



Action Plan on Geographical Balance

IRELAND

2023

Table of Contents

1. Introduction	3
1.1. Developments in 2022.....	4
2. Ireland: challenges and outlook	4
2.1. Geographical balance snapshot as of 31/12/2022	4
2.2. Outlook.....	9
3. Measures to address under-representation	9
3.1. Actions and initiatives by Ireland.....	9
3.1.1. Current (updated by Ireland)	9
3.1.2. Future (updated by Ireland)	10
3.2. European Commission's Measures	10
3.2.1 Actions aiming at redressing the observed imbalances in the short term, with impact on long term.....	10
3.2.2. Actions aiming at correcting the underlying causes of imbalances in the longer term.....	11
3.3. Joint Measures	12
4. Data and performance indicators	13
4.1. Data sharing on geographical balance.....	13
4.2. Action Plan performance indicators.....	13
5. Next steps	15
6. Annex 1: Glossary on Staff Grades and Categories	16
7. Annex 2: Additional metrics on Ireland's presence in the Commission	17

1. Introduction

In line with the 2018 report on Geographical balance¹, the new HR strategy² “**Communication to the Commission: A new Human Resources Strategy for the Commission**”³ highlights the importance of geographical balance of all staff, which is to be strengthened, and foresees the development of Action Plans together with under-represented Member States. This Action Plan represents a joint political commitment by the Member State and the European Commission (Commission) to strengthen geographical balance, and takes the form of measures to be undertaken by the Member State, by the Commission as well as joint measures.

As a rule, discrimination based on nationality is prohibited by the Treaties, the Charter of Fundamental Rights and the Staff Regulations. At the same time, the EU Staff Regulations require that EU institutions recruit staff from the broadest possible geographical basis.⁴ In 2014, the co-legislators introduced a new legal basis for each institution to adopt appropriate measures where a significant imbalance between nationalities of Officials is observed and is not justified by objective criteria.

The methodology for defining the objective to be reached has been the subject of several communications⁵ over time. It has taken the form of guiding rates or reference values, as well as indicative recruitment targets for enlargements.⁶ In its 2018 report on geographical balance⁷, the Commission considers a significant imbalance is observed if the share of nationals of one or more Member State amongst staff is lower than 80% of the relevant guiding rate and focuses on AD staff occupying non-management functions excluding linguists. The Commission regularly reports on the state of play on presence by nationality among its staff. Measures have been adopted by EPSO and the Commission when imbalances were observed. However, these measures have not always provided results in line with the objective. Under-representation is still observed in several nationalities, including in the case of Ireland.

More recently, the Commission committed in its HR Strategy that it will prepare specific Action Plans, together with the Member States concerned, to address this issue and take into account the specificities of each Member State.⁸ In addition, the HR Strategy indicates that, in line with Article 27 of the Staff Regulations, the Commission will consider adopting General Implementing Provisions to enable actions aiming at improving geographical balance.

¹ [COM\(2018\)377final/2](#)

² [C\(2022\) 2229 final](#)

³ According to the Communication to the Commission: *A new Human Resources Strategy for the Commission*, [C\(2022\) 2229 final](#), ‘On geographical balance at all levels, though by law we need to recruit staff on the broadest possible geographical basis from among nationals of Member States of the Union, there are categories of staff for which certain Member States are currently under-represented. [...] In 2022, specific Action Plans will be developed together with these Member States to improve their balance, keeping in mind that by law, no posts should be reserved for nationals of any specific Member State.’

⁴ See in that sense Article 27 of the Staff Regulations and Article 12 of the Conditions of Employment of Other Servants.

⁵ Commission Communication of Mr Van Miert SEC(1994)844 of 17 May 1994 at the occasion of the accession of Austria, Finland and Sweden; Communication of Mr Kinnock concerning the recruitment of Commission Officials from the new Member States of 14 February 2003 C(2003)436/5, adopted on 19 February 2003; Communication of Mr Kallas C(2006)5778 concerning the recruitment of Commission Officials and Temporary Agents from Bulgaria and Romania of 24 November 2006, adopted by Written Procedure on 1 December 2006 (SEC(2006)1574/5); Communication of Vice-President Šefčovič concerning the recruitment of Commission Officials and Temporary Agents from Croatia of 12 July 2012, (SEC(2012)436 final).

⁶ The indicative recruitment targets refer to nationals from Member States joining the EU on the occasion of enlargements.

⁷ [COM\(2018\)377final/2](#)

⁸ According to the Communication to the Commission: *A new Human Resources Strategy for the Commission*, [C\(2022\) 2229 final](#), ‘On geographical balance at all levels, though by law we need to recruit staff on the broadest possible geographical basis from among nationals of Member States of the Union, there are categories of staff for which certain Member States are currently under-represented. [...] In 2022, specific action plans will be developed together with these Member States to improve their balance, keeping in mind that by law, no posts should be reserved for nationals of any specific Member State.’

1.1. Developments in 2022

In order to address geographical imbalances of Ireland (both structurally and in the shorter term), the Director-General for HR and the Permanent Representative of Ireland agreed on 24 May 2022 to jointly prepare this Action Plan, based on the specific situation of Ireland. The aim of the Action Plan is to outline the reasons for Ireland's low representation, and to set out measures being undertaken and to be undertaken by Ireland, the Commission and EPSO, as well as additional measures to be undertaken jointly in order to address it. The implementation of some measures has already commenced in 2022 and is ongoing. The assessment of the results will be undertaken in the first quarter of 2024.

However, in line with the Staff Regulations, all work to address geographical imbalances is to be done in the context of no posts reserved for nationals of a specific Member State, and merit remains the primary selection criterion.

2. Ireland: challenges and outlook

2.1. Geographical balance snapshot as of 31/12/2022

Ireland is below 80% of the guiding rate at the AD5-AD8 Officials' level (Figure 1), but is above 80% of its guiding rate when Temporary Agents are included. It is appropriately represented in the category of all administrators (including management; Figure 1)⁹ and Temporary Agents. Since 2016 the non-linguist ADs (excluding management) has declined (Figure 2). It is important to note that Ireland's presence among AD5-AD8 Officials (excluding Temporary Agents) remains stably low and its presence among AD Officials (non-management excluding Temporary Agents) has been declining since 2016 (Annex). The trended presence of entry grades for administrative positions AD5-8 is depicted in Figure 3. Ireland's participation rate in EPSO competitions has improved since 2016. Its EPSO pass rate is slightly higher than average.

Detailed analysis:

For a guiding rate of **1.6%**, under-representation is defined as below 80% of the guiding rate which for Irish nationals corresponds to **1,3%**.¹⁰ Therefore, Irish nationals are:

- Above 80% of the guiding rate among all Commission staff (1.9%) and for AD non-linguists (including management) (1.6%). Regarding the population of all ADs, 20.0% are Temporary Agents;

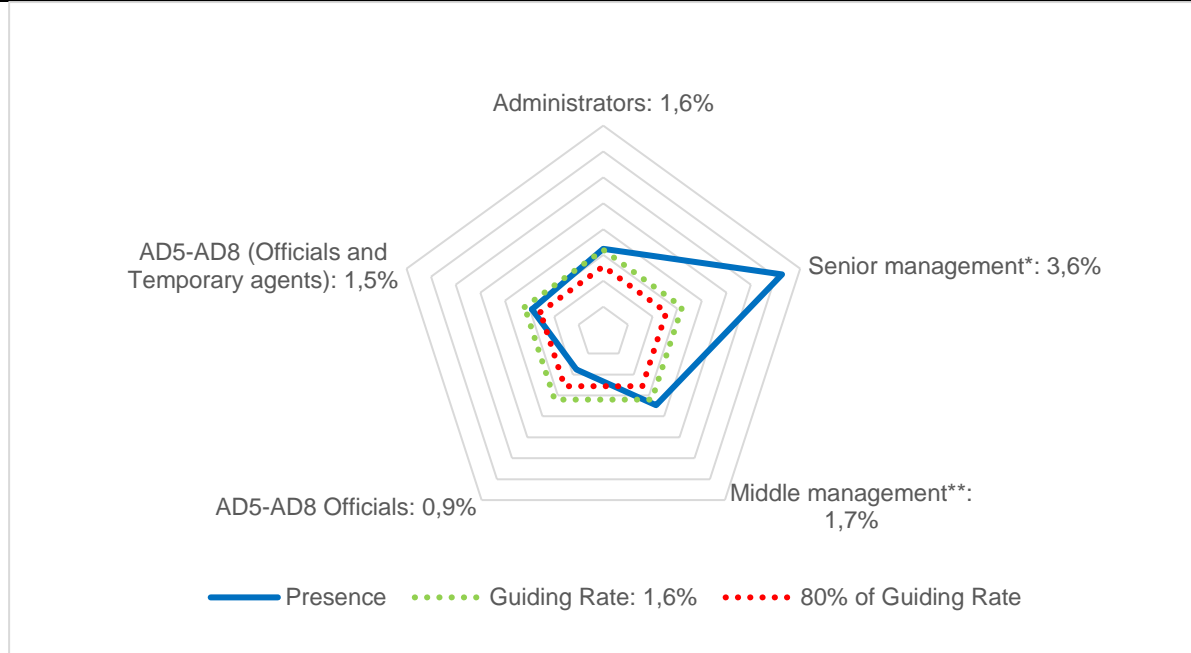
⁹ According to the Report from the Commission to the European Parliament and the Council pursuant to Article 27 of the Staff Regulations of Officials and to Article 12 of the Conditions of Employment of Other Servants of the European Union (Geographical balance ([COM\(2018\)377final/2](#)), only the distribution of staff occupying non-management functions is considered. The report excluded management staff from its scope and the guiding rates defined for non-management staff are not therefore directly applicable. Indeed, the only relevant legal basis referring to geographical balance in management staff in the Commission, the Compilation Document on Senior Officials Policy (SEC(2004) 1352) only refers to functions of Director-General or equivalent (i.e. Deputy Director-General or Hors Classe Adviser) stating that the Commission considers it a desirable objective that each nationality should hold at least one function corresponding to the basic post of Director-General.

¹⁰ This Action Plan concerns EU-27 nationalities and guiding rates without the UK from the Geographical Balance Report [COM\(2018\)377final/2](#). Managers that changed their first nationality from British to one of the EU-27 nationalities after 29/3/2017 are considered to have kept their British nationality in line with section 2, 1.2.2.1 of the Report.

- Below 80% of the guiding rate among AD5-AD8 Officials (0.9%). Above 80% of the guiding rate among total AD5-AD8 (i.e. Officials and Temporary Agents), of which 54,5% are Temporary Agents;
- At 80% of the guiding rate at AD9-14 non-management (1,6%) grades;
- Above 100% of the guiding rate at Middle Management level (1.7%) and for Senior Management level (3.6%).

Figure 1. Irish presence of permanent staff (including Temporary Agents) at the EC on December 31, 2022

(N.B. A nationality within a Staff category is considered as sufficiently represented when it is at/above 80% of the guiding rate of the Member State - i.e., the red dotted line; it is considered as under-represented, when it is below 80% of the guiding rate).



*Includes Directors-General, Deputy Directors-General, Hors Classe Advisors, Directors and Principal Advisors. **Includes Heads of Unit, Heads of Departments, Heads of Task Forces.

Figure 2.A Trended presence of AD (non-management), All AD5-AD8 (Officials + Temporary Agents), and Temporary Agents as % of guiding rate for Ireland

Staff count excluding Linguists and UK nationals who changed nationality after the initiation of the Art.50 procedure

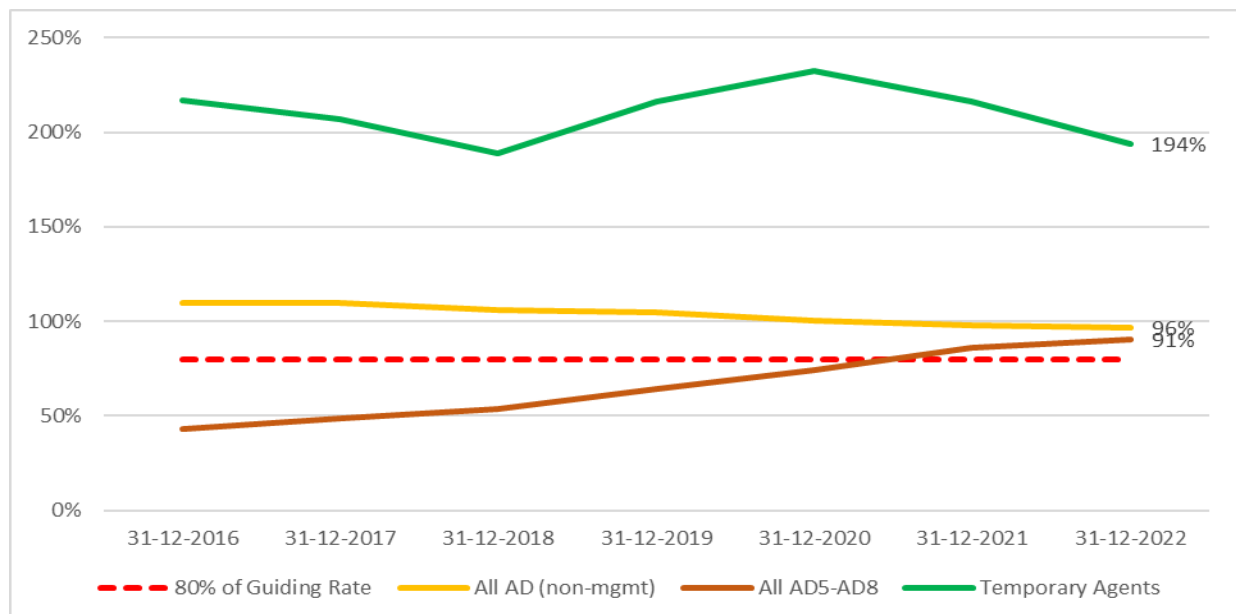
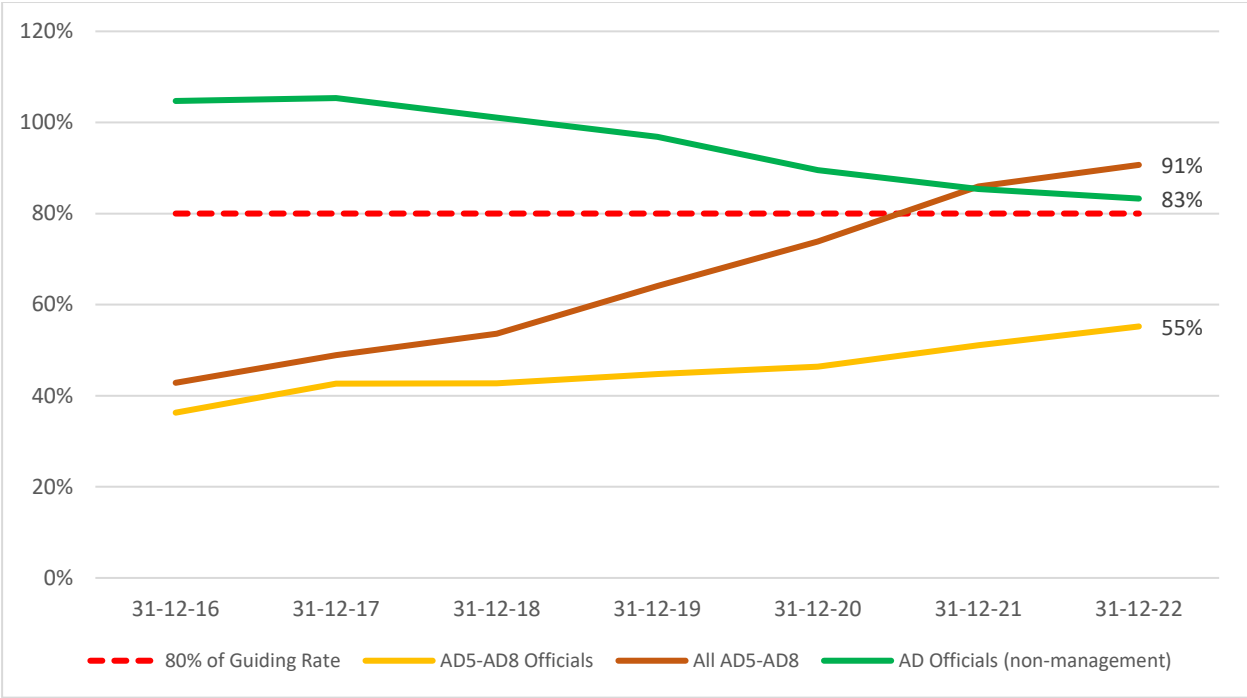


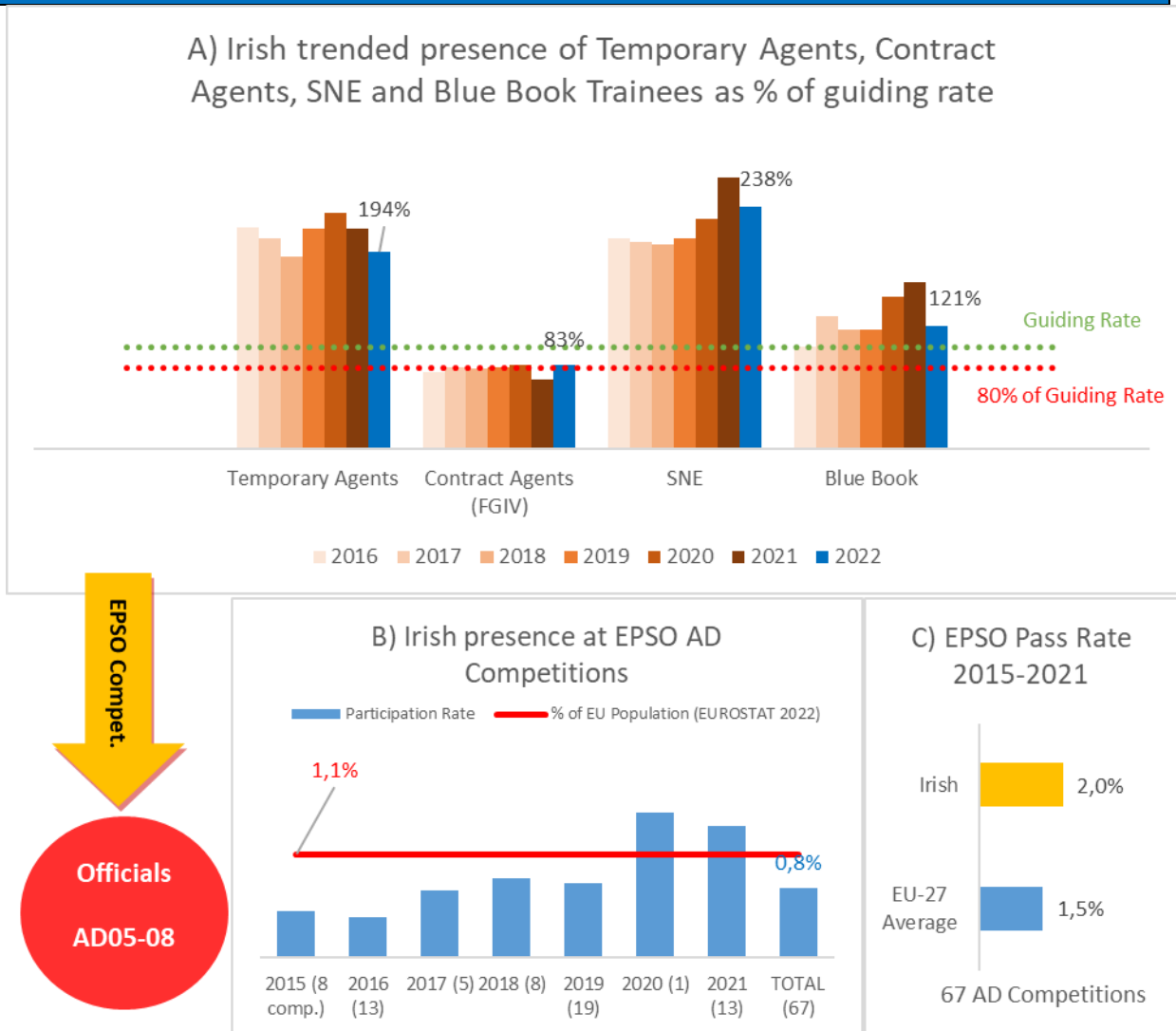
Figure 2.B. Trended presence of AD Officials (non-management), All AD5-AD8 (Officials + Temporary Agents), AD5-AD8 Officials (excluding Temporary Agents) as % of guiding rate for Ireland

Staff count excluding Linguists and UK nationals who changed nationality after the initiation of the Article 50 procedure



Data as of 31 December		2016	2017	2018	2019	2020	2021	2022
AD5-AD8 Off	Staff	23	26	26	27	27	29	30
	Share %	0,6%	0,7%	0,7%	0,7%	0,7%	0,8%	0,9%
All AD5-AD8	Staff	29	32	36	44	51	61	66
	Share %	0,7%	0,8%	0,9%	1,0%	1,2%	1,4%	1,5%
AD Off (non-mgmt)	Staff	156	157	153	149	139	132	128
	Share %	1,7%	1,7%	1,6%	1,5%	1,4%	1,4%	1,3%

Figure 3. Factors influencing Irish presence at the EC



A) Non-permanent Staff of Irish nationality is above 80% of the guiding rate in the Commission workforce, with shares above 80% of the guiding rate in 2022. Together with external candidates, they have access to EPSO (external) competitions that could lead to permanent contracts to become AD5-AD8 Officials. Temporary Agents and Contract Agents are eligible to apply for internal competitions.

B) Based on the EPSO AD Competitions between 2015 and 2019, the participation of Irish candidates is lower than the expected rate based on the size of the population. However, in 2020 and 2021 the participation rate more than doubled and is now higher than the expected rate.

C) The pass rate of EPSO AD competitions in the past 6 years is slightly higher than the EU average.¹¹The results from measures targeting EPSO competitions will depend on the frequency of these competitions.

¹¹ The indicated EPSO participation and success rate refers to an aggregated average of all AD competitions initiated between 2015-2021.

2.2. Outlook

Finally, Ireland's presence should also be interpreted in light of the following additional elements:

- The share of Irish Officials (21% of current AD staff of Irish nationality compared to 12% for the EU-27 average) set to retire from the Commission ("cliff edge" effect) between 2023 and 2026, which could potentially increase the under-representation further if recruitments do not compensate departures. The Commission will therefore follow carefully inflow and outflow trends;
- A very high proportion of Irish Administrators (AD5-8) are Temporary Agents (54%); and
- Lengthy and complex selection procedures, leading to a lower appeal of EU careers for Irish people¹². The new EPSO Competition framework has been adopted at the end of January 2023 and is aimed at shortening and simplifying selection procedures.

3. Measures to address under-representation

3.1. Actions and initiatives by Ireland

3.1.1. Current (updated by Ireland)

Ireland has for over 10 years been active in working to increase its staffing representation within the EU Institutions. These actions intensified in 2021 with the launch of the Government's strategy - *A Career for EU* following a commitment in the Programme for Government. In total, Ireland has made available a budget of over €4 million per annum for the following activities. Ireland currently engages 7 staff to work on these activities.

National efforts include:

1) **Promotion** of careers in the EU Institutions in Ireland, in particular within the education system, to encourage more Irish applicants for EU posts. This includes the organisation of a large-scale public communications campaign in 2022 on EU career opportunities featuring advertisements on busses, trains, trams, university campuses and targeted ads online. Hosting and maintaining a dedicated EU Careers website for potential Irish applicants, running and creating content for Irish EU Careers social media channels including on Youtube, Twitter and LinkedIn. Running a largescale mailing list to notify citizens of EU career opportunities. Speaking at numerous careers fairs, internship fairs and universities throughout the country. The development of a brochure outlining pathways into EU careers for prospective applicants. Engaging with second-level school guidance counsellors to encourage the promotion of EU careers to a younger cohort of students. Creating video testimonials of Irish citizens working in the institutions, working with partners such as EPSO and the European Movement Ireland, including the promotion of the Green Book publication.

2) Providing **targeted support and training** for Irish people interested in careers in the EU's institutions. This includes staffing and running a dedicated mailbox for responding to queries from Irish citizens about EU careers. Organising Webinars when new EPSO competitions are launched to provide

¹¹ Annex II - [A-Career-for-EU-EN-Final-Digital.pdf \(dfa.ie\)](#)

information to potential candidates. Providing candidates with training packs for CBT tests, funding training for candidates for various stages of EPSO competitions including simulation exercises and 1-1 interview coaching. Providing support and training to candidates applying to internal EU institution competitions, including to Blue Book trainees, JPPs and those on temporary contracts. The provision of 6 scholarships per annum for Irish students to study at the College of Europe. Ensuring that preparatory material is available in the Irish language for those applicants wishing to sit EPSO tests in Irish. Participating actively in the EPSO Expert Network to ensure our applicants have access to the latest information on EPSO competitions.

3) **Secondment of national Officials** to deepen engagement with EU institutions and regular engagement with SNEs on career opportunities within the Institutions.

3.1.2. Future (updated by Ireland)

- Continue to implement Ireland's 'A Career for EU' Strategy, including the actions mentioned above;
- Expanding the existing EU Jobs campaign, including increased promotion and outreach to second and third-level students. This will involve attending new careers fairs throughout the country in 2023;
- A continuation and expansion of the successful public communications campaign run in 2022, particularly the online elements;
- Expand the training options available to Irish candidates through partnerships with new training providers;
- Enhanced engagement with temporary staff in the Institutions to support them in furthering their careers within the institutions;
- Increase the funding of the Centrally Funded Scheme for Seconded National Experts to provide for the secondment of 50 Irish civil servants annually to the EU Institutions through the scheme by 2025, compared to 24 in May 2021;
- Continue to engage actively with the EPSO Expert Network;
- Continue to fund at least 6 scholarships per annum to the College of Europe.

3.2. European Commission's Measures

To strengthen geographical balance, the Commission will adopt measures taking into account the specificities of Ireland.

3.2.1 Actions aiming at redressing the observed imbalances in the short term, with impact on long term

In the short-term, actions aiming at improving geographical balance will mainly consist in promoting under-represented nationals in the recruitment process of non-permanent staff as statistics show that a significant part of successful candidates in external competitions belong to these categories.

As concerns the actions focussing on non-permanent non-linguistic AD level recruitments (which are valid both for the short and the longer term):

- DG HR launched in September 2022 a pilot project aiming to increase the share of Temporary Agents (TA) from under-represented Member States. DG HR is currently working with DGs to see how to increase the visibility of job vacancies, possibly yielding more applications from these Member States. The take-up of this initiative would need to be assessed before full roll-out, also in view of new IT solutions to handle large number of applicants. Commission DGs will be asked to **interview at least one candidate** from under-represented Member States when organising the selection of non-permanent staff as of September 2022.
 - These actions are expected to produce a short term effect and longer-term effect e.g. by organizing internal competitions, allowing the most successful non-permanent staff to be recruited as Officials. In this sense, the Commission ensured a greater predictability for this internal track by publishing a **calendar for internal competitions until 2024**.
- In parallel, DG HR is preparing **General Implementing Provisions** (GIPs), which will allow the adoption of appropriate measures to tackle geographical imbalances (including competitions by nationality) if required. The HR Strategy indicates that nationality based open competitions will be used, where appropriate and in line with EU law, following an analysis of the impact of Action Plans for underrepresented Member States. Whilst nationality-based open competitions are mentioned as possible appropriate measures under certain circumstances¹³, it needs to be ensured that they comply with Article 27 of the Staff Regulations.
- The **Blue Book Traineeships** are also a key entry point in the Commission. DG HR and DG EAC agreed to apply as of 2023 the Member States' **guiding rates** and replace the current geographical quotas to improve the geographical balance of the Virtual Blue Book candidate-trainees. For the October 2022 campaign, a top up was used to already improve the geographical balance of under-represented Member States and brought already positive results. All trainees already receive introductory training for EU Careers in general and positions as Contract Agents, AD5 and Junior Professionals Programme (JPP) in particular.

3.2.2. Actions aiming at correcting the underlying causes of imbalances in the longer term.

Actions aiming at correcting the causes of imbalances in the long term have a large spectrum. They include among others communication, outreach, targeted training.

- **External competitions:** The main measures in the EPSO Action Plan include:
 - a newly approved competition model focusing on reducing the duration of external competitions to 6 months, from publication of the notices of competition to publication of the reserve lists;
 - terminating the use of the Assessment Centre (oral tests) and using only written tests in the selection procedures;
 - creating a single-window review mechanism;
 - pre-publishing information materials for the EU knowledge test (used only for generalist AD and AST competitions);

¹³ Those appropriate measures must be justified and shall never result in recruitment criteria other than those based on merit. Before such appropriate measures are adopted, the appointing authority of the institution concerned shall adopt general provisions for giving effect to this paragraph in accordance with Article 110.

- possibly introducing a digital skills test for some competitions, in line with the needs of EPSO's institutional clients;
- universal use of remotely proctored tests;
- reasoning tests organised on a pass/fail basis (not ranked);
- multilingual competitions with some testing in one specific language, in line with the needs of EPSO's institutional clients.

Moreover, EPSO will continue to publish information on competitions in due time and will strive to enhance communication with successful candidates on its reserve lists. EPSO will also continue to provide targeted information on working and living conditions in Brussels and Luxembourg, including by providing relevant statistics and video staff testimonials.

EPSO will continue to produce webinars for Member States EU Careers experts, public video tutorials, public online landing pages and infographics (in all 24 languages), as well as social media posts and ads for each competition. EPSO's new website (June 2022) will remain the main information hub for external competitions.

- **Outreach:** The Commission will prepare promotional material on EU Careers tailored to Irish candidates, building on similar initiatives by Commission Representations in other Member States. The Commission will also mobilise available resources in the Commission's Representations in capitals to participate in outreach, public events and spread targeted communications materials thereby emphasising the opportunities EU careers offer (value based jobs, variety of policy fields, possibility to be hosted in other member States or in third countries outside EU, etc).
- **Management:** The Commission will continue to work on identification of talent for managerial functions and support those Officials who aspire to Middle Management and Senior Management, also targeting Officials coming from under-represented Member States. This includes tailored development programmes for aspiring Middle Managers and Senior Managers, and other support measures. For aspiring Senior Managers, this is in the form of individual coaching sessions, and for aspiring Middle Managers it is in the form of different learning experiences that include coaching, mentoring and career guidance.

3.3. Joint Measures

- Ireland, the Commission and EPSO plan to participate in career fairs in Ireland to promote EU Careers;
- The Commission Representation in Dublin, Ireland will make strategic use of programmes such as "back to school" and optimise the personal testimonies of Commission Officials to develop more targeted outreach. Ireland will amplify this outreach, where possible;
- Ireland, EPSO and the Commission Representation Office will prepare promotional materials tailored to Irish candidates based on the information provided by the Commission as well as the testimonials from Irish Officials;
- The EC Representations in Ireland, to continue to disseminate information relating to EU Careers and continue to collaborate with Ireland to provide support to citizens;
- The Commission aims to share the information material on recruitment (infographics, publications etc.) so the Capital can disseminate this information;

- Ireland and the Commission actively cooperate to reach potential candidates who have not traditionally seen a career for themselves in the EU institutions. This could include qualified candidates from lower socioeconomic backgrounds, from outside the main universities and centres of population, candidates with disabilities or with an ethnic minority background. These groups are currently underrepresented among Commission staff and reaching out to them could be a way of both increasing the talent pool and increasing diversity among Commission staff;
- Examine the possibility of the EC Representation in Ireland engaging further with “access” programmes for two of Ireland’s universities on the subjects of multilingualism and careers in the EU institutions;
- Irish authorities and the EC Representation located in Ireland will continue to highlight the importance of language learning and the levels required to apply for careers in the EU institutions.

4. Data and performance indicators

4.1. Data sharing on geographical balance

The Commission is conscious that Member States need to be regularly informed on the evolution of the situation regarding geographical balance. The 2018 report on geographical balance was a one-off exercise (as foreseen by the Staff Regulations). The Commission committed however to present **data on Staff geographical balance to the Working Party on Staff Regulations (WPSR) once a year** (higher frequency would not be appropriate for several reasons: statistical significance, influence of external constraints, technical factors; granularity is to be examined also in light of personal data protection; additional ad hoc requests could be examined on a case-to-case basis). This data will show a disaggregation of permanent and temporary staff administrators.

In addition, the Commission will continue to provide **comprehensive statistics at regular intervals** through different channels: via the Europa website (HR Statistics and Statistical Bulletin); three times a year directly to Permanent Representations (full staff listings); via regular updates to the WPSR on geographical balance.

4.2. Action Plan performance indicators

The measures implemented by Ireland, and the Commission will be assessed in the first quarter of 2024 according to the following indicators (non-exhaustive list). The baseline used will be 31 December 2021:

Output indicators (they relate to implemented operations/measures by measuring what is directly produced/supplied):

- Indicators related to promotional and communication activities to be developed based on the design/setup of the measure and internal capacities to collect the data:
 - Number of persons reached by information campaigns and participation in promotional events, where measurable;
 - Number of career events at which EU careers were promoted;
 - Number of EU Careers’ Student Ambassadors;

- Number of EU Careers' Staff Ambassadors;
- Number of people supported in EU recruitment competitions¹⁴;
- Number of scholarships per annum to the College of Europe;
- The creation of a joint inventory of outreach activities in Ireland (using 2022 as a baseline) to enable regular review (impact, budgetary requirements/provisions, etc.) and innovation.

Result indicators *(they capture the expected effects on participants or entities brought about by an operation/measure):*

- Number of applicants to the Blue Book Traineeship programme and number of trainees who start the traineeship;
- Number of Blue Book Trainees who become Commission staff;
- Number of successful candidates on the Junior Professionals Programme (JPP);
- Share of Temporary Agents and FGIV Contract Agents;
- Number of non-permanent staff and number of external candidates who become Contract Agents FGIV, AD5-AD8 Temporary Agents or AD5-AD8 Officials;
- Share of Administrators across various grades, focusing on AD5-AD8 Officials;
- Participation and success rate at EPSO competitions;¹⁵
- Number of SNEs becoming Contract Agents FGIV, AD5-AD8 Temporary Agents or AD5-AD8 Officials.

Every effort is and will continue to be made at national and EU level to use the channels available to promote the entry of Irish candidates into the EU institutions and the success of these efforts will be monitored as part of the performance indicators outlined.

While it is recognised that some measures will require time and all the work that has been carried out to date and in the future in this area, remains to bring Ireland's presence among permanent AD5-AD8 Officials to 80% of its guiding rate.

¹⁴ The results from measures targeting EPSO competitions will depend on the frequency of these competitions.

¹⁵ Ibid.

5. Next steps



As per the HR Strategy, the Commission, has committed to improve geographical balance by meeting all Member States and drafting joint Action Plans for those that are under-represented in entry grade categories of staff. This is part of a continuous and dynamic process and these Action Plans are to be seen as “living documents” where a regular working level exchange on the implementation is foreseen.

The implementation of the soft measures in the joint Action Plans, a number of which are already ongoing, will continue to be carried out during 2023. Based on the collected data on output and results indicators, the Commission will jointly with the Member State make an assessment of the impact of these measures during the first quarter of 2024.¹⁶

Based on the jointly reached conclusions from the assessment, it will be discussed whether to include further measures in addition to those already listed in this joint Action Plan.

In addition, an annual follow-up of the statistics in the Working Party on Staff Regulations is foreseen as well as regular monitoring of geographical balance and continuation of a dialogue with the Member States.

The Commission encourages Member States to share their best practices. Synergies can be achieved by launching joint actions in Brussels, including joint job fairs, and organizing communication and outreach events to promote EU Careers wherein the Commission and other EU institutions can participate.

¹⁶ The assessment will be based on measures starting from the 1st of January 2022.

6. Annex 1: Glossary on Staff Grades and Categories

Administrator: This percentage includes staff between AD5-AD16. It includes managers and Temporary Agents. It excludes linguists.

AD5-AD8 Officials: This percentage includes AD5-AD8 Officials. It excludes linguists and Temporary Agents.

All Commission staff: This percentages includes all ADs, ASTs and AST-SCs in the Commission. It includes linguists and Temporary Agents.

Average EPSO Pass Rate: This percentage shows the EPSO Competition pass rate in comparison to the average EU-27 pass rate (1,5%).

Blue Book Trainees (BBT): Twice a year, the Commission offers 5-month paid traineeships. The traineeships begin in March or October. This percentage includes both sessions per year.

Contract Agents (CA): Contract staff are employed for a limited period, with an initial contract of 6-12 months which can be renewed up to 6 years. This percentage only includes Contract Agents FG IV.

Guiding Rate: This rate is used to measure and determine whether an EU Member States is underrepresented or not according to Article 27 of the EU Staff regulation. It is calculated on the basis of: 1) population 2) number of seats in the European Parliament and 3) voting rules in the Council. A country is considered to be under-represented if there is a deviation of at least -20% from the guiding rate. It does not set indicative targets for future recruitments of certain nationalities.

Junior Professional Programme (JPP): This percentage includes selected Junior Professionals (up to 50 in total per year). The JPP is targeted at Blue Book Trainees, CAST Contract Agents and Temporary Agents with less than 3 years of work experience. It gives them the opportunity to participate in internal competitions to become EU Officials at the end of the programme.

Middle Management: This percentage includes Heads of Unit, Heads of Departments and Heads of Task Forces.

Participation at EPSO Competition: The participation rate shows the country's share of participation in EPSO AD competitions initiated between 2015 and 2021 compared to the share of its population among the EU-27.

Seconded National Experts (SNE): This percentage includes national or international civil servants who are working temporarily for the Commission but remain in the service of their national employer.

Senior Management: This percentage includes Directors-General, Deputy Directors-General, Hors Classe Advisors, Directors and Principal Advisors.

Temporary Agents (TA): Temporary Agents can perform specific tasks as an Administrator on a temporary basis. The maximum duration of the initial contract is four years. The contract can be renewed once for a maximum duration of two years.

7. Annex 2: Additional metrics on Ireland's presence in the Commission

Figure 1. Permanent and Temporary AD staff for Ireland at the Commission

Staff count excluding Management, Linguistic functions, UK nationals who changed nationality after the initiation of the Article 50 procedure

Date	Staff Group	Measures	AD5-AD14	AD5-AD8	AD9-AD12
31.12.21	Officials	Staff	132	29	66
		Share %	1.4%	0.8%	1.3%
	Temporary Staff	Staff	35	32	3
		Share %	3.5%	3.6%	2.9%
31.12.22	Officials	Staff	128	30	65
		Share %	1.3%	0.9%	1.3%
	Temporary Staff	Staff	40	36	2
		Share %	3.1%	3.1%	1.9%

Figure 2. Distribution of Permanent and Temporary AD staff for Ireland at the Commission

Staff count excluding Management, Linguistic functions, UK nationals who changed nationality after the initiation of the Article 50 procedure.

Data as of 31/12/2022	Age group							
	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
AD OFF+TA	6	11	16	18	22	31	34	30

Figure 3. Number of Irish AD Temporary Agents that started at the Commission per year

Staff count excluding Management, Linguistic functions, UK nationals who changed nationality after the initiation of the Article 50 procedure

	2017	2018	2019	2020	2021	2022
AD TA's	1	7	12	11	11	10

Figure 4. Estimated number of Retirements of Irish AD Officials 2023-2026

Staff count excluding UK nationals who changed nationality after the initiation of the Article 50 procedure.

	2023	2024	2025	2026	Total
AD Officials	6.9	6.6	6.6	7.0	27.1

