



European
Commission

Draft general budget of the European Commission for the financial year 2017

Working Document Part II

Commission Human Resources

**Draft General Budget
of the European Union
for the Financial Year 2017**

**Working Document Part II
Commission Human Resources**

Draft Budget Working Documents

The 2017 Draft Budget is accompanied by eleven ‘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: Commission Human Resources

Working Document II presents information on Commission human resources, both for the establishment plans and for external personnel, across all headings of the multiannual financial framework. Moreover, pursuant to Article 38(3)(b)(v) of the Financial Regulation, it provides a summary table for the period 2014 – 2017 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 208 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 208 and 209 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 2017 Draft Budget, pursuant to Article 38(3)(c) of the Financial Regulation.

Part V: Budget implementation and assigned revenue

Working Document V presents the budget implementation forecast for 2017, information on assigned revenue implementation in 2015, and a progress report on outstanding commitments (RAL) and managing potentially abnormal RAL (PAR) for 2015.

Part VI: Commission Administrative Expenditure

This document encompasses administrative expenditure under all budgets (heading 5) to be implemented by the Commission 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 203(3) 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 38(3)(d) of the Financial Regulation.

Part X: Financial Instruments

Working Document X presents the use made of financial instruments, pursuant to Article 38(5) of the Financial Regulation.

Part XI: Payment schedules (*on-line publication only*)

Working Document XI presents summary statements of the schedule of payments due in subsequent years to meet budgetary commitments entered into in previous years, pursuant to Article 38(3)(f) of the Financial Regulation.

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EXECUTIVE SUMMARY

In 2016 the total authorised staff of the Institutions has reached 60 042 Full-Time Equivalents (FTE) i.e. 0,1 % less than in the previous year.

2017 DB request

*The Commission's statement of estimates for 2017 includes the fifth and last consecutive 1 % staff reduction in view of achieving the 5 % reduction target over 5 years¹. All new activities will be covered through efficiency gains and redeployment. This final instalment translates into a reduction of 239 establishment plan posts and 99 external personnel in 2017. With fewer posts in the establishment plan, the number of vacancies has also reached an historic low. **The occupation of the Commission establishment plan on 01/04/2016 is 98 %.***

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 38.3 (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' captures the figures of all human resources in place with a contract of employment with Commission services as of 01/04/2016 and financed from all budgets (Commission operating budget – including offices- and research budget). Detailed tables include external staff financed from earmarked revenue, as they appear in summaries of staff in place.

Document II, point 3 – 'the 2017 DB request' concentrates on the Commission request for establishment plan posts and appropriations of external personnel to be financed in the 2017 Budget, i.e. the operating budget of the Commission, the research budget and the budget of the offices. In the case of external staff, only estimates of full time equivalent units may be 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 2017 DB request (point 3), i.e. resources in place versus estimates. Furthermore, the 2017 DB request does not include the possible external staff which may be financed from assigned revenue.

¹ *Inter-institutional Agreement between the European Parliament, the Council and the Commission on cooperation in budgetary matters and on sound financial management, Point 23, OJ C 373, 20.12.2013.*

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 38.3 (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 2014 - 2017.²

² Source: Data transmitted by EU institutions, consolidated by Commission.

Evolution of Human Resources

Institution		B2015		B2016 (incl. DAB3/2016)		Evolution 2016 / 2015		DB2017		Evolution 2017 / 2016					
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE			
European Parliament	Officials and Temporary staff (1)		604.973.635	6.739	624.355.500	6.762	3,2%	0,3%	639.623.000	6.788	2,4%	26	0,4%		
	Contract agents		53.199.000	1.086	64.001.000	1.495	20,3%	37,7%	74.977.000	1.735	17,1%	240	16,1%		
	Seconded National Experts		1.746.000	28	1.814.000	39	3,9%	39,3%	1.657.000	35	-8,7%	-4	-10,3%		
	Intérimaires		1.000.000	n.a.	300.000	n.a.	-70,0%	0,0%	350.000	n.a.	16,7%	0	0,0%		
	Parliamentary Assistants		181.333.500	6.139	191.510.000	6.138	5,6%	0,0%	188.690.000	5.948	-1,5%	-190	-3,1%		
	External personnel		237.278.500	7.253	257.625.000	7.672	8,6%	5,8%	265.674.000	7.718	3,1%	46	0,6%		
TOTAL STAFF EP		842.252.135	13.992	881.980.500	14.434	4,7%	3,2%	905.297.000	14.506	2,6%	72	0,5%			
European Council & Council	Officials and Temporary staff		294.607.000	3.072	296.246.000	3.040	0,6%	-1,0%	309.045.000	3.027	4,3%	-13	-0,4%		
	Contract agents		8.924.000	203	8.964.000	211	0,4%	3,9%	9.546.000	211	6,5%	0	0,0%		
	Seconded National Experts		953.000	25	953.000	18	0,0%	-28,0%	973.000	19	2,1%	1	5,6%		
	Local agents		75.000	2	55.000	1	-26,7%	-50,0%	55.000	1	0,0%	0	0,0%		
	Intérimaires		200.000	4	240.000	4	20,0%	0,0%	192.000	3	-20,0%	-1	-25,0%		
	External personnel		10.152.000	234	10.212.000	234	0,6%	0,0%	10.766.000	234	5,4%	0	0,0%		
TOTAL STAFF COUNCIL		304.759.000	3.306	306.458.000	3.274	0,6%	-1,0%	319.811.000	3.261	4,4%	-13	-0,4%			
Commission	Heading 5	Officials and Temporary staff		2.132.150.000	20.858	2.200.243.000	20.613	3,2%	-1,2%	2.287.128.000	20.471	3,9%	-142	-0,7%	
		Contract agents		116.159.583	2.930	120.866.911	2.907	4,1%	-0,8%	125.907.450	2.888	4,2%	-19	-0,7%	
		Seconded National Experts		40.044.575	759	39.559.634	747	-1,2%	-1,6%	39.565.979	729	0,0%	-18	-2,4%	
		Local agents		16.609.000	221	16.803.000	211	1,2%	-4,5%	16.577.000	207	-1,3%	-4	-1,9%	
		Intérimaires		10.294.842	190	10.225.455	185	-0,7%	-2,4%	9.553.571	180	-6,6%	-5	-2,6%	
		External personnel		183.108.000	4.099	187.455.000	4.050	2,4%	-1,2%	191.604.000	4.004	2,2%	-46	-1,1%	
	TOTAL STAFF COMMISSION H5		2.315.258.000	24.957	2.387.698.000	24.663	3,1%	-1,2%	2.478.732.000	24.475	3,8%	-188	-0,8%		
	Outside heading 5	Direct & Indirect research	Officials and Temporary staff		375.984.437	3.570	369.176.356	3.431	-1,8%	-3,9%	366.369.989	3.285	-0,8%	-146	-4,3%
			External personnel		89.877.135	1.514	89.219.932	1.460	-0,7%	-3,6%	89.064.673	1.422	-0,2%	-38	-2,6%
		TOTAL STAFF RESEARCH		465.861.572	5.084	458.396.288	4.891	-1,6%	-3,8%	455.434.662	4.707	-0,6%	-184	-3,8%	
		Operational programmes	Contract agents		84.443.210	1.300	84.826.514	1.285	0,5%	-1,2%	86.117.068	1.266	1,5%	-19	-1,5%
	Local agents		91.745.330	1.249	92.590.000	1.245	0,9%	-0,3%	95.165.050	1.236	2,8%	-9	-0,7%		
	External personnel Operational prog.		176.188.540	2.549	177.416.514	2.530	0,7%	-0,7%	181.282.118	2.502	2,2%	-28	-1,1%		
	TOTAL STAFF COMMISSION outside H5		642.050.112	7.633	635.812.802	7.421	-1,0%	-2,8%	636.716.780	7.209	0,1%	-212	-2,9%		
	TOTAL STAFF COMMISSION (1)		2.957.308.112	32.590	3.023.510.802	32.084	2,2%	-1,6%	3.115.448.780	31.684	3,0%	-400	-1,2%		
	Executive Agencies (EA)	Officials and Temporary staff		56.648.294	544	61.767.902	571	9,0%	5,0%	68.046.890	590	10,2%	19	3,3%	
Contract agents		81.789.300	1.567	89.452.316	1.695	9,4%	8,2%	97.546.471	1.753	9,0%	58	3,4%			
Seconded National Experts		825.000	15	880.000	16	6,7%	6,7%	992.000	16	12,7%	0	0,0%			
External personnel		82.614.300	1.582	90.332.316	1.711	9,3%	8,2%	98.538.471	1.769	9,1%	58	3,4%			
TOTAL STAFF EA (2)		139.262.594	2.126	152.100.218	2.282	9,2%	7,3%	166.585.361	2.359	9,5%	77	3,4%			
Officials and Temporary staff		2.564.782.731	24.972	2.631.187.258	24.615	2,6%	-1,4%	2.721.544.879	24.346	3,4%	-269	-1,1%			
External personnel		531.787.975	9.744	544.423.762	9.751	2,4%	0,1%	560.489.262	9.697	3,0%	-54	-0,6%			
TOTAL STAFF COMMISSION & EA (1) + (2)		3.096.570.706	34.716	3.175.611.020	34.366	2,6%	-1,0%	3.282.034.141	34.043	3,4%	-323	-0,9%			

(1) For the EP, column 'B2016' excludes 35 posts and the relating appropriations requested by the EP in DAB3/2016. The EP will need to confirm its intention to maintain these posts during its reading of DB2017.

Institution	Type of human resources	B2015		B2016 (incl. DAB3/2016)		Evolution 2016 / 2015		DB2017		Evolution 2017 / 2016		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE
Court of Justice	Officials and Temporary staff	214.700.000	1.998	230.743.000	2.073	7,5%	3,8%	244.967.000	2.063	6,2%	-10	-0,5%
	Contract agents	5.769.000	158	6.082.000	149	5,4%	-5,6%	7.058.000	162	16,0%	13	8,7%
	Seconded National Experts	400.000	8	400.000	8	0,0%	0,0%	468.000	9	17,0%	1	12,5%
	Intérimaires	211.500	5	213.000	5	0,7%	0,0%	192.500	5	-9,6%	-1	-10,0%
	External personnel	6.380.500	171	6.695.000	162	4,9%	-5,2%	7.718.500	176	15,3%	14	8,3%
	TOTAL STAFF COURT OF JUSTICE	221.080.500	2.169	237.438.000	2.235	7,4%	3,1%	252.685.500	2.239	6,4%	4	0,2%
Court of Auditors	Officials and Temporary staff	96.546.000	872	97.923.000	862	1,4%	-1,1%	101.604.000	853	3,8%	-9	-1,0%
	Contract agents	2.789.000	58	3.122.000	62	11,9%	7,1%	3.122.000	61	0,0%	-1	-1,1%
	Seconded National Experts	670.000	12	780.000	14	16,4%	19,4%	1.000.000	17	28,2%	3	18,6%
	Intérimaires	40.000	1	41.000	1	2,5%	0,0%	103.000	2	151,2%	1	100,0%
	External personnel	3.499.000	71	3.943.000	77	12,7%	9,1%	4.225.000	80	7,2%	3	3,9%
	TOTAL STAFF COURT OF AUDITORS	100.045.000	943	101.866.000	939	1,8%	-0,4%	105.829.000	933	3,9%	-6	-0,6%
European Economic and Social Committee	Officials and Temporary staff	63.324.886	713	64.368.534	670	1,6%	-6,0%	65.646.774	653	2,0%	-17	-2,5%
	Contract agents	1.874.106	34	1.934.850	34	3,2%	-0,6%	2.006.391	35	3,7%	1	4,0%
	Seconded National Experts	572.433	10	500.000	9	-12,7%	-15,6%	516.850	9	3,4%	0,3	3,4%
	Intérimaires	116.559	2	117.375	2	0,7%	-1,2%	120.000	2	2,2%	0	0,0%
	External personnel	2.563.098	47	2.552.225	45	-0,4%	-4,0%	2.643.241	47	3,6%	2	3,7%
	TOTAL STAFF EESC	65.887.984	760	66.920.759	715	1,6%	-5,9%	68.290.015	700	2,0%	-15	-2,1%
Committee of the Regions	Officials and Temporary staff	46.908.057	527	47.250.631	496	0,7%	-5,9%	48.497.903	481	2,6%	-15	-3,0%
	Contract agents	1.820.353	42	2.026.388	46	11,3%	10,3%	2.202.627	45	8,7%	-1	-2,9%
	Seconded National Experts	518.460	10	528.829	10	2,0%	0,0%	528.829	10	0,0%	0	0,0%
	Intérimaires	183.473	3	183.566	3	0,1%	7,1%	190.348	3	3,7%	0,1	3,7%
	External personnel	2.522.286	55	2.738.783	59	8,6%	8,3%	2.921.804	58	6,7%	-1	-2,1%
	TOTAL STAFF COMMITTEE OF REGIONS	49.430.343	582	49.989.414	555	1,1%	-4,5%	51.419.707	539	2,9%	-16	-2,9%
European Ombudsman	Officials and Temporary staff	6.702.510	66	6.919.269	66	3,2%	0,0%	6.918.883	65	0,0%	-1	-1,5%
	Contract agents	407.502	9	487.502	12	19,6%	31,1%	634.078	14	30,1%	2,2	18,6%
	Seconded National Experts	57.600	1	0	0	-100,0%	-100,0%	0	0	0,0%	0	0,0%
	Intérimaires	0	0	0	0	0,0%	0,0%	60.000	1	0,0%	0,5	0,0%
	External personnel	465.102	10	487.502	12	4,8%	18,0%	694.078	15	42,4%	3	22,9%
	TOTAL STAFF EUROPEAN OMBUDSMAN	7.167.612	76	7.406.771	78	3,3%	2,4%	7.612.961	80	2,8%	2	2,2%
European Data-Protection Supervisor	Officials and Temporary staff	4.205.301	46	4.686.815	47	11,5%	2,2%	5.673.039	56	21,0%	9	19,1%
	Contract agents	251.756	6	348.870	7	38,6%	16,7%	424.119	8	21,6%	1	14,3%
	Seconded National Experts	108.000	2	216.000	4	100,0%	100,0%	378.000	7	75,0%	3	75,0%
	Intérimaires	51.202	1	51.202	1	0,0%	0,0%	51.202	1	0,0%	0	0,0%
	External personnel	410.958	9	616.072	12	49,9%	33,6%	853.321	16	38,5%	4	33,5%
	TOTAL STAFF EDPS	4.616.259	55	5.302.887	59	14,9%	7,3%	6.526.360	72	23,1%	13	22,1%

Institution	Type of human resources	B2015		B2016 (incl. DAB3/2016)		Evolution 2016 / 2015		DB2017		Evolution 2017 / 2016		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE
European External Action Service	Officials and Temporary staff	227.389.000	1.645	234.125.000	1.628	3,0%	-1,0%	245.417.000	1.611	4,8%	-17	-1,0%
	Contract agents	22.387.000	346	22.519.000	346	0,6%	-0,1%	28.128.000	392	24,9%	46	13,4%
	Seconded National Experts	14.048.000	291	14.435.000	264	2,8%	-9,4%	13.230.000	281	-8,3%	17	6,6%
	Local agents	44.239.000	1.173	48.495.000	1.134	9,6%	-3,3%	47.309.000	1.115	-2,4%	-19	-1,7%
	Intérimaires	640.000	18	850.000	21	32,8%	16,7%	850.000	21	0,0%	0	0,0%
	External personnel	81.314.000	1.828	86.299.000	1.764	6,1%	-3,5%	89.517.000	1.809	3,7%	45	2,5%
	TOTAL STAFF EEAS	308.703.000	3.473	320.424.000	3.392	3,8%	-2,3%	334.934.000	3.420	4,5%	28	0,8%
Total Official and Temporary staff	4.124.139.120	40.650	4.237.805.007	40.259	2,8%	-1,0%	4.388.937.478	39.943	3,6%	-316	-0,8%	
Total External personnel	876.373.419	19.422	915.592.344	19.788	4,5%	1,9%	945.502.206	19.849	3,3%	60	0,3%	
TOTAL STAFF	5.000.512.539	60.072	5.153.397.351	60.047	3,1%	-0,04%	5.334.439.684	59.792	3,5%	-256	-0,4%	

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.

1.2 Specific comments on external staff per Institution

1.2.1 European Parliament (EP)

The estimated number of full-time equivalents (FTE) with respect to **contract agents (CA)** in 2016 corresponds to the situation at 1 January 2016. The increase in appropriations is mostly related to the internalisation of the transport services of Members of Parliament decided by the Bureau on 11 April 2016 as part of the reinforced security measures in the aftermath of the 22 March 2016 events in Brussels. It is foreseen to recruit 110 contractual agents in this framework. Another 14 contractual agents are foreseen for the phasing-out of the Irish-language derogation.

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

Type of human resources	B2015		B2016		Evolution 2016 /2015		DB2017		Evolution 2017 /2016	
	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE
Accredited Parliamentary Assistants	94.433.500	1.686	105.370.000	2.050	11,6%	21,6%	102.700.000	1.860	-2,5%	-9,3%
Local Parliamentary Assistants	86.900.000	4.453	86.140.000	4.088	-0,9%	-8,2%	85.990.000	4.088	-0,2%	0,0%

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.

The appropriations for APAs in 2016 were estimated taking into account discussions which are expected to lead to a Bureau decision authorising MEPs to recruit up to 5 APAs, compared to 3 at present (4 after prior approval by the President). The initial estimated number of 2 050 FTE for 2016 thus corresponds to the number of assistants expected for 2016 when the appropriations were requested; the current estimate is 1 860 for 2016, based on trends observed during year 2015.

Concerning local assistants, the initial estimated number of FTE for 2016 corresponds to the number of on-going contracts as of 31 December 2015, 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.

For both local and accredited assistants, the number indicated for 2017 corresponds to the real figures observed presently (April 2016) as it is difficult to anticipate the behaviour of the MEPs.

1.2.2 Council

The number of FTE of external staff in the Council remains stable for the period 2015 – 2017.

1.2.3 Commission

The Commission applies the 1 % reduction also to external staff. The 2017 draft budget translates therefore into a reduction of 99 estimated FTE for other types of personnel, financed across all headings of the Multiannual Financial Framework. A total of 552 FTE will have been reduced since 2013.

The DB 2017 also includes a reduction of 22 FTE to ensure a budgetary neutral transfer of resources to executive agencies and an additional compensation by 2 FTE relating to the redeployment of appropriations, originally expected to be managed by the Commission departments, to the European Fund for Strategic Investments (EFSI). Appropriations for a total of 12 FTE, mainly in the administrative offices, are requested to reflect the transformation of establishment plan posts into appropriations.

As a result, the 2017 statement of estimates proposes a net reduction by 111 FTE (-1,24 %) of the Commission external personnel. At the same time, appropriations for 77 FTE are added in the executive agencies notably to reflect the gradual phasing-in of the delegation of implementation tasks.

Executive Agencies

The final 2016 appropriations for contractual agents are slightly lower than was indicated in DB 2016 due to a downward revision of estimated salary costs.

1.2.4 Court of Justice of the European Union (CoJ)

In general, it should be noted that part of the changes in final appropriations is the result of unavoidable fluctuations in the need to replace officials and temporary agents during maternity or sick leave, which is by nature difficult to forecast. It is also important to emphasise that, in 2013 and 2014, almost the total amount of appropriations coming from line 1406.4 "free-lance correction" (EUR 305 000 and EUR 365 000, equivalent to 6 FTE and 7 FTE respectively,) was transferred to line 1400.5 "contractual agents" for efficiency reasons. On this basis, in 2015 it was proposed to the Budgetary Authority to definitively integrate EUR 365 000 from line 1406.4 "freelance correction" (equivalent to 7 FTE) into the initial appropriations of the line 1400.5.

Finally, it has to be noted that the decrease in the number of FTE between 2014 and 2015 is explained by the fact that the actual number of staff employed in 2015 was lower than the estimates (143 FTE effectively used, as against 158 FTE anticipated). However, the increase in appropriations is explained by the fact that the actual recruitment grade/step within the four groups was higher than the base level used in the 2015 estimates. In 2016 and 2017, figures have been adapted accordingly to these findings.

1.2.5 European Court of Auditors (CoA)

The need for specific temporary expertise has translated into an increase in the Court's planned expenditure on contract staff and seconded national experts. These needs have arisen from the Court's new tasks related to the Single Supervisory Mechanism (SSM) and the Single Resolution Mechanism (SRM), which require specific knowledge and experience in the banking sector. Additional resources will be required to cover the Court's involvement in international cooperation activities, in particular those involving international liaison, communication and strategy, for which the Directorate of the Presidency is responsible. Also, an interim expert will be needed to assist in the renovation works of the K1 building.

1.2.6 European Economic and Social Committee (EESC)

After a reduction in numbers by 4,0 % in 2016, the number of external staff in 2017 returns to levels comparable with 2015. The reason for this is the need to accommodate the reorganisation in the translation department following the cooperation agreement with the Parliament.

1.2.7 Committee of the Regions (CoR)

The increase in the requested budget for external staff in DB 2017 is due, inter alia, to the implementation of the strategy of more resource efficient multilingualism deployed in the framework of the new cooperation agreement between the CoR, the EESC and the EP. In this context, some units are at a level of staffing which is inferior to the intermediate target size, and additional contract agents are needed.

The implementation of new political priorities for the CoR set up by the Presidency also has an impact on the budget for external staff. In this framework, several press officers and social media advisers were recruited (all function group IV). Support to Members, political groups and Cabinets is another priority with the recruitment of specific advisers and assistants (mainly function group III and IV). Furthermore, new contract agents were recruited in 2016 for dedicated projects (planning tool for consultative work 'Kiklos', Carbon foot print, cooperation agreement with EESC, etc.).

In addition to the above, a provision for short term replacements is necessary to cover maternity leaves, long term sick leaves, etc. Finally, expenses for structural contract agents (function group I, contracts of unlimited duration) and represent +/- 36 % of the current contract agent budget.

1.2.8 European Ombudsman (EO)

The final 2016 appropriations for contract agents have been adjusted to take account of the actual number of staff recruited.

The Ombudsman has identified two reasons for greater use of contract agents and the increase of the corresponding line. A number of long term medical, maternity, and parental leave absences have – with no resources for replacements - created significant organisational disruption. The Ombudsman intends to ensure adequate replacement whenever a longer absence is foreseeable, and has therefore identified a need to reinforce the appropriations provided for the recruitment of contract staff.

The Ombudsman also has ambitious objectives for the overhaul of her website and complaint management tool. The potential to recruit contract staff on short-term project-based contracts offers important flexibility and requires strengthening appropriations on the relevant budget line.

1.2.9 European Data Protection Supervisor (EDPS)

Concerning the EDPS itself, the increase in the number of external staff is the result of the request for 1 additional contract agent and 1 seconded national expert (SNE). These two temporary staff will reinforce the EDPS for some horizontal tasks for which workload has increased over the time due to the maturity of the institution (i.e. security issues, internal control standards, risk management) and for the organisation of an international conference linked to the work of the Ethics Advisory Group and as the flagship of the EDPS Strategy for the Third Mandate.

As the EDPS staff is young (75 % of staff are aged between 25 and 45), and there is a predominance of female colleagues (68 %), parental and maternity leaves are very common. Due to the small size of the institution and the extremely limited resources, there is a lack of the necessary internal flexibility to react to this kind of situations and therefore the use of temporary contract staff is the most efficient way to address these situations (as well as interim staff for

very short periods and/or specific needs). Automatic replacement of staff members on parental leave is one of the measures foreseen in the equal opportunities strategy of the EDPS.

Besides the two extra temporary staff intended to cover the tasks mentioned above, any additional appropriations necessary to cope with potential unexpected situations will be, as in the past, achieved through internal redeployments.

Regarding the staff relating to the European Data Protection Board (EDPB), given that the text of the General Data Protection Regulation has been adopted and published in the Official Journal, reference is no longer made to forecasts or plans but to the reality of the new EU entity with legal personality and legally binding powers that needs to be set up and be fully operational in mid-2018.

The 2 additional SNEs are requested to reinforce the Task Force in view to anticipate as much as possible the preparations for the future setting up of the EDPB.

1.2.10 European External Action Service (EEAS)

Now in its sixth year of existence, the EEAS is continuing its efforts to deliver the best value for money to the European tax payer in a budgetary restrictive environment in which the European Union and its institutions still face severe economic and financial constraints.

As for external staff, additional security staff has been included in the draft budget, mainly to allow the EEAS to respect its duty of care towards its staff in delegations where the security situation has deteriorated recently (notably in the Middle East and North Africa). The external staff figures have also been adapted in line with effective decreasing vacancy rates for military seconded national experts (SNEs) and local agents.

2. COMMISSION HUMAN RESOURCES 2016 – THE CURRENT SITUATION

2.1 Global picture as of 1st April 2016 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 01/04/2016 does not exactly compare, by definition, with the estimates of FTE units authorised by the appropriations voted for posts and external personnel in the 2016 budget. With this important *caveat*, the tables below provide the complete distribution between each category of Commission human resources³ financed under all headings of the Multiannual Financial Framework (MFF).

COMMISSION STAFF IN PLACE AS OF 01/04/2016 - FINANCED UNDER THE EU BUDGET

(NUMBER OF PERSONS PRESENT)

CATEGORY	HEADING 5 OF THE MFF				OUTSIDE HEADING 5			TOTAL HEAD - QUARTER	TOTAL IN DELEGATIONS	TOTAL IN REPRESENTATIONS	TOTAL
	HEAD - QUARTER	IN DELEGATIONS	IN REPRESENTATIONS	TOTAL HEADING 5	HEAD - QUARTER	IN DELEGATIONS	TOTAL OUTSIDE HEADING 5				
1. Officials and temporary agents	19,299	595	244	20,138	3,326	8	3,334	22,625	603	244	23,472
2. Contract Agents	2,898	5	338	3,241	1,726	587	2,313	4,624	592	338	5,554
3. Local agents in Delegations and representations		129	39	168		1,189	1,189		1,318	39	1,357
4. Seconded national experts	764	44		808	87	12	99	851	56		907
5. Agency staff	228		19	247	21		21	249		19	268
6. Service providers and other residual categories (1)	148			148	151		151	299			299
TOTAL	23,337	773	640	24,750	5,311	1,796	7,107	28,648	2,569	640	31,857

(1) Of which: - Residual private law contract in Belgium and Luxembourg: 74 persons financed by the operating budget.
 - External personnel technical assistance XX010201: 74 persons.
 - JRC grant holders: 151 heads financed by the research budget.

COMMISSION STAFF IN PLACE AS OF 01/04/2016 - FINANCED FROM EARMARKED REVENUE

CATEGORY	OFFICES	EUROPEAN DEVELOPMENT FUND (DELEGATIONS)	EUROPEAN DEVELOPMENT FUND (HEADQUARTER)	TRUST FUNDS (HEADQUARTER)	COMPETITIVE ACTIONS OF THE JOINT RESEARCH CENTER	DG AT HEAD - QUARTER	TOTAL
1. Officials and temporary agents							
2. Contract Agents	409	309	87	21	315	55	1,196
3. Local agents in Delegations and representations		692					692
4. Seconded national experts					10		10
5. Agency staff					11		11
6. Service providers and other residual categories (1)	35				89		124
TOTAL	444	1,001	87	21	425	55	2,033

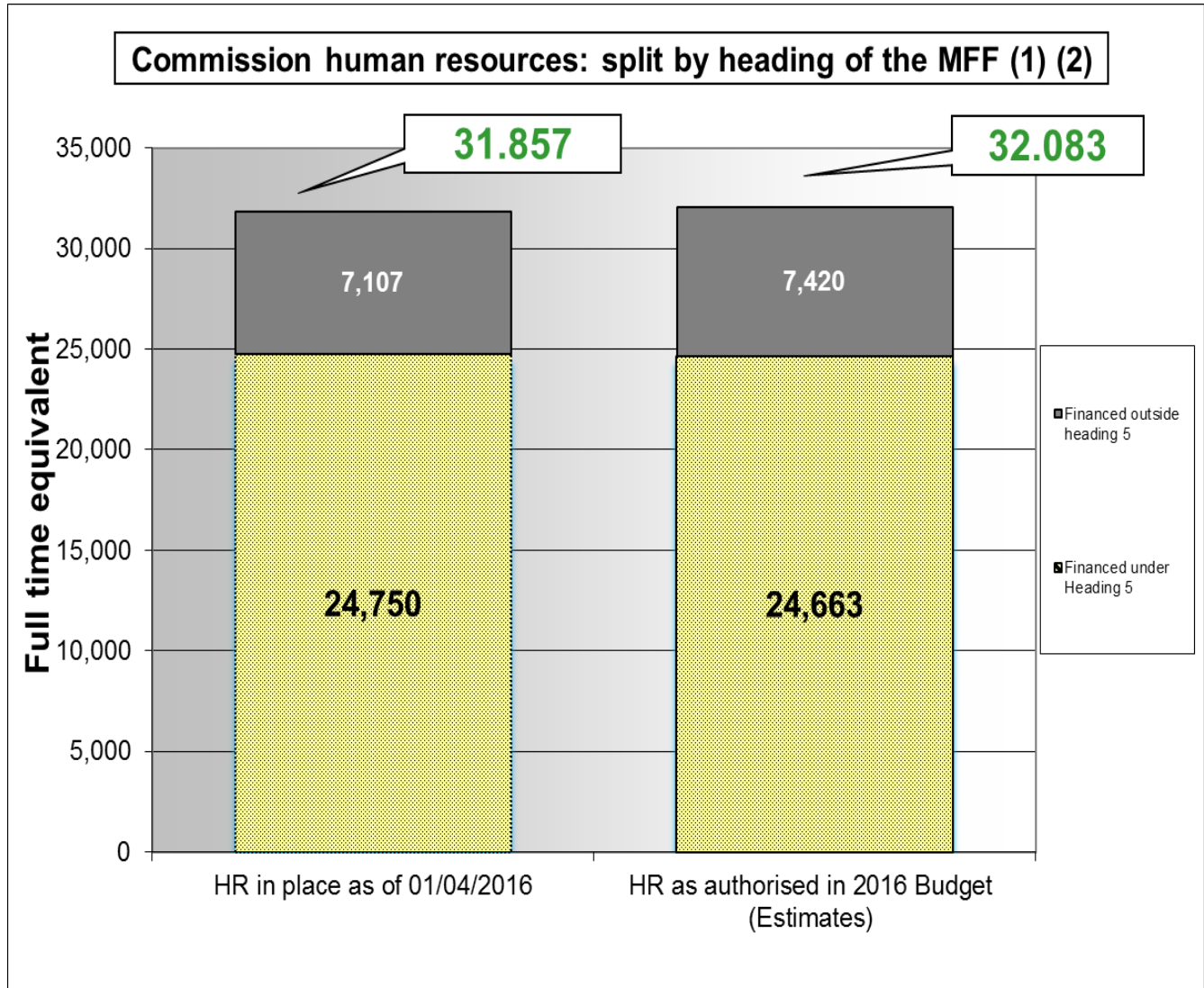
(1) Of which: - Residual private law contract in Belgium and Luxembourg: 35 persons.
 - JRC grant holders: 89 persons.

In addition to the 31 857 staff in place as of 01/04/2016 financed under the EU budget, 2 033 staff was working for the Commission as of 01/04/2016 and financed from earmarked revenue (see detailed table above). Starting from 2016, the table shows also personnel financed through EU Trust Funds.

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

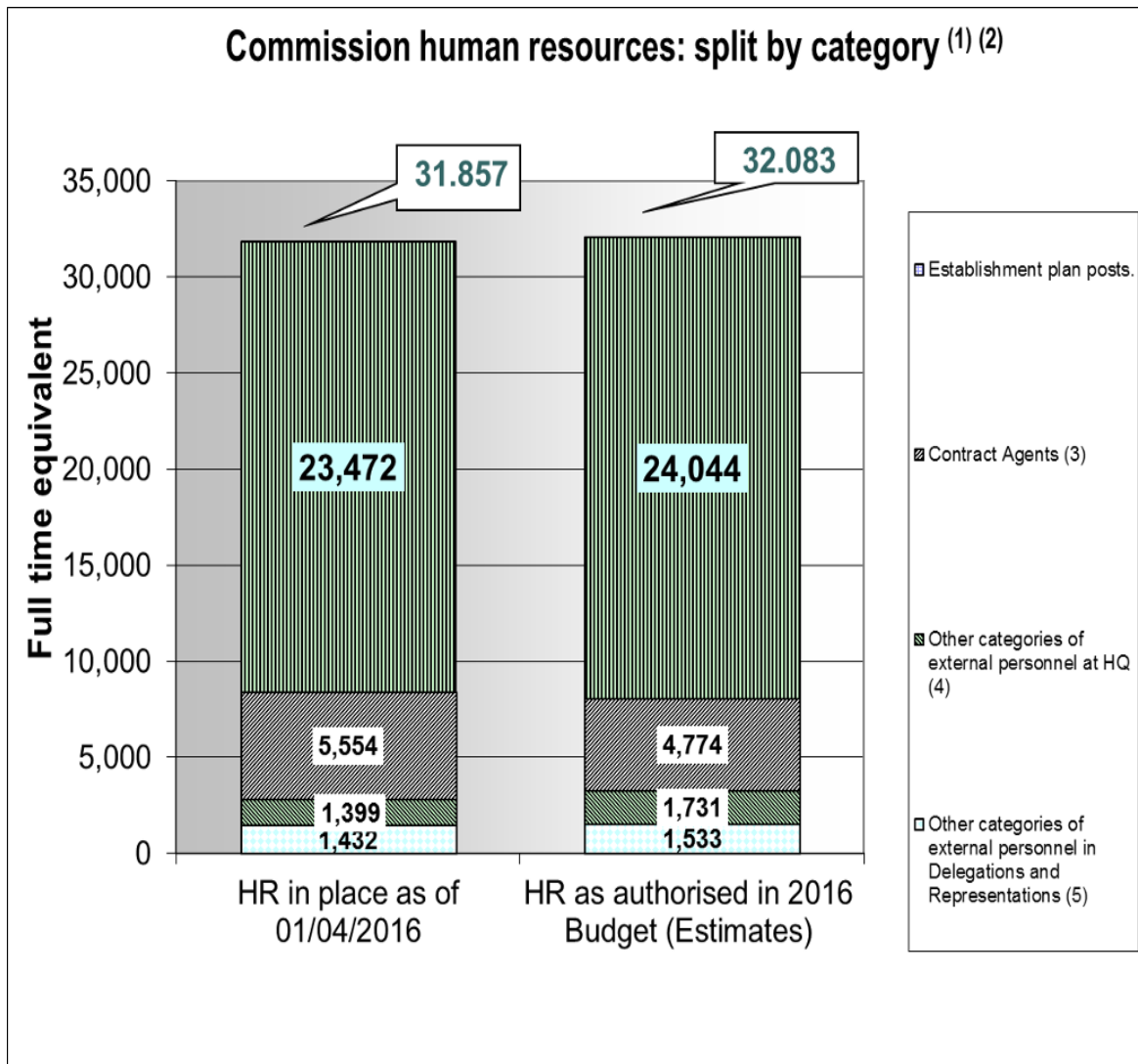
2.1.2 Overview of human resources financed within and outside heading 5 of the MFF in 2016

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.

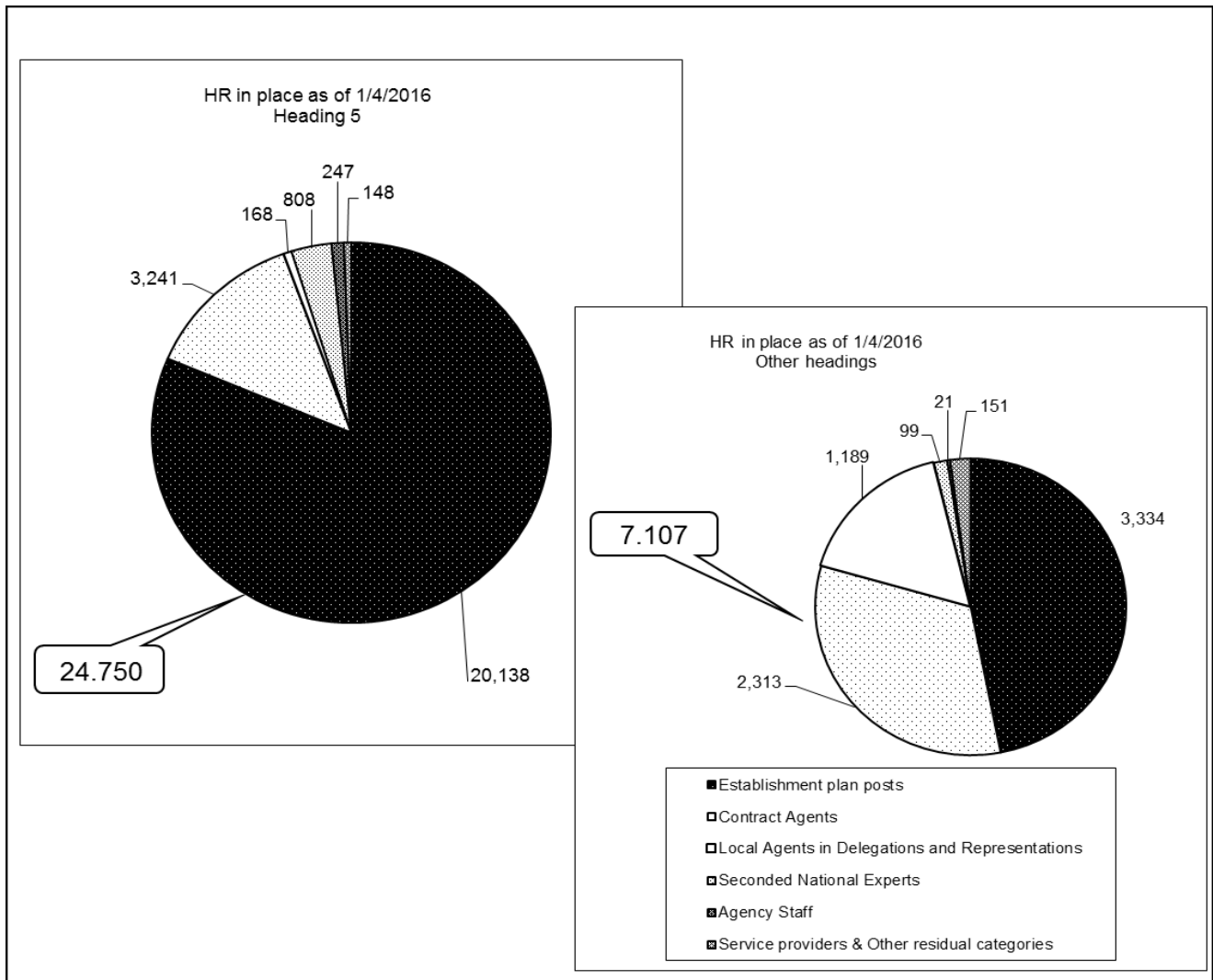
(2) Excluding external staff financed from earmarked revenue.

(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 01/04/2016 – split by heading of the MFF & category of personnel



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

2.2 Overview of the establishment plan posts occupied as of 01/04/2016

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 01/04/2016
Permanent & temporary posts
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	528	362	7	897	8	4		12					536	366	7	909
DG Budget	193	205	8	406									193	205	8	406
Cabinets	216	229	32	477									216	229	32	477
DG Climate Action	109	24	2	135									109	24	2	135
DG Communication	315	283	11	609									315	283	11	609
DG Communications Networks, Content and Technology	230	171	2	403	209	151		360					439	322	2	763
DG Competition	486	244	28	758									486	244	28	758
DG Economic and Financial Affairs	398	180	14	592									398	180	14	592
DG Education and Culture	212	194	6	412	17	6		23					229	200	6	435
DG Employment, Social Affairs and Inclusion	361	234	11	606									361	234	11	606
DG Energy	261	222	2	485	52	6	2	60					313	228	4	545
DG Environment	281	154	7	442									281	154	7	442
DG Financial Stability, Financial Services and Capital Markets Union	193	86	8	287									193	86	8	287
DG Health and Food Safety	414	211	16	641									414	211	16	641
DG Human Resources and Security	189	386	23	598									189	386	23	598
DG Humanitarian Aid and Civil Protection (ECHO)	121	104	3	228									121	104	3	228
DG Informatics	181	257	8	446									181	257	8	446
DG Internal Market, Industry, Entrepreneurship and SMEs	517	295	8	820	54	20		74					571	315	8	894
DG International Cooperation and Development	674	341	8	1,023									674	341	8	1,023
DG Interpretation	601	121	14	736									601	121	14	736
Joint Research					873	903	1	1,777					873	903	1	1,777
DG Justice and Consumers	245	138	10	393		3		3					245	141	10	396
DG Maritime Affairs and Fisheries	181	85	3	269									181	85	3	269
DG Migration and Home Affairs	251	85	15	351	11	7		18					262	92	15	369
DG Mobility and Transport	229	161	10	400	31	12		43					260	173	10	443
DG Neighbourhood and Enlargement Negotiations	255	146	1	402									255	146	1	402
European Anti-Fraud Office									187	121	40	348	187	121	40	348
European Personnel Selection Office									29	80	1	110	29	80	1	110
Office for Infrastructure and Logistics in Brussels									72	135	125	332	72	135	125	332
Office for Infrastructure and Logistics in Luxembourg									27	59	39	125	27	59	39	125
DG Regional and Urban Policy	342	208	9	559									342	208	9	559
DG Research and Innovation	30	40	0	70	571	387	5	963					601	427	5	1,033
DG Taxation and Customs Union	257	173	1	431									257	173	1	431
DG Trade	375	163	13	551									375	163	13	551
DG Translation	1,784	447	25	2,256									1,784	447	25	2,256
European Political Strategy Centre	23	9	2	34									23	9	2	34
Eurostat	329	264	2	595									329	264	2	595
Internal Audit Service	102	35	2	139									102	35	2	139
Legal Service	252	131	5	388									252	131	5	388
PayMaster's Office									29	93	21	143	29	93	21	143
Publications Office									125	421	54	600	125	421	54	600
Secretariat general	295	238	3	536									295	238	3	536
Service for Foreign Policy Instruments	45	26	3	74									45	26	3	74
Staff committee - representative trade unions and staff associations	17	13	1	31	1			1					18	13	1	32
Total	11,492	6,665	323	18,480	1,827	1,499	8	3,334	469	909	280	1,658	13,788	9,073	611	23,472

2.2.2 Commission establishment plan posts (excl. Research and Offices) - including data on vacancy rate.

The table below provides an overview on the evolution of the occupation of Commission establishment plan posts as of 01/04/2016.

Evolution of the Occupation of Posts at the Commission* 2002-16					
(Operating Establishment Plan - Permanent and temporary posts)					
		Authorised posts	Occupied posts	Vacant posts	
2002	1/01	17,905	16,877	1,028	5.7%
	1/05	17,905	16,916	989	5.5%
	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%
	1/04	16,719	16,240	479	2.9%
	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%
	1/04	17,388	16,549	839	4.8%
	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%
	1/04	17,957	17,256	701	3.9%
	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%
	1/04	18,571	17,726	845	4.6%
	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%
	1/04	19,370	18,278	1,092	5.6%
	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%
	1/04	20,162	19,158	1,004	5.0%
	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%
	1/04	20,384	19,722	662	3.2%
	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%
	1/04	20,329	19,841	488	2.4%
	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%
	1/04	19,256	18,807	449	2.3%
	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%
	1/04	19,290	18,771	519	2.7%
	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%
	1/04	19,270	18,510	760	3.9%
	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%
	1/04	19,221	18,586	635	3.3%
	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%
	1/04	19,039	18,618	421	2.2%
	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%
	1/04	18,857	18,480	377	2.0%
	Forecasted 1/07	18,857	18,420	437	2.3%
	Forecasted 31/12	18,857	18,380	477	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)

NB: the 28 Commission Members (20 Members, 7 Vice-Presidents and the President) appointed by the Council as from 01/11/2014 do not occupy any establishment plan post position. Neither do the remunerated and non-

remunerated special advisers⁴ servicing the Commission as of 01/04/2016⁵. They are therefore not included in the above figures.

The number of vacancies on 1 January 2016 amounted to 279, or 1,5 % of the total authorised establishment plan, increasing slightly to **2,0 % on 1 April 2016**, what is the record low level at this period of the year.

The forecast for the year end is that 97,5 % of posts should be occupied. This projection is based on the following rationale: the Commission services will reserve vacant posts throughout 2016 in view of the application of the 1 % cut in 2017. This will be the fifth and last instalment of the 5% staff reduction over five years. If the 1 % cut is excluded from the vacancy rate of 2,5 % forecast at the end of 2016, the rate of vacancies reaches the quite low level of 1,5 %.

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

⁴ Special advisers providing direct assistance to Members of the Commission or special advisers providing assistance to institutional bodies (such as the Chairman of the Financial Irregularities Panel, the Chairman of the Disciplinary Board or the External Member of the Audit Progress Committee) directly appointed by the Commission and answerable to the Vice-President responsible for Personnel and Administration.

⁵ The list of the Special Advisers to the President and Commissioners of the European Commission appointed from 1 April 2016 until 31 March 2017 is published on the basis of Regulation (EC) N° 1049/2001 at the following website: http://ec.europa.eu/civil_service/about/who/sa_en.htm.

Establishment Plan Posts occupied as of 01/04/2016
Operating Budget (excluding Research and Offices)

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	35	54	62	57	69	46	38	62	77	21	4	3	528
DG Budget	26	21	23	22	20	10	13	19	24	10	3	2	193
Cabinets	4	9	20	21	24	23	34	23	33	20	4	1	216
DG Climate Action	21	16	12	12	12	9	4	7	11	2	2	1	109
DG Communication	24	22	35	31	35	36	26	37	44	17	7	1	315
DG Communications Networks, Content and Technology	20	32	20	19	25	18	16	34	33	10	3		230
DG Competition	92	52	94	56	47	27	28	27	40	16	5	2	486
DG Economic and Financial Affairs	56	39	89	37	24	18	44	26	40	18	5	2	398
DG Education and Culture	12	20	21	20	25	17	17	27	40	7	5	1	212
DG Employment, Social Affairs and Inclusion	36	44	43	31	30	29	28	38	63	13	6		361
DG Energy	23	38	38	20	27	15	12	32	40	9	6	1	261
DG Environment	32	21	28	26	29	29	22	34	42	16	1	1	281
DG Financial Stability, Financial Services and Capital Markets Union	13	21	45	28	18	13	7	15	20	9	4		193
DG Health and Food Safety	21	74	41	55	44	28	29	49	53	15	5		414
DG Human Resources and Security	21	14	20	16	22	8	10	27	33	13	4	1	189
DG Humanitarian Aid and Civil Protection (ECHO)	6	14	8	6	17	18	9	15	19	6	3		121
DG Informatics	17	21	29	21	24	16	11	8	23	9	1	1	181
DG Internal Market, Industry, Entrepreneurship and SMEs	48	60	74	57	39	28	26	68	81	31	4	1	517
DG International Cooperation and Development	32	40	62	60	70	83	74	91	130	26	6		674
DG Interpretation	52	46	64	57	47	37	49	113	118	16	2		601
DG Justice and Consumers	24	28	34	25	24	23	16	34	27	8	2		245
DG Maritime Affairs and Fisheries	20	19	20	23	13	14	11	18	32	7	3	1	181
DG Migration and Home Affairs	31	38	38	33	23	11	13	31	21	9	2	1	251
DG Mobility and Transport	24	18	20	15	22	23	21	26	44	13	3		229
DG Neighbourhood and Enlargement Negotiations	10	19	24	27	24	30	19	46	47	6	2	1	255
DG Regional and Urban Policy	27	44	46	38	35	26	22	34	52	10	6	2	342
DG Research and Innovation	2	1		5	3	3	2	6	3	2	1	2	30
DG Taxation and Customs Union	25	24	26	27	24	24	21	31	40	11	4		257
DG Trade	15	34	47	43	38	35	33	66	50	7	6	1	375
DG Translation	268	193	259	210	79	67	88	239	343	33	5		1,784
European Political Strategy Centre	1		2	1	4	1	3		2	5	1	3	23
Eurostat	37	27	38	45	22	31	24	31	55	14	4	1	329
Internal Audit Service	30	15	20	5	4	7	5	4	5	5	1	1	102
Legal Service	10	14	38	23	28	22	15	26	58	9	8	1	252
Secretariat general	17	35	40	28	24	31	31	29	33	17	8	2	295
Service for Foreign Policy Instruments	3	5	6	3	4	5	5	5	6	2	1		45
Staff committee - representative trade unions and staff associations			2		2	1	1	2	8	1			17
Total	1,135	1,172	1,488	1,203	1,021	862	827	1,380	1,790	443	137	34	11,492

Establishment Plan Posts occupied as of 01/04/2016
 Operating Budget (excluding Research and Offices)
 Permanent and temporary posts
 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	10	11	34	24	69	47	64	44	35	15	9	362
DG Budget	1	8	25	19	19	22	31	38	25	10	7	205
Cabinets	1		1	6	40	37	27	58	28	21	10	229
DG Climate Action	1		1	2	4	4	3	4	3	2		24
DG Communication	3	10	29	18	28	41	54	48	35	11	6	283
DG Communications Networks, Content and Technology		3	9	10	21	25	36	25	25	14	3	171
DG Competition	2	5	8	9	24	28	31	29	54	31	23	244
DG Economic and Financial Affairs	7	8	6	9	15	21	23	31	38	10	12	180
DG Education and Culture	1	8	15	10	33	33	33	23	23	9	6	194
DG Employment, Social Affairs and Inclusion	5	5	17	20	22	21	40	39	39	22	4	234
DG Energy	14	14	31	16	18	20	30	31	28	11	9	222
DG Environment		4	18	11	21	25	22	18	17	15	3	154
DG Financial Stability, Financial Services and Capital Markets Union		1	6	7	7	12	13	20	13	6	1	86
DG Health and Consumers	2	5	16	15	41	41	35	27	14	10	5	211
DG Human Resources and Security	3	14	30	23	60	52	68	53	51	18	14	386
DG Humanitarian Aid and Civil Protection (ECHO)	1	3	8	12	13	17	19	15	9	3	4	104
DG Informatics	7	17	33	29	19	31	48	33	28	8	4	257
DG Internal Market, Industry, Entrepreneurship and SMEs	2	5	15	23	34	48	46	42	40	27	13	295
DG International Cooperation and Development	5	10	37	36	49	54	56	44	31	13	6	341
DG Interpretation	2	4	7	6	19	18	16	14	19	11	5	121
DG Justice and Consumers		5	8	12	14	24	26	20	10	10	9	138
DG Maritime Affairs and Fisheries	1	4	7	7	16	16	13	6	12	3		85
DG Migration and Home Affairs			4	12	6	9	11	9	20	6	8	85
DG Mobility and Transport	1	6	14	20	29	28	29	11	11	7	5	161
DG Neighbourhood and Enlargement Negotiations	3	7	15	9	16	21	23	20	21	8	3	146
DG Regional and Urban Policy	2	7	14	21	25	30	28	26	38	14	3	208
DG Research and Innovation		3	6	3	2	5	8	7	4	2		40
DG Taxation and Customs Union	1	7	17	15	24	27	23	18	23	13	5	173
DG Trade	3	4	14	12	21	14	24	26	26	14	5	163
DG Translation	4	8	12	30	97	67	40	35	58	51	45	447
European Political Strategy Centre					1	3	2	2	1			9
Eurostat	7	17	32	25	34	39	34	31	34	10	1	264
Internal Audit Service			4	3	3	5	3	7	6	4		35
Legal Service	1	2	4	14	26	22	20	13	15	9	5	131
Secretariat general	2	4	16	14	49	39	39	28	25	14	8	238
Service for Foreign Policy Instruments			5	3	3	1	1	4	5	3	1	26
Staff committee - representative trade unions and staff associations	1		1		4	2	3		1	1		13
Total	93	209	519	505	926	949	1,022	899	865	436	242	6,665

Establishment Plan Posts occupied as of 01/04/2016
 Operating Budget (excluding Research and Offices)
 Permanent and temporary posts
 by function group, grade and DG - AST/SC function group

DG \ Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
DG Agriculture and Rural Development					1	6	7
DG Budget						8	8
Cabinets			12	4	6	10	32
DG Climate Action					1	1	2
DG Communication			1	2	1	7	11
DG Communications Networks, Content and Technology					1	1	2
DG Competition					2	26	28
DG Economic and Financial Affairs					1	13	14
DG Education and Culture						6	6
DG Employment, Social Affairs and Inclusion					2	9	11
DG Energy						2	2
DG Environment					2	5	7
DG Financial Stability, Financial Services and Capital Markets Union					2	6	8
DG Health and Food Safety					2	14	16
DG Human Resources and Security			10	2	2	9	23
DG Humanitarian Aid and Civil Protection (ECHO)					1	2	3
DG Informatics						8	8
DG Internal Market, Industry, Entrepreneurship and SMEs						8	8
DG International Cooperation and Development					2	6	8
DG Interpretation					4	10	14
DG Justice and Consumers					2	8	10
DG Maritime Affairs and Fisheries					1	2	3
DG Migration and Home Affairs					4	11	15
DG Mobility and Transport					1	9	10
DG Neighbourhood and Enlargement Negotiations						1	1
DG Regional and Urban Policy						9	9
DG Research and Innovation							0
DG Taxation and Customs Union					1		1
DG Trade					1	12	13
DG Translation					5	20	25
European Political Strategy Centre				1		1	2
Eurostat					1	1	2
Internal Audit Service						2	
Legal Service					2	3	5
Secretariat general					2	1	3
Service for Foreign Policy Instruments						3	3
Staff committee - representative trade unions and staff associations						1	1
Total	0	0	23	9	50	241	323

Establishment Plan Posts occupied as of 01/04/2016
 Operating Budget (excluding Research and Offices)
 Permanent and temporary posts
 by nationality, function group and grade

Nationality Grade	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16		3				7	1	5			2	4	2				2		1			4	1	1			1		34	
AD15	4	7	2	1	2	13	3	17	3	3	11	10	10		5	5	9	1	2	2	2	5	7	2	2	2	3	4	137	
AD14	16	55	3	3		47	13	34	3	8	66	39	21		1	15	44	6	6	2		18	8	22	3	1	2	6	1	443
AD13	48	182	4	5	11	234	57	190		61	199	157	122	1	7	48	176	4	7	4	1	76	17	110	7	5	2	55	1,790	
AD12	53	142	5	4	1	147	26	123	4	88	185	92	65	4	5	26	157	1	7	4	4	61	8	78	8	4	2	75	1	1,380
AD11	16	122	2	5	2	112	20	91	2	33	95	47	32	1	4	16	102	3	3	5	3	32	7	27	5	2	4	34		827
AD10	21	131	10	1	9	113	16	83	5	32	90	33	32	1	22	11	97	7	3	5	6	31	24	15	13	10	4	37		862
AD9	31	118	4	7	45	99	15	61	20	25	92	50	34	3	43	12	78	27	2	16	11	26	88	28	8	21	23	33	1	1,021
AD8	12	103	27	20	69	100	9	69	38	16	103	40	19		102	13	58	36		25	21	33	149	16	47	43	22	13		1,203
AD7	19	67	95	10	74	109	7	92	34	10	101	32	46	6	86	19	109	53		31	29	21	177	13	146	56	35	10	1	1,488
AD6	10	69	131	8	46	78	17	49	10	3	69	24	29	1	58	2	84	31	1	31	15	15	141	8	181	17	34	10		1,172
AD5	19	80	48	2	21	76	18	60	13	11	75	42	42	136	47	15	136	16	1	24	23	16	52	21	87	24	20	10		1,135
AD	249	1,079	331	66	280	1,135	202	874	132	290	1,088	570	454	153	380	182	1,052	185	33	149	115	338	679	341	507	185	151	288	4	11,492
AST11	1	30				1	1	8		1	10	3	3			7	11		2			9		4			2		93	
AST10	8	78				14	2	17		3	21	5	13			8	21		4			4		8			3		209	
AST9	15	181				40	11	38		22	48	22	27			14	46		6			14		13			22		519	
AST8	7	182				51	8	34		12	40	34	16			20	56		5			8		17	1		14		505	
AST7	14	334				77	28	66		33	72	42	52			44	80		9			18		40			16	1	926	
AST6	27	322	1	3	3	66	18	68	1	32	91	43	34	1		37	99	2	9	2	4	10	5	28	1	5	37		949	
AST5	15	315	16	3	23	46	10	71	11	16	107	23	37		25	11	108	9	7	7	3	8	51	27	29	21	9	14		1,022
AST4	9	215	41	8	31	25	5	46	10	10	82	19	21	1	42	8	47	18	2	9	6	8	131	11	47	21	16	9	1	899
AST3	2	157	42	4	35	30	7	46	12	11	56	9	42	20	56	7	94	17		12	6	10	58	17	75	20	12	7	1	865
AST2	2	66	33	11	14	12	2	4	9	5	24	8	7		23	2	16	25		17	3		45	5	70	19	7	7		436
AST1		52	5	1	4	7	1	13	9	6	13	4	23	6	13	2	18	12		5	1	1	12	4	18	4	4	4		242
AST	100	1,932	138	30	110	369	93	411	52	151	564	212	275	28	159	160	596	83	44	52	23	90	302	174	241	90	48	135	3	6,665
SC6																														0
SC5																														0
SC4		4				1	3		1		3	2	1			1	1	1					1	1	1	1		1		23
SC3		3																		1	1		1	1	1	2				9
SC2		15	3		1	2		4			6		2	2	1	1	8						1	2	1		1			50
SC1	1	58	6		1	5	1	14	1	1	28	9	9	9	8	5	24	2		3	4	2	13	7	21	7	6	4	1	241
SC	1	80	9	0	2	8	4	18	2	1	37	2	12	11	9	7	33	3	0	4	5	2	16	10	24	10	7	5	1	323
Total	350	3,091	478	96	392	1,512	299	1,303	186	442	1,689	784	741	192	548	349	1,681	271	77	205	143	430	997	525	772	285	206	428	8	18,480

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 01/04/2016

Research (Indirect Actions)

	DG Internal Market, Industry,				DG Agriculture and Rural				DG Mobility and Transport				DG Energy				DG Research and Innovation				DG Communications Networks,			
	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 2016	59	17	1	77	8	4	0	12	31	13	1	45	53	6	1	60	630	394	11	1,035	208	145	3	356
Posts occupied	54	20		74	8	4		12	31	12		43	52	6	2	60	571	387	5	963	209	151		360
Vacant posts - Number	5	-3	1	2	0	0	0	0	0	1	1	1	1	0	-1	1	59	7	6	66	-1	-6	3	-7
%	8.5%	-17.6%	100.0%	2.6%	0.0%	0.0%		0.0%	0.0%	7.7%	100.0%	2.2%	1.9%	0.0%	-100.0%	1.7%	9.4%	1.8%	54.5%	6.4%	-0.5%	-4.1%	100.0%	-2.0%

	DG Education and Culture				DG Migration and Home Affairs				DG Justice and Consumers				Staff committee - representative trade				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 2016	18	5		23	12	6		18		3		3				0	1,019	593	17	1,629
Posts occupied	17	6		23	11	7		18		3		3				0	953	596	7	1,556
Vacant posts - Number	1	-1	0	0	1	-1	0	0	0	0	0	0	0	0	0	0	66	-3	10	63
%	5.6%	-20.0%		0.0%	8.3%	-16.7%		0.0%	0.0%	0.0%		0.0%				0.0%	6.5%	-0.5%	58.8%	3.9%

2.2.3.2

Establishment Plan Posts occupied as of 01/04/2016
 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			1	1	2		2		1		1		8
DG Communications Networks, Content and Technology		3	10	62	36	9	20	23	21	10	8	7	209
DG Education and Culture				5	4	1	1			3	2	1	17
DG Energy				21	16	3	1	4	1	2	3	1	52
DG Internal Market, Industry, Entrepreneurship and SMEs		1	3	4	6	2	12	8	7	2	5	4	54
DG Migration and Home Affairs				5	3						2	1	11
DG Mobility and Transport			1	7	2	3	1	5	1	7	2	2	31
DG Research and Innovation	1	5	43	153	93	23	35	63	48	44	44	19	571
Total:	1	9	58	258	162	41	72	103	79	68	67	35	953

Establishment Plan Posts occupied as of 01/04/2016
 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	1	2				4
DG Communications Networks, Content and Technology	1	3	12	9	22	27	22	20	19	10	6	151
DG Education and Culture			1			1	1	1	2			6
DG Energy		1	1			1	3					6
DG Internal Market, Industry, Entrepreneurship and SMEs				2	4	2	3	4	1	1	3	20
DG Justice and Consumers			1				1		1			3
DG Migration and Home Affairs					1			2		3	1	7
DG Mobility and Transport	1				1	1	3	2	2	1	1	12
DG Research and Innovation	2	11	30	26	48	62	57	61	56	22	12	387
Total:	4	15	45	37	76	95	91	92	81	37	23	596

Establishment Plan Posts occupied as of 01/04/2016
 Research (Indirect Actions)
 by function group, grade and DG - AST/SC function group

DG \ Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
DG Energy						2	2
DG Research and Innovation					2	3	5
Total:	0	0	0	0	2	5	7

Establishment Plan Posts occupied as of 01/04/2016

Research (Indirect Actions)

by nationality, function group and grade

Nationality	Grade	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total				
AD16		1																														1			
AD15			1						2			3				1								1						1		9			
AD14			10				5	3	8			8	3	5			5	6					2		2	1						58			
AD13		4	22		1	1	30	4	17	1	12	42	18	23		3	13	34	1	4	1		10	1	6			1	7	2	258				
AD12		4	17			1	18	3	14	2	5	24	14	20		1	3	15					10		1	1			1	7	1	162			
AD11		1	9			1	1	1	5		2	9	2				1	6					2	1								41			
AD10		2	13		1		11	1	13		4	5	1	3				10					2		3	1		1	1			72			
AD9			21	1	1	2	12		8	2	3	17	3	2		1	1	7	2	1		2	5	7	1		2	1	1			103			
AD8			7	1		3	6	1	9		1	10	2	3		4		6		1	2		3	17			2		1			79			
AD7			4	5			7		4	1		3		5		6		5	2				3	7			11	3	1			68			
AD6			5	7		1	6		4		1	3	1	2		1		6	1		1			11	1	14		1	1			67			
AD5			6	3		1			2			1	1	2	2		5	1									7	2	1	1			35		
AD		12	115	17	3	10	96	13	86	6	28	124	45	64	2	19	23	100	7	6	5	2	37	44	15	35	9	7	20	3		953			
AST11																		2					2										4		
AST10			7									1	1					3					2		1								15		
AST9		1	19				2		5		1	6	1	4				4					1		1								45		
AST8			17				1	2	4			2	4				1	2					1		2					1			37		
AST7		2	34				6		5		2	4	5	4			4	6					3		1								76		
AST6		2	42				8	1	2		5	11	2	8			1	9					1		1					2			95		
AST5			36		1	1	4		7	1		13	3	1		4	2	8	1				1	5			1		2				91		
AST4			27	2		4	1		6	2		9	2	3		7	2	11			1		1	8	1	3	1		1				92		
AST3			31	2	1	1	2	1	5	1		5	2	3		1		8	1			2	1	5	3	5	1						81		
AST2			9	4			1		2			2	2	2		1		1	2					1		7		1	1				37		
AST1			8	1			1			1		4	1	1		1			1					1	1	2							23		
AST		5	230	9	2	6	26	4	36	5	8	57	23	26	0	14	10	54	5	0	4	0	13	20	11	17	3	1	7	0		596			
SC6																																		0	
SC5																																			0
SC4																																			0
SC3																																			0
SC2														1				1																	2
SC1									2			1						1									1								5
SC		0	0	0	0	0	0	0	2	0	0	1	0	1	0	0	0	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0		7	
Total		17	345	26	5	16	122	17	124	11	36	182	68	91	2	33	33	156	12	6	9	2	50	64	26	53	12	8	27	3		1,556			

2.2.3.3 Direct actions

Establishment Plan Posts occupied as of 01/04/2016
JRC Establishment plan

	AD	AST	AST/SC	Total
Establishment Plan Posts 2016	877	916	9	1,802
Posts occupied	874	903	1	1,778
Vacant posts - Number	3	13	8	24
%	0.3%	1.4%	88.9%	1.3%

Establishment Plan Posts occupied as of 01/04/2016
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
Joint Research Centre		7	36	212	180	44	47	83	80	71	100	13	873
Staff committee - representative trade unions and staff associations							1						1

Establishment Plan Posts occupied as of 01/04/2016
JRC Establishment plan
by function group-grade - AST function group

DG \ Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Joint Research Centre	26	57	137	72	107	88	122	132	112	36	14	903

Establishment Plan Posts occupied as of 01/04/2016
JRC Establishment plan
by function group, grade and DG - AST/SC function group

DG \ Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Joint Research Centre						1	1

2.2.3.4

Establishment Plan Posts occupied as of 01/04/2016

JRC Establishment plan
by nationality, function group and grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																														0	
AD15						2					1	2					1									1				7	
AD14	2	5				6		2			2	4	1			1	5		1			3	1	1	1			1		36	
AD13	3	18				26	7	17		1	29	25	16			5	41			1	1	10		7			4	1	212		
AD12	4	13			1	34	3	24		4	22	10	10			3	34		1			6		2	1			6	2	180	
AD11	1	3				9		2			5	1	1			3	11		1	1		4		1				1		44	
AD10	1	12				6	2	6		1	4	1					11				1				1		1	1		48	
AD9	6	11			3	15	2	4		1	6	2	1		1	2	18					5	1	1		1		3		83	
AD8	2	6	1	2		19	1	5		1	8	1	1			1	23	1		1		2	2	1			1	1		80	
AD7	3	5	1		3	7	1	10		2	7		2			5	14					4			2	1	4			71	
AD6		7	6		4	14		7			4	1	8			2	29	2					3	3	5	2	3			100	
AD5		1	3			1					1						3						2		2					13	
AD	22	81	11	2	11	139	16	77	0	10	89	47	40	0	8	15	190	3	3	3	2	34	9	16	12	5	9	17	3	874	
AST11		4				2	1	3			4	2				1	3					5							1	26	
AST10		7				4	2	4			8	4				5	17					4		2						57	
AST9	3	22				18	2	11		2	16	12				6	31		2			7		5						137	
AST8	1	10				5		8			7	2				1	22		3			10		2				1		72	
AST7	2	19				14	5	6			10	4	2			3	28		4			3		5				2		107	
AST6	2	13				7	1	5		4	9	2				2	34					4	1	3				1		88	
AST5	3	16			1	18	1	8			10	3	1		5	2	46	2		1		3	2							122	
AST4	1	12	5		3	15	2	12		2	9	1	3		3		46	1		1		2	6	1	2	3	1	1		132	
AST3		12	3	1	3	8		13	2	1	5	1	1		3		34	1		1		3	4	4	6		2	4		112	
AST2		2	2		4	3		1	2		2	1	1			2	9	1				1	2	1	3	1				36	
AST1		2				1	1				1	1	2		1		4									1				14	
AST	12	119	10	1	11	95	15	71	4	9	81	33	10	0	12	20	274	5	9	3	0	42	15	23	11	5	3	9	1	903	
SC6																															0
SC5																															0
SC4																															0
SC3																															0
SC2																															0
SC1																	1														1
SC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	34	200	21	3	22	234	31	148	4	19	170	80	50	0	20	35	465	8	12	6	2	76	24	39	23	10	12	26	4	1,778	

2.2.4 Commission establishment plan posts for the Offices

Establishment Plan Posts occupied as of 01/04/2016

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 2016	31	81	0	112	82	277	0	359	30	100	4	134	197	158	8	363	131	483	5	619	34	135	0	169	505	1,234	17	1,756
Posts occupied	29	80	1	110	72	260	0	332	27	95	3	125	187	156	5	348	125	473	2	600	29	114	0	143	469	1,178	11	1,658
Vacant posts- Number	2	1	-1	2	10	17	0	27	3	5	1	9	10	2	3	15	6	10	3	19	5	21	0	26	36	56	6	98
%	6.5%	1.2%		1.8%	12.2%	6.1%		7.5%	10.0%	5.0%	25.0%	6.7%	5.1%	1.3%	37.5%	4.1%	4.6%	2.1%	60.0%	3.1%	14.7%	15.6%		15.4%	7.1%	4.5%	35.3%	5.6%

Occupation of posts as of 01/04/2016
Offices EPSO, OIB, OIL, OLAF, OP and PMO
by function group & grade

EPSO Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number			1	4	6		1	5	4	1		7	29

EPSO Establishment plan - AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	2	2	7	5	7	17	11	9	13	6	1	80

EPSO Establishment plan - SC

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number					1		1

OIB Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number		1	5	11	6	5	8	4	11	7	10	4	72

OIB Establishment plan - AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	4	7	13	18	41	47	88	29	10	3		260

OIB Establishment plan - SC

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number							0

OIL Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number		1		4	4	1	1	4	6	1	3	2	27

OIL Establishment plan - AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number		1	4	6	10	15	23	16	16	2	2	95

OIL Establishment plan - SC

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number					1	2	3

OLAF Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number	1	1	9	19	28	19	22	18	15	25	11	19	187

OLAF Establishment plan - AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	10	7	14	16	16	16	24	24	20	8	1	156

OLAF Establishment plan - SC

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number						5	5

OP Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number			6	11	10	10	12	23	12	14	15	12	125

OP Establishment plan- AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	15	21	48	22	45	90	119	50	48	8	7	473

OP Establishment plan - SC

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number					1	1	2

PMO Establishment plan - AD

FG/Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Number		1	1	9	6	1	2	3	2	2	1	1	29

PMO Establishment plan - AST

FG/Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Number	1	2	11	13	36	20	16	8	3	2	2	114

PMO Establishment plan - SC

FG/Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Number							0

Occupation of posts as of 01/04/2016

EPSO Establishment plan
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total		
AD16																														0		
AD15																															0	
AD14												1																			1	
AD13						1											1						1						1		4	
AD12		2				1				1	2																				6	
AD11																															0	
AD10																		1													1	
AD9					1	2					1											1									5	
AD8		1				1									1	1															4	
AD7																								1							1	
AD6																															0	
AD5	1	1	1								1			1									1			1					7	
AD	1	4	1	0	1	5	0	0	0	1	4	1	0	1	1	1	1	1	0	0	1	1	2	0	1	0	0	1	0		29	
AST11	1							1																							2	
AST10	1										1																				2	
AST9		5										1					1														7	
AST8		3				1										1															5	
AST7	1	2				1						2	1																		7	
AST6		3		1		2		1		1		1	1				1		1					1					3		16	
AST5	1	1				3				1	1		1			1						1		2							12	
AST4		2						1							1		1						1							1		7
AST3		4		1	4							1			1			1					2			1					15	
AST2						1					2												1			1						5
AST1		1																								1					2	
AST	4	21	0	2	4	8	0	3	0	2	4	5	3	0	2	2	3	1	1	0	1	1	5	1	3	0	0	4	0		80	
SC6																																0
SC5																																0
SC4																																0
SC3																																0
SC2			1																													1
SC1																																0
SC	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		1
Total	5	25	2	2	5	13	0	3	0	3	8	6	3	1	3	3	4	2	1	0	2	2	7	1	4	0	0	5	0		110	

Occupation of posts as of 01/04/2016

OIB Establishment plan
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
AD16																														0
AD15		1																												1
AD14		1					1				2		1																	5
AD13	1	1									2	1	1										1			1				11
AD12		2																					1	1						6
AD11		3										1																1		5
AD10		3						1			2																			8
AD9		1																					1			1				4
AD8		2			1			2																2		1				11
AD7		1			1			1						1									2		2					7
AD6		3	3					1															1			2				10
AD5											1			1	1											1				4
AD	1	18	3	0	2	0	1	5	0	0	7	2	2	1	2	0	12	0	0	0	0	1	7	1	5	1	0	1	0	72
AST11		2						1									1													4
AST10		5						1														1								7
AST9		8				1					1						2							1						13
AST8		8				1		2									5		1					1						18
AST7		22						1			3		3			1	8					1		2						41
AST6		23						2			4		1				15		1					1						47
AST5	1	35						6	1		7	1	5				22		1			1	3	4		1			88	
AST4		16						2			1	1					5						1			1		1	1	29
AST3		1				1		2		1	1		1				2						1							10
AST2			1					1						1																3
AST1																														0
AST	1	120	1	0	0	3	0	18	1	1	17	2	10	1	0	1	60	0	3	0	0	3	5	9	1	1	1	1	0	260
Total	2	138	4	0	2	3	1	23	1	1	24	4	12	2	2	1	72	0	3	0	0	4	12	10	6	2	1	2	0	332

Occupation of posts as of 01/04/2016

OIL Establishment plan
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																														0	
AD15																1															1
AD14																															0
AD13								1			1											1			1					4	
AD12		1				1					1											1								4	
AD11											1																			1	
AD10										1																				1	
AD9		1						2			1																			4	
AD8		1			1	1			1														1			1				6	
AD7	1																													1	
AD6			1												1								1							3	
AD5											1															1				2	
AD	1	3	1	0	1	2	0	3	1	1	5	0	0	0	1	1	0	0	0	0	0	2	2	0	3	0	0	0	0	27	
AST11																														0	
AST10		1																												1	
AST9		2											1				1													4	
AST8		1				1					1		1							2										6	
AST7		2									3						4			1										10	
AST6	1	2						1		1	3						3	1		3										15	
AST5		1				1		1			10						3			5				2						23	
AST4	1	3									3	1					2						1	2	3					16	
AST3		1			1			5					1				1						1	5			1			16	
AST2																							1			1				2	
AST1		1															1													2	
AST	2	14	0	0	1	2	0	7	0	1	20	1	3	0	0	0	15	1	11	0	0	0	2	5	9	0	1	0	0	95	
SC6																														0	
SC5																														0	
SC4																														0	
SC3																														0	
SC2											1																			1	
SC1											2																			2	
SC	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	
Total	3	17	1	0	2	4	0	10	1	2	28	1	3	0	1	1	15	1	11	0	0	2	4	5	12	0	1	0	0	125	

Occupation of posts as of 01/04/2016

OLAF Establishment plan
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																	1													1	
AD15												1																		1	
AD14	1	1				3		2									2													9	
AD13		1	1			3		1		1	2		1			2	5					1		1						19	
AD12		5				3	1	1			4	4	2			2	2					1	1	2						28	
AD11		1			1	3	1	2			1	3			1		4									1		1		19	
AD10		4			1	2	2	5			1					1	4							2						22	
AD9		1	1			1		1			2	1			2		3	1					2	1	2					18	
AD8		3			2			1			2				3						1		1			2				15	
AD7		2	1			2		2			3						2	3					4	1	4			1		25	
AD6		1	1								1		2		1		1						1		2	1				11	
AD5	2	1	1		1	1					1	1		2									3		4	2				19	
AD	3	20	5	0	5	18	4	15	0	1	17	10	5	2	7	5	24	4	0	1	0	2	14	5	12	6	0	2	0	187	
AST11		3									2	2	1				2													10	
AST10		3				2	1	1																						7	
AST9	1	7				2	1				1	2																		14	
AST8	1	3				1		3		1	2	1				1	3													16	
AST7	1	6				1	1				2					1	2		1									1		16	
AST6		5				4		1			2					1	1							2						16	
AST5		6	1	1		2		1			5	2			1		1					1	2	1						24	
AST4		3	1								5		1		3	1	1						4		3	2				24	
AST3		2	2					1					1	1	1		2	1					5		3		1			20	
AST2		3	1														1	1					1		1					8	
AST1	1																													1	
AST	4	41	5	1	0	12	3	7	0	1	19	7	3	1	5	4	13	2	1	0	0	1	12	3	7	2	1	1	0	156	
SC6																															0
SC5																															0
SC4																															0
SC3																															0
SC2																															0
SC1		2	1														1									1					5
SC	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	5	
Total	7	63	11	1	5	30	7	22	0	2	36	17	8	3	12	9	38	6	1	1	0	3	26	8	20	8	1	3	0	348	

Occupation of posts as of 01/04/2016

OP Establishment plan
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																														0	
AD15																															0
AD14						2					1									1				1		1				6	
AD13			1			1		1			1	1			1		1					1		2				1		11	
AD12		3				1	1	1			1	1											1					1		10	
AD11		3				2					2						2							1						10	
AD10		4				1		1			3																2		1	12	
AD9	1	1				2		1			5	2	2				2	1		1			1	2			1	1		23	
AD8						1					1		1		2					1				3	1	2				12	
AD7		2			2	1		2					2										3	1						14	
AD6		1			1			1	1								2	1					3	1	4					15	
AD5	1		2			1	1				1			2									1			2				12	
AD	2	14	3	0	3	12	2	7	1	0	15	4	5	2	3	0	8	3	1	2	1	2	13	7	8	4	2	1	0	125	
AST11		4				1		1		1	3		2										2						1	15	
AST10		5				3		1			5		1				3						1		2					21	
AST9	1	6				6	2	6		2	12	3	3				3			2			1		1					48	
AST8	1	5				1		1		1	5	2	2				1			1					1			1		22	
AST7		10				3	1	3		1	15	1	2				2			6				1						45	
AST6	1	9	1		4	3	2	5	3	2	16	1	3		1	1	12	1	3	2			4	5		4	2	5		90	
AST5	1	7	6		1	6		4	5	2	28	1	2		9	1	8	4	3	5	1		4	4	9	3	4	1		119	
AST4		6			4	1	1	1		2	2	5	3		3		2	4		1	2			5	2	5			1	50	
AST3		3	1		2	3	2	1		2	3	2	5	7	2		4						3	1	3	3	1			48	
AST2		1	1			1						1			1								2				1			8	
AST1			1			1					2	1				1									1					7	
AST	4	56	10	0	11	29	8	23	8	13	91	17	23	7	16	3	35	9	15	8	3	4	18	18	17	11	7	9	0	473	
SC6																															0
SC5																															0
SC4																															0
SC3																															0
SC2											1																				1
SC1											1																				1
SC	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Total	6	70	13	0	14	41	10	30	9	13	108	21	28	9	19	3	43	12	16	10	4	6	31	25	25	15	9	10	0	600	

Occupation of posts as of 01/04/2016

PMO Establishment plan
by nationality, function group & grade

Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16																														0	
AD15																			1												1
AD14																	1														1
AD13		3									2						1							3							9
AD12		3									2						1														6
AD11		1																													1
AD10		1															1														2
AD9		2						1																							3
AD8		1															1														2
AD7																		1								1					2
AD6																										1					1
AD5																	1														1
AD	0	11	0	0	0	0	0	1	0	0	4	0	0	0	0	0	6	1	1	0	0	0	0	3	2	0	0	0	0	29	
AST11																							1								1
AST10		1									1																				2
AST9		6				1	1			1	1											1									11
AST8	1	6				1		1			2	1							1												13
AST7		22				2	1	1			2	1	2				3		2												36
AST6	1	9				1					2	1	1			1	3							1							20
AST5	1	9															3						3								16
AST4		3						1				1											2			1					8
AST3		2															1														3
AST2		1															1														2
AST1																							1						1		2
AST	3	59	0	0	0	5	2	3	0	1	8	4	3	0	0	1	11	0	3	0	0	2	6	1	1	0	0	1	0	114	
Total	3	70	0	0	0	5	2	4	0	1	12	4	3	0	0	1	17	1	4	0	0	2	6	4	3	0	0	1	0	143	

2.3 Overview of 2016 external staff (including staff financed by earmarked revenue)

2.3.1 Contract agents

This part of the working document fulfils reporting requirements set out under Article 79§3 of the Conditions of Employment of Other Servants (hereafter 'CEOS') to provide a yearly report on the use of contract agents (who may, under the current Conditions of Employment of Other Agents, be employed in Commission services for a maximum of six years⁶), including numbers of staff, level and type of posts, geographical balance and budgetary resources per function group.

Budgetary aspects of the management of contract agents in 2016 for the offices are further detailed in the budgetary 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 01/04/2016 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 1 196 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 01/04/2016	2016 Full Time Equivalent units (Estimates)
Commission Authorised Budget	5,554	4,791
Earmarked revenues		
- Offices	409	380
- European Development Fund	417	322
- Competitive actions of the Joint Research Center	315	243
- DG at headquarters	55	54
Total earmarked revenues	1,196	999
Total	6,750	5,790

NB: As several budget lines authorise appropriations for external personnel without distinction between categories of personnel, 2016 figures are the best possible estimates, based on likely average costs and repartition between categories both for appropriations voted in the 2016 Budget and for expected earmarked revenue taken into account when preparing the 2016 Budget.

⁶ Except for contract agents of function group I (equivalent to former Category D) who, according to the provisions of Article 85 of the CEOS, may be recruited for an indefinite period.

Contract Agents as of 01/04/2016 - all budgets

Distribution by function group and DG

DG \ Function Group	FGIV	FGIII	FGII	FGI	Total	Commission authorised budget	Earmarked revenue
DG Agriculture and Rural Development	42	18	25	13	98	98	
DG Budget	5	11	15	20	51	39	12
Cabinets						0	
DG Climate Action	5	2	12		19	19	
DG Communication	41	96	195	40	372	372	
DG Communications Networks, Content and Technology	55	58	82	19	214	214	
DG Competition	13	26	16	10	65	65	
DG Economic and Financial Affairs	10	15	3	5	33	33	
DG Education and Culture	12	24	19	14	69	69	
DG Employment, Social Affairs and Inclusion	25	56	41	25	147	147	
DG Energy	11	12	16	14	53	53	
DG Environment	16	5	37	5	63	63	
DG Financial Stability, Financial Services and Capital Markets Union	1	7	10	7	25	25	
DG Health and Food Safety	29	23	43	10	105	105	
DG Human Resources and Security	6	16	82	46	150	123	27
DG Humanitarian Aid and Civil Protection (ECHO)	13	36	23	6	78	78	
DG Informatics	14	10	14	7	45	40	5
DG Internal Market, Industry, Entrepreneurship and SMEs	37	36	46	18	137	137	
DG International Cooperation and Development	658	125	79	22	884	467	417
DG Interpretation			28	26	54	46	8
Joint Research	505	68	216	63	852	537	315
DG Justice and Consumers	13	15	22	8	58	58	
DG Maritime Affairs and Fisheries	23	8	8	16	55	55	
DG Migration and Home Affairs	8	10	13	1	32	32	
DG Mobility and Transport	10	22	25	11	68	68	
DG Neighbourhood and Enlargement Negotiations	338	84	38	17	477	477	
European Anti-Fraud Office	4	4	14	10	32	32	
European Personnel Selection Office		2	20	3	25	25	
Office for Infrastructure and Logistics in Brussels	18	69	514	187	788	609	179
Office for Infrastructure and Logistics in Luxembourg	1	22	120	57	200	143	57
DG Regional and Urban Policy	10	43	40	12	105	105	
DG Research and Innovation	173	118	136	30	457	457	
DG Taxation and Customs Union	4	4	5	2	15	15	
DG Trade	8	12	21	9	50	50	
DG Translation	56	2	51	14	123	123	
European Political Strategy Centre	3	1	2	1	7	7	
Eurostat	27	21	35	8	91	90	1
Internal Audit Service	1	1	8		10	8	2
Legal Service	5	1	17		23	23	
PayMaster's Office		78	282	50	410	237	173
Publications Office		7	10		17	17	
Secretariat general	29	24	29	18	100	100	
Service for Foreign Policy Instruments	49	28	4	2	83	83	
Staff committee - representative trade unions and staff associations			10		10	10	
Total	2,278	1,220	2,426	826	6,750	5,554	1,196

Contract Agents present as of 01/04/2016 - Financed from all budgets

Distribution by function group (FG), grade and nationality

FG	Nationality Grade \	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FIN	FR	GBR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total
FGIV	18	1	14	5			6		7		5	10	9	8	2	2	2	15	2			1	4	3	4	1	2		2	1	106
	17		22	6	2	4	7		13	2		28	5	18	3	3		20	2		1		1	1	6	8	2		3		157
	16	2	50	8	3	1	24	3	50	2	3	56	13	16	4	7	3	70	2		1	1	7	6	11	19	3	2	4	3	374
	15	15	62	20	6	5	44	4	97	2	9	127	22	26	4	15	3	169	6		5	1	14	25	17	29	6	6	5	5	749
	14	13	58	21	2	3	51	8	72	8	8	112	17	27	8	14	11	154	10	2	2	2	10	28	34	29	6	9	10	3	732
	13	6	6	7	1	6	15		12		2	19	6	8		4	2	35			2		5	7	3	1	5	5	3		160
	Total	37	212	67	14	19	147	15	251	14	27	352	72	103	21	45	21	463	22	2	11	5	41	70	75	87	24	22	27	12	2,278
FGIII	12		6	1			1		1		2	9	1	4	1	1	1	2	2				1	1		5	1		2	1	43
	11		18	4			5		12			22	6	10	2	3	1	14	2		3		1	2	3	7					115
	10	3	56	8		3	10	2	26	2	4	32	3	17	4	10	1	55	8		2	1	4	11	5	16	3	3	5		294
	09	2	57	16	3	4	17	2	58	4	3	45	8	37	4	6	3	105	11		6		4	26	13	45	6	2	2		489
	08	6	13	12	1	3	15	1	27			26	12	21		5	2	65	2	2	2		5	15	9	20	3	5	7		279
Total	11	150	41	4	10	48	5	124	6	9	134	30	89	11	25	8	241	25	2	13	1	15	55	30	93	13	10	16	1	1,220	
FGII	07		65		1	2	5	1	19	2	5	15	1	5	1	1	3	17	1	1		1	1	1	8	3			1		160
	06	3	255	18	2	4	8	3	55	3	10	102	13	15		15	4	97	13		9	1	10	21	18	42	5	2	2		730
	05	5	257	23	3	10	19	4	88	6	4	113	11	39	7	18	7	184	13		3	2	6	72	28	89	12	6	2		1,031
	04	1	97	17	2	9	10		42	3	2	45	7	35	2	5	4	92	8	2	3	2	2	26	16	54	8	6	4	1	505
	Total	9	674	58	8	25	42	8	204	14	21	275	32	94	10	39	18	390	35	3	15	6	19	120	70	188	25	14	9	1	2,426
FGI	03		65		1		1	1	14		1	14	3	5				40	1				1	1	2		1	1		152	
	02		208	1		1	3		49	2	2	51	6	28		3	4	153		2	2		2	22	31	8	1	1	1		581
	01		29	1		1		1	8		2	7		9	1	1	2	19				1		2	6	2		1			93
	Total	0	302	2	1	2	4	2	71	2	5	72	9	42	1	4	6	212	1	2	2	1	3	25	39	10	2	3	1	0	826
Total	57	1,338	168	27	56	241	30	650	36	62	833	143	328	43	113	53	1,306	83	9	41	13	78	270	214	378	64	49	53	14	6,750	

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 1/4/2016 notwithstanding the 244 establishment posts reported under point 2.1.1. above.

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 01/04/2015				Agents in place on 01/04/2016			
	CA	LA	AS	Total	CA	LA	AS	Total
Athens	12	1	2	15	12	1	2	15
Barcelona	2	4	1	7	2	4	1	7
Belfast		3		3		3		3
Berlin	14	7	2	23	14	7		21
Bonn	4			4	5			5
Bratislava	12		1	13	12		2	14
Brussels	21			21	9			9
Bucharest	17		1	18	16			16
Budapest	12		1	13	14			14
Cardiff	3	1		4	3	1		4
Copenhagen	7			7	8			8
Dublin	11	1		12	10	1		11
Edinburgh	3		1	4	3			3
Helsinki	11	1		12	12			12
Lisbon	9	1	1	11	9			9
Ljubljana	9		1	10	9		1	10
London	18	3	1	22	18	2	1	21
Luxembourg	2		1	3	4			4
Madrid	6	9	1	16	6	9	1	16
Marseille	4	1		5	4	1		5
Milan	5	2		7	5	2		7
Munich	3	2		5	3	2		5
Nicosia	9			9	8		1	9
Paris	17	2	1	20	16	2	1	19
Prague	12		1	13	13		1	14
Riga	10		3	13	7		3	10
Roma	17			17	16			16
Sofia	13		1	14	12		1	13
Stockholm	10	1		11	10			10
Tallinn	8			8	7		1	8
The Hague	13	2		15	15	2	1	18
Valletta	6			6	7			7
Vienna	9	2	2	13	9	2		11
Vilnius	9			9	10			10
Warsaw	18		1	19	18			18
Wroclaw	3		1	4	1		1	2
Zagreb	12			12	11		1	12
TOTAL	351	43	24	418	338	39	19	396

Commission local agents in European Union **delegations** in third countries accounted for 2 010 persons in place on 01/04/2016 (respectively 129 financed under heading 5 of the MFF, 1 189 financed outside heading 5 and 692 financed by the European Development Fund (EDF) as shown in the more detailed tables below).

Personnel in EU delegations on 01/04/2016
(information to be provided by EEAS by 15/04/2016)

**Personnel in EU Delegations in third countries
in place on 01/04/2016**

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
	financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	
EUROPE & CENTRAL ASIA	111	1	31	479	0	1	182	0	16	2	0	0	0	0	823
AFRICA	230	1	5	96	583	1	103	255	13	6	1	0	0	0	1294
PACIFIC	20	0	9	31	35	0	16	14	0	0	0	0	0	0	125
NORTH AMERICA, Canada and Japan	28	2	26	11	0	0	8	0	4	0	0	0	0	0	79
CENTRAL AMERICA & CARIBBEAN	37	0	5	67	55	0	28	32	2	1	0	0	0	0	227
SOUTH AMERICA	33	1	15	81	14	0	28	3	1	0	0	0	0	0	176
ASIA	86	3	31	235	5	3	109	5	5	1	0	0	0	0	483
MEDITERRANEAN	50	0	7	189	0	0	113	0	3	2	0	0	0	0	364
Sub-total by category of staff	595	8	129	1189	692	5	587	309	44	12	1	0	0	0	3571
Total	603		2010			901			57			0			

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

Personnel in EU delegations on 01/04/2016
(information to be provided by EEAS by 15/04/2016)

Personnel in EU Delegations in third countries
in place on 01/04/2016

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
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	
ALBANIA	Tirana	6		2	24			19		0	0					51
ARMENIA	Yerevan	4		1	13			5		1	0					24
AUSTRIA	Vienna	1								0	0					1
AZERBAIJAN	Baku	3			10			5		0	0					18
BELARUS	Minsk	4			9			4		0	0					17
BOSNIA HERZEGOVINA	Sarajevo	6		3	56			7		0	0					72
France	Paris	3						1		0	0					4
France	Strasbourg									0	0					0
FYROM	Skopje	6		2	34			17		1	0					60
GEORGIA	Tbilisi	4		1	14			12		2	0					33
ICELAND	Reykjavik									0	0					0
ITALY	Rome	4								2	0					6
KAZAKHSTAN	Astana	4			11			2		1	0					18
KOSOVO	Pristina	5			51			12		1	0					69
KYRGYZSTAN	Bishkek	3			8			6		1	0					18
MOLDOVA	Chisinau	4		1	12			8		1	0					26
MONTENEGRO	Podgorica	4		1	23			14		1	0					43
NORWAY	Oslo									0	0					0
RUSSIA	Moscow	6	1	5	17			5		0	0					34
SERBIA	Belgrade	8		4	50			23		2	0					87
SWITZERLAND	Berna	1								0	0					1
SWITZERLAND	Geneve (UN)	3								1	1					5
SWITZERLAND	Geneve (WTO)	7		6						0	0					13
TAJKISTAN	Dushanbe	3			10			6		0	0					19
TURKEY	Ankara	11		2	88			16		1	1					119
UKRAINE	Kiev	9		3	41			19		1	0					73
UZBEKISTAN	Tashkent	2			8			2		0	0					12
RCE	Brussels									0	0					0
FLOATER	Missions									0	0					0
Sub-total by category of staff		111	1	31	479	0	1	182	0	16	2	0	0	0	0	823
Total		112		510			183			18			0			

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

Personnel in EU delegations on 01/04/2016
(information to be provided by EEAS by 15/04/2016)

Personnel in EU Delegations in third countries
in place on 01/04/2016
Split by delegation: Africa

Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts		Local agents			Contract Agents			Young experts and SNE			Agency Staff ('Intérimaires')			Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	
ANGOLA	Luanda	4			3	14		2	6	0	0					29
BENIN	Cotonou	5			2	11			7	0	0					25
BOTSWANA	Gaborone	5				9		1	4	1	0					20
BURKINA FASO	Ouagadougou	8			6	20			9	0	0					43
BURUNDI	Bujumbura	5			2	12		3	4	0	0					26
CAMEROON	Yaounde	6		1	1	14	1	2	6	0	1					32
CAPE VERDE	Praia	3				4			2	0	1					10
CENTRAL AFRICAN REPUBLIC	Bangui	2			2	12		3	3	0	0					22
CHAD	N'Djamena	5			1	16		4	7	0	0					33
CONGO, DEMOCRATIC REP.	Kinshasa	7			4	20		5	10	0	0					46
CONGO, REP.	Brazzaville	4			1	10		3	2	0	0					20
DJIBOUTI	Djibouti	3				8			4	1	0					16
ERITREA	Asmara	4				9			3	0	0					16
ETHIOPIA	Addis Ababa	8			6	23		4	7	0	1	1				50
ETHIOPIA-AFRICAN UNION	Addis Ababa African Union	3	1		1	5		1	6	0	0					17
GABON	Libreville	4				14		3	5	1	0					27
GAMBIA	Banjul				1	2			3	0	0					6
GHANA	Accra	6			1	13			9	0	0					29
GUINEA REPUBLIC	Conakry	4			1	15		2	7	0	0					29
GUINEA-BISSAU	Bissau	4			1	7		1	6	0	0					19
IVORY COAST	Abidjan	5			1	12		3	6	1	1					29
KENYA	Nairobi	11			7	20		4	8	0	0					50
LESOTHO	Maseru	4			1	7		1	1	0	0					14
LIBERIA	Monrovia	5				7		1	7	0	0					20
LIBYA	Tripoli				2				4	0	0					6
MADAGASCAR	Antananarivo	7			6	15		2	6	0	0					36
MALAWI	Lilongwe	5			5	15		4	6	1	0					36
MALI	Bamako	6				17		3	8	0	0					34
MAURITANIA	Nouakchott	5				13		1	6	0	0					25
MAURITIUS, REPUBLIC OF	Port-Louis	4			1	15		1	4	0	0					25
MOZAMBIQUE	Maputo	6			4	15		4	11	0	0					40
NAMIBIA	Windhoek	3				7		1	2	2	0					15
NIGER	Niamey	6			2	18		2	7	0	0					35
NIGERIA	Abuja	8		2		26		3	5	0	0					44
RWANDA REPUBLIC	Kigali	6				15		1	5	1	0					28
SENEGAL	Dakar	6			3	23		8	6	0	1					47
SIERRA LEONE	Freetown	5			4	15		1	6	0	0					31
SOMALIA	Mogadishu	4				6		1	5	0	0					16
SOUTH AFRICA, REP.	Pretoria	7		2		20			10	1	0					40
SOUTH SUDAN	Juba	4				7		2	5	0	0					18
SUDAN	Khartoum	4			4	11		1	2	0	0					22
SWAZILAND	Mbabane	1				7		2	2	0	0					12
TANZANIA	Dar es Salaam	6			1	14		1	10	1	1					34
TOGO	Lome	4				12			4	1	0					21
UGANDA	Kampala	6			2	18		1	13	0	0					40
ZAMBIA	Lusaka	7				17		2	8	2	0					36
ZIMBABWE	Harare	5				13		5	2	0	0					25
Sub-total by category of staff		230	1	5	96	583	1	103	255	13	6	1	0	0	0	1294
Total		231			684			359		20			0			

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

Personnel in EU delegations on 01/04/2016
(information to be provided by EEAS by 15/04/2016)

**Personnel in EU Delegations in third countries
in place on 01/04/2016**

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
		<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF</i>	
AUSTRALIA	Canberra	2		3	1					0	0					6
FIDJI ISLANDS, REP. OF THE	Suva	5				21		2	7	0	0					35
INDONESIA	Jakarta	5		2	17			4		0	0					28
NEW ZEALAND	Wellington			1						0	0					1
PAPUA NEW GUINEA	Port Moresby	3		1		11			6	0	0					21
PHILIPPINES	Manila	4		2	13			9		0	0					28
SOLOMON ISLANDS	Honiara	1				3		1	1	0	0					6
Sub-total by category of staff		20	0	9	31	35	0	16	14	0	0	0	0	0	0	125
Total		20		75			30			0			0			125

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
		<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF</i>	<i>financed under heading 5</i>	<i>financed outside heading 5 *</i>	<i>financed by the EDF</i>	
CANADA	Ottawa	3		3				2		0	0					8
JAPAN	Tokyo	6	1	8	4			2		0	0					21
MEXICO	Mexico	3		2	4			4		0	0					13
UNITED STATES OF AMERICA	New York	4								3	0					7
UNITED STATES OF AMERICA	Washington	12	1	13	3					1	0					30
Sub-total by category of staff		28	2	26	11	0	0	8	0	4	0	0	0	0	0	79
Total		30		37			8			4			0			79

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

Personnel in EU delegations on 01/04/2016
(information to be provided by EEAS by 15/04/2016)

**Personnel in EU Delegations in third countries
in place on 01/04/2016**
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 ('Intérimaires')			Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	
BARBADOS	Bridgetown	7		1	1	13		2	10	0	0					34
COSTA RICA	San Jose	1		2	2					0	0					5
CUBA	Havane	1			3			4		0	0					8
DOMINICAN REPUBLIC	Santo Domingo	6		2	1	11		1	4	0	0					25
EL SALVADOR	San Salvador	1			8			2		0	0					11
GUATEMALA	Guatemala	3			11			4		0	0					18
HAITI	Port Prince	8			5	15		3	10	0	0					41
HONDURAS	Tegucigalpa	1			9			4		1	0					15
JAMAICA	Kingston	2			1	11		2	6	1	0					23
NICARAGUA	Managua	7			26			6		0	1					40
TRINIDAD AND TOBAGO	Port of Spain					5			2	0	0					7
Sub-total by category of staff		37	0	5	67	55	0	28	32	2	1	0	0	0	0	227
Total		37		127			60			3			0			227

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 ('Intérimaires')			Total
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	
ARGENTINA	Buenos Aires	2		3	2			1		0	0					8
BOLIVIA	La Paz	4			13			7		0	0					24
BRAZIL	Brasilia	8	1	2	17			9		0	0					37
CHILE	Santiago	1		2	2					0	0					5
COLOMBIA	Bogota	3		2	15			3		1	0					24
ECUADOR	Quito	1		1	6			2		0	0					10
GUYANA	Georgetown	4				14			3	0	0					21
PARAGUAY	Asuncion	4			8			3		0	0					15
PERU	Lima	5		2	13			3		0	0					23
URUGUAY	Montevideo	1		2	3					0	0					6
VENEZUELA	Caracas			1	2					0	0					3
Sub-total by category of staff		33	1	15	81	14	0	28	3	1	0	0	0	0	0	176
Total		34		110			31			1			0			176

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

Personnel in EU delegations on 01/04/2016
(information to be provided by EEAS by 15/04/2016)

**Personnel in EU Delegations in third countries
in place on 01/04/2016**

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
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	
AFGHANISTAN	Kaboul	8			37			12		0	0					57
BANGLADESH	Dhaka	6		1	23			11		0	0					41
BURMA/MYANMAR	Yangon	4			13			14		0	1					32
CAMBODIA	Phnom Penh	4			15			8		1	0					28
CHINA	Beijing	20	2	12	16		1	14		0	0					65
HONG-KONG	Hong-Kong	1		2						0	0					3
INDIA	New Delhi	10	1	3	26			5		0	0					45
IRAQ	Baghdad				4			1		0	0					5
KOREA	Seoul	2		2	2			3		1	0					10
LAOS	Vientiane	1			14			5		0	0					20
MALAYSIA	Kuala Lumpur	1		1	1					1	0					4
NEPAL	Katmandu	3			9			6		1	0					19
PAKISTAN	Islamabad	5		1	18			9		0	0					33
SAUDI ARABIA	Riyad	1		1						0	0					2
SINGAPORE	Singapore	1		2						0	0					3
SRI LANKA	Colombo	3			11			5		0	0					19
TAIWAN	TAIPEI	1		1						1	0					3
THAILAND	Bangkok	5		3	17		2	7		0	0					34
TIMOR-LESTE	Dili	3			3	5				0	0					16
UNITED ARAB EMIRAT	Abu Dhabi	1			1					0	0					2
VIETNAM	Hanoi	6		2	17			5		0	0					30
YEMEN	Sanaa				8			4		0	0					12
Sub-total by category of staff		86	3	31	235	5	3	109	5	5	1	0	0	0	0	483
Total		89			271			117		6			0			

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
		financed under heading 5	financed outside heading 5 *	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	financed under heading 5	financed outside heading 5 *	financed by the EDF	
ALGERIA	Algiers	4			18			9		0	0					31
EGYPT	Cairo	9		1	41			16		1	0					68
ISRAEL	Tel Aviv	3		2	11			1		0	0					17
JORDAN	Amman	4			19			17		0	1					41
LEBANON	Beyrouth	5			18			13		0	1					37
MOROCCO	Rabat	9		2	26			15		0	0					52
SYRIA	Damascus				8			9		0	0					17
TUNISIA	Tunis	7		2	17			14		1	0					41
WEST BANK AND GAZA STRIP	Jerusalem East	9			31			19		1	0					60
Sub-total by category of staff		50	0	7	189	0	0	113	0	3	2	0	0	0	0	364
Total		50			196			113		5			0			

* 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 01/04/2016
(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 (1) (2)	Total
DG Agriculture and Rural Development	12	4			16
DG Budget	9	3			12
Cabinets					
DG Climate Action	17				17
DG Communication	1	32	1		34
DG Communications Networks, Content and Technology	39	1			40
DG Competition	36				36
DG Economic and Financial Affairs	56	4			60
DG Education and Culture	19	8			27
DG Employment, Social Affairs and Inclusion	44	9			53
DG Energy	25	3			28
DG Environment	29	10			39
DG Financial Stability, Financial Services and Capital Markets Union	40	2			42
DG Health and Food Safety	47	1			48
DG Human Resources and Security	10	4	18		32
DG Humanitarian Aid and Civil Protection (ECHO)	23	6			29
DG Informatics	7				7
DG Internal Market and Services					
DG Internal Market, Industry, Entrepreneurship and SMEs	57	2			59
DG International Cooperation and Development	66	21			87
DG Interpretation		4			4
DG Justice and Consumers	25	7			32
DG Maritime Affairs and Fisheries	12	2			14
DG Migration and Home Affairs	21	3			24
DG Mobility and Transport	31	4			35
DG Neighbourhood and Enlargement Negotiations	22	8			30
DG Regional and Urban Policy	29	8			37
DG Research and Innovation	40	1			41
DG Taxation and Customs Union	47	2			49
DG Trade	24	7			31
DG Translation	7	3			10
European Anti-Fraud Office	15	5			20
European Personnel Selection Office	5	1			6
European Political Strategy Centre					
Eurostat	52	6			58
Internal Audit Service	1				1
Joint Research Centre	26	31		240	297
Legal Service	6	4			10
Office for Infrastructure and Logistics in Brussels		7	6		13
Office for Infrastructure and Logistics in Luxembourg		34	84		118
Office for the Administration and Payment of Individual Entitlements					
Publications Office		28			28
Secretariat general	13	2			15
Service for Foreign Policy Instruments	4	2			6
Several DGs				74	74
Total	917	279	109	314	1,619
<i>of which staff financed from earmarked revenues</i>	<i>10</i>	<i>11</i>	<i>35</i>	<i>89</i>	<i>145</i>
<i>of which staff financed from the EU budget</i>	<i>907</i>	<i>268</i>	<i>74</i>	<i>225</i>	<i>1,474</i>

(1) By way of exception, the appropriations for technical assistance of the global envelope is converted into an estimate of 74 FTE units of external personnel as these appropriations may be transferred to other sub-items of the budget line XX 010201.

(2) 240 persons benefit from a grant contract with the JRC.

2.4 Overview on recruitment

Complete details on the nationalities of staff occupying establishment plan posts as of 01/04/2016 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 1/04/2016

The following pages list by competition the candidates still available on **reserve lists as of 05/04/2016**.

Competition Name	Grade	Domain	Language	Extension	Laureates	Recruited	Not Available	Available
COM/AD/01-02/10 / Official / Food / AD6 / Nutritionists / FREE	AD6	Food			8	1	2	5
COM/AD/01-02/10 / Official / Research (biology, chemistry, physics, ...) / AD6 / Analytical Chemists / FREE	AD6	Research (biology, chemistry, physics, ...)			5	1	0	4
COM/AD/01-02/10 / Official / Research (biology, chemistry, physics, ...) / AD6 / Biochemists - DNA, RNA / protein analysis / FREE	AD6	Research (biology, chemistry, physics, ...)			6	3	1	2
COM/AD/01-02/10 / Official / Research (biology, chemistry, physics, ...) / AD6 / Chemists - organo-metallic chemistry, radiation detection, inorganic chemistry, coordination chemistry and/or surface and interface chemistry / FREE	AD6	Research (biology, chemistry, physics, ...)			9	3	0	6
COM/AD/01-02/10 / Official / Research (biology, chemistry, physics, ...) / AD6 / Microbiologists/Molecular Biologists / FREE	AD6	Research (biology, chemistry, physics, ...)			12	3	0	9
COM/AD/01-02/10 / Official / Research (biology, chemistry, physics, ...) / AD6 / Scientists - radiobiology, cellular/molecular biology/cytotoxicity by irradiation in human cells - radioprotection / health physics / FREE	AD6	Research (biology, chemistry, physics, ...)			5	3	0	2
COM/AD/01-02/10 / Official / Research (biology, chemistry, physics, ...) / AD6 / Toxicologists/Epidemiologists / FREE	AD6	Research (biology, chemistry, physics, ...)			9	2	0	7
COM/AD/01-02/10 / Official / Research (biology, chemistry, physics, ...) / AD7 / Analytical Chemists / FREE	AD7	Research (biology, chemistry, physics, ...)			2	1	0	1
COM/AD/01-02/10 / Official / Research (biology, chemistry, physics, ...) / AD7 / Chemists - organo-metallic chemistry, radiation detection, inorganic chemistry, coordination chemistry and/or surface and interface chemistry / FREE	AD7	Research (biology, chemistry, physics, ...)			2	0	0	2
COM/AD/01-02/10 / Official / Research (biology, chemistry, physics, ...) / AD7 / Microbiologists/Molecular Biologists / FREE	AD7	Research (biology, chemistry, physics, ...)			2	1	0	1
COM/AD/01-02/10 / Official / Research (biology, chemistry, physics, ...) / AD7 / Toxicologists/Epidemiologists / FREE	AD7	Research (biology, chemistry, physics, ...)			2	0	0	2
COM/AD/03-04/10 / Official / Engineering / AD6 / Research Administrators - Physics - Ceramic materials / FREE	AD6	Engineering			6	3	1	2
COM/AD/03-04/10 / Official / Research (biology, chemistry, physics, ...) / AD6 / Research Administrators - Physics - Condensed matter theory / FREE	AD6	Research (biology, chemistry, physics, ...)			7	1	0	6
COM/AD/03-04/10 / Official / Research (biology, chemistry, physics, ...) / AD6 / Research Administrators - Physics - Radio physicists / FREE	AD6	Research (biology, chemistry, physics, ...)			7	2	0	5
COM/AD/03-04/10 / Official / Research (biology, chemistry, physics, ...) / AD7 / Research Administrators - Physics - Condensed matter theory / FREE	AD7	Research (biology, chemistry, physics, ...)			2	0	0	2
COM/AD/03-04/10 / Official / Research (biology, chemistry, physics, ...) / AD7 / Research Administrators - Physics - Radio physicists / FREE	AD7	Research (biology, chemistry, physics, ...)			2	0	0	2
COM/AD/05-06/10 / Official / EU structural programs / AD6 / Research Administrators Structural Mechanics / FREE	AD6	EU structural programs			14	2	1	11
COM/AD/07-08/10 / Official / Economics and Statistics / AD6 / Research AD - Econometricians and Statistical Modelers / FREE	AD6	Economics and Statistics			7	2	1	4
COM/AD/07-08/10 / Official / Economics and Statistics / AD6 / Research AD - Economic Modelers / FREE	AD6	Economics and Statistics			11	10	1	0
COM/AD/07-08/10 / Official / Economics and Statistics / AD6 / Research AD - Economic Policy Analysts / FREE	AD6	Economics and Statistics			11	9	1	1
COM/AD/07-08/10 / Official / Economics and Statistics / AD6 / Research AD - Economics/Energy Market Analysts / FREE	AD6	Economics and Statistics			8	4	2	2
COM/AD/07-08/10 / Official / Economics and Statistics / AD7 / Research AD - Economic Modelers / FREE	AD7	Economics and Statistics			2	1	0	1
COM/AD/07-08/10 / Official / Economics and Statistics / AD7 / Research AD - Economic Policy Analysts / FREE	AD7	Economics and Statistics			2	1	0	1
COM/AD/07-08/10 / Official / Economics and Statistics / AD7 / Research AD - Economics/Energy Market Analysts / FREE	AD7	Economics and Statistics			2	1	1	0
COM/AD/07-08/10 / Official / Environment / AD6 / Research AD - Environmental Policy Analysts - Socio-Economists / FREE	AD6	Environment			14	5	3	6
COM/AD/07-08/10 / Official / Environment / AD6 / Research AD - Environmental Scientists for Integrated Assessment / FREE	AD6	Environment			10	6	0	4
COM/AD/07-08/10 / Official / Environment / AD7 / Environmental Scientists for Integrated Assessment / FREE	AD7	Environment			2	0	0	2
COM/AD/09-10/10 / Official / Geo spatial / AD6 / COM/AD/09-10/10 Research Administrators - Spatial Data Analysts / FREE	AD6	Geo spatial			13	8	2	3
COM/AD/09-10/10 / Official / Geo spatial / AD6 / Research Administrators - Geo-spatial Analysts (Remote sensing) / FREE	AD6	Geo spatial			11	2	0	9
COM/AD/09-10/10 / Official / Geo spatial / AD7 / Research Administrators - Geo-spatial Analysts (Remote sensing) / FREE	AD7	Geo spatial			3	1	0	2
COM/AD/11-12/10 / Official / Environment / AD6 / Research Administrators - Environmental Chemists and Biologists / FREE	AD6	Environment			9	2	0	7
COM/AD/11-12/10 / Official / Environment / AD6 / Research Administrators - Environmental Modellers / FREE	AD6	Environment			5	2	0	3
COM/AD/11-12/10 / Official / Environment / AD6 / Research Administrators - Environmental Risk Assessment / FREE	AD6	Environment			12	2	1	9
COM/AD/11-12/10 / Official / Environment / AD6 / Research Administrators - Nature Resource Scientists / FREE	AD6	Environment			7	1	1	5
COM/AD/11-12/10 / Official / Environment / AD7 / Research Administrators - Environmental Chemists and Biologists / FREE	AD7	Environment			2	0	0	2
COM/AD/11-12/10 / Official / Environment / AD7 / Research Administrators - Environmental Modellers / FREE	AD7	Environment			2	0	0	2
COM/AD/11-12/10 / Official / Environment / AD7 / Research Administrators - Environmental Risk Assessment / FREE	AD7	Environment			2	1	0	1
COM/AD/11-12/10 / Official / Environment / AD7 / Research Administrators - Nature Resource Scientists / FREE	AD7	Environment			2	1	0	1
COM/AD/13-14/10 / Official / Energy / AD6 / Research Administrators - Energy Systems Modelling/Security Specialists / FREE	AD6	Energy			7	5	1	1
COM/AD/13-14/10 / Official / Energy / AD6 / Research Administrators - Energy Technologists / FREE	AD6	Energy			8	3	0	5
COM/AD/13-14/10 / Official / Energy / AD7 / Research Administrators - Energy Systems Modelling and Security Specialists / FREE	AD7	Energy			2	1	1	0
COM/AD/13-14/10 / Official / Energy / AD7 / Research Administrators - Energy Technologists / FREE	AD7	Energy			3	2	0	1
COM/AD/13-14/10 / Official / Engineering / AD6 / Research Administrators - Engineers and Energy Safety Specialists / FREE	AD6	Engineering			10	6	1	3
COM/AD/13-14/10 / Official / Engineering / AD7 / Research Administrators - Material, Physical, Chemical Scientists and Structural Engineers / FREE	AD7	Engineering			2	1	0	1
COM/AD/15-16/10 / Official / Information and Communication Technology / AD6 / Research Administrators - Information Mining, Analysis and Web Technologies / FREE	AD6	Information and Communication Technology			9	3	2	4
COM/AD/15-16/10 / Official / Information and Communication Technology / AD6 / Research Administrators ICT - Information and Communication Technology Security / FREE	AD6	Information and Communication Technology			6	3	0	3
COM/AD/15-16/10 / Official / Information and Communication Technology / AD6 / Research Administrators ICT - Network Security / FREE	AD6	Information and Communication Technology			7	2	2	3
COM/AD/15-16/10 / Official / Information and Communication Technology / AD6 / Research Administrators ICT - Wireless Communications Technology / FREE	AD6	Information and Communication Technology			8	3	2	3
COM/AD/15-16/10 / Official / Information and Communication Technology / AD7 / Research Administrators ICT - Information and Communication Technology Security / FREE	AD7	Information and Communication Technology			1	0	0	1
COM/AD/15-16/10 / Official / Information and Communication Technology / AD7 / Research Administrators ICT - Information Mining, Analysis and Web Technologies / FREE	AD7	Information and Communication Technology			4	2	0	2
COM/AD/15-16/10 / Official / Information and Communication Technology / AD7 / Research Administrators ICT - Network Security / FREE	AD7	Information and Communication Technology			3	2	0	1
COM/INT/EU10/08/AD12 / Official / Management / AD12 / HEAD OF UNIT	AD12	Management			26	22	2	2
COM/INT/EU10/08/AD5 / Official / European Administration / AD5 / ADMINISTRATORS	AD5	European Administration			244	205	4	35
COM/INT/EU10/08/AD9 / Official / Management / AD9 / HEAD OF UNIT	AD9	Management			18	9	0	9
COM/INT/EU2/10/AD5 / Official / Economics and Statistics / AD5 / MICROECONOMICS/BUSINESS ADMIN	AD5	Economics and Statistics			9	7	0	2

Competition Name	Grade	Domain	Language	Extension	Laureates	Recruited	Not Available	Available
COM/INT/EU2/10/AD5 / Official / European Administration / AD5 / EUROPEAN PUBLIC ADMINISTRATION	AD5	European Administration			52	36	1	15
COM/INT/EU2/10/AD5 / Official / Information and Communication Technology / AD5 / INFORMATION TECHNOLOGY	AD5	Information and Communication Technology			11	10	0	1
COM/INT/EU2/10/AD5 / Official / Law / AD5	AD5	Law			11	9	1	1
COM/INT/EU2/10/AD9 / Official / Management / AD9 / Romanian / HEAD OF UNIT	AD9	Management	RO		8	4	3	1
COM/INT/EU27/09/AD12 / Official / Audit / AD12 / FINANCIAL MANAGEMENT / AUDIT	AD12	Audit			11	3	0	8
COM/INT/EU27/09/AD12 / Official / Development and foreign affairs / AD12 / EXTERNAL RELATIONS	AD12	Development and foreign affairs			12	3	0	9
COM/INT/EU27/09/AD12 / Official / European Administration / AD12 / EUR PUB ADM / HR	AD12	European Administration			12	5	0	7
COM/INT/EU27/09/AD12 / Official / Socioeconomics / AD12 / INTERNAL MARKET	AD12	Socioeconomics			12	5	0	7
COM/INT/EU27/09/AD9 / Official / European Administration / AD9	AD9	European Administration			22	2	2	18
COM/INT/OLAF/09/AD10 / Official / Audit / AD10 / (4422)	AD10	Audit			33	28	2	3
COM/INT/OLAF/09/AD8 / Official / Audit / AD8 / (4423)	AD8	Audit			10	8	0	2
EP/CAST/S/14/2015 / Contractual Agent / Security / GF / European Parliament only	GF	Security			628	6	0	622
EP/CAST/S/9/2014 / Contractual Agent / European Administration / GFIV / Parliamentary Research Administrator - EP ONLY	GFIV	European Administration			237	35	0	202
EPSO/A/12/04 / Official / Nuclear / AD5 / ADM. (A7/A6) INSPECT.RECH. NUCL. EUR15 (Commission) / FREE	AD5	Nuclear			107	64	9	34
EPSO/A/18/04 / Official / Audit / AD5 / ADM. (A7/A6) SEC ALIM.AUDIT INSP.EVAL. EUR15 (Commission) / FREE	AD5	Audit			78	44	4	30
EPSO/A/18/04 / Official / Health / AD5 / ADM. (A7/A6) SANTÉ PUBLIQUE EUR15 (Commission) / FREE	AD5	Health			96	53	8	35
EPSO/A/18/04 / Official / Health / AD5 / ADM. (A7/A6) SEC. ALIM. POLIT. LEGISL. EUR15 (Commission) / FREE	AD5	Health			100	77	4	19
EPSO/AD/102/07 - ECO / Official / Management / AD12 / Bulgarian / Chef d'unité (AD12) Economie EUR 2 BG / FREE	AD12	Management	BG		3	2	0	1
EPSO/AD/105/07 / Official / Management / AD12 / Bulgarian / Chef d'unité domaine traduction (AD12) BG / FREE	AD12	Management	BG		2	1	0	1
EPSO/AD/105/07 / Official / Management / AD9 / Bulgarian / Chef d'unité domaine traduction (AD9) BG / FREE	AD9	Management	BG		8	7	0	1
EPSO/AD/113/07 - CS / Official / Management / AD9 / Czech / Chef d'unité/Adm.Ling. (AD9) CZ / FREE	AD9	Management	CS		5	3	0	2
EPSO/AD/113/07 - EE / Official / Management / AD9 / Estonian / Chef d'unité/Adm.Ling. (AD9) EE / FREE	AD9	Management	EE		5	3	0	2
EPSO/AD/113/07 - HU / Official / Management / AD9 / Hungarian / Chef d'unité/Adm.Ling. (AD9) HU / FREE	AD9	Management	HU		6	3	1	2
EPSO/AD/113/07 - SK / Official / Management / AD9 / Slovak / Chef d'unité/Adm.Ling. (AD9) SK / FREE	AD9	Management	SK		5	2	1	2
EPSO/AD/114/07 - EE / Official / Management / AD12 / Estonian / Chef d'unité/Adm.Ling. (AD12) EE / FREE	AD12	Management	EE		4	2	0	2
EPSO/AD/114/07 - LV / Official / Management / AD12 / Latvian / Chef d'unité/Adm.Ling. (AD12) LV / FREE	AD12	Management	LV		2	1	0	1
EPSO/AD/116/08 / Official / Audit / AD5 / (AD8) Fraud prevention / FREE	AD5	Audit			33	29	0	4
EPSO/AD/117/08 / Official / Audit / AD11 / (AD11) Fraud prevention / FREE	AD11	Audit			21	20	0	1
EPSO/AD/118/08 / Official / Translation / AD5 / Czech / Option 1 Traducteurs (AD5) CZ / FREE	AD5	Translation	CS		16	13	1	2
EPSO/AD/118/08 / Official / Translation / AD5 / Czech / Option 2 Traducteurs (AD5) CZ / FREE	AD5	Translation	CS		19	12	1	6
EPSO/AD/119/08 / Official / Translation / AD5 / Lithuanian / Option 1 Traducteurs (AD5) LT / FREE	AD5	Translation	LT		22	17	2	3
EPSO/AD/119/08 / Official / Translation / AD5 / Lithuanian / Option 2 Traducteurs (AD5) LT / FREE	AD5	Translation	LT		11	9	0	2
EPSO/AD/123/08 / Official / Translation / AD5 / Slovenian / Option 1 Traducteurs (AD5) SI / FREE	AD5	Translation	SL		34	30	2	2
EPSO/AD/125/08 - AD9 / Official / Health / AD9 / Médecins (AD9) / FREE	AD9	Health			10	4	0	6
EPSO/AD/126/08 / Official / Audit / AD5 / Auditeurs (AD5) EUR27 / FREE	AD5	Audit			161	139	6	16
EPSO/AD/127/08 / Official / Nuclear / AD5 / ADM. (AD5) Inspection/ingénieries nucléaires EUR12 (Commission) / FREE	AD5	Nuclear			42	27	1	14
EPSO/AD/128/08 / Official / Nuclear / AD5 / ADM. (AD5) Installat.nucléaires/radioprotection EUR12 (Commission) / FREE	AD5	Nuclear			27	16	0	11
EPSO/AD/129/08 - CJ / Official / Lawyer Linguists / AD7 / Modern Greek / JUR.LING. (CJ) EL (AD7)	AD7	Lawyer Linguists	EL		7	6	0	1
EPSO/AD/129/08 - OT / Official / Lawyer Linguists / AD7 / Modern Greek / JURIST.LING. (PE/CONSEIL) EL (AD7) / FREE	AD7	Lawyer Linguists	EL		13	8	0	5
EPSO/AD/130/08 - CJ / Official / Lawyer Linguists / AD7 / Spanish / JURIST.LING. CJ ES (AD7)	AD7	Lawyer Linguists	ES		15	13	0	2
EPSO/AD/130/08 - OT / Official / Lawyer Linguists / AD7 / Spanish / JURIST.LING.(PE/CONSEIL) ES (AD7) / FREE	AD7	Lawyer Linguists	ES		14	6	0	8
EPSO/AD/131/08 / Official / Interpreters / AD5 / Hungarian / LING. ADMINISTRATORS (AD5) - Conference Interpreters HUN / FREE	AD5	Interpreters	HU		17	11	0	6
EPSO/AD/137/08 - CJ / Official / Lawyer Linguists / AD7 / Italian / LAWYER LINGUIST CJ (AD7) - IT	AD7	Lawyer Linguists	IT		13	11	0	2
EPSO/AD/138/08 - OT / Official / Lawyer Linguists / AD7 / Maltese / JURIST.LING. (PE/CONSEIL) MT (AD7) / FREE	AD7	Lawyer Linguists	MT		9	3	0	6
EPSO/AD/141/08 / Official / Security / AD5 / Administrators in the field of security (AD5) / EUR27 / FREE	AD5	Security			27	22	4	1
EPSO/AD/142/08 OPT1 / Official / Translation / AD5 / Spanish / Option 1 - LING. ADMINISTRATORS (AD5) TRANSLATION - ES / FREE	AD5	Translation	ES		17	14	0	3
EPSO/AD/142/08 OPT2 / Official / Translation / AD5 / Spanish / Option 2 - LING. ADMINISTRATORS (AD5) TRANSLATION - ES / FREE	AD5	Translation	ES		7	2	0	5
EPSO/AD/143/08-OPT1 / Official / Translation / AD5 / Portuguese / Option 1 - LING. ADMINISTRATORS (AD5) TRANSLATION - PT / FREE	AD5	Translation	PT		10	8	0	2
EPSO/AD/143/08-OPT2 / Official / Translation / AD5 / Portuguese / Option 2 - LING. ADMINISTRATORS (AD5) TRANSLATION - PT / FREE	AD5	Translation	PT		10	6	0	4
EPSO/AD/144/09 / Official / Health / AD5 / ADM (AD5) - PUBLIC HEALTH - EUR12 (Commission) / FREE	AD5	Health			36	22	0	14
EPSO/AD/145/09 / Official / Food / AD5 / ADM (AD 5) - FOOD SAFETY (policy/legislation) - EUR12 (Commission) / FREE	AD5	Food			22	13	2	7
EPSO/AD/146/09 / Official / Food / AD5 / ADM (AD 5) - FOOD SAFETY (audit/inspec/eval) - EUR12 (Commission) / FREE	AD5	Food			28	23	1	4
EPSO/AD/147/09-BG / Official / European Administration / AD5 / Bulgarian / (AD5) EUROPEAN PUBLIC ADMINISTRATION - BG / FREE	AD5	European Administration	BG		55	47	0	8
EPSO/AD/147/09-RO / Official / European Administration / AD5 / Romanian / ADM (AD5) EUROPEAN PUBLIC ADMINISTRATION - RO / FREE	AD5	European Administration	RO		118	94	2	22
EPSO/AD/148/09-BG / Official / Law / AD5 / Bulgarian / ADM (AD5) LAW - BG / FREE	AD5	Law	BG		41	37	1	3
EPSO/AD/148/09-RO / Official / Law / AD5 / Romanian / ADM (AD5) LAW - RO / FREE	AD5	Law	RO		86	64	3	19
EPSO/AD/149/09-BG / Official / Economics and Statistics / AD5 / Bulgarian / ADM (AD5) ECONOMICS - BG / FREE	AD5	Economics and Statistics	BG		20	17	0	3
EPSO/AD/149/09-RO / Official / Economics and Statistics / AD5 / Romanian / ADM (AD5) ECONOMICS - RO / FREE	AD5	Economics and Statistics	RO		28	21	0	7
EPSO/AD/150/09-BG / Official / Economics and Statistics / AD5 / Bulgarian / ADM (AD5) MICROECONOMICS/BUSINESS ADMINISTRATION - BG / FREE	AD5	Economics and Statistics	BG		21	13	0	8
EPSO/AD/150/09-RO / Official / Economics and Statistics / AD5 / Romanian / ADM (AD5) MICROECONOMICS/BUSINESS ADMINISTRATION - RO / FREE	AD5	Economics and Statistics	RO		40	27	0	13
EPSO/AD/151/09-RO / Official / Audit / AD5 / Romanian / ADM (AD5) AUDIT - RO / FREE	AD5	Audit	RO		28	21	0	7
EPSO/AD/161/09-CJ / Official / Lawyer Linguists / AD7 / Czech / LAWYER LINGUISTS CJ (AD7) CS	AD7	Lawyer Linguists	CS		7	4	0	3
EPSO/AD/161/09-OT / Official / Lawyer Linguists / AD7 / Czech / LAWYER LINGUISTS OT (AD7) CS / FREE	AD7	Lawyer Linguists	CS		11	3	0	8
EPSO/AD/162/09-OT / Official / Lawyer Linguists / AD7 / Latvian / LAWYER LINGUISTS OT (AD7) LV / FREE	AD7	Lawyer Linguists	LV		6	5	0	1
EPSO/AD/166/09 / Official / Translation / AD5 / Bulgarian / TRANSLATORS (AD5) - BG - Option 1 / FREE	AD5	Translation	BG		70	34	0	36
EPSO/AD/166/09 / Official / Translation / AD5 / Bulgarian / TRANSLATORS (AD5) - BG - Option 2 / FREE	AD5	Translation	BG		18	4	0	14
EPSO/AD/167/09 / Official / Translation / AD5 / Romanian / TRANSLATORS (AD5) - RO - Option 1 / FREE	AD5	Translation	RO		75	41	2	32
EPSO/AD/167/09 / Official / Translation / AD5 / Romanian / TRANSLATORS (AD5) - RO - Option 2 / FREE	AD5	Translation	RO		5	3	0	2

Competition Name	Grade	Domain	Language	Extension	Laureates	Recruited	Not Available	Available
EPSO/AD/168/09-CZ / Official / European Administration / AD5 / Czech / ADM (AD5) EUROPEAN PUBLIC ADMINISTRATION - CZ / FREE	AD5	European Administration	CS		11	6	1	4
EPSO/AD/168/09-PL / Official / European Administration / AD5 / Polish / ADM (AD5) EUROPEAN PUBLIC ADMINISTRATION - PL / FREE	AD5	European Administration	PL		27	18	2	7
EPSO/AD/169/09-CZ / Official / Law / AD5 / Czech / ADM (AD5) LAW - CZ / FREE	AD5	Law	CS		14	7	0	7
EPSO/AD/169/09-PL / Official / Law / AD5 / Polish / ADM (AD5) LAW - PL / FREE	AD5	Law	PL		49	36	0	13
EPSO/AD/170/09-CZ / Official / Economics and Statistics / AD5 / Czech / ADM (AD5) ECONOMICS - CZ / FREE	AD5	Economics and Statistics	CS		5	1	0	4
EPSO/AD/170/09-PL / Official / Economics and Statistics / AD5 / Polish / ADM (AD5) ECONOMICS - PL / FREE	AD5	Economics and Statistics	PL		28	19	0	9
EPSO/AD/171/09-CZ / Official / Economics and Statistics / AD5 / Czech / ADM (AD5) MICROECONOMICS / BUSINESS ADMINISTRATION - CZ / FREE	AD5	Economics and Statistics	CS		3	2	0	1
EPSO/AD/171/09-PL / Official / Economics and Statistics / AD5 / Polish / ADM (AD5) MICROECONOMICS / BUSINESS ADMINISTRATION - PL / FREE	AD5	Economics and Statistics	PL		18	9	0	9
EPSO/AD/172/09-CZ / Official / Audit / AD5 / Czech / ADM (AD5) AUDIT - CZ / FREE	AD5	Audit	CS		11	9	0	2
EPSO/AD/172/09-PL / Official / Audit / AD5 / Polish / ADM (AD5) AUDIT - PL / FREE	AD5	Audit	PL		21	15	0	6
EPSO/AD/174/09-AD 7 / Official / Interpreters / AD7 / Polish / CONFERENCE INTERPRETERS (AD7) EUR27 - PL	AD7	Interpreters	PL		21	20	0	1
EPSO/AD/174/09-AD5 / Official / Interpreters / AD5 / Polish / CONFERENCE INTERPRETERS (AD5) EUR27 - PL	AD5	Interpreters	PL		19	14	0	5
EPSO/AD/175/09-AD 5 / Official / Interpreters / AD5 / Modern Greek / CONFERENCE INTERPRETERS (AD5) EUR27 - EL	AD5	Interpreters	EL		3	2	0	1
EPSO/AD/177/10 - AUDIT2013 / Official / Audit / AD5 / Administrators (AD5) - AUDIT 2013 / FREE	AD5	Audit			48	45	0	3
EPSO/AD/177/10 - ECO2013 / Official / Economics and Statistics / AD5 / Administrators (AD5) - ECONOMICS 2013 / FREE	AD5	Economics and Statistics			36	23	0	13
EPSO/AD/177/10 - EPA2013 / Official / European Administration / AD5 / Administrators (AD5) - EPA 2013 / FREE	AD5	European Administration			113	87	0	26
EPSO/AD/177/10 - ICT2013 / Official / Information and Communication Technology / AD5 / Administrators (AD5) - ICT 2013 / FREE	AD5	Information and Communication Technology			73	56	0	17
EPSO/AD/177/10 - LAW2013 / Official / Law / AD5 / Administrators (AD5) - LAW 2013 / FREE	AD5	Law			34	31	0	3
EPSO/AD/178/10 - LIBINFO2013 / Official / Culture / AD5 / Administrators (AD5) Librarianship/Information Science (Re-run 2013)	AD5	Culture			8	3	0	5
EPSO/AD/178/10 / Official / Culture / AD5 / Administrators (AD5) Librarianship/Information Science / FREE	AD5	Culture			21	17	0	4
EPSO/AD/179/10 - AUDIOV2013 / Official / Audiovisual / AD5 / AUDIOV2013 Administrators - AD5	AD5	Audiovisual			9	5	0	4
EPSO/AD/180/10 / Official / Information and Communication Technology / AD7 / Information systems security (AD7) (INFOSEC) / FREE	AD7	Information and Communication Technology			16	13	0	3
EPSO/AD/181/10 / Official / Law / AD8 / Administrators (AD8) Competition Law (Commission) / FREE	AD8	Law			14	13	0	1
EPSO/AD/183/10 / Official / Translation / AD5 / Danish / TRANSLATORS (AD5) DA - Option 1 / FREE	AD5	Translation	DA		33	29	0	4
EPSO/AD/183/10 / Official / Translation / AD5 / Danish / TRANSLATORS (AD5) DA - Option 2 / FREE	AD5	Translation	DA		7	6	0	1
EPSO/AD/184/10 / Official / Translation / AD5 / German / TRANSLATORS (AD5) DE - Option 2 / FREE	AD5	Translation	DE		9	4	0	5
EPSO/AD/184/10 / Official / Translation / AD5 / German / TRANSLATORS DE - Option 1 / FREE	AD5	Translation	DE		24	19	0	5
EPSO/AD/185/10 / Official / Translation / AD5 / English / TRANSLATORS (AD5) EN - Option 1 / FREE	AD5	Translation	EN		21	13	0	8
EPSO/AD/185/10 / Official / Translation / AD5 / English / TRANSLATORS (AD5) EN - Option 2 / FREE	AD5	Translation	EN		20	16	0	4
EPSO/AD/186/10 / Official / Translation / AD5 / French / TRANSLATORS (AD5) FR - Option 1 / FREE	AD5	Translation	FR		10	7	1	2
EPSO/AD/186/10 / Official / Translation / AD5 / French / TRANSLATORS (AD5) FR - Option 2 / FREE	AD5	Translation	FR		15	11	0	4
EPSO/AD/187/10 / Official / Translation / AD5 / Slovenian / TRANSLATORS (AD5) SL - Option 1 / FREE	AD5	Translation	SL		34	30	0	4
EPSO/AD/188/10-BG / Official / Interpreters / AD5 / Bulgarian / CONFERENCE INTERPRETERS (AD5) for BG - Option 2 / FREE	AD5	Interpreters	BG		9	7	0	2
EPSO/AD/190/10-LT / Official / Management / AD9 / Lithuanian / Heads of Unit - TRANSLATION (AD9) LT / FREE	AD9	Management	LT		6	2	0	4
EPSO/AD/190/10-LV / Official / Management / AD9 / Latvian / Heads of Unit - TRANSLATION (AD9) LV / FREE	AD9	Management	LV		9	2	0	7
EPSO/AD/190/10-SL / Official / Management / AD9 / Slovenian / Heads of Unit - TRANSLATION (AD9) SL / FREE	AD9	Management	SL		7	3	0	4
EPSO/AD/191/10-LT / Official / Management / AD12 / Lithuanian / Heads of Unit/Heads of Department - TRANSLATION (AD12) LT (Parliament) / FREE	AD12	Management	LT		1	0	0	1
EPSO/AD/191/10-SK / Official / Management / AD12 / Slovak / Heads of Unit/Heads of Department - TRANSLATION (AD12) SK (Commission) / FREE	AD12	Management	SK		2	1	0	1
EPSO/AD/194/10 - CJ / Official / Lawyer Linguists / AD7 / English / (AD7) - CJ - EN	AD7	Lawyer Linguists	EN		8	5	0	3
EPSO/AD/195/10 - CJ / Official / Lawyer Linguists / AD7 / Lithuanian / (AD7) - CJ - LT	AD7	Lawyer Linguists	LT		9	6	0	3
EPSO/AD/195/10 - OT / Official / Lawyer Linguists / AD7 / Lithuanian / (AD7) - OT - LT	AD7	Lawyer Linguists	LT		2	0	0	2
EPSO/AD/197/10 - CJ / Official / Lawyer Linguists / AD7 / Romanian / (AD7) - CJ - RO	AD7	Lawyer Linguists	RO		10	7	0	3
EPSO/AD/198/10 / Official / European Administration / AD9 / Romanian / Heads of Unit - EPA - (AD9) RO (Commission) / FREE	AD9	European Administration	RO		8	5	0	3
EPSO/AD/198/10 / Official / Management / AD9 / Romanian / Heads of Unit - ECO - (AD9) RO (Commission) / FREE	AD9	Management	RO		8	6	0	2
EPSO/AD/199/10 / Official / European Administration / AD12 / Romanian / Heads of Unit - EPA - (AD12) RO (Commission) / FREE	AD12	European Administration	RO		5	3	0	2
EPSO/AD/199/10 / Official / Management / AD12 / Romanian / Heads of Unit - ECO - (AD12) RO (Commission) / FREE	AD12	Management	RO		6	3	0	3
EPSO/AD/201/10 / Official / Law / AD5 / Spanish / (AD5) qualified in Spanish law (Court of Justice)	AD5	Law	ES		3	1	0	2
EPSO/AD/203/10 / Official / Law / AD5 / Dutch / LAWYERS (AD5) qualified with Dutch legal training (Court of Justice)	AD5	Law	NL		5	4	0	1
EPSO/AD/204/10 / Official / EU structural programs / AD6 / Administrators (AD6) Management of Structural Funds/Cohesion Fund (Commission) / FREE	AD6	EU structural programs			40	36	0	4
EPSO/AD/206-207/11 - AD5/AD7 / Official / Audit / AD5 / Administrators (AD5) AUDIT / FREE	AD5	Audit			38	32	1	5
EPSO/AD/206-207/11 - AD5/AD7 / Official / Audit / AD7 / Administrators (AD7) AUDIT / FREE	AD7	Audit			18	17	0	1
EPSO/AD/206-207/11 - AD5/AD7 / Official / Economics and Statistics / AD5 / Administrators (AD5) ECONOMICS / FREE	AD5	Economics and Statistics			25	20	0	5
EPSO/AD/206-207/11 - AD5/AD7 / Official / Economics and Statistics / AD5 / Administrators (AD5) STATISTICS / FREE	AD5	Economics and Statistics			36	34	0	2
EPSO/AD/206-207/11 - AD5/AD7 / Official / Economics and Statistics / AD7 / Administrators (AD7) ECONOMICS / FREE	AD7	Economics and Statistics			13	11	0	2
EPSO/AD/206-207/11 - AD5/AD7 / Official / Economics and Statistics / AD7 / Administrators (AD7) STATISTICS (Commission) / FREE	AD7	Economics and Statistics			14	11	2	1
EPSO/AD/206-207/11 - AD5/AD7 / Official / European Administration / AD5 / Administrators (AD5) EUROPEAN PUBLIC ADMINISTRATION / FREE	AD5	European Administration			43	32	0	11
EPSO/AD/206-207/11 - AD5/AD7 / Official / European Administration / AD7 / Administrators (AD7) EUROPEAN PUBLIC ADMINISTRATION / FREE	AD7	European Administration			25	23	0	2
EPSO/AD/206-207/11 - AD5/AD7 / Official / Finance / AD5 / Administrators (AD5) FINANCE/ACCOUNTING / FREE	AD5	Finance			30	23	0	7
EPSO/AD/206-207/11 - AD5/AD7 / Official / Finance / AD7 / Administrators (AD7) FINANCE/ACCOUNTING / FREE	AD7	Finance			16	10	0	6
EPSO/AD/206-207/11 - AD5/AD7 / Official / Law / AD5 / Administrators (AD5) LAW / FREE	AD5	Law			14	12	0	2
EPSO/AD/208/11 - CJ / Official / Lawyer Linguists / AD7 / Bulgarian / BG - CJ	AD7	Lawyer Linguists	BG		6	5	0	1
EPSO/AD/208/11 - PE/Cons / Official / Lawyer Linguists / AD7 / Bulgarian / BG - OT (Parliament/Council)	AD7	Lawyer Linguists	BG		5	1	0	4
EPSO/AD/209/11 - CJ / Official / Lawyer Linguists / AD7 / Estonian / EE (Court of Justice)	AD7	Lawyer Linguists	EE		3	0	0	3
EPSO/AD/209/11 - PE/Cons / Official / Lawyer Linguists / AD7 / Estonian / (AD7) - EE (Parliament/Council)	AD7	Lawyer Linguists	EE		5	3	0	2
EPSO/AD/210/11 - CJ / Official / Lawyer Linguists / AD7 / Hungarian / (AD7) HU (Court of Justice)	AD7	Lawyer Linguists	HU		14	2	0	12
EPSO/AD/210/11 - PE/Cons / Official / Lawyer Linguists / AD7 / Hungarian / AD7	AD7	Lawyer Linguists	HU		8	3	0	5
EPSO/AD/211/11 - CJ / Official / Lawyer Linguists / AD7 / Maltese / (AD7) MT (Court of Justice)	AD7	Lawyer Linguists	MT		7	6	0	1
EPSO/AD/212/11 - CJ / Official / Lawyer Linguists / AD7 / Polish / (PL)	AD7	Lawyer Linguists	PL		12	4	0	8
EPSO/AD/212/11 - PE/Cons / Official / Lawyer Linguists / AD7 / Polish / (PL)	AD7	Lawyer Linguists	PL		7	3	0	4
EPSO/AD/213/11 - PE/Cons BIS / Official / Lawyer Linguists / AD7 / Slovenian / (SL)	AD7	Lawyer Linguists	SL		6	5	0	1
EPSO/AD/214/11 - CJ / Official / Lawyer Linguists / AD7 / Swedish / (SV)	AD7	Lawyer Linguists	SV		3	1	0	2
EPSO/AD/214/11 - PE/Cons / Official / Lawyer Linguists / AD7 / Swedish / (SV) / (AD7) / FREE	AD7	Lawyer Linguists	SV		5	4	0	1

Competition Name	Grade	Domain	Language	Extension	Laureates	Recruited	Not Available	Available
EPSO/AD/215/11 / Official / Communication / AD5 / Dutch / Administrators NL (AD 5) / (Parliament) / FREE	AD5	Communication	NL		6	4	1	1
EPSO/AD/215/11 / Official / Communication / AD5 / English / Administrators EN (AD 5) / FREE	AD5	Communication	EN		15	12	1	2
EPSO/AD/215/11 / Official / Communication / AD5 / Estonian / Administrators ET (AD 5) / (Parliament) / FREE	AD5	Communication	EE		3	2	0	1
EPSO/AD/215/11 / Official / Communication / AD5 / French / Administrators FR (AD 5) / FREE	AD5	Communication	FR		10	8	0	2
EPSO/AD/215/11 / Official / Communication / AD5 / Polish / Administrators PL (AD 5) / (Parliament) / FREE	AD5	Communication	PL		6	5	0	1
EPSO/AD/215/11 / Official / Communication / AD5 / Slovak / Administrators SK (AD 5) / (Parliament) / FREE	AD5	Communication	SK		5	4	0	1
EPSO/AD/215/11 / Official / Communication / AD5 / Spanish / Administrators ES (AD 5) / (Parliament) / FREE	AD5	Communication	ES		8	7	0	1
EPSO/AD/215/11 / Official / Communication / AD5 / Swedish / Administrators SV (AD 5) / (Parliament) / FREE	AD5	Communication	SV		6	5	0	1
EPSO/AD/216/11 / Official / Translation / AD5 / Czech / Translators (AD5) CZ - Option 1 / FREE	AD5	Translation	CS		11	4	0	7
EPSO/AD/217/11 / Official / Translation / AD5 / Hungarian / Translators (AD5) HU - Option 1 / FREE	AD5	Translation	HU		12	11	0	1
EPSO/AD/217/11 / Official / Translation / AD5 / Hungarian / Translators (AD5) HU - Option 2 / FREE	AD5	Translation	HU		11	8	0	3
EPSO/AD/218/11 / Official / Translation / AD5 / Lithuanian / Translators (AD5) LT - Option 1 / FREE	AD5	Translation	LT		16	13	0	3
EPSO/AD/218/11 / Official / Translation / AD5 / Lithuanian / TRANSLATORS (AD5) LT - Option 2 (Commission)	AD5	Translation	LT		8	6	0	2
EPSO/AD/219/11 / Official / Translation / AD5 / Maltese / Translators (AD5) MT - Option 2 / FREE	AD5	Translation	MT		14	11	1	2
EPSO/AD/220/11 / Official / Translation / AD5 / Polish / Translators (AD5) PL - Option 1 / FREE	AD5	Translation	PL		19	10	0	9
EPSO/AD/220/11 / Official / Translation / AD5 / Polish / Translators (AD5) PL - Option 2 (Committees) / FREE	AD5	Translation	PL		2	1	0	1
EPSO/AD/221/11 / Official / Translation / AD5 / Slovak / Translators (AD5) SK - Option 1 / FREE	AD5	Translation	SK		17	12	0	5
EPSO/AD/221/11 / Official / Translation / AD5 / Slovak / Translators (AD5) SK - Option 2 / FREE	AD5	Translation	SK		2	1	0	1
EPSO/AD/223/11 - AD5 / Official / Interpreters / AD5 / Latvian / Conference Interpreters (AD5) LV - Option 2 / FREE	AD5	Interpreters	LV		4	1	1	2
EPSO/AD/224/11 - AD5 / Official / Interpreters / AD5 / Maltese / Conference Interpreters (AD5) MT - Option 1 / FREE	AD5	Interpreters	MT		1	0	0	1
EPSO/AD/225/11 - AD7 / Official / Interpreters / AD7 / Swedish / Conference Interpreters (AD7) SV - Option 1 / FREE	AD7	Interpreters	SV		3	2	0	1
EPSO/AD/226/11 - AD7 / Official / Interpreters / AD7 / Spanish / Conference Interpreters (AD7) ES - Option 1 / FREE	AD7	Interpreters	ES		9	6	0	3
EPSO/AD/226/11 - AD7 / Official / Interpreters / AD7 / Spanish / Conference Interpreters (AD7) ES - Option 2 / FREE	AD7	Interpreters	ES		2	0	0	2
EPSO/AD/227/11 / Official / Culture / AD6 / Czech / Administrators (AD6) ARCHIVISTICS	AD6	Culture	CS		13	10	0	3
EPSO/AD/228/11 / Official / Information and Communication Technology / AD7 / Information and Communication Technologies (ICT) (AD 7) - Infrastructure IT and services / FREE	AD7	Information and Communication Technology			34	26	2	6
EPSO/AD/228/11 / Official / Information and Communication Technology / AD7 / Information and Communication Technologies (ICT) (AD 7) - Telecommunications infrastructure and services / FREE	AD7	Information and Communication Technology			19	18	0	1
EPSO/AD/228/11 / Official / Information and Communication Technology / AD7 / Information and Communication Technologies (ICT) (AD 7) Information systems / FREE	AD7	Information and Communication Technology			22	21	0	1
EPSO/AD/229/11 / Official / Development and foreign affairs / AD7 / Cooperation and Management of Aid to Non-Member Countries (AD 7) (Commission) / FREE	AD7	Development and foreign affairs			52	48	0	4
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) / Official / Audit / AD5 / /FREE/Audit AD5	AD5	Audit			22	18	2	2
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) / Official / Communication / AD5 / NO YELLOW FLAGS / FREE/Communication AD5	AD5	Communication			28	21	1	6
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) / Official / Communication / AD7 / NO YELLOW FLAGS / FREE/Communication AD7	AD7	Communication			12	10	0	2
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) / Official / Development and foreign affairs / AD5 / NO YELLOW FLAGS / FREE/External Relations AD5	AD5	Development and foreign affairs			24	11	0	13
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) / Official / Development and foreign affairs / AD7 / NO YELLOW FLAGS / FREE/External Relations AD7	AD7	Development and foreign affairs			8	6	0	2
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) / Official / European Administration / AD5 / NO YELLOW FLAGS / FREE/EPA AD5	AD5	European Administration			52	45	0	7
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) / Official / European Administration / AD7 / NO YELLOW FLAGS / FREE/EPA AD7	AD7	European Administration			33	29	1	3
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) / Official / Law / AD5 / NO YELLOW FLAGS / FREE/Law AD5	AD5	Law			36	28	0	8
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) / Official / Law / AD7 / NO YELLOW FLAGS / FREE/Law AD7	AD7	Law			14	11	0	3
EPSO/AD/232/12 / Official / Translation / AD12 / Bulgarian / Head of Unit (AD 12) with Bulgarian as their main language	AD12	Translation	BG		2	0	0	2
EPSO/AD/233/12 (AD5) / Official / Translation / AD5 / Croatian / EPSO/AD/233/12 TRANSLATORS (AD5) Option 2 - HR - FREE	AD5	Translation	HR		25	20	0	5
EPSO/AD/233/12 (AD5) / Official / Translation / AD5 / Croatian / Translators (AD5) Option 1 - HR / FREE	AD5	Translation	HR		45	35	2	8
EPSO/AD/235/12 / Official / Lawyer Linguists / AD7 / Croatian / (AD7) - OT - HR (Parliament/Council)	AD7	Lawyer Linguists	HR		14	9	0	5
EPSO/AD/236/12 (AD5) / Official / Interpreters / AD5 / Danish / Conference Interpreters (AD5) Option 1 / FREE	AD5	Interpreters	DA		2	0	0	2
EPSO/AD/236/12 (AD7) / Official / Interpreters / AD7 / Danish / Conference Interpreters (AD7) Option 1 / FREE	AD7	Interpreters	DA		1	0	0	1
EPSO/AD/237/12 (AD5) / Official / Interpreters / AD5 / German / Conference Interpreters (AD5) Option 1 / FREE	AD5	Interpreters	DE		6	5	0	1
EPSO/AD/237/12 (AD7) / Official / Interpreters / AD7 / German / Conference Interpreters (AD7) Option 2 / FREE	AD7	Interpreters	DE		8	7	0	1
EPSO/AD/238/12 (AD7) / Official / Interpreters / AD7 / English / Conference Interpreters (AD7) Option 1 / FREE	AD7	Interpreters	EN		5	4	0	1
EPSO/AD/239/12 (AD5) / Official / Interpreters / AD5 / Slovak / Conference Interpreters (AD5) Option 1 / FREE	AD5	Interpreters	SK		3	2	0	1
EPSO/AD/240/12 / Official / Translation / AD5 / Estonian / Translators (AD5) Option 1 / FREE	AD5	Translation	EE		28	13	0	15
EPSO/AD/240/12 / Official / Translation / AD5 / Estonian / Translators (AD5) Option 2 / FREE	AD5	Translation	EE		11	4	0	7
EPSO/AD/241/12 / Official / Translation / AD5 / Irish / Translators (AD5) Option 1 / FREE	AD5	Translation	GA		7	6	0	1
EPSO/AD/242/12 / Official / Translation / AD5 / Latvian / Translators (AD5) Option 1 / FREE	AD5	Translation	LV		18	17	0	1
EPSO/AD/242/12 / Official / Translation / AD5 / Latvian / Translators (AD5) Option 2 / FREE	AD5	Translation	LV		4	2	0	2
EPSO/AD/243/12 / Official / Translation / AD5 / Portuguese / Translators (AD5) Option 1 / FREE	AD5	Translation	PT		18	16	0	2
EPSO/AD/244/12 / Official / European Administration / AD5 / Croatian / Administrators (AD 5) / FREE	AD5	European Administration	HR		124	88	1	35
EPSO/AD/245-246/12 / Official / Translation / AD12 / Croatian / Head of Unit (AD 12) in the field of translation / FREE	AD12	Translation	HR		4	3	0	1
EPSO/AD/245-246/12 / Official / Translation / AD9 / Croatian / Head of Unit (AD 9) in the field of translation / FREE	AD9	Translation	HR		15	6	0	9
EPSO/AD/247/12 / Official / Management / AD12 / Head of unit (AD12) - JRC, Karlsruhe (Commission)	AD12	Management			3	2	0	1
EPSO/AD/248/13 / Official / Engineering / AD6 / Administrators (AD 6) Ingénierie en Technique Spéciales du Bâtiment	AD6	Engineering			21	13	0	8
EPSO/AD/248/13 / Official / Security / AD6 / Administrators (AD 6) Sécurité des Bâtiments	AD6	Security			11	8	0	3
EPSO/AD/249/13 / Official / Economics and Statistics / AD7 / Administrators Macroeconomics (AD7)	AD7	Economics and Statistics			41	35	0	6
EPSO/AD/249/13 / Official / Finance / AD7 / Administrators Financial Economics (AD7)	AD7	Finance			28	24	0	4
EPSO/AD/250/13 / Official / Food / AD6 / Administrators Food safety-Policy and legislation (AD6) (Commission) / FREE	AD6	Food			28	26	0	2
EPSO/AD/251/13 / Official / Food / AD7 / Administrators Food safety-Audit, Inspection and Evaluation (AD7) (Commission) / FREE	AD7	Food			15	10	0	5
EPSO/AD/252-253/13 / Official / Economics and Statistics / AD12 / Croatian / Heads of Unit - Economics (Commission)	AD12	Economics and Statistics	HR		5	1	0	4
EPSO/AD/252-253/13 / Official / Economics and Statistics / AD9 / Croatian / Heads of Unit (AD9) - Economics (Commission)	AD9	Economics and Statistics	HR		2	0	0	2

Competition Name	Grade	Domain	Language	Extension	Laureates	Recruited	Not Available	Available
EPSO/AD/252-253/13 / Official / European Administration / AD12 / Croatian / Heads of Unit (AD12) - EPA (Commission)	AD12	European Administration	HR		7	1	0	6
EPSO/AD/252-253/13 / Official / European Administration / AD9 / Croatian / Heads of Unit (AD9) - EPA (Commission)	AD9	European Administration	HR		3	1	0	2
EPSO/AD/252-253/13 / Official / Law / AD12 / Croatian / Heads of Unit (AD12) - Law (Commission)	AD12	Law	HR		1	0	0	1
EPSO/AD/254/13 / Official / Management / AD12 / Heads of unit JRC (AD12) (Commission) / FREE	AD12	Management			3	1	0	2
EPSO/AD/255/13 / Official / Translation / AD5 / Croatian / Translators (AD5) - Option 1 / FREE	AD5	Translation	HR		49	43	0	6
EPSO/AD/255/13 / Official / Translation / AD5 / Croatian / Translators (AD5) - Option 2 / FREE	AD5	Translation	HR		34	29	0	5
EPSO/AD/257/13 - AD5 / Official / Interpreters / AD5 / French / Conference Interpreters - French language (AD5) / FREE	AD5	Interpreters	FR		3	2	0	1
EPSO/AD/260/13 - AD5 / Official / Translation / AD5 / Danish / Danish-language translators - Option 1	AD5	Translation	DA		14	11	0	3
EPSO/AD/260/13 - AD5 / Official / Translation / AD5 / Danish / Danish-language translators - Option 2	AD5	Translation	DA		10	9	0	1
EPSO/AD/261/13 - AD5 / Official / Translation / AD5 / English / translators - Option 1 / FREE	AD5	Translation	EN		9	5	0	4
EPSO/AD/261/13 - AD5 / Official / Translation / AD5 / English / translators - Option 2 / FREE	AD5	Translation	EN		40	22	3	15
EPSO/AD/262/13 - AD5 / Official / Translation / AD5 / French / translators - Option 1 / FREE	AD5	Translation	FR		9	6	1	2
EPSO/AD/262/13 - AD5 / Official / Translation / AD5 / French / translators - Option 2 / FREE	AD5	Translation	FR		14	7	0	7
EPSO/AD/263/13 - AD5 / Official / Translation / AD5 / Italian / translators - Option 1	AD5	Translation	IT		31	24	0	7
EPSO/AD/263/13 - AD5 / Official / Translation / AD5 / Italian / translators - Option 2	AD5	Translation	IT		6	3	0	3
EPSO/AD/264/13 - AD5 / Official / Translation / AD5 / Maltese / translators - Option 2	AD5	Translation	MT		20	19	0	1
EPSO/AD/265/13 - AD5 / Official / Translation / AD5 / Dutch / translators - Option 1	AD5	Translation	NL		22	13	0	9
EPSO/AD/265/13 - AD5 / Official / Translation / AD5 / Dutch / translators - Option 2	AD5	Translation	NL		16	9	0	7
EPSO/AD/266/13 - AD5 / Official / Translation / AD5 / Slovenian / translators - Option 1 FREE	AD5	Translation	SL		14	8	0	6
EPSO/AD/266/13 - AD5 / Official / Translation / AD5 / Slovenian / translators - Option 2 FREE	AD5	Translation	SL		4	1	0	3
EPSO/AD/267/13 / Official / Lawyer Linguists / AD7 / German / (AD7) CJ	AD7	Lawyer Linguists	DE		15	9	0	6
EPSO/AD/268/13 / Official / Lawyer Linguists / AD7 / Latvian / (AD7) CJ	AD7	Lawyer Linguists	LV		2	1	0	1
EPSO/AD/269/13 / Official / Lawyer Linguists / AD7 / Dutch / (AD7) CJ	AD7	Lawyer Linguists	NL		8	6	0	2
EPSO/AD/270/13 / Official / Lawyer Linguists / AD7 / Portuguese / (AD7) CJ	AD7	Lawyer Linguists	PT		16	8	0	8
EPSO/AD/271/13 - DA / Official / Lawyer Linguists / AD7 / Danish / (AD7) EP/Council	AD7	Lawyer Linguists	DA		3	1	0	2
EPSO/AD/272/13 - DE / Official / Lawyer Linguists / AD7 / German / (AD7) EP/Council	AD7	Lawyer Linguists	DE		13	5	0	8
EPSO/AD/273/13 - EN / Official / Lawyer Linguists / AD7 / English / (AD7) EP/Council	AD7	Lawyer Linguists	EN		10	4	0	6
EPSO/AD/275/13 - NL / Official / Lawyer Linguists / AD7 / Dutch / (AD7) EP/Council	AD7	Lawyer Linguists	NL		12	2	0	10
EPSO/AD/276/14 / Official / European Administration / AD5 / Administrators (AD5) / FREE	AD5	European Administration			146	88	1	57
EPSO/AD/277/14 / Official / Audit / AD5 / Administrators (AD5) FREE	AD5	Audit			39	16	0	23
EPSO/AD/278/14 bis / Official / Audit / AD7 / Administrators (AD7) Digital Forensics	AD7	Audit			14	3	0	11
EPSO/AD/278/14 bis / Official / Audit / AD7 / Administrators (AD7) Operational Analysis	AD7	Audit			17	11	0	6
EPSO/AD/279/14 / Official / Lawyer Linguists / AD7 / Danish / (AD7) CJ	AD7	Lawyer Linguists	DA		5	2	0	3
EPSO/AD/280/14 / Official / Lawyer Linguists / AD7 / Finnish / (AD7) CJ	AD7	Lawyer Linguists	FI		6	0	0	6
EPSO/AD/281/14 / Official / Lawyer Linguists / AD7 / Slovak / (AD7) CJ	AD7	Lawyer Linguists	SK		14	1	0	13
EPSO/AD/282/14 / Official / Lawyer Linguists / AD7 / Slovenian / (AD7) CJ	AD7	Lawyer Linguists	SL		10	0	0	10
EPSO/AD/283/14 / Official / Lawyer Linguists / AD7 / Swedish / (AD7) CJ	AD7	Lawyer Linguists	SV		3	0	0	3
EPSO/AD/284/14 / Official / Translation / AD5 / German / translators (AD5) - Option 1	AD5	Translation	DE		41	17	1	23
EPSO/AD/284/14 / Official / Translation / AD5 / German / translators (AD5) - Option 2	AD5	Translation	DE		14	6	0	8
EPSO/AD/285/14 / Official / Translation / AD5 / Modern Greek / Greek-language translators (AD5) - Option 1	AD5	Translation	EL		52	13	0	39
EPSO/AD/285/14 / Official / Translation / AD5 / Modern Greek / Greek-language translators (AD5) - Option 2	AD5	Translation	EL		9	0	0	9
EPSO/AD/286/14 / Official / Translation / AD5 / Spanish / translators (AD5) - Option 1	AD5	Translation	ES		44	7	0	37
EPSO/AD/286/14 / Official / Translation / AD5 / Spanish / translators (AD5) - Option 2	AD5	Translation	ES		4	0	0	4
EPSO/AD/287/14 / Official / Translation / AD5 / Swedish / translators (AD5) - Option 1	AD5	Translation	SV		21	5	0	16
EPSO/AD/287/14 / Official / Translation / AD5 / Swedish / translators (AD5) - Option 2	AD5	Translation	SV		13	6	1	6
EPSO/AD/288/14 / Official / Lawyer Linguists / AD7 / Finnish / EP/COUNCIL	AD7	Lawyer Linguists	FI		12	2	0	10
EPSO/AD/289/14 / Official / Lawyer Linguists / AD7 / French / AD7	AD7	Lawyer Linguists	FR		14	0	0	14
EPSO/AD/290/14 / Official / Lawyer Linguists / AD7 / Portuguese / AD7	AD7	Lawyer Linguists	PT		14	0	0	14
EPSO/AD/291/14 / Official / Lawyer Linguists / AD7 / Romanian / AD7	AD7	Lawyer Linguists	RO		13	0	0	13
EPSO/AD/292/14 / Official / Lawyer Linguists / AD7 / Slovak / AD7	AD7	Lawyer Linguists	SK		12	0	0	12
EPSO/AD/293/14 / Official / Economics and Statistics / AD7 / AD7 Financial Economics	AD7	Economics and Statistics			27	11	0	16
EPSO/AD/293/14 / Official / Economics and Statistics / AD7 / AD7 Industrial Economics	AD7	Economics and Statistics			16	10	0	6
EPSO/AD/293/14 / Official / Economics and Statistics / AD7 / AD7 Macroeconomics	AD7	Economics and Statistics			37	16	2	19
EPSO/AD/293/14 / Official / Finance / AD7 / AD7 Corporate Finance	AD7	Finance			16	6	0	10
EPSO/AD/293/14 / Official / Law / AD7 / AD7 Competition Law	AD7	Law			31	17	0	14
EPSO/AD/294/14 / Official / Data protection / AD6 / Administrators (AD6) - In the Field of Data Protection	AD6	Data protection			21	4	0	17
EPSO/AD/295/15 (AD5) / Official / Law / AD5 / Bulgarian / Lawyers with Bulgarian legal training	AD5	Law	BG		2	0	0	2
EPSO/AD/295/15 (AD7) / Official / Law / AD7 / Bulgarian / Lawyers with Bulgarian legal training	AD7	Law	BG		3	0	0	3
EPSO/AD/296/15 (AD5) / Official / Law / AD5 / German / Lawyers with German legal training (AD5/AD7) – Court of Justice	AD5	Law	DE		4	0	0	4
EPSO/AD/297/15 (AD5) / Official / Law / AD5 / Croatian / Lawyers with Croatian Legal Training	AD5	Law	HR		3	0	0	3
EPSO/AD/297/15 (AD7) / Official / Law / AD7 / Croatian / Lawyers with Croatian legal training	AD7	Law	HR		2	0	0	2
EPSO/AD/298/15 (AD5) / Official / Law / AD5 / Irish / Lawyers with Irish legal training (IE)	AD5	Law	GA		2	0	0	2
EPSO/AD/298/15 (AD7) / Official / Law / AD7 / Irish / Lawyers with Irish legal training (IE)	AD7	Law	GA		3	0	0	3
EPSO/AD/299/15 (AD5) / Official / Law / AD5 / Lithuanian / Lawyers with Lithuanian Legal Training	AD5	Law	LT		2	0	0	2
EPSO/AD/299/15 (AD7) / Official / Law / AD7 / Lithuanian / Lawyers with Lithuanian legal training	AD7	Law	LT		3	0	0	3
EPSO/AD/300/15 (AD5) / Official / Law / AD5 / Slovak / Lawyers with Slovak Legal training	AD5	Law	SK		2	0	0	2
EPSO/AD/300/15 (AD7) / Official / Law / AD7 / Slovak / Lawyers with Slovak Legal training	AD7	Law	SK		3	0	0	3
EPSO/AD/301/15 / Official / European Administration / AD5	AD5	European Administration			159	5	0	154
EPSO/AD/308/15 (AD11) / Official / Health / AD11	AD11	Health			10	1	0	9
EPSO/AD/309/15 (AD 11) / Official / Health / AD11 / Doctors Ispra	AD11	Health			5	0	0	5
EPSO/AD/309/15 (AD 11) / Official / Health / AD11 / Doctors Luxembourg	AD11	Health			5	0	0	5
EPSO/AD/41/05 / Official / Lawyer Linguists / AD7 / French / JURIST.LING. (AD7) / FREE	AD7	Lawyer Linguists	FR		30	22	4	4
EPSO/AD/42/05 / Official / Lawyer Linguists / AD7 / Polish / JURIST.LING. (AD7) EUR10 PL / ADDENDUM	AD7	Lawyer Linguists	PL		1	0	0	1
EPSO/AD/5/05 / Official / Linguist / AD5 / Maltese / ADM.LING. (A*5) / FREE	AD5	Linguist	MT		55	48	6	1
EPSO/AD/5/05 / Official / Linguist / AD5 / Slovenian / ADM.LING. (A*5) / FREE	AD5	Linguist	SL		59	51	5	3
EPSO/AD/7/05 / Official / Management / AD12 / Estonian / Chef d'unité (A*12) / FREE	AD12	Management	EE		1	0	0	1
EPSO/AD/7/05 / Official / Management / AD12 / Polish / Chef d'unité (A*12) / FREE	AD12	Management	PL		4	1	0	3
EPSO/AD/73/06 / Official / Interpreters / AD5 / Italian / INTERP.CONF. (AD5) EUR15 / FREE	AD5	Interpreters	IT		18	8	2	8
EPSO/AD/74/06 / Official / Interpreters / AD7 / Italian / INTERP.CONF. (AD7) EUR15 / FREE	AD7	Interpreters	IT		21	16	1	4
EPSO/AD/78/06 - OT / Official / Translation / AD5 / Finnish / EPSO/AD/78/06 Option 1 Traducteurs (AD5) FI	AD5	Translation	FI		31	7	0	24
EPSO/AD/78/06 - PE / Official / Translation / AD5 / Finnish / EPSO/AD/78/06 Option 2 Traducteurs (AD5) FI	AD5	Translation	FI		6	2	0	4
EPSO/AD/81/06 - CI / Official / Lawyer Linguists / AD7 / English / EPSO/AD/81/06 JUR.LING. (CDI) EUR15 EN (AD7)	AD7	Lawyer Linguists	EN		5	4	0	1
EPSO/AD/94/07 / Official / Information and Communication Technology / AD5 / EPSO/AD/94/07 Adm. (AD5) Information, communication and media (MEDIA) - FREE	AD5	Information and Communication Technology			146	107	6	33
EPSO/AD/97/07-OPT1 / Official / Translation / AD5 / Swedish / EPSO/AD/97/07 Option 1 Traducteurs (AD5) SV - FREE	AD5	Translation	SV		31	20	1	10
EPSO/AD/97/07-OPT2 / Official / Translation / AD5 / Swedish / Option 2 Traducteurs (AD5) SV - FREE	AD5	Translation	SV		22	11	1	10
EPSO/AD/99/07 / Official / Building / AD5 / EPSO/AD/99/07 Adm. (AD5) Bâtiments (Génie civil/tech.spéciales ou architecture) - FREE	AD5	Building			30	21	2	7
EPSO/AD/99/07 / Official / Building / AD5 / EPSO/AD/99/07 Adm. (AD5) Bâtiments (Gestion tech.environmentale) - FREE	AD5	Building			26	21	0	5
EPSO/AST/101/09 / Official / European Administration / AST1 / Romanian / EPSO/AST/101/09 Assistants (AST1) RO - FREE	AST1	European Administration	RO		120	105	10	5
EPSO/AST/102/10 - AA / Official / Audiovisuel / AST3 / EPSO/AST/102/10 Assistants (AST3) Audiovisuel archivists - FREE	AST3	Audiovisuel			4	3	0	1
EPSO/AST/103/10 / Official / Culture / AST3 / EPSO/AST/103/10 Assistants (AST3) Archive and document management - FREE	AST3	Culture			39	34	2	3

Competition Name	Grade	Domain	Language	Extension	Laureates	Recruited	Not Available	Available
EPSO/AST/105/10 / Official / Proofreading / AST3 / Modern Greek / Language editors (AST3) EL (CJ)	AST3	Proofreading	EL		3	1	0	2
EPSO/AST/107/10 / Official / Proofreading / AST3 / Dutch / Language editors (AST3) NL (CJ)	AST3	Proofreading	NL		2	1	0	1
EPSO/AST/108/10 / Official / Proofreading / AST3 / Portuguese / Language editors (AST 3) PT (CJ)	AST3	Proofreading	PT		3	1	0	2
EPSO/AST/109/10 / Official / Proofreading / AST3 / Italian / AST3 / OPOCE	AST3	Proofreading	IT		4	3	0	1
EPSO/AST/111/10 / Official / Secretaries and clerks / AST1 / Assistants in the secretarial field (AST 1) / French / ADDENDUM	AST1	Secretaries and clerks	FR		1	0	0	1
EPSO/AST/112/10 / Official / Economics and Statistics / AST3 / Assistants (AST3) Statistics / FREE	AST3	Economics and Statistics			36	26	6	4
EPSO/AST/112/10 / Official / Finance / AST3 / Assistants (AST3) Finance / Accounting / FREE	AST3	Finance			53	38	5	10
EPSO/AST/112/10 / Official / Human Resources / AST3 / Assistants (AST3) Human Resources / FREE	AST3	Human Resources			37	28	1	8
EPSO/AST/112/10 / Official / Infomation and Communication Technology / AST3 / Assistants (AST3) ICT / FREE	AST3	Infomation and Communication Technology			67	57	2	8
EPSO/AST/114/11 / Official / Proofreading / AST3 / Italian / Language editors (AST3) IT (CJ)	AST3	Proofreading	IT		3	2	0	1
EPSO/AST/117/11 / Official / Secretaries and clerks / AST1 / Estonian / Assistants in the secretarial field (AST1) / FREE	AST1	Secretaries and clerks	EE		12	7	1	4
EPSO/AST/118/11 / Official / Communication / AST3 / Assistants (AST3) Communication / FREE	AST3	Communication			31	23	4	4
EPSO/AST/118/11 / Official / EU structural programs / AST3 / Assistants (AST3) Project Management / Programs / Contracts / FREE	AST3	EU structural programs			47	30	3	14
EPSO/AST/118/11 / Official / Finance / AST3 / Assistants (AST3) Financial Management / Accounting / FREE	AST3	Finance			31	25	0	6
EPSO/AST/119/12 / Official / Proofreading / AST3 / Czech / Proofreaders (AST3) / (PE/OPOCE) / FREE	AST3	Proofreading	CS		14	3	0	11
EPSO/AST/121/12 / Official / Secretaries and clerks / AST3 / Conference Technicians (AST 3) (NO YELLOW FLAGS) / FREE	AST3	Secretaries and clerks			26	24	0	2
EPSO/AST/122/12 / Official / Proofreading / AST3 / Croatian / Proofreaders / Language editors (AST3)	AST3	Proofreading	HR		25	13	0	12
EPSO/AST/123/12 HR / Official / Communication / AST3 / Assistants (AST3) Communication (NO YELLOW FLAGS) / FREE	AST3	Communication			17	6	0	11
EPSO/AST/123/12 HR / Official / EU structural programs / AST3 / Assistants (AST3) Project Management/Programs/Contracts (NO YELLOW FLAGS) / FREE	AST3	EU structural programs			18	9	4	5
EPSO/AST/123/12 HR / Official / Law / AST3 / Assistants (AST3) Legal matters (NO YELLOW FLAGS) / FREE	AST3	Law			30	12	1	17
EPSO/AST/124/12 / Official / Proofreading / AST3 / Lithuanian / Proofreaders (AST3)	AST3	Proofreading	LT		9	1	0	8
EPSO/AST/125/12 / Official / Audit / AST3 / Assistants (AST3) Audit / FREE	AST3	Audit			25	19	0	6
EPSO/AST/125/12 / Official / Economics and Statistics / AST3 / Assistants (AST3) Economics/Statistics / FREE	AST3	Economics and Statistics			41	24	0	17
EPSO/AST/125/12 / Official / Finance / AST3 / Assistants (AST3) Finance/Accounting / FREE	AST3	Finance			49	41	1	7
EPSO/AST/126/12 / Official / Engineering / AST3 / Assistants (AST 3) Civil and mechanical engineering	AST3	Engineering			9	3	0	6
EPSO/AST/126/12 / Official / Engineering / AST3 / Assistants (AST 3) Electrical engineering and electronics	AST3	Engineering			17	1	0	16
EPSO/AST/126/12 / Official / Nuclear / AST3 / Assistants (AST 3) Nuclear	AST3	Nuclear			17	5	0	12
EPSO/AST/126/12 / Official / Research (biology, chemistry, physics, ...) / AST3 / Assistants (AST 3) Biology, life and health sciences	AST3	Research (biology, chemistry, physics, ...)			10	3	0	7
EPSO/AST/126/12 / Official / Research (biology, chemistry, physics, ...) / AST3 / Assistants (AST 3) Chemistry	AST3	Research (biology, chemistry, physics, ...)			11	3	0	8
EPSO/AST/126/12 / Official / Research (biology, chemistry, physics, ...) / AST3 / Assistants (AST 3) Physics and materials science	AST3	Research (biology, chemistry, physics, ...)			10	2	0	8
EPSO/AST/129/13 / Official / Finance / AST3 / ASSISTANTS Accounting (AST 3)	AST3	Finance			54	37	0	17
EPSO/AST/129/13 / Official / Finance / AST3 / ASSISTANTS Economy/Finance (AST 3)	AST3	Finance			33	17	0	16
EPSO/AST/129/13 / Official / Law / AST3 / ASSISTANTS Law (AST 3)	AST3	Law			30	19	0	11
EPSO/AST/130/14 (AST3) / Official / Building / AST3 / Assistants in the buildings sector - Air conditioning	AST3	Building			19	10	0	9
EPSO/AST/130/14 (AST3) / Official / Building / AST3 / Assistants in the buildings sector - Architecture and interior design	AST3	Building			17	5	0	12
EPSO/AST/130/14 (AST3) / Official / Building / AST3 / Assistants in the buildings sector - Electromechanical and electronic engineering	AST3	Building			12	5	0	7
EPSO/AST/130/14 (AST3) / Official / Building / AST3 / Assistants in the buildings sector - Health and Safety / Hygiene	AST3	Building			17	7	0	10
EPSO/AST/130/14 (AST3) / Official / Building / AST3 / Assistants in the buildings sector - Project Management	AST3	Building			18	8	0	10
EPSO/AST/130/14 (AST3) / Official / Building / AST3 / Assistants in the buildings sector - Security	AST3	Building			18	9	0	9
EPSO/AST/131/14 / Official / Nuclear / AST3 / Nuclear Inspection	AST3	Nuclear			32	8	1	23
EPSO/AST/132/14 / Official / Security / AST3 / SECURITY - DIGITAL MONITORING OFFICERS AND OPEN SOURCE INTELLIGENCE SPECIALISTS (AST3)	AST3	Security			17	7	0	10
EPSO/AST/132/14 / Official / Security / AST3 / SECURITY - PREVENTION AND SURVEILLANCE COORDINATORS (AST3)	AST3	Security			42	26	0	16
EPSO/AST/133/14 / Official / Infomation and Communication Technology / AST3 / Information Systems	AST3	Infomation and Communication Technology			57	24	1	32
EPSO/AST/133/14 / Official / Infomation and Communication Technology / AST3 / Information systems security	AST3	Infomation and Communication Technology			22	2	0	20
EPSO/AST/133/14 / Official / Infomation and Communication Technology / AST3 / Networks and telecommunications	AST3	Infomation and Communication Technology			18	5	0	13
EPSO/AST/133/14 / Official / Infomation and Communication Technology / AST3 / Office IT infrastructure and data centre	AST3	Infomation and Communication Technology			44	16	1	27
EPSO/AST/133/14 / Official / Infomation and Communication Technology / AST3 / Web	AST3	Infomation and Communication Technology			11	3	0	8
EPSO/AST/134/14 / Official / Secretaries and clerks / AST3 / Parliamentary Assistants	AST3	Secretaries and clerks			30	4	0	26
EPSO/AST/135/15 (AST 4) / Official / Management / AST4 / Heads of Administration in EU Delegations	AST4	Management			30	9	1	20
EPSO/AST/38/07 / Official / Proofreading / AST3 / French / Correcteurs épreuves (AST3) FR (OPOCE)	AST3	Proofreading	FR		20	15	0	5
EPSO/AST/45/08 / Official / Audit / AST3 / (AST4) Fraud prevention / FREE	AST3	Audit			31	21	1	9
EPSO/AST/46/08-EU12 / Official / Law / AST3 / Bulgarian / Legal Affairs (AST3) / FREE	AST3	Law	BG		15	5	7	3
EPSO/AST/46/08-EU12 / Official / Law / AST3 / Czech / Legal Affairs (AST3) / FREE	AST3	Law	CS		8	4	0	4
EPSO/AST/46/08-EU12 / Official / Law / AST3 / Hungarian / Legal Affairs (AST3) / FREE	AST3	Law	HU		11	6	0	5
EPSO/AST/46/08-EU12 / Official / Law / AST3 / Maltese / Legal Affairs (AST3) / FREE	AST3	Law	MT		1	0	0	1
EPSO/AST/46/08-EU12 / Official / Law / AST3 / Polish / Legal Affairs (AST3) / FREE	AST3	Law	PL		22	15	0	7
EPSO/AST/46/08-EU12 / Official / Law / AST3 / Romanian / Legal Affairs (AST3) / FREE	AST3	Law	RO		17	7	2	8
EPSO/AST/46/08-EU12 / Official / Law / AST3 / Slovak / Legal Affairs (AST3) / FREE	AST3	Law	SK		3	2	0	1
EPSO/AST/47/08-EU12 / Official / Finance / AST3 / Hungarian / Financial Management (AST3) / FREE	AST3	Finance	HU		4	3	0	1
EPSO/AST/48/08-EU12 / Official / EU structural programs / AST3 / Hungarian / Programme/Project/Contract Management (AST3) / FREE	AST3	EU structural programs	HU		10	4	0	6
EPSO/AST/48/08-EU12 / Official / EU structural programs / AST3 / Romanian / Programme/Project/Contract Management (AST3) / FREE	AST3	EU structural programs	RO		13	8	0	5
EPSO/AST/49/08-EU12 / Official / Audit / AST3 / Bulgarian / Audit (AST3) / FREE	AST3	Audit	BG		4	2	0	2
EPSO/AST/49/08-EU12 / Official / Audit / AST3 / Romanian / FREE	AST3	Audit	RO		7	4	0	3
EPSO/AST/51/08-EU27 / Official / Law / AST3 / Legal Affairs (AST3) / FREE	AST3	Law			74	56	2	16
EPSO/AST/52/08-EU27 / Official / Finance / AST3 / Financial Management (AST3) / FREE	AST3	Finance			125	110	1	14
EPSO/AST/53/08-EU27 / Official / EU structural programs / AST3 / Programme/Project/Contract Management (AST3) / FREE	AST3	EU structural programs			61	37	2	22
EPSO/AST/54/08-EU27 / Official / Audit / AST3 / Audit (AST3) / FREE	AST3	Audit			40	28	1	11
EPSO/AST/55/08-EU27 / Official / Economics and Statistics / AST3 / Statistics/Economics (AST3) / FREE	AST3	Economics and Statistics			45	36	2	7
EPSO/AST/56/08 / Official / Health / AST3 / infirmières (AST3) / FREE	AST3	Health			25	19	0	6
EPSO/AST/57/08 / Official / Security / AST1 / Sécurité interne (AST1) / EUR27 / FREE	AST1	Security			38	27	6	5
EPSO/AST/58/08 / Official / Engineering / AST1 / Mécanique (AST1) / EUR27 / FREE	AST1	Engineering			27	20	1	6
EPSO/AST/64/08 / Official / Proofreading / AST3 / Finnish / Language Editors (AST 3) (CJ) / FREE	AST3	Proofreading	FI		4	1	0	3
EPSO/AST/65/08 / Official / Proofreading / AST3 / Latvian / Language Editors (AST 3) (CJ) / FREE	AST3	Proofreading	LV		5	2	0	3
EPSO/AST/66/08 / Official / Proofreading / AST3 / Slovak / Language Editors (AST 3) (CJ) / FREE	AST3	Proofreading	SK		3	2	0	1

Competition Name	Grade	Domain	Language	Extension	Laureates	Recruited	Not Available	Available
EPSO/AST/67/08 / Official / Proofreading / AST3 / Slovenian / Language Editors (AST 3) (CJ) / FREE	AST3	Proofreading	SL		2	1	0	1
EPSO/AST/68/08 / Official / Health / AST1 / Infirmières (AST1) / FREE	AST1	Health			6	4	0	2
EPSO/AST/71/08 / Official / Proofreading / AST3 / Lithuanian / Correcteurs d'épreuves (AST3) (OPOCE)	AST3	Proofreading	LT		8	5	0	3
EPSO/AST/72/08 / Official / Proofreading / AST3 / Dutch / Correcteurs d'épreuves (AST3) (OPOCE)	AST3	Proofreading	NL		17	7	0	10
EPSO/AST/73/08 / Official / Proofreading / AST3 / Swedish / Correcteurs d'épreuves (AST3) (OPOCE)	AST3	Proofreading	SV		17	4	1	12
EPSO/AST/74/08 / Official / Security / AST3 / Assistants in the field of security (AST3) / EUR27 / FREE	AST3	Security			31	25	0	6
EPSO/AST/75/08 / Official / Socioeconomics / AST3 / Social Welfare Assistants (AST3) / FREE	AST3	Socioeconomics			38	17	0	21
EPSO/AST/76/08 / Official / Socioeconomics / AST1 / Social Welfare Assistants (AST1) (Commission) / FREE	AST1	Socioeconomics			10	5	0	5
EPSO/AST/88/09 / Official / Proofreading / AST3 / Finnish / Proofreader (AST3) (OPOCE)	AST3	Proofreading	FI		15	6	0	9
EPSO/AST/93/09 / Official / Proofreading / AST3 / Swedish / Language Editors (AST3) / FREE	AST3	Proofreading	SV		1	0	0	1
EPSO/AST/94/09 - 1 / Official / Building / AST3 / Assistants in the Buildings Sector (AST3) - Option 1 / EUR27 / FREE	AST3	Building			35	23	0	12
EPSO/AST/94/09 - 2 / Official / Building / AST3 / Assistants in the Buildings Sector (AST3) - Option 2 / EUR27 / FREE	AST3	Building			29	21	1	7
EPSO/AST/94/09 - 3 / Official / Building / AST3 / Assistants in the Buildings Sector (AST3) - Option 3 / EUR27 / FREE	AST3	Building			17	13	0	4
EPSO/AST/94/09 - 4 / Official / Building / AST3 / Assistants in the Buildings Sector (AST3) - Option 4 / EUR27 / FREE	AST3	Building			39	24	0	15
EPSO/AST/95/09 / Official / Proofreading / AST3 / Estonian / Proofreader (AST3) (OPOCE)	AST3	Proofreading	EE		11	2	0	9
EPSO/AST/97/09 / Official / Proofreading / AST3 / Polish / Proofreader (AST3) (OPOCE)	AST3	Proofreading	PL		17	6	0	11
EPSO/AST/98/09 / Official / Proofreading / AST3 / Slovenian / Proofreader (AST3) (OPOCE)	AST3	Proofreading	SL		16	10	1	5
EPSO/AST/99/09 / Official / Proofreading / AST3 / English / Proofreader (AST3) (OPOCE)	AST3	Proofreading	EN		16	10	0	6
EPSO/AST-SC/01/14 / Official / Secretaries and clerks / SC1 / Croatian / Secretaries HR (grade SC1) / FREE	AST-SC1	Secretaries and clerks	HR		20	15	2	3
EPSO/AST-SC/01/14 / Official / Secretaries and clerks / SC1 / English / Secretaries EN (grade SC1) / FREE	AST-SC1	Secretaries and clerks	EN		61	47	3	11
EPSO/AST-SC/01/14 / Official / Secretaries and clerks / SC1 / French / Secretaries FR (grade SC1) / Addendum / FREE	AST-SC1	Secretaries and clerks	FR		5	4	0	1
EPSO/AST-SC/01/14 / Official / Secretaries and clerks / SC1 / French / Secretaries FR (grade SC1) / FREE	AST-SC1	Secretaries and clerks	FR		60	57	1	2
EPSO/AST-SC/01/14 / Official / Secretaries and clerks / SC1 / German / Secretaries DE (grade SC1) / FREE	AST-SC1	Secretaries and clerks	DE		12	8	1	3
EPSO/AST-SC/01/14 / Official / Secretaries and clerks / SC2 / English / Secretaries EN (grade SC2) / FREE	AST-SC2	Secretaries and clerks	EN		16	12	0	4
EPSO/AST-SC/01/14 / Official / Secretaries and clerks / SC2 / German / Secretaries DE (grade SC2) / FREE	AST-SC2	Secretaries and clerks	DE		4	2	1	1
EPSO/AST-SC/02/14 / Official / Security / SC1 / Internal security guards (SC1)	AST-SC1	Security			30	4	0	26
EPSO/AST-SC/03/15 - 1 / Official / Secretaries and clerks / SC1 / Administrative Support	AST-SC1	Secretaries and clerks			107	36	0	71
EPSO/AST-SC/03/15 - 1 / Official / Secretaries and clerks / SC2 / Administrative Support	AST-SC2	Secretaries and clerks			35	8	0	27
EPSO/AST-SC/03/15 - 2 / Official / Finance / SC1	AST-SC1	Finance			82	13	0	69
EPSO/AST-SC/03/15 - 2 / Official / Finance / SC2	AST-SC2	Finance			31	3	0	28
EPSO/AST-SC/03/15 - 2 / Official / Finance / SC2 / Addendum	AST-SC2	Finance			1	0	0	1
EPSO/AST-SC/03/15 - 3 / Official / Secretaries and clerks / SC1 / Secretarial Support	AST-SC1	Secretaries and clerks			147	66	1	80
EPSO/AST-SC/03/15 - 3 / Official / Secretaries and clerks / SC2 / Secretarial Support	AST-SC2	Secretaries and clerks			99	29	1	69
EPSO/AST-SC/04/15 (AST SC1) / Official / Secretaries and clerks / SC1 / Parliamentary Ushers	AST-SC1	Secretaries and clerks			32	0	0	32

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 and planned competitions by function group

Non-Linguistic profile					Linguistic profile		Total
AD	AST	AST/SC	Advisers	Other	AD-L	AST-L	
386	81	94			505		1,185

ONGOING COMPETITIONS AS OF 01/04/2016

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
COM01/AST-SC16 / Official / Secretaries and Clerks / SC2 / Internal Competition / Commission	AST-SC2	Secretaries and Clerks			1108	N/A	35	31/12/2016
COM02/AST16 / Official / European Administration / AST2 / Internal Competition / Commission	AST2	European Administration			615	N/A	20	31/12/2016
COM03/AD16 / Official / European Administration / AD6 / Internal Competition / Commission	AD6	European Administration			1067	N/A	30	31/12/2016
EPSO/AD296/15 (AD7) / Official / Law / AD5 / German / Lawyers with German legal training (AD6/AD7) / Court of Justice	AD5	Law	DE		99	9	3	01/05/2016
EPSO/AD302/15 / Official / Audit / AD5 / Auditors / Court of Auditors	AD5	Audit			9267	186	80	01/05/2016
EPSO/AD303/15 / Official / Development and foreign affairs / AD7 / DEVCO	AD7	Development and Foreign Affairs			6630	192	60	01/07/2016
EPSO/AD304/15 / Official / Lawyer Linguists / AD7 / Bulgarian / Court of Justice	AD7	Lawyer Linguist	BG		133	N/A	10	01/07/2016
EPSO/AD304/15 / Official / Lawyer Linguists / AD7 / French / Court of Justice	AD7	Lawyer Linguist	FR		385	N/A	15	01/07/2016
EPSO/AD304/15 / Official / Lawyer Linguists / AD7 / Italian / Court of Justice	AD7	Lawyer Linguist	IT		389	N/A	12	01/07/2016
EPSO/AD304/15 / Official / Lawyer Linguists / AD7 / Spanish / Court of Justice	AD7	Lawyer Linguist	ES		602	N/A	15	01/07/2016
EPSO/AD310/15 / Official / Culture / AD7 / House of European History / Conservator	AD7	Culture			372	15	5	01/06/2016
EPSO/AD310/15 / Official / Culture / AD7 / House of European History / Curator	AD7	Culture			990	80	20	01/06/2016
EPSO/AD310/15 / Official / Culture / AD7 / House of European History / Museum Educator	AD7	Culture			826	45	15	01/06/2016
EPSO/AD311/15 / Official / Interpreters / AD5 / Czech / Conference Interpreters	AD5	Interpreters	CS		28	N/A	NA	31/12/2016
EPSO/AD311/15 / Official / Interpreters / AD7 / Czech / Conference Interpreters	AD7	Interpreters	CS		9	N/A	NA	31/12/2016
EPSO/AD312/15 / Official / Interpreters / AD5 / Croatian / Conference Interpreters	AD5	Interpreters	HR		75	N/A	NA	31/12/2016
EPSO/AD312/15 / Official / Interpreters / AD7 / Croatian / Conference Interpreters	AD7	Interpreters	HR		38	N/A	NA	31/12/2016
EPSO/AD313/15 / Official / Interpreters / AD5 / Lithuanian / Conference Interpreters	AD5	Interpreters	LT		34	N/A	NA	31/12/2016
EPSO/AD313/15 / Official / Interpreters / AD7 / Lithuanian / Conference Interpreters	AD7	Interpreters	LT		47	N/A	NA	31/12/2016
EPSO/AD314/15 / Official / Interpreters / AD5 / Maltese / Conference Interpreters	AD5	Interpreters	MT		14	N/A	NA	31/12/2016
EPSO/AD314/15 / Official / Interpreters / AD7 / Maltese / Conference Interpreters	AD7	Interpreters	MT		17	N/A	NA	31/12/2016
EPSO/AD315/15 / Official / Translation / AD5 / Finnish / Translators / Option 1	AD5	Translation	FI		315	N/A	20	01/11/2016
EPSO/AD315/15 / Official / Translation / AD5 / Finnish / Translators / Option 2	AD5	Translation	FI		168	N/A	9	01/11/2016
EPSO/AD316/15 / Official / Translation / AD5 / Hungarian / Translators / Option 1	AD5	Translation	HU		481	N/A	15	01/11/2016
EPSO/AD316/15 / Official / Translation / AD5 / Hungarian / Translators / Option 2	AD5	Translation	HU		214	N/A	10	01/11/2016
EPSO/AD317/15 / Official / Translation / AD5 / Latvian / Translators / Option 1	AD5	Translation	LV		149	N/A	20	01/11/2016
EPSO/AD317/15 / Official / Translation / AD5 / Latvian / Translators / Option 2	AD5	Translation	LV		49	N/A	5	01/11/2016
EPSO/AD318/15 / Official / Translation / AD5 / Polish / Translators / Option 1	AD5	Translation	PL		718	N/A	23	01/11/2016
EPSO/AD318/15 / Official / Translation / AD5 / Polish / Translators / Option 2	AD5	Translation	PL		230	N/A	2	01/11/2016
EPSO/AD319/15 / Official / Translation / AD5 / Portuguese / Translators / Option 1	AD5	Translation	PT		966	N/A	32	01/11/2016
EPSO/AD319/15 / Official / Translation / AD5 / Portuguese / Translators / Option 2	AD5	Translation	PT		299	N/A	4	01/11/2016
EPSO/AD320/15 / Official / Translation / AD5 / Slovak / Translators / Option 1	AD5	Translation	SK		307	N/A	17	01/11/2016
EPSO/AD320/15 / Official / Translation / AD5 / Slovak / Translators / Option 2	AD5	Translation	SK		166	N/A	3	01/11/2016
EPSO/AST136/15 / Official / Culture / AST3 / House of European History / Assistant Conservator	AST3	Culture			468	15	5	01/07/2016
EPSO/AST136/15 / Official / Culture / AST3 / House of European History / Assistant Curator	AST3	Culture			1685	30	10	01/07/2016

PLANNED COMPETITIONS AS OF 01/04/2016

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates expected	Laureates lists expected by
EEAS/01/AST-SC/16 / Official / Secretaries and Clerks / SC2 / Internal Competition / EEAS	AST-SC2	Secretaries and Clerks			4	31/12/2016
EEAS/02/AST/16 / Official / European Administration / Internal Competition / EEAS	AST2	European Administration			4	31/12/2016
EEAS/03/AST/16 / Official / Development and Foreign Affairs / AST4 / Internal Competition / EEAS	AST4	Development and Foreign Affairs			6	31/12/2016
EPSO/AST/137/16 / Official / Linguist / AST1 / Danish / Linguistic Assistants	AST1	Linguist	DA		17	01/04/2017
EPSO/AST/137/16 / Official / Linguist / AST1 / Irish / Linguistic Assistants	AST1	Linguist	GA		14	01/04/2017
EPSO/AST/137/16 / Official / Linguist / AST1 / Croatian / Linguistic Assistants	AST1	Linguist	HR		17	01/04/2017
EPSO/AST/137/16 / Official / Linguist / AST1 / Hungarian / Linguistic Assistants	AST1	Linguist	HU		13	01/04/2017
EPSO/AST/137/16 / Official / Linguist / AST1 / Maltese / Linguistic Assistants	AST1	Linguist	MT		18	01/04/2017
EPSO/AST/137/16 / Official / Linguist / AST1 / Dutch / Linguistic Assistants	AST1	Linguist	NL		14	01/04/2017
EPSO/AST/137/16 / Official / Linguist / AST1 / Slovak / Linguistic Assistants	AST1	Linguist	SK		13	01/04/2017
EPSO/AST/137/16 / Official / Linguist / AST1 / Slovenian / Linguistic Assistants	AST1	Linguist	SL		13	01/04/2017
EPSO/AD/322/16 / Official / Audit / AD7	AD7	Audit			15	01/06/2017
EPSO/AD/322/16 / Official / Audit / AD5	AD5	Audit			71	01/06/2017
EPSO/CAST/P/5/2016 / CAST / Finance / GFII	GFII	Finance			N/A	N/A
EPSO/CAST/P/6/2016 / CAST / Secretaries and Clerks / GFII	GFII	Secretaries and Clerks			N/A	N/A
EPSO/CAST/P/7/2016 / CAST / Human resources / GFII / Administration	GFII	Human Resources			N/A	N/A
EPSO/CAST/P/7/2016 / CAST / Human resources / GFII / Administration	GFII	Human Resources			N/A	N/A
EPSO/CAST/P/7/2016 / CAST / Human resources / GFIV / Administration	GFIV	Human Resources			N/A	N/A
EPSO/CAST/P/10/2016 / CAST / Communication / GFIII	GFIII	Communication			N/A	N/A
EPSO/CAST/P/11/2016 / CAST / Communication / GFV	GFV	Communication			N/A	N/A
EPSO/CAST/P/12/2016 / CAST / European Administration / GFIII	GFIII	European Administration			N/A	N/A
EPSO/CAST/P/13/2016 / CAST / European Administration / GFV	GFV	European Administration			N/A	N/A
EPSO/CAST/P/14/2016 / CAST / Law / GFIII	GFIII	Law			N/A	N/A
EPSO/CAST/P/15/2016 / CAST / Law / GFV	GFV	Law			N/A	N/A
EPSO/CAST/P/16/2016 / CAST / Information and Communication Technology / GFIII	GFIII	Information and Communication Technology			N/A	N/A
EPSO/CAST/P/17/2016 / CAST / Information and Communication Technology / GFV	GFV	Information and Communication Technology			N/A	N/A
EPSO/CAST/S/16/2016 / CAST / Security / GFII / Drivers / European Parliament	GFII	Security			Pending	Pending
EPSO/AD/323/16 / Official / Security / AD7 / Investigators - EU expenditure and corruption	AD7	Security			25	01/03/2017
EPSO/AD/323/16 / Official / Security / AD7 / Investigators - Customs and trade, tobacco and counterfeit goods	AD7	Security			15	01/03/2017
EPSO/AD/324/16 / Official / Security / AD9 / Investigators - Team Leaders	AD9	Security			10	01/03/2017
EPSO/AST/138/16 / Official / Audiovisual / AST3 / Audiovisual and conference technicians	AST3	Audiovisual			36	01/05/2017
EPSO/AST-SC/05/16 / Official / Secretaries and clerks / SC1 / Accreditation officers	AST-SC1	Secretaries and Clerks			45	01/07/2017
EPSO/AST-SC/05/16 / Official / Secretaries and clerks / SC2 / Accreditation officers	AST-SC2	Secretaries and Clerks			10	01/07/2017
EPSO/AD/325/16 / Official / Translation / AD5 / Danish / Translators - Option 1	AD5	Translation	DA		16	01/09/2017
EPSO/AD/325/16 / Official / Translation / AD5 / Danish / Translators - Option 2	AD5	Translation	DA		15	01/09/2017
EPSO/AD/326/16 / Official / Translation / AD5 / Irish / Translators - Option 1	AD5	Translation	GA		45	01/09/2017
EPSO/AD/326/16 / Official / Translation / AD5 / Irish / Translators - Option 2	AD5	Translation	GA		17	01/09/2017
EPSO/AD/327/16 / Official / Translation / AD5 / Croatian / Translators - Option 1	AD5	Translation	HR		9	01/09/2017
EPSO/AD/327/16 / Official / Translation / AD5 / Croatian / Translators - Option 2	AD5	Translation	HR		9	01/09/2017
EPSO/AD/328/16 / Official / Translation / AD5 / Italian / Translators - Option 1	AD5	Translation	IT		18	01/09/2017
EPSO/AD/328/16 / Official / Translation / AD5 / Italian / Translators - Option 2	AD5	Translation	IT		6	01/09/2017
EPSO/AD/329/16 / Official / Translation / AD5 / Lithuanian / Translators - Option 1	AD5	Translation	LT		14	01/09/2017
EPSO/AD/329/16 / Official / Translation / AD5 / Lithuanian / Translators - Option 2	AD5	Translation	LT		6	01/09/2017
EPSO/AD/330/16 / Official / Translation / AD5 / Maltese / Translators - Option 1	AD5	Translation	MT		16	01/09/2017
EPSO/AD/330/16 / Official / Translation / AD5 / Maltese / Translators - Option 2	AD5	Translation	MT		16	01/09/2017
EPSO/AD/331/16 / Official / Law yer Linguist / AD7 / German / Court of Justice	AD7	Law yer Linguist	DE		15	Pending
EPSO/AD/332/16 / Official / Law yer Linguist / AD7 / English / Court of Justice	AD7	Law yer Linguist	EN		15	Pending
EPSO/AD/333/16 / Official / Law yer Linguist / AD7 / Latvian / Court of Justice	AD7	Law yer Linguist	LV		7	Pending
EPSO/AD/334/16 / Official / Law yer Linguist / AD7 / Maltese / Court of Justice	AD7	Law yer Linguist	MT		7	Pending
EPSO/AD/335/16 / Official / Law yer Linguist / AD7 / Dutch / Court of Justice	AD7	Law yer Linguist	NL		10	Pending
EPSO/AD.../16 / Official / Management / AD12 / English / Head of Unit / Court of Justice	AD12	Management	EN		2	Pending
EPSO/AD.../16 / Official / Law yer Linguist / AD7 / Modern Greek / EP and Council	AD7	Law yer Linguist	EL		8	Pending
EPSO/AD.../16 / Official / Law yer Linguist / AD7 / Spanish / EP and Council	AD7	Law yer Linguist	ES		8	Pending
EPSO/AD.../16 / Official / Law yer Linguist / AD7 / Italian / EP and Council	AD7	Law yer Linguist	IT		8	Pending
EPSO/AD.../16 / Official / Law yer Linguist / AD7 / Lithuanian / EP and Council	AD7	Law yer Linguist	LT		9	Pending
EPSO/AD.../16 / Official / Law yer Linguist / AD7 / Maltese / EP and Council	AD7	Law yer Linguist	MT		9	Pending
EPSO/AD.../16 / Official / Law yer Linguist / AD7 / Slovak / EP and Council	AD7	Law yer Linguist	SK		10	Pending
EPSO/AD.../16 / Official / Energy / AD7 / Administrators in the field of nuclear energy	AD7	Energy			35	Pending

2.5 Overview on 2015 mobility of officials

2.5.1 Within the Commission

Commission internal mobility of officials between DGs by function groups in 2015
All establishment plans

DGs/Services	AD			AST			SC			Total		
	Arrivals	Departures	Balance	Arrivals	Departures	Balance	Arrivals	Departures	Balance	Arrivals	Departures	Balance
Cabinets	22	10	12	25	18	7				47	28	19
Secretariat-General	73	23	50	16	9	7				89	32	57
Legal Service	5	4	1	2	1	1				7	5	2
DG Communication	17	26	-9	13	11	2				30	37	-7
European Political Strategy Centre	3	2	1		5	-5				3	7	-4
DG Economic and Financial Affairs	14	64	-50	8	21	-13				22	85	-63
DG Internal Market, Industry, Entrepreneurship and SMEs	170	60	110	75	31	44		1	-1	245	92	153
DG Competition	26	41	-15	8	15	-7				34	56	-22
DG Employment, Social Affairs and Inclusion	46	24	22	22	12	10				68	36	32
DG Agriculture and Rural Development	20	27	-7	10	10					30	37	-7
DG Mobility and Transport	25	18	7	12	6	6				37	24	13
DG Energy	47	20	27	7	10	-3				54	30	24
DG Environment	11	20	-9	2	5	-3	1		1	14	25	-11
DG Climate Action	6	10	-4	1	2	-1				7	12	-5
DG Research and Innovation	32	21	11	10	15	-5				42	36	6
DG Communications Networks, Content and Technology	19	48	-29	10	26	-16				29	74	-45
Joint Research Centre	19	12	7	11	7	4				30	19	11
DG Maritime Affairs and Fisheries	10	16	-6	1	6	-5				11	22	-11
DG Financial Stability, Financial Services and Capital Markets Union	38	189	-151	12	70	-58				50	259	-209
DG Regional and Urban Policy	23	29	-6	7	10	-3				30	39	-9
DG Taxation and Customs Union	7	18	-11	5	1	4				12	19	-7
DG Education and Culture	16	38	-22	4	20	-16				20	58	-38
DG Health and Food Safety	12	69	-57	3	28	-25				15	97	-82
DG Migration and Home Affairs	83	14	69	28	9	19				111	23	88
DG Justice and Consumers	82	32	50	37	9	28				119	41	78
Service for Foreign Policy Instruments	7	3	4	1	1					8	4	4
DG Trade	17	8	9	6	11	-5				23	19	4
DG Neighbourhood and Enlargement Negotiations	123	21	102	64	11	53				187	32	155
DG International Cooperation and Development	25	132	-107	16	67	-51				41	199	-158
DG Humanitarian Aid and Civil Protection (ECHO)	13	3	10	6	3	3				19	6	13
Eurostat	3	7	-4	7	5	2				10	12	-2
DG Human Resources and Security	15	15		21	8	13				36	23	13
DG Informatics	8	10	-2	8	14	-6				16	24	-8
DG Budget	12	14	-2	2	2					14	16	-2
Internal Audit Service	21	5	16	16	3	13				37	8	29
European Anti-Fraud Office	10	17	-7	7	2	5				17	19	-2
DG Interpretation	1	4	-3	1	4	-3				2	8	-6
DG Translation	8	9	-1	1	5	-4				9	14	-5
Publications Office	1	3	-2	4	3	1				5	6	-1
Office for Infrastructure and Logistics in Brussels	3	4	-1	2	3	-1				5	7	-2
Office for the Administration and Payment of Individual Entitlements	1	1		4	5	-1				5	6	-1
Office for Infrastructure and Logistics in Luxembourg	1	1		3		3				4	1	3
European Personnel Selection Office	1		1							1		1
Staff Committee - Representative Trade Unions and Staff Associations	8	7	1	2	1	1				10	8	2
TOTAL (*)	1,104	1,099	5	500	505	-5	1	1		1 605	1 605	
TOTAL without reorganisations	621	616		286	291		1	1		908	908	

Commission internal mobility of officials between DGs for the period 1990-2015

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 (*)	505	1,099	1,604

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

2.5.2 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 other institutions. For the period 1 January to 31 December 2015, as in previous years, movements confirm the trend already noticed of a **negative balance to the detriment of the Commission** (inputs - outputs), particularly as in previous years to the benefice of the decentralised bodies, of the European Parliament and the EEAS.

**Mobility between the Commission and other EU Institutions and bodies,
by function groups in 2015**

	AD			AST			AST/SC			TOTAL		
	Departures from Commission	Arrivals to Commission	Balance	Departures from Commission	Arrivals to Commission	Balance	Departures from Commission	Arrivals to Commission	Balance	Departures from Commission	Arrivals to Commission	Balance
Council of the European Union	8	10	2	10	7	-3				18	17	-1
European Parliament	14	16	2	33	5	-28				47	21	-26
Court of Justice of the European Union	2	11	9	1	2	1				3	13	10
European Court of Auditors	7	10	3	2	3	1				9	13	4
European External Action Service	16	5	-11	16	9	-7				32	14	-18
European Economic and Social Committee	4	5	1	6	6					10	11	1
Committee of the Regions of the EU	1	2	1	2		-2				3	2	-1
European Investment Bank	1		-1							1		-1
European Ombudsman	2	4	2							2	4	2
European Data Protection Supervisor		1	1	1		-1				1	1	
Agencies and other EU bodies (*)	46	2	-44	3	1	-2				49	3	-46
TOTAL	101	66	-35	74	33	-41				175	99	-76

(*) including executive agencies

3. COMMISSION HUMAN RESOURCES – THE REQUEST FOR 2017 DRAFT BUDGET

3.1 2017 Draft Budget: the global request for human resources

3.1.1 The overall picture for year 2017

The Commission's statement of estimates for 2017 **includes the fifth and last consecutive 1 % staff reduction in view of achieving the 5 % reduction target over five years**⁷. All new activities will be covered through efficiency gains and redeployment.

The actual result for 2017 is a **1,28 % reduction of all Commission staff, i.e. a reduction of 412 full-time equivalent units (FTE)** financed across all headings of the Multiannual Financial Framework, as illustrated in the table below.

The impact of the delegation of tasks to executive agencies⁸ results in a reduction of 62 FTE, including a reduction of establishment plan posts (-40 posts) and a reduction of external personnel (-22 estimated FTE). In addition, 2 posts have been frozen in the Commission 2017 establishment plan to ensure the announced budget neutrality of the delegation exercise.

Furthermore, 5 posts are reduced from the Commission's establishment plan to compensate the staff increase at the GNSS agency⁹. Moreover, 5 posts and 2 FTEs are reduced following the transfer of appropriations from the Commission services to the European Fund for Strategic Investments (EFSI)¹⁰.

There is also a request for the conversion of 14 posts into appropriations for contract agents and of 2 FTE of contract agents into posts.

Finally, additional 13 posts are requested to cater for the gradual phasing-in by 31 December 2021 of the Irish language translations in line with the Council Regulation 2015/2264 of 3 December 2015¹¹.

The Commission is presenting a 2017 statement of estimates that **reduces its overall number of human resources for the fifth year in a row**¹², with a **net reduction of 399 FTE** (288 posts and 111 estimated FTE of external personnel).

Under the above constraints, delivering on the migration policy, the creation of the Energy Union, the implementation of the Investment Plan for Europe, the Digital Single Market, fight against terrorism and radicalisation, and the IT security require continuing major prioritization and redeployment efforts detailed under point 3.2.2. below.

⁷ See footnote 1

⁸ Communication on the delegation of the management of the 2014-2020 programmes to executive agencies, SEC(2013) 493 final of 18/09/2013.

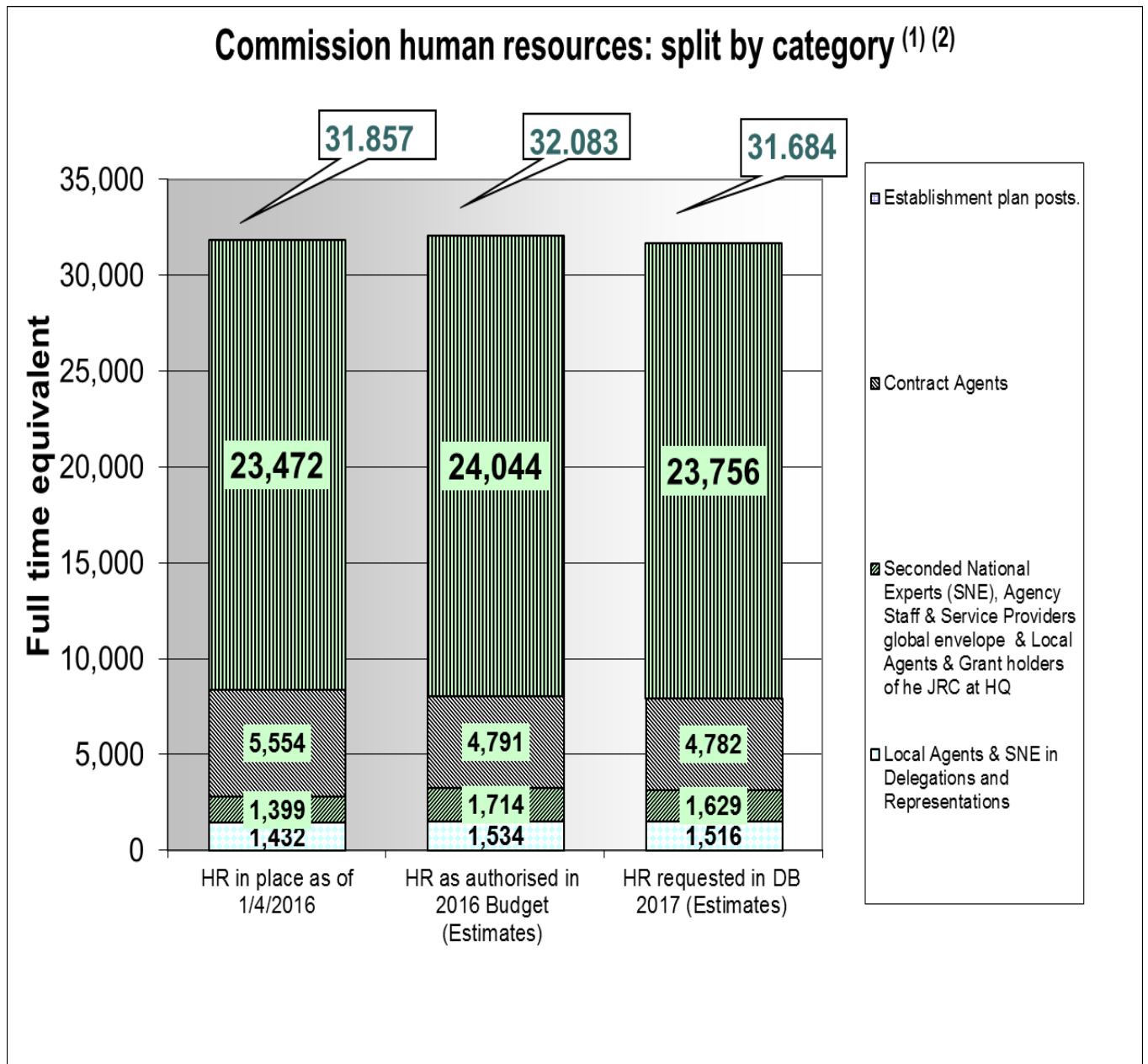
⁹ Regulation (EU) 510/2014 (recital 29), OJ L 150/72, 20.05.2014.

¹⁰ Regulation (EU) 2015/1017 (recital 54), OJ L 169/1, 1.07.2015.

¹¹ OJ L 322/II of 8.12.2015.

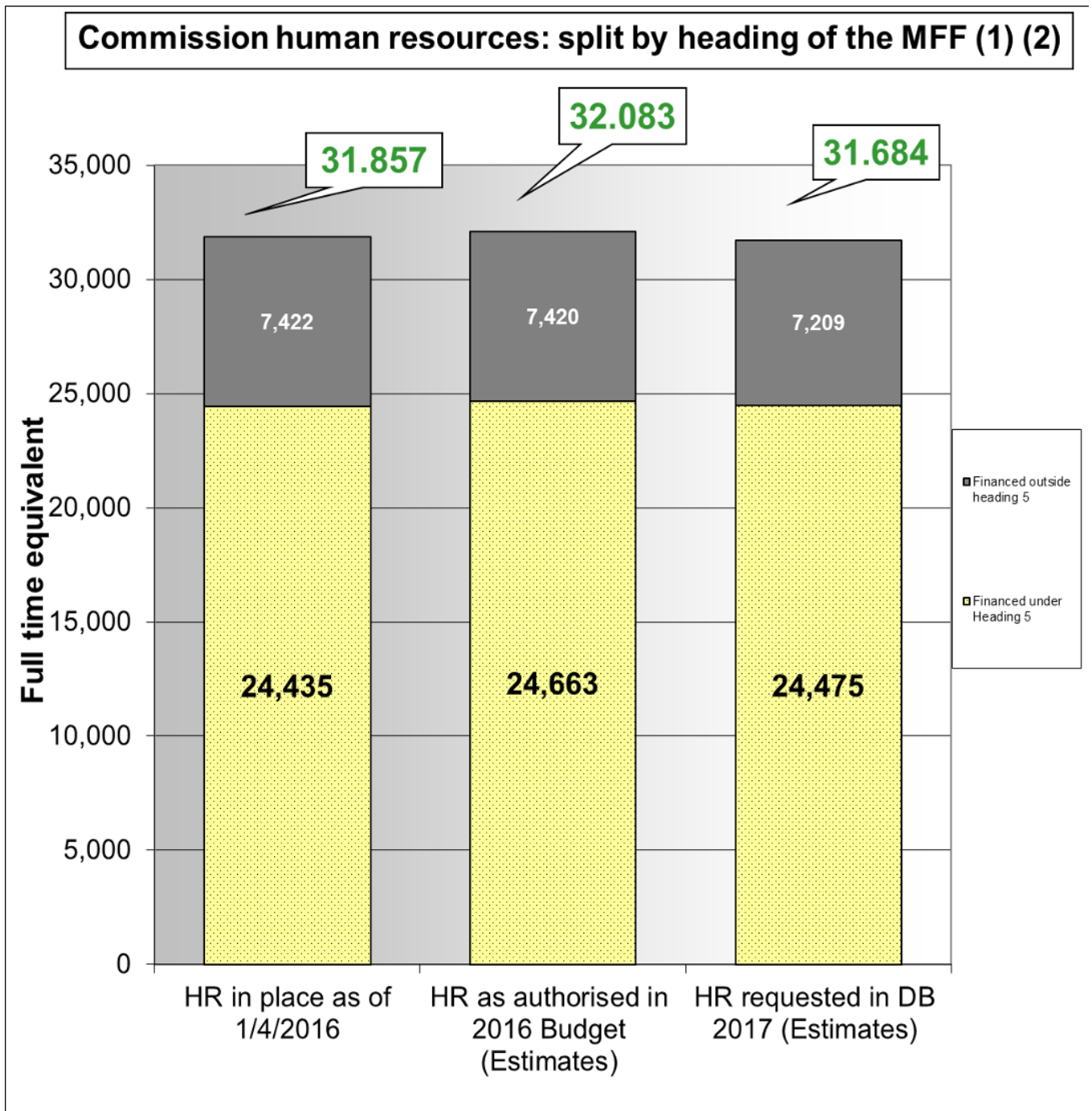
¹² -507 FTE in 2016 budget and -508 FTE (2015), - 271 FTE (2014), - 232 FTE (2013).

3.1.2 Overview of establishment plan posts & estimated FTE of external staff requested for 2017 – 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 staff financed from earmarked revenue.

3.1.3 Overview of establishment plan posts & estimated FTE of external staff requested for 2017 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 staff financed from earmarked revenue.

3.2 2017 DB: the establishment plans

3.2.1 -1 % posts reduction

The Commission translates its commitment to reduce EU staff by 5 % over 5 years by a **1 % reduction of all Commission staff** across **all headings** of the Multiannual Financial Framework through a 1 % reduction of establishment plan posts (**-239 posts**). Altogether, since 2013 the Commission will have reduced 1 254 establishment plan posts.

Furthermore, the 2017 DB includes the impact of the delegation of certain tasks of the 2014-2020 programming period to executive agencies. Given the Commission's commitment to the overall reduction in staff, and 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 62 posts in its establishment plan (on top of the general 5 % staff reduction in the Commission over the period 2013-2017) and related expenditure, to offset the expenditure corresponding to the additional FTEs in the executive agencies. Another 5 posts are cut to compensate for the staff increase at the GNSS agency. Furthermore, 5 posts are cut to compensate the transfer of appropriations from the Commission to the European Fund for Strategic Investments (EFSI). Finally, an additional 13 posts are requested for the Irish language translations. Taking into account the transformation of some posts into appropriations for contract agents, partially compensated by a transformation of some appropriations into posts, and the interinstitutional transfers, the overall impact on the 2016 Commission establishment plan is a **reduction by 1,20 %**, equal to **288 posts**.

Commission Human Resources in 2017										Commission Human Resources including 2017 Irish language related request				
	2016 Budget Authorisation (Posts & estimated FTE of ext. Pers.)	2017 Staff reduction	Impact of delegation of tasks to (executive) agencies (1)	Transformation of establishment plan posts into appropriations	Transformation of appropriations into establishment plan posts	Transfer between establishment plans	2017 staff request	2017 combined result			2017 staff request without Irish language request	2017 Irish language related request	TOTAL 2017 DB request	Evolution 2017/2016
Total Commission Posts	24,044	-239	-50	-14	2	0	23,743	-1.25%	-301	23,743	13	23,756	-288	
Total Commission External Personnel	8,039	-99	-24	14	-2	0	7,928	-1.38%	-111	7,928	0	7,928	-111	
Total Commission HR	32,083	-338	-74	0	0	0	31,671	-1.28%	-412	31,671	13	31,684	-399	
Total Executive Agencies staff	2,282		77	0	0	0	2,359	3.37%	77	2,359	0	2,359	77	
Grand Total HR Commission & Executive Agencies	34,365	-338	3	0	0	0	34,030	-0.97%	-335	34,030	13	34,043	-322	

(1) Includes 5 posts cut for the compensation of the increase of the GSA agency; 5 posts and 2 external personnel due to EFSI impact.

Institution	2016 budget	2016		2017 DB (excl. other reductions and requests)	Progress in staff reduction		Difference with - 5 % target	2017			2017 DB total	Net change	
		Remaining distance to - 5 % target			2017 / 2016			Other reductions	other requests			2017 / 2016	
European Parliament	6,762	-179	6,583	6,762	0	0.0%	179	0	26	(b)	6,788	26	0.4%
European Council and Council	3,040	-15	3,025	3,025	-15	-0.5%	0	0	2	(b)	3,027	-13	-0.4%
Commission	24,044	-239	23,805	23,805	-239	-1.0%	0	-62	13	(b)(c)	23,756	-288	-1.2%
Court of Justice of the European Union	2,073	-38	2,035	2,054	-19	-0.9%	19	0	9	(b)	2,063	-10	-0.5%
Court of Auditors	862	-8	854	853	-9	-1.0%	-1	0	0		853	-9	-1.0%
European Economic and Social Committee	670	-6	664	664	-6	-0.9%	0	-12	1	(b)	653	-17	-2.5%
Committee of the Regions	496	-8	488	487	-9	-1.8%	-1	-8	2	(b)	481	-15	-3.0%
European Ombudsman	66	-1	65 (a)	65	-1	-1.5%	0	0	0		65	-1	-1.5%
European Data Protection Supervisor	47	0	47 (a)	47	0	0.0%	0	0	9	(d)	56	9	19.1%
European External Action Service	1,628	-33	1,595	1,611	-17	-1.0%	16	0	0		1,611	-17	-1.0%
Total institutions	39,688	-527	39,161	39,373	-315	-0.8%	212	-82	62		39,353	-335	-0.8%

(a) By the end of 2017, the European Ombudsman and the European Data Protection Supervisor should reduce their posts by 2 and 3 respectively.

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

(c) Including a reduction of 47 posts following the delegation of some tasks of the 2014-2020 programming period to executive agencies.

(d) Request for 3 additional posts for the setting-up of independent secretariat of the European Data Protection Board and 6 additional posts relating to the setting-up of the secretariat of the EUROPOL Cooperation Board

3.2.2 Exploiting all redeployment possibilities

In light of the **overall Commission staff reduction (- 288 posts)**, Commission services have undertaken major efforts to implement new Commission's priorities **with fewer human resources**:

- Without prejudice to any further redeployment efforts in the course of 2017, the Commission is currently redeploying 87 posts across Directorates-General, identifying all possible efficiency gains, notably by moving staff away from administrative support and coordination functions to concentrate on political priorities and frontline activities. In particular, in relation to migration policy, a substantial reinforcement is made to equip Commission services with necessary resources to address the issue of migratory flows from the Southern Neighbourhood. Moreover, several posts will be used to accompany the creation of the Energy Union, to implement the Investment Plan for Europe, the Digital Single Market, fight against terrorism and radicalisation, and to respond to the challenges in relation to the IT security.
- At the same time the review of four horizontal functions is underway (HR, ICT, Communication, Logistics and Events), which are expected to bring, in the medium-term, synergies and efficiency gains, allowing the redeployment of existing Commission resources to priority tasks.
- In addition, individual Directorates-General intend to **redeploy internally a substantial number of posts (547)** to operational activities, concentrating reinforcement on policy making and programme management as illustrated by the table below.
- The above drastic constraints lead Commission services to constantly reprioritise activities and adjust resources allocation to priorities. This also involves scaling down activities which are today less relevant or important than they may have been in the past.
- The Commission continues to explore and encourage **all flexible arrangements**. The Commission will continue **to allocate staff temporarily to serve time-limited activities**. This mechanism has proved a dynamic and flexible way to face peaks in workload and to return posts when the peak is over, contributing to dynamic human resources management. In 2015-2016, 63 officials together with their posts have been redeployed on a permanent basis to two Commission departments directly involved in the management of the migration crisis.

2017 Establishment Plan Posts internal redeployment effort within individual Directorates-General/Services			
Work profile description	Reduction	Reinforcement	Net result
Administrative support	-134	37	-97
General coordination	-35	21	-14
Budgetary management & antifraud	-37	56	19
Law making, monitoring and enforcement	-46	67	21
Linguistic	-6	2	-4
Programme management	-93	137	44
Policy making	-185	216	31
Communication	-11	11	0
Total DGs/Services	-547	547	0

3.2.3 Adjusting staff structure to future needs

On the existing stock of establishment plan posts, the 2007 screening exercise revealed a potential mismatch between the existing structure of staff and future needs, pointing in particular to the desirable gradual reduction of assistant versus administrators posts. This translates into the budgetary neutral request for upgrading 150 AST posts into AD.

Furthermore, following the creation of the new function group AST/SC as provided for by the 2013 reform of the Staff Regulation, the 2017 statement of estimates requests the conversion of 100 AST posts into AST/SC according to the needs of each service.

Moreover, the Commission requests some **transformations of posts into appropriations for external personnel** as mainly a result of the return of former D*-posts as they become vacant (4 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 (10 posts also to be converted into contract agents), accompanied by a **request to transform a limited amount of appropriations for external personnel into posts** to ensure the required stability of staff (2 requests).

3.2.4 Other transformations to the establishment plans

3.2.4.1 Commission establishment plan- Operating Budget

Career policy measures:

In order to follow the career policy measures applied by the Commission (Article 6 of the new Staff Regulations and, for officials recruited before 1st May 2004, Articles 6, 9 and 10 of Annex XIII), the following conversions will be requested for 2017:

AD16	
AD15	
AD14	+116
AD13	-71
AD12	+96
AD11	-17
AD10	+18
AD9	+209
AD8	+129
AD7	-39
AD6	-196
AD5	-245

AST11	+18
AST10	+5
AST9	-1
AST8	-16
AST7	-28
AST6	+191
AST5	+21
AST4	-119
AST3	-103
AST2	-3
AST1	+35

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

In accordance with the principles approved in the last revision of the Staff Regulations, a certain number of former D* posts 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 2017 include the conversion of **4 posts** (4 AST5) into appropriations for contract agents either already advanced in 2015 and for which posts are currently frozen or for which the conversion is already planned further in 2016.

3.2.4.2 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 offices¹³, 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 2017 Draft Budget by 10 AST posts broken down as follows: OIL 1, OIB 8 and OP 1 post.

In order to secure sufficient staff stability to perform different specialised tasks, the Commission requests the conversion of appropriations corresponding to 2 contract agents into establishment plan posts (AST1 and AST/SC2).

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

For 2017, the agreed transfer of certain activities between services results in the following movements of posts between establishment plans:

- 1 AD5 post is transferred from PMO to Commission following the agreement on resources related to Art. 90 of Staff Regulation procedures;
- 7 posts (Secretariat of the OLAF Supervisory Committee) are transferred from OLAF to PMO.

3.2.4.4 Commission establishment plan- Research budget

Indirect Research

The 2017 establishment plan shows a reduction of 16 posts following the 1 % staff reduction as part of the overall 5 % reduction of staff over five years. In addition, 31 posts will remain frozen until year end and will be deducted from the 2017 establishment plan for indirect research actions.

¹³ Communication from Mr. Neil Kinnock: '*Creation of three administrative Offices*' Doc C(2002) 4367f, 4368f and 4369 final of 6th November 2002.

The future Horizon 2020 programme 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 through a reduction of 26 posts in the 2017 establishment plan for indirect actions. Furthermore, 2 additional posts have been frozen in the 2017 establishment plan to ensure the announced budget neutrality of the delegation exercise. In addition, 5 posts have been deducted as compensation for the transfer of appropriations from the Commission's budget to the European Fund for Strategic Investments (EFSD).

Finally, the 2017 statement of estimates for the Commission integrates a modification to the establishment plan of the indirect research budget in order to follow career policy measures (Article 6 of the Staff Regulations) applied by the Commission.

Direct Research

18 posts are deducted from the 2017 establishment plan for research direct actions as part of the 1 % linear reduction of all Commission establishment plans and the Commission's redeployment efforts. In addition, 36 posts will remain frozen until year end and will be deducted from the 2017 establishment plan for research direct actions.

The 2017 establishment plan requested for the Joint Research Centre also reflects modifications requested to follow career policy measures in accordance with Article 6 of the new Staff Regulations as applied by the Commission.

3.2.5 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 2017									Commission Human Resources including 2017 Irish language related request				
2016 Budget Authorisation (Posts & estimated FTE of ext. Pers.)	2017 Staff reduction	Impact of delegation of tasks to (executive) agencies (1)	Transformation of establishment plan posts into appropriations	Transformation of appropriations into establishment plan posts	Transfer between establishment plans	2017 staff request	2017 combined result		2017 staff request without Irish language request	2017 Irish language related request	TOTAL 2017 DB request	Evolution 2017/2016	
Establishment Plan Posts													
Commission	18,857	-184	-19	-4		124	18,774	-0.44%	-83	18,774	12	18,786	-71
Research - Direct Actions	1,802	-18				-36	1,748	-3.00%	-54	1,748		1,748	-54
Research - Indirect Actions	1,629	-16	-31			-45	1,537	-5.65%	-92	1,537		1,537	-92
OP	613	-6		-1		-12	594	-3.10%	-19	594	1	595	-18
OLAF	368	-4				-15	349	-5.16%	-19	349		349	-19
EPSO	112	-2			2	-3	109	-2.68%	-3	109		109	-3
OIB	360	-5		-8		-8	339	-5.83%	-21	339		339	-21
OIL	134	-2		-1		-3	128	-4.48%	-6	128		128	-6
PMO	169	-2				-2	165	-2.37%	-4	165		165	-4
Total Commission Posts	24,044	-239	-50	-14	2	0	23,743	-1.25%	-301	23,743	13	23,756	-288

(1) Includes 5 posts cut for the compensation of the increase of the GSA agency; 5 posts and 2 external personnel due to EFSI impact.

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

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

TABLE 9.1 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
SECTION III COMMISSION, Without Offices, Permanent Posts
 (including 2017 staff reduction)

Function group & grades	Posts 2016	Staff reduction (1)	Reduction of posts following delegation of tasks (2)	Transfer of tasks and posts between establishment plans (3) (4)	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2017 (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 2017
AD 16	24												24
AD 15	190												190
AD 14	550	-28	-1							116			637
AD 13	1,819	-16	-1	1						-71			1,732
AD 12	1,202	-10	-1	3						96			1,290
AD 11	816	-4	-1	3						-17			797
AD 10	959	-3	-2	4						18			976
AD 9	1,087	-4	-1	7						209			1,298
AD 8	1,336	-4	-1	6						129			1,466
AD 7	1,356	-2		7						-39			1,322
AD 6	1,123	-2								-196			925
AD 5	971	-4	-5	6			10		150	-245			883
Total AD	11,433	-77	-13	37			10		150				11,540
AST 11	178	-7		1						18			190
AST 10	152	-8		2						5			151
AST 9	613	-9	-1	6						-1			608
AST 8	618	-23		5						-16			584
AST 7	1,142	-20		13						-28			1,107
AST 6	614	-17	-1	13					-150	191			650
AST 5	1,020	-11	-1	22						21		-4	1,047
AST 4	980	-12	-1	13						-119			861
AST 3	727			6			2			-103			632
AST 2	296		-1	3						-3			295
AST 1	274		-1	2					-100	35			210
Total AST	6,614	-107	-6	86			2		-250			-4	6,335
AST/SC 6													
AST/SC 5													
AST/SC 4	65												65
AST/SC 3													
AST/SC 2	70												70
AST/SC 1	300			1					100				401
Total AST/SC	435			1					100				536
Total	18,482	-184	-19	124			12					-4	18,411

(1) Applies to the total of permanent and temporary posts.

(2) Including the additional reduction of 5 AD to compensate the staff increase at the GNSS agency in line with Commission proposal COM(2013) 40 of 06.02.2013.

(3) Transfer of 123 posts from Research and Offices to the Commission establishment plan following 2016 redeployments of posts to serve Commission priorities.

(4) Transfer of 1 post (AD 5) from PMO to the Commission establishment plan following the agreement between DG HR and PMO on resources related to Article 90 Procedures (ARES(2015)2957267).

TABLE 9.2 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
SECTION III COMMISSION Without Offices, Temporary Posts
(including 2017 staff reduction)

Function group & grades	Posts 2016	Staff reduction (1)	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 2017
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	9												9
AD 8	26												26
AD 7	20												20
AD 6	10												10
AD 5	6												6
Total AD	251												251
AST 11													
AST 10	10												10
AST 9													
AST 8	13												13
AST 7	18												18
AST 6	19												19
AST 5	16												16
AST 4													
AST 3													
AST 2	13												13
AST 1													
Total AST	89												89
AST/SC 6													
AST/SC 5													
AST/SC 4	35												35
AST/SC 3													
AST/SC 2													
AST/SC 1													
Total AST/SC	35												35
Total	375												375

(1) Applies to the total of permanent and temporary posts; pro-rata of expected departures.

3.2.5.2 On the Commission establishment plan – Research Budget

TABLE 9.3 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
RESEARCH BUDGET - Direct Actions (JRC) - Permanent Posts
(including 2017 staff reduction)

Function group & grades	Posts 2016	Staff reduction	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of 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 2017
AD 16	2											2
AD 15	10											10
AD 14	72											70
AD 13	225								-2	-2		223
AD 12	174								-4			170
AD 11	44											44
AD 10	51	-2										49
AD 9	74			-4					16			86
AD 8	78	-2		-4					8			80
AD 7	76			-4					-4			68
AD 6	62	-2							-12			48
AD 5	9											9
Total AD	877	-6		-12								859
AST 11	49								4			53
AST 10	66								-4			62
AST 9	153											153
AST 8	92								-12			80
AST 7	109	-2		-6								101
AST 6	91	-2		-6					8			91
AST 5	119	-4		-6					12			121
AST 4	114	-4		-6					12			116
AST 3	83								-10			73
AST 2	35								-10			25
AST 1	5											5
Total AST	916	-12		-24								880
AST/SC 6												
AST/SC 5												
AST/SC 4												
AST/SC 3												
AST/SC 2									1			1
AST/SC 1	9								-1			8
Total AST/SC	9											9
Total	1,802	-18		-36								1,748

(1) Transfers to the Commission establishment plan following 2016 redeployments of posts to serve Commission priorities.

TABLE 9.4 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
RESEARCH BUDGET - Indirect Actions - Permanent posts
(including 2017 staff reduction)

Function group & grades	Posts 2016	Staff reduction	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of 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 2017
AD 16	1											1
AD 15	19											19
AD 14	85								9			94
AD 13	250	-1	-1	-1					-9			238
AD 12	143	-1	-1	-1					4			142
AD 11	59	-1	-1	-1								54
AD 10	61	-2	-1	-4					23			77
AD 9	98	-1	-1	-3					17			110
AD 8	89		-1	-2					-2			84
AD 7	88	-1	-1	-3					-12			71
AD 6	75								-17			58
AD 5	51			-4					-13			34
Total AD	1,019	-7	-7	-23								982
AST 11	17											17
AST 10	9								6			15
AST 9	49	-1		-3					7			52
AST 8	54	-1	-4	-4					-3			42
AST 7	80	-2	-4	-4					17			87
AST 6	80	-2	-4	-4					33			103
AST 5	102											102
AST 4	76	-2	-4	-2					8			76
AST 3	73	-1	-4	-2					-32			34
AST 2	20								-11			9
AST 1	33		-4	-2					-25			2
Total AST	593	-9	-24	-21								539
AST/SC 6												
AST/SC 5												
AST/SC 4												
AST/SC 3									3			3
AST/SC 2									5			5
AST/SC 1	17			-1					-8			8
Total AST/SC	17			-1								16
Total	1,629	-16	-31	-45								1,537

(1) Transfer of posts to Commission establishment plan following 2016 redeployment of posts to serve Commission priorities.

3.2.5.3 On the establishment plan of the Offices

TABLE 9.5 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
Publications Office (OP), Permanent posts
(including 2017 staff reduction)

Function group & grades	Posts 2016	Staff reduction	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2017 (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 2017
AD 16	1												1
AD 15	3												3
AD 14	8												8
AD 13	9												9
AD 12	14												14
AD 11	9												9
AD 10	13									1			14
AD 9	20												20
AD 8	13												13
AD 7	13									1			14
AD 6	11									2			13
AD 5	17								3	-4			16
Total AD	131								3				134
AST 11	21			-1									20
AST 10	21			-2						1			20
AST 9	48			-2									46
AST 8	39			-1						1			39
AST 7	55	-2		-2						12			63
AST 6	86	-2		-1					-3	4			84
AST 5	105	-1		-1						-12		-1	90
AST 4	56			-1						2			57
AST 3	46			-1			1			-8			38
AST 2													
AST 1													
Total AST	477	-5		-12			1		-3			-1	457
AST/SC 6													
AST/SC 5													
AST/SC 4													
AST/SC 3													
AST/SC 2										2			2
AST/SC 1	5	-1								-2			2
Total AST/SC	5	-1											4
Total	613	-6		-12			1					-1	595

(1) Transfer to the Commission establishment plan following 2016 redeployment of posts to serve Commission priorities

TABLE 9.6 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB

European Antifraud Office (OLAF), Permanent posts

(including 2017 staff reduction)

Function group & grades	Posts 2016	Staff reduction (1)	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans (2) (3)	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 2017
AD 16	1											1
AD 15	2											2
AD 14	9								4			13
AD 13	19								3			22
AD 12	20			-1			4		-2			21
AD 11	18								1			19
AD 10	20			-2					-1			17
AD 9	23						1		-2			22
AD 8	17			-2								15
AD 7	17								4			21
AD 6	13								-2			11
AD 5	17			-1				4	-5			15
Total AD	176			-6			5	4				179
AST 11	6											6
AST 10	9											9
AST 9	16			-1								15
AST 8	14								-2			12
AST 7	13								2			15
AST 6	9			-1				-4	2			6
AST 5	20			-1								19
AST 4	23			-3					-1			19
AST 3	17	-2		-2					-1			12
AST 2	6	-1		-1								4
AST 1												
Total AST	133	-3		-9				-4				117
AST/SC 6												
AST/SC 5												
AST/SC 4												
AST/SC 3												
AST/SC 2									4			4
AST/SC 1	8								-4			4
Total AST/SC	8											8
Total	317	-3		-15			5					304

(1) Applies to the total of permanent and temporary posts.

(2) Transfer to the Commission establishment plan of 8 posts (1 AD5, 1 AST9, 3 AST4, 2 AST5 and 1 AST2) following 2016 redeployment of posts to serve Commission priorities.

(3) Transfer from OLAF to PMO establishment plan of 7 posts (1 AD12, 2 AD10, 2 AD8, 1 AST6 and 1 AST5) of the Secretariat of the OLAF Supervisory Committee.

TABLE 9.7 -PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
European Anti-Fraud Office (OLAF), Temporary posts
(including 2017 staff reduction)

Function group & grades	Posts 2016	Staff reduction (1)	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 2017
AD 16												
AD 15	1											1
AD 14												
AD 13	6											6
AD 12	11						-4					7
AD 11												
AD 10	1											1
AD 9	7						-1					6
AD 8												
AD 7												
AD 6												
AD 5												
Total AD	26						-5					21
AST 11	9											9
AST 10	4											4
AST 9	2											2
AST 8	10	-1										9
AST 7												
AST 6												
AST 5												
AST 4												
AST 3												
AST 2												
AST 1												
Total AST	25	-1										24
AST/SC 6												
AST/SC 5												
AST/SC 4												
AST/SC 3												
AST/SC 2												
AST/SC 1												
Total AST/SC												
Total	51	-1					-5					45

(1) Applies to the total of permanent and temporary posts.

TABLE 9.8A - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
European Personnel Selection Office (EPSO), Permanent posts
(including 2017 staff reduction)

Function group & grades	Posts 2016	Staff reduction (1)	Transfer of tasks and posts between establishment plans (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 2017
AD 16											
AD 15											
AD 14	1										1
AD 13	7										7
AD 12	3							1			4
AD 11	4							-1			3
AD 10	3										3
AD 9	3										3
AD 8	3										3
AD 7	1										1
AD 6	1										1
AD 5	4						1				5
Total AD	30						1				31
AST 11	4										4
AST 10	3							1			4
AST 9	7										7
AST 8	6										6
AST 7	10							2			12
AST 6	11						-1				10
AST 5	12										12
AST 4	10							1			11
AST 3	10		-1					-1			8
AST 2	6		-2					-2			2
AST 1	2	-2						-1		1	
Total AST	81	-2	-3				-1		1		76
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2									1		1
AST/SC 1											
Total AST/SC									1		1
Total	111	-2	-3						2		108

(1) Applies to the total of permanent and temporary posts.

(2) Transfer to the Commission establishment plan following 2016 redeployment of posts to serve Commission priorities

TABLE 9.9 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
European Personnel Selection Office (EPSO), Temporary posts
(including 2017 staff reduction)

Function group & grades	Posts 2016	Staff reduction (1)	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 2017
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											
Total AD	1										1
AST 11											
AST 10											
AST 9											
AST 8											
AST 7											
AST 6											
AST 5											
AST 4											
AST 3											
AST 2											
AST 1											
Total AST											
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
Total AST/SC											
Total	1										1

(1) Applies to the total of permanent and temporary posts.

TABLE 9.8B - EPSO of which European Union School of Administration (EUSA)

Function group & grades	Posts 2016	Staff reduction	Transfer of tasks and posts	Technical exchanges between establishment plans (EP)	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 2017
AD 16											
AD 15											
AD 14											
AD 13											
AD 12	3										3
AD 11	1										1
AD 10											
AD 9											
AD 8	2										2
AD 7											
AD 6											
AD 5											
Total AD	6										6
AST 11											
AST 10	1										1
AST 9	2										2
AST 8	1										1
AST 7	1										1
AST 6											
AST 5	1										1
AST 4	1										1
AST 3	2										2
AST 2											
AST 1											
Total AST	9										9
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
Total AST/SC											
Total	15										15

TABLE 9.10 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
Office for "Infrastructure and Logistics" in Brussels (OIB), Permanent posts
(including 2017 Staff reduction)

Function group & grades	Posts 2016	Staff reduction	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 2017
AD 16											
AD 15	1										1
AD 14	7										7
AD 13	13										13
AD 12	7										7
AD 11	5										5
AD 10	8										8
AD 9	7										7
AD 8	7										7
AD 7	8										8
AD 6	9										9
AD 5	10						2				12
Total AD	82						2				84
AST 11	8										8
AST 10	8										8
AST 9	14										14
AST 8	19										19
AST 7	41	-1	-1					4		-1	42
AST 6	39		-1				-2	8		-2	42
AST 5	73	-2	-5					10		-4	72
AST 4	52	-2	-1					-22		-1	26
AST 3	24										24
AST 2											
AST 1											
Total AST	278	-5	-8				-2			-8	255
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
Total AST/SC											
Total	360	-5	-8							-8	339

(1) Transfer to the Commission establishment plan following 2016 redeployment of posts to serve Commission priorities.

TABLE 9.11 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
Office for "Infrastructure and Logistics" in Luxembourg (OIL), Permanent posts
(including 2017 Staff reduction)

Function group & grades	Posts 2016	Staff reduction	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 2017
AD 16											
AD 15	1										1
AD 14	3										3
AD 13	4										4
AD 12	2							2			4
AD 11	2										2
AD 10	2										2
AD 9	4										4
AD 8	4										4
AD 7	3										3
AD 6	3										3
AD 5	2							-2			
Total AD	30										30
AST 11	2										2
AST 10	2										2
AST 9	6							2			8
AST 8	7										7
AST 7	14										14
AST 6	17		-1					-2			14
AST 5	24		-2					-2		-1	19
AST 4	15							2			17
AST 3	12	-2									10
AST 2	1										1
AST 1											
Total AST	100	-2	-3							-1	94
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2								2			2
AST/SC 1	4							-2			2
Total AST/SC	4										4
Total	134	-2	-3							-1	128

(1) Transfer to the Commission establishment plan following 2016 redeployments of posts to serve Commission priorities

TABLE 9.12 - PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2017 DB
Office for Administration and Settlement of Individual Entitlements – PMO, Permanent posts
(including 2017 Staff reduction)

Function group & grades	Posts 2016	Staff reduction	Transfer of tasks and posts between establishment plans (1,2,3)	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 2017
AD 16											
AD 15	1										1
AD 14	3							2			5
AD 13	11							-1			10
AD 12	7		1					-1			7
AD 11	1										1
AD 10	2		2								4
AD 9	2										2
AD 8	3		2								5
AD 7	2										2
AD 6	1										1
AD 5	1		-1								
Total AD	34		4								38
AST 11	8							-2			6
AST 10	10							-3			7
AST 9	12							3			15
AST 8	18										18
AST 7	42										42
AST 6	29		1								30
AST 5	16	-2	-7								7
AST 4								1			1
AST 3								1			1
AST 2											
AST 1											
Total AST	135	-2	-6								127
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
Total AST/SC											
Total	169	-2	-2								165

(1) Transfer of 8 posts (AST 5) from PMO to the Commission establishment plan following 2016 redeployments of posts to serve Commission priorities.

(2) Transfer of 1 post (AD 5) from PMO to the Commission establishment plan following the agreement between DG HR and PMO on resources related to Article 90 Procedures (ARES(2015)2957267).

~~(3) Transfer of 7 posts (1 AD12, 2 AD10, 2 AD8, 1 AST6 and 1 AST5) from OLAF to PMO (Secretariat of the OLAF Supervisory Committee).~~

3.3 2017 DB: appropriations for the external staff:

3.3.1 -1 % staff reduction

Commission external staff is not exempt from the fifth instalment of staff reduction of 5 % over 5 years proposed by the Commission. The Commission has reached its 5 % reduction target in 2016 with 453 FTE reduced since 2013.

Taking account of the conversion of 14 posts into appropriations for contract agents and of 2 FTE of contract agents into posts, the contribution of external staff to the Commission staff reduction for 2017 is illustrated in the table below, both for appropriations of external staff and their corresponding estimate in full time equivalent units under heading 5 and under other headings:

Commission Human Resources in 2017									
	2016 Budget Authorisation (Posts & estimated FTE of ext. Pers.)	2017 Staff reduction	Impact of delegation of tasks to (executive) agencies (1)	Transformation of establishment plan posts into appropriations	Transformation of appropriations into establishment plan posts	Transfer between establishment plans	2017 staff request	2017 combined result	
External Personnel									
Under Heading 5	4,050	-54	-4	14	-2	0	4,004	-1.13%	-46
Outside Heading 5	3,990	-45	-20	0	0	0	3,925	-1.63%	-65
Total Commission External Personnel	8,039	-99	-24	14	-2	0	7,928	-1.38%	-111

(1) Includes 5 posts cut for the compensation of the increase of the GSA agency; 5 posts and 2 external personnel due to EFSI impact.

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

Except for a reserve for future allocation in the course of the budget year to support if necessary the new initiatives of the new Commission, **appropriations for sub-posts for external personnel under the global envelope** (contract agents and agency staff (*'intérimaires'*), technical assistance and seconded national experts proposed under XX 010201 lines) are increased by 0,84 % corresponding to the 2017 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 2017 appropriations for external staff under the indirect research budget (XX 01 05 lines) amount to EUR 45,7 million. This results in an estimate of 680 FTE available to the Research DGs concerned, i.e. an estimated **decrease by 30 FTE**.

Direct research (budget line 10 01 05 02)

For 2017, appropriations for external personnel under budget line 10 01 05 02 amount to EUR 43,3 million, accounting for an estimate of 742 FTE available to JRC, i.e. an estimated **decrease by 8 FTE**.

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

In 2000, the Commission committed to the following¹⁴:

- 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

¹⁴ Amending Letter 1/2001, SEC(2000)1363 final of 04/09/2000.

‘BA lines’). These authorisations are without prejudice to the so-called ‘mini budgets’ whereby Structural Funds may historically finance external personnel from the operational appropriations concerned;

- To improve the management of external aid through the de-concentration policy. To this end, the budgetary authority allowed the Commission to finance external personnel in delegations from the operational lines of the programmes concerned.

Appropriations for external staff financed under operational budget lines take part in the effort to reduce Commission staff by 5 % over 5 years. For the 2017 DB, the fourth year of the 2014-2020 programming period, the sub-ceilings decrease by 27 FTE compared to the 2016 budget (as detailed in table 7 in Annex). Any additional external staff needed for the implementation of new priorities is covered by redeployment. In addition to the 1 % cut in the number of FTE for the 2017 DB, the changes in the evolution of external staff concern in particular the **management of external aid programmes in delegations**, i.e. 17 additional FTE for the Neighbourhood Instrument to implement the EU Regional Trust Funds in Response to the Syrian Crisis.

All relevant budget lines, related appropriations requested for 2017 and the corresponding estimation in FTE is summarised in the table below.

Table 7 - 2017 DB - Appropriations for external personnel authorised on former BA lines

Budget line	Service	MFF heading	Programme Title	2017 Sub-ceiling (in €)	2017 estimated FTE
External Personnel authorized under Structural Funds, Rural Development and European Fisheries Fund "mini budgets" at Headquarters					
04 01 04 01	EMPL	1.2	Support expenditure for European Social Fund and non-operational technical assistance (ESF)	5,000,000	85
05 01 04 04	AGRI	2	Support expenditure for the European Agricultural Fund for Rural Development (EAFRD) — Non-operational technical assistance	1,850,000	31
11 01 04 01	MARE	2	Support expenditure for maritime affairs and fisheries — Non-operational administrative and technical assistance	850,000	15
13 01 04 01	REGIO	1.2	Support expenditure for European Regional Development Fund (ERDF)	3,060,000	52
13 01 04 03	REGIO	1.2	Support expenditure for the Cohesion Fund (CF)	1,340,000	23
Sub-total				12,100,000	206
External Personnel authorised under former BA lines at Headquarters (former Technical Assistance Bureaux - "BATs")					
13 01 04 02	REGIO	4	Support expenditure for the Instrument for Pre-Accession Assistance (IPA) — Regional development component	1,873,475	24
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	128
21 01 04 03	DEVCO	4	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR)	1,613,273	27
21 01 04 05	DEVCO	4	Support expenditure for the Instrument for Nuclear Safety Cooperation (INSC)	968,300	17
22 01 04 01	NEAR	4	Support expenditure for Instrument for Pre-accession Assistance (IPA)	5,146,149	87
22 01 04 02	NEAR	4	Support expenditure for the European Neighbourhood Instrument (ENI)	4,846,907	83
23 01 04 01	ECHO	4	Support expenditure for humanitarian aid, food aid and disaster preparedness	1,800,000	31
29 01 04 01	ESTAT	1.1	Support expenditure for the European statistical programme	2,300,000	39
Sub-total				26,434,545	442
External Personnel authorised under former BA lines in Delegations for the management of deconcentrated external aid actions					
05 01 04 03	AGRI	4	Support expenditure for the Pre-accession assistance in the field of agriculture and rural development (IPA)	309,960	3
11 01 04 01	MARE	2	Support expenditure for maritime affairs and fisheries — Non-operational administrative and technical assistance	1,106,500	8
19 01 04 01	FPI	4	Support expenditure for the Instrument contributing to Stability and Peace (IcSP)	4,480,000	30
19 01 04 04	FPI	4	Support expenditure for the Partnership Instrument	4,534,000	36
21 01 04 01	DEVCO	4	Support expenditure for the Development Cooperation Instrument (DCI)	60,771,021	802
21 01 04 03	DEVCO	4	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR)	4,203,026	41
21 01 04 04	DEVCO	4	Support expenditure for the Instrument contributing to Stability and Peace (IcSP)	688,828	5
22 01 04 01	NEAR	4	Support expenditure for Instrument for Pre-accession Assistance (IPA)	30,305,270	429
22 01 04 02	NEAR	4	Support expenditure for the European Neighbourhood Instrument (ENI)*	36,348,968	500
Sub- total				142,747,573	1,854
Grand Total - External Personnel authorised on xx0104 (the so called former "BA" lines)				181,282,118	2,502

*Includes 17 FTE for the Trust Fund for Syria

3.4 2017 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 2016 and the requested budget for 2017.

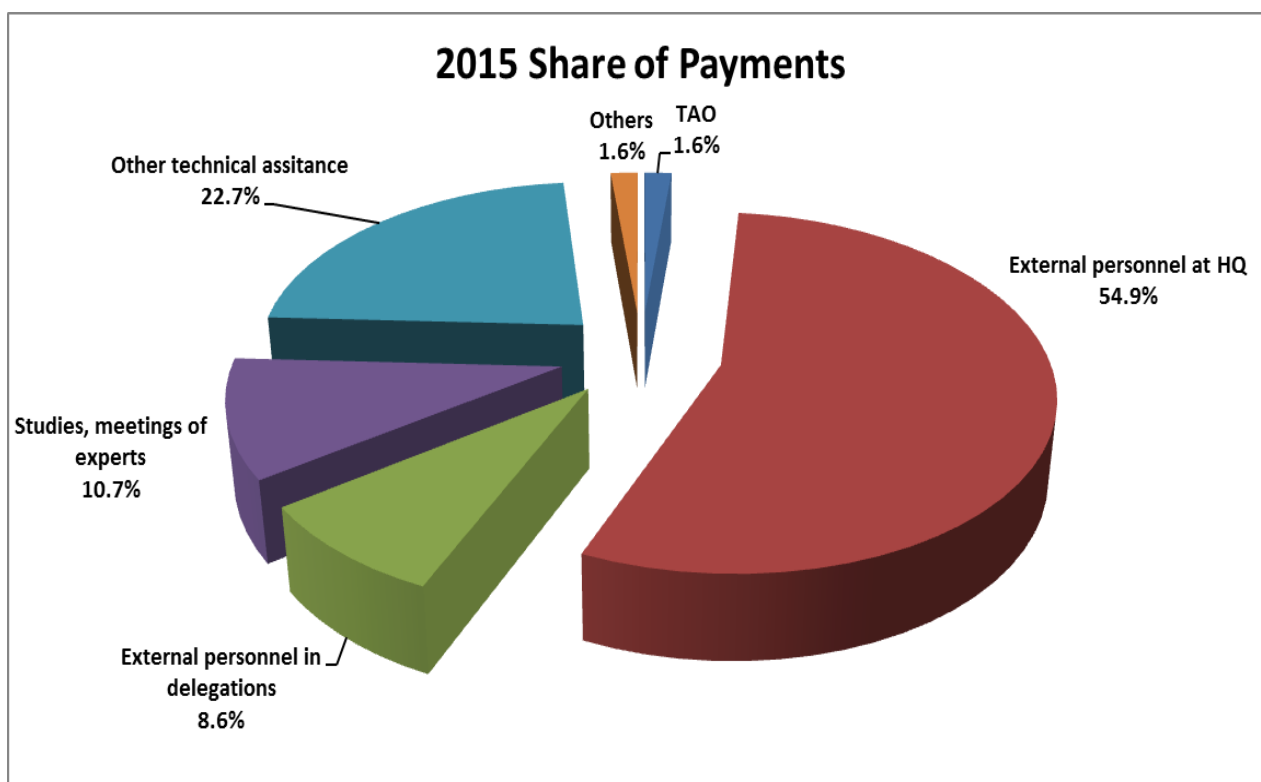
3.4.1 Appropriations implemented in 2015

In 2015, total payments on articles XX 01 04 (the so-called former 'BA' lines) amounted to EUR 270,4 million¹⁵. This compares to EUR 295 million in payments in 2014. This reduction is mainly due to a decrease of the external staff in delegations and technical assistance.

All in all, the four possible sub-groups¹⁶ of expenditure authorised on former 'BA' lines represented the following share in total payments in 2015:

- 10,7 % related to support expenditure such as studies, meetings of experts, information or publication directly linked to the achievement of a programme (11,5 % in 2014);
- 24,3 % related to the remaining TAO (1,6 % thereof) and other technical assistance (22,4 % in 2014);
- 54,9 % related to sub-ceiling of external staff at Headquarters (21,6 % in 2014);
- 8,6 % of total payments related to sub-ceilings of external staff in delegations (42,2 % in 2014).

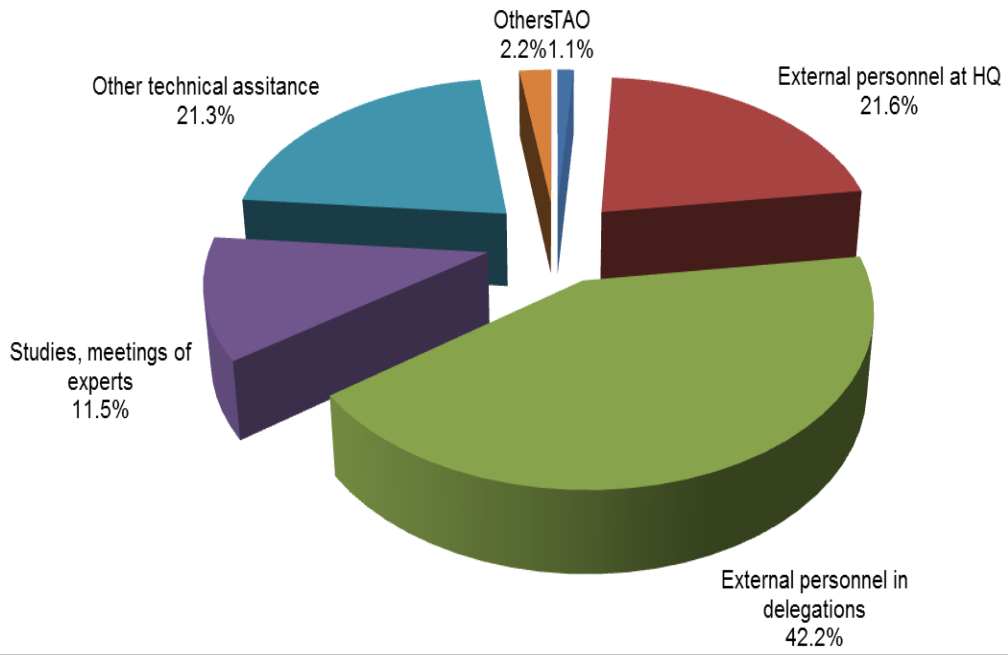
The graphs reproduced below illustrate 2015 and 2014 figures.



¹⁵ EFTA appropriations not included.

¹⁶ 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.

2014 Share of Payments



3.4.2 Appropriations requested for 2017 under XX 01 04 articles (including structural funds)

In the 2017 DB, the total commitment appropriations requested under budget articles XX 01 04 amounts to **EUR 316.2 million**¹⁷, showing an increase by **2,7 %** compared to 2016 (EUR 307.8 million).

The total number of budget articles concerned is 50¹⁸ (excluding items with a *p.m.* entry or a dash, *i.e.* where no appropriations are foreseen in 2017), as presented in the table reproduced below. Some 67,6 % of the requested appropriations concern heading 4 “*Global Europe*”, including pre-accession expenditure. A further 20,3 % concern heading 1 “*Smart and inclusive growth*”, some 6,7 % concern heading 2 “*Sustainable growth: natural resources*” and another 5,4 % 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 increase in total appropriations (EUR 8 millions or +2,7 %) mainly affects heading 3 “*Security and citizenship*” and heading 4 “*Global Europe*” which increase respectively by 9,7 % and 3,5 % whereas heading 1 “*Smart and inclusive growth*” decreases by 0,6 %.

“*Smart and inclusive growth*” under **heading 1** decrease (- EUR 0,4 million) is due to the reduction of the Programme for European satellite navigation (- EUR 0,9 million), for European Social Fund (- EUR 0,9 million), for Employment and Social Innovation (- EUR 0,7 million) and for Connecting Europe Facility (CEF) — Transport (- EUR 0,5 million). On the other hand, the support expenditure for Erasmus+ and the European statistical has been increased by respectively EUR 1,2 and EUR 0,2 million.

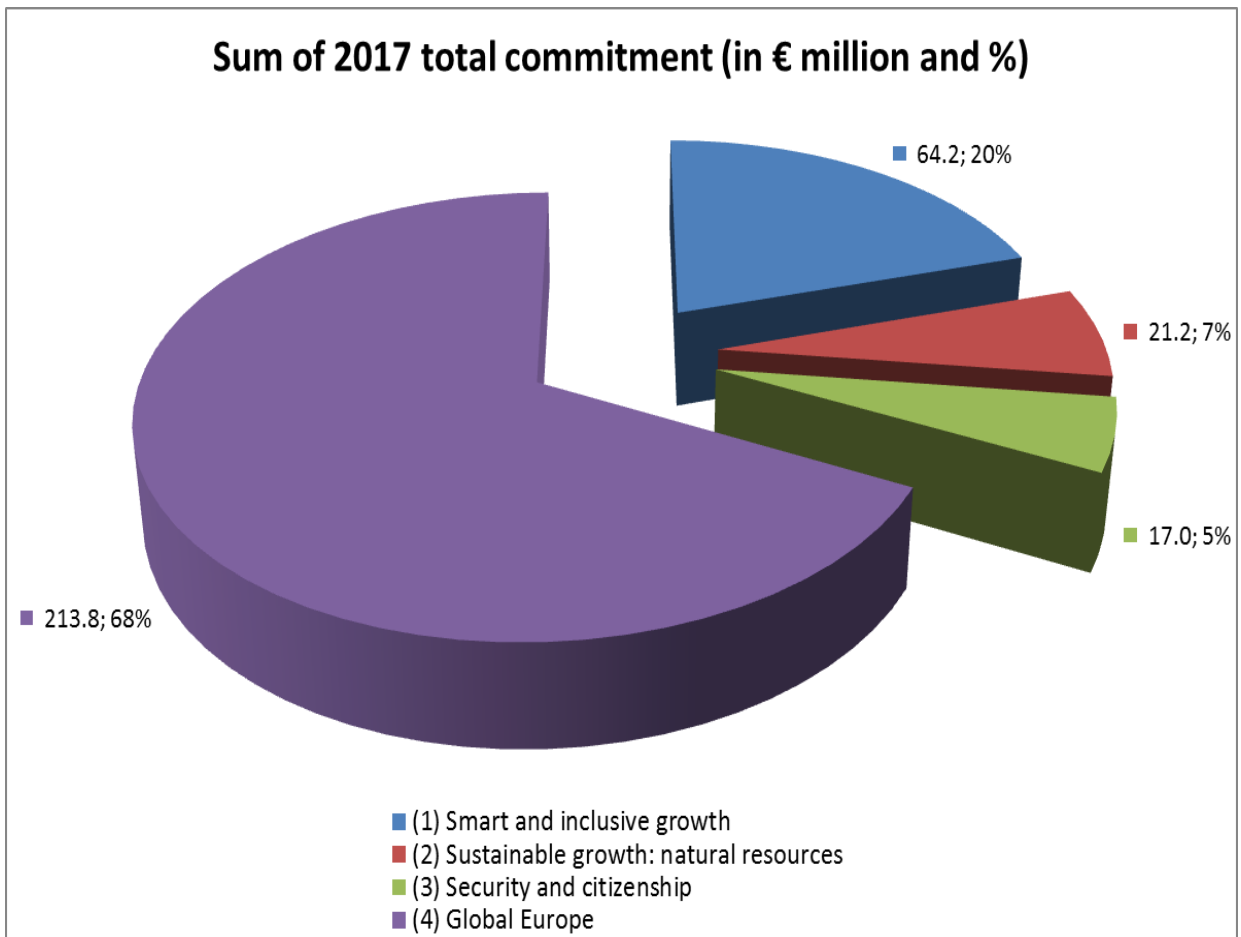
“*Sustainable growth: natural resources*” under **heading 2** increase (- EUR 0,1 million) is due to the increase of the support expenditure for the European Agricultural Fund for Rural Development (EAFRD) by EUR 0,5 million. On the other hand, the support expenditure for the European Agricultural Guarantee Fund (EAGF) decreases by EUR 0,4 million.

Heading 3 “*Security and citizenship*” shows an increase of EUR 1,5 million due to the increase of the support expenditure for Emergency support within the Union (+ EUR 1 million), Internal Security Fund (+ EUR 0,2 million), Asylum, Migration and Integration Fund (+ EUR 0,2 million) and Creative Europe programme (+ EUR 0,09 million).

Heading 4 “*Global Europe*” shows an increase of EUR 7,2 million. This mainly concerns for the increase of the support expenditure for the Instrument for Pre-accession Assistance (IPA) (+ EUR 2,8 million), for the European Neighbourhood Instrument (ENI) (+ EUR 2,4 million), Development Cooperation Instruments (DCI) (+ EUR 1,1 million), for the Instrument contributing to Stability and Peace (+ EUR 0,4 million) and for the European Instrument for Democracy and Human Rights (EIDHR) (+ EUR 0,2 million).

¹⁷ It has to be noted that figures in annex includes all budget items XX 01 04 with the exception of executive Agencies, and ITER.

¹⁸ The total number of lines with payment appropriations increases from 48 in 2015 to 50 in 2016.



A significant part of the appropriations will be used in 2017 to finance the cost of external staff: in the 2017 DB, 23 out of the total 50 items¹⁹ are used to cover sub-ceilings of external staff. Appropriations for external staff at Headquarters and/or delegations are estimated at EUR 181.2 million in 2017, corresponding to 57 % of the total commitment appropriations. The remaining amount of appropriations (some EUR 135 million) relates to other types of support expenditure linked to the achievement of the objective of the programmes.

¹⁹ See table "Appropriations and estimated FTE of external personnel under articles xx 01 04", reproduced under point 2.3.3.2. *supra*.

Nomenclature	Heading	CD/ CND	FF	SFF	FFE	2015 Outturn		2016 Budget->AB1		2017 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	3,873,698.78	3,873,698.78	3,363,000	3,363,000	3,440,000	3,440,000
02 01 04 02	Support expenditure for standardisation and approximation of legislation	CND	1	1.1	1.1.OTH	159,721.36	159,721.36	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	2,229,141.87	2,229,141.87	3,400,000	3,400,000	2,500,000	2,500,000
02 01 04 04	Support expenditure for European Earth observation programme (Copernicus)	CND	1	1.1	1.1.13	2,533,583.75	2,533,583.75	2,600,000	2,600,000	2,600,000	2,600,000
04 01 04 01	Support expenditure for European Social Fund and non-operational technical assistance	CND	1	1.2	1.2.31	12,540,639.97	12,540,639.97	15,400,000	15,400,000	14,500,000	14,500,000
04 01 04 02	Support expenditure for the programme Employment and Social Innovation	CND	1	1.1	1.1.6	3,740,863.75	3,740,863.75	4,728,000	4,728,000	4,000,000	4,000,000
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	0.00	0.00	p.m.	p.m.	p.m.	p.m.
04 01 04 04	Support expenditure for European Globalisation Adjustment Fund	CND	9	9	9.0.2	584,916.87	584,916.87	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	305,000.00	305,000.00	430,000	430,000	430,000	430,000
05 01 04 01	Support expenditure for the European Agricultural Guarantee Fund (EAGF) — Non-operational technical assistance	CND	2	2	2.0.10	7,985,026.16	7,985,026.16	8,116,124	8,116,124	7,682,000	7,682,000
05 01 04 03	Support expenditure for pre-accession assistance in the field of agriculture and rural development (IPA)	CND	4	4	4.0.1	393,181.24	393,181.24	552,600	552,600	459,960	459,960
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	4,128,265.86	4,128,265.86	4,368,000	4,368,000	4,910,000	4,910,000
06 01 04 01	Support expenditure for Connecting Europe Facility (CEF) — Transport	CND	1	1.1	1.1.82	1,856,095.02	1,856,095.02	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	1,303,452.04	1,303,452.04	1,600,000	1,600,000	1,600,000	1,600,000
09 01 04 01	Support expenditure for Connecting Europe Facility (CEF) — information and communication technologies (ICT)	CND	1	1.1	1.1.83	332,496.00	332,496.00	497,000	497,000	519,000	519,000
09 01 04 02	Support expenditure for 'Creative Europe' programme — media sub-programme	CND	3	3	3.0.11	1,439,376.83	1,439,376.83	1,414,980	1,414,980	1,471,680	1,471,680
11 01 04 01	Support expenditure for maritime affairs and fisheries — Non-operational administrative and technical assistance	CND	2	2	2.0.31	3,415,610.00	3,415,610.00	3,700,000	3,700,000	3,700,000	3,700,000
13 01 04 01	Support expenditure for European Regional Development Fund (ERDF)	CND	1	1.2	1.2.31	11,271,378.32	11,271,378.32	11,300,000	11,300,000	11,300,000	11,300,000
13 01 04 02	Support expenditure for the Instrument for Pre-Accession Assistance (IPA) — Regional development component	CND	4	4	4.0.1	1,856,288.94	1,856,288.94	1,873,475	1,873,475	1,951,902	1,951,902
13 01 04 03	Support expenditure for the Cohesion Fund	CND	1	1.2	1.2.31	4,190,509.24	4,190,509.24	4,200,000	4,200,000	4,200,000	4,200,000
13 01 04 04	Support expenditure for Structural Reform Support Programme (SRSP)	CND	1	1.2	1.2.31					1,125,000	1,125,000
14 01 04 01	Support expenditure for Customs	CND	1	1.1	1.1.7	98,464.20	98,464.20	100,000	100,000	100,000	100,000
14 01 04 02	Support expenditure for FISCALIS	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+	CND	1	1.1	1.1.5	13,006,503.72	13,006,503.72	10,444,400	10,444,400	11,673,300	11,673,300
15 01 04 02	Support expenditure for Creative Europe programme — Culture sub-programme	CND	3	3	3.0.11	845,348.30	845,348.30	831,020	831,020	864,320	864,320
16 01 04 02	Support expenditure for communication actions	CND	3	3	3.0.SPEC	1,228,670.20	1,228,670.20	1,034,000	1,034,000	1,090,000	1,090,000
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	1,546,663.89	1,546,663.89	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	1,497,996.53	1,497,996.53	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	1,693,300.38	1,693,300.38	2,325,000	2,325,000	2,500,000	2,500,000
18 01 04 02	Support expenditure for Asylum, Migration and Integration Fund	CND	3	3	3.0.1	1,930,425.96	1,930,425.96	2,325,000	2,325,000	2,500,000	2,500,000
18 01 04 03	Support expenditure for the programme 'Europe for citizens'	CND	3	3	3.0.7	366,614.38	366,614.38	160,000	160,000	167,000	167,000
18 01 04 04	Support expenditure for the Justice programme — Anti-drugs	CND	3	3	3.0.4	67,725.23	67,725.23	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			1,000,000	1,000,000	2,000,000	2,000,000
19 01 04 01	Support expenditure for Instrument contributing to Stability and Peace	CND	4	4	4.0.6	6,785,186.58	6,785,186.58	6,544,000	6,544,000	6,980,000	6,980,000
19 01 04 02	Support expenditure for the common foreign and security policy (CFSP)	CND	4	4	4.0.8	512,682.00	512,682.00	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	621,417.80	621,417.80	686,727	686,727	721,211	721,211
19 01 04 04	Support expenditure for the Partnership Instrument	CND	4	4	4.0.4	3,379,924.49	3,379,924.49	5,036,000	5,036,000	5,020,000	5,020,000
21 01 04 01	Support expenditure for the Development Cooperation Instrument (DCI)	CND	4	4	4.0.3	78,352,565.93	78,352,565.93	83,880,954	83,880,954	84,993,151	84,993,151
21 01 04 03	Support expenditure for the European Instrument for Democracy and Human Rights (EIDHR)	CND	4	4	4.0.5	9,805,824.39	9,805,824.39	9,899,061	9,899,061	10,108,836	10,108,836
21 01 04 04	Support expenditure for the Instrument contributing to Stability and Peace (IcSP)	CND	4	4	4.0.6	2,100,000.00	2,100,000.00	2,206,924	2,206,924	2,200,000	2,200,000
21 01 04 05	Support expenditure for the Instrument for Nuclear Safety Cooperation (INSC)	CND	4	4	4.0.9	1,417,050.91	1,417,050.91	1,432,544	1,432,544	1,446,869	1,446,869
21 01 04 06	Support expenditure for the European Union-Greenland partnership	CND	4	4	4.0.OTH	244,000.00	244,000.00	249,000	249,000	254,000	254,000
21 01 04 07	Support expenditure for the European Development Fund (EDF)	CND	4	4	4.0.OTH	96,453,865.57	96,453,865.57	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	830,028.50	830,028.50	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	38,940,871.16	38,940,871.16	39,401,419	39,401,419	42,161,419	42,161,419
22 01 04 02	Support expenditure for the European Neighbourhood Instrument (ENI)	CND	4	4	4.0.2	44,307,145.74	44,307,145.74	45,359,007	45,359,007	47,795,875	47,795,875
22 01 04 03	Support expenditure for trust funds managed by the Commission	CND	4	4	4.0.OTH	0.00	0.00	p.m.	p.m.	p.m.	p.m.
23 01 04 01	Support expenditure for humanitarian aid, food aid and disaster preparedness	CND	4	4	4.0.7	11,059,607.87	11,059,607.87	9,050,000	9,050,000	9,229,000	9,229,000
26 01 04 01	Support expenditure for interoperability solutions for European public administrations, businesses and citizens (ISA ²)	CND	1	1.1	1.1.OTH	521,924.87	521,924.87	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.OTH	2,958,529.95	2,958,529.95	2,950,000	2,950,000	3,148,000	3,148,000
32 01 04 01	Support expenditure for Connecting Europe Facility — Energy	CND	1	1.1	1.1.81	1,831,486.70	1,831,486.70	1,978,000	1,978,000	1,978,000	1,978,000
32 01 04 02	Support expenditure for nuclear decommissioning assistance programme	CND	1	1.1	1.1.2	0.00	0.00	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	899,595.28	899,595.28	1,100,000	1,100,000	1,100,000	1,100,000
33 01 04 02	Support expenditure for the Justice programme	CND	3	3	3.0.4	1,017,035.55	1,017,035.55	1,100,000	1,100,000	1,100,000	1,100,000
33 01 04 03	Support expenditure for the Consumer programme	CND	3	3	3.0.10	888,273.75	888,273.75	1,100,000	1,100,000	1,100,000	1,100,000
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	3,300,443.14	3,300,443.14	3,282,000	3,282,000	3,282,000	3,282,000
Total						392,748,418.97	392,748,418.97	307,778,235	307,778,235	316,162,523	316,162,523

4. GLOSSARY

LIST OF ABBREVIATIONS	SIGNIFICATION
AB	Amending Budget
AST	Function Group Assistant
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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