

DRAFT GENERAL BUDGET OF THE EUROPEAN UNION

Working Document Part II

#EUBudget

2026
FINANCIAL
YEAR

Human resources of the EU
institutions and executive agencies

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DRAFT GENERAL BUDGET of the European Union for the financial year 2026

Working Document Part II

**Draft General Budget
of the European Union
for the Financial Year 2026**

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

Draft Budget Working Documents

The 2026 Draft Budget is accompanied by twelve ‘Working Documents’, as follows:

Part I: Programme Performance Statements of operational expenditure

Working Document I contains, pursuant to Article 41(3)(h) of the Financial Regulation, the Programme Performance Statements, which provide for each spending programme comprehensive information on the financial implementation and progress in achieving the programme objectives as of the end 2024.

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

Working Document II presents information on the human resources of the EU institutions and executive agencies, and in particular for the Commission, both for the establishment plans and for external personnel and across all headings of the multiannual financial framework. Moreover, pursuant to Article 41(3)(b) of the Financial Regulation, it provides a summary table for the period 2023 – 2026 which shows the number of full-time equivalents for each category of staff and the related appropriations for all institutions and bodies referred to in Article 70 of the Financial Regulation.

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

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

Part IV: Pilot projects and preparatory actions

Working Document IV presents information on all pilot projects and preparatory actions which have budget appropriations (commitments and/or payments) in the 2026 Draft Budget, pursuant to Article 41(3)(f) of the Financial Regulation.

Part V: Budget implementation and assigned revenue

Working Document V presents the budget implementation forecast for 2025, information on assigned revenue (implementation in 2024 and estimation for 2026) and a progress report on outstanding commitments (RAL) pursuant to Article 41(3)(d) of the Financial Regulation.

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

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

Part VII: Commission buildings

Working Document VII presents information on buildings under Section III - Commission, pursuant to Article 272(1) of the Financial Regulation.

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

Working Document VIII presents information on human resources and expenditure related to the external action of the European Union, pursuant to Article 41(9) and (10) of the Financial Regulation.

Part IX: Funding to international organisations

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

Part X: Financial Instruments

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

Part XI: Budgetary Guarantees and Contingent Liabilities

Working Document XI presents the implementation of Budgetary Guarantees, and the assessment of the sustainability of the contingent liabilities arising from budgetary guarantees and financial assistance pursuant to Article 41(5) of the Financial Regulation.

Part XII: Payment schedules

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

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FOREWORD

Draft Budget 2026 - the Commission's request for Human Resources

The Commission's draft budget proposal for 2026 (DB 2026) presents a net increase of 22 Full Time Equivalents (FTE, 0,07 %), with a net reduction of 40 establishment plan posts (-0,17 %), and an increase of 62 FTE (0.68 %) of external personnel.

The occupation of the Commission establishment plan on 01/04/2025 is 98.7 %.

Preliminary methodological remarks

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

Working Document II, point 2 – '**the current situation**' gives a synthetic view of the posts actually filled on 31 December of 2024, in line with the provision of article 41(3)(b)(iii) of the Financial Regulation. This article also requires the presentation of the annual average of full-time equivalents.

Working Document II, point 2 also captures the **figures of all human resources in place with a contract of employment with Commission services as of 01/04/2025** and financed from **all budgets** (Commission operating budget – including offices- and research budget). The snapshot is provided as of 1 April to ensure comparability with the previous working documents. Detailed tables include external staff financed from earmarked revenue.

Working Document II, point 3 – '**the 2026 DB request**' **concentrates on the Commission request for establishment plan posts and appropriations of external personnel** to be financed in the 2026 Budget, i.e. the operating budget of the Commission, the research budget, and the budget of the offices. In the case of **external staff**, **estimates of full time equivalents** are provided on the basis of the likely average costs and expected distribution between categories of external staff.

Thus, the figures provided under the current situation (point 2) are not directly comparable with those of the DB 2026 request (point 3), i.e. resources in place versus estimates. Furthermore, the DB 2026 request does not include the possible external staff that may be financed from assigned revenue.

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

The summary table below has been established by the Commission on the basis of Article 41.3 (b)(v) of the Financial Regulation. It shows the number of full-time equivalents (FTEs) for each category of staff and the related appropriations for all Institutions for the period 2024-2026.¹

		Evolution of Human Resources													
		B2024		B2025		Evolution 2025 / 2024			DB2026		Evolution 2026 / 2025				
Institution	Type of human resources	Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE		
European Parliament	Officials and Temporary staff	831.385.299	6.923	909.624.644	6.823	9,4%	-100	-1,4%	973.440.058	6.823	7,0%	0	0,0%		
	Contract agents	143.699.900	2.199	156.189.413	2.231	8,7%	32	1,5%	168.219.786	2.234	7,7%	3	0,1%		
	Seconded National Experts	3.064.000	47	3.267.773	47	6,7%	0	0,0%	2.986.700	41	-8,6%	-6	-12,8%		
	Intérimaires	730.000	10	792.624	10	8,6%	0	0%	823.186	10	3,9%	0	0%		
	Parliamentary Assistants*	139.750.000	1.863	176.373.427	2.225	26,2%	362	19,4%	185.544.845	2.225	5,2%	0	0,0%		
	TOTAL External personnel	287.243.900	4.119	336.623.237	4.513	17,2%	394	9,6%	357.574.517	4.510	6,2%	-3	-0,1%		
	TOTAL STAFF EP	1.118.629.199	11.042	1.246.247.881	11.336	11,4%	294	2,7%	1.331.014.575	11.333	6,8%	-3	0,0%		
European Council & Council	Officials and Temporary staff	405.343.234	3.029	438.329.151	3.030	8,1%	1	0,0%	465.322.591	3.030	6,2%	0	0,0%		
	Contract agents	12.543.729	232	13.340.000	232	6,3%	0	0,0%	13.993.000	232	4,9%	0	0,0%		
	Seconded National Experts	1.439.000	22	1.507.000	22	4,7%	0	0,0%	1.541.000	22	2,3%	0	0,0%		
	Local agents	0	0	0	0	0,0%	0	0,0%	0	0	0,0%	0	0,0%		
	Intérimaires	242.000	3	244.000	3	0,8%	0	0,0%	244.000	3	0,0%	0	0,0%		
	TOTAL External personnel	14.224.729	257	15.091.000	257	6,1%	0	0,0%	15.778.000	257	4,6%	0	0,0%		
	TOTAL STAFF COUNCIL	419.567.963	3.286	453.420.151	3.287	8,1%	1	0,0%	481.100.591	3.287	6,1%	0	0,0%		
Commission	Heading 7	Officials and Temporary staff	2.897.670.000	20.345	3.084.736.576	20.345	6,5%	0	0,0%	3.253.638.472	20.336	5,5%	-9	0,0%	
		Contract agents	189.430.209	3.217	209.419.688	3.257	10,6%	40	1,2%	224.614.748	3.292	7,3%	35	1,1%	
		Seconded National Experts	50.459.949	750	54.058.491	760	7,1%	10	1,3%	57.149.383	759	5,7%	-1	-0,1%	
		Local agents	15.229.000	159	15.002.000	157	-1,5%	-2	-1,1%	14.883.000	153	-0,8%	-4	-2,2%	
		Intérimaires	11.199.246	174	11.294.239	166	0,8%	-8	-4,4%	11.904.917	165	5,4%	-1	-0,6%	
		TOTAL External personnel	266.318.404	4.299	289.774.418	4.339	8,8%	40	0,9%	308.552.048	4.369	6,5%	30	0,7%	
		TOTAL STAFF COMMISSION H7	3.163.988.404	24.644	3.374.510.994	24.684	6,7%	40	0,2%	3.562.190.520	24.705	5,6%	21	0,1%	
	Outside heading 7	Direct & Indirect research	Officials and Temporary staff	424.506.963	3.032	435.713.196	3.011	2,6%	-21	-0,7%	444.246.250	2.980	2,0%	-31	-1,0%
			External personnel	101.977.787	1.292	102.049.312	1.269	0,1%	-23	-1,8%	103.693.837	1.251	1,6%	-18	-1,4%
			TOTAL STAFF RESEARCH	526.484.750	4.324	537.762.508	4.280	2,1%	-44	-1,0%	547.940.087	4.231	1,9%	-49	-1,1%
		Operational programmes	Contract agents	206.034.823	1.989	231.564.166	2.078	12,4%	89	4,5%	251.547.038	2.166	8,6%	88	4,2%
			Local agents	147.404.502	1.423	158.573.537	1.423	7,6%	0	0,0%	160.846.097	1.385	1,4%	-38	-2,7%
		TOTAL External personnel	353.439.325	3.412	390.137.703	3.501	10,4%	89	2,6%	412.393.135	3.551	5,7%	50	1,4%	
		TOTAL STAFF COMMISSION outside H7	879.924.075	7.736	927.900.211	7.781	5,5%	45	0,6%	960.333.222	7.782	3,5%	1	0,0%	
		TOTAL STAFF COMMISSION (1)	4.043.912.479	32.380	4.302.411.205	32.465	6,4%	85	0,3%	4.522.523.742	32.487	5,1%	22	0,1%	
	Executive Agencies (EA)	Officials and Temporary staff	118.495.670	801	127.275.883	806	7,4%	5	0,6%	137.203.423	811	7,8%	5	0,6%	
		Contract agents	171.966.003	2.360	193.045.866	2.369	12,3%	9	0,4%	206.033.240	2.374	6,7%	5	0,2%	
		Seconded National Experts	1.159.310	18	1.279.625	16	10,4%	-2	-11,1%	1.412.119	17	10,4%	1	6,3%	
		TOTAL External personnel	173.125.313	2.378	194.325.492	2.385	12,2%	7	0,3%	207.445.358	2.391	6,8%	6	0,3%	
		TOTAL STAFF EA (2)	291.620.983	3.179	321.601.374	3.191	10,3%	12	0,4%	344.648.781	3.202	7,2%	11	0,3%	
		TOTAL Officials and Temporary staff	3.440.672.633	24.178	3.647.725.655	24.162	6,0%	-16	-0,1%	3.835.088.145	24.127	5,1%	-35	-0,1%	
		TOTAL External personnel	894.860.829	11.381	976.286.925	11.494	9,1%	113	1,0%	1.032.084.378	11.562	5,7%	68	0,6%	
	TOTAL STAFF COMMISSION & EA (1) + (2)	4.335.533.462	35.559	4.624.012.580	35.656	6,7%	97	0,3%	4.867.172.523	35.689	5,3%	33	0,1%		

* values for 2026 of European Parliament Parliamentary Assistants have been extrapolated by the Commission based on 2025 data.

¹ Source: Data transmitted by EU institutions, consolidated by Commission.

Institution	Type of human resources	B2024		B2025		Evolution 2025 / 2024			DB2026		Evolution 2026 / 2025		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
Court of Justice	Officials and Temporary staff	319.180.000	2.114	346.812.000	2.114	8,7%	0	0,0%	363.038.000	2.114	4,7%	0	0,0%
	Contract agents	10.371.000	187	11.769.000	187	13,5%	0	0,0%	12.429.133	187	5,6%	0	0,0%
	Seconded National Experts	1.213.000	18	1.311.000	18	8,1%	0	0,0%	1.340.000	18	2,2%	0	0,0%
	Intérimaires	232.000	5	244.000	5	5,2%	0	2,0%	249.000	5	2,0%	0	0,0%
	TOTAL External personnel	11.816.000	210	13.324.000	210	12,8%	0	0,0%	14.018.133	210	5,2%	0	0,0%
	TOTAL STAFF COURT OF JUSTICE	330.996.000	2.324	360.136.000	2.324	8,8%	0	0,0%	377.056.133	2.324	4,7%	0	0,0%
Court of Auditors	Officials and Temporary staff	139.551.000	882	147.666.000	881	5,8%	-1	-0,1%	154.955.000	881	4,9%	0	0,0%
	Contract agents	5.957.360	80	6.322.000	85	6,1%	5	6,3%	6.921.000	85	9,5%	0	0,0%
	Seconded National Experts	2.468.000	36	2.332.000	31	-5,5%	-5	-13,9%	2.467.000	31	5,8%	0	0,0%
	Intérimaires	264.000	6	268.000	6	1,5%	0	0,0%	275.000	6	2,6%	0	0,0%
	TOTAL External personnel	8.689.360	122	8.922.000	122	2,7%	0	0,0%	9.663.000	122	8,3%	0	0,0%
	TOTAL STAFF COURT OF AUDITORS	148.240.360	1.004	156.588.000	1.003	5,6%	-1	-0,1%	164.618.000	1.003	5,1%	0	0,0%
European Economic and Social Committee	Officials and Temporary staff	87.573.505	670	94.999.000	671	8,5%	1	0,1%	100.721.000	671	6,0%	0	0,0%
	Contract agents	2.731.125	49	2.863.772	49	4,9%	0	0,0%	3.026.400	49	5,7%	0	0,0%
	Seconded National Experts	480.000	7	522.151	7	8,8%	0	0,0%	537.500	7	2,9%	0	0,0%
	Intérimaires	139.800	2	149.000	2	6,6%	0	0,0%	153.160	2	2,8%	0	0,0%
	TOTAL External personnel	3.350.925	58	3.534.923	58	5,5%	0	0,0%	3.717.060	58	5,2%	0	0,0%
	TOTAL STAFF EESC	90.924.430	728	98.533.923	729	8,4%	1	0,1%	104.438.060	729	6,0%	0	0,0%
Committee of the Regions	Officials and Temporary staff	68.463.203	496	75.472.700	497	10,2%	1	0,2%	80.515.000	497	6,7%	0	0,0%
	Contract agents	4.952.486	80	5.451.858	80	10,1%	0	0,0%	5.835.000	80	7,0%	0	0,0%
	Seconded National Experts	616.563	11	669.314	11	8,6%	0	0,0%	730.000	11	9,1%	0	0,0%
	Intérimaires	254.968	4	278.920	4	9,4%	0	0,0%	382.907	4	37,3%	0	0,0%
	TOTAL External personnel	5.824.017	95	6.400.092	95	9,9%	0	0,0%	6.947.907	95	8,6%	0	0,0%
	TOTAL STAFF COMMITTEE OF REGIONS	74.287.220	591	81.872.792	592	10,2%	1	0,2%	87.462.907	592	6,8%	0	0,0%
European Ombudsman	Officials and Temporary staff	9.651.707	75	10.870.000	75	12,6%	0	0,0%	11.923.000	75	9,7%	0	0,0%
	Contract agents	450.500	8	560.000	8	24,3%	0	0,0%	585.000	8	4,5%	0	0,0%
	Seconded National Experts	0	0	0	0	0	0	0	0	0	0	0	0
	Intérimaires	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL External personnel	450.500	8	560.000	8	24,3%	0	0,0%	585.000	8	4,5%	0	0,0%
	TOTAL STAFF EUROPEAN OMBUDSMAN	10.102.207	83	11.430.000	83	13,1%	0	0,0%	12.508.000	83	9,4%	0	0,0%
European Data-Protection Supervisor	Officials and Temporary staff	11.137.500	89	12.704.000	93	14,1%	4	4,5%	15.645.056	93	23,2%	0	0,0%
	Contract agents	3.411.746	48	4.066.900	53	19,2%	5	10,4%	4.063.879	53	-0,1%	0	0,0%
	Seconded National Experts	675.000	9	753.000	9	11,6%	0	0,0%	756.000	9	0,4%	0	0,0%
	Intérimaires	120.000	2	133.330	2	11,1%	0	0,0%	133.527	2	0,1%	0	0,0%
	TOTAL External personnel	4.206.746	59	4.953.230	64	17,7%	5	8,5%	4.953.406	64	0,0%	0	0,0%
	TOTAL STAFF EDPS	15.344.246	148	17.657.230	157	15,1%	9	6,1%	20.598.462	157	16,7%	0	0,0%

Institution	Type of human resources	B2024		B2025		Evolution 2025 / 2024			DB2026		Evolution 2026 / 2025		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
European External Action Service	Officials and Temporary staff	314.922.000	1.752	347.450.000	1.750	10,3%	-2	-0,1%	355.186.000	1.750	2,2%	0	0,0%
	Contract agents	53.141.336	643	55.459.653	643	4,4%	0	0,0%	57.344.438	643	3,4%	0	0,0%
	Seconded National Experts	29.527.504	642	29.702.734	672	0,6%	30	4,7%	29.847.771	672	0,5%	0	0,0%
	Local agents	90.036.192	1.736	91.010.000	1.736	1,1%	0	0,0%	90.012.000	1.736	-1,1%	0	0,0%
	Intérimaires	1.384.400	40	1.471.000	41	6,3%	1	2,5%	1.160.000	41	-21,1%	0	0,0%
	TOTAL External personnel	174.089.432	3.061	177.643.387	3.092	2,0%	31	1,0%	178.364.209	3.092	0,4%	0	0,0%
	TOTAL STAFF EEAS	489.011.432	4.813	525.093.387	4.842	7,4%	29	0,6%	533.550.209	4.842	1,6%	0	0,0%
	TOTAL Official and Temporary staff	5.627.880.081	40.208	6.031.653.150	40.096	7,2%	-112	-0,3%	6.355.833.850	40.061	5,4%	-35	-0,1%
	TOTAL External personnel	1.404.756.438	19.370	1.543.338.794	19.913	9,9%	543	2,8%	1.623.685.610	19.978	5,2%	65	0,3%
	TOTAL STAFF	7.032.636.519	59.578	7.574.991.944	60.009	7,7%	431	0,7%	7.979.519.461	60.039	5,3%	30	0,0%

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 must be borne in mind that the number of agency staff ('Intérimaires') can only be a snapshot of the situation at a given point in time and may vary substantially from one year to another.

Figures for 2025 have been updated to take account of the result of the voted budget 2025.

In all Institutions, requests for additional staff arise from increased workload and new tasks, which cannot easily be met through redeployment alone. The Institutions' draft statements of estimates presented a total request for 112 FTEs of external staff (contract agents, seconded national experts, local agents and agency staff). However, in the context of the overall pressure on the ceiling of heading 7, the Commission has adjusted downwards the original draft estimates of the Court of Justice, European Economic and Social Committee, the Committee of the Regions, the European Data Protection Supervisor and the European External Action Service in order to keep the number of external staff stable compared to 2025. The related appropriations for the institutions concerned have been adjusted accordingly.

1.2 Specific comments on external staff per Institution

1.2.1 European Parliament (EP)

The European Parliament established a statement of estimates in line with the Commission's budgetary guidelines on stable staffing, even showing a decrease of 3 FTEs for external staff.

1.2.2 Council

The Council did not request additional external staff.

1.2.3 Commission

The 2026 draft budget includes a net increase of 22 FTE (a decrease of 40 establishment plan posts and an increase of 62 FTE for external personnel), financed across all headings of the Multiannual Financial Framework. This is mainly due to the reduction linked to the delegation of tasks to executive agencies (a reduction of 26 posts and a reduction of five frozen posts), combined with the conversion of 14 establishment plan posts (ex-D officials) into appropriations for contractual agents as well as the transformation of two FTE of external staff into one establishment plan post. These adaptations do not deviate from the principle of stable staffing, as the conversion of ex-D posts is headcount neutral, and reflects decisions taken at the moment of the reform of the Staff Regulations in 2004.

Furthermore, there are a number of staff increases linked to the new initiatives where additional tasks have been conferred to the Commission, as follows:

- 4 posts and 17 FTE for CBAM ('Carbon Border Adjustment Mechanism'),
- 3 FTE for external staff paid from the administrative expenditure line under the Single Market Programme for the implementation of the Regulation prohibiting products made with forced labour on the Union market,
- 20 FTE for external staff financed from the administrative support line of the Digital Europe Programme to support the implementation of the Artificial Intelligence Office, and
- 10 FTE for external staff financed from the administrative support line of the Transport strand of the Connecting Europe Facility to address the additional tasks linked to the Performance Review Board of the Single European Sky.

In all cases, the need to deviate from the principle of stable staffing was clearly flagged during the legislative process, as the co-legislators adapted the Commission's original proposals, and declarations were made to this effect.

Finally, a further increase of 33 FTEs under the European Defence Industrial Programme (EDIP) and of 5 FTE under the Asylum, Migration and Integration Fund linked to proposal on Return of third-country nationals, is planned to be financed from the operational programmes, pending approval of the proposal by the co-legislators.

1.2.4 Court of Justice of the European Union (CoJ)

The Court of Justice requested eight additional contract agents, which are not retained in the Draft Budget 2026.

1.2.5 European Court of Auditors (ECA)

The Court of Auditors established a statement of estimates in line with the Commission's budgetary guidelines on stable staffing.

1.2.6 European Economic and Social Committee (EESC)

The Economic and Social Committee statement of estimates shows a request of nine additional contract agents to accompany the transformational processes (buildings, digital transformation and the active involvement of staff) for a temporary period. To respect the stable staffing principle, the Commission has not included this request in the Draft Budget 2026.

1.2.7 Committee of the Regions (CoR)

The Committee of the Regions has requested nine additional contract agents to reinforce the Committee's Political Group secretariats. This request has not been retained.

1.2.8 European Ombudsman (EO)

The European Ombudsman has not requested any reinforcement in staff.

1.2.9 European Data Protection Supervisor (EDPS)

The European Data Protection Supervisor established a statement of estimates showing a request for 12 additional contract agents for the EDPS (of which one related to cybersecurity) and one additional contract agent for the European Data Protection Board (EDPB). The Commission has not included this request in its Draft Budget 2026 proposal.

1.2.10 European External Action Service (EEAS)

The European External Action Service established a statement of estimates showing an increase of 14 additional external staff for the Military Planning Conduct Capability, which has not been retained in the Draft Budget 2026 proposal.

2. COMMISSION HUMAN RESOURCES 2025 – THE CURRENT SITUATION

2.1 Global picture as of 1 April 2025 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 01/04/2025 does not exactly compare, by definition, with the estimates of FTE units authorised by the appropriations voted for posts and external personnel in the 2025 budget. With this important *caveat*, the tables below provide the complete distribution between each category of Commission human resources² financed under all headings of the Multiannual Financial Framework (MFF).

COMMISSION STAFF IN PLACE AS OF 01/04/2025 - FINANCED UNDER THE EU BUDGET

CATEGORY		Officials and temporary agents	Contract Agents	Local Agents in Delegations and representations	Seconded National Experts (1)	Agency Staff	Other residual categories (2)	TOTAL
HEADING 7 OF THE MFF	Headquarters	19.208	3.011		972	211	59	
	In Delegations	597	5	127	15			
	In Representations	213	329	12		14	1	
	TOTAL HEADING 7	20.018	3.345	139	987	225	60	24.774
OUTSIDE HEADING 7	Headquarters	2.810	2.080		96	99	6	
	In Delegations	11	1.038	1.384	19			
	TOTAL OUTSIDE HEADING 7	2.821	3.118	1.384	115	99	6	7.543
TOTAL IN HEADQUARTERS		22.018	5.091	0	1.068	310	65	0
TOTAL IN DELEGATIONS		608	1.043	1.511	34	0	0	0
TOTAL IN REPRESENTATIONS		213	329	12	0	14	1	0
TOTAL		22.839	6.463	1.523	1.102	324	66	32.317

COMMISSION STAFF IN PLACE AS OF 01/04/2025 - FINANCED FROM EARMARKED REVENUE

		Officials and temporary agents	Contract Agents	Local Agents in Delegations and representations	Seconded National Experts	Agency Staff	Other residual categories (1)	TOTAL
ASSIGNED REVENUES	Offices		314			16	24	354
	Trust Funds Headquarters		102			2		104
	Trust Funds Delegations		32	10				42
	Facility for Refugees in Turkey		33	10				43
	European Peace Facility (EPF) Headquarters		30					30
	DG at Headquarters - R0		155		7	1		163
	DG at Headquarters - NGEU		284			14		298
	DG at Headquarters		242					242
	Competitive actions of the Joint Research Center		484					484
	Digital Service Act (DSA)		97		11	3		111
	Innovation Fund		21			1		22
	Social Climate Fund		4			7		11
	TOTAL		1.798	20	18	44	24	1.904

(1) includes the cost-free seconded national experts in Commission services to whom the Institution does not pay a daily allowance but for whom overhead costs are to be considered the Young Experts in Delegation are not included

(2) Of which:

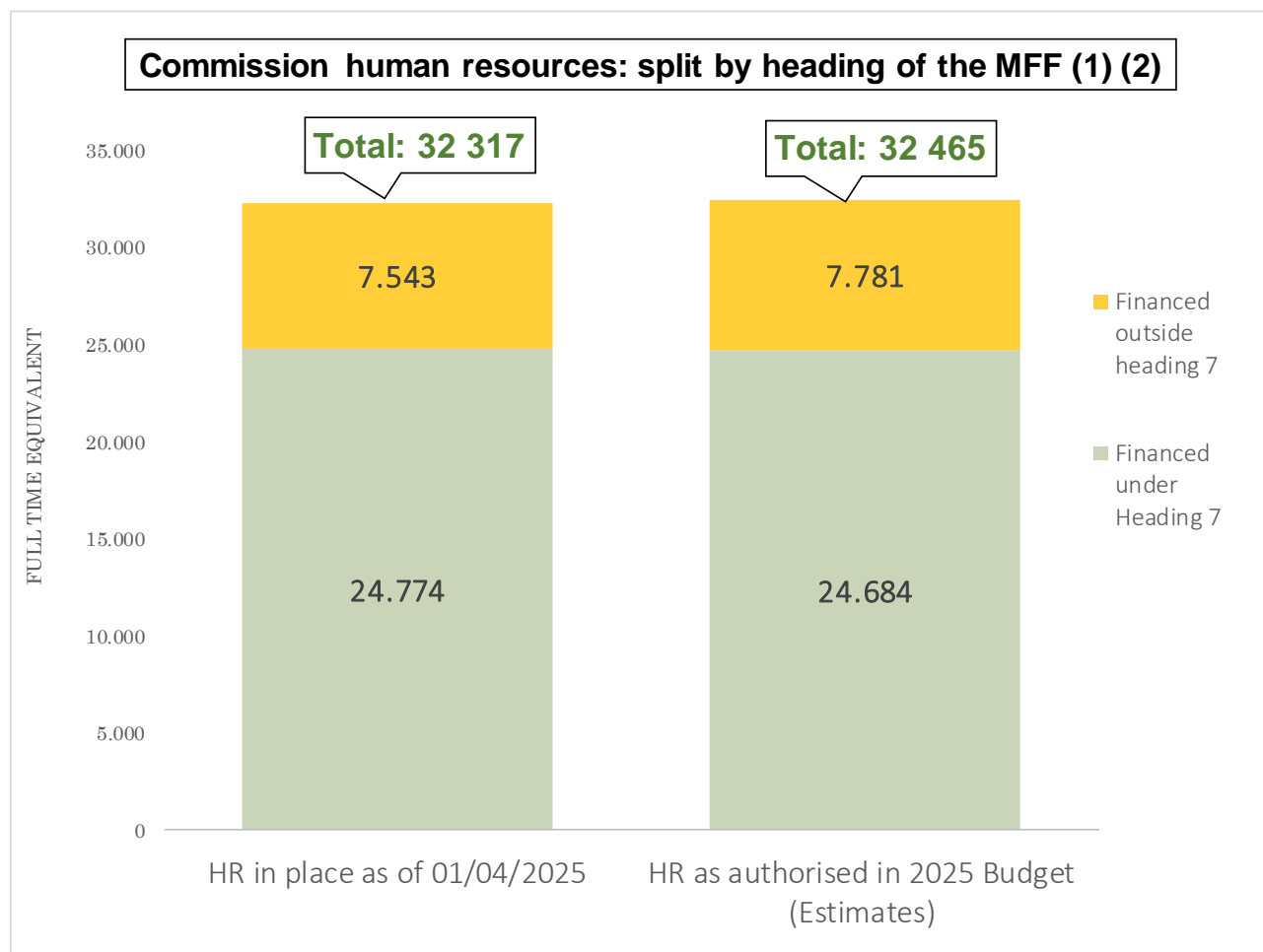
- External personnel technical assistance: 25 persons.
- JRC grant holders: 6 heads financed by the research budget.
- Residual private law contract in Belgium and Luxembourg: 59 persons financed by the operating budget.

In addition to the 32 317 staff in place as of 01/04/2025 financed under the EU budget, 1 904 staff was working for the Commission as of 01/04/2025 and financed from earmarked revenue (see detailed table above).

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

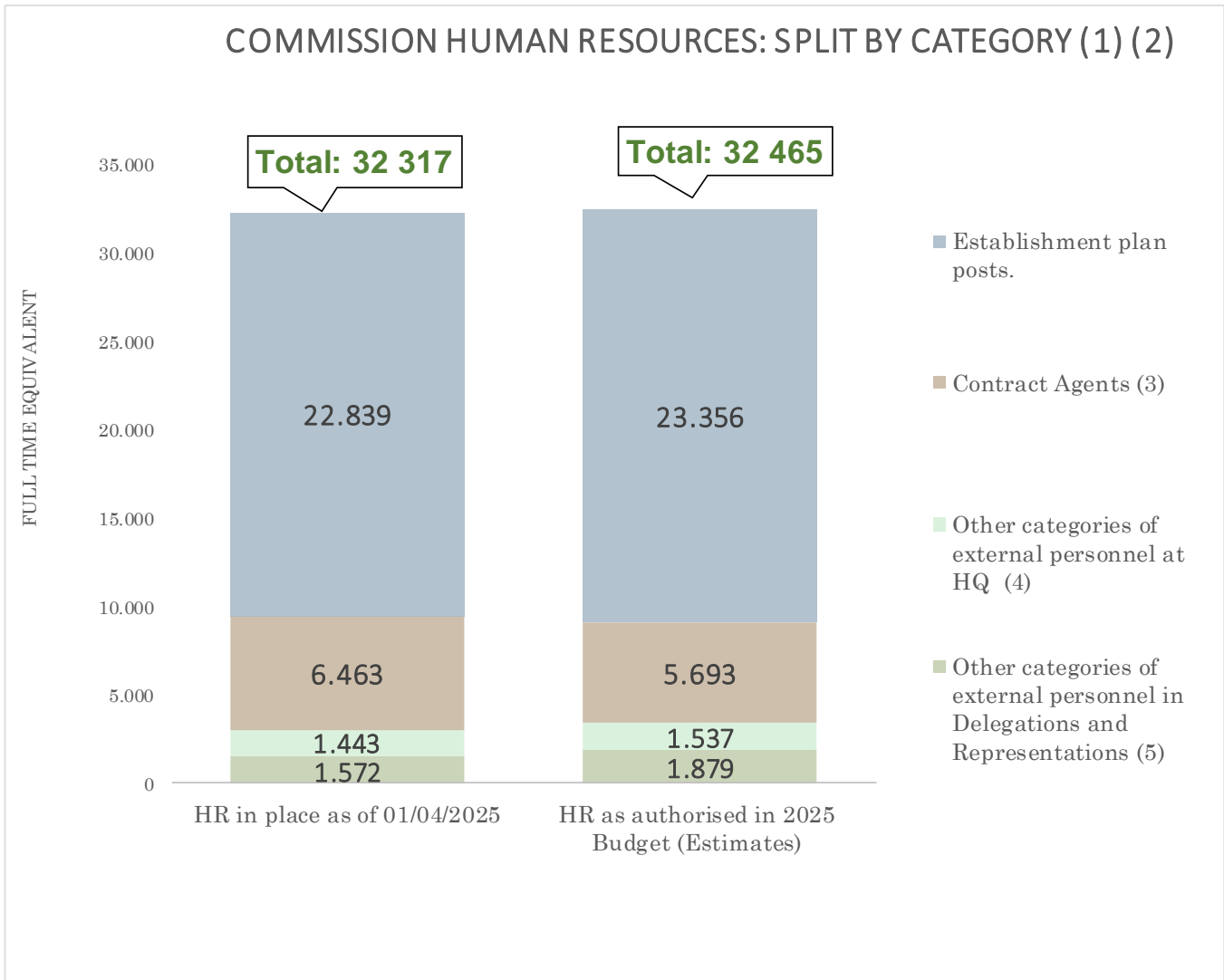
2.1.2 Overview of human resources financed within and outside heading 7 of the MFF in 2025

The above *caveat* applies for the tables below. The first table is an estimate of the distribution between Commission human resources financed **under heading 7** 'Administration' of the MFF and human resources financed **outside heading 7** of the MFF.



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

The second table is an estimate of the distribution, **per main categories**, between Commission human resources financed **under heading 7** 'Administration' of the multi-annual financial framework ('MFF') and human resources financed **outside heading 7** of the MFF.

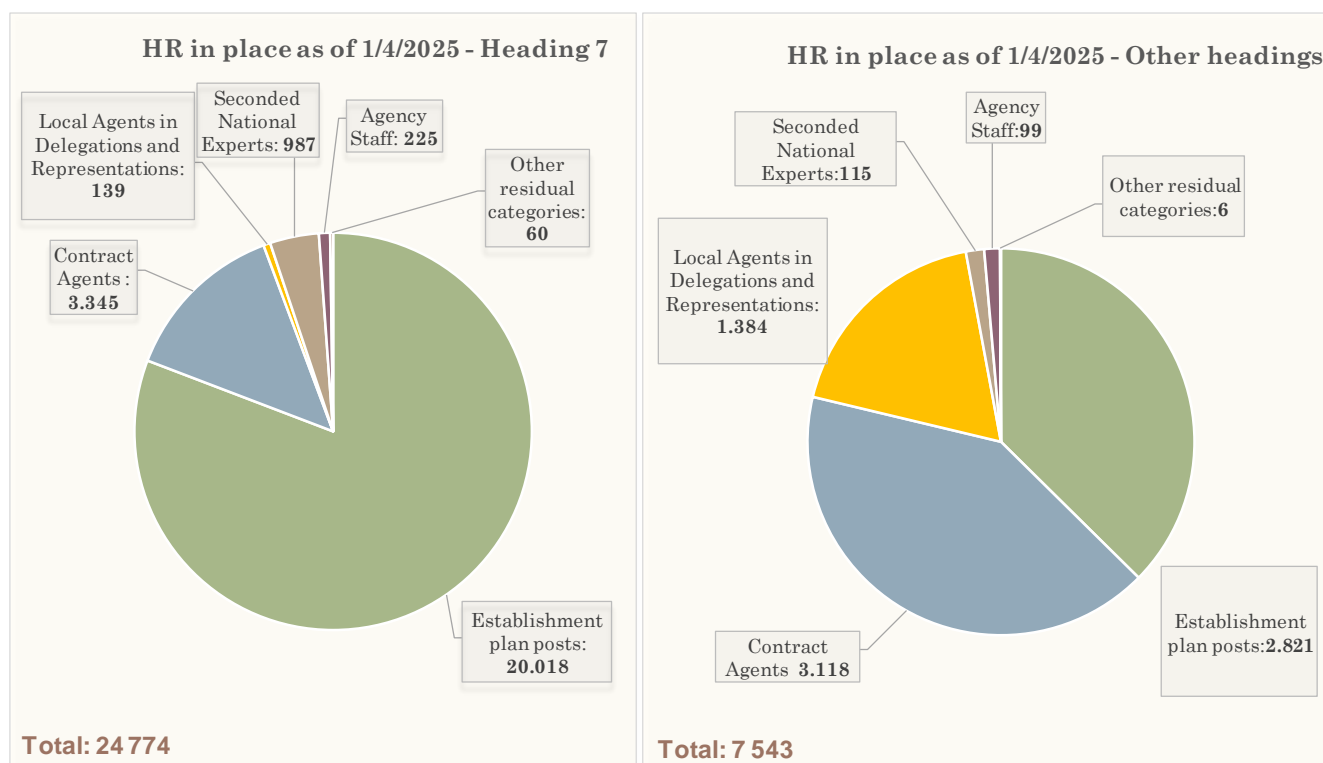


- (1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.
(2) Excluding external personnel financed from earmarked revenue.
(3) The detailed figures appear in the table reproduced under point 2.3.1 below .
(4) The detailed figures 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 01/04/2025 – split by heading of the MFF & category of personnel.

Commission human resources financed from the EU budget

Personnel in place as of 01/04/2025 - split by heading of the MFF & category of personnel (1) (2)



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

2.2 Overview of the establishment plan posts occupied as of 01/04/2025

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 incoming officials, 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.

DG \ Function Group	Commission Operating budget				Research Budgets				Offices				Total			Total
	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	
DG Agriculture and Rural Development	490	211	54	755	11	4	0	15					501	215	54	770
DG Budget	297	147	34	478									297	147	34	478
Cabinets	217	170	75	462									217	170	75	462
DG Climate Action	191	39	12	242	11	5	0	16					202	44	12	258
DG Communication	314	195	32	541									314	195	32	541
DG Communications Networks, Content and Technology	266	108	28	402	140	77	10	227					406	185	38	629
DG Competition	603	148	91	842									603	148	91	842
DG Defence Industry and Space	110	28	5	143	45	15	2	62					155	43	7	205
DG Economic and Financial Affairs	386	85	36	507									386	85	36	507
DG Education, Youth, Sport and Culture	228	92	18	338	23	9	0	32					251	101	18	370
DG Employment, Social Affairs and Inclusion	381	141	42	564	7	5	0	12					388	146	42	576
DG Energy	333	139	40	512	47	6	3	56					380	145	43	568
DG Environment	297	92	21	410	5	3	0	8					302	95	21	418
DG Financial Stability, Financial Services and Capital Markets Union	262	65	22	349									262	65	22	349
DG Health Emergency Preparedness and Response Authority	48	10	3	61	4	3	0	7					52	13	3	68
DG Health and Food Safety	454	138	49	641	3	2	0	5					457	140	49	646
DG Human Resources and Security	321	500	165	986	5	27	10	42					326	527	175	1.028
DG European Civil Protection and Humanitarian Aid Operations (ECHO)	200	95	15	310									200	95	15	310
DG Digital Services	288	164	23	475									288	164	23	475
DG Internal Market, Industry, Entrepreneurship and SMEs	435	152	43	630	29	4	1	34					464	156	44	664
DG International Partnerships	714	185	40	939									714	185	40	939
DG Interpretation	551	91	39	681									551	91	39	681
Joint Research Centre	6	6		12	833	629	59	1.521					839	635	59	1.533
DG Justice and Consumers	270	88	28	386									270	88	28	386
DG Maritime Affairs and Fisheries	198	45	21	264	5	3	0	8					203	48	21	272
DG Migration and Home Affairs	328	89	40	457	12	6	4	22					340	95	44	479
DG Mobility and Transport	258	88	20	366	31	2	0	33					289	90	20	399
DG Enlargement and Eastern Neighbourhood	254	64	19	337									254	64	19	337
DG Middle East, North Africa, Gulf	96	27	6	129									96	27	6	129
European Anti-Fraud Office									211	84	11	306	211	84	11	306
European Personnel Selection Office									40	49	9	98	40	49	9	98
Office for Infrastructure and Logistics in Brussels									95	177	1	273	95	177	1	273
Office for Infrastructure and Logistics in Luxembourg									29	61	10	100	29	61	10	100
DG Regional and Urban Policy	360	140	33	533	1	1	0	2					361	141	33	535
DG Research and Innovation	24	2	0	26	495	195	29	719					519	197	29	745
Reform and Investment Task Force (SG REFORM)	156	27	6	189									156	27	6	189
DG Taxation and Customs Union	328	89	18	435									328	89	18	435
DG Trade and Economic Security	422	105	41	568									422	105	41	568
DG Translation	1.405	250	98	1.753									1.405	250	98	1.753
Eurostat	337	189	31	557									337	189	31	557
Inspire, Debate, Engage and Accelerate Action	13	4	3	20									13	4	3	20
Internal Audit Service	120	17	6	143									120	17	6	143
Legal Service	276	86	29	391									276	86	29	391
Office for the Administration and Payment of Individual Entitlements (PMO)	1			1					44	99	1	144	45	99	1	145
Publications Office									150	392	17	559	150	392	17	559
Secretariat general	364	158	53	575									364	158	53	575
Service for Foreign Policy Instruments	73	26	3	102									73	26	3	102
Staff committee - representative trade unions and staff associations	12	13	1	26									12	13	1	26
Total	12.687	4.508	1.343	18.538	1.707	996	118	2.821	569	862	49	1.480	14.963	6.366	1.510	22.839

2.2.2 Commission establishment plan posts (excl. Research and Offices) with an overview on the evolution of the occupation of Commission establishment plan posts as of 01/04/2025.

Evolution of the Occupation of Posts at the Commission*																
2002-2025 (Operating Establishment Plan - Permanent and temporary posts)																
	2002				2003				2004				2005			
	1-01	1-05	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12
Authorised posts	17.905	17.905	17.905	17.905	16.719	16.719	16.719	16.719	17.388	17.388	17.388	17.388	17.957	17.957	17.957	17.957
Occupied posts	16.877	16.916	16.986	17.426	16.260	16.240	16.199	16.333	16.197	16.549	16.494	17.008	16.929	17.256	17.442	17.652
Vacant posts	1.028	989	919	479	459	479	520	386	1.191	839	894	380	1.028	701	515	305
%	5,7%	5,5%	5,1%	2,7%	2,7%	2,9%	3,1%	2,3%	6,8%	4,8%	5,1%	2,2%	5,7%	3,9%	2,9%	1,7%
	2006				2007				2008				2009			
	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12
Authorised posts	18.571	18.571	18.571	18.571	19.370	19.370	19.370	19.370	20.162	20.162	20.162	20.162	20.384	20.384	20.384	20.384
Occupied posts	17.642	17.726	17.768	18.013	17.961	18.278	18.584	19.041	18.903	19.158	19.382	19.595	19.551	19.722	19.814	19.878
Vacant posts	929	845	803	558	1.409	1.092	786	329	1.259	1.004	780	567	833	662	570	506
%	5,0%	4,6%	4,3%	3,0%	7,3%	5,6%	4,1%	1,7%	6,2%	5,0%	3,9%	2,8%	4,1%	3,2%	2,8%	2,5%
	2010				2011				2012				2013			
	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12
Authorised posts	20.329	20.329	20.329	20.329	19.256	19.256	19.256	19.256	19.290	19.290	19.290	19.290	19.270	19.270	19.270	19.270
Occupied posts	19.829	19.841	19.895	19.937	18.845	18.807	18.823	18.780	18.783	18.771	18.678	18.623	18.565	18.510	18.627	18.694
Vacant posts	500	488	434	392	411	449	433	476	507	519	612	667	705	760	643	576
%	2,5%	2,4%	2,1%	1,9%	2,1%	2,3%	2,2%	2,5%	2,6%	2,7%	3,2%	3,5%	3,7%	3,9%	3,3%	3,0%
	2014				2015				2016				2017			
	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12
Authorised posts	19.221	19.221	19.221	19.221	19.039	19.039	19.039	19.039	18.857	18.857	18.857	18.857	18.786	18.786	18.786	18.786
Occupied posts	18.561	18.586	18.523	18.707	18.699	18.618	18.636	18.631	18.578	18.480	18.423	18.250	18.188	18.105	18.030	17.994
Vacant posts	660	635	698	514	340	421	403	408	279	377	434	607	598	681	756	792
%	3,4%	3,3%	3,6%	2,7%	1,8%	2,2%	2,1%	2,1%	1,5%	2,0%	2,3%	3,2%	3,2%	3,6%	4,0%	4,2%
	2018				2019				2020				2021			
	1-01	1-04	1-07	31-12 (**)	1-01	1-04	1-07	31-12 (**)	1-01	1-04	1-07	31-12 (**)	1-01	1-04	1-07	31-12 (**)
Authorised posts	18.739	18.739	18.739	18.739	18.757	18.757	18.757	18.757	18.751	18.751	18.751	18.751	18.745	18.745	18.741	18.741
Occupied posts	17.893	17.934	18.007	18.151	18.151	18.114	18.131	18.345	18.345	18.230	18.272	18.389	18.389	18.334	18.361	18.410
Vacant posts	846	805	732	588	606	643	626	412	406	521	479	362	356	411	380	331
%	4,5%	4,3%	3,9%	3,1%	3,2%	3,4%	3,3%	2,2%	2,2%	2,8%	2,6%	1,9%	1,9%	2,2%	2,0%	1,8%
	2022				2023				2024				2025			
	1-01	1-04	1-07	31-12 (**)	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12 (**)	1-01	1-04	01-07 forecast	31-12 (**) forecast
Authorised posts	18.737	18.737	18.737	18.737	18.741	18.741	18.757	18.757	18.757	18.757	18.757	18.757	18.773	18.773	18.773	18.773
Occupied posts	18.410	18.366	18.408	18.476	18.476	18.493	18.476	18.557	18.557	18.579	18.623	18.718	18.718	18.538	18.518	18.619
Vacant posts	327	371	329	261	265	248	281	200	200	178	134	39	55	235	255	154
%	1,7%	2,0%	1,8%	1,4%	1,4%	1,3%	1,5%	1,1%	1,1%	0,9%	0,7%	0,2%	0,3%	1,3%	1,4%	0,8%

(*) 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)

(**) Occupation at 31 December not available, reported values for 1 January following year.

The number of vacancies on 1 January 2025 amounted to 55 or 0,3 % of the total authorised establishment plan, increasing to 1,3 % on 1 April 2025. The forecast for the year end is that 99,2 % of posts should be occupied.

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

Occupation of posts at 01/04/2025 Operating Establishment plan (Offices OP, EPSO, OIB, OIL, PMO et OLAF not included) by function groups-grades and DGs - AD function group																													
DG \ Grade	AD16		AD15		AD14		AD13		AD12		AD11		AD10		AD09		AD08		AD07		AD06		AD05		Total		Grand		
Gender	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total		
Cabinets			3	4	8	13	11	11	14	15	31	14	23	7	11	13	9	10	6	4	2	2	3	3	121	96	217		
Secretariat-General	1	3	6	4	7	21	14	20	21	20	13	11	33	13	27	20	19	20	16	24	11	8	13	19	181	183	364		
Reform and Investment Task Force (SG REFORM)	1		1	1	2	2		2	5	2	4	5	9	14	17	8	13	12	19	11	8	5	10	5	89	67	156		
Legal Service		1		8	6	14	12	22	25	26	17	10	15	18	23	24	7	14	6	7	2	2	11	6	124	152	276		
Communication			4	3	9	5	11	14	30	26	18	14	20	13	24	27	20	14	19	11	5	5	15	7	175	139	314		
Inspire, Debate, Engage and Accelerate Action				1		3	1	1				1				2		2		1				1	1	12	13		
Budget			3	4	2	6	5	10	12	13	6	15	11	21	15	27	29	23	19	24	11	8	17	16	130	167	297		
Human Resources and Security		1	2	5	8	12	10	12	18	22	15	12	11	17	25	15	13	14	14	12	10	5	39	29	165	156	321		
Digital Services			1	1	1	7	2	5	3	12	1	15	3	11	8	35	10	51	27	68	3	7	11	6	70	218	288		
Internal Audit Service			2		1	3	3	6	4	5	2	3	3	4	11	11	8	8	19	9	4	3	9	2	66	54	120		
Economic and Financial Affairs		2	1	2	6	15	5	23	6	30	9	18	17	21	25	41	20	25	25	23	12	10	26	24	152	234	386		
Internal Market, Industry, Entrepreneurship and SMEs	1		3	2	10	13	9	23	31	27	15	17	29	32	33	35	24	14	22	20	18	15	22	20	217	218	435		
Defence Industry and Space		1			1	5	3	4	1	10	4	9	6	7	9	18	2	2	10	9	2	1	3	3	41	69	110		
Competition		1	3	2	12	17	7	24	18	18	9	15	20	32	34	34	43	34	41	39	17	23	88	72	292	311	603		
Employment, Social Affairs and Inclusion	1		2	2	11	5	8	21	21	21	11	24	22	17	33	26	13	20	29	29	24	6	18	17	193	188	381		
Agriculture and Rural Development		2	1	2	7	14	16	19	37	33	24	29	27	24	45	30	18	19	42	29	25	27	15	5	257	233	490		
Mobility and Transport			3	3	7	14	6	13	14	29	15	11	8	18	13	7	11	10	12	13	10	8	19	14	118	140	258		
Energy	1		2	3	3	13	6	12	11	25	15	17	13	20	18	36	16	25	18	12	15	20	13	19	131	202	333		
Environment		1		2	10	9	6	20	22	28	14	17	20	13	24	18	10	15	9	7	17	20	11	4	143	154	297		
Climate Action			2	3	5	5	4	13	6	9	11	7	8	25	18	11	8	11	10	12	2	8	8	5	82	109	191		
Research and Innovation				1		4		2	4	2	2	1	1	1	1	1			1		1		1	1	11	13	24		
Communications Networks, Content and Technology		1	1	3	4	4	6	18	11	25	7	14	13	14	18	22	11	17	19	17	10	6	14	11	114	152	266		
Joint Research Centre										1		1		1		3										6	6		
Maritime Affairs and Fisheries	1	1	1	1	2	11	6	8	6	8	7	8	13	10	13	18	9	12	9	8	22	8	9	7	98	100	198		
Financial Stability, Financial Services and Capital Markets Union		1	2	3	2	10	4	10	6	14	5	12	15	22	15	13	16	20	20	26	8	5	20	13	113	149	262		
Regional and Urban Policy	1			3	7	9	7	13	18	37	18	15	31	26	45	21	12	14	31	16	9	5	14	8	193	167	360		
Taxation and Customs Union		1	1	3	3	8	5	12	16	31	10	10	19	21	18	12	24	34	28	36	5	7	10	14	139	189	328		
Education, Youth, Sport and Culture	1	2	1	3	4	8	6	10	22	22	11	13	17	4	17	12	24	10	8	7	7	5	6	8	124	104	228		
Health and Food Safety	2	1	1	2	11	17	13	14	26	34	20	28	21	30	34	37	23	14	46	36	10	14	15	5	222	232	454		
Health Emergency Preparedness and Response Authority	1			1		2	1	3		1	2	2	2	1	2	2	1	1	8	5	2	2	6	3	25	23	48		
Migration and Home Affairs	1	1	2	2	5	6	10	12	23	19	13	6	18	17	16	12	21	17	34	20	15	6	30	22	188	140	328		
Justice and Consumers			2	3	10	8	9	2	17	15	11	6	16	5	29	10	10	12	22	11	15	7	32	18	173	97	270		
Trade and Economic Security	1	1	2	2	6	17	13	39	23	48	17	18	33	38	29	28	16	29	10	5	14	6	13	14	177	245	422		
Enlargement and Eastern Neighbourhood	1	1	1	1	3	9	8	16	11	19	10	16	12	18	16	14	17	11	19	15	6	8	9	13	113	141	254		
Middle East, North Africa, Gulf		1		1	2	4	3	5	6	12	3	10	4	6	7	9	5	4	6	4			4		40	56	96		
International Partnerships	1	2	2	3	5	26	25	39	43	118	18	44	34	42	45	53	42	32	51	34	17	17	10	11	293	421	714		
European Civil Protection and Humanitarian Aid Operations (ECHO)		1		2	6	7	3	9	13	15	8	8	14	10	15	14	15	8	16	13	6	4	7	6	103	97	200		
Eurostat	1				11	12	7	15	20	24	10	14	15	16	26	27	22	27	24	27	8	8	8	15	152	185	337		
Interpretation	1		1	3	11	8	27	17	89	44	40	19	46	19	42	20	36	13	66	16	7	2	14	10	380	171	551		
Office for the Administration and Payment of Individual Entitlements						1																				1	1		
Translation		1	2		20	18	48	32	158	80	86	50	191	73	160	75	103	57	59	36	17	22	71	46	915	490	1.405		
Service for Foreign Policy Instruments				1	3			5	3	9	2	3	3	3	9	5	5	2	3	5	5	1	6		39	34	73		
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)										2	1	3		1	2	3									3	9	12		
Total	17	27	58	90	231	385	340	556	814	951	535	565	816	705	972	849	705	677	843	701	382	316	650	502	6.363	6.324	12.687		

Occupation of posts at 01/04/2025 Operating Establishment plan (Offices OP, EPSO, OIB, OIL, PMO et OLAF not included) by function groups-grades and DGs - AST function group

DG \ Grade	AST11		AST10		AST09		AST08		AST07		AST06		AST05		AST04		AST03		AST02		AST01		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Cabinets					5	2	6		21	2	46	10	20	14	31	9	3		1				133	37	170
Secretariat-General	1	1	7	1	16	3	20	2	21	4	20	6	21	6	4	2	3	1			15	4	128	30	158
Reform and Investment Task Force (SG REFORM)			3		2		3		2		2	1	3	1	5		3	1			1		24	3	27
Legal Service		2	1		12	2	10	1	15	6	9	5	10	3	6		2				2		67	19	86
Communication	2		3	1	10	5	12	6	22	13	23	9	26	11	21	9	5	6	2	1	6	2	132	63	195
Inspire, Debate, Engage and Accelerate Action							1		1						2								4		4
Budget		5	1	4	4	5	7	6	19	5	13	12	14	1	11	3	14	6	1		10	6	94	53	147
Human Resources and Security	6	2	10	4	70	11	52	8	61	22	74	25	52	16	18	8	32	19	3		4	3	382	118	500
Digital Services	2	4	1	5	8	23	8	16	12	14	9	8	7	6	8	16	13	2			1	1	69	95	164
Internal Audit Service						1	2	1	4		4		2				1	1			1		14	3	17
Economic and Financial Affairs		1	2	1	4	2	2	1	9	8	8	7	8	4	1	4	4	2		2	7	8	45	40	85
Internal Market, Industry, Entrepreneurship and SMEs	1	1	1	4	9	6	13	1	21	5	25	5	21	3	8	2	9	3	1		8	5	117	35	152
Defence Industry and Space					3	2	4		2	1	8	1	3					3				1	20	8	28
Competition	2	1	5		10	1	7	4	18	3	13	2	22	4	13	7	18	10	1		5	2	114	34	148
Employment, Social Affairs and Inclusion	2	1	4		7	2	15	4	15	8	18	11	21	6	5	2	6	1	1	1	10	1	104	37	141
Agriculture and Rural Development	2	3	7	2	19	5	16	6	37	11	37	4	20	4	10	4	8	3	1		7	5	164	47	211
Mobility and Transport		1	5		9	5	9	5	16	5	11	3	8	1	1	2	2	1			4		65	23	88
Energy	1	4	6	3	5	14	6	7	9	15	17	7	11	4	1	6	10	9			3	1	69	70	139
Environment		1	5	1	10	4	10	2	7		15	4	13	4	4		2	1			7	2	73	19	92
Climate Action			4		2	1	5		6	1	5	1	3	1	1	1	2	1			3	2	31	8	39
Research and Innovation									1					1									1	1	2
Communications Networks, Content and Technology	1		3		13	1	8	4	16	4	21	7	12	4	5	2	2			1	3	1	84	24	108
Joint Research Centre		2				1	1			2													1	5	6
Maritime Affairs and Fisheries	1	1	2		6	2	4		7	3	5	1	4			3	4	1				1	33	12	45
Financial Stability, Financial Services and Capital Markets Union			2	1	3		3	1	7	5	8	7	8			1	6	1		1	9	2	46	19	65
Regional and Urban Policy	1	2	2	1	17	5	8	2	14	4	21	12	23	3	4	5	4	2	1	2	6	1	101	39	140
Taxation and Customs Union		1	2	1	9	3	12	2	9	5	11	6	8	2	4	3	4		1		6		66	23	89
Education, Youth, Sport and Culture	2	1	3	1	7	1	11	2	13	6	12	3	11	4	2	3	4	2			3	1	68	24	92
Health and Food Safety		3	2	3	26	2	16	3	27	2	15	4	11	3	2	1	3	2			8	5	110	28	138
Health Emergency Preparedness and Response Authority											2						1				6	1	9	1	10
Migration and Home Affairs			2	1	9	2	7	1	12	3	10	3	10	3	4			5	1		13	3	68	21	89
Justice and Consumers		1	2	2	6		10		18	4	14	1	10	1	1	2			1	1	13	1	75	13	88
Trade and Economic Security	3	4	1	2	4	1	6	4	16	4	18	10	14	4	3	2	2	1	3		2	1	72	33	105
Enlargement and Eastern Neighbourhood			3	1	8	2	3	1	8	3	13	2	6	1	2		5		2		4		54	10	64
Middle East, North Africa, Gulf		1			2	2	5	1			6	2	3	1			2						18	9	27
International Partnerships	1		4	3	15	8	13	9	31	10	33	12	18	2	9	4	8	3	1		1		134	51	185
European Civil Protection and Humanitarian Aid Operations (ECHO)	2	1	4	1	10	2	10	3	7	3	12	6	7	4	5	1	11	2			2	2	70	25	95
Eurostat	2	2	4	3	25	9	17	9	20	9	20	7	14	6	8	7	14	9	1		2	1	127	62	189
Interpretation		2	1	3	6	3	8	3	8	3	9	7	6	8	4	1	2	10	2		3	2	49	42	91
Translation		2	1		21	4	26	5	23	5	33	12	39	11	15	6	8	6	6	1	20	6	192	58	250
Service for Foreign Policy Instruments					3	4		1	3	1	2	2	3		2	1	2	1			1		16	10	26
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)	1						1		5	2	2				1					1			10	3	13
Total	33	50	103	49	395	146	377	121	563	203	624	225	492	147	221	117	219	115	30	11	196	71	3.253	1.255	4.508

Occupation of posts at 01/04/2025 Operating Establishment plan (Offices OP, EPSO, OIB, OIL, PMO et OLAF not included) by function groups-grades and DGs - AST/SC function group

DG \ Grade	SC5		SC4		SC3		SC2		SC1		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Cabinets	5	2	15	3	15	1	18	6	8	2	61	14	75
Secretariat-General			1		7	1	11	1	24	8	43	10	53
Reform and Investment Task Force (SG REFORM)					1		3		2		6		6
Legal Service			1	1	3	2	4	1	16	1	24	5	29
Communication	1		2		2		7	3	15	2	27	5	32
Inspire, Debate, Engage and Accelerate Action	2								1	2	1		3
Budget			1				5	3	21	4	27	7	34
Human Resources and Security	6	13	10	53	13	4	30	7	21	8	80	85	165
Digital Services			1		1	2	10		8	1	20	3	23
Internal Audit Service					1		1	1	3		5	1	6
Economic and Financial Affairs			1		5		1	2	22	5	29	7	36
Internal Market, Industry, Entrepreneurship and SMEs					5		12	4	20	2	37	6	43
Defence Industry and Space			1					1	1	2	2	3	5
Competition				1	8		22	3	48	9	78	13	91
Employment, Social Affairs and Inclusion					3	3	9		24	3	36	6	42
Agriculture and Rural Development			1		3	3	13	2	27	5	44	10	54
Mobility and Transport						1	11		6	2	17	3	20
Energy							19		16	5	35	5	40
Environment					3		6		9	3	18	3	21
Climate Action					4		2	1	3	2	9	3	12
Communications Networks, Content and Technology			1		3		9	2	10	3	23	5	28
Maritime Affairs and Fisheries					1		6	2	8	4	15	6	21
Financial Stability, Financial Services and Capital Markets Union					3	1	1		17		21	1	22
Regional and Urban Policy					5		9	3	15	1	29	4	33
Taxation and Customs Union			1				6		10	1	17	1	18
Education, Youth, Sport and Culture					5		7	1	4	1	16	2	18
Health and Food Safety			1		7	2	13	3	19	4	40	9	49
Health Emergency Preparedness and Response Authority							2		1		3		3
Migration and Home Affairs					1		7	3	21	8	29	11	40
Justice and Consumers					3		8		16	1	27	1	28
Trade and Economic Security					2	2	8	3	22	4	32	9	41
Enlargement and Eastern Neighbourhood					1	1	3	1	11	2	15	4	19
Middle East, North Africa, Gulf							2		2	2	4	2	6
International Partnerships			1		4	1	10	4	18	2	33	7	40
European Civil Protection and Humanitarian Aid Operations (ECHO)					3	1	4		7		14	1	15
Eurostat					2		15	4	9	1	26	5	31
Interpretation			1		5		9	10	11	3	26	13	39
Translation			1		10		29	17	34	7	74	24	98
Service for Foreign Policy Instruments			1						1	1	2	1	3
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)								1				1	1
Total	14	15	41	58	129	25	332	89	530	110	1.046	297	1.343

Occupation of posts at 01/04/2025 Administration Establishment plan by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	OTH	Total
AD16	2	3	3	2	1	4	2	1	2	1	5	1	1			3	3	1		1		2	1	1	1		1	2		44
AD15	8	9	4		2	20	3	2	14	1	17	5	4	1	2	6	20	1	1	2	2	4	6	4	3	5	2			148
AD14	19	72	5	5	7	71	19		51	24	90	21	27	2	7	11	82	5	4	4	4	29	16	22	3	10	4	2		616
AD13	34	97	7	3	7	132	20	4	88	27	126	35	31	5	6	22	110	2	3	2	2	34	15	23	13	36	3	9		896
AD12	40	213	18	5	28	203	39	10	171	78	207	53	55	5	34	24	200	20	5	17	10	69	60	64	26	79	20	12		1.765
AD11	12	113	14	9	54	99	11	29	69	21	108	19	36	2	68	16	69	36	3	18	23	25	106	23	30	26	26	34	1	1.100
AD10	25	88	81	18	68	118	9	43	96	13	114	24	35	5	86	15	102	52	1	34	17	30	191	20	129	13	35	59		1.521
AD09	18	125	132	8	65	113	22	20	105	12	147	22	66	32	80	12	202	43	4	43	25	30	181	25	206	13	37	33		1.821
AD08	22	99	46	10	14	105	14	14	114	14	126	17	93	93	53	22	188	18	2	11	16	29	61	37	104	9	23	27	1	1.382
AD07	26	118	60	12	19	102	10	25	163	16	178	13	107	35	49	34	200	28		13	14	35	73	57	97	14	19	25	2	1.544
AD06	17	43	19	3	19	57	7	8	75	13	104	4	36	12	21	15	101	11	4	4	8	16	29	14	29	10	5	13	1	698
AD05	25	63	18	9	24	125	19	4	104	30	130		56	18	20	58	202	13	6	7	10	30	55	42	43	15	14	11	1	1.152
AST11	2	37				2	3		2	3	8	3	7			1	9		3			1				2				83
AST10	4	60				12	3		6	4	15	7	3			5	21		1			2		2		7				152
AST09	14	176				55	11		44	29	49	16	25			28	49		1			7	1	11		25				541
AST08	18	168	2	1	3	29	7	2	35	13	60	14	19		9	20	38	4	4	2	1	3	10	5	6	14	3	8		498
AST07	9	229	23	3	29	20	5	10	37	9	79	9	14	2	37	12	50	15	3	9	5	3	73	7	27	15	12	20		766
AST06	3	186	49	6	28	26	5	14	33	11	58	12	28	9	45	9	54	19	1	10	6	4	96	18	79	7	15	18		849
AST05	4	112	27	8	22	17	4	14	26	10	42	6	23	7	31	2	45	26		22	3	2	45	8	88	12	12	21		639
AST04	5	52	10	1	4	15	1	4	32	4	27	3	29	7	11	5	44	7	2	6	2	5	17	8	24	1	6	4	2	338
AST03	2	50	9	1		7		4	22	3	27		28	12	7	7	60	5		1	2	5	15	12	45	4	1	5		334
AST02		5	2			3			2		1		1	3	5	2	8	1		1			1	2	3		1			41
AST01	1	20	7	1	4	18	4	3	23	2	25	1	19	10	11	6	42	6		2	2	2	16	8	23	1	2	6	2	267
SC5		6					2	1	2	3	3	1				1	1	2			1			1	1	1		3		29
SC4	1	21	1			4	12	3	2	7	10	1	2	3	1	1	6	1			1	4	1	5	2	10				99
SC3		49	3		1	5	2	1	17		13		8	3	2		15	1		1	1		6	3	17	2	2	2		154
SC2	1	79	16		7	10	2	4	42	3	23		43	14	13	3	48	14	1	6	1	5	25	4	36	3	8	9	1	421
SC1	1	110	19	4	7	16	3	2	94	8	31	2	70	20	11	5	80	10	1	5	2	3	36	19	60	2	7	9	3	640
Total	313	2.403	575	109	413	1.388	239	222	1.471	359	1.823	289	866	300	609	345	2.049	341	50	221	158	379	1.136	445	1.095	336	258	332	14	18.538

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 01/04/2025
Research (Indirect Actions)

DG	AD				AST				AST-SC				Total			
	Establishment Plan posts 2025	Posts occupied	Vacant posts	%	Establishment Plan posts 2025	Posts occupied	Vacant posts	%	Establishment Plan posts 2025	Posts occupied	Vacant posts	%	Establishment Plan posts 2025	Posts occupied	Vacant posts	%
Agriculture and Rural Development	14	11	3	-21,4%	4	4	0	0,0%	0	0	0	NA	18	15	3	-16,7%
Climate Action	11	11	0	0,0%	6	5	1	-16,7%	0	0	0	NA	17	16	1	-5,9%
Communications Networks, Content and Technology	147	140	7	-4,8%	73	77	-4	5,5%	6	10	-4	66,7%	226	227	-1	0,4%
Defence Industry and Space	46	45	1	-2,2%	17	15	2	-11,8%	1	2	-1	100,0%	64	62	2	-3,1%
Education, Youth, Sport and Culture	24	23	1	-4,2%	9	9	0	0,0%	0	0	0	NA	33	32	1	-3,0%
Employment, Social Affairs and Inclusion	7	7	0	0,0%	5	5	0	0,0%	0	0	0	NA	12	12	0	0,0%
Energy	58	47	11	-19,0%	7	6	1	-14,3%	1	3	-2	200,0%	66	56	10	-15,2%
Environment	6	5	1	-16,7%	2	3	-1	50,0%	0	0	0	NA	8	8	0	0,0%
Health Emergency Preparedness and Response Authority	4	4	0	0,0%	3	3	0	0,0%	0	0	0	NA	7	7	0	0,0%
Health and Food Safety	4	3	1	-25,0%	2	2	0	0,0%	0	0	0	NA	6	5	1	-16,7%
Internal Market, Industry, Entrepreneurship and SMEs	30	29	1	-3,3%	5	4	1	-20,0%	0	1	-1		35	34	1	-2,9%
Maritime Affairs and Fisheries	5	5	0	0,0%	3	3	0	0,0%	0	0	0	NA	8	8	0	0,0%
Migration and Home Affairs	12	12	0	0,0%	9	6	3	-33,3%	1	4	-3	300,0%	22	22	0	0,0%
Mobility and Transport	30	31	-1	3,3%	3	2	1	-33,3%	1	0	1	NA	34	33	1	-2,9%
Regional and Urban Policy	1	1	0	0,0%	2	1	1	-50,0%	0	0	0	NA	3	2	1	-33,3%
Research and Innovation	542	495	47	-8,7%	176	195	-19	10,8%	50	29	21	-42,0%	768	719	49	-6,4%
Total	941	869	72	-8%	326	340	-14	4%	60	49	11	-18%	1327	1258	69	-5%

*Including MOVE/ENER SRD

Establishment Plan Posts occupied as of 01/04/2025

Research (Indirect Actions)

by function group-grade and DG - AD function group

DG \ Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
Agriculture and Rural Development				1		1	2	2		1	4		11
Climate Action			1	1	1	2	4	1				1	11
Communications Networks, Content and Technology		2	13	18	34	10	13	9	18	11	5	7	140
Defence Industry and Space			3	3	5	7	7	8	3	9			45
Education, Youth, Sport and Culture			5	2	6	1	1	2	3	1	1	1	23
Employment, Social Affairs and Inclusion							1	2	1		1	2	7
Energy				6	6	5	3	9	4	5	7	2	47
Environment					1	1	1	1				1	5
Health Emergency Preparedness and Response Authority						1				2		1	4
Health and Food Safety								1		2			3
Internal Market, Industry, Entrepreneurship and SMEs				1	7	6	4	3	3	2		3	29
Maritime Affairs and Fisheries			1		1	2						1	5
Migration and Home Affairs				1	1		1	1	4	3		1	12
Mobility and Transport				3	3	4	8	4	2	1	2	4	31
Regional and Urban Policy											1		1
Research and Innovation	1	5	46	52	98	66	54	53	35	40	32	13	495
Total	1	7	69	88	163	106	99	96	73	77	53	37	869

by function group-grade and DG - AST function group

DG \ Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Agriculture and Rural Development			1	1	1						1	4
Climate Action				1	2	2						5
Communications Networks, Content and Technology	3	3	12	14	13	18	5	2	4	2	1	77
Defence Industry and Space		1	1			2	4		5		2	15
Education, Youth, Sport and Culture			3	1	1		2		1		1	9
Employment, Social Affairs and Inclusion						1	1		1		2	5
Energy	1	1		1	1	1			1			6
Environment					1	1					1	3
Health Emergency Preparedness and Response Authority				1		1	1					3
Health and Food Safety				1	1							2
Internal Market, Industry, Entrepreneurship and SMEs					2	1					1	4
Maritime Affairs and Fisheries			1			1			1			3
Migration and Home Affairs					1			1	3	1		6
Mobility and Transport				2								2
Regional and Urban Policy								1				1
Research and Innovation	3	11	33	24	43	35	27	9	6	1	3	195
Total	7	16	51	46	66	63	40	13	22	4	12	340

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

DG \ Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Communications Networks, Content and Technology				1	4	5	10
Defence Industry and Space					1	1	2
Energy						3	3
Internal Market, Industry, Entrepreneurship and SMEs				1			1
Migration and Home Affairs					2	2	4
Research and Innovation			1	3	12	13	29
Total			1	5	19	24	49

Occupation of posts at 01/04/2025 Establishment plan, Research, Indirect actions
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	OTH	Total
AD16																			1											1
AD15				1		1		1					1			1	1				1									7
AD14	2	6				11	1	1	4	6	13	3	5			3	5	1	1			2	1	1		2		1		69
AD13	3	15			2	5	1		11		11	2	12		2	1	15	1				2	1	1	1	1			1	88
AD12	6	21		1		24	1		13	5	28	4	7		1	4	21	1	1	1		14	4		2	2	1	1		163
AD11	1	17	1		6	11		1	8		10	1	4		7		9	1		1	1	3	17	1	1	3	1	1		106
AD10	1	14	8	1	3	8	1	1	7		3	2	3	1	3	1	9	1		2		1	12		13	1		3		99
AD09		7	4		4	9			8	1	10		7	2	3		11	1		2		1	4	2	16	1	2	1		96
AD08		8	4		1	4			11		7		7		4	1	13	1				1	1	2	6	1		1		73
AD07	1	4	1			8			9		9		9	1	2	2	13	2			1	1	3	1	6	1		1	2	77
AD06	1	5	1	2	1	4			10		8		1	1		1	10					2	2		3			1		53
AD05	1	4	1			4	1		5		4		4				5					1	2	3	2					37
AST11		2				1											2					1		1						7
AST10	1	7							3		1					1	2		1											16
AST09	2	21				1			2		8	1	2			4	7					1		1	1					51
AST08		14				1	2		3	1	3	2	4		2	1	10					1	1			1				46
AST07		20			1	2			7	2	13				4	3	3					1	6	1	1	1		1		66
AST06		21	1		2				3		6		2		2		4			1		2	9		5	2	1	2		63
AST05		6	4			1			1	1	6		3		3		4	1					4	1	3		1	1		40
AST04		1	2		1			1	1				3		1		2						1							13
AST03		4				1			1		1		3		1		7					1			3					22
AST02	1								1		1						1													4
AST01		1	1						1	1			1				5								2					12
SC4													1																	1
SC3		1							2		1														1					5
SC2		4							5				3	1			3						1	1	1					19
SC1		3			1	1			2		2	1	3				4	1					4		2					24
Total	20	206	28	5	22	97	7	5	118	17	145	16	85	6	35	23	166	11	4	7	3	35	73	16	69	16	6	14	3	1.258

2.2.3.2 Direct actions

Establishment Plan Posts occupied as of 01/04/2025

	AD	AST	SC	Total
Posts authorised 2025 Establishment plan	885	707	64	1.656
of which DG HR (E.4/D.5)	5	27	10	42
Posts occupied(JRC& HR E.4/HR.D.5)	838	656	69	1.563
Posts vacant	47	51	-5	93

by function group-grade - AD function group

Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD09	AD08	AD07	AD06	AD05	Total
JRC	1	6	45	84	213	80	87	118	83	57	45	14	833
DG HR E4			1		1			2					4
DG HR.D.5						1							1
Total	1	6	46	84	214	81	87	120	83	57	45	14	838

by function group-grade - AST function group

Grade	AST11	AST10	AST09	AST08	AST07	AST06	AST05	AST04	AST03	AST02	AST01	Total
JRC	28	13	104	72	110	121	85	38	54	4		629
DG HR E4		2	5	2	1	6	11					27
Total	28	15	109	74	111	127	96	38	54	4	0	656

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

Grade	SC4	SC3	SC2	SC1	Total
JRC	1	10	27	21	59
DG HR E4		3	3	4	10
Total	1	13	30	25	69

Occupation of posts at 01/04/2025 JRC Establishment plan, by nationalities and function groups - grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	OTH	Total
AD16											1																			1
AD15						2			1									1					1		1					6
AD14		8				5	1		2	1	4	2				5	11			1	1	3	1			1				46
AD13	1	4				11	2		13	1	14	7	4	1		1	16					3		4		1			1	84
AD12	8	18	1			36	2		25	2	30	9	6		1	5	45		1	1	1	8	1	4	1	8		1		214
AD11	4	5		2	4	18	1		6		5	1	2			3	22			1		2	1	1		2		1		81
AD10	3	5	1		1	10	2		11	2	7	1	3		5		26	1				2	2	2	2		1			87
AD09	1	5	5		5	18			9		4	2	6	3	3	1	33	2					7	2	8		5	1		120
AD08		6	4			7			15		6		5		2		32					1	1	2	1		1			83
AD07	1	4	1			2			5	1	3		5		3		23	1				3		2	1		1	1		57
AD06						4	1		6	1	4	1	3				21	1					2					1		45
AD05	1		1			2							2		1	1	6													14
AST11		6				3	2		1	1	4						8					2		1						28
AST10	1	4				1	1				1					1	4		2											15
AST09	4	15				15			12	4	15	4				4	26		2			6		1		1				109
AST08		9				6	1		6	2	8	1			2	1	31					2	2	2		1				74
AST07	1	13	1		2	17		1	7		9		3		4	3	38	1		1		4	3		1	1		1		111
AST06	1	12	6		5	11	2		14	2	4				1	1	45				1	1	5	6	4	3	1	2		127
AST05		11	1	1	3	10		2	8		3	1	2		2		33	1				2	4	2	5	3	1	1		96
AST04		1				1	1		8	1	1	1	2		1		19						1				1			38
AST03			1			2			7	2	2		3	1	2		28	1					2				2	1		54
AST02	1										1		1				1													4
SC4									1																					1
SC3		1	1						1								9								1					13
SC2		1	3			1			2				1		1		14	1				1			5					30
SC1			1						3				1	1			15						1		3					25
Total	27	128	27	3	20	182	16	3	163	20	126	30	49	6	28	26	506	10	5	4	3	40	33	30	33	21	12	11	1	1.563

Occupation of posts at 01/04/2025 JRC Establishment plan, by nationalities and function groups - grades - only JRC staff

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	OTH	Total
AD16											1																			1
AD15						2			1									1					1		1					6
AD14		8				5	1		2	1	4	1				5	11			1	1	3	1			1				45
AD13	1	4				11	2		13	1	14	7	4	1		1	16					3		4		1			1	84
AD12	8	18				35	2		25	2	30	9	6		1	5	44		1	1	1	8	1	4	1	8		1		211
AD11	4	5		2	4	18	1		6		5	1	2			3	21			1		2	1	1		2		1		80
AD10	3	5	1		1	10	2		11	2	7	1	3		5		26	1				2	2	2	2		1			87
AD9	1	5	5		5	18			9		4	2	6	3	3	1	32	2					7	2	7		5	1		118
AD8		6	4			7			15		6		5		2		32					1	1	2	1		1			83
AD7	1	4	1			2			5	1	3		5		3		23	1				3		2	1		1	1		57
AD6						4	1		6	1	4	1	3				21	1					2					1		45
AD5	1		1			2							2		1	1	6													14
AST11		6				3	2		1	1	4						8					2		1						28
AST10	1	3				1	1				1					1	4		1											13
AST9	4	15				15			12	3	15	4				3	23		2			6		1		1				104
AST8		8				6	1		6	2	8	1			2		31					2	2	2		1				72
AST7	1	13	1		2	17		1	7		9		3		4	3	37	1		1		4	3		1	1		1		110
AST6	1	12	5		5	11	2		13	1	4				1	1	44				1	1	5	6	3	2	1	2		121
AST5		8	1	1	2	10		1	8		3	1	2		1		30	1				1	3	2	5	3	1	1		85
AST4		1				1	1		8	1	1	1	2		1		19							1				1		38
AST3			1			2			7	2	2		3	1	2		28	1					2				2	1		54
AST2	1										1		1				1													4
SC4									1																					1
SC3		1	1						1								6								1					10
SC2		1	3			1			2				1		1		12	1				1			4					27
SC1			1						3				1				12						1		3					21
Total	27	123	25	3	19	181	16	2	162	18	126	29	49	5	27	24	487	10	4	4	3	39	32	30	30	20	12	11	1	1519

*Excluding staff assigned to HR.E.4 and HR.D.5

Occupation of posts at 01/04/2025 JRC Establishment plan, by nationalities and function groups - grades - DG HR E4 staff

	BE	BG	CZ	EE	ES	FI	DE	GB	HR	HU	IE	IT	LU	NL	PL	RO	SE	Total
AD14								1										1
AD12							1											1
AD11												1						1
AD9												1				1		2
AST10	1												1					2
AST09						1					1	3						5
AST08	1										1							2
AST07												1						1
AST06		1			1	1						1				1	1	6
AST05	3		1	1						1		3		1	1			11
SC3												3						3
SC2												2				1		3
SC1									1			3						4
Total	5	1	1	1	1	2	1	1	1	1	2	18	1	1	1	3	1	42

including 1 AD (medical doctor) at HR.D.5

2.2.4 Commission establishment plan posts for the Offices

Establishment Plan Posts occupied as of 01/04/2025
Offices EPSO, OIB, OIL, OLAF, OP and PMO

	AD				AST				AST-SC				Total			
	Establishment Plan posts 2025	Posts occupied	Vacant posts	%	Establishment Plan posts 2025	Posts occupied	Vacant posts	%	Establishment Plan posts 2025	Posts occupied	Vacant posts	%	Establishment Plan posts 2025	Posts occupied	Vacant posts	%
EPSO	43	40	3	7,0%	61	49	12	-19,7%	5	9	-4	80,0%	109	100	9	8,3%
OIB	105	95	10	9,5%	190	177	13	-6,8%	1	1	0	0,0%	296	297	-1	8,3%
OIL	32	29	3	9,4%	67	61	6	-9,0%	12	10	2	-16,7%	111	103	8	8,3%
OLAF	217	211	6	2,8%	87	84	3	-3,4%	12	11	1	-8,3%	316	303	13	8,3%
OP	157	150	7	4,5%	398	392	6	-1,5%	22	17	5	-22,7%	577	554	23	8,3%
PMO	55	44	11	20,0%	107	99	8	-7,5%	1	1	0	0,0%	163	145	18	8,3%
Total	609	569	40	6,57%	910	862	48	-5%	53	49	4	-8%	1572	1502	70	8%

Occupation of posts as of 01/04/2025
Offices EPSO, OIB, OIL, OLAF, OP and PMO
by function group & grade

Establishment plan - AD

	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD9	AD8	AD7	AD6	AD5	Total
EPSO			3	4	4	7	3	4	4	4	1	6	40
OIB		1	5	7	12	11	8	13	6	21	5	6	95
OIL				3	6	2	5	3	2	6	2		29
OLAF	1	3	11	13	27	15	25	36	28	36	9	7	211
OP		2	9	7	16	24	15	20	22	20	8	7	150
PMO		1	2	7	6	2	9	5	3	5	2	2	44
Total	1	7	30	41	71	61	65	81	65	92	27	28	569

Establishment plan - AST

	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
EPSO	3		4	10	7	12	6	2		2	3	49
OIB	7	8	18	17	25	11	37	20	28		6	177
OIL		2	3	2	7	10	11	4	18	1	3	61
OLAF	3	3	21	6	15	10	13	3	7		3	84
OP	13	9	39	65	75	57	34	24	50	6	20	392
PMO	5	4	15	10	14	8	9	7	18	1	8	99
Total	31	26	100	110	143	108	110	60	121	10	43	862

Establishment plan - SC

	SC6	SC5	SC4	SC3	SC2	SC1	Total
EPSO			1		3	5	9
OIB				1			1
OIL				1	7	2	10
OLAF			1	1	5	4	11
OP			1	2	7	7	17
PMO				1			1
Total			3	6	22	18	49

Occupation of posts at 01/04/2025 EPSO Establishment plan
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	NL	PL	PT	RO	SE	SK	Total
AD14									1							1								1		3
AD13		1																			1	1		1		4
AD12		2				1				1																4
AD11		1	1		1	1								1			2									7
AD10						1								1							1					3
AD09										2		1					1									4
AD08		1				1		1		1																4
AD07		1					1			1						1										4
AD06										1																1
AD05	1			1				1					1			1						1				6
AST11		2									1															3
AST09		1							1		1													1		4
AST08		1							1	1					1	1		1				1	1	2		10
AST07		1								1	1			1						1	1			1		7
AST06		4		1	1					1	1			1			1						1	1		12
AST05						1				2									1		1				1	6
AST04								1						1												2
AST02		1			1																					2
AST01		1					1					1														3
SC4		1																								1
SC2										1						1				1						3
SC1		1	1			2								1												5
Total	1	19	2	2	3	7	2	3	3	12	4	2	1	6	1	5	4	1	1	2	4	3	2	7	1	98

**Occupation of posts at 01/04/2025 OIB Establishment plan
by nationalities and function groups-grades**

	BE	BG	CZ	DE	DK	ES	FI	FR	GR	HU	IE	IT	MT	NL	PL	PT	RO	SE	SK	Total
AD15	1																			1
AD14	1						1	2				1								5
AD13								2				1			1		1	2		7
AD12	7							1	1			2					1			12
AD11	3					1						2			3	1		1		11
AD10	2		1					1			1	2	1							8
AD09	3		1					3				1			1		4			13
AD08		2		1		1		1							1					6
AD07	5					4		4	1			1		1	1	2	2			21
AD06	2					1			2											5
AD05	1			1		2		1		1										6
AST11	5			1								1								7
AST10	5				1						1	1								8
AST09	14											4								18
AST08	8					2		3				2			1			1		17
AST07	11					2		2	1			7			1	1				25
AST06	1			1		2		1				3			1	1	1			11
AST05	14	1	1			6	2	1	3			9								37
AST04	5	2				2				1		6					3		1	20
AST03	6	1				11	1	2	2			3				1	1			28
AST01	2							3	1											6
SC3																	1			1
Total	96	6	3	4	1	34	4	27	11	2	2	46	1	1	10	6	14	4	1	273

Occupation of posts at 01/04/2025 OIL Establishment plan
by nationalities and function groups-grades

	AT	BE	CZ	DE	EE	ES	FR	GR	HU	IT	LT	LU	NL	PL	PT	RO	SI	Total
AD13				1				1					1					3
AD12		3	1			1	1											6
AD11											1					1		2
AD10		1			1						1			1		1		5
AD09		1					1										1	3
AD08										1						1		2
AD07		1		1			1			1						2		6
AD06		1											1					2
AST10		1										1						2
AST09							3											3
AST08		1								1								2
AST07		2					4		1									7
AST06			1			3	1	1		1						3		10
AST05	1	1				1	2	1		1					3	1		11
AST04						2		1								1		4
AST03		1				4	8	3							1	1		18
AST02								1										1
AST01							3											3
SC3																1		1
SC2							4							2		1		7
SC1							2											2
Total	1	13	2	2	1	11	30	8	1	5	2	1	2	3	4	13	1	100

Occupation of posts at 01/04/2025 OLAF Establishment plan
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SK	Total
AD16										1																		1
AD15						1				1							1											3
AD14			1			1					1	1	1			1	3						1		1			11
AD13					1	4			1		2		1				2						1		1			13
AD12		3	1			4	1		2		2	2	1		2		6					1			1		1	27
AD11		2							2	1			2		1			2		1			2		1		1	15
AD10		3	2			1					1				1		1	2					7		5	1	1	25
AD09		3				3			2	1	2	1	3	1	1		7				1		2	1	7	1		36
AD08		3	1		1	1			3		3		2	3	1		2					1	4		2		1	28
AD07		3	1				1		3		1		8	4			1	2					2	3	6		1	36
AD06			1		1	1					1					2	1		1						1			9
AD05	3					1			1																		2	7
AST11		2				1																						3
AST10		1					1				1																	3
AST09		4				5			1	1	2					2	4							2				21
AST08			2			1					1				1									1				6
AST07		2		1		1					1				2	2							3		1		2	15
AST06									2						1		1						3		3			10
AST05		2	2			2											1	2				1	1		2			13
AST04								1												1					1			3
AST03			1				1				1				1		1						1		1			7
AST01		1											1									1						3
SC4		1																										1
SC3									1																			1
SC2						1							2				1								1			5
SC1													1				2									1	1	4
Total	3	30	12	1	3	28	4	1	18	5	19	4	22	8	11	7	34	8	1	2	1	4	27	7	34	2	10	306

Occupation of posts at 01/04/2025 OP Establishment plan
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK	Total
AD15		1																							1					2
AD14			1			1					3				1		1								2					9
AD13	1	1				1				1	1																1		1	7
AD12		2				3					5	2						1				1							2	16
AD11	1				1	2			1		4		2		1		2			1				4	1	2	1		1	24
AD10		2	2			1							1		3		2		1	1				1			1			15
AD09			1			1		1	1		1			2				2			2			3	1	3			2	20
AD08		1	1			1	1		1		2		3		1		1			1	1			4		4				22
AD07									2		1		4		2		3							2	1	5				20
AD06	1	1							2				2				2													8
AD05						1			1							1	3							1						7
AST11		4				2			1		4						2													13
AST10		1				1			2		3	1	1																	9
AST09	1	9					1	1	3	3	8	2	2		1		2		2	1							2	1		39
AST08		5	1		3	3		3	2	2	14		2		2		5	3		3				6	5			4	2	65
AST07	2	5	7		1	7		3	3	2	9	2	1		6	1	2	3	1	2	2			3	1	9		2	1	75
AST06		6		1	4	1	1		1	1	3	1	6	6	6	1	2	3						5	1	3	1	2	2	57
AST05	1	2			2	2			1	2	1	2	1	2	2		1	1	1					2	2	2		2	5	34
AST04		4				2		1	2	1	2	2	3		1		2		1		1				1	1				24
AST03		1			2	2			6	1	6		5	1	3		3	1	2	1	1			4	3	2	1	3	2	50
AST02		2											1				1		1					1						6
AST01		1	1	1		1	1		2	1	1	1		1	1	4	2							1			1			20
SC4											1																			1
SC3											2																			2
SC2		2	1								1				1				1				1							7
SC1		1							1				1				2						1		1					7
Total	7	51	15	2	13	32	4	9	32	14	72	13	35	12	31	7	38	14	10	10	7	2	1	38	19	31	8	14	18	559

Occupation of posts at 01/04/2025 PMO Establishment plan
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	ES	FI	FR	GB	GR	HR	HU	IE	IT	LV	NL	PL	PT	RO	SK	Total
AD15										1													1
AD14						1											1						2
AD13		2						1		2									1	1			7
AD12		2			1					1									1		1		6
AD11		2																					2
AD10		1				2		1					1		1	2					1		9
AD09		1		1						1		1				1							5
AD08								1								1					1		3
AD07						1	1					1									1	1	5
AD06		2																					2
AD05															1	1							2
AST11	1					1		1								2							5
AST10		2				1												1					4
AST09	2	5				2				2					1	3							15
AST08	1	1						1		2	1					4							10
AST07		6						1		1	1			1		2			2				14
AST06		4	1							1									2				8
AST05		2				1				1						2	1				1	1	9
AST04		2										1				2			1			1	7
AST03		7						2		2		2				1				1	3		18
AST02																1							1
AST01		1				1			1	1			1			2				1			8
SC3																					1		1
Total	4	40	1	1	1	10	1	8	1	15	2	5	2	1	3	24	2	1	7	3	9	3	144

2.3 Overview of 2025 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 years³), 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 2025 for the offices are further detailed in the financial statements related to the budget lines of the Offices reproduced in Working Document, Part VI.

The following tables capture all contract agents in place as of 01/04/2025 in the Commission, including personnel financed from the operating and research budgets, the budgets of the inter-institutional and administrative offices, contract agents in delegations as well as 1 798 contract agents financed from earmarked revenue mainly in the offices, the JRC, Trust Funds and Facility for Refugees in Turkey and for the management of the Next Generation EU and Horizon Europe (HEU), Third country contributions, the Innovation Fund and the Digital Service Act (DSA).

NextGenerationEU leads to the temporary reinforcement of several programmes through external assigned revenue, which will partially be used to finance expenditure for administrative and technical assistance related to the implementation of these programmes, including external staff. The impact in 2026 is at the level of 293 FTEs (including 28 FTE for research external personnel) and corresponding appropriations.

The finalisation of third country association agreements and the increase in third country participation to certain programmes leads to additional staff linked to which all direct and indirect costs are fully financed from the operational contributions and fees received from third countries. The impact for the Commission already in 2025 was at the level of some 341 FTE and corresponding appropriations, including 105 FTEs for research external staff.

³ 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.

Sources of financing	In place as of 01/04/2025	2025 Full Time Equivalent units (Estimates)	2026 Full Time Equivalent units (Estimates)
Commission Authorised Budget *	6.463	5.693	5.759
Earmarked revenues			
- Offices	314	314	325
- Trust funds and Facilities for refugees in Turkey	167	230	194,5
- European Peace Facility	30	30	34
- Competitive actions of the Joint Research Centre	484	600	666
- DG at headquarters	242	254	286
- NGEU (including HEU)	284	293	293
-Third countries contributions	155	341	341
-Digital Services Act (DSA) **	97	170	238
- Innovation Fund	21	22	22
- Social Climate Fund ***	4	57	57
Total earmarked revenues	1.798	2.311	2.457
Total	8.261	8.004	8.216

* For the FTE authorised in the Commission Budget:, the number of FTE included in the WD II for 2025 is revised from 5707 to 5693 to include a decrease of 14 FTE in the Budget 2025, due to staff reductions and budget neutral transformations of staff categories.

** For the Digital Services Act (DSA) the number of FTE included in the WD II for 2025 are revised from 80 FTE to 170 to include 90 additional FTE of external staff on the basis of the assumptions communicated with the Staff Working Document SWD(2024)167 .

*** The 57 authorised FTE for the DGs implementing the Social Climate Fund were allocated for 2025 until 2027 within the limits of the Legislative Financial Statement.

NB: As several budget lines authorise appropriations for external personnel without distinction between categories of personnel, 2026 figures are the best possible estimates, based on likely average costs and repartition between categories both for appropriations voted in the 2026 Budget and for expected earmarked revenue taken into account when preparing the 2026 Budget.

Contract Agents as of 01/04/2025 - all budgets
Distribution by function group and DG

DG \ Grade	GFIV	GFIII	GFII	GFI	Total	Commission budget	Earmarked revenue
DG Agriculture and Rural Development	50	20	12	5	87	83	4
DG Budget	53	19	5	12	89	32	57
DG Climate Action	37	6	13		56	29	27
DG Communication	74	116	158	36	384	365	19
DG Communications Networks, Content and Technology	192	36	26	5	259	155	104
DG Competition	7	28	8	6	49	49	0
DG Defence Industry and Space	37	5	8	1	51	44	7
DG Digital Services	84	31	7	4	126	20	106
DG Economic and Financial Affairs	126	9	3		138	23	115
DG Education, Youth, Sport and Culture	19	25	4	4	52	48	4
DG Employment, Social Affairs and Inclusion	86	35	19	9	149	136	13
DG Energy	30	22	8	6	66	42	24
DG Enlargement and Eastern Neighbourhood	316	86	28	9	439	405	34
DG Environment	21	14	11		46	42	4
DG European Civil Protection and Humanitarian Aid Operations (ECHO)	68	67	23	6	164	117	47
DG Financial Stability, Financial Services and Capital Markets Union	6	14	4		24	22	2
DG Health and Food Safety	44	18	25	7	94	88	6
Health Emergency Preparedness and Response Authority	19	4	4		27	16	11
DG Human Resources and Security	26	92	81	30	229	142	87
DG Internal Market, Industry, Entrepreneurship and SMEs	53	18	10	5	86	78	8
DG International Partnerships	958	91	42	9	1.100	1.011	89
DG Interpretation		12	36	28	76	59	17
Joint Research Centre	879	103	69	52	1.103	619	484
DG Justice and Consumers	8	22	9	2	41	38	3
DG Maritime Affairs and Fisheries	26	19	6	12	63	59	4
DG Middle East, North Africa, Gulf	169	24	8	2	203	180	23
DG Migration and Home Affairs	35	28	8		71	64	7
DG Mobility and Transport	19	24	16	7	66	53	13
DG Regional and Urban Policy	48	71	18	7	144	114	30
DG Research and Innovation	186	32	15	13	246	222	24
DG Taxation and Customs Union	16	34	3	1	54	54	
DG Trade and Economic Security	12	16	15	3	46	44	2
DG Translation	128	1	39	7	175	151	24
European Anti-Fraud Office	10	2	3	5	20	20	
European Personnel Selection Office	1	4	15		20	20	
Office for Infrastructure and Logistics in Brussels	39	112	599	285	1.035	813	222
Office for Infrastructure and Logistics in Luxembourg	9	48	195	30	282	281	1
Office for the Administration and Payment of Individual Entitlements	11	123	322	14	470	379	91
Publications Office	2	14	2	8	26	26	
Eurostat	37	20	13	2	72	69	3
Internal Audit Service	5	1	4		10	8	2
Legal Service	9	5	12	1	27	27	
Reform and Investment Task Force (SG REFORM)	53	18	4		75	41	34
Secretariat-General	23	24	14	6	67	50	17
Service for Foreign Policy Instruments	97	34	10	2	143	114	29
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)		1	10		11	11	
Total	4.128	1.548	1.944	641	8.261	6.463	1.798

Contract agents at 01/04/2025 All budgets
by nationalities and function groups-grades

		AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK	
GFIV	GFIV18		8				1			5	2	12	2	4		3	1	3	2		1		1		1	4	3	1			54
	GFIV17	5	35	10	2	2	14	2		47	4	71	2	13		6	5	53	6		2	1	7		7	6	11	1	2	4	318
	GFIV16	9	77	22	6	6	32	2	8	112	7	129	2	48	3	18	10	154	13	4	3	2	16	2	30	37	30	9	8	6	805
	GFIV15	4	23	9	1	7	15	1	1	34	2	37		10	2	6	3	76	2		2		2		7	12	10	2	3	4	275
	GFIV14	23	133	37	10	28	142	19	11	230	27	251	7	127	31	33	29	587	21	4	9	11	46	6	80	82	82	30	24	39	2.159
	GFIV13	16	24	6	5	9	69	4	3	60	9	75		11	8	4	15	100	5	2	2	2	16	1	22	20	7	9	7	6	517
	Total	57	300	84	24	52	273	28	23	488	51	575	13	213	44	70	63	973	49	10	19	16	88	9	147	161	143	52	44	59	4.128
GF III		AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK	
	GFIII12		16	1			4	2	1	3	1	17	1	3	1	1	1	6					1					1			60
	GFIII11	1	47	1		1	3	1	1	18		24	2	6	5	1		31	3		2		3		8	2	5	3	2	3	173
	GFIII10	2	57	9		5	4			30	2	45		22	7	4	5	52	3		3	1	1		17	7	27	1	2	1	307
	GFIII09	5	65	15	6	9	17	5	3	63	8	48		46	17	12	5	142	10	1	3		9	1	26	19	41	5	2	8	591
	GFIII08	6	18	5	6	11	38	2	1	50	3	46	1	21	8	10	9	97	1	3	3	1	13		15	16	14	6	6	7	417
	Total	14	203	31	12	26	66	10	6	164	14	180	4	98	38	28	20	328	17	4	11	2	27	1	66	44	87	16	12	19	1.548
GFII		AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK	
	GFII07	3	165	2		1	5		2	21	5	80	4	14		8	1	43	1		1		3		8	15	9	3	3	6	403
	GFII06	1	126	4	4	9	8		4	44		56	1	27	7	7		87	3				3	1	27	20	26	1	2	6	474
	GFII05	4	166	23	3	3	7	3	3	76	6	96		70	15	13	7	136	4	1	6	1	2	3	38	25	71	2	4	11	799
	GFII04	2	72	3	2	1	9	3		26	3	22		21	5	1	2	59	3	1	2	1	2	2	5	7	9	3		2	268
	Total	10	529	32	9	14	29	6	9	167	14	254	5	132	27	29	10	325	11	2	9	2	10	6	78	67	115	9	9	25	1.944
GFI		AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK	Total
	GFI03		174	2	1	1	2			38	2	23	2	21	1	2	2	144		1	1		1		15	23	5		2		463
	GFI02		32	1			1		1	3	1	4	1	5				18	1			1				8	5	1		1	84
	GFI01		36	2	1		1	1		7		9		5			1	17	1	1	2		1		2	2	4			1	94
	Total		242	5	2	1	4	1	1	48	3	36	3	31	1	2	3	179	2	2	3	1	2		17	33	14	1	2	2	641
Total		81	1.274	152	47	93	372	45	39	867	82	1.045	25	474	110	129	96	1.805	79	18	42	21	127	16	308	305	359	78	67	105	8.261

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 1/4/2025 financed from budget line 20.020201.

Commission Representations in the Member States
Local Agents (LA) / Contract Agents (CA) / Agency staff (AS)
 By place of employment
 (Financed under budget line 20.020201)

Place	Agents in place on 01/04/2024				Agents in place on 01/04/2025			
	CA	LA	AS	Total	CA	LA	AS	Total
Athens	13			13	13		1	14
Barcelona	4	1	1	6	4	1	1	6
Berlin	16	2		18	15	2	1	18
Bonn	3			3	3			3
Bratislava	12			12	11		1	12
Brussels	19			19	13			13
Bucharest	13		1	14	13		1	14
Budapest	12		2	14	13		1	14
Copenhagen	10			10	10		1	11
Dublin	11	1	1	13	11			11
Helsinki	11			11	10			10
Lisbon	14		1	15	13		1	14
Ljubljana	8			8	8			8
Luxembourg	5		2	7	6			6
Madrid	9	6		15	10	6	2	18
Marseille	5			5	5			5
Milan	4	2		6	4	2		6
Munich	4	1		5	4	1		5
Nicosia	9			9	9			9
Paris	17			17	18		1	19
Prague	14			14	13			13
Riga	8		1	9	8		1	9
Rome	16			16	17			17
Sofia	13		1	14	9		1	10
Stockholm	11			11	10			10
Tallinn	8			8	9			9
The Hague	11	2		13	11			11
Valletta	6			6	6			6
Vienna	10	1		11	10			10
Vilnius	10			10	9			9
Warsaw	19			19	21			21
Wroclaw	3			3	3			3
Zagreb	12			12	10		1	11
TOTAL	340	16	10	366	329	12	14	355

Commission local agents in European Union **delegations** in third countries accounted for 1 511 persons in place on 01/04/2025 (respectively 127 financed under heading 7 of the MFF, 1 384 financed outside heading 7 as shown in the more detailed tables below).

**Personnel in EU Delegations in third countries
in place on 01/04/2025**

Detailed figures based on records received from delegations

EU Delegations	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total		
	EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *						
AFRICA	148	210	1	536	9	529	75	1	435	22	8	10	11	0	0	792	1.203	1.995
ASIA	106	82	6	253	34	137	38	4	130	15	4	1	12	0	0	424	398	822
CENTRAL AMERICA & CARIBBEAN	36	28	0	103	6	73	17	0	56	4	1	0	5	0	0	165	164	329
EUROPE & CENTRAL ASIA	156	125	1	302	20	382	75	0	211	26	17	5	10	0	0	569	761	1.330
MEDITERRANEAN	53	52	1	162	5	137	18	0	116	26	3	3	4	0	0	263	317	580
NORTH AMERICA & JAPAN	53	42	2	108	26	13	9	0	17	10	3	0	10	0	0	190	103	293
PACIFIC	27	20	0	64	10	46	8	0	37	1	1	0	1	0	0	101	114	215
SOUTH AMERICA	40	38	0	112	17	67	17	0	36	3	3	0	0	0	0	172	161	333
Sub-total by category of staff	619	597	11	1.640	127	1.384	257	5	1.038	107	40	19	53	0	0	2.676	3.221	5.897
& EEAS/Commission source		608			1.511			1.043			59			0				
GRAND TOTAL	1.227			3.151			1.300			166			53			5.897		

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

**Personnel in EU Delegations in third countries
in place on 01/04/2025
Split by delegation: Europe & Central Asia
Detailed figures based on records received from delegations**

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *						
ALBANIA	Tirana	4	7		15		19	1		23		1					20	50	70
ARMENIA	Yerevan	4	4		10	1	8	1		5	1			2			18	18	36
AUSTRIA	Vienna	14	1					9		5	2						25	6	31
AZERBAIJAN	Baku	4	4		8		8	2		3		1		1			15	16	31
BELARUS	Minsk	4			7		1	2									13	1	14
BOSNIA HERZEGOVINA	Sarajevo	5	5		18		44	2		8	1						26	57	83
FRANCE (OECD/UNESCO)	Paris	4	4					2		1	1						7	5	12
FRANCE (COE)	Strasbourg	2	1					2			2						6	1	7
GEORGIA	Tbilisi	6	5		15	1	14	1		13		2	1	1			23	36	59
ICELAND	Reykjavik	3			3			1									7	0	7
ITALY	Rome	2	3					4				2					6	5	11
KAZAKHSTAN	Astana	4	2		12	1	5	2		4	1			2			21	12	33
KOSOVO	Pristina	5	4		21		44	7		15	5	1					38	64	102
KYRGYZSTAN	Bishkek	2	6		8		7	2		5							12	18	30
MOLDOVA	Chisinau	6	7		9	1	13	2		10	1	1	1	1			19	33	52
MONTENEGRO	Podgorica	3	4		11		20	1		16	1	1					16	41	57
NORTH MACEDONIA	Skopje	4	6		17		29	1		19	1	1					23	55	78
NORWAY	Oslo	4			7												11	0	11
RUSSIA	Moscow	10	1		19	3	2	3									32	6	38
SERBIA	Belgrade	6	8		20		45	3		22	1		1	1			31	76	107
SWITZERLAND	Berne	2	1		5			1			1						9	1	10
SWITZERLAND	Geneve (UN)	19	4		3		1	2			4	5					28	10	38
SWITZERLAND	Geneve (WTO)	5	8		10	6		1									16	14	30
TAJIKISTAN	Dushanbe	3	1		9		6	3		5							15	12	27
TÜRKIYE	Ankara	7	8		25	2	71	5		23	1	1	1	1			39	106	145
TURKMENISTAN	Ashgabat	3			5		1	1		1							9	2	11
UKRAINE	Kyiv	6	16		24	3	38	7		30	2	1	1				39	89	128
UNITED KINGDOM	London	12	14	1	14	2	1	5						1			32	18	50
UZBEKISTAN	Tashkent	3	1		7		5	2		3	1						13	9	22
Sub-total by category of staff		156	125	1	302	20	382	75	0	211	26	17	5	10	0	0	569	761	1.330
EEAS/Commission source			126			402			211			22			0				
GRAND TOTAL		282			704			286			48			10			1.330		

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

Personnel in EU Delegations in third countries in place on 01/04/2025

Split by delegation: Africa

Detailed figures based on records received from delegations

Detailed figures based on records received from delegations																			
EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff (Intérimaires)			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *						
ANGOLA	Luanda	3	3		13		11	1		7							17	21	38
BENIN	Cotonou	4	3		13		7			9	1			1			19	19	38
BOTSWANA	Gaborone	3	4		10		5	1		5			1				14	15	29
BURKINA FASO	Ouagadougou	3	5		16		23	2		10							21	38	59
BURUNDI	Bujumbura	3	5		11		9	2		8				1			17	22	39
CABO VERDE	Praia	3	3		8		4			4	1						12	11	23
CAMEROON	Yaounde	3	10		16	1	13	2	1	16				1			22	41	63
CENTRAL AFRICAN REP.	Bangui	3	4		13		16	1		8							17	28	45
CHAD	NDjamena	2	5		11		14	3		15				1			17	34	51
CONGO, REP.	Brazzaville	4	7		19		17	2		15	1						26	39	65
CONGO, DEM. REP.	Kinshasa	4	3		10		6			6				1			15	15	30
DJIBOUTI	Djibouti	3	3		8		6	2		9							13	18	31
ERITREA	Asmara	3			9		4	1		1							13	5	18
ESWATINI	Mbabane	2	1		5		4	2		4				1			10	9	19
ETHIOPIA	Addis Ababa	4	5		20		26	1		18			1				25	50	75
ETHIOPIA (AFRICAN UN)	Addis A. (AU)	8	4	1	11		4	3		9	1						23	18	41
GABON	Libreville	3			8		6	1		3				1			13	9	22
GHANA	Accra	3	5		13		10	1		12	2	1					19	28	47
GUINEA REPUBLIC	Conakry	2	3		13		12	3		13							18	28	46
GUINEA-BISSAU	Bissau	3	2		9		4	1		6							13	12	25
IVORY COAST	Abidjan	3	6		14	1	11	2		14	2	1					21	33	54
KENYA	Nairobi	5	11		25	1	37	3		23	2						35	72	107
LESOTHO	Maseru	2	2		6		5	2		3							10	10	20
LIBERIA	Monrovia	3	5		9		7	1		8							13	20	33
MADAGASCAR	Antananarivo	3	7		11		17	2		17	1	2					17	43	60
MALAWI	Lilongwe	3	6		13		15	1		9	1						18	30	48
MALI	Bamako	3	3		14		13	2		9							19	25	44
MAURITANIA	Nouakchott	3	5		11		10	1		11			1				15	27	42
MAURITIUS, REPUBLIC	Port-Louis	3	5		10	2	13	1		2							14	22	36
MOZAMBIQUE	Maputo	4	6		12		15	2		14	1						19	35	54
NAMIBIA	Windhoek	3	2		8		4	1		3	1						13	9	22
NIGER	Niamey	1	3		14		15	1		12				1			17	30	47
NIGERIA	Abuja	4	8		22	2	25	1		8	1		1				28	44	72
RWANDA REPUBLIC	Kigali	4	5		10		11			7			1				14	24	38
SENEGAL	Dakar	4	9		17		23	5		19		1	1				26	53	79
SIERRA LEONE	Freetown	3	6		12		13	2		7							17	26	43
SOMALIA	Nairobi (Somalia)	3	4		2			2		10	2			2			11	14	25
SOUTH AFRICA, REP.	Pretoria	6	8		17	2	18	2		5	1	1	1				26	35	61
SOUTH SUDAN	Juba	3	3		10		8	3		7							16	18	34
SUDAN	Cairo	2	3							7			1				2	11	13
SUDAN	Khartoum	1						1									2		2
TANZANIA	Dar es Salaam	3	6		13		14	2		16	1	1		1			20	37	57
THE GAMBIA	Banjul	2	1		4		5	2		6			1				8	13	21
TOGO	Lome	2	4		9		9	1		6	1						13	19	32
UGANDA	Kampala	3	6		13		16	2		14	1						19	36	55
ZAMBIA	Lusaka	3	6		12		14	2		12		1	1				17	34	51
ZIMBABWE	Harare	3	5		12		10	2		8	1						18	23	41
Sub-total by category of staff		148	210	1	536	9	529	75	1	435	22	8	10	11			792	1.203	1.995
& EEAS/Commission source			211			538			436			18							
GRAND TOTAL			359			1.074			511			40			11		1.995		

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

**Personnel in EU Delegations in third countries
in place on 01/04/2025
Split by delegation: Pacific**

Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *			
ASEAN	Jakarta	2			1			1									4	0	4
AUSTRALIA	Canberra	2	1		8	3		1		1				1			12	5	17
FIDJI ISLANDS, REP. OF THE	Suva	6	8		14		19	1		15							21	42	63
INDONESIA	Jakarta	5	6		16	3	12	2		6							23	27	50
NEW ZEALAND	Wellington	3	1		4	1		1			1	1					9	3	12
PAPUA NEW GUINEA	Port Moresby	4	1		8	1	7	1		7							13	16	29
PHILIPPINES	Manila	5	3		13	2	8	1		8							19	21	40
Sub-total by category of staff		27	20	0	64	10	46	8	0	37	1	1	0	1	0	0	101	114	215
EEAS/Commission source			20			56			37			1			0				
GRAND TOTAL		47			120			45			2			1			215		

Split by delegation: North America, Canada, Japan

Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *						
CANADA	Ottawa	6	3	1	9	4	1			2							15	11	26
JAPAN	Tokyo	7	7	1	25	7	3	3		3				3			38	21	59
MEXICO	Mexico	5	4		12	2	2	2		5		1		1			20	14	34
UNITED STATES OF AMERICA	New York	20	6		22	2	1			2	6			3			51	11	62
UNITED STATES OF AMERICA	Washington	15	22		40	11	6	4		5	4	2		3			66	46	112
Sub-total by category of staff		53	42	2	108	26	13	9	0	17	10	3	0	10	0	0	190	103	293
EEAS/Commission source			44			39			17			3			0				
GRAND TOTAL		97			147			26			13			10			293		

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

**Personnel in EU Delegations in third countries
in place on 01/04/2025**

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		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *						
BARBADOS	Bridgetown	3	8		11	1	12	1		10	1						16	31	47
COSTA RICA	San Jose	3	5		10	3	11	1		6							14	25	39
CUBA	Havane	3	2		6		1	2		5	2			2			15	8	23
DOMINICAN REPUBLIC	Santo Domingo	3	5		9	2	7	2		8				1			15	22	37
EL SALVADOR	San Salvador	3	1		6		5			3							9	9	18
GUATEMALA	Guatemala	2	1		8		7	2		3							12	11	23
HAITI	Port Prince	4	2		12		7	2		8							18	17	35
HONDURAS	Tegucigalpa	2	1		7		6	2		4				2			13	11	24
JAMAICA	Kingston	3	1		13		6	2		7							18	14	32
NICARAGUA	Managua	4	1		12		9	1		1							17	11	28
PANAMA	Panama City	3	1		3			1		1	1	1					8	3	11
TRINIDAD AND TOBAGO	Port of Spain	3			6		2	1									10	2	12
Sub-total by category of staff		36	28	0	103	6	73	17	0	56	4	1	0	5	0	0	165	164	329
EEAS/Commission source			28			79			56			1			0				
GRAND TOTAL		64			182			73			5			5			329		

Split by delegation: South America

Detailed figures based on records received from delegations

Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *			
ARGENTINA	Buenos Aires	4	4		8	3	3	1		2		1					13	13	26
BOLIVIA	La Paz	3	3		10		8	2		7							15	18	33
BRAZIL	Brasília	7	9		18	2	15	1		5		1					26	32	58
CHILE	Santiago	3	2		9	2	2	1		2	1	1					14	9	23
COLOMBIA	Bogota	4	5		15	3	14	3		4	2						24	26	50
EQUADOR	Quito	3	2		7	2	3	1		2							11	9	20
GUYANA	Georgetown	3	1		10		6			4							13	11	24
PARAGUAY	Asuncion	3	4		7		5	1		3							11	12	23
PERU	Lima	3	5		13	2	7	2		5							18	19	37
URUGUAY	Montevideo	3	2		8	2	2	1		1							12	7	19
VENEZUELA	Caracas	4	1		7	1	2	4		1							15	5	20
Sub-total by category of staff		40	38	0	112	17	67	17	0	36	3	3	0	0	0	0	172	161	333
EEAS/Commission source			38			84			36			3			0				
GRAND TOTAL		78			196			53			6			0			333		

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

**Personnel in EU Delegations in third countries
in place on 01/04/2025
Split by delegation: Asia countries**
Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total			
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total	
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *							
AFGHANISTAN	Kaboul	4	6		7		3	5		15	1						17	24	41	
BANGLADESH	Dhaka	4	6		16	1	16	2		13			1				23	36	59	
CAMBODIA	Phnom Penh	3	4		9		12	1		8	1		2				16	24	40	
CHINA	Beijing	9	17	2	22	11	10	6	1	5	2	3	4				43	49	92	
HONG-KONG	Hong-Kong	3			6	2		1									10	2	12	
INDIA	New Delhi	7	6	1	23	4	13	2		4	1						33	28	61	
IRAQ	Baghdad	6	1		7		4	2		4							15	9	24	
KUWAIT	Kuwait	5			6												11	0	11	
LAOS	Vientiane	2	1		9		8	2		5	1						14	14	28	
MALAYSIA	Kuala Lumpur	3	1		6			1	1		1						11	2	13	
MONGOLIA	Ulaanbaatar	4			5		3			2							9	5	14	
BURMA/MYANMAR	Yangon	5	4		12		7	2		12	1		1				20	24	44	
NEPAL	Katmandu	3	2		10		7	1		6			1				15	15	30	
PAKISTAN	Islamabad	5	5		17	1	11	1		9	1						24	26	50	
QATAR	Doha	3			5			1									9	0	9	
SAUDI ARABIA	Riyad	5	1		8	2		2		1	2						17	4	21	
SINGAPORE	Singapore	3	1	1	6	2		1									10	4	14	
SOUTH KOREA	Seoul	5	2	1	10	2	2	1	1	2			1				17	10	27	
SRI LANKA	Colombo	4	3		11		7	1		5	1						17	15	32	
TAIWAN	TAIPEI	3	1		5	3		1			1						10	4	14	
THAILAND	Bangkok	5	9		21	4	17	2	1	19							28	50	78	
TIMOR-LESTE	Dili	3	1		7		5	1		5			1				12	11	23	
UAE	Abu Dhabi	4	1	1	6		1	1		2	2						13	5	18	
VIETNAM	Hanoi	4	7		15	2	10	1		6		1	2				22	26	48	
YEMEN	Sanaa	4	3		4		1			7							8	11	19	
Sub-total by category of staff		106	82	6	253	34	137	38	4	130	15	4	1	12	0	0	424	398	822	
EEAS/Commission source			88			171			134			5			0					
GRAND TOTAL		194			424			172			20			12			822			

Split by delegation: Mediterranean countries
Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total			
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total	
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *				
ALGERIA	Algiers	5	5		17		11			8	1						23	24	47	
EGYPT	Cairo	6	6		24	1	18	4		11	3	1	1	1			38	38	76	
ISRAEL	Tel Aviv	5	3	1	12	1	5	1		1	1						19	11	30	
JORDAN	Amman	6	4		24		24	5		14	1	1					36	43	79	
LEBANON	Beyrouth	6	8		23		20			22	1		1	1			31	51	82	
LYBIA	Tripoli	5	2		8		1	3		5	13						29	8	37	
MOROCCO	Rabat	6	9		17	1	16	1		16	2			1			27	42	69	
PALESTINE	Jerusalem East	6	6		19		24	1		16	2						28	46	74	
SYRIA	Damascus	2			4		3	3		5				1			10	8	18	
TUNISIA	Tunis	6	9		14	2	15			18	2	1	1				22	46	68	
Sub-total by category of staff		53	52	1	162	5	137	18	0	116	26	3	3	4	0	0	263	317	580	
EEAS/Commission source			53			142			116			6			0					
GRAND TOTAL		106			304			134			32			4			580			

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

2.3.3 Other categories of external personnel on 01/04/2025, all budget

All budgets (Operating, Research and Offices)

DG	Seconded National Experts *	Agency Staff	Local Agents in Member States **	Others ***	Total
DG Agriculture and Rural Development	25	6			31
DG Budget	18	3		15	36
DG Climate Action	23	7			30
DG Communication	12	22	13		47
DG Communications Networks, Content and Technology	60	12			72
DG Competition	40			4	44
DG Defence Industry and Space	48	6			54
DG Economic and Financial Affairs	27	10			37
DG Education and Culture	21	7		2	30
DG Employment, Social Affairs and Inclusion	40	19		1	60
DG Energy	28	8			36
DG Environment	33	6			39
DG Financial Stability, Financial Services and Capital Markets Union	48	4			52
DG Health Emergency Preparedness and Response Authority	11	1			12
DG Health and Food Safety	59	1			60
DG Human Resources and Security	20	26	4		50
DG Humanitarian Aid and Civil Protection (ECHO)	24	28			52
DG Digital Services	4				4
DG Internal Market, Industry, Entrepreneurship and SMEs	28	3		3	34
DG International Partnerships	67	26			93
DG Interpretation		10			10
DG Justice and Consumers	30	8			38
DG Maritime Affairs and Fisheries	9	5			14
DG Migration and Home Affairs	58	9			67
DG Mobility and Transport	41	11			52
DG Enlargement and Eastern Neighbourhood	50	14			64
DG Middle East, North Africa, Gulf	7	2			9
DG Regional and Urban Policy	15	2			17
DG Research and Innovation	46	11			57
Reform and Investment Task Force (SG REFORM)	11	1			12
DG Taxation and Customs Union	62	1			63
DG Trade and Economic Security	26	3			29
DG Translation	7	11			18
European Anti-Fraud Office	26	5			31
European Personnel Selection Office	4				4
Eurostat	46	6			52
Joint Research Centre	8	14		6	28
Internal Audit Service	1				1
Legal Service	10				10
Office for Infrastructure and Logistics in Brussels	2	1	5		8
Office for Infrastructure and Logistics in Luxembourg		38	49		87
Office for the Administration and Payment of Individual Entitlements		3			3
Publications Office		9			9
Secretariat general	18	7			25
Service for Foreign Policy Instruments	7	2			9
Total	1.120	368	71	31	1.590

* includes the cost-free seconded national experts in Commission services

* includes 12 Local Agents in Representations

** External personal technical assistance (25) and JRC grant holders (6)

2.4 Overview on recruitment

Complete details on the nationalities of staff occupying establishment plan posts as of 01/04/2025 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

The following pages list by competition the candidates still available on **reserve lists as of 01/04/2025**.

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Laureates	Laureates recruited	Laureates available	Laureates unavailable	Recruitment rate
EPSO/AD/309/15 (AD 11) Health AD11 Doctors Luxembourg FREE	AD11	Health		5	2	3	0	40%
EPSO/AD/308/15 (AD11) Health AD11 FREE	AD11	Health		10	8	2	0	80%
EPSO/AD/357/18 Audit AD5 FREE	AD5	Audit		77	60	15	2	78%
EPSO/AD/372/19 (AD5) Audit AD5 FREE	AD5	Audit		85	69	16	0	81%
EPSO/AD/356/18 (AD5) European Administration AD5 FREE	AD5	European Administration		162	153	7	2	94%
EPSO/AD/301/15 European Administration AD5 FREE	AD5	European Administration		159	140	19	0	88%
EPSO/AD/276/14 European Administration AD5 Administrators (AD5) / FREE	AD5	European Administration		146	118	24	4	81%
EPSO/AD/338/17 European Administration AD5 FREE	AD5	European Administration		126	111	15	0	88%
EPSO/AD/373/19 European Administration AD5 Administration	AD5	European Administration		150	132	18	0	88%
EPSO/AD/244/12 European Administration AD5 HRV FREE	AD5	European Administration		124	95	23	6	77%
EPSO/AD/177/10 - ICT2013 Information and Communication Technology AD5 FREE	AD5	Information and Communication Technology		73	62	11	0	85%
EPSO/AD/313/15 - AD5/LT Interpreters AD5 LIT FREE	AD5	Interpreters		6	5	1	0	83%
EPSO/AD/239/12 (AD5) Interpreters AD5 SLK Option 1 / FREE	AD5	Interpreters	SLK	3	2	1	0	67%
EPSO/AD/236/12 (AD5) Interpreters AD5 DAN Option 1 FREE	AD5	Interpreters	DAN	2	1	1	0	50%
EPSO/AD/320/15 - Option 1 Translation AD5 SLK FREE	AD5	Translation	SLK	17	12	5	0	71%
EPSO/AD/318/15 - Option 1 Translation AD5 POL FREE	AD5	Translation	POL	24	12	12	0	50%
EPSO/AD/361/18 - Option 1 Translation AD5 GLE FREE	AD5	Translation	GLE	13	11	2	0	85%
EPSO/AD/345/17 - Option 1 Translation AD5 ITA FREE	AD5	Translation	ITA	12	6	6	0	50%
EPSO/AD/346/17 – Option 1 Translation AD5 NLD NL - FREE	AD5	Translation	NL	9	5	4	0	56%
EPSO/AD/325/16 - Option 1 Translation AD5 DAN DA - FREE	AD5	Translation	DAN	13	8	5	0	62%
EPSO/AD/284/14 Translation AD5 DEU translators (AD5) - Option 1 FREE	AD5	Translation	DEU	41	31	8	2	76%
EPSO/AD/329/16 - Option 2 Translation AD5 MLT FREE	AD5	Translation	MLT	13	11	2	0	85%
EPSO/AD/328/16 - Option 2 Translation AD5 LIT FREE	AD5	Translation	LIT	5	4	1	0	80%
EPSO/AD/325/16 - Option 2 Translation AD5 DAN DA - FREE	AD5	Translation	DAN	11	9	2	0	82%
EPSO/AD/329/16 - Option 1 Translation AD5 MLT FREE	AD5	Translation	MLT	7	5	2	0	71%
EPSO/AD/328/16 - Option 1 Translation AD5 LIT FREE	AD5	Translation	LIT	12	8	4	0	67%
EPSO/AD/317/15 - Option 1 Translation AD5 LAV FREE	AD5	Translation	LET	14	9	5	0	64%
EPSO/AD/284/14 Translation AD5 DEU translators (AD5) - Option 2 FREE	AD5	Translation	DEU	14	7	6	1	50%
EPSO/AD/285/14 Translation AD5 ELL Greek-language translators (AD5) - Option 1 FREE	AD5	Translation	GRE	52	44	8	0	85%
EPSO/AD/316/15 - Option 1 Translation AD5 HUN FREE	AD5	Translation	HUN	13	8	5	0	62%
EPSO/AD/287/14 Translation AD5 SWE translators (AD5) - Option 1 FREE	AD5	Translation	SWE	21	11	10	0	52%
EPSO/AD/315/15 - Option 2 Translation AD5 FIN FREE	AD5	Translation	FIN	9	6	3	0	67%
EPSO/AD/315/15 - Option 1 Translation AD5 FIN FREE	AD5	Translation	FIN	20	12	7	1	60%
EPSO/AD/316/15 – Option 2 Translation AD5 HUN FREE	AD5	Translation	HUN	10	4	6	0	40%
EPSO/AD/381/20 Law AD5 EU Law	AD5	Law		111	92	19	0	83%
EPSO/AD/370/19 (AD 5) - PL Law AD5 Lawyers - Polish (PL) law	AD5	Law		6	5	1	0	83%
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) Law AD5 Law FREE	AD5	Law		36	29	5	2	81%
EPSO/AD/177/10 - LAW2013 Law AD5 FREE	AD5	Law		34	31	3	0	91%
EPSO/AD/365/19 (AD 5) - CY Law AD5 Lawyers - Cypriot (CY) law	AD5	Law	CYP	3	1	2	0	33%
EPSO/AD/369/19 (AD 5) - LV Law AD5 Lawyers - Latvian (LV) law	AD5	Law	LAT	1	0	1	0	0%
EPSO/AD/368/19 (AD 5) - IT Law AD5 ITA Italian (IT) Law	AD5	Law	ITA	8	5	3	0	63%
EPSO/AD/169/09-CZ Law AD5 CES FREE	AD5	Law	CZE	14	7	7	0	50%
EPSO/AD/169/09-PL Law AD5 POL FREE	AD5	Law	POL	49	40	8	1	82%
EPSO/AD/382/20 (AD5) Other Specialists AD5 External Relations	AD5	Other Specialists		55	40	15	0	73%
EPSO/AD/401/22 - Field 1 Energy AD6	AD6	Energy		66	36	30	0	55%
EPSO/AD/248/13 Security AD6 Administrators (AD 6) Sécurité des Bâtiments FREE	AD6	Security		11	9	2	0	82%
EPSO/AD/347/17 (AD6) Communication AD6 Communication and Media FREE	AD6	Communication		63	58	5	0	92%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Number of laureates	Number of laureates recruited	Number of laureates available	Number of laureates unavailable	Recruitment rate
EPSO/AD/250/13 Food AD6 Administrators Food safety-Policy and legislation (AD6) FREE	AD6	Food		28	27	1	0	96%
EPSO/AD/401/22 - Field 3 Environment AD6	AD6	Environment		61	36	25	0	59%
EPSO/AD/401/22 - Field 3 Environment AD6 Addendum	AD6	Environment		1	0	1	0	0%
EPSO/AD/360/18 Data protection AD6 FREE	AD6	Data protection		33	30	3	0	91%
EPSO/AD/393/21 Data protection AD6 FREE	AD6	Data protection		76	59	17	0	78%
EPSO/AD/294/14 Data protection AD6 Administrators (AD 6) - In the Field of Data Protection FREE	AD6	Data protection		21	19	2	0	90%
EPSO/AD/340/18 (AD6) Health AD6 Audit, inspection and evaluation FREE	AD6	Health		21	19	2	0	90%
EPSO/AD/341/18 (AD6) Health AD6 Policy and legislation FREE	AD6	Health		41	39	2	0	95%
EPSO/AD/342/17 (AD6) Building AD6 FREE	AD6	Building		27	25	2	0	93%
EPSO/AD/389/21 Other Specialists AD6 SUSTAINABLE AGRICULTURE AND RURAL DEVELOPMENT FREE	AD6	Other Specialists		56	48	8	0	86%
EPSO/AD/362/18 Other Specialists AD6 Archivistics and Records Management - FREE	AD6	Other Specialists		20	16	4	0	80%
EPSO/AD/397/21 Other Specialists AD6 Administrators in the field of Maritime affairs and fisheries	AD6	Other Specialists		88	55	33	0	63%
EPSO/AD/390/21 Other Specialists AD6 Chemicals Policy Administrators - Addendum / FREE	AD6	Other Specialists		8	7	1	0	88%
EPSO/AD/390/21 Other Specialists AD6 Chemicals Policy Administrators / FREE	AD6	Other Specialists		47	27	20	0	57%
EPSO/AD/412/24- 1 Other Specialists AD6 Data and statistics	AD6	Other Specialists		230	0	230	0	0%
EPSO/AD/401/22 - Field 2 Climate AD6	AD6	Climate		58	23	35	0	40%
EPSO/AD/401/22 - Field 2 Climate AD6 Addendum	AD6	Climate		1	0	1	0	0%
EPSO/AD/310/15 - 1 Culture AD7 Curator - FREE	AD7	Culture		20	10	10	0	50%
EPSO/AD/310/15 - 3 Culture AD7 Conservator - Conservation and Collection Manager - FREE	AD7	Culture		5	1	4	0	20%
EPSO/AD/310/15 - 2 Culture AD7 Museum Educator - FREE	AD7	Culture		15	8	7	0	53%
EPSO/AD/372/19 (AD7) Audit AD7 FREE	AD7	Audit		36	30	6	0	83%
EPSO/AD/323/16 - 1 Audit AD7 Investigators: EU expenditures, Anti-corruption FREE	AD7	Audit		25	20	2	3	80%
EPSO/AD/399/22 (AD 7) Audit AD7 FREE	AD7	Audit		61	47	14	0	77%
EPSO/AD/323/16 - 1 Audit AD7 Investigators: EU expenditures, Anti-corruption / Addendum	AD7	Audit		1	0	1	0	0%
EPSO/AD/371/19 (AD7) – 2 Research (biology, chemistry, physics, ...) AD7 Data science applications FREE	AD7	Research (biology, chemistry, physics, ...)		10	9	1	0	90%
EPSO/AD/371/19 (AD7) – 1 Research (biology, chemistry, physics, ...) AD7 Quantitative & qualitative policy impact assessment / evaluation FREE	AD7	Research (biology, chemistry, physics, ...)		20	19	1	0	95%
EPSO/AD/331/16 - 5 Information and Communication Technology AD7 IT Infrastructure Experts FREE	AD7	Information and Communication Technology		40	34	5	1	85%
EPSO/AD/371/19 (AD7) – 4 Information and Communication Technology AD7 Development of space, telecommunication and remote sensing applications FREE	AD7	Information and Communication Technology		10	8	2	0	80%
EPSO/AD/331/16 - 2 Information and Communication Technology AD7 Digital Workplace, Office Automation and Mobile Computing FREE	AD7	Information and Communication Technology		28	25	3	0	89%
EPSO/AD/331/16 - 4 Information and Communication Technology AD7 ICT Security - FREE	AD7	Information and Communication Technology		50	45	2	3	90%
EPSO/AD/331/16 - 1 Information and Communication Technology AD7 Data Analysis and IT Service Specialists	AD7	Information and Communication Technology		31	27	4	0	87%
EPSO/AD/311/15 - AD7/CS Interpreters AD7 CES FREE	AD7	Interpreters		5	4	1	0	80%
EPSO/AD/314/15 - AD7/MT Interpreters AD7 MLT FREE	AD7	Interpreters		3	1	2	0	33%
EPSO/AD/238/12 (AD7) Interpreters AD7 ENG Option 1 / FREE	AD7	Interpreters	ENG	5	4	1	0	80%
EPSO/AD/374/19 - 3 Economics and Statistics AD7 Economic and Monetary Union Law	AD7	Economics and Statistics		8	5	3	0	63%
EPSO/AD/293/14 Economics and Statistics AD7 AD7 Macroeconomics - FREE	AD7	Economics and Statistics		37	31	5	1	84%
EPSO/AD/249/13 Economics and Statistics AD7 Administrators Macroeconomics (AD7) FREE	AD7	Economics and Statistics		41	37	4	0	90%
EPSO/AD/364/19 - 3 Security AD7 Information and document security FREE	AD7	Security		17	15	2	0	88%
EPSO/AD/364/19 - 1 Security AD7 Security operations FREE	AD7	Security		17	14	3	0	82%
EPSO/AD/374/19 - 2 Finance AD7 Financial Law	AD7	Finance		36	31	5	0	86%
EPSO/AD/293/14 Finance AD7 AD7 Corporate Finance - FREE	AD7	Finance		16	11	5	0	69%
EPSO/AD/339/17-2 Finance AD7 Macroeconomics FREE	AD7	Finance		37	34	3	0	92%
EPSO/AD/339/17-1 Finance AD7 Financial Economics - FREE	AD7	Finance		63	55	8	0	87%
EPSO/AD/249/13 Finance AD7 Administrators Financial Economics (AD7) FREE	AD7	Finance		28	25	2	1	89%
EPSO/AD/330/16 - 2 Nuclear AD7 Policy Officers / FREE	AD7	Nuclear		14	12	2	0	86%
EPSO/AD/330/16 - 1 Nuclear AD7 Nuclear Safeguard Inspectors / FREE	AD7	Nuclear		20	19	1	0	95%
EPSO/AD/335/16 Lawyer Linguists AD7 LIT EP/Council	AD7	Lawyer Linguists	LIT	9	4	5	0	44%
EPSO/AD/337/16 Lawyer Linguists AD7 SWE EP/Council	AD7	Lawyer Linguists	SWE	10	4	6	0	40%
EPSO/AD/334/16 Lawyer Linguists AD7 ITA EP/Council	AD7	Lawyer Linguists	ITA	8	5	3	0	63%
EPSO/AD/336/16 Lawyer Linguists AD7 MLT EP/Council	AD7	Lawyer Linguists	MLT	8	2	6	0	25%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Number of laureates	Number of laureates recruited	Number of laureates available	Number of laureates unavailable	Recruitment rate
EPSO/AD/349/17 Lawyer Linguists AD7 EST EP/Council	AD7	Lawyer Linguists	EST	7	5	2	0	71%
EPSO/AD/333/16 Lawyer Linguists AD7 ELL EP/Council	AD7	Lawyer Linguists	GRE	8	5	3	0	63%
EPSO/AD/332/16 Lawyer Linguists AD7 SPA EP/Council	AD7	Lawyer Linguists	ESP	10	7	3	0	70%
EPSO/AD/348/17 Lawyer Linguists AD7 DAN EP/Council	AD7	Lawyer Linguists	DAN	6	3	3	0	50%
EPSO/AD/351/17 Lawyer Linguists AD7 HRV EP/Council	AD7	Lawyer Linguists	HRV	11	9	2	0	82%
EPSO/AD/352/17 Lawyer Linguists AD7 LAV EP/Council	AD7	Lawyer Linguists	LIT	2	1	1	0	50%
EPSO/AD/358/18 Lawyer Linguists AD7 DEU CoJ	AD7	Lawyer Linguists	DEU	17	10	7	0	59%
EPSO/AD/378/20 (AD 7) Lawyer Linguists AD7 HRV Court of Justice	AD7	Lawyer Linguists	HRV	11	9	2	0	82%
EPSO/AD/385/21 Lawyer Linguists AD7 FRA EP/Council/Commission - addendum	AD7	Lawyer Linguists	FRA	1	0	1	0	0%
EPSO/AD/288/14 Lawyer Linguists AD7 FIN EP/COUNCIL	AD7	Lawyer Linguists	FIN	12	6	6	0	50%
EPSO/AD/305/15 - ES Lawyer Linguists AD7 SPA CoJ	AD7	Lawyer Linguists	ESP	13	4	9	0	31%
EPSO/AD/291/14 Lawyer Linguists AD7 RON EP/Council	AD7	Lawyer Linguists	ROM	13	8	5	0	62%
EPSO/AD/209/11 - CJ Lawyer Linguists AD7 EST	AD7	Lawyer Linguists	EST	3	0	3	0	0%
EPSO/AD/292/14 Lawyer Linguists AD7 SLK EP/Council	AD7	Lawyer Linguists	SLK	12	4	7	1	33%
EPSO/AD/161/09-CJ Lawyer Linguists AD7 CES	AD7	Lawyer Linguists	EST	7	4	3	0	57%
EPSO/AD/275/13 - NL Lawyer Linguists AD7 NLD EP/Council	AD7	Lawyer Linguists	NL	12	6	6	0	50%
EPSO/AD/383/21 Lawyer Linguists AD7 BUL EP/Council/Commission	AD7	Lawyer Linguists	BUL	8	2	6	0	25%
EPSO/AD/355/17-MT Lawyer Linguists AD7 MLT CoJ	AD7	Lawyer Linguists	MLT	9	4	5	0	44%
EPSO/AD/384/21 Lawyer Linguists AD7 CES EP/Council/Commission	AD7	Lawyer Linguists	EST	9	2	7	0	22%
EPSO/AD/377/20 (AD 7) Lawyer Linguists AD7 FRA CoJ	AD7	Lawyer Linguists	FRA	18	15	3	0	83%
EPSO/AD/388/21 Lawyer Linguists AD7 POL EP/Council/Commission	AD7	Lawyer Linguists	POL	9	3	6	0	33%
EPSO/AD/396/21 Lawyer Linguists AD7 GLE CoJ	AD7	Lawyer Linguists	GLE	4	1	3	0	25%
EPSO/AD/289/14 Lawyer Linguists AD7 FRA EP/Council FREE	AD7	Lawyer Linguists	FRA	14	7	7	0	50%
EPSO/AD/272/13 - DE Lawyer Linguists AD7 DEU (AD7) EP/Council	AD7	Lawyer Linguists	DEU	13	7	6	0	54%
EPSO/AD/130/08 - OT Lawyer Linguists AD7 SPA FREE	AD7	Lawyer Linguists	ESP	14	10	4	0	71%
EPSO/AD/290/14 Lawyer Linguists AD7 POR EP/Council	AD7	Lawyer Linguists	POR	14	7	6	1	50%
EPSO/AD/387/21 Lawyer Linguists AD7 HUN EP/Council/Commission	AD7	Lawyer Linguists	HUN	11	4	7	0	36%
EPSO/AD/161/09-OT Lawyer Linguists AD7 CES FREE	AD7	Lawyer Linguists	EST	11	4	6	1	36%
EPSO/AD/210/11 - CJ Lawyer Linguists AD7 HUN	AD7	Lawyer Linguists	HUN	14	6	8	0	43%
EPSO/AD/376/20 (AD 7) Lawyer Linguists AD7 ELL CoJ	AD7	Lawyer Linguists	GRE	9	2	7	0	22%
EPSO/AD/385/21 Lawyer Linguists AD7 FRA EP/Council/Commission	AD7	Lawyer Linguists	FRA	12	9	3	0	75%
EPSO/AD/379/20 (AD 7) Lawyer Linguists AD7 POL CoJ	AD7	Lawyer Linguists	POL	10	2	8	0	20%
EPSO/AD/280/14 Lawyer Linguists AD7 FIN CoJ	AD7	Lawyer Linguists	FIN	6	2	4	0	33%
EPSO/AD/404/23 Lawyer Linguists AD7 ENG	AD7	Lawyer Linguists	ENG	11	0	11	0	0%
EPSO/AD/406/23 Lawyer Linguists AD7 LIT	AD7	Lawyer Linguists	LIT	7	0	7	0	0%
EPSO/AD/408/23 Lawyer Linguists AD7 POR	AD7	Lawyer Linguists	POR	12	0	12	0	0%
EPSO/AD/405/23 Lawyer Linguists AD7 SPA	AD7	Lawyer Linguists	ESP	10	0	10	0	0%
EPSO/AD/251/13 Food AD7 Administrators Food safety-Audit, Inspection and Evaluation (AD7) FREE	AD7	Food		15	13	2	0	87%
EPSO/AD/374/19 - 2 Law AD7 Financial Law - Addendum	AD7	Law		1	0	1	0	0%
EPSO/AD/370/19 (AD 7) - PL Law AD7 Lawyers - Polish (PL) law	AD7	Law		3	2	1	0	67%
EPSO/AD/374/19 - 3 Law AD7 Economic and Monetary Union Law - Addendum	AD7	Law		1	0	1	0	0%
EPSO/AD/293/14 Law AD7 AD7 Competition Law - FREE	AD7	Law		31	25	6	0	81%
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) Law AD7 Law FREE	AD7	Law		14	12	2	0	86%
EPSO/AD/368/19 (AD 7) - IT Law AD7 ITA Italian (IT) Law	AD7	Law	ITA	6	4	2	0	67%
EPSO/AD/366/19 (AD 7) - EL Law AD7 ELL Lawyers - Greek (EL) law	AD7	Law	GRE	3	2	1	0	67%
EPSO/AD/367/19 (AD 7) - HU Law AD7 HUN Lawyers - Hungarian (HU) law	AD7	Law	HUN	3	0	3	0	0%
EPSO/AD/365/19 (AD 7) - CY Law AD7 Lawyers - Cypriot (CY) law	AD7	Law	CYP	3	0	3	0	0%
EPSO/AD/303/15 (AD7) Development and foreign affairs AD7 Development cooperation and managing aid to non-EU countries FREE	AD7	Development and foreign affairs		60	53	7	0	88%
EPSO/AD/392/21 - 1 Health AD7 Policymaking and law-making in the field of health - FREE	AD7	Health		44	35	9	0	80%
EPSO/AD/392/21 - 2 Health AD7 Policymaking and law-making in the field of food safety - FREE	AD7	Health		33	26	7	0	79%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Number of laureates	Number of laureates recruited	Number of laureates available	Number of laureates unavailable	Recruitment rate
EPSO/AD/392/21 - 3 Health AD7 Auditing, inspection and evaluation in the field of health and food safety - FREE	AD7	Health		29	9	20	0	31%
EPSO/AD/410/23 Transport AD7	AD7	Transport		232	0	232	0	0%
EPSO/AD/374/19 - 5 Other Specialists AD7 Protection of euro coins against counterfeiting	AD7	Other Specialists		11	7	4	0	64%
EPSO/AD/374/19 - 1 Other Specialists AD7 Competition Law	AD7	Other Specialists		63	62	1	0	98%
EPSO/AD/380/19 (AD 7) Other Specialists AD7 Administrators in the field of International cooperation	AD7	Other Specialists		100	90	10	0	90%
EPSO/AD/278/14 bis Other Specialists AD7 Administrators (AD7) Operational Analysis FREE	AD7	Other Specialists		17	16	1	0	94%
EPSO/AD/374/19 - 4 Other Specialists AD7 Financial Rules Applicable to the EU Budget	AD7	Other Specialists		40	36	4	0	90%
EPSO/AD/398/22 - 1 Other Specialists AD7 ICT infrastructures, cloud, networks and middleware	AD7	Other Specialists		75	44	31	0	59%
EPSO/AD/398/22 - 4 Other Specialists AD7 Design, development/configuration, testing, operation and maintenance of IT applications	AD7	Other Specialists		81	51	30	0	63%
EPSO/AD/394/21 AD7 - 1 Other Specialists AD7 OLAF Investigators/Experts - Anti-fraud investigations	AD7	Other Specialists		35	27	8	0	77%
EPSO/AD/278/14 bis Other Specialists AD7 Administrators (AD7) Digital Forensics FREE	AD7	Other Specialists		14	10	4	0	71%
EPSO/AD/391/21 - 1 Other Specialists AD7 Member States' Structural reform support / FREE	AD7	Other Specialists		46	42	4	0	91%
EPSO/AD/395/21 - 2 Other Specialists AD7 OLAF Administrators - Operational and strategic analysis / FREE	AD7	Other Specialists		20	14	6	0	70%
EPSO/AD/398/22 - 3 Other Specialists AD7 IT and data governance, programme/portfolio	AD7	Other Specialists		76	55	21	0	72%
EPSO/AD/395/21 - 1 Other Specialists AD7 OLAF Administrators - Digital Forensics / FREE	AD7	Other Specialists		14	8	6	0	57%
EPSO/AD/391/21 - 2 Other Specialists AD7 Schengen acquis FREE	AD7	Other Specialists		25	21	4	0	84%
EPSO/AD/398/22 - 2 Other Specialists AD7 Digital workplace, office automation and mobile computing (AD7)	AD7	Other Specialists		36	25	11	0	69%
EPSO/AD/382/20 (AD7) Other Specialists AD7 External Relations	AD7	Other Specialists		33	23	10	0	70%
EPSO/AD/412/24 - 2 Other Specialists AD7 Macroeconomic statistics	AD7	Other Specialists		47	0	47	0	0%
EPSO/AD/371/19 (AD7) – 6 Nuclear research and decommissioning AD7 FREE	AD7	Nuclear research and decommissioning		20	17	3	0	85%
EPSO/AD/371/19 (AD7) – 6 Nuclear research and decommissioning AD7 Addendum FREE	AD7	Nuclear research and decommissioning		1	0	1	0	0%
EPSO/AD/363/18 (AD7) - 1 Customs AD7 FREE	AD7	Customs		42	39	3	0	93%
EPSO/AD/363/18 (AD7) - 2 Taxation AD7 FREE	AD7	Taxation		44	31	13	0	70%
EPSO/AD/400/22 AD7 - 1 Defence industry AD7	AD7	Defence industry		33	12	21	0	36%
EPSO/AD/400/22 AD7 - 2 Space AD7	AD7	Space		36	17	19	0	47%
EPSO/AD/398/22 - 5 Other Specialists AD8 ICT Security	AD8	Other Specialists		82	44	38	0	54%
EPSO/AD/398/22 - 5 Other Specialists AD8 ICT Security - Addendum	AD8	Other Specialists		1	0	1	0	0%
EPSO/AD/394/21 AD9 - 1 Other Specialists AD9 OLAF Investigators/Experts - Anti-fraud investigations	AD9	Other Specialists		9	8	1	0	89%
EPSO/AD/380/19 (AD 9) Other Specialists AD9 Administrators in the field of International cooperation	AD9	Other Specialists		27	24	3	0	89%
EPSO/AD/400/22 AD9 - 1 Defence industry AD9	AD9	Defence industry		17	8	9	0	47%
EPSO/AD/400/22 AD9 - 2 Space AD9	AD9	Space		19	9	10	0	47%
EPSO/AST/137/16 SL Linguist AST1 SLV FREE	AST1	Linguist	SLV	13	8	5	0	62%
EPSO/AST/152/22-6 - PT Linguist AST1 POR Linguistic Assistants	AST1	Linguist	POR	14	6	8	0	43%
EPSO/AST/152/22-1 - HR Linguist AST1 HRV Linguistic Assistants	AST1	Linguist	HRV	14	6	8	0	43%
EPSO/AST/152/22-2 - NL Linguist AST1 NLD Linguistic Assistants	AST1	Linguist	NL	14	4	10	0	29%
EPSO/AST/152/22-3 - ET Linguist AST1 EST Linguistic Assistants	AST1	Linguist	EST	12	2	10	0	17%
EPSO/AST/152/22-5 - PL Linguist AST1 POL Linguistic Assistants	AST1	Linguist	POL	13	6	7	0	46%
EPSO/AST/152/22-4 - IT Linguist AST1 ITA Linguistic Assistants	AST1	Linguist	ITA	10	3	7	0	30%
EPSO/AST/137/16 GA Linguist AST1 GLE FREE	AST1	Linguist	GLE	9	6	3	0	67%
EPSO/AST/137/16 HU Linguist AST1 HUN FREE	AST1	Linguist	HUN	12	10	2	0	83%
EPSO/AST/144/17 (AST1) - EN Linguist AST1 ENG Linguistic Assistant FREE	AST1	Linguist	ENG	7	4	2	1	57%
EPSO/AST/144/17 (AST1) - SV Linguist AST1 SWE Linguistic Assistant FREE	AST1	Linguist	SLV	7	3	4	0	43%
EPSO/AST/144/17 (AST1) - BG Linguist AST1 BUL Linguistic Assistant FREE	AST1	Linguist	BUL	5	4	1	0	80%
EPSO/AST/144/17 (AST1) - FR Linguist AST1 FRA Linguistic Assistant FREE	AST1	Linguist	FRA	5	2	3	0	40%
EPSO/AST/137/16 MT Linguist AST1 MLT FREE	AST1	Linguist	MLT	12	6	6	0	50%
EPSO/AST/137/16 SK Linguist AST1 SLK FREE	AST1	Linguist	SLK	13	9	4	0	69%
EPSO/AST/137/16 DA Linguist AST1 DAN FREE	AST1	Linguist	DAN	16	13	3	0	81%
EPSO/AST/137/16 NL Linguist AST1 NLD FREE	AST1	Linguist	NL	13	8	5	0	62%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Number of laureates	Number of laureates recruited	Number of laureates available	Number of laureates unavailable	Recruitment rate
EPSO/AST/152/22-6 - PT Linguist AST1 POR Linguistic Assistants / Addendum	AST1	Linguist	POR	1	0	1	0	0%
EPSO/AST/136/15 - 2 Culture AST3 CONSERVATION & COLLECTION MANAGEMENT ASSISTANT FREE	AST3	Culture		5	2	3	0	40%
EPSO/AST/136/15 - 1 Culture AST3 Assistant Curator FREE	AST3	Culture		11	3	8	0	27%
EPSO/AST/125/12 Audit AST3 FREE	AST3	Audit		25	20	4	1	80%
EPSO/AST/126/12 Research (biology, chemistry, physics, ...) AST3 Physics and materials science FREE	AST3	Research (biology, chemistry, physics, ...)		10	7	3	0	70%
EPSO/AST/126/12 Research (biology, chemistry, physics, ...) AST3 Chemistry FREE	AST3	Research (biology, chemistry, physics, ...)		11	6	5	0	55%
EPSO/AST/126/12 Research (biology, chemistry, physics, ...) AST3 Biology, life and health sciences FREE	AST3	Research (biology, chemistry, physics, ...)		10	4	6	0	40%
EPSO/AST/133/14 Information and Communication Technology AST3 Web FREE	AST3	Information and Communication Technology		11	9	2	0	82%
EPSO/AST/133/14 Information and Communication Technology AST3 Information Systems FREE	AST3	Information and Communication Technology		57	46	10	1	81%
EPSO/AST/133/14 Information and Communication Technology AST3 Office IT infrastructure and data centre FREE	AST3	Information and Communication Technology		44	36	8	0	82%
EPSO/AST/133/14 Information and Communication Technology AST3 Networks and telecommunications FREE	AST3	Information and Communication Technology		18	10	8	0	56%
EPSO/AST/133/14 Information and Communication Technology AST3 Information systems security FREE	AST3	Information and Communication Technology		22	12	9	1	55%
EPSO/AST/138/16 Audiovisual AST3 Audiovisual & conference technicians - FREE	AST3	Audiovisual		25	20	5	0	80%
EPSO/AST/142/17 - DA Proofreading AST3 DAN DA / FREE	AST3	Proofreading	DAN	5	2	3	0	40%
EPSO/AST/142/17 - NL Proofreading AST3 NLD FREE	AST3	Proofreading	NL	5	3	2	0	60%
EPSO/AST/142/17 - MT Proofreading AST3 MLT FREE	AST3	Proofreading	MT	7	6	1	0	86%
EPSO/AST/142/17 - SL Proofreading AST3 SLV FREE	AST3	Proofreading	SLK	7	4	3	0	57%
EPSO/AST/142/17 - SV Proofreading AST3 SWE FREE	AST3	Proofreading	SVN	7	5	2	0	71%
EPSO/AST/124/12 Proofreading AST3 LIT FREE	AST3	Proofreading	LIT	9	2	7	0	22%
EPSO/AST/119/12 Proofreading AST3 CES Proofreaders FREE	AST3	Proofreading	CZE	14	5	9	0	36%
EPSO/AST/148/21-EL Proofreading AST3 ELL Proofreaders/Language Editors EL	AST3	Proofreading	GRE	21	17	4	0	81%
EPSO/AST/148/21 - PT Proofreading AST3 POR Proofreaders/Language Editors PT	AST3	Proofreading	POR	11	9	2	0	82%
EPSO/AST/148/21 - ET Proofreading AST3 EST Proofreaders/Language Editors ET	AST3	Proofreading	EST	8	4	4	0	50%
EPSO/AST/148/21 - ES Proofreading AST3 SPA Proofreaders/Language Editors ES	AST3	Proofreading	ESP	10	7	2	1	70%
EPSO/AST/148/21 - GA Proofreading AST3 GLE Proofreaders/Language Editors GA	AST3	Proofreading	GLE	4	2	2	0	50%
EPSO/AST/148/21 - IT Proofreading AST3 ITA Proofreaders/Language Editors IT	AST3	Proofreading	ITA	15	13	2	0	87%
EPSO/AST/122/12 Proofreading AST3 HRV FREE	AST3	Proofreading	HRV	25	16	5	4	64%
EPSO/AST/125/12 Economics and Statistics AST3 FREE	AST3	Economics and Statistics		41	26	12	3	63%
EPSO/AST/147/19 - 3 Security AST3 Information and document security - FREE	AST3	Security		21	14	7	0	67%
EPSO/AST/147/19 - 1 Security AST3 Security operations - FREE	AST3	Security		42	32	10	0	76%
EPSO/AST/132/14 Security AST3 Security - Digital Monitoring Officers and open source intelligence specialists FREE	AST3	Security		17	11	6	0	65%
EPSO/AST/147/19 - 2 Security AST3 Technical Security FREE	AST3	Security		19	15	4	0	79%
EPSO/AST/123/12 HR Communication AST3 FREE	AST3	Communication		17	7	7	3	41%
EPSO/AST/143/17 (AST3) - Profile 2 Communication AST3 Communication Assistant - FREE	AST3	Communication		33	18	15	0	55%
EPSO/AST/143/17 (AST3) - Profile 1 Communication AST3 Webmaster - FREE	AST3	Communication		14	12	2	0	86%
EPSO/AST/143/17 (AST3) - Profile 3 Communication AST3 Visual Communication Assistant - FREE	AST3	Communication		35	31	4	0	89%
EPSO/AST/139/16 - 1 Finance AST3 FREE	AST3	Finance		69	54	15	0	78%
EPSO/AST/125/12 Finance AST3 Finance/Accounting / FREE	AST3	Finance		49	43	1	5	88%
EPSO/AST/129/13 Finance AST3 Accounting FREE	AST3	Finance		54	47	6	1	87%
EPSO/AST/129/13 Finance AST3 Economy/Finance FREE	AST3	Finance		33	24	5	4	73%
EPSO/AST/149/21 Nuclear AST3 Nuclear Inspectors / FREE	AST3	Nuclear		40	26	14	0	65%
EPSO/AST/131/14 Nuclear AST3 Nuclear Inspection FREE	AST3	Nuclear		32	21	9	2	66%
EPSO/AST/126/12 Nuclear AST3 FREE	AST3	Nuclear		17	7	9	1	41%
EPSO/AST/139/16 - 2 Human Resources AST3 FREE	AST3	Human Resources		53	39	14	0	74%
EPSO/AST/126/12 Engineering AST3 Civil and mechanical engineering FREE	AST3	Engineering		9	6	2	1	67%
EPSO/AST/126/12 Engineering AST3 Electrical engineering and electronics FREE	AST3	Engineering		17	11	6	0	65%
EPSO/AST/123/12 HR Law AST3 Legal matters FREE	AST3	Law		30	14	10	6	47%
EPSO/AST/129/13 Law AST3 FREE	AST3	Law		30	23	6	1	77%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Number of laureates	Number of laureates recruited	Number of laureates available	Number of laureates unavailable	Recruitment rate
EPSO / AST / 140 / 17 Health AST3 Nurses FREE	AST3	Health		16	14	2	0	88%
EPSO/AST/141/17 (AST3) - Profile 1 Building AST3 Building construction coordinators/technicians - FREE	AST3	Building		26	16	10	0	62%
EPSO/AST/141/17 (AST3) - Profile 2 Building AST3 Building coordinators/technicians in air conditioning and electromechanical and electrical engineering	AST3	Building		33	29	4	0	88%
EPSO/AST/141/17 (AST3) - Profile 3 Building AST3 Occupational and building safety assistants - FREE	AST3	Building		13	8	5	0	62%
EPSO/AST/130/14 (AST3) Building AST3 Assistants in the buildings sector - Architecture and interior design FREE	AST3	Building		17	12	5	0	71%
EPSO/AST/130/14 (AST3) Building AST3 Assistants in the buildings sector - Project Management FREE	AST3	Building		18	14	4	0	78%
EPSO/AST/130/14 (AST3) Building AST3 Assistants in the buildings sector - Air conditioning - FREE	AST3	Building		19	13	6	0	68%
EPSO/AST/130/14 (AST3) Building AST3 Assistants in the buildings sector - Security FREE	AST3	Building		18	12	3	3	67%
EPSO/AST/155/22 - Field 2 Other Specialists AST3 Technical security	AST3	Other Specialists		18	8	10	0	44%
EPSO/AST/155/22 - Field 1 Other Specialists AST3 Operational security	AST3	Other Specialists		44	27	17	0	61%
EPSO/AST/155/22 - Field 3 Other Specialists AST3 Occupational health and safety	AST3	Other Specialists		28	16	12	0	57%
EPSO/AST/145/18 Other Specialists AST3 Archivistics and Records Management FREE	AST3	Other Specialists		46	35	11	0	76%
EPSO/AST/155/22 - Field 2 Other Specialists AST3 Technical security / Addendum	AST3	Other Specialists		1	0	1	0	0%
EPSO/AST/150/21-1 Other Specialists AST3 Audiovisual and ConferenceTechnicians	AST3	Other Specialists		53	40	13	0	75%
EPSO/AST/150/21-2 Other Specialists AST3 Building Technicians	AST3	Other Specialists		119	76	42	1	64%
EPSO/AST/150/21-3 Other Specialists AST3 Laboratory Technicians / FREE	AST3	Other Specialists		25	18	7	0	72%
EPSO/AST/155/22 - Field 3 Other Specialists AST3 Occupational health and safety / Addendum / FREE	AST3	Other Specialists		3	2	1	0	67%
EPSO/AST/151/22 - 2 Other Specialists AST4 Digital workplace, office automation and mobile computing	AST4	Other Specialists		60	30	30	0	50%
EPSO/AST/151/22 - 4 Other Specialists AST4 ICT security - Addendum	AST4	Other Specialists		1	0	1	0	0%
EPSO/AST/146/18 Other Specialists AST4 Heads of Administration in EU Delegations FREE	AST4	Other Specialists		41	30	11	0	73%
EPSO/AST/151/22 - 1 Other Specialists AST4 ICT infrastructures, cloud, networks and middleware	AST4	Other Specialists		55	25	30	0	45%
EPSO/AST/151/22 - 4 Other Specialists AST4 ICT security	AST4	Other Specialists		30	10	20	0	33%
EPSO/AST/153/22 Other Specialists AST4 Heads of Administration in EU Delegations	AST4	Other Specialists		41	24	16	1	59%
EPSO/AST/151/22 - 3 Other Specialists AST4 Development/configuration, testing, operation and maintenance	AST4	Other Specialists		84	29	55	0	35%
EPSO/AST-SC/07/18 (SC1) Security SC1 Armed Security and Protection / FREE	SC1	Security		86	55	31	0	64%
EPSO/AST-SC/03/15 - 2 Finance SC1 FREE	SC1	Finance		82	54	28	0	66%
EPSO/AST-SC/06/17 (SC1) Secretaries and clerks SC1 FREE	SC1	Secretaries and clerks		222	172	41	9	77%
EPSO/AST-SC/03/15 - 3 Secretaries and clerks SC1 Secretarial Support FREE	SC1	Secretaries and clerks		147	134	12	1	91%
EPSO/AST-SC/05/16 (SC1) Secretaries and clerks SC1 Accreditation Officers / Receptionists FREE	SC1	Secretaries and clerks		50	44	6	0	88%
EPSO/AST-SC/03/15 - 1 Secretaries and clerks SC1 Administrative Support FREE	SC1	Secretaries and clerks		107	82	22	3	77%
EPSO/AST-SC/08/19 (SC1) Other Specialists SC1 Parliamentary Ushers / FREE	SC1	Other Specialists		24	17	7	0	71%
EPSO/AST-SC/11/21 Other Specialists SC1 Laboratory Support Workers / FREE	SC1	Other Specialists		19	8	11	0	42%
EPSO/AST-SC/10/20 (SC1) SECRETARIES SC1	SC1	SECRETARIES		285	231	49	5	81%
EPSO/AST-SC/07/18 (SC2) Security SC2 Armed Security and Protection - FREE	SC2	Security		18	9	9	0	50%
EPSO/AST-SC/03/15 - 2 Finance SC2 Addendum FREE	SC2	Finance		1	0	1	0	0%
EPSO/AST-SC/03/15 - 2 Finance SC2 FREE	SC2	Finance		31	23	6	2	74%
EPSO/AST-SC/06/17 (SC2) Secretaries and clerks SC2 FREE	SC2	Secretaries and clerks		136	98	34	4	72%
EPSO/AST-SC/03/15 - 1 Secretaries and clerks SC2 Administrative Support FREE	SC2	Secretaries and clerks		35	30	4	1	86%
EPSO/AST-SC/03/15 - 3 Secretaries and clerks SC2 Secretarial Support FREE	SC2	Secretaries and clerks		99	94	4	1	95%
EPSO/AST-SC/05/16 (SC2) Secretaries and clerks SC2 Accreditation Officers / Receptionists FREE	SC2	Secretaries and clerks		12	10	2	0	83%
EPSO/AST-SC/08/19 (SC2) Other Specialists SC2 Parliamentary Ushers / FREE	SC2	Other Specialists		27	23	4	0	85%
EPSO/AST-SC/09/19 Other Specialists SC2 Conference Operators / FREE	SC2	Other Specialists		28	14	14	0	50%
EPSO/AST-SC/08/19 (SC2) Other Specialists SC2 Parliamentary Ushers Addendum / FREE	SC2	Other Specialists		1	0	1	0	0%
EPSO/AST-SC/10/20 (SC2) SECRETARIES SC2	SC2	SECRETARIES		215	157	57	1	73%

2.4.2 Planned competitions

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

Number of expected laureates from ongoing competitions by function group

Non-linguistic profile			Linguistic profile		Total
AD	AST	AST/SC	AD-L	AST-L	
2555	864		1377		4796

Number of expected laureates from planned competitions by function group

Non-linguistic profile			Linguistic profile		Total
AD	AST	AST/SC	AD-L	AST-L	
1300	435		135		1870

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

Non-linguistic profile			Linguistic profile		Total
AD	AST	AST/SC	AD-L	AST-L	
3855	1299		1512		6666

The displayed numbers do not include all competitions as the total number of candidates is not yet known.

Ongoing competitions as of 01/04/2025

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	Number of candidates	Number of candidates invited to assessment phase	Number of laureates expected	Reserve lists expected by
EPSO/AD/412/24	AD6	Statistics - 1. Data and statistics	24 languages	2623		194	avr-25
	AD7	Statistics - 2. Macroeconomic statistics (AD 7)		440		48	
EPSO/AD/411/23	AD7	Nuclear - 1. Nuclear safeguards inspectors	24 languages	499		130	mai-25
		Nuclear - 2. Policy officers in the area of nuclear energy		707		68	
EPSO/AST/156/24	AST3	Finance - 1. Financial management	24 languages	2625		406	juin-25
		Finance - 2. Accounting and Treasury		852		184	
		Finance - 3. Public Procurement		1515		274	
EPSO/AD/403/23	AD7	Crisis management, Migration and Internal security - 1. Crisis management	24 languages	3234		168	juin-25
		Crisis management, Migration and Internal security - 2. Migration and internal security		3228		118	
EPSO/AD/402/23	AD6	Economics - 1. Microeconomics/macroeconomics	24 languages	2502		300	juin-25
		Economics - 2. Financial economics		3350		348	
		Economics - 3. Industrial economics		1278		322	
EPSO/AD/413/24	AD7	Scientific research - 1. Environmental and climate sciences, engineering, and economics	24 languages	1250		64	Oct-Nov 2025
		Scientific research - 2. Energy science and sustainability		699		60	
		Scientific research - 3. ICT and (cyber)security		398		70	
		Scientific research - 4. Data analysis, research, and applications for evidence-based decision-making		747		74	
		Scientific research - 5. Research and applications in artificial intelligence, machine learning, and complex systems		426		73	
		Scientific research - 6. Space applications and geo-information technologies		295		46	
		Scientific research - 7. Health and consumer protection		1077		54	
		Scientific research - 8. Transport science and sustainable mobility		304		58	
		Scientific research - 9. Social, economic, and political sciences		1641		67	
		Scientific research - 10. Behavioural science, economics, and education		659		53	
EPSO/AD/414-421/24 - Translators AD5 (DA/EL/EN/ES/FR/IT/MT/NL)	AD5	Translators	1. Danish-Language (DA)	346		156	janv-26
			2. Greek-Language (EL)	2176		146	
			3. English-Language (EN)	1616		126	
			4. Spanish-Language (ES)	2558		154	
			5. French-Language (FR)	1654		180	
			6. Italian-Language (IT)	3763		150	
			7. Maltese-Language (MT)	173		119	
			8. Dutch-Language (NL)	566		146	
EPSO/AD/422/25 - Taxation AD6 (2 fields)	AD6	Taxation - 1. Direct taxation, including tax law	24 languages	1602		118	sept-25
		Taxation - 2. Indirect taxation, including law		1328		122	
EPSO/AD/423/25 - Lawyer-Linguists EP/Council/EC AD7 (8 Languages DE/EN/HR/LV/RO/SL/ET /NL)	AD7	Lawyer-linguists/legal revisers	1.DA – Danish-language lawyer-linguists/legal revisers	tbc		25	janv-26
			2.DE – German-language lawyer-linguists/legal revisers	tbc		25	
			3.EN – English-language lawyer-linguists/legal revisers	tbc		25	
			4.ET – Estonian-language lawyer-linguists/legal revisers	tbc		25	
			5.HR – Croatian-language lawyer-linguists/legal revisers	tbc		25	
			6.NL – Dutch-language lawyer-linguists/legal revisers	tbc		25	
			7.RO – Romanian-language lawyer-linguists/legal revisers	tbc		25	
			8.SL – Slovenian-language lawyer-linguists/legal revisers	tbc		25	

Planned competitions as of 01/04/2025

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	Number of laureates expected	Laureates lists expected by
EPSO/AD/424/25 /CoJ	AD7		CS – Czech-language lawyer-linguists DA – Danish-language lawyer-linguists ET – Estonian-language lawyer-linguists FI – Finnish-language lawyer-linguists FR – French-language lawyer-linguists IT – Italian-language lawyer-linguists LV – Latvian-language lawyer-linguists SV – Swedish-language lawyer-linguists	about 135	janv-26
EPSO/AD/	tbc	Buildings 1.Project management in the building sector 2.Architecture and project management 3.Electrical engineering and project management 4.HVAC engineering and project management	24 languages	tbc	tbc
EPSO/AST/157/25	AST3	Communication 1.Graphic design and visual content production 2. Social media and digital communication 3. Webmaster	24 languages	about 435	tbc
EPSO/AD/... - AD5 Generalists	AD5	Generalists	24 languages	about 1300	tbc
EPSO/AST-SC	tbc	tbc	24 languages	tbc	tbc

2.5 Overview on 2024 mobility of officials

2.5.1 Mobility within the Commission.

Internal mobility of officials between DGs by function groups in 2024, all establishment plans.

DGs/Services	AD			AST			AST-SC			TOTAL		
	Arrivals	Departures	Balance	Arrivals	Departures	Balance	Arrivals	Departures	Balance	Arrivals	Departures	Balance
Agriculture and Rural Development	18	13	5	5	3	2	3	4	-1	26	20	6
Budget	22	20	2	9	16	-7	1		1	32	36	-4
Cabinets	108	102	6	20	28	-8	15	6	9	143	136	7
Climate Action	9	7	2	3	3	0				12	10	2
Communication	18	21	-3	7	7	0	1	1	0	26	29	-3
Communications Networks, Content and Technology	14	15	-1	4	8	-4	2		2	20	23	-3
Competition	16	25	-9	1	5	-4	1	7	-6	18	37	-19
Defence Industry and Space	2	4	-2	1	2	-1		1	-1	3	7	-4
Digital Services	5	7	-2		2	-2		1	-1	5	10	-5
Economic and Financial Affairs	15	22	-7	1	8	-7	1	1	0	17	31	-14
Education, Youth, Sport and Culture	10	9	1	5	1	4	1	1	0	16	11	5
Employment, Social Affairs and Inclusion	29	21	8	16	8	8	2	1	1	47	30	17
Energy	12	12	0	2	4	-2		1	-1	14	17	-3
Environment	7	15	-8	4	2	2	1		1	12	17	-5
European Anti-Fraud Office	10	5	5	3	2	1				13	7	6
European Civil Protection and Humanitarian Aid Operations (ECHO)	10	9	1	2	3	-1	1		1	13	12	1
European Personnel Selection Office	1	2	-1	1	3	-2	1		1	3	5	-2
Eurostat	4	3	1	4	1	3	2		2	10	4	6
Financial Stability, Financial Services and Capital Markets Union	5	17	-12	2	2	0				7	19	-12
Health and Food Safety	11	7	4	8	2	6		1	-1	19	10	9
Health Emergency Preparedness and Response Authority	2	3	-1	2	1	1				4	4	0
Human Resources and Security	19	15	4	14	13	1	5	3	2	38	31	7
Informatics		1	-1	1	2	-1	1	1	0	2	4	-2
Inspire, Debate, Engage and Accelerate Action	1	6	-5							1	6	-5
Internal Audit Service	3	7	-4		1	-1				3	8	-5
Internal Market, Industry, Entrepreneurship and SMEs	13	13	0	3	5	-2	2	3	-1	18	21	-3
International Partnerships	15	8	7	8	6	2	1		1	24	14	10
Interpretation	5	2	3	2	2	0	1	1	0	8	5	3
Joint Research Centre	13	10	3	8	5	3	2	1	1	23	16	7
Justice and Consumers	10	10	0	3	4	-1	1	1	0	14	15	-1
Legal Service	11	6	5	3	2	1	2		2	16	8	8
Maritime Affairs and Fisheries	5	6	-1	1	2	-1				6	8	-2
Migration and Home Affairs	7	18	-11	5	2	3		2	-2	12	22	-10
Mobility and Transport	6	6	0	3	3	0		4	-4	9	13	-4
Neighbourhood and Enlargement Negotiations	20	12	8	6	2	4	2	4	-2	28	18	10
Office for Infrastructure and Logistics in Brussels	9	3	6	5	4	1				14	7	7
Office for Infrastructure and Logistics in Luxembourg	2	1	1	1	2	-1				3	3	0
Office for the Administration and Payment of Individual Entitlements	7	4	3	3	2	1				10	6	4
Publications Office	4	5	-1	2	3	-1				6	8	-2
Regional and Urban Policy	10	14	-4	6	7	-1	2	4	-2	18	25	-7
Research and Innovation	21	17	4	10	6	4	2	2	0	33	25	8
Secretariat-General	34	38	-4	5	4	1	3	1	2	42	43	-1
Service for Foreign Policy Instruments	3	4	-1	1	2	-1				4	6	-2
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)	3	4	-1	1	1	0				4	5	-1
Structural Reform Support	8	9	-1		4	-4				8	13	-5
Taxation and Customs Union	12	20	-8	8	6	2		2	-2	20	28	-8
Trade	15	10	5	4	1	3		2	-2	19	13	6
Translation	6	2	4	3	4	-1	4	4	0	13	10	3
TOTAL (*)	590	590	0	206	206	0	60	60	0	856	856	0

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

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

Commission internal mobility of officials between DGs for the period 1990-2024

YEAR	AD	AST	AST/SC	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	1.280	929	-	2.209
2011	587	444	-	1.031
2012	621	532	-	1.153
2013	599	467	-	1.066
2014	791	400	-	1.191
2015	1.099	505	1	1.605
2016	530	219	8	757
2017	762	645	31	1.438
2018	757	580	53	1.390
2019	744	408	50	1.202
2020	921	391	47	1.359
2021	836	377	45	1.258
2022	657	260	47	964
2023	586	279	43	908
2024	512	199	54	765

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

2.5.2 Mobility between the Commission and the other institutions

Movements of individuals between the Commission and other institutions have been identified and summarised in the table below. Interinstitutional movements in which the Commission is not involved are not listed below and should be obtained from the concerned institutions. For the period 1 January to 31 December 2024, as in previous years, movements confirm the trend already noticed of **a negative balance (212 posts) to the detriment of the Commission** (arrivals - departures), particularly to the benefit of the European External Action Service, the European Research Executive Agency and the Council of the European Union.

**Mobility between the Commission and other EU Institutions and bodies*,
by function groups in 2024**

	AD			AST			AST-SC			Total		
	Commission Arrivals	Commission Departures	Balance	Commission Arrivals	Commission Departures	Balance	Commission Arrivals	Commission Departures	Balance	Commission Arrivals	Commission Departures	Balance
European Economic and Social Committee	4	4	0		3	-3				4	7	-3
Committee of the Regions of the European Union		3	-3		1	-1					4	-4
Court of Justice of the European Union	6	9	-3	1	2	-1		2	-2	7	13	-6
Council of the European Union	12	15	-3	6	14	-8	1	1	0	19	30	-11
European Parliament	1	16	-15	1	10	-9		1	-1	2	27	-25
European Court of Auditors		1	-1		5	-5					6	-6
European Ombudsman	2		2							2		2
European External Action Service	9	32	-23	17	23	-6	4	2	2	30	57	-27
European Data Protection Supervisor	4	1	3							4	1	3
European Research Council Executive Agency		9	-9								9	-9
European Environment Agency		1	-1								1	-1
European Central Bank		1	-1								1	-1
European Border and Coast Guard Agency		1	-1								1	-1
European Education and Culture Executive Agency		18	-18		1	-1					19	-19
European Research Executive Agency		35	-35								35	-35
European Climate, Infrastructure and Environment Executive Agency		22	-22								22	-22
European Innovation Council and SMEs Executive Agency		19	-19					1	-1		20	-20
European Public Prosecutor's Office		1	-1								1	-1
Health and Digital Executive Agency		24	-24		1	-1					25	-25
European Defence Agency								1	-1		1	-1
Total	38	212	-174	25	60	-35	5	8	-3	68	280	-212

(*) including executive agencies

2.6 Posts occupied on 31-12-2024

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

Occupation of posts at 31/12/2024 All Establishment plans by function groups-grades and DGs - AD function group																												
DG \ Grade	AD16		AD15		AD14		AD13		AD12		AD11		AD10		AD09		AD08		AD07		AD06		AD05		Total		Grand	
Gender	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	
Cabinets			3	4	10	15	12	12	14	17	25	12	21	7	13	10	8	7	11	3	3	2	16	18	136	107	243	
Secretariat-General	2	3	7	6	10	23	15	21	23	19	13	14	37	17	39	25	25	28	24	27	16	14	19	21	230	218	448	
Legal Service		1	8	6	15	12	22	25	26	17	10	15	19	23	24	6	17	6	7	2	2	11	6	123	157	280		
Communication		1	4	3	10	6	11	13	29	27	19	13	20	10	25	30	20	17	17	12	4	6	16	7	175	145	320	
Inspire, Debate, Engage and Accelerate Action			1		1			1			4		1		2		2		1				1	1	13	14		
Budget			3	4	2	6	6	12	12	13	6	15	11	23	16	26	28	23	19	24	9	7	17	16	129	169	298	
Human Resources and Security		1	2	4	7	13	10	12	20	22	16	14	11	18	26	14	14	14	14	13	9	4	38	28	167	157	324	
Digital Services			1	1	1	8	2	5	3	13	2	14	3	11	9	35	9	53	28	66	3	7	9	6	70	219	289	
Internal Audit Service			2		1	2	3	5	5	5	2	2	3	4	11	11	9	8	18	8	3	3	9	2	66	50	116	
European Anti-Fraud Office		1	1	1	5	7	3	12	8	19	7	8	11	14	15	21	11	17	10	23	6	3	3	4	80	130	210	
Economic and Financial Affairs		2	1	2	6	17	5	24	10	34	11	21	19	28	28	48	22	27	28	24	12	11	28	25	170	263	433	
Internal Market, Industry, Entrepreneurship and SMEs	1		3	2	9	12	11	22	27	33	15	20	30	31	33	30	25	14	19	18	19	14	18	23	210	219	429	
Defence Industry and Space		1			3	6	4	6	2	14	5	15	8	11	10	24	3	4	13	16	2	1	3	3	53	101	154	
Competition		1	3	2	12	17	7	24	19	19	9	16	20	33	35	32	45	33	41	41	15	22	90	69	296	309	605	
Employment, Social Affairs and Inclusion	1		2	2	13	5	10	20	19	22	13	24	23	15	36	29	13	19	28	29	25	6	18	19	201	190	391	
Agriculture and Rural Development		2	1	2	7	14	16	21	37	39	27	31	29	25	45	33	18	18	41	29	27	28	16	6	264	248	512	
Mobility and Transport			3	3	7	16	6	16	15	33	15	15	10	24	12	10	10	11	12	13	11	7	20	16	121	164	285	
Energy	1		2	3	2	13	6	22	13	32	16	21	14	22	20	44	18	31	19	14	18	22	15	17	144	241	385	
Environment	1	1		2	9	9	6	20	25	29	13	19	20	15	25	18	10	13	10	7	14	17	12	5	145	155	300	
Climate Action			2	3	5	6	4	14	6	11	12	7	10	27	19	11	8	11	10	13	1	8	9	6	86	117	203	
Research and Innovation		1	3	3	19	35	26	31	27	75	28	39	22	32	23	31	15	18	17	23	12	17	9	6	201	311	512	
Communications Networks, Content and Technology		1	2	5	9	12	11	34	22	51	9	22	17	24	20	28	15	32	22	23	10	7	16	15	153	254	407	
Joint Research Centre		1	3	4	17	34	19	70	73	145	23	59	19	71	37	83	26	56	15	35	13	23	6	8	251	589	840	
Maritime Affairs and Fisheries	1	1	1	1	4	11	9	8	6	9	8	11	13	10	13	20	9	12	9	8	21	8	10	6	104	105	209	
Financial Stability, Financial Services and Capital Markets Union		1	2	4	2	10	4	10	6	15	5	13	14	22	16	13	16	20	18	26	7	4	20	15	110	153	263	
Regional and Urban Policy	1			3	8	10	7	12	18	35	19	15	32	26	44	21	14	16	29	14	9	5	14	8	195	165	360	
Structural Reform Support					2	2	1	4	2	4	3	4	7	9	6	4	6	6	13	7	5			4	4	49	44	93
Taxation and Customs Union		1	1	3	3	11	5	14	16	32	10	10	21	21	17	13	24	33	26	32	6	5	9	13	138	188	326	
Education, Youth, Sport and Culture	1	1	1	3	6	11	7	11	26	25	11	13	19	4	19	13	25	9	11	7	7	5	7	9	140	111	251	
Health and Food Safety	2	1	1	2	11	17	15	15	27	34	21	28	22	29	37	36	23	15	47	36	10	15	15	5	231	233	464	
Health Emergency Preparedness and Response Authority				1		2	1	3		1	2	3	2		2	2	1	1	7	7	2	3	7	3	24	26	50	
Migration and Home Affairs	1	1	2	2	5	6	9	14	21	20	14	6	19	16	19	17	22	18	34	22	14	6	32	24	192	152	344	
Justice and Consumers			2	3	9	9	10	2	18	17	8	6	14	6	26	8	10	12	23	11	10	7	33	16	163	97	260	
Trade	1	1	3	2	6	18	13	38	25	50	17	18	32	38	29	28	16	28	9	5	13	5	14	13	178	244	422	
Neighbourhood and Enlargement Negotiations	1	1	1	1	5	13	12	21	17	33	14	21	15	22	21	24	22	15	25	18	6	8	12	13	151	190	341	
International Partnerships	1	2	2	3	5	27	27	45	44	123	19	45	35	41	45	53	43	32	48	36	17	15	11	10	297	432	729	
European Civil Protection and Humanitarian Aid Operations		1		2	6	7	3	10	12	16	8	8	15	10	15	13	15	9	15	12	6	3	5	6	100	97	197	
Eurostat	1			1	11	12	7	16	20	29	9	14	14	16	26	27	24	26	23	26	6	7	8	15	149	189	338	
Interpretation	1		1	3	11	8	27	17	92	45	40	19	46	18	43	20	36	13	59	14	7	2	14	9	377	168	545	
Translation		1	2		21	19	52	34	162	81	86	49	193	75	160	75	104	57	63	35	17	22	71	44	931	492	1.423	
Publications Office			1	1	3	6	4	4	7	9	9	15	6	11	13	6	11	11	9	10	1	5	2	5	66	83	149	
Service for Foreign Policy Instruments				1	3		1	5	3	9	3	3	3	3	9	5	6	2	3	6	5	1	6		42	35	77	
Office for the Administration and Payment of Individual Entitlements				1	2	1	3	4	4	1		2	6	2	3	2		3	2	3		2	2		22	21	43	
Office for Infrastructure and Logistics in Brussels			1	2	3	4	5	2	12	7	4	3	5	8	5	3	3	10	9	3	3	3	3	3	45	53	98	
Office for Infrastructure and Logistics in Luxembourg						1		2	1	5	2		4	1	1	2		2	1	2	1	1			10	16	26	
European Personnel Selection Office				2	1	1	3	4			6	1	1	2	1	3	3		2	2	1		2	2	23	14	37	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)							1			3	1	3			2	2	4								3	13	16	
Total	17	29	68	103	297	497	427	736	968	1.306	625	726	909	871	1.095	1.033	791	816	908	817	408	363	699	550	7.212	7.847	15.059	

Occupation of posts at 31/12/2024 All Establishment plans by function groups-grades and DGs - AST function group																										
DG \ Grade	AST11		AST10		AST9		AST8		AST7		AST6		AST5		AST4		AST3		AST2		AST1		Total		Grand	
Gender	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	
Cabinets					7	2	5	1	22	3	38	5	14	4	50	23	1		1				138	38	176	
Secretariat-General	1	1	7	1	18	3	22	2	23	5	22	6	22	6	5	3	3	1	1			15	4	139	32	171
Legal Service		2	1		12	2	11	1	15	6	9	5	10	3	5		2				2		67	19	86	
Communication	2		4	1	12	7	14	6	22	16	21	9	24	10	24	8	3	9	2	1	8	1	136	68	204	
Inspire, Debate, Engage and Accelerate Action							1		1		1				1								4		4	
Budget		5	1	4	4	4	7	6	19	5	13	12	13	1	11	3	12	4			9	6	89	50	139	
Human Resources and Security	6	3	11	5	78	12	55	8	65	22	81	25	64	19	18	8	24	16	3		5	3	410	121	531	
Digital Services	2	4	1	5	10	22	8	16	12	13	9	7	7	6	8	17	12	3			1	1	70	94	164	
Internal Audit Service						1	2	1	4		4		2		1		1				1		15	2	17	
European Anti-Fraud Office		3	1	2	11	10	4	2	11	4	6	4	12	1	2	3	4	1			2		53	30	83	
Economic and Financial Affairs	1	2	1	5	2	2	2	11	9	9	7	9	4	2	4	4	2		2	9	7	53	41	94		
Internal Market, Industry, Entrepreneurship and SMEs	2	1	1	4	9	6	13	1	24	5	24	6	20	3	7	2	6	3	1		8	6	115	37	152	
Defence Industry and Space				1	4	2	4		2	1	9	2	7				5	3			1	2	32	11	43	
Competition	2	1	5		12	1	8	4	18	3	13	3	22	4	14	7	16	13			5	1	115	37	152	
Employment, Social Affairs and Inclusion	3	1	5		7	2	15	5	17	8	20	11	24	6	4	2	3	2	1	1	11	2	110	40	150	
Agriculture and Rural Development	4	3	7	2	22	8	18	6	41	13	38	4	21	4	9	4	5	3	1		8	4	174	51	225	
Mobility and Transport		2	5		9	5	10	6	16	4	10	2	8	1		2	1	1			5		64	23	87	
Energy	2	4	6	4	6	15	7	7	10	15	18	8	11	5	1	7	10	10			3		74	75	149	
Environment	1	1	5	1	12	5	10	2	9		16	4	13	3	5		1	1			10	1	82	18	100	
Climate Action			4		2	1	5	1	7	2	7	1	4	1	1	1	2	1			3	2	35	10	45	
Research and Innovation	1	3	5	6	24	11	19	7	35	10	26	9	22	6	5	4	2	2			2	1	141	59	200	
Communications Networks, Content and Technology	2	2	6		17	9	20	6	30	7	38	8	16	6	6	3	3	1		2	4	2	142	46	188	
Joint Research Centre	10	21	4	10	35	75	36	37	60	58	62	62	50	34	16	20	21	35		4		1	294	357	651	
Maritime Affairs and Fisheries	1	1	2		6	3	4		8	3	6	1	4			3	4	1				2	35	14	49	
Financial Stability, Financial Services and Capital Markets Union			2	1	3		2	1	7	5	8	7	8			1	5	1		1	10	1	45	18	63	
Regional and Urban Policy	1	1	2	1	17	4	10	2	16	4	22	12	23	2	4	4	4	2	1	2	6	1	106	35	141	
Structural Reform Support		1	3		2	1	5				2	1	4	2	3		1	1			1		21	6	27	
Taxation and Customs Union	1	1	3	1	11	4	15	2	11	6	11	6	8	2	4	3	3		1		5		73	25	98	
Education, Youth, Sport and Culture	2	1	3	1	10	1	13	2	14	6	12	3	13	4	3	3	2	2			5	1	77	24	101	
Health and Food Safety		3	2	3	30	2	18	3	26	4	15	4	11	3	2	1	2	2			7	4	113	29	142	
Health Emergency Preparedness and Response Authority					1		1				2	1	1				1				5		11	1	12	
Migration and Home Affairs			2	1	10	2	7	1	13	3	10	4	10	3	5		1	7	1		13	3	72	24	96	
Justice and Consumers		1	2	2	5		12	1	17	4	16	1	8	1	1	1			1	1	12	1	74	13	87	
Trade	3	4	1	2	4	1	6	4	17	4	19	10	13	4	3	2	2	2	3		2	3	73	36	109	
Neighbourhood and Enlargement Negotiations		1	3	1	10	4	8	2	9	5	19	4	7	1	1		6		2		4		69	18	87	
International Partnerships	1	1	4	3	16	10	13	9	30	10	33	12	19	4	9	4	8	3	1		1		135	56	191	
European Civil Protection and Humanitarian Aid Operations (ECHO)	3	3	4	1	10	2	10	3	7	3	12	8	7	4	3	1	9	2			2	2	67	29	96	
Eurostat	2	2	4	3	28	11	18	9	22	9	21	7	14	6	8	7	15	9	1		2	1	135	64	199	
Interpretation	1	2	1	3	6	3	7	3	9	3	8	7	6	8	4	1	2	7	2		4	2	50	39	89	
Translation		2	1		21	4	27	5	25	5	33	12	40	11	15	6	7	6	6	1	19	6	194	58	252	
Publications Office	9	5	5	4	26	19	42	25	50	28	44	13	21	14	11	12	26	24	4	1	16	2	254	147	401	
Service for Foreign Policy Instruments					3	4		2	4	1	2	2	3		2	1	2	1			1		17	11	28	
Office for the Administration and Payment of Individual Entitlements	2	3	4		12	3	12	1	11	4	7	1	6	3	5	1	11	8			3	4	73	28	101	
Office for Infrastructure and Logistics in Brussels	3	4	4	4	9	8	9	8	12	16	7	5	10	27	9	12	14	12			4	2	81	98	179	
Office for Infrastructure and Logistics in Luxembourg			2		2	1	1	2	1	6	2	8	3	9	1	3	7	10			1	1	20	40	60	
European Personnel Selection Office	2	1			5		7	3	6	1	9	2	4	3	2				2		3		40	10	50	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)	1						1		5	2	2				1				1				10	3	13	
Total	70	95	135	78	563	292	544	215	794	341	816	331	638	238	291	187	273	211	35	17	238	80	4.397	2.085	6.482	

Occupation of posts at 31/12/2024 all Establishment plans by function groups-grades and DGs - AST/SC function group

DG \ Grade	SC5		SC4		SC3		SC2		SC1		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Cabinets	9	2	14	3	16	1	13	4	10	3	62	13	75
Secretariat-General			1		8	1	15	1	26	8	50	10	60
Legal Service			1	1	3	2	4	1	17	1	25	5	30
Communication	1		1	1	2		8	1	15	5	27	7	34
Inspire, Debate, Engage and Accelerate Action	2									1	2	1	3
Budget			1		1		6	3	20	4	28	7	35
Human Resources and Security	5	14	8	48	20	4	31	8	26	8	90	82	172
Digital Services			1		1	2	10		9	2	21	4	25
Internal Audit Service						1	1	1	4		5	2	7
European Anti-Fraud Office				1	1		3	1	4	1	8	3	11
Economic and Financial Affairs			1		7		5	2	23	5	36	7	43
Internal Market, Industry, Entrepreneurship and SMEs					6		9	4	19	2	34	6	40
Defence Industry and Space			1				2	1	1	3	4	4	8
Competition				1	9		19	4	53	10	81	15	96
Employment, Social Affairs and Inclusion			1		3	3	10		25	3	39	6	45
Agriculture and Rural Development			1		3	3	13	2	29	5	46	10	56
Mobility and Transport						1	11		6	2	17	3	20
Energy							21		20	5	41	5	46
Environment					4		5		9	3	18	3	21
Climate Action					4		2	1	3	2	9	3	12
Research and Innovation			1		3		5	2	10	4	19	6	25
Communications Networks, Content and Technology			1		4	1	10	3	18	3	33	7	40
Joint Research Centre			1		10		25	2	13	7	49	9	58
Maritime Affairs and Fisheries					1		6	2	7	4	14	6	20
Financial Stability, Financial Services and Capital Markets Union					3	1	2		18		23	1	24
Regional and Urban Policy					5		9	3	15	1	29	4	33
Structural Reform Support							1				1		1
Taxation and Customs Union			1				5		11	1	17	1	18
Education, Youth, Sport and Culture					6		7	1	4	1	17	2	19
Health and Food Safety			1		6	2	11	4	21	4	39	10	49
Health Emergency Preparedness and Response Authority							2		1		3		3
Migration and Home Affairs					1		7	4	25	8	33	12	45
Justice and Consumers					3		6		18	1	27	1	28
Trade					2	2	8	3	23	5	33	10	43
Neighbourhood and Enlargement Negotiations					1	1	3	1	13	5	17	7	24
International Partnerships			1		4	1	9	4	18	2	32	7	39
European Civil Protection and Humanitarian Aid Operations					5	1	6	1	6		17	2	19
Eurostat					2		14	4	9		25	4	29
Interpretation			1		5		10	11	8	5	24	16	40
Translation			1		10		28	16	34	7	73	23	96
Publications Office			1		4		5	2	5	3	15	5	20
Service for Foreign Policy Instruments			1						1	1	2	1	3
Office for the Administration and Payment of Individual Entitlements						1						1	1
Office for Infrastructure and Logistics in Brussels						1						1	1
Office for Infrastructure and Logistics in Luxembourg					2		5	2		2	7	4	11
European Personnel Selection Office			1				3		6		10		10
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)							1	1			1	1	2
Total	17	16	42	55	165	29	376	100	603	137	1.203	337	1.540

2.6.1 Gender Equality

In May 2023, The Commission adopted new targets for first female appointments at middle management level per Directorate-General and Service, reiterating the importance of ensuring balanced appointments once the targets are reached. Regular monitoring and reporting on the results have been put in place since the adoption of the gender targets. DG HR analysed all Directorates-Generals' strategies for meeting their target and their actions for developing the management competencies of existing middle managers under the Commission strategic planning and programming cycle. Furthermore, DG HR was tasked to implement and enforce procedural measures for the selection of managers, to follow the progress made by the Directorates-General and Services, and to deploy talent development measures aimed at enabling women to perform management duties.

Previous measures in place for reinforcing gender balance at senior management level continued to apply in 2024: DG HR has been working with Directorates-General and Services to enrol new participants in tailored coaching programmes to prepare them for higher management responsibilities, to designate a majority of women as Deputy to the Director as a way to gain exposure to senior management duties and challenges, and to appoint an equal number of men and women as Deputy Head of Unit.

At the beginning of the previous Commission's mandate (2019) the share of women was 36.6% at senior management level, 41.5% at middle management level and 40.5% in all management functions overall. The Commission made considerable progress towards reaching gender balance at all levels of management. On 1 January 2025 the share of women was 47.7% at senior management level, 49.4% at middle management level and 49% in management functions overall.

In January 2025 the Commission also reached a share of 51 % female middle managers in the executive agencies. Among senior managers, currently 4 out of 6 Directors of executive agencies are women.

This unprecedented increase in female representation at management level required the combined efforts of all Commission departments. It was achieved through talent development programmes for female staff and specific targets for Directorates-General, while ensuring that merit always remained the primary selection criterion.

The Commission continued to monitor management appointments closely to ensure that gender balance is maintained. The Commission has developed initiatives to build a talent pipeline as well as measures to support gender-balanced appointments.

Tailored coaching programmes were set up both for middle managers who aspire to become senior managers and for established senior managers who aim to develop within their current position or who are preparing for higher responsibilities. So far more than 200 managers have participated or are participating in the programme, including more than 160 female middle and senior managers.

The sixth edition of the Female Talent Development Programme for aspiring middle managers was launched in March 2024 and will run until the end of March 2025. In this edition 96 female colleagues from all Commission services, executive agencies and Cabinets benefit from a mix of competency-building, mentoring by senior managers, networking and individual coaching.

By 1 February 2025 out of the 641 participants in the Female Talent Development Programme 215 were appointed as head of unit (65 participants from the first cycle, 49 from the second, 48 from the third, 32 from the fourth, 14 from the fifth and 5 from the current cohort).

In the beginning of February 2025, the Commission launched the first round of its corporate Management Development programme for future Middle Managers. It aims to support the political objectives of the current mandate to consolidate progress made on gender balance and to contribute to improving the geographical balance.

Diversity – going beyond gender

Going beyond the focus on gender balance in management positions, DG HR also aims to address the diversity of Commission staff more broadly. The goal is that the composition of Commission staff reflects the diversity of the European society it serves, and to develop a workplace culture where staff from these diverse backgrounds can thrive.

The Commission's overarching goal is to foster a working environment that is diverse and inclusive in the broadest sense. It starts from the six grounds of discrimination defined by the treaties⁴: sex, racial or ethnic origin, religion or belief, disability, age and sexual orientation. However, the Commission's approach is not limited to anti-discrimination but rather sees these grounds as contributors to diversity.

The Diversity and Inclusion Office⁵ (DIO), set up in 2020 and reporting directly to the Director-General of DG HR, continues to lead the development, implementation and monitoring of actions designed to promote diversity and inclusion among Commission staff. The Office advocates for diversity and inclusion and ensures that all HR policies and processes mainstream these dimensions. To achieve this, it works closely with all services of DG HR, with the Task Force for Equality Secretariat (TFES) and with counterparts in other Commission departments and institutions.

The Diversity and Inclusion in the workplace Action Plan 2023-2024⁶ is an important element in the implementation of the Commission's HR Strategy⁷ and contributes to making the Commission a more attractive and respectful workplace. The action plan incorporates all existing and ongoing diversity and inclusion commitments under 11 cross-cutting and targeted actions addressing important matters such as the role of managers, diversity in recruitment, accessibility of workplace and tools.

Although this action plan focuses on these contributors to diversity, in its spirit and through the implementation of cross-cutting actions, the objective is to promote diversity and inclusion at large, considering a multitude of other factors, such as nationality, cognitive diversity, socio-economic background, employment status, and all other characteristics that make us unique. By appreciating, protecting and fostering a diversity of backgrounds and experiences in our workplace, the Commission seeks to promote intercultural intelligence and create an inclusive culture within our organisation.

The action plan has been intentionally designed to align with other key action plans such as those addressing harassment prevention, geographical balance, wellbeing and greening. The action plan is now at its final stage of the implementation and DG HR will prepare a report on the progress. DG HR intends to launch a Diversity, inclusion and respect in the workplace survey in the first half of 2025 and the results of this survey will feed into the progress report.

Geographical Balance

The Commission's HR Strategy puts priority on geographical balance and stated that specific tailored action plans were to be developed for under-represented Member States to improve their presence within the Commission (while there are no posts reserved for nationals of any specific Member State).

⁴ TFEU article 10

⁵ PV(2020)2356 final of 11 November 2020

⁶ [Diversity and inclusion in the workplace Action Plan 2023-2024](#)

⁷ COMMUNICATION TO THE COMMISSION A new Human Resources Strategy for the Commission, C(2022) 2229 final, 5.4.2022

In 2023, Joint Action Plans were developed with the 15 underrepresented Member States⁸. In addition, the Commission agreed Operational Conclusions with each of the 12 appropriately represented Member States. These Operational Conclusions outlined the current presence of a Member State in the Commission, challenges, and the specific issues of importance for the individual Member State.

The Joint Action Plans are focused on measures to address geographical balance including selection, communication, support, outreach and promotion measures – measures for the Member State, for the Commission and also joint measures. Measures already being undertaken by the Commission include the following:

- Blue Book: application of the Member States' guiding rates to the virtual Blue Book
- Selection of Temporary Agents and Contract Agents (function group IV): DGs are asked to interview at least 1 candidate from an underrepresented Member State
- Work continues on increasing the visibility of non-permanent vacancies by publishing externally on a single website for potential Temporary and Contract Agents (links on the EPSO website).

The Commission has also drafted General Implementing Provisions (GIPs) to Article 27 of Staff Regulations to enable the adoption of additional measures to improve geographical balance. A key priority now is to advance the decision-making process for the GIPs to be adopted by the College.

At the end of 2024, an assessment of the 15 Joint Action Plans was concluded. It focused on:

- results indicators (a Member States' presence across different function groups, transition across these function groups, participation in EPSO competitions, pass rates etc.)
- output indicators (including communication, outreach, training measures by the Member State, by the Commission and jointly)
- Joint Conclusions

One of the conclusions of this Assessment was that despite the measures implemented so far, geographical imbalances remain, and additional measures are needed.

Diverse forms of employment

Officials and Temporary Agents

The Commission recruited 1941 officials and temporary agents in 2024 (708 officials and 1233 temporary agents), an increase compared to 2023 (1800). This number also includes the recruitment of temporary staff for the new Commission's Cabinets taking up duties on 1 December 2024. The share of temporary agents was particularly high in function groups AST and AST/SC due to the low number of EPSO competitions concluded in 2024.

Also in 2024, 133 officials were transferred to the Commission from other institutions while 163 officials moved from the Commission to other institutions.

Considering the lack of external competition reserve lists, and in order to allow the services to retain talent and to ensure business continuity, the legal regime allowing for derogations adopted during the pandemic is still in force (until a new Commission Decision on temporary agents is adopted). Those derogations allow the Commission to authorise

- the extension of contracts of temporary agents recruited on permanent posts beyond 3 years (with the length of all engagements as temporary agents up to 6 years)

⁸ Germany, Luxembourg, Poland, Denmark, Sweden, Finland, Czechia, Ireland, Portugal, Slovakia, Austria, Estonia, Cyprus, Malta, Netherlands

- in exceptional situations, higher grades for temporary agents in the function group AD.

The Commission continued its efforts to enhance transparency of its vacancies and increase the number of applicants to vacant positions by publishing most non-linguistic AD vacancies externally on the EPSO website (optional for AST and AST/SC function groups). This practice has enabled recruiting units that do not find a suitable candidate among officials or competition laureates to recruit a temporary agent from a wider pool of candidates and has also improved the geographical balance in the Commission staff.

Contract Agents

The Commission recruited⁹ 1630 contract agents in 2024, which is an increase of 64 compared to 2023.

Interim staff

The first semester of 2024 was operated under the previous framework contract. The new framework contract entered into force 1 July 2024, and it will be valid till 30 June 2028.

Under these framework contracts with interim agencies, an average of 376 interim staff per month worked in 2024 at the Commission in Brussels, mainly as secretaries and administrative assistants.

Seconded National Experts

The Commission has an extensive experience in welcoming seconded national experts (SNEs), mainly from Member States and EFTA countries. In 2024 approximately 1060 SNEs, with a balanced gender distribution, provided critical expertise and fresh perspectives on a wide array of strategic, cross-cutting policies and administrative matters. After their secondment period, when they return to their national administrations, these officials play a crucial role in fostering professional exchanges and sharing knowledge about European institutions and policies.

Moreover, the Commission conducted the National Experts in Professional Training (NEPT) programme, involving 296 participants — 138 in the exercise that started in March 2024 and 158 in October 2024. Officials from the administrations of Member States and EFTA countries have joined the Commission's NEPT programme for periods ranging from three and five months.

⁹ This figure does not include upgrades in Function Groups

Average occupation by FTE

	Indirect research		Direct research		Operating budget		EPSO		OIB		OIL		OLAF		OP		PMO	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
AD05	21,0	18,3	5,9	7,1	631,6	491,0	2,0	2,0	2,9	3,2			5,1	3,3	2,7	4,5	1,6	1,6
AD06	22,6	22,4	10,0	22,2	364,9	263,9	1,0		6,3	1,7	0,2	3,2	5,5	3,0	1,0	1,0		1,2
AD07	26,9	39,0	20,1	44,5	845,5	711,4	2,3	1,3	6,5	7,8	0,9	1,2	12,3	26,0	9,5	9,2	2,0	2,6
AD08	28,2	43,1	26,6	52,6	662,7	627,3	2,0	1,7	3,0	3,0	0,7	2,0	9,1	14,4	12,0	10,9	0,8	2,3
AD09	34,0	57,1	35,3	78,8	913,2	798,0	1,8	1,5	7,7	4,0	0,5	2,0	16,9	20,1	10,9	7,6	3,7	2,5
AD10	39,8	55,1	19,2	68,4	737,1	611,8	1,0	2,8	2,3	5,8	3,5	0,2	9,3	11,5	7,9	8,8	4,3	1,2
AD11	26,8	74,2	23,2	56,4	445,5	473,9	6,2	0,2	5,3	5,5	2,7		4,5	9,8	8,1	14,5	0,3	2,8
AD12	43,8	110,6	69,1	138,3	730,0	831,6	2,3	2,0	2,0	9,2	0,2	5,0	8,0	19,0	7,0	6,8	4,5	1,6
AD13	34,5	54,8	21,0	72,2	345,4	528,6	1,8	1,7	4,0	7,1	0,5	2,6	3,8	10,0	3,2	3,8	2,2	2,8
AD14	27,0	41,1	14,9	35,2	208,2	364,6	2,0	1,0	2,0	2,2		0,2	3,9	7,4	3,0	5,8	1,7	1,1
AD15	3,7	4,3	2,2	4,3	56,2	81,1				1,0			1,0	1,9	1,0	1,0		0,7
AD16		1,0		0,3	12,7	22,1								1,0				
AST01	7,1	4,3		1,0	187,4	61,2	0,2		4,0	0,6	1,9	1,0	1,8		14,4	2,0	3,4	3,5
AST02	1,8	2,1		2,8	26,5	8,5	2,0		0,4			0,3			3,5	0,2		
AST03	8,0	4,8	20,6	32,5	178,2	116,7	1,7		14,6	12,4	5,3	9,5	4,0	1,0	26,9	21,7	9,5	8,0
AST04	8,4	4,1	25,1	16,3	255,1	102,1	1,5	0,8	7,1	10,7	0,8	4,7	3,2	2,3	13,5	12,3	7,7	0,9
AST05	42,4	6,7	64,8	40,1	536,8	166,1	6,2	3,0	10,0	30,5	3,2	10,0	9,8	1,9	28,2	17,1	6,8	2,8
AST06	48,0	16,5	66,7	66,7	588,2	217,2	10,3	2,4	10,1	7,6	1,8	5,5	8,5	3,8	40,8	16,5	5,5	1,2
AST07	54,2	14,3	52,8	54,7	558,0	193,1	6,8	0,2	10,8	17,7	1,1	5,7	11,0	3,8	53,4	26,1	11,9	4,0
AST08	38,5	10,2	29,6	34,8	373,0	110,7	5,4	3,0	8,8	7,8	1,8	2,0	3,8	3,7	34,6	24,0	13,1	0,6
AST09	30,0	21,6	38,3	69,9	394,5	142,5	5,0		7,1	6,4	2,7	1,3	9,3	8,8	24,2	15,6	9,7	2,9
AST10	8,5	8,0	6,6	12,4	97,9	55,6	0,8		5,7	4,9	1,2		1,0	2,9	5,3	4,8	3,6	
AST11	3,0	4,5	8,6	17,0	33,7	44,3	1,2	1,0	1,3	3,2				3,5	7,3	4,2	2,0	3,0
SC1	25,3	5,9	19,5	6,6	561,6	125,8	3,5				0,8	2,0	5,7	1,0	5,7	2,5		
SC2	9,0	5,0	24,1	2,2	312,9	82,7	2,0				4,4	2,2	2,6	0,8	5,8	2,0		0,8
SC3	4,4	1,0	13,1		114,2	22,4				1,0	2,0		1,0	0,8	2,3			0,2
SC4	0,2		0,2		24,5	48,8	1,0							0,2	1,0			
SC5					19,9	17,0												

All figures rounded to one decimal

Monthly average calculated on the first day of 12 months in 2024

Occupation based:

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

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

3. COMMISSION HUMAN RESOURCES – THE REQUEST FOR 2026 DRAFT BUDGET

3.1 2026 Draft Budget: the global request for human resources

3.1.1 The overall picture for year 2026

The Commission continuously strives to ensure an optimal allocation of its resources, reflecting its political priorities, legal and institutional obligations, while responding to the increasing workload generated by new and urgent needs and emergencies. In the challenging context of the unprovoked war of aggression of Russia against Ukraine, the increasing tensions on the global scene, the growing importance of European defence and security, as well as new policy initiatives, and the growing responsibilities assigned to the Commission by the colegislators, it is of critical importance to deploy resources in the most efficient manner, and to continue seeking synergies and efficiencies.

The Commission has sought to continue to respect the principle of stable staffing, in accordance with the basis on which the current multiannual financial framework (MFF) was built. This approach has reached its limits with the increasing challenges and new tasks that the Commission is facing. For this reason, when agreements by the co-legislators entrust additional tasks to the Commission above and beyond those proposed by the Commission in its legislative proposals, the stable staffing principle cannot apply. Accordingly, declarations have been issued accompanying the legislative agreements stating the need to finance human resources to the greatest extent from the operational programmes or from external assigned revenues.

This is reflected in the Draft Budget 2026 in relation to the following initiatives:

- **Carbon Border Adjustment Mechanism (CBAM):** four additional establishment plan posts and 17 FTE for external staff under Heading 7.
- **Forced Labour Regulation:** three additional FTE for external staff paid from the administrative expenditure line under the Single Market Programme for the implementation of the Regulation prohibiting products made with forced labour on the Union market.
- **AI Office:** 20 additional FTE for external staff financed from the administrative support line of the Digital Europe Programme to support the implementation of the Artificial Intelligence Office.
- **Performance Review Board of the Single European Sky:** 10 additional FTE for external staff financed from the administrative support line of the Transport strand of the Connecting Europe Facility to address the additional tasks linked to the Performance Review Board of the Single European Sky.
- **Return of third-country nationals:** five additional FTE for external staff to be financed from the administrative support line of the Asylum, Migration and Integration Fund, placed in EU Delegations for support in the implementation of the legislation on the return of third-country nationals.
- **European Defence Industry Programme (EDIP):** pending adoption of the basic act, the additional 33 FTE for external staff to be financed from the EDIP administrative support line to support its implementation, remains as requested in the Draft Budget 2025.

In addition to the initiatives listed above, in line with previous years practice, the Commission will continue to pay staff from assigned revenues stemming from the supervisory fee established by the Digital Services Act¹⁰. Hence, an estimated 68 FTE will be added compared to what was reported

¹⁰ Regulation (EU) 2022/2065 of the European Parliament and of the Council of 19 October 2022 on a Single Market For Digital Services (Digital Services Act) – OJ L 277/102 of 27.10.2022 and Commission Delegated Regulation (EU) 2023/1127 of 2 March 2023 supplementing Regulation (EU) 2022/2065 of the European Parliament and of the Council with the detailed

in the Staff Working Document presented in 2024¹¹, and for which the details will be described in the new Staff Working Document to be presented by the Commission. It is to be underlined that the EU budget does not bear any cost for these FTE, as the salaries, as well as the social security contributions, including the employer's contributions and other administrative and operational expenditures, are paid directly from the amounts recovered from the fee.

In 2026, with respect to the establishment plans, the overall number of posts in the Commission is reduced by 40 posts¹². This reduction is the result of a number of previously planned and agreed elements, notably the delegation of tasks to executive agencies (reducing 26 posts and five frozen posts). It should be recalled, that the number of staff in the executive agencies increases (+ 15 FTE). The ongoing process to transform former "D" posts into appropriations for contract agents (14 in this exercise) is neutral in terms of number of human resources full-time equivalents (FTE). In parallel, two FTE of external staff are converted into one establishment plan post.

This document also presents the estimates for external staff and decentralised administrative appropriations for 2026, following the conclusion of budgetary hearings. Concerning external personnel, the DB 2026 takes into account the net increase of 50 FTE in the administrative support lines of operational programmes (ex-BA lines), following the adoption of new initiatives entrusting new tasks to the Commission.

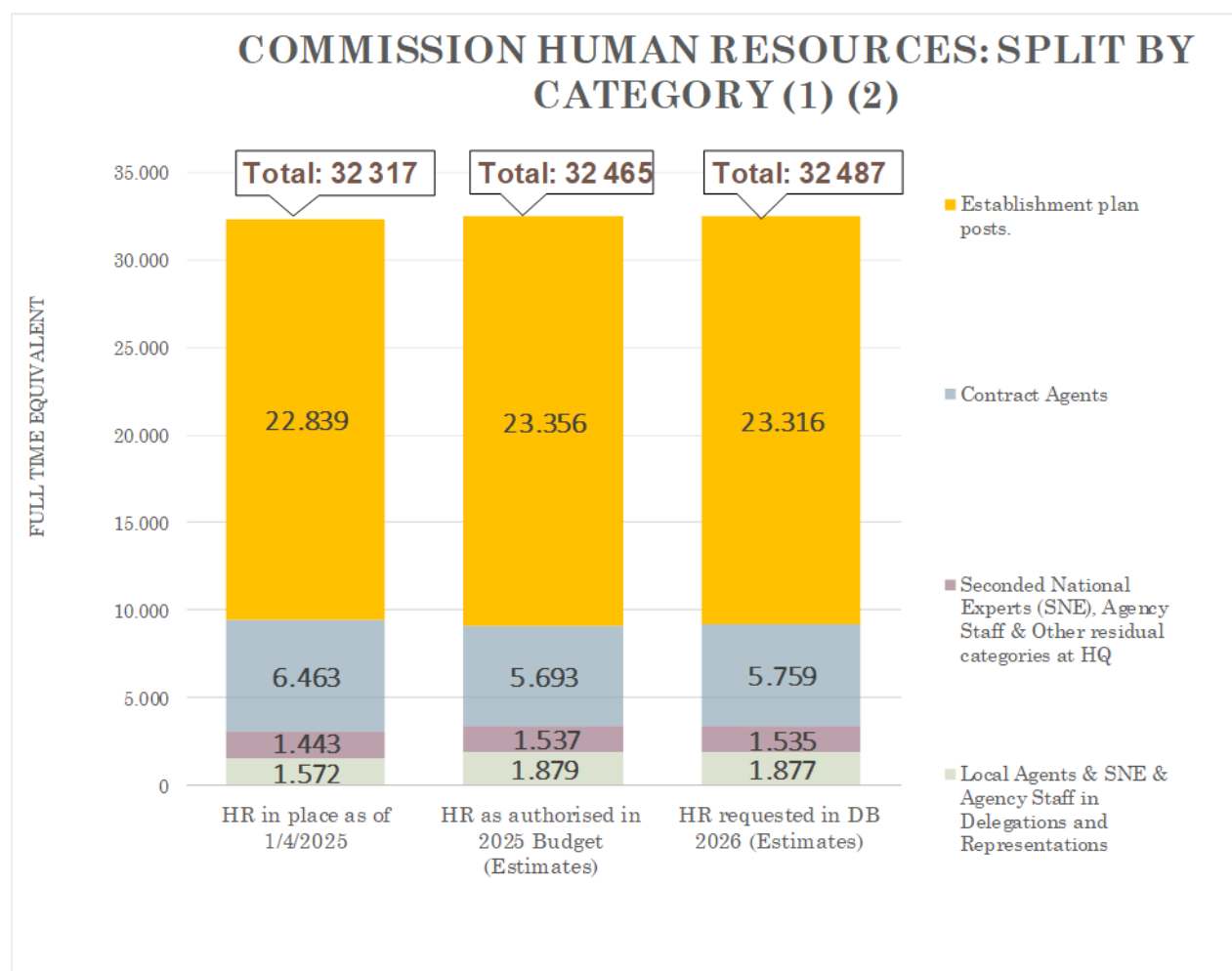
In its 2026 Statement of Estimates, the Commission presents an increase of its overall number of human resources of 22 FTE, i.e. 0,07 %, with a net reduction in its establishment plans of 40 posts, i.e. -0,17 %, and an increase of 62 FTE (0,68 %) of external personnel.

methodologies and procedures regarding the supervisory fees charged by the Commission on providers of very large online platforms and very large online search engines - OJ L 149/16 of 9.6.2023

¹¹ SWD(2024) 167 final: Overview of elements accounted for the estimation of the amount of external assigned revenues stemming from the supervisory fee pursuant to Article 6(1) of Commission Delegated Regulation (EU) 2023/1127.

¹² The overall reduction of 40 posts is partly compensated by the increase of four posts in the Commission for the Carbon Border Adjustment Mechanism (CBAM).

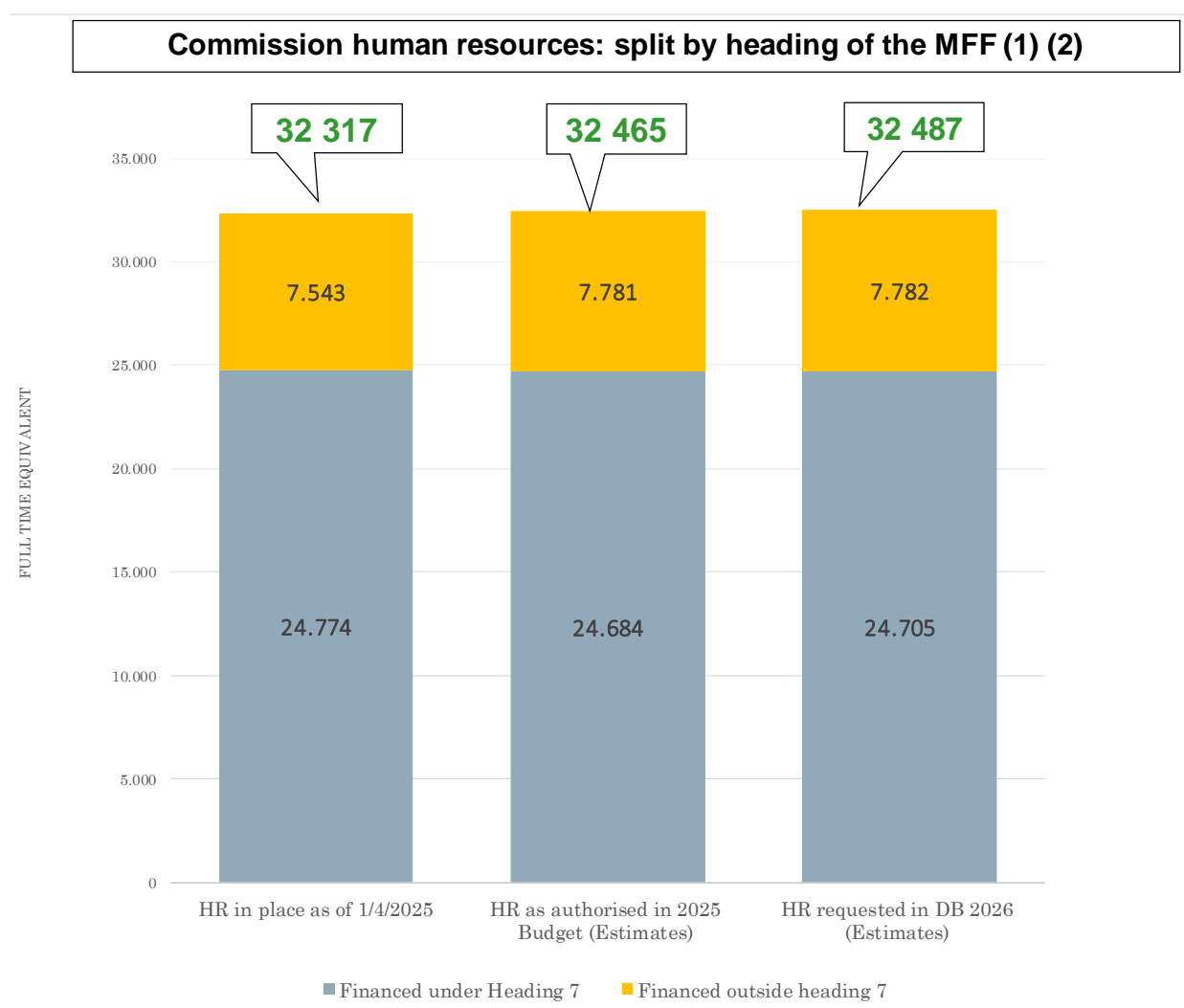
3.1.2 Overview of establishment plan posts & estimated FTE of external staff requested for 2026 - by category of staff



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

(2) Excluding external personnel financed from earmarked revenue.

3.1.3 Overview of establishment plan posts & estimated FTE of external staff requested for 2026 within and outside Heading 7 of the MFF



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

(2) Excluding external personnel financed from earmarked revenue.

Human resources in the Commission

The overall evolution of human resources in the Commission between 2025 and 2026 is presented in the table below.

Commission Human Resources in 2026										Commission Human Resources including interinstitutional transfers			
	2025 Budget Authorisation (Posts & estimated FTE of ext. Pers.) (1)	Impact of delegation of tasks to (executive) agencies	Transformation of establishment plan posts into appropriations and appropriations into posts	Other changes in external personnel (2), (2a), (2b)	Transfer between establishment plans (3), (3a)...(3d)	Other changes in personnel (4), (5)	2026 staff request	Change 2026/2025		2026 staff request without interinstitutional transfers	Inter-institutional transfers	Total 2026 DB request	Change 2026/2025
Establishment Plan Posts													
Total Commission Posts	23.356	-31	-13	0	0	4	23.316	-0,17%	-40	23.316	0	23.316	-40
Total Commission External Personnel	9.109	0	12	-19	0	69	9.171	0,68%	62	9.171	0	9.171	62
Total HR Commission	32.465	-31	-1	-19	0	73	32.487	0,07%	22	32.487	0	32.487	22
Total Executive Agencies staff	3.330	0	0	0	0		3.345	0,5%	15	3.345	0	3.345	15
Grand Total HR Commission and Executive Agencies	35.795	-31	-1	-19	0	73	35.832		37	35.832	0	35.832	37

(1) Including 9 AD8 posts for CERT EU transferred to the Commission from other Institutions as per the Amending Letter No1 to the Draft Budget 2025.

Under Headings 1, 2, 3, 5 and 6 including a decrease of 14 FTE due to staff reductions and budget neutral transformations of staff categories and an increase of 5 FTE for Moldova Facility

(2) For Headings 1 and 6 (BA lines): + 20 FTE for "Digital Europe Programme (DEP)" - Artificial Intelligence Act, + 4 FTE for HUMA (humanitarian aid) - Response to deteriorating humanitarian situation, +1 FTE for "Neighbourhood, Development and International Cooperation Instrument (NDICI) for Election Observation Missions", + 3 FTE for the implementation of the Regulation prohibiting products made with forced labour on the Union market, + 9 FTE for European Travel Information and Authorisation System financed by the Border Management and Visa Instrument (BMVI), +5 FTE for support in the implementation of the legislation on Return of third-country nationals, +10 FTE for Performance Review Board of the Single European Sky.

(2a): For Other Heading 7: -1 FTE for OIB and -1 FTE for OIL for Synergies and Efficiencies Returns, -3 FTE end temporary allocation to EPSO, -1 FTE for OP decrease in INT staff, +9 FTE for PMO following allocation decision

(2b): For direct research -18 FTE for alignment of staff with budget

(3): For Headings 1 and 6 (BA lines) and Other Heading 7: +2 FTE from INTPA to PMO

(3a) 30 posts from EPSO(2), OIB (4), OIL(2), PMO(4), OP(12), OLAF (6) to Commission due to contribution to the redeployment pool and 1 post (AST) from OIB to Commission due to Synergies and Efficiencies Returns (SER)

(3b) Transfer from the COM (SCIC) to OIB of 1 (1 AST/SC) for New meeting room strategy, transfer from COM (COMM) to OIB of 5 posts (2 AD, 3 AST) for Representation Infrastructure Sector

(3c) transfer from the COM (SCIC) to OIB of 16 FTE (16 CA FGI) for New meeting room strategy and transfer from the COM (COMM) to OIB of 3 FTE for Representation Infrastructure Sector

(3d) Transfer from OIL to SCIC of 2 posts (AST) for Conferences and meeting rooms

(4) For 2026: + 17 FTE on the Global Envelope for Carbon Boarder Adjustment Mechanism (CBAM), in accordance with the COM(2023)150 final, 16.03.2023.

(5) For 2026: +4 posts (AD) for Carbon Boarder Adjustment Mechanism (CBAM), in accordance with the COM(2023)150 final, 16.03.2023.

3.2 2026 DB: the establishment plans

3.2.1 Global evolution for 2026

The total number of posts requested for 2026 throughout the Institutions presents a decrease of 40 posts. The Commissions' staffing shows a net increase of 22 Full Time Equivalents (FTE, 0,07%), with a net reduction of 40 establishment plan posts (-0,17%) and an increase of 62 FTE (0,68%) of external personnel.

3.2.2 Human resources by institution

3.2.2.1 Priorities for 2026

The key priority for 2026 is again to contain the administrative expenditure as much as possible, while allowing all institutions to meet their legal and contractual obligations. The Commission, for its part, continues to optimise its costs, notably in relation to building expenditure, as evidenced by the ongoing steps to reduce the surface area occupied by its buildings, especially following the sale of 23 of its buildings in Brussels. The budgetary impact of the costs optimisation will help adapt the buildings portfolio to the new ways of working and will allow to raise environmental standards and reduce carbon emissions. It will also support critical investments in security infrastructure. The Draft Budget 2026 will notably include the expenditure related to the move into the JMO2 building in Luxembourg, its fitting out, furnishing and the first rental payments. The costs of the Integrated Security Operations Centre (ISOC) in Brussels will also be met by reprioritisation within the budget for infrastructure.

Mission expenditure has been frozen at the 2025 level, with the single exception of the essential costs for evacuations of staff in delegations. Costs for meetings, committees, conferences, etc have also been frozen at the 2025 level.

Ensuring the availability of translation and interpretation is crucial to respecting the principle of multilingualism. A limited balancing contribution is needed to ensure the budgetary equilibrium of the Translation Centre. This is intended as a temporary measure, pending an evaluation of the agency.

The overview table below presents, for each institution, the number of establishment plan posts authorised in the 2025 budget and the number of posts requested in the 2026 draft budget.

(Number of posts in the establishment plans of the institutions)

Institution	Budget 2025	Initial request May 2025	Integrated into DB 2026			2026 DB total	Change 2026 - 2025
			Of which reductions	Of which requests	Remarks		
European Parliament	6 833	0	0	0		6 833	0
European Council and Council	3 030	5	0	0		3 030	0
European Commission	23 356	0	-44	4	(a)	23 316	-40
Court of Justice of the European Union	2 114	10	0	0		2 114	0
European Court of Auditors	881	0	0	0		881	0
European Economic and Social Committee	671	5	0	0		671	0
Committee of the Regions	497	1	0	0		497	0
European Ombudsman	75	0	0	0		75	0
European Data Protection Supervisor	93	22	0	0		93	0
European External Action Service	1 750	0	0	0		1 750	0
Total institutions	39 300	43	-44	4		39 260	-40

(a) 26 posts reduced and 5 frozen posts reduced due to delegation of tasks to executive agencies (from research establishment plans) + transformation of 13 posts into appropriations (TEC) + 4 posts requested for Carbon Border Adjustment Mechanism (CBAM)

The section below presents in more detail the Commission's request for human resources. Details on the initial requests for human resources for the other institutions can be found in their respective statements of estimates for 2026.

3.2.3 Commission human resources

The Commission will continue to simplify and rationalise working methods to the extent possible, and to ensure the efficient use of scarce resources, aligned to political priorities. It will strive to cope with the increasing challenges faced by the EU with stable resources. However, this is becoming more and more challenging, especially with all new tasks entrusted to the Commission. As such, following various agreements by the co-legislators and the revised legislative financial statements for the initiatives as enumerated above.

Otherwise, the Commission maintains its commitment to meet the EU's priorities with stable staffing: DB 2026 shows a net decrease by 40 posts. Delivery of new Commission priorities will be covered to the maximum possible extent through efficiency gains and redeployment. However, this is reaching its limits.

With respect to the establishment plans, the change of the number of posts results from:

- The reduction linked to the delegation of tasks to executive agencies (26 posts, see section 4.3.1), as well as a reduction of five frozen posts.
- The increase linked to the Carbon Border Adjustment Mechanism, by four additional posts in 2026.
- The transformation of 14 posts into appropriations and the transformation of two FTE of external staff into one establishment plan post.

The Commission continues to reallocate posts to political priorities by internal redeployment. In this context, the implementation of a contribution mechanism across all services, aiming to redeploy staff to priority areas/tasks, was initiated as from 2025.

Finally, in relation to its human resources, the Commission regularly monitors the geographical balance, verifying that staff is recruited on the broadest possible geographical basis from among nationals of Member States and that there is no significant and unjustified imbalance between nationalities among officials.

3.2.4 2026 pre-allocation on the operating budget

3.2.4.1 Establishment plan posts (operating budget – Commission & Administrative/European Offices)

2026 Pre-Allocation

The 2025 pre-allocation and DB 2026 takes into account the increase of 4 posts for the Carbon Border Mechanism.

Redeploying staff to priority tasks

Commission services have undertaken major **efforts to implement new Commission priorities within the context of stable human resources through:**

- The introduction of a recurrent and permanent yearly contribution mechanism established in the Complementary Allocation for 2024, initiated in 2025. Accordingly, this contribution mechanism of 1 % will be continued in 2026 and 2027, allowing DGs and Services to plan their human resources in a coherent framework.
- The implementation of the Synergies and Efficiencies Review (SER) continues to progress in four horizontal functions (Human Resources, ICT, Communication, Logistics and Events), and has led to the identification of a contribution of 21 posts and seven FTE for 2026, which will be available for redeployment to priority tasks from 1 January 2027, after which the initiative will be wound down.
- The continued adjustment of the structure of establishment plan posts is linked to the **reduction of clerical tasks and the growing need for administrators**. The DB 2026 request will follow up on this trend by requesting a budgetary neutral upgrading (from AST to AD category) of 85 establishment plan posts according to the needs of the services.
- Following the creation of the AST/SC function group as provided for by the 2013 reform of the Staff Regulation, the 2026 Draft Budget includes a request for the conversion of 39 AST posts into AST/SC according to the needs of the services.
- The return of former D-category posts, as they become vacant, and their conversion into appropriations for contract agents continues, in line with the agreement made in the framework of the reform of the Staff Regulations (seven posts for the Commission and seven posts for the Offices in 2026).

Adjusting staff structure to future needs

For 2026, the Commission proposes to upgrade 85 AST posts into AD posts and a downgrade of 39 AST posts into AST/SC posts.

3.2.4.2 Other transformations to the establishment plans

3.2.4.2.1 Commission establishment plan - Operating Budget

Career policy measures

In order to follow the career policy measures applied by the Commission (Article 6 of the Staff Regulations), the following conversions will be requested for 2026:

AD16		AST11	-20	AST/SC 6	
AD15	-30	AST10	-20	AST/SC 5	
AD14	-50	AST9	-40	AST/SC 4	
AD13	-50	AST8	-10	AST/SC 3	
AD12	95	AST7	-40	AST/SC 2	45
AD11	65	AST6	30	AST/SC 1	-45
AD10	50	AST5	-70		
AD9	5	AST4	90		
AD8	-50	AST3	20		
AD7	35	AST2	20		
AD6	5	AST1	40		
AD5	-75				

Conversion of some former D-category posts into appropriations for contract agents

In accordance with the principles approved in the 2004 revision of the Staff Regulations¹³, nine ex-D* posts (that mainly included, prior to the 2004 reform of the Staff Regulation, drivers, ushers and messengers) will be transformed into appropriations. This allows the Commission to recruit contract agents as referred to in article 3a of the Conditions of Employment of Other Servants ('CEOS') in Function Group I.

Accordingly, the modifications requested to the establishment plan for 2026 include the conversion of seven AST 5 posts into appropriations for contract agents.

Conversion of temporary establishment plan posts into permanent

The posts on the temporary establishment plan may be occupied by certain categories of temporary agents, including those recruited for the cabinets of the Commissioners.

Following the completion of the transition to the new Commission, for 2026 it is requested to adjust the establishment plan to reflect the real grade structure of the temporary agents occupying these posts. The overall number of posts of both the temporary and the permanent establishment plans remains unchanged.

3.2.4.2.2 Establishment plans of the offices

Several Offices experience a need for adjusting their AD/AST mix. As a result, and to make the operation neutral in budgetary terms, the Commission requests the transformation of AST6 posts into AD5 posts as follows: three for OIB, three for OIL, one for EPSO, one for OLAF, ten for OP and two for PMO. The Commission also requests the transformation of one AST9 to one AD8 for OLAF temporary establishment plan and the transformation three posts AST1 into AST/SC1 for EPSO.

¹³ COM(2002)213/24-4-2002

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:

As set out above, in accordance with the principles approved in the 2004 revision of the Staff Regulations¹⁴, 7 ex-D* posts (that mainly included, prior to the 2004 reform of the Staff Regulation, drivers, ushers and messengers) will be transformed into appropriations. This allows the Commission to recruit contract agents as referred to in article 3a of the Conditions of Employment of Other Servants ('CEOS') in Function Group I.

Accordingly, it is proposed to reduce their respective establishment plans in the DB 2026 by seven AST posts, of which five for the OIB and two for the OIL.

Conversion of appropriations for external personnel into posts of the establishment plan of the Offices

For 2026, the Commission requests the conversion of appropriations into posts for the offices' establishment plans to the level of one post for OIL.

Conversion of temporary establishment plan posts into permanent

For 2026, the conversion of one AD and two AST temporary posts into permanent is requested in OP's establishment plan and one AD in OLAF's establishment plan.

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

For 2026, the main agreed transfers of certain activities between services results in the following movements of posts between establishment plans:

- Transfers from the OP establishment plan to the Commission establishment plan of four AST/SC2, four AST5, and four AD7 following the contribution to the pool as communicated in the 2024 Complementary Allocation decision¹⁵;
- Transfer from the OLAF establishment plan to the Commission establishment plan of two AST/SC1 and four AD5 as communicated in the 2024 Complementary Allocation decision¹⁵;
- Transfer from the EPSO establishment plan to the Commission establishment plan of two AST/SC1 as communicated in the 2024 Complementary Allocation decision¹⁵;
- Transfer from the OIB establishment plan to the Commission establishment plan of one AST5 as contribution to the Synergies and Efficiencies initiative for 2026 and one AD5 and three AST5 following the contribution to the pool communicated in the 2024 Complementary Allocation decision¹⁵. Transfer from the Commission establishment plan to the OIB establishment plan of one AD9, one AD7, one AST8, one AST7 and one AST4 for the representation infrastructure section and of one AST/SC2 for meeting room strategy;

¹⁴ COM(2002)213/24-4-2002

¹⁵ SEC(2024) 275 final.

- Transfer from the OIL establishment plan to the Commission establishment plan of one AST/SC2, and one AST1 following the contribution to the pool communicated in the 2024 Complementary Allocation decision¹⁵ and of one AST/SC2 and one AST1 for Conferences and meeting rooms;
- Transfer from the PMO to the Commission establishment plan of two AST1 and two AD5 following the contribution to the pool communicated in the 2024 Complementary Allocation decision¹⁵.

3.2.4.3 Commission establishment plan - Research budget

3.2.4.3.1 Indirect Research

The modifications to the 2026 establishment plan for research indirect actions are summarised in table 3.2.8.2 in annex. Related administrative appropriations requested in the 2026 DB are based on the various research programmes (01 01 01 01 budget line for Horizon Europe; 01 01 02 01 budget line for the Euratom Research and Training Programme; 01 01 03 01 budget line for ITER and 13 01 02 01 budget line for the European Defence Fund) and reflect the salary update of 2026.

Adjusting staff structure to future needs

For 2026, the Commission proposes to upgrade 7 AST posts into AD posts on the Indirect Research establishment plan.

Delegation of tasks to executive agencies and other bodies in 2026

The impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 programming period is taken into account. For 2026, the establishment plan includes a reduction of 22 posts on Indirect Research, of which 2 posts frozen in 2021 are now freed and reduced from the establishment plan.

Career policy measures

The 2026 Statement of Estimates for the Commission also integrates a modification to the establishment plan of the indirect research budget in order to follow career policy measures (Article 6 of the Staff Regulations) applied by the Commission.

3.2.4.3.2 Direct Research

The modifications to the 2026 establishment plan for research direct actions are summarised in table 3.2.8.2 in annex.

The impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 programming period is taken into account. For 2026, the establishment plan includes a reduction of nine posts for Direct Research.

Career policy measures (budget lines 01 01 01 11 for Horizon Europe and 01 01 02 11 for the Euratom Research and Training Programme)

The 2026 establishment plan requested for the Joint Research Centre (JRC) also reflects modifications requested to follow career policy measures in accordance with Article 6 of the new Staff Regulations as applied by the Commission.

Adjusting staff structure to future needs

For 2026, it is proposed to upgrade 5 AST posts into AD posts and to downgrade 14 AST posts into AST/SC posts in the Direct Research establishment plan.

3.2.5 Human resources requested in executive agencies

In 2026, the Commission will continue to make intensive use of executive agencies in the management of the 2021-2027 spending programmes. The staffing of executive agencies as from 2026 has been adjusted to reflect the combined effects of the agreed revision of the MFF, the redeployments to finance initiatives launched after 2021, such as the European Chips Act and the Secure Connectivity Programme, other adjustments such as the financing of EU Missions within Horizon Europe, and the actual budget execution between 2021-2024. As a consequence, the staffing levels requested for the agencies in the 2026 draft budget increase by a total of 15 FTE compared to the 2025 level.

The proposed number of staff in the executive agencies increases to 3 345 FTE in 2026 (+ 15 FTE compared to 2025, of which nine temporary agents and six contract agents), including establishment plan posts financed outside the EU budget (+ four temporary agent posts compared to 2025). Overall, the total staff is reduced compared to the staff numbers foreseen in the specific financial statements accompanying the Commission's delegation decisions, as well as in the Communication to the Commission on the delegation of tasks to executive agencies¹⁶.

The necessary additional staff increase in the agencies following the delegation of new tasks is compensated by a reduction of human resources in the Commission. The increase of staff in executive agencies presented in the 2026 DB is compensated by a further reduction of 26 posts in the establishment plans in the Commission. Moreover, five establishment plan posts frozen in 2021 are freed, and reduced from the establishment plans).

¹⁶ C(2021)946 of 12.2.2021.

3.2.6 Net impact of the overall request

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

Commission Human Resources in 2026										Commission Human Resources including interinstitutional transfers			
2025 Budget Authorisation (Posts) (1)	Transfers of external personnel	Impact of delegation of tasks to (executive) agencies	Transformation of establishment plan posts into appropriations and appropriations into posts	Other changes in external personnel	Transfer between establishment plans (3a), (3b), (3c)	Other changes in personnel (2)	2026 staff request	Change 2026/2025		2026 staff request without interinstitutional transfers	Inter-Institutional transfers	Total 2026 DB request	Change 2026/2025
Commission	18.773		-7		27	4	18.797	0,13%	24	18.797		18.797	24
Research - Direct Actions	1.656	-9					1.647	-0,54%	-9	1.647		1.647	-9
Research - Indirect Actions	1.355	-22					1.333	-1,62%	-22	1.333		1.333	-22
OP	577				-12		565	-2,08%	-12	565		565	-12
OLAF	316				-6		310	-1,90%	-6	310		310	-6
EPSO	109				-2		107	-1,83%	-2	107		107	-2
OIB	296		-5		1		292	-1,35%	-4	292		292	-4
OIL	111		-1		-4		106	-4,50%	-5	106		106	-5
PMO	163				-4		159	-2,45%	-4	159		159	-4
Total Commission Posts	23.356	0	-31	-13	0	4	23.316	-0,17%	-40	23.316	0	23.316	-40

(1) Including 9 AD8 posts for CERT EU transferred to the Commission from other Institutions as per the Amending Letter No1 to the Draft Budget 2025.

(2) For 2026: +4 posts (AD) for Carbon Boarder Adjustment Mechanism (CBAM), in accordance with the COM(2023)150 final, 16.03.2023.

(3a) 30 posts from EPSO(2), OIB (4), OIL(2), PMO(4), OP(12), OLAF (6) to Commission due to contribution to the redeployment pool and 1 post (AST) from OIB to Commission due to Synergies and Efficiencies Returns (SER)

(3b) Transfer from the COM (SCIC) to OIB of 1 post (1 AST/SC) for New meeting room strategy, transfer from COM (COMM) to OIB of 5 posts (2 AD and 3 AST) for Representation Infrastructure Sector

(3c) Transfer from OIL to SCIC of 2 posts (AST) for Conferences and meeting rooms

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

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

PROPOSED MODIFICATION OF THE ESTABLISHMENT PLAN – 2026 DB SECTION III COMMISSION: Operating budget only , PERMANENT & TEMPORARY POSTS												
Function group & grades	Posts 2025	Reduction of posts following delegation of tasks & EPPO transfer from OLAF	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2026	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 2025
AD 16	32											32
AD 15	218								-30			188
AD 14	709								-51			658
AD 13	1.278								-53			1.225
AD 12	1.665								101			1.766
AD 11	1.228								68			1.296
AD 10	1.621								52			1.673
AD 9	1.848								3			1.851
AD 8	1.432							1	-56			1.377
AD 7	1.534					4			58			1.596
AD 6	666								11			677
AD 5	1.178							105	-103			1.180
Total AD	13.409					4		106				13.519
AST 11	180								-19			161
AST 10	212								-26			186
AST 9	773							-1	-36			736
AST 8	687								-20			667
AST 7	907								-64			843
AST 6	881							-105	39			815
AST 5	695								-76		-14	605
AST 4	377								97			474
AST 3	436								32			468
AST 2	55								26			81
AST 1	314							-42	47	1		320
Total AST	5.517							-148		1	-14	5.356
AST/SC 6	5											5
AST/SC 5	39											39
AST/SC 4	114											114
AST/SC 3	212								1			213
AST/SC 2	371								45			416
AST/SC 1	678							42	-46			674
Total AST/SC	1.419							42				1.461
Total	20.345					4				1	-14	20.336

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
SECTION III COMMISSION, Without Offices, Permanent Posts

Function group & grades	Posts 2025 (1), (2)	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans (3), (4), (5)	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2026 (6)	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026 * (7)
AD 16	29											29
AD 15	185						10		-30			165
AD 14	637						10		-50			597
AD 13	1.218						-10		-50			1.158
AD 12	1.538						30		95			1.663
AD 11	1.099						10		65			1.174
AD 10	1.532						10		50			1.592
AD 9	1.753		-1				-10		5			1.747
AD 8	1.343						-40		-50			1.253
AD 7	1.452		3			4	10		35			1.504
AD 6	638								5			643
AD 5	1.134		7				-20	85	-75			1.131
Total AD	12.558		9			4		85				12.656
AST 11	142								-20			122
AST 10	160						10		-20			150
AST 9	650								-40			610
AST 8	548		-1						-10			537
AST 7	740		-1						-40			699
AST 6	744						-10	-85	30			679
AST 5	577		8						-70		-7	508
AST 4	319		-1				-10		90			398
AST 3	324		2				-3		20			343
AST 2	36						13		20			69
AST 1	279		3					-39	40			283
Total AST	4.519		10					-124			-7	4.398
AST/SC 6	5											5
AST/SC 5	39											39
AST/SC 4	74											74
AST/SC 3	202											202
AST/SC 2	349		4						45			398
AST/SC 1	662		4					39	-45			660
Total AST/SC	1.331		8					39				1.378
Total	18.408		27			4					-7	18.432

(1) 12 posts in the establishment plan are allocated to the JRC to perform the activities related to the decommissioning of nuclear actions.

(2) Including 9 AD8 posts for CERT EU transferred from other Institutions as per the Amending Letter No1 to the Draft Budget 2025

(3) Contribution to the redeployment pool: 2 AST/SC1 from EPSO, 1 AST1 and 1 AST/SC2 from OIL, 4 AD5 and 2 AST/SC1 from OLAF, 4 AD7, 4 AST5 and 4 AST/SC2 from OP, 2 AD5 and 2 AST1 from PMO, 1 AD5 and 4 AST5 from OIB

(4) Transfer to OIB: 2 AD (1AD9+1 AD7), 3 AST (AST8, 1 AST7, 1 AST4) for the Representation Infrastructure Sector and 1 AST/SC2 for new meeting room strategy

(5) Transfers from OIL of 2 AST3 for Conferences and meeting rooms

(7) 15 posts in the establishment plan are allocated to the JRC to perform the activities related to the decommissioning of nuclear actions.

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

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
SECTION III COMMISSION Without Offices, Temporary Posts

Function group & grades	Posts 2025	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2026	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 2026
AD 16											
AD 15	22					-10					12
AD 14	31					-10					21
AD 13						10					10
AD 12	44					-30					14
AD 11	62					-10					52
AD 10	21					-10					11
AD 9	10					10					20
AD 8	16					40					56
AD 7	20					-10					10
AD 6	10										10
AD 5	6					20					26
Total AD	242										242
AST 11											
AST 10	10					-10					
AST 9											
AST 8	12										12
AST 7	18										18
AST 6	19					10					29
AST 5	16										16
AST 4						10					10
AST 3						3					3
AST 2	13					-13					
AST 1											
Total AST	88										88
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	365										365

3.2.6.2 On the Commission establishment plan – Research Budget

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB RESEARCH BUDGET - Direct Actions (JRC) - Permanent Posts											
Function group & grades	Posts 2025	Reduction of posts following delegation of tasks	Transfer of posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026 (*) (**)
AD 16	2										2
AD 15	11										11
AD 14	66									-5	61
AD 13	142									-25	117
AD 12	190										190
AD 11	79									5	84
AD 10	95									5	100
AD 9	108									5	113
AD 8	80									-5	75
AD 7	66									10	76
AD 6	38	-5								5	38
AD 5	8	-3							5	5	15
Total AD	885	-8							5		882
AST 11	37									-5	32
AST 10	31									-5	26
AST 9	138									-15	123
AST 8	73									10	83
AST 7	118									-5	113
AST 6	122								-5	-10	107
AST 5	94									-15	79
AST 4	45									10	55
AST 3	46	-1							-14	30	61
AST 2	3									5	8
AST 1											
Total AST *	707	-1							-19		687
AST/SC 6											
AST/SC 5											
AST/SC 4	7										7
AST/SC 3	19										19
AST/SC 2	24									7	31
AST/SC 1	14								14	-7	21
Total AST/SC	64								14		78
Total	1.656	-9									1.647

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

** The establishment plan accepts the following ad personam appointment: up to one AD15 may become AD16.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
RESEARCH BUDGET - Indirect Actions - Permanent posts

Function group & grades	Posts 2025	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 permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026 *
AD 16	1										1
AD 15	19							-4			15
AD 14	88							-20			68
AD 13	144							-20			124
AD 12	159										159
AD 11	98							5			103
AD 10	95							5			100
AD 9	92							7			99
AD 8	73							7			80
AD 7	70							20			90
AD 6	50	-3						10			57
AD 5	57	-2					7	-10			52
Total AD	946	-5					7				948
AST 11	13										13
AST 10	16										16
AST 9	57										57
AST 8	50							-1			49
AST 7	65	-2						-1			62
AST 6	51						-7	2			46
AST 5	41	-8						-2			31
AST 4	15										15
AST 3	15										15
AST 2	5										5
AST 1	14							2			16
Total AST *	342	-10					-7				325
AST/SC 6											
AST/SC 5											
AST/SC 4	2										2
AST/SC 3	8	-1									7
AST/SC 2	15	-1						3			17
AST/SC 1	35	-5						-3			27
Total AST/SC	60	-7									53
Total	1.348	-22									1.326

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

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
RESEARCH BUDGET - Indirect Actions - Temporary posts

Function group & grades	Posts 2025	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 2026
AD 16											
AD 15											
AD 14	1										1
AD 13											
AD 12	6										6
AD 11											
AD 10											
AD 9											
AD 8											
AD 7											
AD 6											
AD 5											
Total AD	7										7
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	7										7

3.2.6.3 On the establishment plan of the Offices

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB Publications Office (OP), Permanent posts										
Function group & grades	Posts 2025 *	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026 *
AD 16	1									1
AD 15	3									3
AD 14	9									9
AD 13	10									10
AD 12	20						2			22
AD 11	19						2			21
AD 10	18						1			19
AD 9	21						-1			20
AD 8	22				1		-9			14
AD 7	16	-4					13			25
AD 6	4						6			10
AD 5	11					10	-14			7
Total AD	154	-4			1	10				161
AST 11	11						1			12
AST 10	13						-1			12
AST 9	53						5			58
AST 8	61						1			62
AST 7	68						-6			62
AST 6	54					-10	3			47
AST 5	39	-4					-4			31
AST 4	22				2		-2			22
AST 3	51									51
AST 2	5						3			8
AST 1	19									19
Total AST *	396	-4			2	-10				384
AST/SC 6										
AST/SC 5										
AST/SC 4	1									1
AST/SC 3	3									3
AST/SC 2	9	-4								5
AST/SC 1	9									9
Total AST/SC	22	-4								18
Total	572	-12			3					563

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

(1) Contribution to the Commission redeployment pool of 4 AD7, 4 AST5 and 4 AST/SC2

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
Publications Office (OP), Temporary posts

Function group & grades	Posts 2025	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026
AD 16										
AD 15										
AD 14										
AD 13										
AD 12										
AD 11										
AD 10										
AD 9										
AD 8	3				-1					2
AD 7										
AD 6										
AD 5										
Total AD	3				-1					2
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4	2				-2					
AST 3										
AST 2										
AST 1										
Total AST	2				-2					
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
Total AST/SC										
Total	5				-3					2

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
European Antifraud Office (OLAF), Permanent posts

Function group & grades	Posts 2025	Reduction of posts following creation of EPPO	Transfer of tasks and posts between establishment plans (1)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026 *
AD 16	1										1
AD 15	4										4
AD 14	15							-1			14
AD 13	18							-3			15
AD 12	31							1			32
AD 11	21										21
AD 10	24										24
AD 9	34							3			37
AD 8	28					1		3			32
AD 7	25										25
AD 6	4										4
AD 5	8		-4				1	-3			2
Total AD	213		-4			1	1				211
AST 11	6							-3			3
AST 10	8							-3			5
AST 9	15							1			16
AST 8	10										10
AST 7	13										13
AST 6	10						-1	2			11
AST 5	8										8
AST 4	4							2			6
AST 3	4							1			5
AST 2											
AST 1											
Total AST	78						-1				77
AST/SC 6											
AST/SC 5											
AST/SC 4	2										2
AST/SC 3	3										3
AST/SC 2	4										4
AST/SC 1	3		-2								1
Total AST/SC	12		-2								10
Total	303		-6			1					298

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

(1) Contribution to the Commission redeployment pool of 4 AD5 and 2 AST/SC1

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
European Anti-Fraud Office (OLAF), Temporary posts

Function group & grades	Posts 2025	Reduction of posts following creation of EPPO	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026
AD 16	1										1
AD 15											
AD 14											
AD 13	3										3
AD 12											
AD 11											
AD 10											
AD 9											
AD 8						-1	1				
AD 7											
AD 6											
AD 5											
Total AD	4					-1	1				4
AST 11	5										5
AST 10	2										2
AST 9	2						-1				1
AST 8											
AST 7											
AST 6											
AST 5											
AST 4											
AST 3											
AST 2											
AST 1											
Total AST	9						-1				8
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
Total AST/SC											
Total	13					-1					12

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
European Personnel Selection Office (EPSO), Permanent posts

Function group & grades	Posts 2025	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026 *
AD 16										
AD 15										
AD 14	3									3
AD 13	4						1			5
AD 12	6						1			7
AD 11	8						-1			7
AD 10	6						-1			5
AD 9	5									5
AD 8	3									3
AD 7	1						4			5
AD 6										
AD 5	6					1	-4			3
Total AD	42					1				43
AST 11	3									3
AST 10	2									2
AST 9	8									8
AST 8	10						-1			9
AST 7	15						-5			10
AST 6	13					-1	-2			10
AST 5	7						-1			6
AST 4	2									2
AST 3							1			1
AST 2							2			2
AST 1	1					-3	6			4
Total AST *	61					-4				57
AST/SC 6										
AST/SC 5										
AST/SC 4	1									1
AST/SC 3	1									1
AST/SC 2	1						1			2
AST/SC 1	2	-2				3	-1			2
Total AST/SC	5	-2				3				6
Total	108	-2								106

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

(1) Contribution to the Commission redeployment pool: 2 posts (2 AST/SC 1)

EPSO of which European School of Administration (EUSA), Permanent posts										
Function group & grades	Posts 2025	Transfer of tasks and posts	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ("TCE ")	Transformation of establishment plan posts into appropriations ("TEC")	Total posts 2026
AD 16										
AD 15										
AD 14	1									1
AD 13										
AD 12	2									2
AD 11	2									2
AD 10										
AD 9	1									1
AD 8										
AD 7										
AD 6										
AD 5										
Total AD	6									6
AST 11										
AST 10										
AST 9	1									1
AST 8	1									1
AST 7	2									2
AST 6	3									3
AST 5	1									1
AST 4										
AST 3										
AST 2										
AST 1										
Total AST	8									8
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
Total AST/SC										
Total	14									14

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
European Personnel Selection Office (EPSO), Temporary posts

Function group & grades	Posts 2025	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 2026
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

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
Office for "Infrastructure and Logistics" in Brussels (OIB), Permanent posts

Function group & grades	Posts 2025	Transfer of tasks and posts between establishment plan (1), (2), (3)	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026 *
AD 16										
AD 15	1									1
AD 14	7									7
AD 13	11									11
AD 12	14						1			15
AD 11	10						2			12
AD 10	10									10
AD 9	14	1					-2			13
AD 8	10									10
AD 7	13	1					3			17
AD 6	7						-1			6
AD 5	7	-1				3	-3			6
Total AD	104	1				3				108
AST 11	6						3			9
AST 10	10						-2			8
AST 9	18						2			20
AST 8	25	1					-5			21
AST 7	30	1					-9			22
AST 6	25					-3	-2			20
AST 5	30	-4							-5	21
AST 4	16	1					5			22
AST 3	27						5			32
AST 2										
AST 1	3						3			6
Total AST *	190	-1				-3			-5	181
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3	1									1
AST/SC 2		1								1
AST/SC 1										
Total AST/SC	1	1								2
Total	295	1							-5	291

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

(1) Transfer to the Commission of 1 AST5 as contribution to the Synergies and Efficiencies initiative, 3 AST5 and 1 AD5 as contribution to the redeployment pool.

(2) Transfer of 1 AD9, 1 AD7, 1 AST8, 1 AST7, 1 AST4 from the Commission to OIB for representation infrastructure section.

(3) Transfer of 1 AST/SC2 from the Commission to OIB for meeting room strategy.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
Office for "Infrastructure and Logistics" in Brussels (OIB), Temporary posts

Function group & grades	Posts 2025		Transfer of tasks and posts	Technical exchanges between establishment plans	Inter-Institutional transfers	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 2026
AD 16										
AD 15										
AD 14										
AD 13	1									1
AD 12										
AD 11										
AD 10										
AD 9										
AD 8										
AD 7										
AD 6										
AD 5										
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

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
Office for "Infrastructure and Logistics" in Luxembourg (OIL), Permanent posts

Function group & grades	Posts 2025 *	Transfer of tasks and posts between establishment plans **	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026 *
AD 16										
AD 15	1									1
AD 14	2									2
AD 13	5						-1			4
AD 12	5						1			6
AD 11	4									4
AD 10	4									4
AD 9	4									4
AD 8	3									3
AD 7	2						2			4
AD 6	1						1			2
AD 5	1					3	-3			1
Total AD	32					3				35
AST 11	1									1
AST 10	2									2
AST 9	7						-3			4
AST 8	7						-2			5
AST 7	8									8
AST 6	8					-3	6			11
AST 5	10						-1		-2	7
AST 4	7						-1			6
AST 3	14	-2					2			14
AST 2							1			1
AST 1	3	-1					-2	1		1
Total AST *	67	-3				-3		1	-2	60
AST/SC 6										
AST/SC 5										
AST/SC 4	1									1
AST/SC 3	2									2
AST/SC 2	7	-1								6
AST/SC 1	2									2
Total AST/SC	12	-1								11
Total	111	-4						1	-2	106

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

** 2 posts (1AST1, 1AST/SC 2) contribution to the Commission redeployment pool, 2 posts (AST3) transferred to the Commission for Conferences and meeting rooms

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2026 DB
Office for Administration and Settlement of Individual Entitlements – PMO, Permanent posts

Function group & grades	Posts 2025	Transfer of tasks and posts between establishment plans *	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026 ** ***
AD 16	0									
AD 15	1									1
AD 14	5									5
AD 13	8									8
AD 12	7									7
AD 11	5									5
AD 10	6						2			8
AD 9	7						-2			5
AD 8	4									4
AD 7	5						1			6
AD 6	2									2
AD 5	5	-2				2	-1			4
Total AD	55	-2				2				55
AST 11	6									6
AST 10	5									5
AST 9	20						-1			19
AST 8	14						-3			11
AST 7	15						-4			11
AST 6	8					-2	2			8
AST 5	8									8
AST 4	5						3			8
AST 3	16						3			19
AST 2	1									1
AST 1	9	-2								7
Total AST *	107	-2				-2	0			103
AST/SC 6	0									
AST/SC 5	0									
AST/SC 4	0									
AST/SC 3	0						1			1
AST/SC 2	1						-1			
AST/SC 1	0									
Total AST/SC	1									1
Total	163	-4	0	0	0	0	0	0	0	159

* Contribution to the Commission redeployment pool: 4 posts (2 AD5 and 2 AST1)

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

*** 8 posts are earmarked for the Secretariat of OLAF Supervisory Committee.

3.2.6.4 On the establishment plan of the Commission: All budget, Permanent and temporary posts including Offices

PROPOSED MODIFICATION OF THE ESTABLISHMENT PLAN – 2026 DB
SECTION III COMMISSION: All budgets, PERMANENT & TEMPORARY POSTS

Function group & grades	Posts 2025	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2026	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2026
AD 16	35											35
AD 15	248								-30			218
AD 14	864								-51		-5	808
AD 13	1.564								-53		-25	1.486
AD 12	2.020								101			2.121
AD 11	1.405								68		5	1.478
AD 10	1.811								52		5	1.868
AD 9	2.048								3		5	2.056
AD 8	1.585							1	-56		-5	1.525
AD 7	1.670					4			58		10	1.742
AD 6	754	-8							11		5	762
AD 5	1.243	-5						105	-100	5	5	1.253
Total AD	15.247	-13				4		106	3	5		15.352
AST 11	230								-19		-5	206
AST 10	259								-26		-5	228
AST 9	968							-1	-36		-15	916
AST 8	810								-20		10	800
AST 7	1.090	-2							-64		-5	1.019
AST 6	1.054							-105	36	-5	-10	970
AST 5	830	-8							-76		-29	717
AST 4	437								97		10	544
AST 3	497	-1							32	-14	30	544
AST 2	63								26		5	94
AST 1	328							-42	47	1		334
Total AST	6.566	-11						-148	-3	-18	-14	6.372
AST/SC 6	5											5
AST/SC 5	39											39
AST/SC 4	123											123
AST/SC 3	239	-1							1			239
AST/SC 2	410	-1							45		7	461
AST/SC 1	727	-5						42	-46	14	-7	725
Total AST/SC	1.543	-7						42		14		1.592
Total	23.356	-31				4				1	-14	23.316

3.3 2026 DB: appropriations for the external staff

3.3.1 Global evolution for 2026

Taking account of the increase of staff on new initiatives such as the legislation on Return of third-country nationals, Forced Labour, Performance Review Board of the Single European Sky, Artificial Intelligence Act, CBAM, the European Defence Industry Programme along with, neutral adjustments on other existing programmes, the conversion of 12 posts into appropriations for contract agents and a decrease of staff in direct research, the global increase of external staff amounts to the equivalent of 62 full time equivalent units:

Commission Human Resources in 2026										Commission Human Resources including interinstitutional transfers			
	2025 Budget Authorisation (Estimated FTE of ext. Pers.) (1)	Impact of delegation of tasks to (executive) agencies	Transformation of establishment plan posts into appropriations and appropriations into posts	Other changes in external personnel (2), (2a), (2b)	Transfer between establishment plans (3), (3a), (3b)	Other changes in personnel (4)	2026 staff request		Change 2026/2025	2026 staff request without interinstitutional transfers	Inter-Institutional transfers	Total 2026 DB request	Change 2026/2025
External Personnel													
Under Heading 7	4.339	0	12	-1	2	17	4.369	0,69%	30	4.369		4.369	30
Outside Heading 7	4.770	0	0	-18	-2	52	4.802	0,67%	32	4.802	0	4.802	32
Total Commission External Personnel	9.109	0	12	-19	0	69	9.171	0,68%	62	9.171	0	9.171	62

(1) Under Headings 1,2, 3,5 and 6 including a decrease of 14 FTE due to staff reductions and budget neutral transformations of staff categories and an increase of 5 FTE for Moldova Facility

(2) For Headings 1 and 6 (BA lines): + 20 FTE for "Digital Europe Programme (DEP)" - Artificial Intelligence Act, + 4 FTE for HUMA (humanitarian aid) - Response to deteriorating humanitarian situation, +1 FTE for "Neighbourhood, Development and International Cooperation Instrument (NDICI) for Election Observation Missions", + 3 FTE for the implementation of the Regulation prohibiting products made with forced labour on the Union market, + 9 FTE for European Travel Information and Authorisation System financed by the Border Management and Visa Instrument (BMVI), +5 FTE for support in the implementation of the legislation on Return of third-country nationals, +10 FTE for Performance Review Board of the Single European Sky.

(2a): For Other Heading 7: -1 FTE for OIB and -1 FTE for OIL for Synergies and Efficiencies Returns, -3 FTE end temporary allocation to EPSO, -1 FTE for OP decrease in INT staff, +9 FTE for PMO following allocation decision

(2b): For direct research -18 FTE for alignment of staff with budget

(3): For Headings 1 and 6 (BA lines) and Other Heading 7: +2 FTE from INTPA to PMO

(3a) transfer from the COM (SCIC) to OIB of 16 FTE (CA FGI) for New meeting room strategy

(3b) transfer from COM (COMM) to OIB of 3 FTE for Representation Infrastructure Sector

(4) For 2026: +17 FTE on the Global Envelope for Carbon Border Adjustment Mechanism (CBAM), in accordance with the COM(2023)150 final, 16.03.2023.

Decentralised administrative appropriations under heading 7 of the MFF – the so-called ‘global envelope’

Some appropriations are kept in reserve for future allocation in the course of the budget year to a specific area, if necessary, based on needs and to support the Commission priorities. A transfer of 19 FTE of contract agents from the Commission to OIB for the new meeting room strategy (16 contract agents) and for the Representation Infrastructure sector (3 contract agents) will take place in 2026.

3.3.2 Evolution of external staff financed under other Headings of the MFF

3.3.2.1 External staff financed under articles 01 01 01 12 and 01 01 02 12 (Indirect and Direct Research)

Indirect Research

For 2026, EUR 55,1 million are requested for external personnel under the indirect research budget corresponding to an estimate of 553 FTE available to the Research DGs concerned. Related administrative appropriations requested in the DB 2026 reflect this situation and integrate the salary update for 2026.

External personnel (budget lines 01 01 01 12 for Horizon Europe and 01 01 02 12 for the Euratom Research and Training Programme)

For 2026, appropriations for external personnel amount to EUR 48,5 million, accounting for an estimate of 698 FTE available to the JRC and to DG HR.

3.3.2.2 External staff financed under operational budget lines (former BA lines)

The evolution of external personnel financed by heading 1 to 6 shows an increase of 50 FTE compared with 2025, linked to work on the tasks created by the Artificial Intelligence Act, Forced Labour Regulation and Performance Review Board of the Single European Sky and Asylum, Migration and Integration Fund.

DRAFT BUDGET 2026 PRE-ALLOCATION - Appropriations for external personnel authorised on the administrative support lines							
Budget line	Service	MFF heading	Programme Title	2025 Sub-ceiling (in EUR)	2025 authorised FTE	2026 Sub-ceiling (in EUR)	2026 authorised FTE
External personnel authorised under administrative support lines at Headquarters							
02 01 30 01 02 & 06	CNECT	1	Support expenditure for the "Digital Europe Programme (DEP)" - Artificial Intelligence Act	8.060.000	80	10.080.000	100
02 01 21 02	MOVE	1	Support expenditure for implementation of Single European Sky (SES) Connecting Europe Facility (CEF)	1.337.500	10	2.650.000	20
03 01 01 01 01 & 05	GROW/TRADE	1	Support expenditure for the "Single Market Programme (SMP)" - Prohibiting products made with forced labour on the Union market ⁵	475.000	5	760.000	8
03 01 01 01 01 & 05	ESTAT	1	Support expenditure for the "Single Market Programme (SMP)"	2.523.584	34	2.861.000	34
07 01 01 01 01 & 05	EMPL	2	Support expenditure for the "European Social Fund+ (ESF+) — shared management"	5.554.400	74	5.843.228	74
08 01 02 01 & 05	AGRI	3	Support expenditure for the "European Agricultural Fund for Rural Development (EAFRD)"	1.977.576	26	2.080.410	26
08 01 03 01 & 05	MARE	3	Support expenditure for the "European Maritime, Fisheries and Aquaculture Fund (EMFAF)"	888.400	14	931.997	14
05 01 01 01 & 05	REGIO	2	Support expenditure for the "European Regional Development Fund (ERDF)"	3.399.293	46	3.658.306	46
05 01 02 01 01 & 05	REGIO	2	Support expenditure for the "Cohesion Fund (CF)"	1.488.579	20	1.602.002	20
10 01 01 01 & 05	HOME	4	Support expenditure for the "Asylum, Migration and Integration Fund (AMIF)"	999.792	10	1.051.781	10
11 01 01 01 & 05	HOME	4	Support expenditure for the "Border Management and Visa Instrument (BMVI)"	555.450	5	1.477.458	14
12 01 01 01 & 05	HOME	5	Support expenditure for the "Internal Security Fund (ISF)"	555.450	5	584.323	5
13 01 06 01 & 05	DEFIS	5	Support expenditure for the "European Defence Industry Programme (EDIP)" ⁴	1.936.000	33	4.073.344	33
Sub-total:				29.751.024	362	37.653.849	404
External personnel authorised under administrative support lines at Headquarters (External relations)							
05 01 03 01 & 05	REGIO	2	Support expenditure for the "Support to the Turkish-Cypriot Community"	2.051.121	21	2.191.287	21
14 01 01 01 01 & 05	FPI	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	689.744	8	816.312	9
14 01 01 01 01 & 05	INTPA	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	24.722.737	302	24.654.627	302
14 01 05 01 & 05	INTPA	6	Support expenditure for the "European Instrument for International Nuclear Safety Cooperation (INSC)"	1.075.665	16	1.131.599	16
14 01 04 01 & 05	INTPA	6	Support expenditure for the "Overseas Association Decision (OAD)"	495.020	6	495.020	6
14 01 01 01 01 & 05	MENA	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	5.014.169	64	5.274.906	64
14 01 01 01 01 & 05	ENEST	6	Support expenditure for the Moldova Facility ⁶	291.000	3	291.000	3
16 01 06 01 & 05	ENEST	-	Support expenditure for the Ukraine Facility ³	7.674.429	103	10.864.989	103
15 01 02 01 & 05	ENEST	6	Support expenditure for the Western Balkans Facility	864.000	9	908.928	9
15 01 01 01 01 & 05	ENEST	6	Support expenditure for the "Instrument for Pre-accession Assistance III (IPA III)" ¹	8.535.684	114	8.979.540	114
14 01 01 01 01 & 05	ENEST	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	2.079.654	30	2.187.796	30
14 01 01 01 01 & 05	REGIO	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	305.004	5	328.244	5
14 01 02 01 & 05	ECHO	6	Support expenditure for the "Humanitarian Aid (HUMA)"	2.384.119	31	2.799.202	35
Sub-total:				56.182.346	712	60.923.450	717
External personnel authorised under administrative support lines in Delegations for the management of deconcentrated external aid							
15 01 01 01 03 & 07	AGRI	6	Support expenditure for the "Instrument for Pre-accession Assistance (IPA III)"	467.764	3	492.087	3
08 01 03 01 03 & 07	MARE	3	Support expenditure for the "European Maritime, Fisheries and Aquaculture Fund (EMFAF)"	1.552.980	9	1.633.735	9
14 01 01 01 03 & 07	FPI	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	13.489.447	80	14.190.898	80
14 01 01 01 03 & 07	INTPA	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	184.726.351	1508	192.800.475	1506
14 01 04 03 & 07	INTPA	6	Support expenditure for the "Overseas Association Decision (OAD)"	821.607	8	838.039	8
14 01 01 01 03 & 07	MENA	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	35.485.776	271	37.331.036	271
14 01 01 01 03 & 07	ENEST	6	Support expenditure for the Moldova Facility ⁶	370.000	2	370.000	2
16 01 06 03 & 07	ENEST	-	Support expenditure for the Ukraine Facility	11.839.760	29	6.925.484	29
15 01 02 03 & 07	ENEST	6	Support expenditure for the Western Balkans Facility	1.665.000	9	1.751.580	9
15 01 01 01 03 & 07	ENEST	6	Support expenditure for the "Instrument for Pre-accession Assistance III (IPA III)" ²	38.050.040	380	40.028.642	380
14 01 01 01 03 & 07	ENEST	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	15.735.608	128	16.553.860	128
10 01 01 03 & 07	HOME	4	Support expenditure for the "Asylum, Migration and Integration Fund (AMIF)" ⁷			900.000	5
Sub- total:				304.204.333	2.427	313.815.836	2.430
Grand Total - External personnel authorised on the administrative support lines:				390.137.703	3.501	412.393.135	3.551

¹ IPA III line of DG ENEST at Headquarters includes: additional 14 FTE for FRIT budgetisation from DB2023 to DB2027.

² IPA III line of DG ENEST in Delegations includes additional 6 FTE for FRIT budgetisation from DB2023 to DB2027.

³ Including 24 FTEs in other Commission DGs from 2024 to 2027.

⁴ The COM proposal for EDIP Regulation (COM(2024) 150 of 5.3.2024) is under negotiations with the co-legislators, expected to finalise mid-2025. Hence the amount of appropriations presented in the Legislative Financial Statement to cover the number of 33 FTE has been reduced accordingly, to take into account 6 months of employment during

⁵ Regulation 2024/3015 of the European Parliament and of the Council of 27 November 2024 on prohibiting products made with forced labour on the Union market entered into force on 12 December 2024. In 2025 5 FTE are put under disposal of DG GROW. The split of FTE between DG GROW and DG TRADE for 2026 will be decided at a later stage.

⁶ Regulation 2025/535 of the European Parliament and of the Council of 18 March 2025 establishing the Reform and Growth Facility for the Republic of Moldova entered into force on 21 March 2025

⁷ The COM proposal for Regulation establishing a common system for the returns of third-country nationals staying illegally in the Union (COM(2025) 101 of 11.3.2025) is under negotiations with the co-legislators, expected to finalise in 2025.

3.4 2025 DB: Administrative support expenditure financed by the programmes

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 7 of the MFF, under the envelope of the different operational programmes (the so-called 'former BA lines' of the budget).

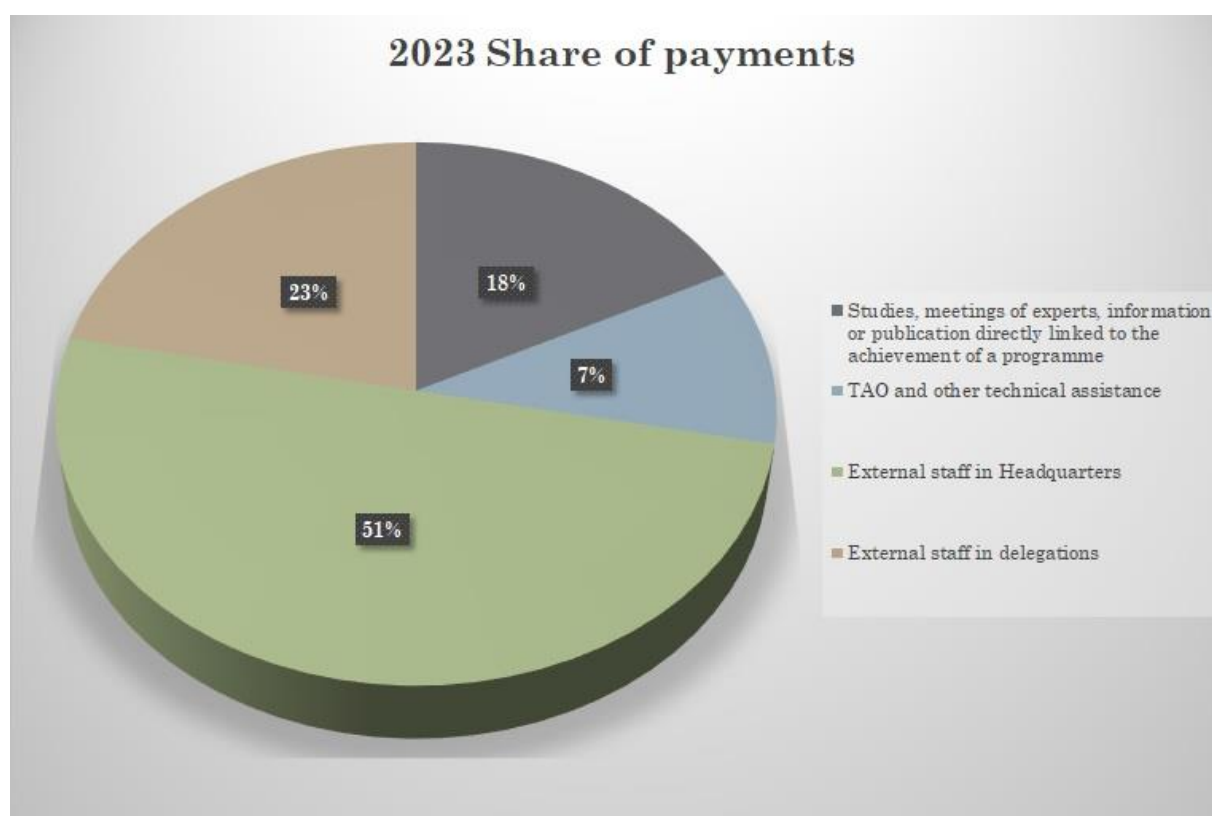
3.4.1 Appropriations implemented in 2024

In 2024, total payments on administrative support expenditure (the so-called former 'BA' lines) amounted to EUR 1,18 billion¹⁷. This compares to EUR 1,11 billion in payments in 2023.

All in all, the four possible sub-groups¹⁸ of expenditure authorised on former 'BA' lines represented the following share in total payments in 2024:

- 17,5 % related to support expenditure such as studies, meetings of experts, information or publication directly linked to the achievement of a programme (18 % in 2023);
- 7,3 % related to the remaining TAO and other technical assistance (7,2 % in 2023);
- 52,4 % related to sub-ceiling of external staff at Headquarters (51,4 % in 2023);
- 22,8 % of total payments related to sub-ceilings of external staff in delegations (23,4 % in 2023).

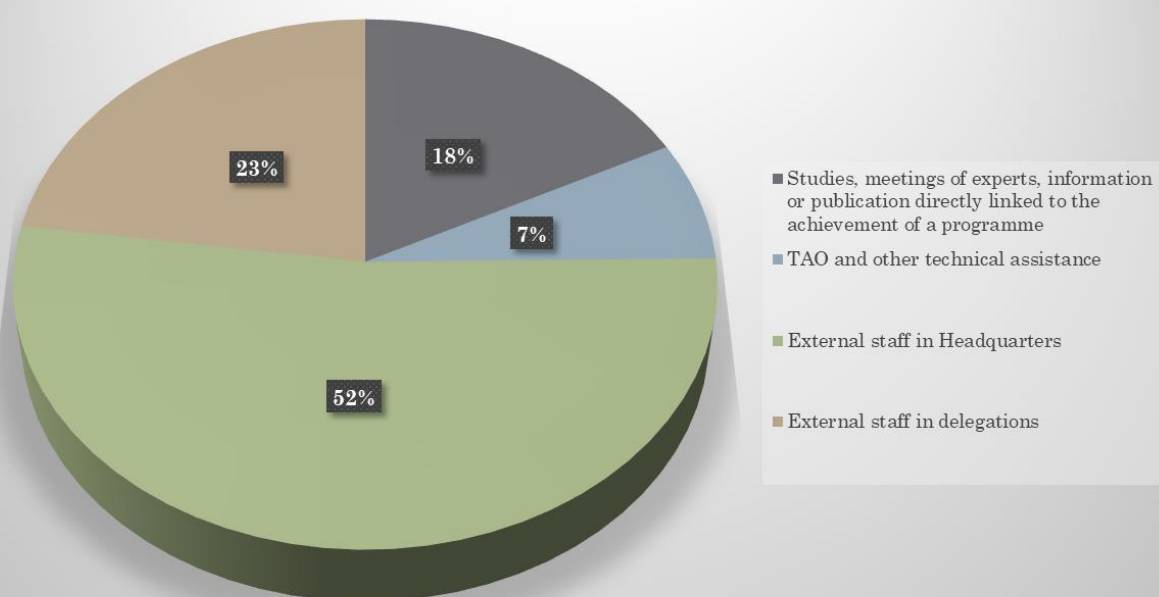
The graphs reproduced below illustrate 2023 and 2024 figures.



¹⁷ EFTA appropriations not included.

¹⁸ 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.

2024 Share of payments



3.4.2 Support expenditure for programmes under headings 1-6

Most EU multiannual programmes provide for technical and administrative support expenditure directly linked to the implementation of the operational programmes and financed from the financial envelope of the programme. This technical and administrative support expenditure is now much more clearly identified in the EU budget. These appropriations are used to carry out activities such as evaluation of calls for proposals, studies, information systems, expert meetings and audits, needed to achieve value for money and ensure sound financial management.

Heading 1 ('Single market, innovation and digital') is a strong centre for funding dedicated to innovation, strategic infrastructure and digital transformation. Horizon Europe provides European support for a comprehensive landscape of research and innovation activities, including digital, health, climate and environment. In addition, crucial longer-term support to enable private and public sector mobilisation to EU policy priorities in cases of market failure or investment gaps is provided through the InvestEU programme. This heading also includes the financing of the European Chips Act and continued strong support for the Connecting Europe Facility (CEF). Based on the availability of EFSI reflows, the 2026 needs for InvestEU are EUR 148 million below the financial programming. This allows for the provisioning of InvestEU to reach the EUR 10,5 billion target provisioning, which corresponds to 40 % of the EU guarantee of EUR 26 billion. As a net result, the margin in heading 1 increases accordingly. The EU contribution to the newly established Anti-Money Laundering Authority (AMLA) is planned to increase substantially in 2026, while a minor EU contribution covering the early stages of the set-up of the proposed EU Customs Authority (EUCA) appears for the first time in heading 1.

In **sub-heading 2a**, Economic, social and territorial cohesion, the implementation on the ground of the 2021-2027 programmes is expected to continue improving in 2026, notably thanks to initiatives such STEP and the recent cohesion mid-term review package proposed by the Commission. Cohesion policy contributes to strengthening economic, social and territorial cohesion in the Union and aims to correct imbalances between countries and regions while delivering on the Union's political priorities, especially the green and digital transition and the new priorities identified in the mid-term review of the cohesion policy, including defence capabilities, closing the innovation gap, strengthening competitiveness, decarbonisation, water resilience and affordable housing.

Sub-heading 2b, Resilience and values, includes flagship European programmes such as Erasmus+, Creative Europe, EU4Health, the Citizens, Equality, Rights and Values programme, and the Union Civil Protection Mechanism (UCPM)/rescEU. Overall, the funding for these programmes in the draft budget will increase in 2026, in line with the financial programming and the programme-specific adjustments stemming from Article 5 of the MFF Regulation.

This sub-heading also contains the cost of the financing of NGEU non-repayable support. Due to the impact of higher interest rates since 2022, the cost of NGEU borrowing has increased in comparison with the forecast used for the initial financial programming. Accordingly, the EURI interest line needs to be reinforced over and above the financial programming for 2026 (EUR 4,3 billion estimated costs above the financial programming for 2026). In line with the joint conclusions on the 2025 budget, these additional needs for the 2026 budget are proposed to be financed in equal portions of EUR 2 138 million from the existing availabilities - by a combination of the remaining margin under heading 2b (EUR 73 million) and the mobilisation of the Flexibility Instrument for a total amount of EUR 2 065 million - and from the EURI Special Instrument established in Article 10a of the amended MFF Regulation financed from decommitments made cumulatively since 2021 and for which availabilities are calculated every year as part of the technical adjustment of the MFF.

Heading 3, Natural resources and environment, makes a substantial contribution to the European Green Deal, including through the LIFE programme, the Just Transition Fund and the CAP Strategic Plans of the Member States, which consolidate interventions under the European Agricultural Guarantee Fund (EAGF) and the European Agricultural Fund for Rural Development (EAFRD) towards common

objectives set at Union level. Given the overall needs for agricultural expenditure, which are partially offset by the availability of assigned revenues, the appropriations requested for the EAGF are set below the level of the sub-ceiling, leaving a margin of EUR 76 million available. Heading 3 also provides funding for the set-up of the Carbon Border Adjustment Mechanism (CBAM). Another important instrument contributing to the priorities of heading 3 is the Innovation Fund, which in 2026 will provide an estimated amount of EUR 6 billion of support for green innovations, of which EUR 1 billion as part of the Clean Industrial Deal. The Innovation Fund is financed from revenues deriving from the EU Emissions Trading System (ETS), and as such it is included in Title 16 with other expenditure outside the annual ceilings of the MFF.

Heading 4, Migration and border management, brings together all funding dedicated to the protection of the external borders of the EU, with the Integrated Border Management Fund, and reinforced support agreed for the implementation under the new Asylum and Migration Pact, which starts in 2026. The agencies working in this field represent a substantial proportion of the heading, and the EU contribution increases notably for the European Border and Coast Guard Agency (FRONTEX) which is still in its growth phase until it reaches its planned cruising speed in 2027, in line with its initial mandate¹⁹, including the build-up of the standing corps of Border Guards.

Heading 5, Security and defence brings together the Secure Connectivity programme, the Internal Security Fund, the European Defence Fund (including its STEP-related reinforcement), the proposed creation of the European Defence Industry Programme (EDIP)²⁰, nuclear safety and decommissioning activities²¹ as well as the agencies active in the area of security. Regarding the decentralised agencies, a notable increase is planned for the EU contribution to Europol.

Heading 6, Neighbourhood and the world provides substantial financing for key priorities such as responding to wars and conflicts (including in Gaza), migration, including in the Southern Neighbourhood, as well as enhanced way to support the pre-accession process both in the Western Balkans and Moldova. The heading finances actions to address global challenges such as partnerships and funding for the migration routes, humanitarian aid and support for Syrian refugees in the country and the region. Also, the Ukraine Facility will provide EUR 3,9 billion in non-repayable support and EUR 6,7 billion in loans in 2026.

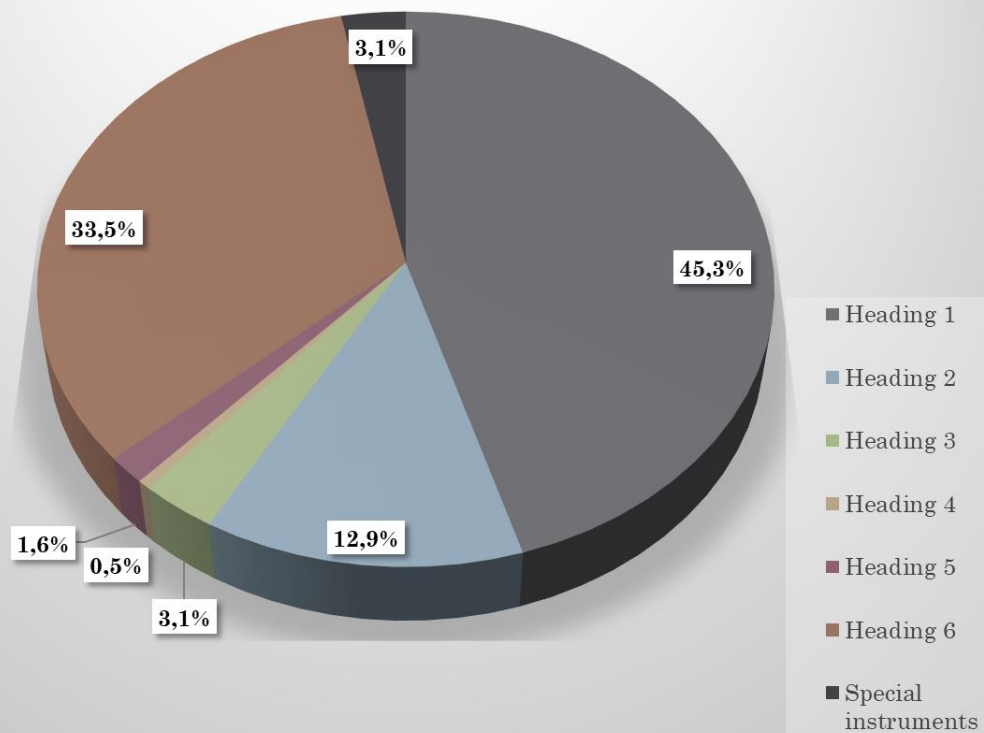
The **special instruments** provided for in chapter 3 of the MFF Regulation allow the EU to respond swiftly to unforeseen circumstances and emergencies. The European Globalisation Adjustment Fund for Displaced Workers, the Solidarity and Emergency Aid Reserve (European Solidarity Reserve and Emergency Aid Reserve), the Brexit Adjustment Reserve, the EURI Instrument, the Ukraine Reserve and the Flexibility Instrument provide additional funds and the related commitment and payment appropriations are outside the expenditure ceilings of the MFF.

¹⁹ Regulation (EU) 2019/1896 of 13 November 2019 on the European Border and Coast Guard (OJ L 295, 14.11.2019, p. 1).

²⁰ COM(2024) 150, 5.3.2024.

²¹ COM(2022) 349, 19.7.2022.

2026 Total Commitment (in %)



Heading 1: Single Market, Innovation and Digital

Heading 2: Cohesion and Values

Heading 3: Natural Resources and Environment

Heading 4: Migration and Border Management

Heading 5: Resilience, Security and Defence

Heading 6: Neighbourhood and the World

Heading 7: European Public Administration

O: Special instruments

Nomenclature	Heading	DA/DA	CF	SCF	Cluster	Cfe	2026 Hearing	
							Commitments Total	Payments Total
01 01 01 01	Expenditure related to officials and temporary staff implementing Horizon Europe — Indirect research	NDA	1	1	1.0.1	1.0.11	187.011.774	187.011.774
01 01 01 02	External personnel implementing Horizon Europe— Indirect research	NDA	1	1	1.0.1	1.0.11	52.052.521	52.052.521
01 01 01 03	Other management expenditure for Horizon Europe — Indirect research	NDA	1	1	1.0.1	1.0.11	77.387.182	77.387.182
01 01 01 11	Expenditure related to officials and temporary staff implementing Horizon Europe — Direct research	NDA	1	1	1.0.1	1.0.11	178.661.000	178.661.000
01 01 01 12	External personnel implementing Horizon Europe — Direct research	NDA	1	1	1.0.1	1.0.11	38.094.000	38.094.000
01 01 01 13	Other management expenditure for Horizon Europe — Direct research	NDA	1	1	1.0.1	1.0.11	51.950.000	51.950.000
01 01 01 61	European Research Council Executive Agency — Contribution from Horizon Europe for the completion of previous programmes	NDA	1	1	1.0.1	1.0.11	0	0
01 01 01 62	Research Executive Agency — Contribution from Horizon Europe for the completion of previous programmes	NDA	1	1	1.0.1	1.0.11	0	0
01 01 01 63	Executive Agency for Small and Medium-sized Enterprises — Contribution from Horizon Europe for the completion of previous programmes	NDA	1	1	1.0.1	1.0.11	0	0
01 01 01 64	Innovation and Networks Executive Agency — Contribution from "Horizon Europe" for the completion of previous programmes	NDA	1	1	1.0.1	1.0.11	0	0
01 01 01 71	European Research Council Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	65.000.000	65.000.000
01 01 01 72	European Research Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	111.394.026	111.394.026
01 01 01 73	European Health and Digital Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	26.248.694	26.248.694
01 01 01 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	19.326.804	19.326.804
01 01 01 76	European Innovation Council and SMEs Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	30.780.670	30.780.670
01 01 02 01	Expenditure related to officials and temporary staff implementing the Euratom Research and Training Programme — Indirect research	NDA	1	1	1.0.1	1.0.12	8.313.893	8.313.893
01 01 02 02	External personnel implementing the Euratom Research and Training Programme — Indirect research	NDA	1	1	1.0.1	1.0.12	366.237	366.237
01 01 02 03	Other management expenditure for the Euratom Research and Training Programme — Indirect research	NDA	1	1	1.0.1	1.0.12	1.548.198	1.548.198
01 01 02 11	Expenditure related to officials and temporary staff implementing the Euratom Research and Training Programme — Direct research	NDA	1	1	1.0.1	1.0.12	56.277.000	56.277.000
01 01 02 12	External personnel implementing the Euratom Research and Training Programme — Direct research	NDA	1	1	1.0.1	1.0.12	10.455.000	10.455.000
01 01 02 13	Other management expenditure for the Euratom Research and Training Programme — Direct research	NDA	1	1	1.0.1	1.0.12	35.314.314	35.314.314
01 01 03 01	Expenditure related to officials and temporary staff implementing ITER	NDA	1	1	1.0.1	1.0.13	6.338.583	6.338.583
01 01 03 02	External personnel implementing ITER	NDA	1	1	1.0.1	1.0.13	289.579	289.579
01 01 03 03	Other management expenditure for ITER	NDA	1	1	1.0.1	1.0.13	1.795.194	1.795.194
02 01 10	Support expenditure for the InvestEU Programme	NDA	1	1	1.0.2	1.0.21	0	0
02 01 21 01	Support expenditure for the Connecting Europe Facility — Transport	NDA	1	1	1.0.2	1.0.221	2.208.162	2.208.162
02 01 21 64	Innovation and Networks Executive Agency — Contribution from the Connecting Europe Facility for the completion of previous programmes	NDA	1	1	1.0.2	1.0.221	0	0
02 01 21 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from the Connecting Europe Facility — Transport	NDA	1	1	1.0.2	1.0.221	8.197.637	8.197.637
02 01 21 02	Support expenditure for the Secretariat for performance review	NDA	1	1	1.0.2	1.0.221	2.650.000	2.650.000
02 01 22 01	Support expenditure for the Connecting Europe Facility — Energy	NDA	1	1	1.0.2	1.0.222	1.987.345	1.987.345
02 01 22 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from the Connecting Europe Facility — Energy	NDA	1	1	1.0.2	1.0.222	3.599.000	3.599.000
02 01 23 01	Support expenditure for the Connecting Europe Facility — Digital	NDA	1	1	1.0.2	1.0.223	1.104.081	1.104.081
02 01 23 73	European Health and Digital Executive Agency — Contribution from the Connecting Europe Facility — Digital	NDA	1	1	1.0.2	1.0.223	5.556.257	5.556.257
02 01 30 01	Support expenditure for the Digital Europe programme	NDA	1	1	1.0.2	1.0.23	19.176.608	19.176.608
02 01 30 73	European Health and Digital Executive Agency — Contribution from the Digital Europe programme	NDA	1	1	1.0.2	1.0.23	6.942.200	6.942.200
02 01 40 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from the renewable energy financing mechanism	NDA	1	1	1.0.2	1.0.20TH	0	0
03 01 01 01	Support expenditure for the Single Market Programme	NDA	1	1	1.0.3	1.0.31	14.194.000	14.194.000

							2026 Hearing	
Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Cfe	Commitments Total	Payments Total
03 01 01 63	Executive Agency for Small and Medium-sized Enterprises — Contribution from the Single Market Programme for the completion of previous programmes	NDA	1	1	1.0.3	1.0.31	0	0
03 01 01 66	Consumers, Health, Agriculture and Food Executive Agency — Contribution from the Single Market Programme for the completion of previous programmes	NDA	1	1	1.0.3	1.0.31	0	0
03 01 01 73	European Health and Digital Executive Agency — Contribution from the Single Market Programme	NDA	1	1	1.0.3	1.0.31	2.002.802	2.002.802
03 01 01 76	European Innovation Council and SMEs Executive Agency — Contribution from the Single Market Programme	NDA	1	1	1.0.3	1.0.31	11.428.000	11.428.000
03 01 02	Support expenditure for Fiscalis	NDA	1	1	1.0.3	1.0.33	300.000	300.000
03 01 03	Support expenditure for Customs	NDA	1	1	1.0.3	1.0.34	300.000	300.000
04 01 01	Support expenditure for the Space Programme of the Union	NDA	1	1	1.0.4	1.0.41	6.600.000	6.600.000
04 01 02	Support expenditure for the Union Secure Connectivity programme	NDA	1	1	1.0.4	1.0.4SC	200.000	200.000
05 01 01 01	Support expenditure for the European Regional Development Fund	NDA	2	2.1	2.1.1	2.1.11	4.231.305	4.231.305
05 01 01 76	European Innovation Council and SMEs Executive Agency — Contribution from interregional innovation investments	NDA	2	2.1	2.1.1	2.1.11	1.634.000	1.634.000
05 01 02 01	Support expenditure for the Cohesion Fund	NDA	2	2.1	2.1.1	2.1.121	1.839.003	1.839.003
05 01 02 64	Innovation and Networks Executive Agency — Contribution from the "Cohesion Fund" for the completion of previous programmes	NDA	2	2.1	2.1.1	2.1.122	0	0
05 01 02 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from the Cohesion Fund	NDA	2	2.1	2.1.1	2.1.122	7.295.082	7.295.082
05 01 03	Support expenditure for the support to the Turkish-Cypriot community	NDA	2	2.2	2.2.1	2.2.13	0	0
06 01 01 01	Support expenditure for "Technical Support Instrument"	NDA	2	2.2	2.2.2	2.2.21	2.208.000	2.208.000
06 01 01 02	Support expenditure for the "European Recovery and Resilience Facility"	NDA	2	2.2	2.2.2	2.2.21	0	0
06 01 02	Support expenditure for the protection of the euro against counterfeiting	NDA	2	2.2	2.2.2	2.2.22	0	0
06 01 03	Support expenditure for the European Union Recovery Instrument (EURI)	NDA	2	2.2	2.2.2	2.2.23	6.000.000	6.000.000
06 01 04	Support expenditure for the Union Civil Protection Mechanism (rescEU)	NDA	2	2.2	2.2.2	2.2.24	0	0
06 01 05 01	Support expenditure for the EU4Health Programme	NDA	2	2.2	2.2.2	2.2.25	6.745.762	6.745.762
06 01 05 66	Consumers, Health, Agriculture and Food Executive Agency — Contribution from the EU4Health Programme for the completion of previous programmes	NDA	2	2.2	2.2.2	2.2.25	0	0
06 01 05 73	European Health and Digital Executive Agency — Contribution from the EU4Health programme	NDA	2	2.2	2.2.2	2.2.25	19.862.261	19.862.261
06 01 06	Support expenditure for the emergency support within the Union	NDA	2	2.2	2.2.2	2.2.26	0	0
07 01 01 01	Support expenditure for the ESF+ — shared management	NDA	2	2.1	2.1.3	2.1.311	7.479.500	7.479.500
07 01 01 02	Support expenditure for the Employment and Social Innovation strand	NDA	2	2.2	2.2.3	2.2.312	2.300.000	2.300.000
07 01 02 01	Support expenditure for Erasmus	NDA	2	2.2	2.2.3	2.2.32	29.957.299	29.957.299
07 01 02 65	Education, Audiovisual and Culture Executive Agency — Contribution from Erasmus for the completion of previous programmes	NDA	2	2.2	2.2.3	2.2.32	0	0
07 01 02 75	European Education and Culture Executive Agency — Contribution from Erasmus	NDA	2	2.2	2.2.3	2.2.32	35.833.037	35.833.037
07 01 03 01	Support expenditure for the European Solidarity Corps	NDA	2	2.2	2.2.3	2.2.33	5.813.468	5.813.468
07 01 03 65	Education, Audiovisual and Culture Executive Agency — Contribution from the European Solidarity Corps for the completion of previous programmes	NDA	2	2.2	2.2.3	2.2.33	0	0
07 01 03 75	European Education and Culture Executive Agency — Contribution from the European Solidarity Corps	NDA	2	2.2	2.2.3	2.2.33	1.501.546	1.501.546
07 01 04 01	Support expenditure for Creative Europe	NDA	2	2.2	2.2.3	2.2.34	7.445.414	7.445.414
07 01 04 65	Education, Audiovisual and Culture Executive Agency — Contribution from Creative Europe for the completion of previous programmes	NDA	2	2.2	2.2.3	2.2.34	0	0
07 01 04 75	European Education and Culture Executive Agency — Contribution from Creative Europe	NDA	2	2.2	2.2.3	2.2.34	20.069.949	20.069.949
07 01 05 01	Support expenditure for Rights and Values	NDA	2	2.2	2.2.3	2.2.352	1.875.000	1.875.000
07 01 05 65	Education, Audiovisual and Culture Executive Agency — Contribution from Rights and Values for the completion of previous programmes	NDA	2	2.2	2.2.3	2.2.352	0	0
07 01 05 75	European Education and Culture Executive Agency — Contribution from Rights and Values	NDA	2	2.2	2.2.3	2.2.352	9.348.280	9.348.280

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Cfe	2026 Hearing	
							Commitments Total	Payments Total
07 01 06	Support expenditure for "Justice"	NDA	2	2.2	2.2.3	2.2.351	1.100.000	1.100.000
08 01 01 01	Support expenditure for the European Agricultural Guarantee Fund (EAGF)	NDA	3	3.1	3.1.1	3.1.11	586.437	586.437
08 01 01 66	Consumers, Health, Agriculture and Food Executive Agency — Contribution from the European Agricultural Guarantee Fund for the completion of previous programmes	NDA	3	3.1	3.1.1	3.1.11	0	0
08 01 01 72	European Research Executive Agency — Contribution from the European Agricultural Guarantee Fund (EAGF)	NDA	3	3.1	3.1.1	3.1.11	872.104	872.104
08 01 02	Support expenditure for the European Agricultural Fund for Rural Development	NDA	3	3.2	3.2.1	3.2.12	2.080.410	2.080.410
08 01 03 01	Support expenditure for the European Maritime Fisheries and Aquaculture Fund	NDA	3	3.2	3.2.1	3.2.13	3.735.128	3.735.128
08 01 03 63	Executive Agency for Small and Medium-sized Enterprises — Contribution from the European Maritime and Fisheries Fund for the completion of previous programmes	NDA	3	3.2	3.2.1	3.2.13	0	0
08 01 03 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from the European Maritime, Fisheries and Aquaculture Fund	NDA	3	3.2	3.2.1	3.2.13	4.528.000	4.528.000
09 01 01 01	Support expenditure for the Programme for the Environment and Climate Action (LIFE)	NDA	3	3.2	3.2.2	3.2.21	10.729.726	10.729.726
09 01 01 63	Executive Agency for Small and Medium-sized Enterprises — Contribution from the Programme for Environment and Climate Action (LIFE) for the completion of previous programmes	NDA	3	3.2	3.2.2	3.2.21	0	0
09 01 01 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from the Programme for Environment and Climate Action (LIFE)	NDA	3	3.2	3.2.2	3.2.21	19.137.000	19.137.000
09 01 02	Support expenditure for the Just Transition Fund	NDA	3	3.2	3.2.2	3.2.22	0	0
09 01 03 01	Support expenditure for the Public sector loan facility under the Just Transition Mechanism	NDA	3	3.2	3.2.2	3.2.23	0	0
09 01 03 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from the Public sector loan facility under the Just Transition Mechanism	NDA	3	3.2	3.2.2	3.2.23	0	0
09 01 04	Support expenditure for the Social Climate Fund	NDA	3	3.2		3.2.24	0	0
10 01 01	Support expenditure for the Asylum, Migration and Integration Fund	NDA	4	4	4.0.1	4.0.11	3.300.000	3.300.000
11 01 01	Support expenditure for the Integrated Border Management Fund — Instrument for financial support for border management and visa	NDA	4	4	4.0.2	4.0.211	3.393.135	3.393.135
11 01 02	Support expenditure for the Integrated Border Management Fund — Instrument for financial support for customs control equipment	NDA	4	4	4.0.2	4.0.212	85.000	85.000
12 01 01	Support expenditure for the Internal Security Fund	NDA	5	5	5.0.1	5.0.11	2.450.000	2.450.000
12 01 02	Support expenditure for the nuclear decommissioning for Lithuania	NDA	5	5	5.0.1	5.0.12	0	0
12 01 03	Support expenditure for the nuclear safety and decommissioning, including for Bulgaria and Slovakia	NDA	5	5	5.0.1	5.0.13	2.500.000	2.500.000
13 01 04	Support expenditure for the Short-term Defence instrument on common procurement	NDA	5	5	5.0.2	5.0.23	0	0
13 01 05	Support expenditure for the Defence Industrial Reinforcement Instrument	NDA	5	5	5.0.2	5.0.24	0	0
13 01 06	Support expenditure for the European Defence Industry Programme	NDA	5	5	5.0.2	5.0.25	4.712.000	4.712.000
13 01 01	Support expenditure for the European Defence Fund — Non-research	NDA	5	5	5.0.2	5.0.212	3.800.000	3.800.000
13 01 02 01	Expenditure related to officials and temporary staff implementing the European Defence Fund — Research	NDA	5	5	5.0.2	5.0.211	7.644.000	7.644.000
13 01 02 02	External personnel implementing the European Defence Fund — Research	NDA	5	5	5.0.2	5.0.211	2.436.500	2.436.500
13 01 02 03	Other management expenditure for the European Defence Fund — Research	NDA	5	5	5.0.2	5.0.211	3.600.000	3.600.000
13 01 03 01	Support expenditure for military mobility	NDA	5	5	5.0.2	5.0.22	772.857	772.857
13 01 03 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from Connecting Europe Facility (Transport) for military mobility	NDA	5	5	5.0.2	5.0.22	1.086.282	1.086.282
14 01 01 01	Support expenditure for the Neighbourhood, Development and International Cooperation Instrument—Global Europe (NDICI—Global Europe)	NDA	6	6	6.0.1	6.0.111	360.669.563	360.669.563
14 01 01 65	Education, Audiovisual and Culture Executive Agency — Contribution from the Neighbourhood, Development and International Cooperation Instrument for the completion of previous programmes	NDA	6	6	6.0.1	6.0.111	0	0
14 01 01 75	European Education and Culture Executive Agency — Contribution from the Neighbourhood, Development and International Cooperation Instrument	NDA	6	6	6.0.1	6.0.111	6.997.808	6.997.808
14 01 02	Support expenditure for humanitarian aid	NDA	6	6	6.0.1	6.0.12	11.184.687	11.184.687
14 01 03	Support expenditure for the Common Foreign and Security Policy	NDA	6	6	6.0.1	6.0.13	1.200.000	1.200.000
14 01 04	Support expenditure for overseas countries and territories	NDA	6	6	6.0.1	6.0.14	1.419.103	1.419.103
14 01 05	Support expenditure for the European Instrument for International Nuclear Safety Cooperation (INSC)	NDA	6	6	6.0.1	6.0.112	1.560.639	1.560.639

							2026 Hearing	
Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Cfe	Commitments Total	Payments Total
14 01 06	Support expenditure for Ukraine Macro-Financial Assistance Plus (MFA+)	NDA	6	6	6.0.1	6.0.15	0	0
14 01 07	Support expenditure for Ukraine Support Instrument	NDA	6	6	6.0.1	6.0.16	0	0
15 01 01 01	Support expenditure for IPA	NDA	6	6	6.0.2	6.0.21	58.237.713	58.237.713
15 01 01 65	Education, Audiovisual and Culture Executive Agency — contribution from IPA for the completion of previous programmes	NDA	6	6	6.0.2	6.0.21	0	0
15 01 01 75	European Education and Culture Executive Agency — contribution from IPA	NDA	6	6	6.0.2	6.0.21	1.593.730	1.593.730
15 01 02	Support expenditure for the Reform and Growth Facility for the Western Balkans	NDA	6	6	6.0.2	6.0.22	7.450.000	7.450.000
16 01 01	Support expenditure for the European Globalisation Adjustment Fund	NDA	S	S		S.0.2	0	0
16 01 02 01	Support expenditure for the Innovation Fund	NDA	O	O		O.0.1	0	0
16 01 02 64	Innovation and Networks Executive Agency — Contribution from the Innovation Fund for the completion of previous programmes	NDA	O	O		O.0.1	0	0
16 01 02 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from the Innovation Fund	NDA	O	O		O.0.1	0	0
16 01 03	Support expenditure for the European Peace Facility	NDA	O	O		O.0.OTH	0	0
16 01 04	Support expenditure for trust funds managed by the Commission	NDA	O	O		O.0.OTH	0	0
16 01 05	Support expenditure for the European Development Fund	NDA	O	O		O.0.OTH	0	0
16 01 06	Support Expenditure for the Ukraine Facility	NDA	O	O		O.0.4	41.533.909	41.533.909
20 01 01 01	Salaries, allowances and payments of Members of the institution	NDA	7	7.2	7.2.3	7.2.321	13.461.000	13.461.000
20 01 01 02	Other management expenditure of Members of the institution	NDA	7	7.2	7.2.3	7.2.321	3.200.000	3.200.000
20 01 01 03	Allowances of former Members	NDA	7	7.2	7.2.3	7.2.322	1.527.000	1.527.000
20 01 02 01	Remuneration and allowances — Headquarters and Representation offices	NDA	7	7.2	7.2.3	7.2.311	2.728.426.656	2.728.426.656
20 01 02 02	Expenses and allowances related to recruitment, transfers and termination of service — Headquarters and Representation offices	NDA	7	7.2	7.2.3	7.2.331	16.565.000	16.565.000
20 01 02 03	Remuneration and allowances — Union delegations	NDA	7	7.2	7.2.3	7.2.311	142.009.000	142.009.000
20 01 02 04	Expenses and allowances related to recruitment, transfers and termination of service — Union delegations	NDA	7	7.2	7.2.3	7.2.331	9.649.000	9.649.000
20 01 03	Officials temporarily assigned to national civil services, to international organisations or to public or private institutions or undertakings	NDA	7	7.2	7.2.3	7.2.311	200.000	200.000
20 01 04	Officials in non-active status, retired in the interests of the service or dismissed	NDA	7	7.2	7.2.3	7.2.332	7.864.000	7.864.000
20 01 05 01	Medical service	NDA	7	7.2	7.2.3	7.2.334	5.394.660	5.394.660
20 01 05 02	Childcare facilities	NDA	7	7.2	7.2.3	7.2.334	5.900.000	5.900.000
20 01 05 03	Other social related expenditure	NDA	7	7.2	7.2.3	7.2.334	6.561.000	6.561.000
20 01 05 04	Mobility	NDA	7	7.2	7.2.3	7.2.334	1.895.000	1.895.000
20 01 05 05	Competitions, selection and recruitment expenditure	NDA	7	7.2	7.2.3	7.2.331	2.210.000	2.210.000
21 01 01	Pensions and allowances	NDA	7	7.1	7.1.1	7.1.11	2.995.843.000	2.995.843.000
21 01 02 01	Pensions of former Members of the European Parliament	NDA	7	7.1	7.1.1	7.1.121	24.257.000	24.257.000
21 01 02 02	Pensions of former Presidents of the European Council and of former Secretaries-General of the Council of the European Union	NDA	7	7.1	7.1.1	7.1.122	821.000	821.000
21 01 02 03	Pensions of former Members of the Commission	NDA	7	7.1	7.1.1	7.1.123	14.289.000	14.289.000
21 01 02 04	Pensions of former Members of the Court of Justice of the European Union	NDA	7	7.1	7.1.1	7.1.124	21.132.000	21.132.000
21 01 02 05	Pensions of former Members of the Court of Auditors	NDA	7	7.1	7.1.1	7.1.125	8.386.000	8.386.000
21 01 02 06	Pensions of former European Ombudsmen	NDA	7	7.1	7.1.1	7.1.128	320.000	320.000
21 01 02 07	Pensions of former European Data Protection Supervisors	NDA	7	7.1	7.1.1	7.1.129	400.000	400.000
30 01 02	Contingency reserve	NDA	7	7.2	7.2.3	7.2.383	0	0
Total							7.797.195.714	7.797.195.714

4. GLOSSARY

LIST OF ABBREVIATIONS	SIGNIFICATION
AB	Amending Budget
AST	Function Group Assistant
AST/SC	Function Group Secretary/Clerk
AD	Function Group Administrator
CEOS	Conditions of Employment of Other Servants
DG	Directorate-General
DB	Draft Budget
EDF	European development fund
EEAS	European External Action Service
EU	European Union
EFTA	European Free Trade Association
FG	Function Group
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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