO/AD/166/09 Translators - Option 2- BG	AD5	Translation	RO		18	11	1	6
EPSO/AD/167/09 Translators - Option 1 - RO	AD5	Translation	RO		75	23	7	45
EPSO/AD/169/09 Law CZ	AD5	Law	CZ		14	7	0	7
EPSO/AD/169/09 Law PL	AD5	Law	PL		49	9	1	39
EPSO/AD/174/09 Interpreters (AD7) - PL	AD7	Interpretation	PL		21	1	0	20
EPSO/AD/174/09 Interpreters (AD5) - PL	AD5	Interpretation	PL		19	5	0	14
EPSO/AD/175/09 Interpreters (AD5) - EL	AD5	Interpretation	EL		3	1	0	2
EPSO/AST/105/10 Language editors EL (Court of Justice)	AST3	Language Editors	EL		3	1	0	2
EPSO/AST/108/10 Language editors PT (Court of Justice)	AST3	Language Editors	PT		3	2	0	1
EPSO/AD/177/10 - Administrators - AUDIT 2013	AD5	Audit		EUR28	48	1	0	47
EPSO/AD/177/10 - Administrators - ECONOMICS 2013	AD5	Economics		EUR28	36	10	0	26
EPSO/AD/177/10 - Administrators - EPA 2013	AD5	EPA		EUR28	113	15	2	96

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited
EPSO/AD/177/10 - Administrators - ICT 2013	AD5	ICT		EUR28	73	13	0	60
EPSO/AD/177/10 - Administrators - LAW 2013	AD5	Law		EUR28	34	3	0	31
EPSO/AD/178/10 - Administrators Librarianship/Information Science 2013	AD5	Librarianship		EUR28	8	2	0	6
EPSO/AD/178/10 - Administrators Librarianship/Information Science	AD5	Librarianship		EUR28	21	4	0	17
EPSO/AD/180/10 Information systems security (AD7) (INFOSEC)	AD7	ICT		EUR28	16	2	1	13
EPSO/AD/181/10 Administrators (AD8) Competition Law	AD8	Law		EUR28	14	1	0	13
EPSO/AD/183/10 - Translators Option 1 - DA	AD5	Translation	DA		33	3	0	30
EPSO/AD/184/10 - Translators Option 1 - DE	AD5	Translation	DE		24	5	0	19
EPSO/AD/184/10 - Translators Option 2 - DE	AD5	Translation	DE		9	4	1	4
EPSO/AD/185/10 Translators Option 2 - EN	AD5	Translation	EN		21	7	1	13
EPSO/AD/185/10 Translators Option 1 - EN	AD5	Translation	EN		20	4	0	16
EPSO/AD/187/10 - Translators Option 1 - SL	AD5	Translation	SL		34	4	0	30
EPSO/AD/188/10 - Conference Interpreters Option 2 - BG	AD5	Interpretation	BG		9	2	0	7
EPSO/AD/190/10 - Head of Unit Translation (AD 9) with Bulgarian as their main language	AD9	Translation	BG		2	2	0	0
EPSO/AD/194/10 Lawyer Linguists Court of Justice EN	AD7	Lawyer Linguist	EN		8	3	0	5
EPSO/AD/195/10 Lawyer Linguists Court of Justice LT	AD7	Lawyer Linguist	LT		9	3	0	6
EPSO/AD/195/10 Lawyer Linguists EP/Council LT	AD7	Lawyer Linguist	LT		2	1	0	1
EPSO/AD/197/10 Lawyer Linguists Court of Justice RO	AD7	Lawyer Linguist	RO		10	3	0	7
EPSO/AST/114/11 Language editors IT (Court of Justice)	AST3	Language Editors	IT	EUR28	3	1	0	2
EPSO/AST/117/11 Assistants in the secretarial field (AST1) - ET	AST1	Secretaries	ET		12	3	1	8
EPSO/AST/118/11 Assistants Communication	AST3	Communication		EUR28	31	3	4	24
EPSO/AST/118/11 Assistants Project Management / Programs / Contracts	AST3	Project Management		EUR28	47	9	7	31
EPSO/AST/118/11 Assistants Financial Management / Accounting	AST3	Financial Management		EUR28	31	4	2	25
EPSO/AD/206/11 Administrators (AD5) AUDIT	AD5	Audit		EUR28	38	5	1	32
EPSO/AD/207/11 Administrators (AD7) AUDIT	AD7	Audit		EUR28	18	1	0	17
EPSO/AD/206/11 Administrators (AD5) ECONOMICS	AD5	Economics		EUR28	25	5	0	20
EPSO/AD/206/11 Administrators (AD5) STATISTICS	AD5	Statistics		EUR28	36	2	0	34
EPSO/AD/207/11 Administrators (AD7) ECONOMICS	AD7	Economics		EUR28	13	2	0	11
EPSO/AD/207/11 Administrators (AD7) STATISTICS	AD7	Statistics		EUR28	14	1	2	11
EPSO/AD/206/11 Administrators (AD5) EUROPEAN PUBLIC ADMINISTRATION	AD5	EPA		EUR28	43	9	2	32
EPSO/AD/207/11 Administrators (AD7) EUROPEAN PUBLIC ADMINISTRATION	AD7	EPA		EUR28	25	1	1	23
EPSO/AD/206/11 Administrators (AD5) FINANCE/ACCOUNTING	AD5	Finance		EUR28	30	7	0	23
EPSO/AD/207/11 Administrators (AD7) FINANCE/ACCOUNTING	AD7	Finance		EUR28	16	6	0	10
EPSO/AD/206/11 Administrators (AD5) LAW	AD5	Law		EUR28	14	1	0	13
EPSO/AD/208/11 Lawyer Linguists EP/Council BG	AD7	Lawyer Linguist	BG		5	2	0	3
EPSO/AD/209/11 Lawyer Linguists Court of Justice ET	AD7	Lawyer Linguist	ET		3	3	0	0
EPSO/AD/209/11 Lawyer Linguists EP/Council ET	AD7	Lawyer Linguist	ET		5	1	0	4
EPSO/AD/210/11 Lawyer Linguists Court of Justice HU	AD7	Lawyer Linguist	HU		14	12	0	2
EPSO/AD/210/11 Lawyer Linguists EP/Council HU	AD7	Lawyer Linguist	HU		8	3	0	5
EPSO/AD/212/11 Lawyer Linguists Court of Justice PL	AD7	Lawyer Linguist	PL		7	4	0	3
EPSO/AD/212/11 Lawyer Linguists EP/Council PL	AD7	Lawyer Linguist	PL		12	5	0	7
EPSO/AD/213/11 Lawyer Linguists EP/Council SL	AD7	Lawyer Linguist	SL		6	1	0	5
EPSO/AD/216/11 Translators Option 1 CZ	AD5	Translation	CZ		11	6	1	4
EPSO/AD/217/11 Hungarian-language (HU) Translators - Option 1	AD5	Translation	HU		12	1	0	11
EPSO/AD/217/11 Hungarian-language (HU) Translators - Option 2	AD5	Translation	HU		11	3	0	8
EPSO/AD/218/11 Translators Option 1 LT	AD5	Translation	LT		16	3	0	13
EPSO/AD/218/11 Translators LT - Option 2	AD5	Translation	LT		8	2	0	6
EPSO/AD/219/11 Translators Option 2 MT	AD5	Translation	MT		14	2	1	11
EPSO/AD/220/11 Translators Option 1 PL	AD5	Translation	PL		19	9	0	10
EPSO/AD/220/11 Translators PL-Option 2	AD5	Translation	PL		2	1	0	1
EPSO/AD/221/11 Translators Option 1 SK	AD5	Translation	SK		17	4	1	12
EPSO/AD/221/11 Translators Option 2 SK	AD5	Translation	SK		2	1	0	1
EPSO/AD/223/11 - Conference Interpreters (AD5) Option 2 LV	AD5	Interpretation	LV		4	2	1	1
EPSO/AD/224/11 - Conference Interpreters (AD5) Option 1 MT	AD5	Interpretation	MT		1	1	0	0
EPSO/AD/226/11 - Conference Interpreters (AD7) Option 1 ES	AD7	Interpretation	ES		9	3	0	6
EPSO/AD/226/11 - Conference Interpreters (AD7) Option 2 ES	AD7	Interpretation	ES		2	2	0	0
EPSO/AD/227/11 Administrators (AD6) ARCHIVISTICS	AD6	Archivists			13	3	0	10
EPSO/AD/228/11 Information And Communication Technologies (ICT) (AD 7)-Infrastructure IT and services	AD7	ICT		EUR28	34	5	2	27
EPSO/AD/228/11 Information And Communication Technologies (ICT) (AD 7) Information systems	AD7	ICT		EUR28	22	1	0	21
EPSO/AD/229/11 Cooperation And Management Of Aid To Non-Member Countries (AD 7)	AD7	ICT		EUR28	52	4	0	48



COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited
EPSO/AST/119/12 - Proofreaders CZ	AST3	Proofreaders	CZ		14	11	0	3
EPSO/AST/122/12 - Proofreaders Croatian	AST3	Proofreaders	HR		25	6	4	15
EPSO/AST/123/12 HR Assistants	AST3	Communication		EUR28	17	8	2	7
EPSO/AST/123/12 HR Assistants Project Management/Programs/Contracts	AST3	Project Management		EUR28	18	2	6	10
EPSO/AST/123/12 HR Assistants Legal matters	AST3	Legal Affairs Assistants		EUR28	30	10	6	14
EPSO/AST/124/12 Proofreader Lithuanian	AST3	Proofreaders	LT		9	8	0	1
EPSO/AST/125/12 Assistants Audit	AST3	Audit		EUR28	25	5	1	19
EPSO/AST/125/12 Assistants	AST3	Statistics		EUR28	41	12	3	36
EPSO/AST/125/12 Assistants	AST3	Finance		EUR28	49	3	5	41
EPSO/AST/126/12 Assistants Civil and mechanical engineering	AST3	Engineering		EUR28	9	3	1	5
EPSO/AST/126/12 Assistants Electrical engineering and electronics	AST3	Engineering		EUR28	17	10	0	7
EPSO/AST/126/12 Assistants Nuclear	AST3	Nuclear Inspection		EUR28	17	9	1	7
EPSO/AST/126/12 Assistants Biology, life and health sciences	AST3	Health		EUR28	10	7	0	3
EPSO/AST/126/12 Assistants Chemistry	AST3	Chemistry		EUR28	11	7	0	4
EPSO/AST/126/12 Assistants Physics and materials science	AST3	Physics		EUR28	10	4	0	6
EPSO/AD/230/12 Administrators (AD5) Audit	AD5	Audit		EUR28	22	1	2	19
EPSO/AD/230/12 Administrators (AD5) Communication	AD5	Communication		EUR28	28	2	2	24
EPSO/AD/231/12 Administrators (AD7) Communication	AD7	Communication		EUR28	12	1	0	11
EPSO/AD/230/12 Administrators (AD5) External Relations	AD5	External Relations		EUR28	24	11	0	13
EPSO/AD/231/12 Administrators (AD7) External Relations	AD7	External Relations		EUR28	8	2	0	6
EPSO/AD/230/12 Administrators (AD5) EPA	AD5	EPA		EUR28	52	6	0	46
EPSO/AD/231/12 Administrators (AD7) EPA	AD7	EPA		EUR28	33	1	1	31
EPSO/AD/230/12 Administrators (AD5) Law	AD5	Law		EUR28	36	5	2	29
EPSO/AD/231/12 Administrators (AD7) Law	AD7	Law		EUR28	14	2	0	12
EPSO/AD/233/12 Translators Option 1 - HR	AD5	Translation	HR		45	5	4	36
EPSO/AD/233/12 Translators Option 2 - HR	AD5	Translation	HR		25	3	2	20
EPSO/AD/235/12 Lawyer Linguists EP/Council	AD7	Lawyer Linguist	HR		14	5	0	9
EPSO/AD/236/12 - Conference Interpreters	AD5	Interpretation	DA		2	1	0	1
EPSO/AD/238/12 - Conference Interpreters	AD5	Interpretation	EN		5	1	0	4
EPSO/AD/239/12 - Conference Interpreters	AD7	Interpretation	SK		3	1	0	2
EPSO/AD/240/12 - Translators Option 1 EE	AD5	Translation	EE		28	14	0	14
EPSO/AD/240/12 - Translators Option 2 EE	AD5	Translation	EE		11	7	0	4
EPSO/AD/241/12 - Translators Option 1 GA	AD5	Translation	GA		7	1	0	6
EPSO/AD/242/12 Translators LV Option 1	AD5	Translation	LV		18	1	0	17
EPSO/AD/242/12 Translators LV Option 2	AD5	Translation	LV		4	2	0	2
EPSO/AD/243/12 - Translators Option 1 PT	AD5	Translation	PT		18	2	0	16
EPSO/AD/244/12 ADMINISTRATORS (AD 5) HR	AD5	Administrators	HR		124	28	5	91
EPSO/AD/245-246/12 Head of Unit (AD 12) in the field of translation HR	AD12	Translation	HR		4	1	0	3
EPSO/AD/245-246/12 Head of Unit (AD 9) in the field of translation HR	AD12	Translation	HR		15	9	0	6
EPSO/AST/129/13 ASSISTANTS Accounting	AST3	Accounting		EUR28	54	7	1	46
EPSO/AST/129/13 ASSISTANTS	AST3	Finance		EUR28	33	7	4	22
EPSO/AST/129/13 ASSISTANTS Law	AST3	Law		EUR28	30	7	1	22
EPSO/AD/248/13 Administrators (AD 6) Ingénierie en Technique Spéciales du Bâtiment	AD6	Engineering		EUR28	21	3	0	18
EPSO/AD/248/13 Administrators (AD 6) Sécurité des Bâtiments	AD6	Building		EUR28	11	3	0	8
EPSO/AD/249/13 Administrators Macroeconomics (AD7)	AD7	Economics		EUR28	41	4	0	37
EPSO/AD/249/13 Administrators Financial Economics (AD7)	AD7	Economics		EUR28	28	2	1	25
EPSO/AD/250/13 Administrators Food safety- Policy and legislation (AD6)	AD6	Food Safety		EUR28	28	1	0	27
EPSO/AD/251/13 Administrators Food safety- Audit, Inspection and Evaluation (AD7)	AD7	Food Safety		EUR28	15	3	0	12
EPSO/AD/252-253/13 Heads of Unit - (AD12) Economics HR	AD12	Head of Unit	HR		5	4	0	1
EPSO/AD/252-253/13 Heads of Unit (AD9) - Economics HR	AD9	Head of Unit	HR		2	2	0	0
EPSO/AD/252-253/13 Heads of Unit (AD12) - EPA HR	AD12	Head of Unit	HR		7	6	0	1
EPSO/AD/252-253/13 Heads of Unit (AD9) - EPA	AD9	Head of Unit	HR		3	1	0	2
EPSO/AD/252-253/13 Heads of Unit (AD12) - Law HR	AD12	Head of Unit	HR		1	1	0	0
EPSO/AD/254/13 Heads of unit JRC (AD12)	AD12	Head of Unit		EUR28	3	2	0	1
EPSO/AD/255/13 - Translators HR - Option 1	AD5	Translation	HR		49	3	0	46
EPSO/AD/255/13 - Translators HR - Option 2	AD5	Translation	HR		34	5	0	29
EPSO/AD/260/13 - Translators DA - Option 1	AD5	Translation	DA		14	2	0	12
EPSO/AD/261/13 - Translators EN - Option 1	AD5	Translation	EN		9	2	0	7

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited
EPSO/AD/262/13 - Translators FR - Option 1	AD5	Translation	FR		9	1	1	7
EPSO/AD/262/13 - Translators FR - Option 2	AD5	Translation	FR		14	5	2	7
EPSO/AD/263/13 - Translators IT - Option 1	AD5	Translation	IT		31	5	0	26
EPSO/AD/263/13 - Translators IT - Option 2	AD5	Translation	IT		6	1	1	4
EPSO/AD/264/13 - Translators MT - Option 2	AD5	Translation	MT		20	1	0	19
EPSO/AD/265/13 - Translators NL - Option 1	AD5	Translation	NL		22	8	0	14
EPSO/AD/265/13 - Translators NL - Option 2	AD5	Translation	NL		16	6	1	9
EPSO/AD/266/13 - Translators SL - Option 1	AD5	Translation	SL		14	5	0	9
EPSO/AD/266/13 - Translators SL - Option 2	AD5	Translation	SL		4	3	0	1
EPSO/AD/267/13 Lawyer Linguists Court of Justice DE	AD7	Lawyer Linguist	DE		15	5	0	10
EPSO/AD/270/13 Lawyer Linguists Court of Justice PT	AD7	Lawyer Linguist	PT		16	5	0	11
EPSO/AD/271/13 - Lawyer Linguists EP/Council DA	AD7	Lawyer Linguist	DA		3	1	0	2
EPSO/AD/272/13 - Lawyer Linguists EP/Council DE	AD7	Lawyer Linguist	DE		13	8	0	5
EPSO/AD/273/13 - Lawyer Linguists EP/Council EN	AD7	Lawyer Linguist	EN		10	2	0	8
EPSO/AD/275/13 Lawyer Linguists EP/Council NL	AD7	Lawyer Linguist	NL		12	6	0	6
EPSO/AST-SC/01/14 Secretaries HR (grade SC1)	AST-SC1	Secretaries	HR		20	3	2	15
EPSO/AST-SC/01/14 Secretaries EN (grade SC1)	AST-SC1	Secretaries	EN		61	11	3	47
EPSO/AST-SC/01/14 Secretaries FR (grade SC1)	AST-SC1	Secretaries	FR		60	1	1	58
EPSO/AST-SC/01/14 Secretaries FR (grade SC2) Addendum	AST-SC2	Secretaries	FR		1	1	0	0
EPSO/AST-SC/01/14 Secretaries EN (grade SC2)	AST-SC2	Secretaries	EN		16	2	0	14
EPSO/AST-SC/01/14 Secretaries DE (grade SC2)	AST-SC2	Secretaries	DE		4	1	1	2
EPSO/AST-SC/02/14 Security / SC1 / Internal security guards (SC1)	AST-SC1	Internal Security		EUR28	30	4	1	25
EPSO/AST/130/14 Assistants in the buildings sector - Electromechanical and electronic engineering	AST3	Building		EUR28	12	2	0	10
EPSO/AST/130/14 Assistants in the buildings sector - Air conditioning	AST3	Building		EUR28	19	7	0	12
EPSO/AST/130/14 Assistants in the buildings sector - Architecture and interior design	AST3	Building		EUR28	17	5	0	12
EPSO/AST/130/14 Assistants in the buildings sector - Health and Safety / Hygiene	AST3	Building		EUR28	17	1	0	16
EPSO/AST/130/14 Assistants in the buildings sector - Project Management	AST3	Building		EUR28	18	5	0	13
EPSO/AST/130/14 Assistants in the buildings sector - Security	AST3	Building		EUR28	18	4	3	11
EPSO/AST/131/14 Nuclear Inspection	AST3	Nuclear Inspection		EUR28	32	13	2	17
EPSO/AST/132/14 DIGITAL MONITORING OFFICERS AND OPEN SOURCE INTELLIGENCE SPECIALISTS	AST3	Digital Forensics		EUR28	17	6	0	11
EPSO/AST/132/14 PREVENTION AND SURVEILLANCE COORDINATORS	AST3	Prevention and Surveillance Coordinators		EUR28	42	7	0	35
EPSO/AST/133/14 Information Systems	AST3	ICT		EUR28	57	12	1	44
EPSO/AST/133/14 Information systems security	AST3	ICT		EUR28	22	9	1	12
EPSO/AST/133/14 Networks and telecommunications	AST3	ICT		EUR28	18	10	0	8
EPSO/AST/133/14 Office IT infrastructure and data centre	AST3	ICT		EUR28	44	10	0	34
EPSO/AST/133/14 Web	AST3	ICT		EUR28	11	3	0	8
EPSO/AST/134/14 Parliamentary Assistants	AST3	Parliamentary Assistants		EUR28	30	4	1	25
EPSO/AD/276/14 Administrators	AD5	Administrators		EUR28	146	15	4	117
EPSO/AD/277/14 Audit	AD5	Audit		EUR28	39	7	5	27
EPSO/AD/278/14 (AD7) Administrators - Digital Forensics	AD7	Digital Forensics		EUR28	14	8	0	6
EPSO/AD/278/14 (AD7) Administrators - Operational Analysis	AD7	Operational Analysis		EUR28	17	3	0	14
EPSO/AD/280/14 Lawyer Linguists Court of Justice FI	AD7	Lawyer Linguist	FI		6	6	0	0
EPSO/AD/281/14 Lawyer Linguists Court of Justice SK	AD7	Lawyer Linguist	SK		14	7	0	7
EPSO/AD/282/14 Lawyer Linguists Court of Justice SL	AD7	Lawyer Linguist	SL		10	4	0	6
EPSO/AD/283/14 Lawyer Linguists Court of Justice SV	AD7	Lawyer Linguist	SV		3	3	0	0
EPSO/AD/284/14 Translators German Option 1	AD5	Translation	DE		41	16	1	24
EPSO/AD/284/14 Translators German Option 2	AD5	Translation	DE		14	6	1	7
EPSO/AD/285/14 Translators Greek - Option 1	AD5	Translation	EL		52	16	0	36
EPSO/AD/285/14 Translators Greek - Option 2	AD5	Translation	EL		9	7	0	2
EPSO/AD/286/14 Translators Spanish - Option 1	AD5	Translation	ES		44	19	2	23
EPSO/AD/286/14 Translators Spanish - Option 2	AD5	Translation	ES		4	1	0	3
EPSO/AD/287/14 Translators Swedish - Option 1	AD5	Translation	SV		21	11	0	10
EPSO/AD/287/14 Translators Swedish - Option 2	AD5	Translation	SV		13	3	0	10
EPSO/AD/288/14 Lawyer Linguists EP/Council FI	AD7	Lawyer Linguist	FI		12	8	0	4
EPSO/AD/289/14 Lawyer Linguists EP/Council FR	AD7	Lawyer Linguist	FR		14	7	0	7
EPSO/AD/290/14 Lawyer Linguists EP/Council PT	AD7	Lawyer Linguist	PT		14	10	0	4
EPSO/AD/291/14 Lawyer Linguists EP/Council RO	AD7	Lawyer Linguist	RO		13	7	0	6
EPSO/AD/292/14 Lawyer Linguists EP/Council SK	AD7	Lawyer Linguist	SK		12	9	1	2
EPSO/AD/293/14 AD7 Financial Economics	AD7	Economics		EUR28	27	5	0	22
EPSO/AD/293/14 AD7 Industrial Economics	AD7	Economics		EUR28	16	2	0	14
EPSO/AD/293/14 AD7 Macroeconomics	AD7	Economics		EUR28	37	5	1	31
EPSO/AD/293/14 AD7 Corporate Finance	AD7	Finance		EUR28	16	5	0	11
EPSO/AD/293/14 AD7 Competition Law	AD7	Law		EUR28	31	7	0	24
EPSO/AD/294/14 (AD6) Administrators in the Field of Data Protection	AD6	Data Protection		EUR28	21	2	0	19



COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited
EPSO/AST-SC/03/15 - 1 Administrative Support SC1	AST-SC1	Administrative Support		EUR28	107	24	3	80
EPSO/AST-SC/03/15 - 1 Administrative Support SC2	AST-SC2	Administrative Support		EUR28	35	4	1	30
EPSO/AST-SC/03/15 - 2 Finance / SC1	AST-SC1	Finance		EUR28	82	31	0	51
EPSO/AST-SC/03/15 - 2 Finance / SC2	AST-SC2	Finance		EUR28	31	7	1	23
EPSO/AST-SC/03/15 - 2 Finance / SC2 / Addendum	AST-SC2	Finance		EUR28	1	1	0	0
EPSO/AST-SC/03/15 - 3 Secretarial Support SC1	AST-SC1	Secretaries		EUR28	147	12	1	134
EPSO/AST-SC/03/15 - 3 Secretarial Support SC2	AST-SC2	Secretaries		EUR28	99	6	1	92
EPSO/AST-SC/04/15 Parliamentary Ushers	AST-SC2	Parliamentary Ushers		EUR28	32	7	10	15
EPSO/AST/135/15 Heads of Administration in EU Delegations AST4	AST4	Head of Delegation		EUR28	30	7	0	23
EPSO/AST/136/15 - AST3 / Assistant Curator	AST3	Curators		EUR28	11	10	0	1
EPSO/AST/136/15 - AST3 / CONSERVATION & COLLECTION MANAGEMENT ASSISTANT	AST3	Conservation and Collection management		EUR28	5	4	0	1
EPSO/AD/295/15 (AD7) Lawyers with Bulgarian legal training	AD5	Lawyers	BG		3	2	0	1
EPSO/AD/296/15 (AD5) Lawyers with German legal training	AD5	Lawyers	DE		4	2	0	2
EPSO/AD/296/15 (AD7) Lawyers with German legal training	AD7	Lawyers	DE		5	3	0	2
EPSO/AD/297/15 (AD5) Lawyers with Croatian legal training	AD5	Lawyers	HR		3	2	0	1
EPSO/AD/298/15 (AD5) Lawyers with Irish legal training	AD5	Lawyers	GA		2	2	0	0
EPSO/AD/299/15 (AD5) Lawyers with Lithuanian legal training	AD5	Lawyers	LT		2	1	0	1
EPSO/AD/299/15 (AD7) Lawyers with Lithuanian legal training	AD7	Lawyers	LT		3	1	0	2
EPSO/AD/300/15 (AD5) Lawyers with Slovak legal training	AD5	Lawyers	SK		2	1	0	1
EPSO/AD/300/15 (AD7) Lawyers with Slovak legal training	AD7	Lawyers	SK		3	1	0	2
EPSO/AD/301/15 European Administration	AD5	EPA		EUR28	159	21	0	138
EPSO/AD/302/15 Audit	AD5	Audit		EUR28	76	12	3	61
EPSO/AD/303/15 (AD7) Development and foreign affairs	AD7	DEVCO		EUR28	60	13	0	47
EPSO/AD/304/15 - Lawyer Linguists Court of Justice BG	AD7	Lawyer Linguist	BG		8	8	0	0
EPSO/AD/305/15 - Lawyer Linguists Court of Justice ES	AD7	Lawyer Linguist	ES		13	12	0	1
EPSO/AD/306/15 - Lawyer Linguists Court of Justice FR	AD7	Lawyer Linguist	FR		15	2	0	13
EPSO/AD/307/15 - Lawyer Linguists Court of Justice IT	AD7	Lawyer Linguist	IT		8	6	0	2
EPSO/AD/308/15 (AD11) Doctors Brussels	AD11	Doctors		EUR28	10	3	0	7
EPSO/AD/309/15 (AD 11) Doctors Ispra	AD11	Doctors		EUR28	5	3	0	2
EPSO/AD/309/15 (AD 11) Doctors Luxembourg	AD11	Doctors		EUR28	5	4	0	1
EPSO/AD/310/15 - AD7 / Curator	AD7	Museum Educators		EUR28	20	13	0	7
EPSO/AD/310/15 - AD7 / Museum Educator	AD7	Curators		EUR28	15	8	0	7
EPSO/AD/310/15 - AD7 / Conservator and Collection Manager	AD7	Interpretation	CZ		5	4	0	1
EPSO/AD/311/15 - Interpreters / AD7 / Czech	AD5	Interpretation	HR		5	1	0	4
EPSO/AD/312/15 - Interpreters / AD5 / Croatian	AD5	Interpretation	LT		3	1	0	2
EPSO/AD/313/15 - Interpreters / AD5 / Lithuanian	AD5	Interpretation	MT		6	1	0	5
EPSO/AD/314/15 - Interpreters / AD7 / Maltese	AD7	Interpretation	MT		3	2	0	1
EPSO/AD/315/15 - Finnish Translators Option 1	AD5	Translation	FI		20	11	1	8
EPSO/AD/315/15 - Finnish Translators Option 2	AD5	Translation	FI		9	7	0	2
EPSO/AD/316/15 - Translators Hungarian Option 1	AD5	Translation	HU		13	7	1	6
EPSO/AD/316/15 - Translators Hungarian Option 2	AD5	Translation	HU		10	7	0	3
EPSO/AD/317/15 - Translators Latvian Option 1	AD5	Translation	LV		14	10	0	4
EPSO/AD/317/15 - Translators Latvian Option 2	AD5	Translation	LV		5	5	0	0
EPSO/AD/318/15 - Translators Polish Option 1	AD5	Translation	PL		24	16	0	8
EPSO/AD/318/15 - Translators Polish Option 2	AD5	Translation	PL		1	1	0	0
EPSO/AD/319/15 - Translators Portuguese Option 1	AD5	Translation	PT		26	12	0	14
EPSO/AD/319/15 - Translators Portuguese Option 2	AD5	Translation	PT		1	1	0	0
EPSO/AD/320/15 - Translators Slovak Option 1	AD5	Translation	SK		17	9	0	8
EPSO/AD/320/15 - Translators Slovak Option 2	AD5	Translation	SK		3	1	0	2
EPSO/AST/137/16 - AST1 Linguistic Assistants DA	AST1	Linguistic assistants	DA		16	4	0	12
EPSO/AST/137/16 - AST1 Linguistic Assistants GA	AST1	Linguistic assistants	GA		9	4	0	5
EPSO/AST/137/16 - AST1 Linguistic Assistants HR	AST1	Linguistic assistants	HR		16	2	0	14
EPSO/AST/137/16 - AST1 Linguistic Assistants HU	AST1	Linguistic assistants	HU		12	5	0	7
EPSO/AST/137/16 - AST1 Linguistic Assistants MT	AST1	Linguistic assistants	MT		12	6	0	6
EPSO/AST/137/16 - AST1 Linguistic Assistants NL	AST1	Linguistic assistants	NL		13	8	0	5
EPSO/AST/137/16 - AST1 Linguistic Assistants SK	AST1	Linguistic assistants	SK		13	6	0	7
EPSO/AST/137/16 - AST1 Linguistic Assistants SL	AST1	Linguistic assistants	SL		13	5	0	8
EPSO/AST/138/16 - AST3 Audiovisual and Conference Technicians	AST3	Audiovisual		EUR28	25	8	0	17
EPSO/AD/322/16 - AD 5 Administrators in the field of Audit	AD5	Audit		EUR28	71	12	1	58
EPSO/AD/322/16 - AD7 Administrators in the field of Audit	AD7	Audit		EUR28	16	2	0	14
EPSO/AD/325/16 - Translators DA - Option 1	AD5	Translation	DA		13	8	0	5
EPSO/AD/325/16 - Translators DA - Option 2	AD5	Translation	DA		11	6	0	5
EPSO/AD/327/16 - Translators HR - Option 1	AD5	Translation	HR		8	3	0	5
EPSO/AD/327/16 - Translators HR - Option 2	AD5	Translation	HR		6	3	0	3
EPSO/AD/328/16 - Translators LT - Option 1	AD5	Translation	LT		12	9	0	3

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited
EPSO/AD/328/16 - Translators LT - Option 2	AD5	Translation	LT		5	4	0	1
EPSO/AD/329/16 - Translators MT - Option 1	AD5	Translation	MT		7	4	0	3
EPSO/AD/329/16 - Translators MT - Option 2	AD5	Translation	MT		13	4	0	9
EPSO/AST-SC/05/16 - Accreditation Officers - SC1	AST-SC1	Accreditation Officers		EUR28	50	17	0	33
EPSO/AST-SC/05/16 - Accreditation Officers - SC2	AST-SC2	Accreditation Officers		EUR28	12	2	0	10
EPSO/AD/330/16 - AD7 - Nuclear Safeguard Inspectors	AD7	Nuclear Inspection		EUR28	20	4	0	16
EPSO/AD/330/16 - AD7 - Policy Officers	AD7	Nuclear Inspection		EUR28	14	4	0	10
EPSO/AD/323/16 - AD7 OLAF - Investigators - EU expenditure, anti-corruption	AD7	Digital Forensics		EUR28	25	7	1	17
EPSO/AD/323/16 - AD7 OLAF - Investigators - Customs and trade, tobacco and counterfeit goods	AD7	Digital Forensics		EUR28	15	1	0	14
EPSO/AD/331/16 - AD7 ICT - Data Analysis and IT Service Specialists	AD7	ICT		EUR28	31	11	0	20
EPSO/AD/331/16 - AD7 ICT - Digital Workplace, Office Automation and Mobile Computing Specialists	AD7	ICT		EUR28	28	8	0	20
EPSO/AD/331/16 - AD7 ICT - Enterprise Resource Planning (ERP) Experts	AD7	ICT		EUR28	14	3	1	10
EPSO/AD/331/16 - AD7 ICT - ICT Security Experts	AD7	ICT		EUR28	50	10	2	38
EPSO/AD/331/16 - AD7 ICT - IT Infrastructure Experts	AD7	ICT		EUR28	40	14	2	24
EPSO/AD/331/16 - AD7 ICT - IT Portfolio/Programme Management and Enterprise Architecture Experts	AD7	ICT		EUR28	28	15	0	13
EPSO/AST/139/16 - Finance	AST3	Finance		EUR28	69	33	0	36
EPSO/AST/139/16 - Human Resources	AST3	Human Resources		EUR28	53	33	0	20
EPSO/AD/332/16 - Lawyer Linguists EP/Council EL	AD7	Lawyer-Linguists	EL		10	8	0	2
EPSO/AD/333/16 - Lawyer Linguists EP/Council ES	AD7	Lawyer-Linguists	ES		8	8	0	0
EPSO/AD/334/16 - Lawyer Linguists EP/Council IT	AD7	Lawyer-Linguists	IT		8	6	0	2
EPSO/AD/335/16 - Lawyer Linguists EP/Council LT	AD7	Lawyer-Linguists	LT		9	6	0	3
EPSO/AD/336/16 - Lawyer Linguists EP/Council MT	AD7	Lawyer-Linguists	MT		8	8	0	0
EPSO/AD/337/16 - Lawyer Linguists EP/Council SV	AD7	Lawyer-Linguists	SV		10	10	0	0
EPSO/AD/338/17 - Generalists	AD5	Generalists		EUR28	126	25	0	101
EPSO/AST/140/17 - Nurses	AST3	Nurses		EUR28	16	10	0	6
EPSO/AD/343/17 - Translators DE - Option 1	AD5	Translation	DE		10	6	0	4
EPSO/AD/343/17 - Translators DE - Option 2	AD5	Translation	DE		4	4	0	0
EPSO/AD/344/17 - Translators FR - Option 1	AD5	Translation	FR		7	3	0	4
EPSO/AD/344/17 - Translators FR - Option 2	AD5	Translation	FR		5	2	0	3
EPSO/AD/345/17 - Translators IT - Option 1	AD5	Translation	IT		12	9	0	3
EPSO/AD/345/17 - Translators IT - Option 2	AD5	Translation	IT		5	4	0	1
EPSO/AD/346/17 - Translators NL - Option 1	AD5	Translation	NL		9	7	0	2
EPSO/AD/346/17 - Translators NL - Option 2	AD5	Translation	NL		9	5	0	4
EPSO/AST/141/17 - Building construction coordinators/technicians	AST3	Building		EUR28	26	21	0	5
EPSO/AST/141/17 - Building coordinators/technicians in air conditioning and electromechanical and electrical engineering	AST3	Building		EUR28	33	22	0	11
EPSO/AST/141/17 - Occupational and building safety assistants	AST3	Building		EUR28	13	10	0	3
EPSO/AST/142/17 Proofreaders - DA	AST3	Proofreaders	DA		5	4	0	1
EPSO/AST/142/17 Proofreaders - HR	AST3	Proofreaders	HR		7	2	0	5
EPSO/AST/142/17 Proofreaders - MT	AST3	Proofreaders	MT		7	5	0	2
EPSO/AST/142/17 Proofreaders - NL	AST3	Proofreaders	NL		5	5	0	0
EPSO/AST/142/17 Proofreaders - SL	AST3	Proofreaders	SL		7	6	0	1
EPSO/AST/142/17 Proofreaders - SV	AST3	Proofreaders	SV		7	5	0	2
EPSO/AST/144/17 Linguistic Assistants - BG	AST1	Linguistic assistants	BG		5	3	0	2
EPSO/AST/144/17 Linguistic Assistants - DE	AST1	Linguistic assistants	DE		5	3	0	2
EPSO/AST/144/17 Linguistic Assistants - EN	AST1	Linguistic assistants	EN		7	7	0	0
EPSO/AST/144/17 Linguistic Assistants - FR	AST1	Linguistic assistants	FR		5	5	0	0
EPSO/AST/144/17 Linguistic Assistants - RO	AST1	Linguistic assistants	RO		6	5	0	1
EPSO/AST/144/17 Linguistic Assistants - SV	AST1	Linguistic assistants	SV		7	6	0	1
EPSO/AD/342/17 - Building Management	AD6	Building		EUR28	27	14	0	13
EPSO/AD/354/17 - Lawyer Linguists Court of Justice LV	AD7	Lawyer-Linguists	LV		7	6	0	1
EPSO/AD/355/17 - Lawyer Linguists Court of Justice MT	AD7	Lawyer-Linguists	MT		9	7	0	0
EPSO/AD/340/18 - SANTE - Audit, Inspection and evaluation	AD6	Audit, Inspection and evaluation		EUR28	21	19	0	2
EPSO/AD/341/18 - SANTE - Policy and legislation	AD6	Policy and legislation		EUR28	41	32	1	8
EPSO/AD/339/17 - Financial Economics	AD7	Financial Economics		EUR28	63	45	0	38
EPSO/AD/339/17 - Macroeconomics	AD7	Macroeconomics		EUR28	37	19	0	18
EPSO/AST-SC/06/17 SC1 - Secretaries	AST-SC1	Secretaries		EUR28	222	217	3	2
EPSO/AST-SC/06/17 SC2 - Secretaries	AST-SC2	Secretaries		EUR28	136	136	0	0
EPSO/AD/348/17- Lawyer Linguists EP/Council DA	AD7	Lawyer-Linguists	DA		6	0	0	0
EPSO/AD/349/17 - Lawyer Linguists EP/Council ET	AD7	Lawyer-Linguists	ET		7	0	0	0
EPSO/AD/350/17 - Lawyer Linguists EP/Council GA	AD7	Lawyer-Linguists	GA		3	0	0	0
EPSO/AD/351/17 - Lawyer Linguists EP/Council HR	AD7	Lawyer-Linguists	HR		11	0	0	0
EPSO/AD/352/17 - Lawyer Linguists EP/Council LV	AD7	Lawyer-Linguists	LV		2	0	0	0
EPSO/AD/353/17 - Lawyer Linguists EP/Council SL	AD7	Lawyer-Linguists	SL		7	0	0	0

## 2.4.2 Planned competitions

The table below provides a summary of the following 2 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	
580	244	97			108		1.029

**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	
586	130	460			103		1.279

**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	
1166	374	557			211		2.308



**ONGOING COMPETITIONS AS OF 01/04/2019**

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of candidates	Number of candidates invited to assessment phase	Number of laureates expected	Laureates lists expected by
EPSO/AD/347/17 Experts in Media and Digital Communication	AD6	1. Communication Specialist		EUR28	2327	164	55	May 2019
EPSO/AST/143/17 - Experts in Media and Digital Communication	AST3	1. Webmaster		EUR28	308	42	13	March - April 2019
		2. Communication Assistant		EUR28	1675	104	30	
		3. Visual Communication Assistant		EUR28	294	103	34	
EPSO/AD/356/18	AD5	Administrateurs		EUR28	22666	1639	158	May 2019
EPSO/AD/357/18	AD5	Audit Cycle		EUR28	4755	803	80	June 2019
EPSO/AD/360/18	AD6	Administrators in the field of Data Protection		EUR28	973	99	30	April 2019
EPSO/AD/358/18	AD7	Lawyer-Linguists	DE		199	159	20	July 2019
EPSO/AD/359/18	AD7	Lawyer-Linguists	NL		96	95	16	July 2019
EPSO/AD/361/18	AD5	Translators - Option 1	GA		161	15	53	May 2019
		Translators - Option 2			29	2	19	May 2019
					941		82	February 2020
EPSO/AST-SC/07/18	AST-SC1 AST-SC2	Armed Security and Protection Officers	EUR28	452		15		
EPSO/AD/362/ 18	AD6	Administrators in the field of archivics/ Record management		EUR28	787	55	20	TBC
EPSO/AST/145/ 18	AST3	Assistants in the field of archivics/ Record management		EUR28	1444	79	43	TBC
EPSO/AD/363/ 18	AD7	1. Customs		EUR28	616	121	40	July 2019
		2. Taxation		EUR28	1023	136	40	July 2019
EPSO/AST/146/ 18	AST4	EEAS Heads of Administration		EUR28	1359		40	October 2019
EPSO/AD/364/19	AD7	1. Security operations		EUR28	1064		16	January 2020
		2. Technical security		EUR28	145		5	
		3. Information and document security		EUR28	496		17	
EPSO/AST/147/19	AST3	1. Security operations		EUR28	1228		37	March 2020
		2. Technical security		EUR28	129		28	
		3. Information and document security		EUR28	385		19	
EPSO/AD/371/19 - JRC	AD7	1. Quantitative & qualitative policy impact assessment / evaluation		EUR28			20	January 2020
		2. Data science applications		EUR28			10	
		3. Modelling for policy		EUR28			10	
		4. Development of space, telecommunication and remote sensing applications		EUR28			10	
		5. Scientific knowledge management & communication		EUR28			10	
		6. Nuclear research and decommissioning		EUR28			20	
EPSO/AD/365/ 19	AD5	Lawyers with Cypriot legal training	CY				3	June 2020
	AD7	Lawyers with Cypriot legal training					3	
EPSO/AD/366/ 19	AD5	Lawyers with Greek legal training	EL				3	
	AD7	Lawyers with Greek legal training					3	
EPSO/AD/367/ 19	AD5	Lawyers with Hungarian legal training	HU				3	
	AD7	Lawyers with Hungarian legal training					3	
EPSO/AD/368/ 19	AD5	Lawyers with Italian legal training	IT				4	
	AD7	Lawyers with Italian legal training					4	
EPSO/AD/369/ 19	AD5	Lawyers with Latvian legal training	LV				3	
	AD7	Lawyers with Latvian legal training					3	
EPSO/AD/370/ 19	AD5	Lawyers with Polish legal training	PL				4	
	AD7	Lawyers with Polish legal training					3	

**PLANNED COMPETITIONS AS OF 01/04/2019**

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates expected	Laureates lists expected by
EPSO/AD/372/19	AD5	Auditors		EUR28	84	Not yet available
	AD7				37	Not yet available
EPSO/AD/373/19	AD5	AD Cycle		EUR28	145	Not yet available
	AD7	Competition Law		EUR28	60	Not yet available
		Financial Law			33	Not yet available
		Economic and Monetary Law			13	Not yet available
		Financial Rules applicable to the EU budget			38	Not yet available
		Protection of euro coins against counterfeiting			12	Not yet available
	AST3	Proof-readers	EL		10	Not yet available
			ES		10	Not yet available
			ET		6	Not yet available
			GA		13	Not yet available
			IT		7	Not yet available
			PT		9	Not yet available
	AST-SC2	Conference Operators		EUR28	25	Not yet available
	AD5	Translators	TBC		TBC	Not yet available
	AD7	Lawyer-Linguists CoJ	DA		9	Not yet available
			EL		15	Not yet available
			FR		20	Not yet available
			HR		15	Not yet available
			PL		10	Not yet available
	AST-SC1	Parliamentary Ushers		EUR28	20	Not yet available
AST-SC2			20		Not yet available	
	AD7	Development & cooperation		EUR28	5	Not yet available
AD9			120		Not yet available	
	AST-SC1	AST-SC Secretaries		EUR28	266	Not yet available
AST-SC2			129		Not yet available	
	AD7	Lawyer-Linguists EP/Council	BG		4	Not yet available
			CZ		4	Not yet available
			EN		10	Not yet available
			FR		TBC	Not yet available
			GA		8	Not yet available
			HU		4	Not yet available
	AST3	JRC Lab technicians		EUR28	40	Not yet available
	AST3	Nuclear Inspectors		EUR28	35	Not yet available
	AD9/AD10	Policy officers & technical supportspecialists		EUR28	24	Not yet available
	AD6	Ombudsman competition		EUR28	15	Not yet available

## 2.5 Overview on 2018 mobility of officials

### 2.5.1 Mobility within the Commission

Commission internal mobility of officials between DGs by function groups in 2018												
DGs/Services	All establishment plans											
	AD			AST			SC			Total		
	Arrivals	Departures	Balance (**)	Arrivals	Departures	Balance (**)	Arrivals	Departures	Balance	Arrivals	Departures	Balance
Agriculture and Rural Development	26	24	2	11	13	-2	1		1	38	37	1
Budget	23	15	8	12	18	-6	1	2	-1	36	35	1
Cabinets	18	19	-1	19	25	-6	10	4	6	47	48	-1
Climate Action	19	20	-1	2	3	-1				21	23	-2
Communication	29	22	7	19	19		2		2	50	41	9
Communications Networks, Content and Technology	20	19	1	5	13	-8	3	1	2	28	33	-5
Competition	11	42	-31	1	16	-15	2	7	-5	14	65	-51
Economic and Financial Affairs	18	19	-1	11	20	-9	1	1		30	40	-10
Education and Culture	18	18		22	20	2	2	4	-2	42	42	
Education, Youth, Sport and Culture	18	18		22	20	2	2	4	-2	42	42	1
Employment, Social Affairs and Inclusion	36	34	2	22	23	-1	1	1		59	58	1
Energy	23	20	3	6	16	-10		2	-2	29	38	-9
Environment	18	22	-4	4	8	-4				22	30	-8
European Anti-Fraud Office	9	9		5	10	-5	1	3	-2	15	22	-7
European Civil Protection and Humanitarian Aid Operations (ECHO)	14	12	2	12	5	7	1	1		27	18	9
European Personnel Selection Office		1	-1	7	6	1				7	7	
European Political Strategy Centre	3		3							3		3
Eurostat	5	15	-10	9	7	2				14	22	-8
Financial Stability, Financial Services and Capital Markets Union	16	25	-9	8	11	-3		2	-2	24	38	-14
Health and Food Safety	23	25	-2	10	12	-2				33	37	-4
Human Resources and Security	19	15	4	80	24	56	7	1	6	106	40	66
Informatics	9	15	-6	28	22	6	1		1	38	37	1
Internal Audit Service	5	15	-10	3	4	-1				8	19	-11
Internal Market, Industry, Entrepreneurship and SMEs	34	38	-4	15	22	-7	1		1	50	60	-10
International Cooperation and Development	45	20	25	15	21	-6	2	3	-1	62	44	18
Interpretation	5	1	4	4	6	-2		2	-2	9	9	
Joint Research Centre	13	11	2	7	11	-4	4		-4	24	22	2
Justice and Consumers	17	29	-12	10	15	-5	2	3	-1	29	47	-18
Legal Service	10	4	6	5	6	-1		2	-2	15	12	3
Maritime Affairs and Fisheries	19	15	4	6	8	-2		2	-2	25	25	
Migration and Home Affairs	21	25	-4	13	11	2		3	-3	34	39	-5
Mobility and Transport	23	18	5	2	9	-7				25	27	-2
Neighbourhood and Enlargement Negotiations	21	15	6	7	10	-3	1		1	29	25	4
Office for Infrastructure and Logistics in Brussels	3	5	-2	78	4	74				81	9	72
Office for Infrastructure and Logistics in Luxembourg	2		2	4	6	-2				6	6	
Office for the Administration and Payment of Individual Entitlements	2	3	-1	8	4	4				10	7	3
Publications Office	8	4	4	7	18	-11				15	22	-7
Regional and Urban Policy	32	28	4	16	12	4	1	1		49	41	8
Research and Innovation	20	29	-9	12	45	-33	2	3	-1	34	77	-43
Secretariat-General	54	31	23	27	23	4	4	2	2	85	56	29
Service for Foreign Policy Instruments	12	13	-1	4	3	1				16	16	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DGHR)	3	2	1	4	4					7	6	1
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU	3	2	1	1		1				4	2	2
Taxation and Customs Union	15	10	5	5	14	-9	1		1	21	24	-3
Trade	31	25	6	13	18	-5	1	1		45	44	1
Translation	13	23	-10	10	15	-5	1	2	-1	24	40	-16
<b>TOTAL(*)</b>	<b>768</b>	<b>757</b>	<b>11</b>	<b>569</b>	<b>580</b>	<b>-11</b>	<b>53</b>	<b>53</b>		<b>1 390</b>	<b>1 390</b>	
TOTAL without reorganisations nor certifications	749	738		561	572		52	52		1 362	1 362	

(\*) 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.

(\*\*) Some AST have been certified in a new DG, which explains the difference between the arrivals and departures

**Commission internal mobility of officials between DGs for the period  
1990-2018**

YEAR	AD	AST	TOTAL
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	1.099
1998	402	700	1.102
1999	374	684	1.058
2000	446	674	1.120
2001	572	784	1.356
2002	610	778	1.388
2003	361	816	1.177
2004	466	881	1.347
2005	344	639	983
2006	394	699	1.093
2007	428	632	1.060
2008	607	663	1.270
2009	672	526	1.198
2010	818	581	1.399
2011	564	444	1.008
2012	618	494	1.112
2013	575	438	1.013
2014	791	400	1.191
2015	1.099	505	1.604
2016	530	219	749
2017	762	645	1.407
2018	757	580	1.337

(\*) Since 2015 the figures 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 2018, as in previous years, movements confirm the trend already noticed of **a negative balance (165 posts) to the detriment of the Commission** (arrivals - departures), particularly to the benefit of the European External Action Service, the Research Executive Agency, the Education, Audiovisual and Culture Executive Agency and the European Parliament,

Mobility between the Commission and other EU Institutions and bodies, by function groups in 2018												
EU Institutions and bodies	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
Council of the European Union	3	9	-6	9	8	1	3		3	15	17	-2
European Parliament		13	-13		8	-8					21	-21
Court of Justice of the European Union		5	-5		3	-3					8	-8
European Court of Auditors		2	-2								2	-2
European External Action Service	8	18	-10	12	17	-5	1	3	-2	21	38	-17
European Economic and Social Committee		1	-1		3	-3					4	-4
Committee of the Regions of the European Union					2	-2		2	-2		4	-4
European Ombudsman	2		2							2		2
Consumers, Health, Agriculture and Food Executive Agency		3	-3								3	-3
Education, Audiovisual and Culture Executive Agency		18	-18		6	-6					24	-24
European Research Council Executive Agency		10	-10								10	-10
Innovation and Networks Executive Agency		11	-11								11	-11
Research Executive Agency		31	-31		1	-1					32	-32
European Data Protection Supervisor		1	-1		1	-1					2	-2
European Union Intellectual Property Office		2	-2		3	-3					5	-5
European Foundation for the Improvement of Living and												
European Institute of Innovation and Technology		2	-2								2	-2
Executive Agency for Small and Medium-sized Enterprises		18	-18		1	-1					19	-19
Translation Centre for the Bodies of the European Union												
European Chemicals Agency		1	-1								1	-1
<b>TOTAL</b>	<b>13</b>	<b>145</b>	<b>-132</b>	<b>21</b>	<b>53</b>	<b>-32</b>	<b>4</b>	<b>5</b>	<b>-1</b>	<b>38</b>	<b>203</b>	<b>-165</b>

(\*) including executive agencies



## 2.6 Posts occupied on 31-12-2018

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.

Occupation of posts on 31/12/2018 by grade, gender and DG - AD function group

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	
	Gender																										
Cabinets			3	2	10	20	5	15	7	15	18	27	12	15	9	10	13	16	7	3	5	5			89	128	217
Secretariat-General		1	3	7	6	15	15	32	12	20	12	17	17	17	21	20	34	21	31	25	15	14	10	9	176	198	374
Legal Service		1	2	7	6	15	12	39	11	12	12	11	16	11	16	12	14	21	16	15	2	6	3	1	110	151	261
Communication		2	2	5	2	8	17	26	10	30	20	15	20	9	25	15	19	21	19	15	14	7	14	6	162	159	321
European Political Strategy Centre		3	1	1	1	2	1	3		1	2	2	2	3		1	1		3	4				2	12	21	33
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU		1	1		1	1	5			1	4		2	3	3	4	3		2	1	5			1	12	27	39
Economic and Financial Affairs		1	3	2	3	23	7	27	7	31	4	19	4	18	16	29	22	37	21	56	19	13	23	23	129	279	408
Internal Market, Industry, Entrepreneurship and SMEs	2			4	9	25	17	47	34	51	16	22	20	23	26	37	40	43	34	20	17	23	9	9	224	304	528
Competition		2	2	4	4	16	13	30	7	22	11	12	16	17	28	28	32	34	34	44	34	16	45	43	226	268	494
Employment, Social Affairs and Inclusion		1	1	2	12	5	16	36	23	29	11	14	13	18	20	24	19	22	31	19	11	9	13	21	170	200	370
Agriculture and Rural Development		2	2	5	5	12	18	49	21	49	21	26	30	25	36	32	28	25	44	19	14	11	17	20	236	275	511
Mobility and Transport		1	2	1	6	14	10	34	13	24	7	12	7	15	17	6	9	20	8	10	12	7	7	14	98	158	256
Energy		2	3	2	2	7	5	46	7	37	5	15	7	22	11	21	14	24	16	41	8	17	6	8	84	242	326
Environment		1	1		2	12	10	33	18	21	12	11	11	12	15	20	18	12	16	11	12	10	4	5	119	148	267
Climate Action		1		1	2	3	4	7	2	9	2	5	5	10	4	7	6	8	11	4	8	10	8	6	52	71	123
Communications Networks, Content and Technology		1	2	3	8	14	15	62	14	56	14	19	19	27	16	26	13	20	14	24	8	9	5	8	128	269	397
Research and Innovation		1	2	2	12	41	44	84	39	58	8	26	18	34	24	42	20	24	21	15	7	9	2	6	197	342	539
Joint Research Centre		1	4	3	4	51	35	146	53	130	15	36	21	53	25	76	14	53	32	62	10	17		1	213	629	842
Maritime Affairs and Fisheries		1	1	1	3	4	8	16	8	8	9	8	4	8	14	11	14	14	14	16	5	2	6	8	86	97	183
Financial Stability, Financial Services and Capital Markets Union		1	1	2		10	6	13	5	13	3	9	7	11	9	18	17	17	18	15	9	6	6	20	81	135	216
Regional and Urban Policy			2	4	4	16	11	21	11	28	7	17	13	21	26	14	28	20	28	16	13	8	9	9	152	174	326
Taxation and Customs Union		1		2	5	8	9	21	14	26	6	18	5	13	13	15	17	16	9	18	7	15	12	10	97	163	260
Education, Youth, Sport and Culture			2	3	7	7	14	27	14	17	11	9	9	19	15	8	15	9	15	7	8	13	8	3	118	122	240
Health and Food Safety	1			3	9	11	19	33	12	33	13	14	19	23	28	31	20	33	35	30	13	10	14	9	183	230	413
Migration and Home Affairs	1			3	4	4	17	21	15	15	9	12	12	11	19	21	35	14	28	13	12	14	15	7	167	135	302
Justice and Consumers			1		9	6	10	13	22	10	6	13	8	10	18	7	16	13	14	10	11	8	17	10	132	100	232
Service for Foreign Policy Instruments					1	2	2	5	4	5		5	3	1	1	4	2	1	6	4	2	4			21	31	52
Trade		1	3	2	1	7	18	37	13	48	11	24	19	19	29	32	28	22	21	19	8	10	3	10	154	231	385
Neighbourhood and Enlargement Negotiations		1	1	2	2	8	16	32	13	31	7	18	7	15	14	22	14	20	16	11	9	9	7	4	106	173	279
International Cooperation and Development		1	3	5	4	25	23	88	24	92	22	57	26	49	27	52	30	41	27	33	30	21	11	8	227	472	699
European Civil Protection and Humanitarian Aid Operations (ECHO)	1			1	3	3	6	12	9	8	8	7	5	9	5	8	7	6	10	15	8	4	3	2	65	75	140
Eurostat	1			1	5	14	15	30	13	25	10	20	9	12	22	15	16	25	21	24	7	13	8	13	127	192	319
Human Resources and Security	1		1	5	5	15	11	21	17	13	9	11	16	19	12	17	7	11	11	15	7	5	26	23	123	155	278
Informatics			2	1		12	2	13	3	5	2	11	2	20	3	23	7	17	6	53	5	8	2	5	34	168	202
Budget		2	2	1	1	9	5	22	8	14	12	7	2	11	13	13	12	15	18	12	9	6	7	16	89	128	217
Internal Audit Service		1		1	2	4	1	2	1	7	3	5	3	2	2	3	4	7	13	12	5	4	12	7	46	55	101
European Anti-Fraud Office			1	1	1	6	6	12	6	23	8	17	5	10	9	11	11	12	10	16	5	7	9	5	71	120	191
Interpretation		1	1		8	17	59	35	88	42	27	14	27	12	53	18	36	12	41	16	35	8	11	5	386	180	566
Translation		1		2	15	25	139	107	174	97	51	33	45	26	162	55	172	70	121	63	115	54	92	50	1.086	583	1.669
Publications Office		1		1	2	4	2	4	1	13	5	5	8	13	5	11	7	4	7	13	4	5	5	2	46	76	122
Office for Infrastructure and Logistics in Brussels			1	1	4	2	8	3	8		8	4	5	2	6	4	3	7	4	3	2	1	2	27	51	78	
Office for the Administration and Payment of Individual Entitlements			2	2	2	5	3	3	2	1	1		2	2	2	2	1	1		2				15	16	31	
Office for Infrastructure and Logistics in Luxembourg					1	1		3	1	2	1	1		3	6	1	1	1	1	1		2		11	15	26	
European Personnel Selection Office							2	2		2	1		3		2	2		1	2		3	2	4	1	17	10	27
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)						1	2	4	2	2															8	11	19
<b>Total</b>	<b>7</b>	<b>34</b>	<b>55</b>	<b>93</b>	<b>190</b>	<b>509</b>	<b>652</b>	<b>1.328</b>	<b>762</b>	<b>1.185</b>	<b>436</b>	<b>637</b>	<b>500</b>	<b>673</b>	<b>824</b>	<b>830</b>	<b>843</b>	<b>812</b>	<b>855</b>	<b>824</b>	<b>534</b>	<b>430</b>	<b>454</b>	<b>412</b>	<b>6.112</b>	<b>7.767</b>	<b>13.879</b>

## Occupation of posts on 31/12/2018 by grade, gender and DG - 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					4	1	7	1	31	4	45	9	12	9	34	11	18	4	2	1			153	40	193
Secretariat-General	2			6	15	4	23	2	40	7	21	5	30	13	25	9	21	5	3		4	1	184	52	236
Legal Service	1		2	1	7		12		21	2	12	4	15	2	7	3	10	3	5		1		93	15	108
Communication	2	4	7	2	15	9	9	5	20	9	20	15	45	13	28	13	22	9	2		3		173	79	252
European Political Strategy Centre											3		4		2									9	9
Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU							3		3						1				2				10		10
Economic and Financial Affairs		5		4	5	3	7	3	17	3	8	6	21	10	15	8	7	7	5	1	4	1	89	51	140
Internal Market, Industry, Entrepreneurship and SMEs		2	3	1	10	11	14	5	37	6	29	7	32	11	28	3	18	3	9	1	2		182	50	232
Competition	1	2	3	3	4	2	13		16	4	21	8	16	8	19	3	47	11	6	3	2	3	148	47	195
Employment, Social Affairs and Inclusion	2	1	3	2	10	7	10	2	21	2	21	6	28	11	16	6	19	4	4	1	1		135	42	177
Agriculture and Rural Development		4	7	8	18	17	21	4	43	9	34	15	47	7	25	3	18	3	3	2	2		218	72	290
Mobility and Transport	1	2		5	9	8	10	5	15	6	18	6	13	6	11	1	7	1	2				86	40	126
Energy	1	6	3	15	13	23	7	3	17	9	8	15	14	16	13	5	14	8		1			90	101	191
Environment		1	3	1	9	5	12		21	3	14	5	13	3	11	2	12	2	2				97	22	119
Climate Action			2		3		4	1	4	1	4		5	1	2	1	2	2					26	6	32
Communications Networks, Content and Technology		2	5	2	17	7	19	4	42	5	27	14	37	12	31	5	18	3	5	2	1		202	56	258
Research and Innovation	2	3	5	8	21	16	22	6	45	6	35	14	46	12	33	8	20	3	8	1			237	77	314
Joint Research Centre	6	30	15	35	30	94	17	32	44	53	51	53	67	91	64	37	30	26	11	3			335	454	789
Maritime Affairs and Fisheries			2	2	6		7	1	11	2	10	3	7	5	5	1	3	1					51	15	66
Financial Stability, Financial Services and Capital Markets Union			1	2	4	1	2		8	1	8	6	17	3	4	4	9	1	1		3		57	18	75
Regional and Urban Policy		1	4	4	13	6	14	2	19	4	13	4	22	12	19	11	13	2	2				119	46	165
Taxation and Customs Union	1	1	3	4	9	6	12	1	24	3	13	4	11	6	14	3	10	4	2		2		101	32	133
Education, Youth, Sport and Culture		2	7	4	12	6	10		24	4	30	8	19	6	12	6	11	3	8				133	39	172
Health and Food Safety		2	2	6	9	6	19	3	42	3	23	5	29	4	11	4	8	2	3		1		147	35	182
Migration and Home Affairs			2		9	2	4	2	13	2	16	2	14	3	17	7	7	1	1	1	2		85	20	105
Justice and Consumers	1	1			6	2	5		12	3	18	4	21	3	11	3	8	1	2		2		86	17	103
Service for Foreign Policy Instruments			1		4	2	2	2	2	1		1	2	1	4		2	1	1				18	8	26
Trade	1	1	3	6	1	10	8	4	12	1	15	3	24	8	13	9	12	1	5	1			94	44	138
Neighbourhood and Enlargement Negotiations		3	3	4	7	7	8	1	15	3	9	5	16	2	14	8	8	2		1	3		83	36	119
International Cooperation and Development		4	6	6	23	12	12	12	39	8	33	11	39	10	21	6	11	1	4		1	1	189	71	260
European Civil Protection and Humanitarian Aid Operations (ECHO)			2	2	7	3	12	1	11	1	12	4	14	8	6	3	6	3	2	1		1	72	27	99
Eurostat	3	6	6	8	21	15	15	1	38	7	20	13	24	15	20	6	8	6	4				159	77	236
Human Resources and Security	3	8	12	6	62	16	65	9	82	19	77	30	66	37	64	15	42	11	11	1	12	2	496	154	650
Informatics		11	3	10	6	28	13	6	14	17	12	27	17	27	10	8	6	12	1	1	2	2	84	149	233
Budget		3	3	5	10	12	6	3	19	6	19	8	24	14	13	7	8	2	4			1	106	61	167
Internal Audit Service					1	2	2		2		3	2	5	2	5		3					1	22	6	28
European Anti-Fraud Office	3	7		5	5	10	10	3	11	6	9	7	12	7	10	1	7	2	1		1		69	48	117
Interpretation			2	2	4	3	10	2	11	5	6	6	10	9	9	5	7	7	3	2		1	62	42	104
Translation	2	2	1	5	19	2	43	7	63	11	25	10	24	9	31	11	38	14	17	2	9	6	272	79	351
Publications Office	6	8	12	6	24	18	22	7	39	30	54	42	46	25	19	20	19	17	3	1	2		246	174	420
Office for Infrastructure and Logistics in Brussels	1	4	2	5	11	8	8	13	13	38	13	38	18	79	8	14	1	8	2	1			77	208	285
Office for the Administration and Payment of Individual Entitlements			2	2	11	1	18	7	22	4	9	6	15	4	2	1	1	2	1	1		1	81	29	110
Office for Infrastructure and Logistics in Luxembourg		1		2	2	3	4	6	2	11	2	7	5	16	2	7	4	5		1			21	59	80
European Personnel Selection Office	2		2	1	4	1	3	1	13	3	6	3	10	3	10	1	6	2	1				57	15	72
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)		1			1	1			4				3	2	1		1		1				9	6	15
<b>Total</b>	<b>41</b>	<b>128</b>	<b>139</b>	<b>190</b>	<b>481</b>	<b>390</b>	<b>544</b>	<b>167</b>	<b>1.002</b>	<b>322</b>	<b>827</b>	<b>444</b>	<b>958</b>	<b>544</b>	<b>719</b>	<b>279</b>	<b>542</b>	<b>205</b>	<b>149</b>	<b>30</b>	<b>61</b>	<b>20</b>	<b>5.463</b>	<b>2.719</b>	<b>8.182</b>



## Occupation of posts on 31/12/2018 by grade, gender and DG - 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	
Gender													
Cabinets	6	2	9	3	11	1	12	4	14	3	52	13	65
Secretariat-General					1		6	2	15	4	22	6	28
Legal Service							5		7		12		12
Communication	1		1	1	2		2	1	7	3	13	5	18
European Political Strategy Centre	1		2								3		3
Economic and Financial Affairs							6	3	15	4	21	7	28
Internal Market, Industry, Entrepreneurship and SMEs							6		9	3	15	3	18
Competition					1		13	3	31	13	45	16	61
Employment, Social Affairs and Inclusion							9	1	15	3	24	4	28
Agriculture and Rural Development					1		2	3	12	3	15	6	21
Mobility and Transport								1	8	1	8	2	10
Energy							7		13	2	20	2	22
Environment					1		3		3		7		7
Climate Action							1		4		5		5
Communications Networks, Content and Technology							1		6	2	7	2	9
Research and Innovation							2		5		7		7
Joint Research Centre							5		7	1	12	1	13
Maritime Affairs and Fisheries									4		4		4
Financial Stability, Financial Services and Capital Markets Union							3	1	10		13	1	14
Regional and Urban Policy							4		13	4	17	4	21
Taxation and Customs Union							3		6	2	9	2	11
Education, Youth, Sport and Culture							3	1	3	1	6	2	8
Health and Food Safety							3	2	16	3	19	5	24
Migration and Home Affairs							7	1	20	3	27	4	31
Justice and Consumers							5		12	3	17	3	20
Service for Foreign Policy Instruments									1		1		1
Trade							6	2	11	1	17	3	20
Neighbourhood and Enlargement Negotiations							6	2	5	1	11	3	14
International Cooperation and Development					2		4	1	7	2	13	3	16
European Civil Protection and Humanitarian Aid Operations (ECHO)							5	1	7		12	1	13
Eurostat					1				2		3		3
Human Resources and Security	3	10	1	10	2	1	17	2	17	6	40	29	69
Informatics								3	6	1	6	4	10
Budget					1		1	1	10	2	12	3	15
Internal Audit Service								1	1		1	1	2
European Anti-Fraud Office							4	1	4	1	8	2	10
Interpretation							4	1	12	3	16	4	20
Translation							13		17	5	30	5	35
Publications Office					1		1		1		3		3
Office for the Administration and Payment of Individual Entitlements									1		1		1
Office for Infrastructure and Logistics in Luxembourg							2	1			2	1	3
European Personnel Selection Office							1		2		3		3
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)								1		1		2	2
<b>Total</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>24</b>	<b>2</b>	<b>172</b>	<b>40</b>	<b>359</b>	<b>81</b>	<b>579</b>	<b>149</b>	<b>728</b>

The table below shows the full time equivalents actually in place in 2018, 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 the Commission has endeavoured to advance on this request, and presents the 2018 average of full-time equivalents.

Average occupation by FTE																			
Establishment plan	AI		CCR		EPSO		FO		OIB		OIL		OLAF		OP		PMO		
	Gender	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
AD05		8,2	11,3		1,0	3,5	1,0	357,1	324,6	0,8	1,9	0,9		9,7	4,5	3,3	2,5		
AD06		11,5	18,0	6,4	14,1	2,8	2,0	456,4	355,8	3,0	2,0		1,8	4,4	7,4	2,8	4,5		2,0
AD07		29,7	22,4	29,3	59,9	2,0		717,2	640,9	7,3	3,9	0,3	1,0	8,3	12,0	7,1	12,7	1,0	0,7
AD08		26,6	40,2	14,7	51,4		1,0	735,6	685,1	3,9	3,0	0,9	1,0	10,9	13,0	7,0	3,2	2,0	1,0
AD09		35,7	58,4	24,7	75,9	2,8	2,0	700,2	648,9	2,3	6,0	5,7	1,0	8,3	9,6	5,0	10,6	1,8	2,0
AD10		28,1	56,0	18,7	53,2	3,7		417,7	523,0	3,9	5,0		3,0	4,9	11,6	8,5	13,0	1,0	0,9
AD11		13,9	44,8	16,2	37,0	0,8		370,2	519,3		7,3	0,9	1,0	7,7	16,0	4,9	5,0	2,0	1,8
AD12		49,2	108,6	51,1	131,9		2,0	640,9	922,8	2,9	7,5	1,0	1,9	7,3	23,2	0,3	13,6	3,0	3,8
AD13		54,9	141,4	34,7	146,9	2,0	2,0	521,4	974,0	2,0	9,0		3,0	5,2	12,0	1,9	4,4	1,9	3,6
AD14		20,6	53,5	4,0	52,3		1,1	160,4	395,3	1,0	3,9	1,0	1,0	1,0	6,0	2,0	3,3	2,0	2,0
AD15		2,2	3,0	4,0	3,0			48,5	92,7		1,0			1,0	1,0		1,0		
AD16			1,0		1,0			7,5	32,1								1,0		
AST01		3,4						36,0	16,5					0,7		1,6			1,0
AST02		11,1	1,0	11,8	2,1	1,0		111,5	24,3	2,0	1,0	0,0	1,5	1,0		3,0	1,0	0,8	1,0
AST03		30,4	3,9	32,4	21,9	4,5	2,0	421,2	129,5	1,0	8,4	3,4	5,2	5,7	1,5	14,4	11,6	1,0	2,0
AST04		44,1	10,2	64,9	36,9	8,9	1,0	535,7	188,4	7,8	13,8	2,0	7,8	10,1	2,0	18,2	19,2	1,3	1,0
AST05		67,6	18,1	65,8	91,4	11,3	2,8	698,5	302,0	17,1	81,0	5,1	17,6	12,1	7,8	45,1	25,8	13,8	4,0
AST06		54,0	20,6	51,5	52,5	8,0	2,1	614,0	269,7	13,6	38,3	1,1	7,4	9,0	7,0	53,0	43,7	8,2	5,4
AST07		65,8	9,7	46,7	56,4	11,0	3,0	779,2	175,5	14,9	37,9	3,0	11,0	10,9	5,8	37,7	30,7	21,6	4,4
AST08		36,9	9,2	20,2	34,4	2,5	1,0	415,3	89,3	8,2	13,5	3,2	5,5	10,3	4,1	22,8	6,7	17,2	6,2
AST09		32,8	25,7	36,4	103,2	4,6	1,0	387,7	261,8	8,4	10,2	2,8	3,6	4,7	11,4	23,9	18,4	11,6	1,4
AST10		5,0	7,2	11,3	32,0	1,1	0,9	76,4	107,2	1,8	3,4		1,4		4,1	10,0	5,2	1,3	2,0
AST11		2,0	4,0	5,7	34,0	2,5		23,2	79,7	1,0	5,2		1,0	3,0	6,9	6,4	8,6		
SC1		8,6	1,5	4,7	0,5	1,6		256,2	53,4					3,3	0,3	0,9		0,9	
SC2		2,9		5,1		1,0		123,2	31,6			2,0	1,0	3,3	1,0	1,0			
SC3		0,2						21,7	2,0							1,0			
SC4								10,2	11,6										
SC5								12,5	12,6										
<b>Total</b>		<b>645,2</b>	<b>669,8</b>	<b>560,3</b>	<b>1092,8</b>	<b>75,5</b>	<b>24,9</b>	<b>9655,8</b>	<b>7869,5</b>	<b>102,8</b>	<b>263,4</b>	<b>33,4</b>	<b>77,7</b>	<b>142,5</b>	<b>168,5</b>	<b>281,8</b>	<b>245,4</b>	<b>92,3</b>	<b>46,0</b>

All figures rounded to one decimal

Monthly average calculated on the first day of 12 months in 2018

Occupation based on:

- 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

### 3. COMMISSION HUMAN RESOURCES – THE REQUEST FOR 2020 DRAFT BUDGET

#### 3.1 2020 Draft Budget: the global request for human resources

##### 3.1.1 The overall picture for year 2020

The Commission will continue to simplify and rationalise working methods, to lower overheads and to ensure the efficient use of scarce resources, aligned to political priorities. After the achievement of the 5 % cut in staff, the Commission will strive to cope with the challenges faced by the EU, with these reduced resources.

In a context where rigorous cost savings and continuous efforts to achieve efficiency gains continue to be demanded from all public administrations, the Commission maintains its commitment to meet the EU's priorities without increasing its establishment plans.. Delivery of new Commission priorities will be covered through efficiency gains and redeployment. More efficient ways of working, notably in support functions across the Commission: HR, Communication, ICT, Logistics, Events and room management, are generating efficiency gains and freeing resources to serve redeployment needs and political priorities.

Furthermore, the Commission's Statement of Estimates for 2020 takes account of the ongoing transfer of the delegation of certain tasks in the 2014-2020 programming period to executive agencies<sup>4</sup>. To ensure budget neutrality with regard to administrative expenditure, the human resources 'freed-up' in the Commission as a result of the delegation of programme management to executive agencies translate into a reduction in the number of posts in the Commission's establishment plans and related expenditure, to offset the administrative expenditure related to the additional FTEs (full-time equivalent) in the executive agencies.

Firstly, to ensure a budgetary neutral transfer of resources to executive agencies, 38 FTEs (21 posts freed, one post frozen and 16 other FTE) were reduced in the Commission, as well as one FTE in the executive agencies. In terms of staff mix, the increase in the executive agencies mostly consists of contract agents, whereas the reduction in the Commission is mostly composed of establishment plan posts. As a result, the delegation exercise leads to a net reduction of establishment plan posts in the Commission and the executive agencies combined. During the period 2014-2020, the reduction of the corresponding Commission administrative expenditure more than offsets the increase for the executive agencies, leading to net savings with the delegation of tasks to executive agencies of EUR 6,8 million. An additional reduction of one post and five FTE is linked to the creation of the new joint undertaking (EuroHPC) and the transfer of certain tasks from the Commission to this new body.

In addition, the 2020 draft budget takes into account the additional compensations of nine FTE linked to the staff increase at the European GNSS agency<sup>5</sup> (one post) and the transfer of appropriations currently managed by Commission departments to the European Fund for Strategic Investments (EFSI), which entails a reduction of five posts and three other FTE in the Commission.

The creation of the European Public Prosecutor's Office (EPPO) resulted in the transfer of four establishment plan posts from OLAF's establishment plan and five FTEs while an additional three posts were requested to cater for the gradual phasing-in, by 31 December 2021, of Irish language translation in line with the Council Regulation 2015/2264 of 3 December 2015.

In conclusion, the Commission presents a 2020 draft budget that proposes **a reduction of the overall number of its human resources**, with a reduction in the Commission of 35 FTE (-

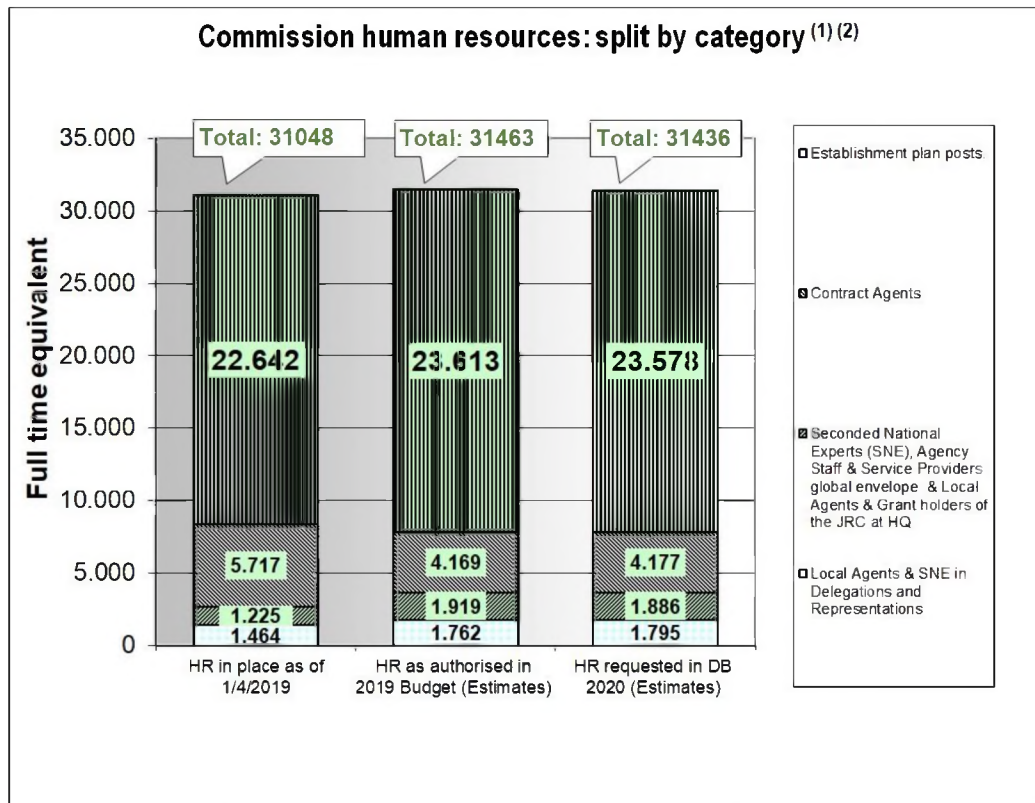
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<sup>4</sup> SEC(2013) 493, 18.09.2013.

<sup>5</sup> Regulation (EU) No 512/2014 of the European Parliament and of the Council of 16 April 2014 amending Regulation (EU) No 912/2010 setting up the European GNSS Agency (recital 29) (OJ L 150, 20.5.2014, p. 72).

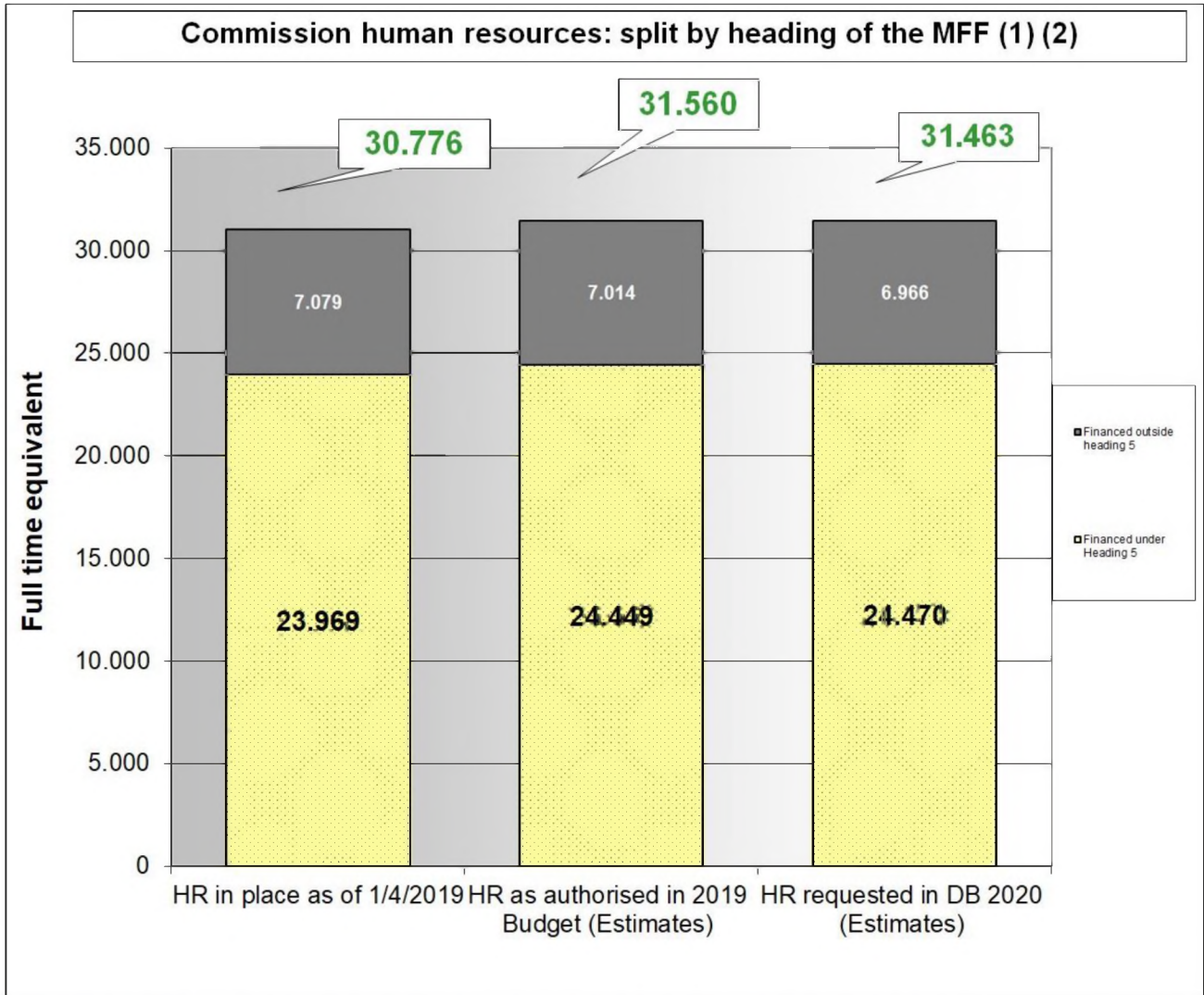
0,1 %), resulting from a decrease of 43 establishment plan posts and an increase of 8 FTE for external personnel, and a net increase of 92 FTE in the executive agencies, as set out in the table below. Furthermore, 8 posts are transferred from the Council to the Commission following the transfer of activities linked to the staff management IT tool 'Sysper'.

3.1.2 Overview of establishment plan posts & estimated FTE of external staff requested for 2020 – 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.

3.1.3 Overview of establishment plan posts & estimated FTE of external staff requested for 2020 within and 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.



## 3.2 2020 DB: the establishment plans

### 3.2.1 Global evolution for 2020

The 2020 DB includes the impact of the delegation of certain tasks of the 2014-2020 programming period to executive agencies. With a view to ensuring budget neutrality with regard to administrative expenditure, the human resources ‘freed’ in the Commission as a result of delegating programme management translate into a reduction by 46 posts in its establishment plan and related expenditure, to offset the expenditure corresponding to the additional FTEs in the executive agencies. This includes five posts cut to compensate for the staff increase at the European Global Navigation Satellite Systems agency, four posts to compensate the transfer of appropriations from the Commission to the European Fund for Strategic Investments (EFSI) the transformation of 14 posts into appropriations for contract agents and three additional posts 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. Taking into account interinstitutional the transfer of eight posts from the Council to the Commission following the transfer of activities linked to the staff management IT tool ‘Sysper’, the overall impact on the 2020 Commission establishment plan is **a reduction by 35 posts**.

Commission Human Resources in 2020										Commission Human Resources including interinstitutional transfers			
	2019 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)	2020 Irish language related request	2020 staff request	Change 2020/2019		2020 staff request without interinstitutional transfers	Inter-Institutional transfers (3)	Total 2020 DB request	Change 2020/2019
Total Commission Posts	23.613	-28	-14	0	-4	3	23.567	-0.19%	-46	23.570	8	23.578	-35
Total Commission External Personnel	7.850	-24	14	23	-5		7.858	0.10%	8	7.858	0	7.858	8
<b>Total Commission HR</b>	<b>31.463</b>	<b>-52</b>	<b>0</b>	<b>23</b>	<b>-9</b>	<b>3</b>	<b>31.425</b>	<b>-0.12%</b>	<b>-38</b>	<b>31.425</b>	<b>8</b>	<b>31.436</b>	<b>-27</b>
<b>Total Executive Agencies staff</b>	<b>2.558</b>	<b>92</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>2.650</b>	<b>3.60%</b>	<b>92</b>	<b>2.650</b>	<b>0</b>	<b>2.650</b>	<b>92</b>
<b>Grant total HR Commission &amp; Executive Agencies</b>	<b>34.021</b>	<b>40</b>	<b>0</b>	<b>23</b>	<b>-9</b>	<b>3</b>	<b>34.075</b>	<b>0</b>	<b>54</b>	<b>34.075</b>	<b>8</b>	<b>34.086</b>	<b>92</b>

(1) Includes the following cuts: one post for the compensation of the increase of the European GNSS agency; five posts and three external personnel due to EFSI impact; eight external personnel (of which one in INEA) for the delegation of SEDIA; one post and five external personnel for the creation of the EuroHPC Joint Undertaking and eight posts from the residual compensation from the pool.

(2) Includes 4 posts and 5 FTEs transferred from OLAF to the European Public Prosecutor Office. 5 FTEs transferred from the Commission to OIL for logistics in Luxembourg (rounded figures).

(3) Includes 8 posts transferred from the General Secretariat of the Council to the Commission for Sysper.

(4) Includes additional 31 FTE for DG ECHO (RescEU), 10 FTEs for DGT (new translation delivery model) and 3 FTEs for DG EAC (bluebook stagiaires) for the Global envelope (rounded figures); for Other Heading 5: a reduction of 10 FTE in Representations and an increase of 2 FTEs in the UK delegation; for Headings 1.2 and 4: -14 FTE in the administrative support lines of operational programmes (ex-BA lines).



Institution	2019 budget	2020			2020 DB total	Net change	
		Reductions	Requests	Remarks		2020 / 2019	
European Parliament	6.633	0	0		6.633	0	0,0%
European Council and Council	3.033	-8	4	(a)(c)	3.029	-4	-0,1%
Commission	23.613	-38	3	(a)(b)(c)	23.578	-35	-0,1%
Court of Justice of the European Union	2.068	0	5		2.073	5	0,2%
Court of Auditors	853	0	0		853	0	0,0%
European Economic and Social Committee	668	0	0		668	0	0,0%
Committee of the Regions	491	0	0		491	0	0,0%
European Ombudsman	66	0	3	(d)	69	3	4,5%
European Data Protection Supervisor	71	0	13	(e)	84	13	18,3%
European External Action Service	1.634	0	65	(f)	1.699	65	4,0%
<b>Total institutions</b>	<b>39.130</b>	<b>-46</b>	<b>93</b>		<b>39.177</b>	<b>47</b>	<b>0,1%</b>
(a) Additional posts requested in relation to the phasing-out of the derogation for the Irish language							
Including a reduction of 32 posts of which 21 following the delegation of some tasks of the 2014-2020 programming period to executive agencies, one post cut for the increase of the European GNSS agency - GSA, five posts due to the European Fund for Strategic Investments - EFSI impact, four posts transferred to the European Public Prosecutor's Office and one post to a Joint Undertaking.							
(b) Strategic Investments - EFSI impact, four posts transferred to the European Public Prosecutor's Office and one post to a Joint Undertaking.							
(c) Eight posts from the Council transferred to the Commission							
(d) Three additional posts requested in return for three contract agents							
(e) Nine additional posts requested for the EDPS in the context of the new data protection regulation, four additional posts requested relating to new responsibilities for the Secretariat of the EDPB							
(f) Eight posts coming from conversion of SNEs, nine posts for security reinforcement, two posts for cyber defence, nine posts for the Strategic Communication initiative, 26 posts to reinforce Common Security and Defence Policy departments, one post for Military Planning and Conduct Capability reinforcement, 10 posts for general reinforcement of EEAS (geographical and sanction divisions). An amending letter to the 2019 budget increased the staff numbers with nine officials to manage the new delegations to be opened in Kuwait and Turkmenistan and to ensure permanent presence in The Hague. Moreover two officials were added to cater for the presence point in Belfast.							

Institution	2019 budget	2020			2020 DB total	Net change	
		Reductions	Requests	Remarks		2020 / 2019	
European Parliament	6 633	0	0		6 633	0	0,0 %
European Council and Council	3 033	-8	4	(a) (c)	3 029	-4	-0,1 %
Commission	23 613	-38	3	(a) (b) (c)	23 578	-35	-0,1 %
Court of Justice of the European Union	2 068	0	5		2 073	5	0,2 %
Court of Auditors	853	0	0	-	853	0	0,0 %
European Economic and Social Committee	668	0	0	-	668	0	0,0 %
Committee of the Regions	491	0	0	-	491	0	0,0 %
European Ombudsman	66	0	6	(d)	72	6	9,1 %
European Data Protection Supervisor	71	-0	13	(e)	84	13	18,3 %
European External Action Service	1 634	0	65	(f)	1 699	65	4,0 %
<b>Total institutions</b>	<b>39 130</b>	<b>-46</b>	<b>96</b>		<b>39 180</b>	<b>50</b>	<b>0,1 %</b>
(a) Additional posts requested in relation to the phasing-out of the derogation for the Irish language.							
(b) Including a reduction of 32 posts of which 21 following the delegation of some tasks of the 2014-2020 programming period to executive agencies, one post cut for the increase of the European GNSS agency – GSA, five posts due to the European Fund for Strategic Investments – EFSI impact, four posts transferred to the European Public Prosecutor's Office and one post to a Joint Undertaking.							
(c) Eight posts from the Council transferred to the Commission.							
(d) Six additional posts requested in return for six contract agents							
(e) Nine additional posts requested for the EDPS in the context of the new data protection regulation, four additional posts requested relating to new responsibilities for the Secretariat of the EDPB							
(f) Eight posts coming from conversion of SNEs, nine posts for security reinforcement, two posts for cyber defence, nine posts for the Strategic Communication initiative, 26 posts to reinforce Common Security and Defence Policy departments, one post for Military Planning and Conduct Capability reinforcement, 10 posts for general reinforcement of EEAS (geographical and sanction divisions). An amending letter to the 2019 budget increased the staff numbers with nine officials to manage the new delegations to be opened in Kuwait and Turkmenistan and to ensure permanent presence in The Hague. Moreover two officials were added to cater for the presence point in Belfast.							



### 3.2.2 Exploiting all redeployment possibilities

In light of the overall Commission staff reduction, Commission services have undertaken major efforts to implement new Commission's priorities with fewer human resources:

The use of flexible arrangements continues. The mechanism of pooling expertise for specific time-bound tasks is still being used to allow temporary posting of officials within services facing a sustained increased workload (for example to Support Group for Ukraine and for the specific task force dealing with the United Kingdom's triggering of Article 50 of the EU Treaty).

Reviews of four horizontal functions continue (Human Resources, ICT, Communication, Logistics and Events) to seek further efficiency gains to enable the Commission to redeploy staff to priority areas/tasks. This has led to the identification of a contribution of 29 posts for 2019 and 26 posts for 2020 from Commission services to the redeployment pool. In addition, individual Directorates-General intend to redeploy internally a substantial number of posts (275) to frontline activities in 2020, concentrating reinforcement on policy making and programme management as illustrated by the table below.

<b>2020 Establishment Plan Posts internal redeployment effort within individual Directorates-General/Services</b>			
<b>Work profile description</b>	<b>Reduction</b>	<b>Reinforcement</b>	<b>Net result</b>
Administrative support	-36	11	-25
General coordination	-21	14	-7
Budgetary management & antifraud	-32	25	-7
Law making, monitoring and enforcement	-46	50	4
Linguistic	-2	0	-2
<b>Programme management</b>	<b>-67</b>	<b>78</b>	<b>11</b>
<b>Policy making</b>	<b>-54</b>	<b>82</b>	<b>28</b>
Communication	-17	15	-2
<b>Total DGs/Services</b>	<b>-275</b>	<b>275</b>	<b>0</b>

### 3.2.3 Adjusting staff structure to future needs

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 2020 DB request will follow up on this trend by requesting a budgetary neutral upgrading (from AST to AD category) of 150 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 2020 DB requests the conversion of 222 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 (nine posts also to be converted into contract agents) accompanied by a request to transform a limited value of appropriations for external personnel in offices into posts to ensure the required stability of statutory staff.

### 3.2.4 Other transformations to the establishment plans

### 3.2.5 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 2020:

AD16		AST11		AST/SC 6	
AD15		AST10	+5	AST/SC 5	+10
AD14		AST9	-10	AST/SC 4	
AD13		AST8	+5	AST/SC 3	+30
AD12		AST7	-20	AST/SC 2	+70
AD11		AST6	+80	AST/SC 1	-110
AD10	+30	AST5	-10		
AD9	+50	AST4	-75		
AD8		AST3	-75		
AD7	+10	AST2	-70		
AD6		AST1	170		
AD5	-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 transferred 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 2020 include the conversion of four AST5 and one AST4 posts into appropriations for contract agents.

#### 3.2.5.1 Establishment plans of the offices

##### 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>6</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 2020 Draft Budget by nine AST posts broken down as follows: three for the OIL, five for the OIB and 1 for the OP.

#### 3.2.5.2 Transfer of activities and other technical adjustments between establishment plans (Commission, offices, other institutions)

For 2020, the main agreed transfers of certain activities between services results in the following movements of posts between establishment plans:

- Transfer from the Council establishment plan to the Commission establishment plan (DIGIT) of one AST1 and one AD5 for work on Sysper2;

- Transfer from the Commission establishment of one AST6 from DIGIT to the Publications Office to regularise a transfer implemented on 1/01/2019; of one AST7, one AST5 and one AST4 to OIL following the Synergies and Efficiencies Initiative in 2020;

- Transfer from the OP establishment plan - Transfer of one AST9, one AST6 and one AST5 to the Commission establishment plan following the 2019 redeployment tax;

- Transfer from the EPSO establishment plan of one AST3 to the Commission establishment plan following the 2019 redeployment tax;

- Transfers from OIB to the Commission establishment plan of one AST4 in relation to the 2020 contribution to the Synergies and Efficiencies Review and one AST5 following the 2019 redeployment tax;

- Transfers from OLAF establishment plan to the Commission of one AST4 and one AST3 as contribution to the Synergies and efficiencies initiative for 2020;

- Transfer from OLAF establishment plan of one AD7, one AD5 and two AST4 posts to the European Public Prosecutor's Office in the framework of the start-up of the latter.

#### 3.2.5.3 Commission establishment plan - Research budget

##### Indirect Research

Horizon 2020 defines the framework for research and innovation over the period 2014-2020. The delegation of tasks to executive agencies for the period 2014-2020 has been reflected by a reduction of 13 posts in the 2020 establishment plan for indirect actions. In addition, five posts will be deducted as compensation for the redeployment of appropriations from Horizon 2020 to the European Fund for Strategic Investments (EFSI) and one post for the offsetting for EuroHPC (High-Performance Computing).

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<sup>6</sup>Communication from Vice-President Kinnock: 'Creation of three administrative Offices' Doc C(2002) 4367f, 4368f and 4369 final, 6.11.2002.

The modifications to the 2020 establishment plan for research indirect actions are summarised in table 10.4 below.

The 2020 DB 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.

The transformation of five permanent posts into temporary is requested for 2020, to cater for the human resources needs for the European Innovation Council. Direct Research

The 2020 establishment plan requested for the Joint Research Centre (JRC) also reflects modifications requested to follow career policy measures in accordance with Article 6 of the new Staff Regulations as applied by the Commission (see table 10.3 below).

### 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 2020										Commission Human Resources including interinstitutional transfers			
	2019 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)	2020 Irish language related request	2020 staff request	Change 2020/2019		2020 staff request without interinstitutional transfers	Inter-Institutional transfers (3)	Total 2020 DB request	Change 2020/2019
<b>Establishment Plan Posts</b>													
Commission	18.757	-9	-5		4	2	18.749	-0.04%	-8	18.747	2	18.751	-6
Research - Direct Actions	1.747						1.747	0.00%		1.747		1.747	0
Research - Indirect Actions	1.428	-19					1.409	-1.33%	-19	1.409		1.409	-19
OP	567		-1		-2	1	565	-0.35%	-2	564		565	-2
OLAF	341				-6		335	-1.76%	-6	335		335	-6
EPSO	108				-1		107	-0.93%	-1	107		107	-1
OIB	383		-5		-2		376	-1.83%	-7	376		376	-7
OIL	122		-3		3		122	0.00%	0	122		122	0
PMO	160						160	0.00%	0	160	6	166	6
<b>Total Commission Posts</b>	<b>23.613</b>	<b>-28</b>	<b>-14</b>	<b>0</b>	<b>-4</b>	<b>3</b>	<b>23.567</b>	<b>-0.19%</b>	<b>-46</b>	<b>23.567</b>	<b>8</b>	<b>23.578</b>	<b>-35</b>

(1) Includes the following cuts: one post for the compensation of the increase of the European GNSS agency; five posts and three external personnel due to EFSI impact; eight external personnel (of which one in INEA) for the delegation of SEDIA; one post and five external personnel for the creation of the EuroHPC Joint Undertaking and eight posts from the residual compensation from the pool.

(2) Includes 4 posts and 5 FTEs transferred from OLAF to the European Public Prosecutor Office, 5 FTEs transferred from the Commission to OIL for logistics in Luxembourg (rounded figures).

(3) Includes 8 posts transferred from the General Secretariat of the Council to the Commission for Sysper.

(4) Includes additional 31 FTE for DG ECHO (RescEU), 10 FTEs for DGT (new translation delivery model) and 3 FTEs for DG EAC (bluebook stagiaires) for the Global envelope (rounded figures); for Other Heading 5: a reduction of 10 FTE in Representations and an increase of 2 FTEs in the UK delegation; for Headings 1.2 and 4: -14 FTE in the administrative support lines of operational programmes (ex-BA lines).

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



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

**TABLE 10.1 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2020 DB**  
SECTION III COMMISSION, Without Offices, Permanent Posts

Function group & grades	Posts 2019	Modification Article 53 FR	2019 Authorised posts after modification	Reduction of posts following delegation of tasks (1)	Transfer of tasks and posts between establishment plans (2, 3, 4, 5, 6, 7)	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 2020
AD 16	24		24											24
AD 15	190		190											190
AD 14	637		637											637
AD 13	1.734		1.734											1.734
AD 12	1.289		1.289											1.289
AD 11	928		928											928
AD 10	1.094		1.094								30			1.124
AD 9	1.355		1.355								50			1.405
AD 8	1.485		1.485											1.485
AD 7	1.326		1.326								10			1.336
AD 6	788		788											788
AD 5	907		907	-1			1	2		120	-90			939
<b>Total AD</b>	<b>11.757</b>		<b>11.757</b>	<b>-1</b>			<b>1</b>	<b>2</b>		<b>120</b>				<b>11.879</b>
AST 11	197		197											197
AST 10	186		186								5			191
AST 9	703		703		1						-10			694
AST 8	603		603								5			608
AST 7	1.031	-110	921		-1						-20			900
AST 6	636		636							-120	80			596
AST 5	979		979	-2	1						-10			964
AST 4	850		850	-2	1						-75		-1	773
AST 3	515		515	-2	2						-75			440
AST 2	186		186	-2							-70			114
AST 1	60	-20	40				1			-180	170			31
<b>Total AST</b>	<b>5.946</b>	<b>-130</b>	<b>5.816</b>	<b>-8</b>	<b>4</b>		<b>1</b>			<b>-300</b>			<b>-5</b>	<b>5.508</b>
AST/SC 6	5		5											5
AST/SC 5	36		36								10			46
AST/SC 4	20		20											20
AST/SC 3	37		37								30			67
AST/SC 2	148	40	188								70			258
AST/SC 1	433	90	523							180	-110			593
<b>Total AST/SC</b>	<b>679</b>	<b>130</b>	<b>809</b>							<b>180</b>				<b>989</b>
<b>Total</b>	<b>18.382</b>		<b>18.382</b>	<b>-9</b>	<b>4</b>		<b>2</b>	<b>2</b>					<b>-5</b>	<b>18.376</b>

(1) Reductions: -1 AD5 post to compensate the staff increase at the GNSS, -3 posts following delegation to Executive Agencies (2 AST5 & 1 AST4) and -5 posts (2 AST2, 2 AST3 and 1 AST4) for residual compensation.

(2) Transfer of 1 AST6 from Commission (DIGIT) to OP (regularisation of transfer implemented on 1/1/2019).

(3) Transfer of 1 AST4 from OIB to the Commission establishment plan following 2020 contribution to Synergies and Efficiencies Review.

(4) Transfer of 1 AST7, 1 AST5 and 1 AST4 from Commission establishment plan to OIL following Synergies and Efficiencies Review in 2020.

(5) Transfer from OLAF due to the synergies and efficiencies (1 AST4 and 1 AST3).

(6) Transfer of 1 AST1 and 1 AD5 from the Council to Commission (DIGIT) for work on Sysper2.

(7) Transfer of 3 posts (1 AST9, 1 AST6 and 1 AST5) from OP, 1 AST5 from OIB and 1 AST3 from EPSO to the Commission establishment plan following 2019 redeployment tax.

**TABLE 10.2 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2020 DB  
SECTION III COMMISSION Without Offices, Temporary Posts**

Function group & grades	Posts 2019	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 2020
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 – 2020 DB**  
**RESEARCH BUDGET - Direct Actions (JRC) - Permanent Posts**

Function group & grades	Posts 2019	Modification Article 53 FR	2019 Authorised posts after modification	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 2020
AD 16	2		2										2
AD 15	11		11										11
AD 14	76		76										76
AD 13	217		217										217
AD 12	170		170							20			190
AD 11	52		52										52
AD 10	65		65										65
AD 9	94		94										94
AD 8	80		80										80
AD 7	62		62										62
AD 6	49		49							-20			29
AD 5	9		9						10				19
<b>Total AD</b>	<b>887</b>		<b>887</b>						<b>10</b>				<b>897</b>
AST 11	62		62										62
AST 10	56		56										56
AST 9	153		153										153
AST 8	80	-8	72										72
AST 7	91	-8	83							10			93
AST 6	109		109						-10				99
AST 5	139		139										139
AST 4	86		86										86
AST 3	52		52							-17			35
AST 2	15		15							-8			7
AST 1	5		5						-15	15			5
<b>Total AST</b>	<b>848</b>	<b>-16</b>	<b>832</b>						<b>-25</b>				<b>807</b>
AST/SC 6													
AST/SC 5													
AST/SC 4													
AST/SC 3										7			7
AST/SC 2	5	6	11							8			19
AST/SC 1	7	10	17						15	-15			17
<b>Total AST/SC</b>	<b>12</b>	<b>16</b>	<b>28</b>						<b>15</b>				<b>43</b>
<b>Total</b>	<b>1.747</b>		<b>1.747</b>										<b>1.747</b>

**TABLE 10.4 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2020 DB  
RESEARCH BUDGET - Indirect Actions - Permanent posts**

Function group & grades	Posts 2019	Modification Article 53 FR	2019 Authorised posts after modification	Reduction of posts following delegation of tasks (1)	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent 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 2020
AD 16	1		1										1
AD 15	19		19										19
AD 14	94		94										94
AD 13	238		238										238
AD 12	142		142					-5					137
AD 11	51		51										51
AD 10	72		72										72
AD 9	105		105										105
AD 8	77		77										77
AD 7	64		64										64
AD 6	54		54										54
AD 5	30		30	-9					9				30
<b>Total AD</b>	<b>947</b>		<b>947</b>	<b>-9</b>				<b>-5</b>	<b>9</b>				<b>942</b>
AST 11	17		17										17
AST 10	15		15										15
AST 9	59		59										59
AST 8	48		48										48
AST 7	77	-8	69							-3			66
AST 6	80		80						-9				71
AST 5	78	-8	70							-2			68
AST 4	55		55							-5			50
AST 3	25		25										25
AST 2	9		9	-8									1
AST 1	2		2	-2					-10	10			1
<b>Total AST</b>	<b>465</b>	<b>-16</b>	<b>449</b>	<b>-10</b>					<b>-19</b>				<b>420</b>
AST/SC 6													
AST/SC 5													
AST/SC 4													
AST/SC 3	3		3										3
AST/SC 2	5	6	11										11
AST/SC 1	8	10	18						10				28
<b>Total AST/SC</b>	<b>16</b>	<b>16</b>	<b>32</b>						<b>10</b>				<b>42</b>
<b>Total</b>	<b>1.428</b>		<b>1.428</b>	<b>-19</b>				<b>-5</b>					<b>1.404</b>

1) 6 AD and 7 AST to cater for the delegation to Executive Agencies (of which 3 AD as the residual compensation), 2 AD and 3 AST following the EFSI impact and 1 AD for the offsetting for EuroHPC  
2) Transformation of 5 AD permanent posts into Temporary posts to cater for the human resources needs 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 – 2020 DB**  
Publications Office (OP), Permanent posts

Function group & grades	Posts 2019	Transfer of tasks and posts between establishment plans (1) (2)	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2020 (Irish language)	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 2020
AD 16	1										1
AD 15	3										3
AD 14	9										9
AD 13	9										9
AD 12	14										14
AD 11	11							3			14
AD 10	17							2			19
AD 9	20										20
AD 8	11										11
AD 7	16										16
AD 6	10										10
AD 5	12						2	-5			9
<b>Total AD</b>	<b>133</b>						<b>2</b>				<b>135</b>
AST 11	23										23
AST 10	19										19
AST 9	45	-1									44
AST 8	42										42
AST 7	64										64
AST 6	88						-2				86
AST 5	76	-1						-7		-1	67
AST 4	45										45
AST 3	28				1						29
AST 2								4			4
AST 1								3			3
<b>Total AST</b>	<b>430</b>	<b>-2</b>			<b>1</b>		<b>-2</b>			<b>-1</b>	<b>426</b>
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3								1			1
AST/SC 2	2										2
AST/SC 1	2							-1			1
<b>Total AST/SC</b>	<b>4</b>										<b>4</b>
<b>Total</b>	<b>567</b>	<b>-2</b>			<b>1</b>					<b>-1</b>	<b>565</b>

(1) 1 post (AST6) transferred from DIGIT to the Publications Office (regularisation of the transfer implemented on 1/1/2019).

(2) 3 posts (1 AST9, 1 AST6 and 1 AST5) transferred by OP to the Commission establishment plan following 2019 redeployment tax.



**TABLE 10.6 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2020 DB**  
**European Antifraud Office (OLAF), Permanent posts**

Function group & grades	Posts 2019	Reduction of posts following creation of EPPO	Transfer of tasks and posts between establishment plans (1)	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 2020
AD 16	1										1
AD 15	2										2
AD 14	13										13
AD 13	21										21
AD 12	22					5		1			28
AD 11	21										21
AD 10	22							-1			21
AD 9	24							2			26
AD 8	19							3			22
AD 7	22	-1						2			23
AD 6	12							-3			9
AD 5	13	-1					5	-4			13
<b>Total AD</b>	<b>192</b>	<b>-2</b>				<b>5</b>	<b>5</b>				<b>200</b>
AST 11	6										6
AST 10	7										7
AST 9	16					5					21
AST 8	11										11
AST 7	12							3			15
AST 6	11						-5	4			10
AST 5	22							-4			18
AST 4	13	-2	-1					-5			5
AST 3	7		-1					-3			3
AST 2	1							-1			
AST 1							-6	6			
<b>Total AST</b>	<b>106</b>	<b>-2</b>	<b>-2</b>			<b>5</b>	<b>-11</b>				<b>96</b>
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3	4							2			6
AST/SC 2	3							3			6
AST/SC 1	1						6	-5			2
<b>Total AST/SC</b>	<b>8</b>						<b>6</b>				<b>14</b>
<b>Total</b>	<b>306</b>	<b>-4</b>	<b>-2</b>			<b>10</b>					<b>310</b>

(1) Returns: due to the synergies and efficiencies in 2020 (1 AST4 and 1 AST3).

**TABLE 10.7 -PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2020 DB**  
**European Anti-Fraud Office (OLAF), Temporary posts**

Function group & grades	Posts 2019	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 2020
AD 16											
AD 15	1										1
AD 14								1			1
AD 13	6							-1			5
AD 12	8					-5					3
AD 11											
AD 10											
AD 9											
AD 8											
AD 7											
AD 6											
AD 5											
<b>Total AD</b>	<b>15</b>					<b>-5</b>					<b>10</b>
AST 11	9										9
AST 10	4										4
AST 9	7					-5					2
AST 8											
AST 7											
AST 6											
AST 5											
AST 4											
AST 3											
AST 2											
AST 1											
<b>Total AST</b>	<b>20</b>					<b>-5</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>35</b>					<b>-10</b>					<b>25</b>

**TABLE 10.8A - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2020 DB**  
**European Personnel Selection Office (EPSO), Permanent posts**

Function group & grades	Posts 2019	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 2020
AD 16										
AD 15										
AD 14	2									2
AD 13	6									6
AD 12	4									4
AD 11	4									4
AD 10	4						2			6
AD 9	4						-1			3
AD 8	3						-1			2
AD 7	1									1
AD 6	1									1
AD 5	3					1				4
<b>Total AD</b>	<b>32</b>					<b>1</b>				<b>33</b>
AST 11	4									4
AST 10	4									4
AST 9	7									7
AST 8	7									7
AST 7	13									13
AST 6	10					-1	1			10
AST 5	12						-1			11
AST 4	11						-1			10
AST 3	5	-1					-2			2
AST 2	1									1
AST 1						-3	3			
<b>Total AST</b>	<b>74</b>	<b>-1</b>				<b>-4</b>	<b>3</b>			<b>69</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2	1						1			2
AST/SC 1						3	-1			2
<b>Total AST/SC</b>	<b>1</b>					<b>3</b>	<b>-1</b>			<b>4</b>
<b>Total</b>	<b>107</b>	<b>-1</b>								<b>106</b>

(1) 1 AST 3 transferred to the Commission establishment plan following 2019 redeployment tax

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

Function group & grades	Posts 2019	Transfer of tasks and posts	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 2020
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
AST 6	1									1
AST 5	1									1
AST 4	1									1
AST 3	2						-1			1
AST 2										
AST 1						-1	1			
<b>Total AST</b>	<b>9</b>					<b>-1</b>				<b>8</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>14</b>									<b>14</b>



**TABLE 10.9 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2020 DB**  
**European Personnel Selection Office (EPSO), Temporary posts**

Function group & grades	Posts 2019	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 2020
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 – 2020 DB**  
**Office for "Infrastructure and Logistics" in Brussels (OIB), Permanent posts**

Function group & grades	Posts 2019	Transfer of tasks and posts between establishment plans (1) (2)	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 2020
AD 16										
AD 15	1									1
AD 14	7									7
AD 13	13									13
AD 12	7									7
AD 11	8						2			10
AD 10	10						1			11
AD 9	11						1			12
AD 8	9						1			10
AD 7	8						-1			7
AD 6	7						-1			6
AD 5	9					3	-3			9
<b>Total AD</b>	<b>90</b>					<b>3</b>				<b>93</b>
AST 11	8									8
AST 10	10						1			11
AST 9	17						2			19
AST 8	21						1			22
AST 7	48						1			49
AST 6	47					-3	-1			43
AST 5	84	-1					-2		-5	76
AST 4	39	-1								38
AST 3	18						-3			15
AST 2										
AST 1	1					-1	1			1
<b>Total AST</b>	<b>293</b>	<b>-2</b>				<b>-4</b>			<b>-5</b>	<b>282</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1						1				1
<b>Total AST/SC</b>						<b>1</b>				<b>1</b>
<b>Total</b>	<b>383</b>	<b>-2</b>							<b>-5</b>	<b>376</b>

(1) Transfer of 1 AST4 from OIB to the Commission establishment plan following 2020 contribution to Synergies and Efficiencies Review.

(2) Transfer of 1 AST5 from OIB to the Commission establishment plan following 2019 redeployment tax.



**TABLE 10.11 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2020 DB**  
**Office for "Infrastructure and Logistics" in Luxembourg (OIL), Permanent posts**

Function group & grades	Posts 2019	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 2020
AD 16										
AD 15	1									1
AD 14	3									3
AD 13	4									4
AD 12	4									4
AD 11	2									2
AD 10	3						1			4
AD 9	5									5
AD 8	3						-1			2
AD 7	2									2
AD 6	2									2
AD 5	1									1
<b>Total AD</b>	<b>30</b>									<b>30</b>
AST 11	2									2
AST 10	3									3
AST 9	9									9
AST 8	6						3			9
AST 7	16	1					-3			14
AST 6	10									10
AST 5	16	1					-4	-3		10
AST 4	16	1					-3			14
AST 3	9									9
AST 2	1									1
AST 1						-6	7			1
<b>Total AST</b>	<b>88</b>	<b>3</b>				<b>-6</b>		<b>-3</b>		<b>82</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3	1									1
AST/SC 2	2									2
AST/SC 1	1					6				7
<b>Total AST/SC</b>	<b>4</b>					<b>6</b>				<b>10</b>
<b>Total</b>	<b>122</b>	<b>3</b>						<b>-3</b>		<b>122</b>

(1) Transfer of 1 AST7, 1 AST5 and 1 AST4 from Commission establishment plan to OIL following Synergies and Efficiencies Review in 2020.

**TABLE 10.12 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2020 DB**  
**Office for Administration and Settlement of Individual Entitlements – PMO, Permanent posts**

Function group & grades	Posts 2019	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers (1)	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 2020
AD 16										0
AD 15	1									1
AD 14	5									5
AD 13	8									8
AD 12	7									7
AD 11	2									2
AD 10	3									3
AD 9	2									2
AD 8	5						2			7
AD 7	2						-2			0
AD 6										0
AD 5	5									5
<b>Total AD</b>	<b>40</b>									<b>40</b>
AST 11	6									6
AST 10	7									7
AST 9	17									17
AST 8	18						5			23
AST 7	38						-9			29
AST 6	25									25
AST 5	7									7
AST 4	1									1
AST 3	1						-1			0
AST 2							2			2
AST 1				6		-1	3			8
<b>Total AST</b>	<b>120</b>					<b>-1</b>	<b>0</b>			<b>125</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1							1			1
<b>Total AST/SC</b>	<b>0</b>					<b>1</b>				<b>1</b>
<b>Total</b>	<b>160</b>	<b>0</b>		<b>6</b>						<b>166</b>

(1) Transfer of posts from the Council to PMO due to work on Sysper2.

### 3.3 2020 DB: appropriations for the external staff

#### 3.3.1 Global evolution for 2020

Taking account of the conversion of 14 posts into appropriations for contract agents, the global increase of external staff amounts to the equivalent of eight full time equivalent units:

	Commission Human Resources in 2020								Commission Human Resources including interinstitutional transfers			
	2019 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)	2020 Irish language related request	2020 staff request	Change 2020/2019	2020 staff request without interinstitutional transfers	Inter-Institutional transfers (3)	Total 2020 DB request	Change 2020/2019
<b>External Personnel</b>												
Under Heading 5	4.011	-9	14	37	-5		4.048	0,92%	37	4.048		37
Outside Heading 5	3.839	-15		-14			3.810	-0,76%	-29	3.810	3.810	-29
<b>Total Commission External Personnel</b>	<b>7.850</b>	<b>-24</b>	<b>14</b>	<b>23</b>	<b>-5</b>		<b>7.858</b>	<b>0,10%</b>	<b>8</b>	<b>7.858</b>	<b>7.858</b>	<b>8</b>

(1) Includes the following cuts: one post for the compensation of the increase of the European GNSS agency; five posts and three external personnel due to EFSI impact; eight external personnel (of which one in INEA) for the delegation of SEDIA; one post and five external personnel for the creation of the EuroHPC Joint Undertaking and eight posts from the residual compensation from the pool.

(2) Includes 4 posts and 5 FTEs transferred from OLAF to the European Public Prosecutor Office, 5 FTEs transferred from the Commission to OIL for logistics in Luxembourg (rounded figures).

(3) Includes 8 posts transferred from the General Secretariat of the Council to the Commission for Syner.

(4) Includes additional 31 FTE for DG ECHO (RescEU), 10 FTEs for DGT (new translation delivery model) and 3 FTEs for DG EAC (bluebook stagiaires) for the Global envelope (rounded figures); for Other Heading 5: a reduction of 10 FTE in Representations and an increase of 2 FTEs in the UK delegation; for Headings 1,2 and 4: -14 FTE in the administrative support lines of operational programmes (ex-BA lines).

#### 3.3.2 Evolution of external staff financed under Heading 5 of the MFF

As part of the overall effort to contain administrative expenditure as much as possible, the 2020 budget request for the following lines XX 01 02 01 and XX 01 02 11 increases by 1.35% corresponding to the 2020 salary adjustment (on a six-month basis).

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

##### 3.3.3.1 External staff financed under articles XX 01 05 (Indirect and Direct Research)

###### Indirect Research (budget lines XX 01 05 02)

For 2020, EUR 46.7 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, i.e. an estimated decrease of 15 FTE, including a compensation of 3 FTE due to the transfer of appropriations to the European Fund for Strategic Investments (EFSI). Related administrative appropriations requested integrate the above mentioned salary indexations.

###### Direct research (budget line 10 01 05 02)

For 2020, appropriations for external personnel under budget line 10 01 05 02 amount to EUR 45.3 million, accounting for an estimate of 739 FTE available to JRC.

##### 3.3.3.2 External staff financed under articles XX 01 04 of the budget

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;

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

– 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 2020 DB, the sub-ceilings decrease by 14 FTE compared to the 2019 budget. The changes in the evolution of external personnel concern the management of external aid programmes in delegations, in particular the Partnership Instrument and the Pre-Accession Assistance Instrument. The Neighbourhood Instrument includes 17 FTE allocated in 2017 to implement the EU Regional Trust Fund in response to the Syrian Crisis.

All relevant budget lines, related appropriations requested for 2020 and the corresponding estimation in FTE is summarised in the table below.

**Table 7 - 2020 DB - Appropriations for external personnel authorised on former BA lines**

Budget line	Service	MFF heading	Programme Title	2020 Sub-ceiling (in €)	2020 estimated FTE
<b>External Personnel authorized under Structural Funds, Rural Development and European Fisheries Fund "mini budgets" at Headquarters</b>					
04 01 04 01	EMPL	1.2	Support expenditure for European Social Fund and non-operational technical assistance (ESF)	5.000.000	79
05 01 04 04	AGRI	2	Support expenditure for the European Agricultural Fund for Rural Development (EAFRD) — Non-operational technical assistance	1.850.000	28
11 01 04 01	MARE	2	Support expenditure for maritime affairs and fisheries — Non-operational administrative and technical assistance	850.000	14
13 01 04 01	REGIO	1.2	Support expenditure for European Regional Development Fund (ERDF)	3.060.000	48
13 01 04 03	REGIO	1.2	Support expenditure for the Cohesion Fund (CF)	1.340.000	21
Sub-total				12.100.000	190
<b>External Personnel authorised under former BA lines at Headquarters (former Technical Assistance Bureaux - "BATs")</b>					
13 01 04 02	REGIO/SRSS	4	Support expenditure for the Instrument for Pre-Accession Assistance (IPA) — Regional development component*	1.873.475	21
19 01 04 03	FPI	4	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR) — Expenditure related to election observation Missions (EOMs)	336.727	6
21 01 04 01	DEVCO	4	Support expenditure for the Development Cooperation Instrument (DCI)	7.549.714	120
21 01 04 03	DEVCO	4	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR)	1.613.273	25
21 01 04 05	DEVCO	4	Support expenditure for the Instrument for Nuclear Safety Cooperation (INSC)	968.300	16
22 01 04 01	NEAR	4	Support expenditure for Instrument for Pre-accession Assistance (IPA)	5.146.149	81
22 01 04 02	NEAR	4	Support expenditure for the European Neighbourhood Instrument (ENI)	4.846.907	77
23 01 04 01	ECHO	4	Support expenditure for humanitarian aid, food aid and disaster preparedness	1.800.000	27
29 01 04 01	ESTAT	1.1	Support expenditure for the European statistical programme	2.300.000	36
Sub-total				26.434.545	409
<b>External Personnel authorised under former BA lines in Delegations for the management of deconcentrated external aid actions</b>					
05 01 04 03	AGRI	4	Support expenditure for the Pre-accession assistance in the field of agriculture and rural development (IPA)	369.643	3
11 01 04 01	MARE	2	Support expenditure for maritime affairs and fisheries — Non-operational administrative and technical assistance	1.332.500	9
19 01 04 01	FPI	4	Support expenditure for the Instrument contributing to Stability and Peace (IcSP)	5.270.000	33
19 01 04 04	FPI	4	Support expenditure for the Partnership Instrument	5.700.000	43
21 01 04 01	DEVCO	4	Support expenditure for the Development Cooperation Instrument (DCI)	64.917.445	797
21 01 04 03	DEVCO	4	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR)	4.504.121	41
21 01 04 04	DEVCO	4	Support expenditure for the Instrument contributing to Stability and Peace (IcSP)	738.174	5
22 01 04 01	NEAR	4	Support expenditure for Instrument for Pre-accession Assistance (IPA)	31.893.259	434
22 01 04 02	NEAR	4	Support expenditure for the European Neighbourhood Instrument (ENI)**	38.958.274	500
Sub- total				153.683.416	1.865
<b>Grand Total - External Personnel authorised on xx0104 (the so called former "BA" lines)</b>				<b>192.217.961</b>	<b>2.464</b>

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

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



### 3.4 2020 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 2019 and the requested budget for 2020.

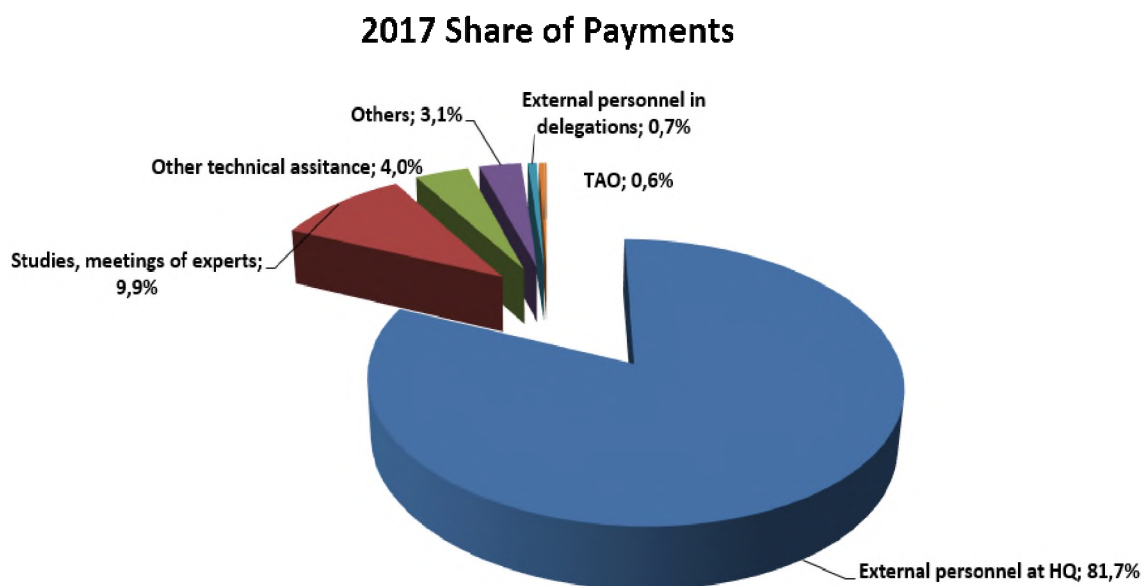
#### 3.4.1 Appropriations implemented in 2018

In 2018, total payments on articles XX 01 04 (the so-called former 'BA' lines) amounted to EUR 209,3 million<sup>8</sup>. This compares to EUR 215,5 million in payments in 2017. This reduction is mainly due to a decrease of the support expenditure such as studies, meetings of experts, information or publication 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 2018:

- 7,7 % related to support expenditure such as studies, meetings of experts, information or publication directly linked to the achievement of a programme (9,9 % in 2017);
- 3,9 % related to the remaining TAO (0.6 % thereof) and other technical assistance (4,6 % in 2017);
- 82,9 % related to sub-ceiling of external staff at Headquarters (81,7 % in 2017);
- 2,5 % of total payments related to sub-ceilings of external staff in delegations (0.7 % in 2017).

The graphs reproduced below illustrate 2018 and 2017 figures.

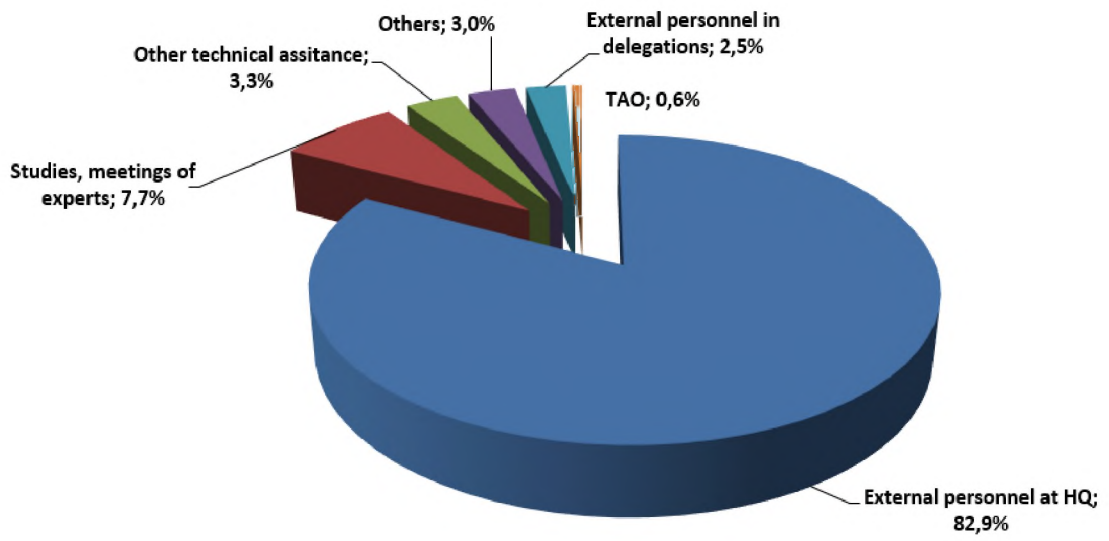


<sup>8</sup> EFTA appropriations not included.

<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.



## 2018 Share of Payments



### 3.4.2 Appropriations requested for 2020 under XX 01 04 articles (including European Structural and Investment Funds)

In the 2020 DB, the total commitment appropriations requested under budget articles XX 01 04 amounts to **EUR 327,5 million**<sup>10</sup>, showing a decrease by **0,09 %** compared to 2019 (EUR 327,8 million).

The total number of budget articles concerned is 58 (excluding items with a *p.m.* entry or a dash, *i.e.* where no appropriations are foreseen in 2019), as presented in the table reproduced below. Some 69,09 % of the requested appropriations concern heading 4 “*Global Europe*”, including pre-accession expenditure. A further 19,7 % concern heading 1 “*Smart and inclusive growth*”, some 6,6 % concern heading 2 “*Sustainable growth: natural resources*” and another 4,6 % concern heading 3 “*Security and citizenship*”.

As in previous years around 2/3 of the budget on former BA-lines concern programmes falling under heading 4 of the MFF. The decrease in total appropriations (EUR 0,35 million or - 0,09 %) mainly affects heading 4 “*Global Europe*” and heading 1 “*Competitiveness for growth and jobs*” which increase respectively by 0,5 % whereas heading 1 decreases by 0,5 %.

“*Competitiveness for growth and jobs*” under **heading 1 decrease** (-EUR 2,57 million) is mainly due to the decrease of the support expenditure of the European Defence Industrial Development Programme (EDIDP) (- EUR 1,25 million), the decrease of the support expenditure of the European Defence Industrial Development Programme (EDIDP) (- EUR 1 million) and the decrease of the support expenditure for the programme Employment and Social Innovation (- EUR 0.9 million).

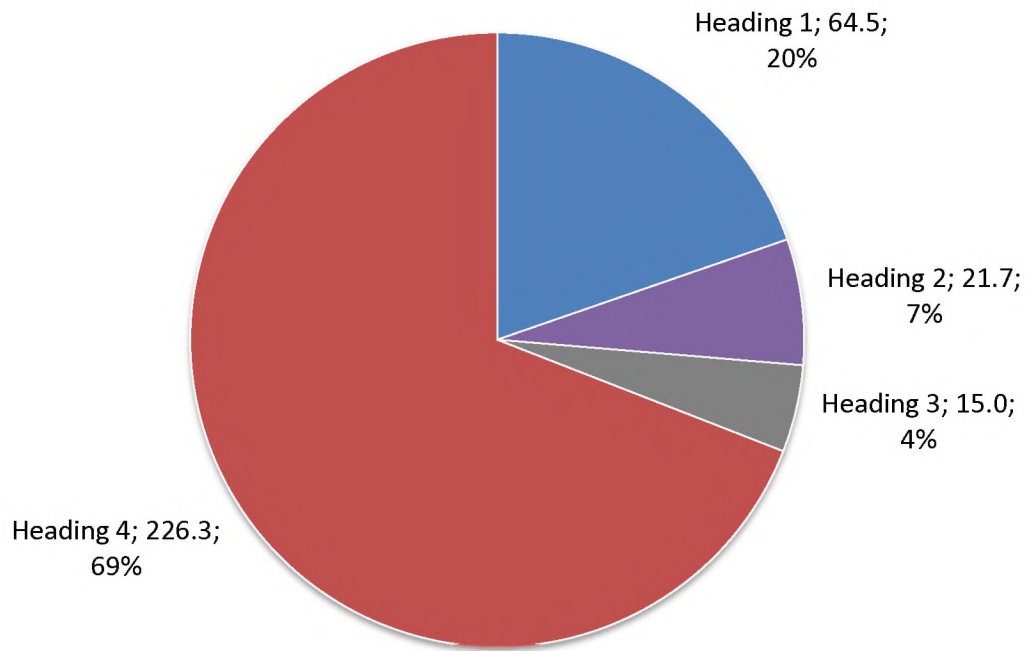
“*Sustainable growth: natural resources*” under **heading 2** and “*Security and citizenship*” under **heading 3** remained stable.

**Heading 4** “*Global Europe*” shows an increase of EUR 2,16 million. This mainly concerns the increases of the support expenditure for the Development Cooperation Instrument (DCI) (+ EUR 0,7 million) together with the increase of the support expenditure for the Instrument for Pre-accession Assistance (IPA) (+ EUR 0,6 million), and the support expenditure for the Partnership Instrument (+ EUR 0.3 million).

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10 It has to be noted that figures in annex includes all budget items XX 01 04 with the exception of executive Agencies, and ITER.

## 2020 Total Commitment (in € million and %)



Heading 1: Smart and inclusive growth

Heading 2: Sustainable growth, natural resources

Heading 3: Security and citizenship

Heading 4: Global Europe

Nomenclature	Heading	CD/CND	PF	SPF	PFE	2018 Outturn		2019 Budget->AB2		2020 Hearing	
						Commitments Total	Payments Total	Commitments Total	Payments Total	Commitments Total	Payments Total
02 01 04 01	Support expenditure for Competitiveness of enterprises and small and medium-sized enterprises (COSME)	CND	1	1.1	1.1.4	3.523.616,10	3.523.616,10	2.800.000	2.800.000	3.117.349	3.117.349
02 01 04 02	Support expenditure for standardisation and approximation of legislation	CND	1	1.1	1.1.0TH	160.000,00	160.000,00	160.000	160.000	160.000	160.000
02 01 04 03	Support expenditure for European satellite navigation programmes	CND	1	1.1	1.1.11	3.347.375,61	3.347.375,61	3.000.000	3.000.000	3.500.000	3.500.000
02 01 04 04	Support expenditure for European Earth observation programme (Copernicus)	CND	1	1.1	1.1.13	2.660.580,00	2.660.580,00	2.900.000	2.900.000	3.000.000	3.000.000
02 01 04 05	Support expenditure of the European Defence Industrial Development Programme (EDIDP)	CND	1	1.1	1.1.15			1.750.000	1.750.000	500.000	500.000
04 01 04 01	Support expenditure for European Social Fund and non-operational technical assistance	CND	1	1.2	1.2.31	10.482.510,73	10.482.510,73	12.000.000	12.000.000	11.000.000	11.000.000
04 01 04 02	Support expenditure for the programme Employment and Social Innovation	CND	1	1.1	1.1.6	2.506.314,63	2.506.314,63	3.400.000	3.400.000	2.500.000	2.500.000
04 01 04 03	Support expenditure for the Instrument for Pre-Accession Assistance – Employment, Social Policies and Human Resources Development	CND	4	4	4.0.1			p.m.	p.m.	p.m.	p.m.
04 01 04 04	Support expenditure for the European Globalisation Adjustment Fund	CND	9	9	9.0.2	301.471,77	301.471,77	p.m.	p.m.	p.m.	p.m.
04 01 04 05	Support expenditure for the Fund for European Aid to the Most Deprived	CND	1	1.2	1.2.4	329.952,00	329.952,00	300.000	300.000	280.000	280.000
05 01 04 01	Support expenditure for the European Agricultural Guarantee Fund (EAGF) – Non-operational technical assistance	CND	2	2	2.0.10	6.796.076,01	6.796.076,01	8.000.000	8.000.000	8.000.000	8.000.000
05 01 04 03	Support expenditure for pre-accession assistance in the 'Agriculture and rural development' policy area (IPA)	CND	4	4	4.0.1	458.954,24	458.954,24	517.891	517.891	609.643	609.643
05 01 04 04	Support expenditure for the European Agricultural Fund for Rural Development (EAFRD) – Non-operational technical assistance	CND	2	2	2.0.20	4.509.339,01	4.509.339,01	5.034.000	5.034.000	5.100.000	5.100.000
06 01 04 01	Support expenditure for Connecting Europe Facility (CEF) – Transport	CND	1	1.1	1.1.82	1.319.426,24	1.319.426,24	2.500.000	2.500.000	2.000.000	2.000.000
07 01 04 01	Support expenditure for the Programme for the Environment and Climate Action (LIFE) – Sub-programme for Environment	CND	2	2	2.0.4	1.598.323,19	1.598.323,19	1.800.000	1.800.000	1.806.828	1.806.828
09 01 04 01	Support expenditure for Connecting Europe Facility (CEF) – Information and Communication Technologies (ICT)	CND	1	1.1	1.1.83	681.921,96	681.921,96	789.000	789.000	789.000	789.000
09 01 04 02	Support expenditure for Creative Europe Programme – MEDIA Sub-programme	CND	3	3	3.0.11	1.562.317,55	1.562.317,55	1.607.130	1.607.130	1.682.730	1.682.730
11 01 04 01	Support expenditure for maritime affairs and fisheries – Non-operational administrative and technical assistance	CND	2	2	2.0.31	3.499.909,26	3.499.909,26	3.600.000	3.600.000	3.602.021	3.602.021
13 01 04 01	Support expenditure for European Regional Development Fund (ERDF)	CND	1	1.2	1.2.31	11.123.045,92	11.123.045,92	11.160.000	11.160.000	10.860.000	10.860.000
13 01 04 02	Support expenditure for the Instrument for Pre-Accession Assistance (IPA) – Regional development component	CND	4	4	4.0.1	1.887.724,00	1.887.724,00	1.951.902	1.951.902	1.951.902	1.951.902
13 01 04 03	Support expenditure for the Cohesion Fund	CND	1	1.2	1.2.31	4.087.319,35	4.087.319,35	4.140.000	4.140.000	4.140.000	4.140.000
13 01 04 04	Support expenditure for Structural Reform Support Programme	CND	1	1.2	1.2.31	903.566,61	903.566,61	1.049.000	1.049.000	1.930.000	1.930.000
14 01 04 01	Support expenditure for Customs	CND	1	1.1	1.1.7	100.000,00	100.000,00	100.000	100.000	100.000	100.000
14 01 04 02	Support expenditure for Fiscals	CND	1	1.1	1.1.7	100.000,00	100.000,00	100.000	100.000	100.000	100.000
15 01 04 01	Support expenditure for Erasmus+ programme	CND	1	1.1	1.1.5	13.206.523,86	13.206.523,86	12.144.800	12.144.800	12.387.700	12.387.700
15 01 04 02	Support expenditure for Creative Europe Programme – Culture Sub-programme	CND	3	3	3.0.11	1.159.433,15	1.159.433,15	943.870	943.870	988.270	988.270
15 01 04 03	Support expenditure for the European Solidarity Corps	CND	1	1.1	1.1.14	4.017.306,06	4.017.306,06	3.612.500	3.612.500	2.962.500	2.962.500
16 01 04 02	Support expenditure for communication actions	CND	3	3	3.0.SPEC	1.145.998,81	1.145.998,81	1.203.000	1.203.000	1.260.000	1.260.000
17 01 04 02	Support expenditure for the 'Third programme for the Union's action in the field of health (2014-2020)'	CND	3	3	3.0.9	1.534.526,81	1.534.526,81	1.500.000	1.500.000	1.500.000	1.500.000
17 01 04 03	Support expenditure in the field of food and feed safety, animal health, animal welfare and plant health	CND	3	3	3.0.8	1.500.000,00	1.500.000,00	1.500.000	1.500.000	1.500.000	1.500.000
18 01 04 01	Support expenditure for Internal Security Fund	CND	3	3	3.0.2	2.068.999,96	2.068.999,96	2.500.000	2.500.000	2.500.000	2.500.000
18 01 04 02	Support expenditure for Asylum, Migration and Integration Fund	CND	3	3	3.0.1	1.896.007,47	1.896.007,47	2.500.000	2.500.000	2.500.000	2.500.000
18 01 04 03	Support expenditure for the programme 'Europe for citizens'	CND	3	3	3.0.7	256.000,00	256.000,00	181.000	181.000	188.000	188.000
18 01 04 04	Support expenditure for the Justice programme – Anti-drugs	CND	3	3	3.0.4	10.000,00	10.000,00	100.000	100.000	100.000	100.000
18 01 04 05	Support expenditure for emergency support within the Union	CND	3	3	3.0.12	450.000,00	450.000,00	250.000	250.000	p.m.	p.m.
19 01 04 01	Support expenditure for Instrument contributing to Stability and Peace	CND	4	4	4.0.6	7.100.725,83	7.100.725,83	8.200.000	8.200.000	8.400.000	8.400.000
19 01 04 02	Support expenditure for the common foreign and security policy (CFSP)	CND	4	4	4.0.8	652.864,95	652.864,95	500.000	500.000	500.000	500.000
19 01 04 03	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR) – Expenditure related to election observation missions (EOMs)	CND	4	4	4.0.5	766.715,87	766.715,87	736.727	736.727	743.000	743.000
19 01 04 04	Support expenditure for the Partnership Instrument	CND	4	4	4.0.4	5.307.405,90	5.307.405,90	5.798.000	5.798.000	6.139.000	6.139.000
21 01 04 01	Support expenditure for the Development Cooperation Instrument (DCI)	CND	4	4	4.0.3	86.869.268,20	86.869.268,20	87.647.486	87.647.486	88.392.838	88.392.838
21 01 04 03	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR)	CND	4	4	4.0.5	10.129.236,57	10.129.236,57	10.573.850	10.573.850	10.854.220	10.854.220
21 01 04 04	Support expenditure for the Instrument contributing to Stability and Peace (IcSP)	CND	4	4	4.0.6	2.385.095,99	2.385.095,99	2.300.000	2.300.000	2.300.000	2.300.000
21 01 04 05	Support expenditure for the Instrument for Nuclear Safety Cooperation (INSC)	CND	4	4	4.0.9	1.441.022,21	1.441.022,21	1.475.951	1.475.951	1.490.710	1.490.710
21 01 04 06	Support expenditure for the European Union-Greenland partnership	CND	4	4	4.0.OTH	254.260,20	254.260,20	264.281	264.281	269.000	269.000
21 01 04 07	Support expenditure for the European Development Fund (EDF)	CND	4	4	4.0.OTH	113.944.539,58	113.944.539,58	p.m.	p.m.	p.m.	p.m.
21 01 04 08	Support expenditure for trust funds managed by the Commission	CND	4	4	4.0.OTH	10.541.191,15	10.541.191,15	p.m.	p.m.	p.m.	p.m.
22 01 04 01	Support expenditure for the Instrument for Pre-accession Assistance (IPA)	CND	4	4	4.0.1	47.055.897,12	47.055.897,12	43.500.894	43.500.894	44.139.408	44.139.408
22 01 04 02	Support expenditure for the European Neighbourhood Instrument (ENI)	CND	4	4	4.0.2	48.083.859,31	48.083.859,31	51.098.872	51.098.872	50.905.181	50.905.181
22 01 04 03	Support expenditure for trust funds managed by the Commission	CND	4	4	4.0.OTH	3.293.600,19	3.293.600,19	p.m.	p.m.	p.m.	p.m.
23 01 04 01	Support expenditure for humanitarian aid, food assistance and disaster preparedness	CND	4	4	4.0.7	12.578.824,73	12.578.824,73	9.552.665	9.552.665	9.589.221	9.589.221
26 01 04 01	Support expenditure for interoperability solutions for European public administrations, businesses and citizens (ISA <sup>2</sup> )	CND	1	1.1	1.1.0TH	409.222,50	409.222,50	400.000	400.000	400.000	400.000
29 01 04 01	Support expenditure for the European statistical programme	CND	1	1.1	1.1.0TH	3.265.007,72	3.265.007,72	3.313.000	3.313.000	3.313.000	3.313.000
32 01 04 01	Support expenditure for Connecting Europe Facility – Energy	CND	1	1.1	1.1.81	1.828.243,98	1.828.243,98	1.500.000	1.500.000	1.500.000	1.500.000
32 01 04 02	Support expenditure for nuclear decommissioning assistance programme	CND	1	1.1	1.1.2			p.m.	p.m.	p.m.	p.m.
33 01 04 01	Support expenditure for the 'Rights, equality and citizenship' programme	CND	3	3	3.0.5	942.124,14	942.124,14	950.000	950.000	1.100.000	1.100.000
33 01 04 02	Support expenditure for the Justice programme	CND	3	3	3.0.4	1.031.573,86	1.031.573,86	850.000	850.000	850.000	850.000
33 01 04 03	Support expenditure for the Consumer programme	CND	3	3	3.0.10	1.073.503,48	1.073.503,48	850.000	850.000	850.000	850.000
34 01 04 01	Support expenditure for the programme for the environment and climate action (LIFE) – Sub-programme for Climate Action	CND	2	2	2.0.4	3.137.029,29	3.137.029,29	3.282.000	3.282.000	3.182.000	3.182.000
<b>Total</b>						<b>451.275.753,07</b>	<b>451.275.753,07</b>	<b>327.887.819</b>	<b>327.887.819</b>	<b>327.533.521</b>	<b>327.533.521</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
MFF	Multiannual Financial Framework
NDA / CND	Non Dissociated Appropriations / Crédits Non Dissociés
SNE	Seconded National Expert
TAO	Technical assistance office

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