



European
Commission

ISSN 2599-6312

DRAFT GENERAL BUDGET OF THE EUROPEAN UNION

Working Document Part II

#EUBudget

2025
FINANCIAL
YEAR

Human resources of the EU
institutions and executive agencies

COM(2024) 300 - June 2024

Budget

The European Commission is not liable for any consequence stemming from the reuse of this publication.

Luxembourg: Publications Office of the European Union, 2023

© European Union, 2023



The reuse policy of European Commission documents is implemented based on Commission Decision 2011/833/EU of 12 December 2011 on the reuse of Commission documents (OJ L 330, 14.12.2011, p. 39). Except otherwise noted, the reuse of this document is authorised under a Creative Commons Attribution 4.0 International (CC-BY 4.0) licence (<https://creativecommons.org/licenses/by/4.0/>). This means that reuse is allowed provided appropriate credit is given and any changes are indicated.

For any use or reproduction of elements that are not owned by the European Union, permission may need to be sought directly from the respective rightholders.

All photos © European Union, unless otherwise stated.

Print	ISBN 978-92-68-14857-0		doi:10.2761/634402	KV-AO-24-003-EN-C
PDF	ISBN 978-92-68-14856-3	ISSN 2599-6312	doi:10.2761/073679	KV-AO-24-003-EN-N

DRAFT GENERAL BUDGET
of the European Union
for the financial year 2025

Working Document
Part II

**Draft General Budget
of the European Union
for the Financial Year 2025**

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

Draft Budget Working Documents

The 2025 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 2023.

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 2022 – 2025 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 2025 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 2024, information on assigned revenue (implementation in 2023 and estimation for 2025) and a progress report on outstanding commitments (RAL) pursuant to Articles 41(3)(d) and 41(8) 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 266(1) of the Financial Regulation.

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

Working Document VIII presents information on human resources and expenditure related to the external action of the European Union, pursuant to Article 41(10) and (11) 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, Common Provisioning Fund and Contingent Liabilities

Working Document XI presents the implementation of Budgetary Guarantees, the Common Provisioning Fund 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.

TABLE OF CONTENT

1. EVOLUTION OF HUMAN RESOURCES IN THE EU INSTITUTIONS AND EXECUTIVE AGENCIES	2
1.1 EXTERNAL STAFF – GENERAL COMMENTS.....	5
1.2 SPECIFIC COMMENTS ON EXTERNAL STAFF PER INSTITUTION	5
1.2.1 European Parliament (EP).....	5
1.2.2 Council.....	5
1.2.3 Commission.....	5
1.2.4 Court of Justice of the European Union (CoJ).....	6
1.2.5 European Court of Auditors (ECA).....	6
1.2.6 European Economic and Social Committee (EESC)	6
1.2.7 Committee of the Regions (CoR).....	6
1.2.8 European Ombudsman (EO).....	6
1.2.9 European Data Protection Supervisor (EDPS).....	6
1.2.10 European External Action Service (EEAS)	6
2. COMMISSION HUMAN RESOURCES 2024 – THE CURRENT SITUATION	7
2.1 GLOBAL PICTURE AS OF 1 APRIL 2024 OF THE STAFF IN PLACE	7
2.1.1 Breakdown of establishment plan posts & external staff.....	7
2.1.2 Overview of human resources financed within and outside heading 7 of the MFF in 2024	8
2.1.3 Overview of human resources financed from the EU budget: staff in place as of 01/04/2024 – split by heading of the MFF & category of personnel.....	10
2.2 OVERVIEW OF THE ESTABLISHMENT PLAN POSTS OCCUPIED AS OF 01/04/2024	11
2.2.1 Consolidated view on all budgets	11
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 01/04/2024.....	12
2.2.3 Commission establishment plan posts for research- indirect and direct actions	17
2.2.3.1 Indirect actions	17
2.2.3.2 Direct actions.....	20
2.2.4 Commission establishment plan posts for the Offices.....	24
2.3 OVERVIEW OF 2024 EXTERNAL STAFF (INCLUDING STAFF FINANCED BY EARMARKED REVENUE)	32
2.3.1 Contract agents.....	32
2.3.2 Other categories of external personnel in Commission representation offices in the Member States and in Commission delegations	35
2.3.3 Other categories of external personnel on 01/04/2024, all budget	42
2.4 OVERVIEW ON RECRUITMENT.....	43
2.4.1 Open lists of successful candidates.....	44
2.4.2 Planned competitions.....	51
2.5 OVERVIEW ON 2023 MOBILITY OF OFFICIALS.....	54
2.5.1 Mobility within the Commission.	54
2.5.2 Mobility between the Commission and the other institutions	56
2.6 POSTS OCCUPIED ON 31-12-2023.....	58
2.6.1 Gender Equality.....	61
3. COMMISSION HUMAN RESOURCES – THE REQUEST FOR 2025 DRAFT BUDGET	66
3.1 2025 DRAFT BUDGET: THE GLOBAL REQUEST FOR HUMAN RESOURCES	66
3.1.1 The overall picture for year 2025	66

3.1.2	<i>Overview of establishment plan posts & estimated FTE of external staff requested for 2025 - by category of staff</i>	68
3.1.3	<i>Overview of establishment plan posts & estimated FTE of external staff requested for 2025 within and outside Heading 7 of the MFF</i>	69
3.2	2025 DB: THE ESTABLISHMENT PLANS.....	70
3.2.1	<i>Global evolution for 2025</i>	70
3.2.2	<i>Human resources by institution</i>	70
3.2.2.1	Priorities for 2025.....	70
3.2.3	<i>Commission human resources</i>	71
3.2.4	<i>2025 pre-allocation on the operating budget</i>	74
3.2.4.1	Establishment plan posts (operating budget – Commission & Administrative/European Offices).....	74
	<i>2025 Pre-Allocation</i>	74
	Redeploying staff to priority tasks.....	74
3.2.5	<i>Adjusting staff structure to future needs</i>	75
3.2.6	<i>Other transformations to the establishment plans</i>	75
3.2.6.1	Commission establishment plan - Operating Budget.....	75
	<i>Career policy measures</i>	75
	<i>Conversion of some former D-category posts into appropriations for contract agents</i>	75
	<i>Conversion of temporary establishment plan posts into permanent</i>	76
3.2.6.2	Establishment plans of the offices.....	76
3.2.6.3	Transfer of activities and other technical adjustments between establishment plans (Commission/offices/other institutions).....	77
3.2.7	<i>Commission establishment plan - Research budget</i>	77
3.2.7.1	Indirect Research.....	77
3.2.7.2	Direct Research.....	78
3.2.7.3	Human resources requested in executive agencies.....	78
3.2.8	<i>Net impact of the overall request</i>	80
3.2.8.1	On the Commission establishment plan – Operating Budget (excl. Research & Offices).....	81
3.2.8.2	On the Commission establishment plan – Research Budget.....	84
3.2.8.3	On the establishment plan of the Offices.....	87
3.2.8.4	On the establishment plan of the Commission: All budget, Permanent and temporary posts including Offices.....	98
3.3	2025 DB: APPROPRIATIONS FOR THE EXTERNAL STAFF.....	99
3.3.1	<i>Global evolution for 2025</i>	99
3.3.2	<i>Evolution of external staff financed under other Headings of the MFF</i>	100
3.3.2.1	External staff financed under articles 01 01 01 12 and 01 01 02 12 (Indirect and Direct Research) 100	
3.3.2.2	External staff financed under operational budget lines (former BA lines).....	100
3.4	2024 DB: ADMINISTRATIVE SUPPORT EXPENDITURE FINANCED BY THE PROGRAMMES.....	102
3.4.1	<i>Appropriations implemented in 2023</i>	102
3.4.2	<i>Support expenditure for programmes under headings 1-6</i>	104
4.	GLOSSARY	111

FOREWORD

Draft Budget 2025 - the Commission's request for Human Resources

The Commission's draft budget proposal for 2025 (DB 2025) presents a net increase of 86 Full Time Equivalents (FTE, 0,27 %), with a net reduction of 30 establishment plan posts (-0,13 %) and an increase of 116 FTE (1,29 %) of external personnel.

The occupation of the Commission establishment plan on 01/04/2024 is 99,1 %.

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 2023, 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 01/04/2024** 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 2025 DB request**' concentrates on the **Commission request for establishment plan posts and appropriations of external personnel** to be financed in the 2025 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 2025 request (point 3), i.e. resources in place versus estimates. Furthermore, the DB 2025 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 2023-2025.¹

Evolution of Human Resources															
Institution	Type of human resources	B2023 (incl. DAB5/2023)		B2024		Evolution 2024 / 2023			DB2025		Evolution 2025 / 2024				
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE		
European Parliament	Officials and Temporary staff	761.115.399	6.923	831.385.299	6.923	9,2%	0	0,0%	889.604.411	6.825	7,0%	-98	-1,4%		
	Contract agents	126.873.248	2.100	143.699.900	2.199	13,3%	99	4,7%	152.912.000	2.231	6,4%	32	1,5%		
	Seconded National Experts	2.501.557	42	3.064.000	47	22,5%	5	11,9%	3.194.000	47	4,2%	0	0,0%		
	Intérimaires	711.900	10	730.000	10	2,5%	0	0%	775.000	10	6,2%	0	0%		
	Parliamentary Assi stants	144.678.091	2.086	139.750.000	1.863	-3,4%	-223	-10,7%	176.373.427	2.225	26,2%	362	19,4%		
	TOTAL External personnel	274.764.796	4.238	287.243.900	4.119	4,5%	-119	-2,8%	333.254.427	4.513	16,0%	394	9,6%		
	TOTAL STAFF EP	1.035.880.195	11.161	1.118.629.199	11.042	8,0%	-119	-1,1%	1.222.858.838	11.338	9,3%	296	2,7%		
European Council & Council	Officials and Temporary staff	381.786.757	3.029	405.343.234	3.029	6,2%	0	0,0%	428.627.530	3.029	5,7%	0	0,0%		
	Contract agents	12.386.000	232	12.543.729	232	1,3%	0	0,0%	13.040.000	232	4,0%	0	0,0%		
	Seconded National Experts	1.334.000	22	1.439.000	22	7,9%	0	0,0%	1.472.000	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	237.000	3	242.000	3	2,1%	0	0,0%	244.000	3	0,8%	0	0,0%		
	TOTAL External personnel	13.957.000	257	14.224.729	257	1,9%	0	0,0%	14.756.000	257	3,7%	0	0,0%		
	TOTAL STAFF COUNCIL	395.743.757	3.286	419.567.963	3.286	6,0%	0	0,0%	443.383.530	3.286	5,7%	0	0,0%		
Commission	Heading 7	Officials and Temporary staff	2.779.271.000	20.359	2.897.670.000	20.345	4,3%	-14	-0,1%	3.014.146.576	20.336	4,0%	-9	0,0%	
		Contract agents	175.657.493	3.181	189.430.209	3.217	7,8%	35	1,1%	204.357.051	3.257	7,9%	40	1,2%	
		Seconded National Experts	46.350.647	740	50.459.949	750	8,9%	10	1,4%	53.176.657	760	5,4%	10	1,3%	
		Local agents	12.653.000	163	15.229.000	159	20,4%	-4	-2,5%	15.002.000	157	-1,5%	-2	-1,1%	
		Intérimaires	11.228.298	188	11.199.246	174	-0,3%	-14	-7,4%	11.112.593	166	-0,8%	-8	-4,4%	
		TOTAL External personnel	245.889.438	4.272	266.318.404	4.299	8,3%	28	0,6%	283.648.301	4.339	6,5%	40	0,9%	
		TOTAL STAFF COMMISSION H7	3.025.160.438	24.631	3.163.988.404	24.644	4,6%	14	0,1%	3.297.794.877	24.675	4,2%	31	0,1%	
	Outside heading 7	Direct & Indirect research	Officials and Temporary staff	399.866.870	3.056	424.506.963	3.032	6,2%	-24	-0,8%	431.116.586	3.011	1,6%	-21	-0,7%
			External personnel	96.545.243	1.289	101.977.787	1.292	5,6%	3	0,2%	100.833.813	1.269	-1,1%	-23	-1,8%
		Operational programmes	TOTAL STAFF RESEARCH	496.412.113	4.345	526.484.750	4.324	6,1%	-21	-0,5%	531.950.399	4.280	1,0%	-44	-1,0%
			Contract agents	179.963.230	1.837	206.034.823	1.989	14,5%	152	8,3%	231.646.736	2.087	12,4%	98	4,9%
			Local agents	140.385.035	1.433	147.404.502	1.423	5,0%	-10	-0,7%	157.946.001	1.423	7,2%	0	0,0%
	TOTAL External personnel	320.348.265	3.270	353.439.325	3.412	10,3%	142	4,3%	389.592.737	3.510	10,2%	98	2,9%		
	TOTAL STAFF COMMISSION outside H7	816.760.378	7.615	879.924.075	7.736	7,7%	121	1,6%	921.543.136	7.790	4,7%	54	0,7%		
	TOTAL STAFF COMMISSION (1)	3.841.920.816	32.246	4.043.912.479	32.380	5,3%	135	0,4%	4.219.338.013	32.465	4,3%	85	0,3%		
Executive Agencies (EA)	Officials and Temporary staff	113.286.607	800	118.495.670	801	4,6%	1	0,1%	126.095.963	803	6,4%	2	0,2%		
	Contract agents	167.170.410	2.333	171.966.003	2.360	2,9%	27	1,2%	192.273.940	2.368	11,8%	8	0,3%		
	Seconded National Experts	1.271.167	18	1.159.310	18	-8,8%	0	0,0%	1.331.608	17	14,9%	-1	-5,6%		
	TOTAL External personnel	168.441.576	2.351	173.125.313	2.378	2,8%	27	1,1%	193.605.548	2.385	11,8%	7	0,3%		
	TOTAL STAFF EA (2)	281.728.183	3.151	291.620.983	3.179	3,5%	28	0,9%	319.701.511	3.188	9,6%	9	0,3%		
	TOTAL Officials and Temporary staff	3.292.424.477	24.215	3.440.672.633	24.178	4,5%	-37	-0,2%	3.571.359.125	24.150	3,8%	-28	-0,1%		
TOTAL External personnel	831.224.522	11.182	894.860.829	11.381	7,7%	200	1,8%	967.680.399	11.503	8,1%	122	1,1%			
TOTAL STAFF COMMISSION & EA (1) + (2)	4.123.648.999	35.397	4.335.533.462	35.559	5,1%	163	0,5%	4.539.039.524	35.653	4,7%	94	0,3%			

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

Institution	Type of human resources	B2023 (incl DAB5/2023)		B2024		Evolution 2024 / 2023			DB2025		Evolution 2025 / 2024		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
Court of Justice	Officials and Temporary staff	306.211.903	2.114	319.180.000	2.114	4,2%	0	0,0%	337.304.000	2.114	5,7%	0	0,0%
	Contract agents	10.547.000	194	10.371.000	187	-1,7%	-7	-3,6%	11.479.000	187	10,7%	0	0,0%
	Seconded National Experts	1.078.000	17	1.213.000	18	12,5%	1	4,3%	1.234.000	18	1,7%	0	0,0%
	Intérimaires	178.000	4	232.000	5	30,3%	1	25,6%	244.000	5	5,2%	0	2,0%
	TOTAL External personnel	11.803.000	215	11.816.000	210	0,1%	-5	-2,4%	12.957.000	210	9,7%	0	0,0%
	TOTAL STAFF COURT OF JUSTICE	318.014.903	2.329	330.996.000	2.324	4,1%	-5	-0,2%	350.261.000	2.324	5,8%	0	0,0%
Court of Auditors	Officials and Temporary staff	130.819.422	882	139.551.000	882	6,7%	0	0,0%	144.488.000	882	3,5%	0	0,0%
	Contract agents	5.859.000	85	5.957.360	80	1,7%	-5	-6,2%	6.185.000	85	3,8%	5	6,3%
	Seconded National Experts	2.336.000	33	2.468.000	36	5,7%	3	9,1%	2.311.000	31	-6,4%	-5	-13,9%
	Intérimaires	197.000	4	264.000	6	34,0%	2	50,0%	285.000	6	8,0%	0	0,0%
	TOTAL External personnel	8.392.000	122	8.689.360	122	3,5%	0	-0,2%	8.781.000	122	1,1%	0	0,0%
	TOTAL STAFF COURT OF AUDITORS	139.211.422	1.004	148.240.360	1.004	6,5%	0	0,0%	153.269.000	1.004	3,4%	0	0,0%
European Economic and Social Committee	Officials and Temporary staff	82.988.447	671	87.573.505	670	5,5%	-1	-0,1%	92.785.763	670	6,0%	0	0,0%
	Contract agents	2.653.149	49	2.731.125	49	2,9%	0	0,0%	2.793.576	49	2,3%	0	0,0%
	Seconded National Experts	462.000	7	480.000	7	3,9%	0	0,0%	500.000	7	4,2%	0	0,0%
	Intérimaires	134.694	2	139.800	2	3,8%	0	0,0%	149.000	2	6,6%	0	0,0%
	TOTAL External personnel	3.249.843	58	3.350.925	58	3,1%	0	0,0%	3.442.576	58	2,7%	0	0,0%
	TOTAL STAFF EESC	86.238.290	729	90.924.430	728	5,4%	-1	-0,1%	96.228.339	728	5,8%	0	0,0%
Committee of the Regions	Officials and Temporary staff	63.990.586	496	68.463.203	496	7,0%	0	0,0%	73.742.000	496	7,7%	0	0,0%
	Contract agents	4.642.173	74	4.952.486	80	6,7%	6	8,1%	5.337.478	80	7,8%	0	0,0%
	Seconded National Experts	616.563	11	616.563	11	0,0%	0	0,0%	660.339	11	7,1%	0	0,0%
	Intérimaires	242.365	4	254.968	4	5,2%	0	0,0%	273.070	4	7,1%	0	0,0%
	TOTAL External personnel	5.501.101	89	5.824.017	95	5,9%	6	6,7%	6.270.887	95	7,7%	0	0,0%
	TOTAL STAFF COMMITTEE OF REGIONS	69.491.687	585	74.287.220	591	6,9%	6	1,0%	80.012.887	591	7,7%	0	0,0%
European Ombudsman	Officials and Temporary staff	9.107.366	75	9.651.707	75	6,0%	0	0,0%	10.550.000	75	9,3%	0	0,0%
	Contract agents	450.500	7	450.500	8	0,0%	1	14,3%	503.000	8	11,7%	0	0,0%
	Seconded National Experts	0	0	0	0	0,0%	0	0,0%	0	0	0,0%	0	0,0%
	Intérimaires	0	0	0	0	0,0%	0	0,0%	0	0	0,0%	0	0,0%
	TOTAL External personnel	450.500	7	450.500	8	0,0%	1	14,3%	503.000	8	11,7%	0	0,0%
	TOTAL STAFF EUROPEAN OMBUDSMAN	9.557.866	82	10.102.207	83	5,7%	1	1,2%	11.053.000	83	9,4%	0	0,0%
European Data-Protection Supervisor	Officials and Temporary staff	10.003.202	89	11.137.500	89	11,3%	0	0,0%	12.181.000	89	9,4%	0	0,0%
	Contract agents	3.221.500	48	3.411.746	48	5,9%	0	0,0%	3.985.900	53	16,8%	5	10,4%
	Seconded National Experts	603.000	9	675.000	9	11,9%	0	0,0%	756.000	9	12,0%	0	0,0%
	Intérimaires	114.000	2	120.000	2	5,3%	0	-0,3%	126.000	2	5,0%	0	0,0%
	TOTAL External personnel	3.938.500	59	4.206.746	59	6,8%	0	0,0%	4.867.900	64	15,7%	5	8,5%
	TOTAL STAFF EDPS	13.941.702	148	15.344.246	148	10,1%	0	0,0%	17.048.900	153	11,1%	5	3,4%

Institution	Type of human resources	B2023 (incl. DAB5/2023)		B2024		Evolution 2024 / 2023			DB2025		Evolution 2025 / 2024		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
European External Action Service	Officials and Temporary staff	295.568.399	1.753	314.922.000	1.752	6,5%	-1	-0,1%	338.590.000	1.752	7,5%	0	0,0%
	Contract agents	48.678.139	634	53.141.336	643	9,2%	9	1,4%	54.784.653	644	3,1%	1	0,2%
	Seconded National Experts	21.495.000	587	29.527.504	642	37,4%	55	9,4%	29.702.734	642	0,6%	0	0,0%
	Local agents	70.036.000	1.740	90.036.192	1.736	28,6%	-4	-0,2%	90.895.000	1.745	1,0%	9	0,5%
	Intérimaires	1.306.000	37	1.384.400	40	6,0%	3	7,3%	1.157.000	31	-16,4%	-9	-22,9%
	TOTAL External personnel	141.515.139	2.998	174.089.432	3.061	23,0%	63	2,1%	176.539.387	3.062	1,4%	1	0,0%
TOTAL STAFF EEAS	437.083.538	4.751	489.011.432	4.813	11,9%	62	1,3%	515.129.387	4.814	5,3%	1	0,0%	
TOTAL Official and Temporary staff		5.334.015.958	40.247	5.627.880.081	40.208	5,5%	-39	-0,1%	5.899.231.829	40.082	4,8%	-126	-0,3%
TOTAL External personnel		1.294.796.401	19.225	1.404.756.438	19.370	8,5%	145	0,8%	1.529.052.576	19.892	8,8%	522	2,7%
TOTAL STAFF		6.628.812.359	59.472	7.032.636.519	59.578	6,1%	106	0,2%	7.428.284.405	59.974	5,6%	396	0,7%

1.1 External staff – general comments

Variations from one year to another in the population of external personnel may be significant, as needs can be difficult to predict and might change significantly in the course of the year for various reasons (maternity, sick leave, reinforcement etc.). Furthermore, it has to be borne in mind that the number of agency staff ('Intérimaires') can only be a snapshot of the situation at a given point in time and may vary substantially from one year to another.

Figures for 2024 have been updated to take account of the result of the voted budget 2024.

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 443 FTE 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 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 2024. In the case of the European Data Protection Supervisor, a limited part of the request, related to the Artificial Intelligence Act has been granted, taking account of the new tasks and the amendments of the co-legislators. 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 statement of estimates includes the internalisation of 32 external IT experts as contract agents, and the appropriations for a possible additional 362 accredited parliamentary assistants, in line with the EP internal rules.

1.2.2 Council

The number of external staff in 2025 remains stable at the level of 2024.

1.2.3 Commission

The 2025 draft budget includes a net increase of 85 FTE (a decrease of 30 establishment plan post and an increase of 115 FTE for external personnel), financed across all headings of the Multiannual Financial Framework. This is mainly due to the conversion of 22 establishment plan posts (ex-D officials) into appropriations for contractual agents. 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: 11 FTE for CBAM ('Carbon Border Adjustment Mechanism'), 13 establishment plan posts under Heading 7 and five 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, 50 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 FTEs is planned under the European Defence Industrial Programme (EDIP), to be financed from the operational programmes, pending approval of the proposal by

the co-legislators. With respect to the research budget, a decrease of 23 FTEs is included under the Direct Research.

1.2.4 Court of Justice of the European Union (CoJ)

The number of external staff in 2025 remains stable at the level of 2024.

1.2.5 European Court of Auditors (ECA)

The number of external staff in 2025 remains stable at the level of 2024.

1.2.6 European Economic and Social Committee (EESC)

Following the adjustment by the Commission (-2 contract agents), the number of external staff in the EESC remains stable at the 2024 level.

1.2.7 Committee of the Regions (CoR)

Following the adjustment by the Commission (-30 contract agents), the number of external staff in the CoR remains stable at the 2024 level.

1.2.8 European Ombudsman (EO)

The number of external staff in 2025 remains stable at the level of 2024.

1.2.9 European Data Protection Supervisor (EDPS)

Following the adjustment by the Commission (-5 contract agents), the number of external staff in the EDPS/ EDPB leads to an overall increase of external staff of 5 FTE. This is strictly linked to the adoption of the Artificial Intelligence Act, which brings very specific new tasks to the institution.

1.2.10 European External Action Service (EEAS)

The Commission adjusted the EEAS request by decreasing the number of external staff by 5 contract agents and 1 Seconded National Expert.

2. COMMISSION HUMAN RESOURCES 2024 – THE CURRENT SITUATION

2.1 Global picture as of 1 April 2024 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 01/04/2024 does not exactly compare, by definition, with the estimates of FTE units authorised by the appropriations voted for posts and external personnel in the 2024 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 01/04/2024 - FINANCED UNDER THE EU BUDGET

CATEGORY		Officials and temporary agents	Contract Agents	Local agents in Delegations and representations	Seconded national experts	Agency staff	Service providers and other residual categories (1)	TOTAL
HEADING 7 OF THE MFF	Headquarters	19.286	2.889		934	179	69	23.357
	In Delegations	592	6	126	19			743
	In Representations	178	340	16		10	1	545
	TOTAL HEADING 7	20.056	3.235	142	953	189	70	24.645
OUTSIDE HEADING 7	Headquarters	2.824	2.007		89	109	15	5.044
	In Delegations	7	1.051	1.423	27			2.508
	TOTAL OUTSIDE HEADING 7	2.831	3.058	1.423	116	109	15	7.552
TOTAL HEADQUARTERS		22.110	4.896	0	1.023	288	84	28.401
TOTAL IN DELEGATIONS		599	1.057	1.549	46	0	0	3.251
TOTAL IN REPRESENTATIONS		178	340	16	0	10	1	545
TOTAL		22.887	6.293	1.565	1.069	298	85	32.197

COMMISSION STAFF IN PLACE AS OF 01/04/2024 - FINANCED FROM ASSIGNED REVENUE

		Officials and temporary agents	Contract Agents	Local agents in Delegations and representations	Seconded national experts	Agency staff	Service providers and other residual categories (1)	TOTAL
ASSIGNED REVENUE	Offices		311			16	26	353
	Trust Funds (Headquarters)		119			1		120
	Trust Funds Delegations		56	10				66
	Facility For Refugees In Turkey		41	12				53
	European Peace Facility (EPF) - Headquarters		25					25
	DG at Headquarters - R0		78		11			89
	DG at Headquarters-NGEU		235				19	254
	DGs at Headquarters		212					212
	Competitive actions of the Joint Research Center		396					396
	Digital Services Act (DSA)		50		7	1		58
	Innovation Fund		14					14
	TOTAL			1.537	22	18	37	26

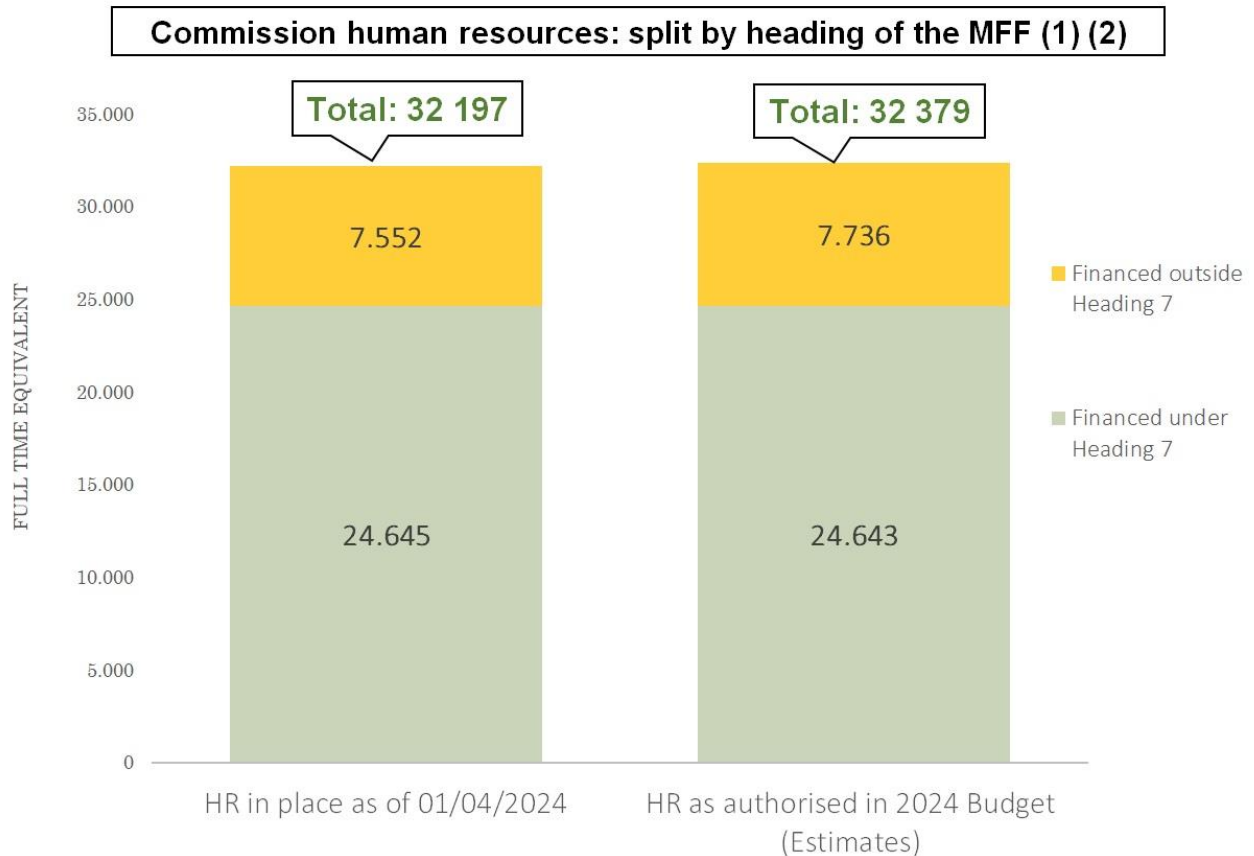
(1) Of which: - Residual private law contract in Belgium and Luxembourg: 64 persons financed by the operating budget.
- External personnel technical assistance: 31 persons.
- JRC grant holders: 15 heads financed by the research budget.

In addition to the 32 197 staff in place as of 01/04/2024 financed under the EU budget, 1 640 staff was working for the Commission as of 01/04/2024 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 2024

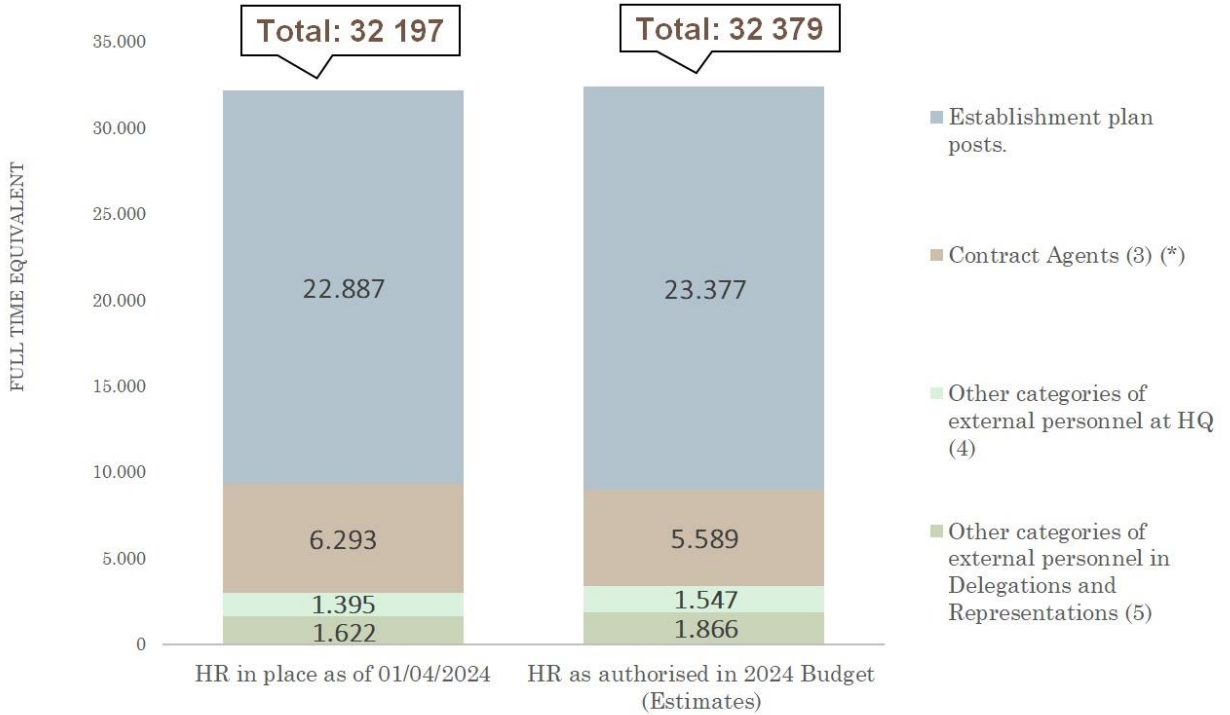
The above *caveat* applies for the tables below. The first table is an estimate of the distribution between Commission human resources financed **under heading 7** 'Administration' of the MFF and human resources financed **outside heading 7** of the MFF.



- (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.

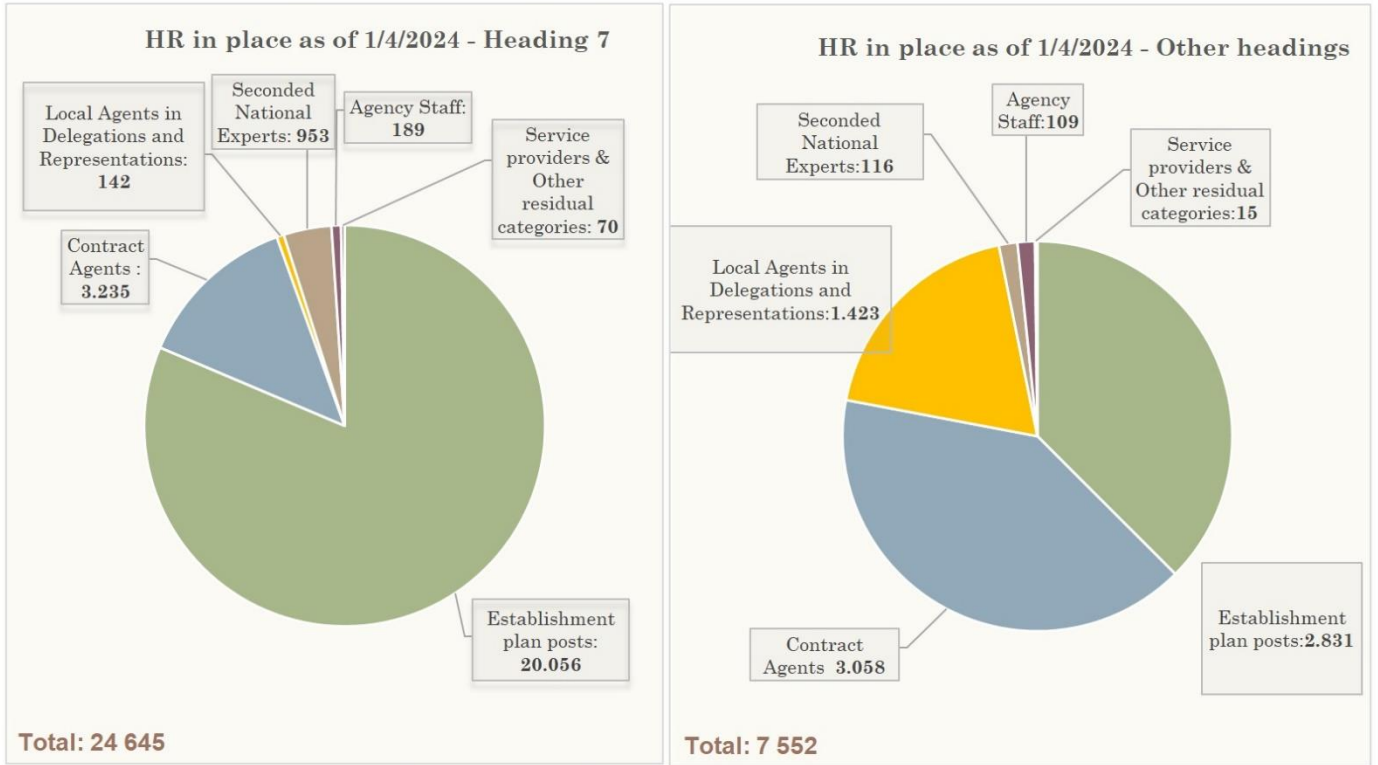
COMMISSION HUMAN RESOURCES: SPLIT BY CATEGORY (1) (2)



- (1) As included in the budgetary statements or estimated on the basis of average costs and expected distribution between categories.
(2) Excluding external personnel financed from earmarked revenue.
(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 01/04/2024 – split by heading of the MFF & category of personnel.

Personnel in place as of 01/04/2024 - split by heading of the MFF & category (1) (2)



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

2.2 Overview of the establishment plan posts occupied as of 01/04/2024

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	497	220	55	772	12	4	0	16					509	224	55	788
DG Budget	295	146	34	475				0					295	146	34	475
Cabinets	227	173	72	472									227	173	72	472
DG Climate Action	187	40	11	238	11	6	0	17					198	46	11	255
DG Communication	320	217	31	568									320	217	31	568
DG Communications Networks, Content and Technology	260	114	23	397	139	82	15	236					399	196	38	633
DG Competition	585	156	96	837									585	156	96	837
DG Defence Industry and Space	102	30	4	136	40	16	2	58					142	46	6	194
DG Economic and Financial Affairs	427	95	41	563									427	95	41	563
DG Education, Youth, Sport and Culture	232	91	21	344	22	9	0	31					254	100	21	375
DG Employment, Social Affairs and Inclusion	378	144	44	566	7	3	0	10					385	147	44	576
DG Energy	314	147	37	498	53	6	2	61					367	153	39	559
DG Environment	303	100	17	420	5	3	0	8					308	103	17	428
DG Financial Stability, Financial Services and Capital Markets Union	273	63	23	359									273	63	23	359
DG Health Emergency Preparedness and Response Authority	46	8	3	57	4	3	0	7					50	11	3	64
DG Health and Food Safety	451	143	44	638	4	2	0	6					455	145	44	644
DG Human Resources and Security	310	513	163	986	5	27	10	42					315	540	173	1.028
DG European Civil Protection and Humanitarian Aid Operations (ECHO)	196	95	18	309									196	95	18	309
DG Informatics	269	174	24	467									269	174	24	467
DG Internal Market, Industry, Entrepreneurship and SMEs	395	143	36	574	27	3	1	31					422	146	37	605
DG International Partnerships	714	188	39	941									714	188	39	941
DG Interpretation	546	91	39	676									546	91	39	676
Joint Research Centre	4	4		8	837	633	56	1.527					841	637	56	1.534
DG Justice and Consumers	260	86	26	372									260	86	26	372
DG Maritime Affairs and Fisheries	200	48	16	264	5	3	0	8					205	51	16	272
DG Migration and Home Affairs	329	91	38	458	12	5	4	21					341	96	42	479
DG Mobility and Transport	252	87	19	358	31	2	0	33					283	89	19	391
DG Neighbourhood and Enlargement Negotiations	329	90	24	443									329	90	24	443
European Anti-Fraud Office									205	86	13	304	205	86	13	304
European Personnel Selection Office									39	55	6	100	39	55	6	100
Office for Infrastructure and Logistics in Brussels									96	187	1	284	96	187	1	284
Office for Infrastructure and Logistics in Luxembourg									29	58	11	98	29	58	11	98
DG Regional and Urban Policy	349	134	29	512	1	2	0	3					350	136	29	515
DG Research and Innovation	23	3	0	26	484	203	29	716					507	206	29	742
DG Structural Reform Support	91	31	2	124									91	31	2	124
DG Taxation and Customs Union	311	94	19	424									311	94	19	424
DG Trade	420	111	46	577									420	111	46	577
DG Translation	1.446	244	96	1.786									1.446	244	96	1.786
Eurostat	342	195	28	565									342	195	28	565
Inspire, Debate, Engage and Accelerate Action	21	4	2	27									21	4	2	27
Internal Audit Service	114	17	6	137									114	17	6	137
Legal Service	274	88	27	389									274	88	27	389
Office for the Administration and Payment of Individual Entitlements (PMO)									41	100	1	142	41	100	1	142
Publications Office									134	397	19	550	134	397	19	550
Secretariat general	447	168	55	670									447	168	55	670
Service for Foreign Policy Instruments	76	29	3	108									76	29	3	108
Staff committee - representative trade unions and staff associations	22	12	3	37									22	12	3	37
Total	12.637	4.627	1.314	18.578	1.699	1.012	119	2.831	544	883	51	1.478	14.880	6.523	1.484	22.887

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 01/04/2024.

Evolution of the Occupation of Posts at the Commission*																
2002-2024 (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%
	2010,0				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%
	2014,0				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							
	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	18.737	18.737	18.737	18.737	18.741	18.741	18.741	18.741	18.757	18.757	18.757	18.757				
Occupied posts	18.410	18.366	18.370	18.414	18.476	18.493	18.494	18.628	18.557	18.579	18.552	18.647				
Vacant posts	327	371	367	323	265	248	247	113	200	178	205	110				
%	1,7%	2,0%	2,0%	1,7%	1,4%	1,3%	1,3%	0,6%	1,1%	0,9%	1,1%	0,6%				

(*) 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 needs to bridge the transition to the new Commission could temporarily result in a higher occupation at the end of 2024 and beginning of 2025.

The number of vacancies on 1 January 2024 amounted to 200 or 1,1 % of the total authorised establishment plan, decreasing slightly to 0,9 % on **1 April 2024**. The forecast for the year end is that 99,4 % 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 01/04/2024 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 Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Cabinets			4	9	7	10	15	13	12	8	28	18	14	8	23	11	10	7	11	7	4	3	3	2	131	96	227	
Secretariat-General	1	3	5	5	14	20	14	22	21	17	16	17	27	17	50	24	19	27	32	26	17	11	20	22	236	211	447	
Legal Service		1		7	5	16	12	22	19	22	16	10	16	18	22	23	7	16	7	14	2	1	12	6	118	156	274	
Communication		1	2	2	10	8	11	18	27	24	16	15	23	12	21	28	18	14	20	16	5	4	17	8	170	150	320	
Inspire, Debate, Engage and Accelerate Action					1	1			1	1		6		3		3	1	2					2	3	18	21		
Budget			4	4	2	8	7	13	8	12	6	11	10	23	16	28	22	22	23	27	7	8	19	15	124	171	295	
Human Resources and Security			1	4	5	12	12	9	14	18	19	13	14	14	21	15	14	13	11	16	13	4	38	30	162	148	310	
Digital Services			1	1	1	9	2	6	1	7	1	16	5	13	9	21	9	64	25	50	4	5	11	8	69	200	269	
Internal Audit Service			2		1	3	1	4	6	4	3	3	1	3	9	10	11	7	12	11	6	2	11	4	63	51	114	
Economic and Financial Affairs		2	1	2	6	17	5	27	8	28	5	21	22	21	24	55	23	26	30	37	10	3	29	25	163	264	427	
Internal Market, Industry, Entrepreneurship and SMEs			4	1	5	13	15	21	28	30	15	13	23	22	36	27	25	15	15	18	16	6	22	25	204	191	395	
Defence Industry and Space		1			1	6	4	4	1	7	2	8	8	6	7	14	5	6	5	6	2	1	4	4	39	63	102	
Competition		1	3	5	10	17	8	22	16	19	9	14	13	24	30	38	37	30	61	44	8	15	90	71	285	300	585	
Employment, Social Affairs and Inclusion			3	2	13	5	11	22	18	20	7	24	23	22	32	26	21	16	23	23	18	5	22	22	191	187	378	
Agriculture and Rural Development		1	1	4	6	11	10	21	35	39	24	29	35	25	45	30	14	18	33	28	35	29	17	7	255	242	497	
Mobility and Transport			2	2	7	16	6	15	12	31	10	9	11	18	12	10	10	11	11	10	10	5	19	15	110	142	252	
Energy	1		2	3	4	12	6	15	9	23	11	14	15	16	15	36	22	29	20	18	5	7	15	16	125	189	314	
Environment	1	1	1	2	7	7	9	20	19	31	15	13	17	19	26	13	16	16	9	15	14	12	13	7	147	156	303	
Climate Action			2	1	5	6	3	12	5	9	11	7	9	15	13	16	14	10	11	13	2	2	6	15	81	106	187	
Research and Innovation				1		4		2	3	2	3	1	1			2					3		1		11	12	23	
Communications Networks, Content and Technology		1	1	2	5	6	4	22	13	24	7	11	11	11	17	22	14	20	17	16	9	7	12	8	110	150	260	
Joint Research Centre									2					2												4	4	
Maritime Affairs and Fisheries	1	1	1	1	3	8	10	8	6	8	4	8	14	9	14	20	11	14	9	11	17	8	9	5	99	101	200	
Financial Stability, Financial Services and Capital Markets Union		1	2	4		11	4	9	6	18	7	14	14	13	17	17	14	15	20	31	10	6	23	17	117	156	273	
Regional and Urban Policy	1			3	9	10	5	11	17	31	13	18	29	17	51	25	16	16	18	17	14	5	12	11	185	164	349	
Structural Reform Support				1	2	2		4	3	2	3	3	7	7	6	6	4	6	17	7	2	1	5	3	49	42	91	
Taxation and Customs Union		1	1	1	2	11	4	16	13	31	11	9	16	21	23	15	21	24	30	29	6	7	9	10	136	175	311	
Education, Youth, Sport and Culture	1	1		4	6	9	7	12	16	20	11	13	15	10	22	10	20	11	13	7	5	5	7	7	123	109	232	
Health and Food Safety	2	1		2	10	15	17	17	18	32	23	17	24	35	27	40	23	14	51	36	13	17	11	6	219	232	451	
European Health Emergency Preparedness and Response Authority				1		2	1	1	1	1	1	2	2	1	2	3	1	1	8	5	1	2	7	3	24	22	46	
Migration and Home Affairs	1		2	3	4	6	11	13	17	18	11	5	18	15	22	17	16	11	39	25	11	2	36	26	188	141	329	
Justice and Consumers			2	3	7	8	8	4	18	14	7	9	13	4	23	11	14	5	19	17	16	7	35	16	162	98	260	
Trade	1	1	3	2	5	16	12	39	27	44	13	21	29	32	32	34	15	26	13	16	12	1	14	12	176	244	420	
Neighbourhood and Enlargement Negotiations	1	1	1	1	4	12	12	18	15	33	8	18	18	22	18	24	15	16	31	27	7	5	9	13	139	190	329	
International Partnerships	1	2	2	4	5	26	24	47	41	119	20	36	34	52	40	53	33	30	50	40	22	11	9	13	281	433	714	
European Civil Protection and Humanitarian Aid Operations (ECHO)		1		1	7	6	2	9	11	15	9	4	10	12	14	11	14	10	22	13	6	6	7	6	102	94	196	
Eurostat	1			1	11	12	7	17	17	30	11	12	15	18	19	26	29	32	24	19	6	12	9	14	149	193	342	
Interpretation			2	1	9	11	31	19	91	46	29	15	48	19	40	20	33	11	64	20	11		15	11	373	173	546	
Translation		1	2		23	21	59	38	167	82	57	42	185	63	165	84	113	59	80	43	29	25	66	42	946	500	1.446	
Service for Foreign Policy Instruments				1	2		2	5	4	10	1	3	3	4	8	6	7	1	4	4	3	1	7		41	35	76	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)						1		1	3	4	2	2		2	1	4	2								8	14	22	
Total	13	23	57	91	223	394	372	598	767	936	465	524	792	668	972	878	713	671	888	762	381	251	671	527	6.314	6.323	12.637	

Occupation of posts at 01/04/2024 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					8	2	3	2	32	5	39	11	23	5	31	10	1			1				137	36	173	
Secretariat-General	1		7	1	14	5	20	2	23	3	24	7	22	7	9	1	3	1	1			15	2	139	29	168	
Legal Service		2	2		8	2	12	1	18	6	10	2	10	6	6		3							69	19	88	
Communication	2	1	5	1	12	5	12	7	18	14	22	12	31	10	29	7	5	10	1	1	11	1	11	1	148	69	217
Inspire, Debate, Engage and Accelerate Action					1		1		1		1													4		4	
Budget		4	2	7	3	3	7	4	20	7	14	10	13	5	5	2	18	5	3			9	5	94	52	146	
Human Resources and Security	5	2	9	4	75	15	48	9	67	17	77	26	62	26	18	5	18	17	2			7	4	388	125	513	
Digital Services	1	3	2	5	8	21	8	7	10	20	9	13	8	6	8	12	16	14				1	2	71	103	174	
Internal Audit Service						1	1	1	4		6		2		1								1		15	2	17
Economic and Financial Affairs		1	3	2	4	1	3	4	8	6	10	8	11	7	3	2	3	3			1	8	7	53	42	95	
Internal Market, Industry, Entrepreneurship and SMEs	1		2	4	7	6	14	2	21	3	19	6	23	5	9	2	6	2	1			5	5	108	35	143	
Defence Industry and Space					3	1	2	2	4	1	5	1	5		1	2	1	1					1	21	9	30	
Competition	2	1	4		11		10	2	14	5	17	2	23	5	14	6	20	13					5	2	120	36	156
Employment, Social Affairs and Inclusion	2		2	1	8	2	11	3	18	11	20	6	28	7	7	2	4	1	2			8	1	110	34	144	
Agriculture and Rural Development	4	2	6	3	22	7	14	6	37	11	41	7	24	4	11	2	5	3	1			6	4	171	49	220	
Mobility and Transport			3	2	11	4	9	5	17	4	9	4	10	1		1	1	2					4		64	23	87
Energy	1	3	5	4	6	14	7	7	10	11	14	10	15	6	4	4	8	12					5	1	75	72	147
Environment	2		4	2	13	5	11	1	6	1	14	5	17	2	5	1	1						9	1	82	18	100
Climate Action			3		3	1	4		6	1	5		2	2	4	1	3						2	3	32	8	40
Research and Innovation					1				1				1											2	1	3	
Communications Networks, Content and Technology			2		12	3	11	1	18	7	16	5	17	7	8	1	1						3	2	88	26	114
Joint Research Centre		2			1				1															4		4	
Maritime Affairs and Fisheries		1	3		6	1	5	1	7	3	5	1	6			3	4	1					1	36	12	48	
Financial Stability, Financial Services and Capital Markets Union			2		4	1	1	1	6	3	9	6	7	3	4	1	4	1					9	1	46	17	63
Regional and Urban Policy	1	3	2		15	4	14	2	14	1	18	15	24	3	6	2	3	4					3		100	34	134
Structural Reform Support		1	4		3	1	3		2		4	1	3	2	4	1	1						1		25	6	31
Taxation and Customs Union	1	1	2	1	8	2	15	4	12	5	8	6	10	5	5	3	1		2			3		67	27	94	
Education, Youth, Sport and Culture	2	2	3		5	2	11	2	14	6	12	2	13	5	3	1	1	1					5	1	69	22	91
Health and Food Safety		1	2	5	27	2	24	1	19	4	20	5	15	1		1	2	3	1				7	3	117	26	143
European Health Emergency Preparedness and Response Authority					1						1						1						5		8		8
Migration and Home Affairs			2		10	3	3	1	16	1	7	5	11	3	4		2	6					14	3	69	22	91
Justice and Consumers		1	2	2	4		10	1	12	4	17	1	13	2	2	1			2	1	11			73	13	86	
Trade	3	2	1	4	6	2	7	3	14	3	15	8	16	6	7	2	3	3					2	4	74	37	111
Neighbourhood and Enlargement Negotiations		1	2	1	9	4	9	3	9	4	17	2	11	5	2		5		2				4		70	20	90
International Partnerships	1	2	3	3	15	10	16	5	30	13	27	12	21	4	12	3	7	2					2		134	54	188
European Civil Protection and Humanitarian Aid Operations (ECHO)	2	3	3	1	11	2	11	1	4	5	17	5	11	4	1	1	4	3	2				2	2	68	27	95
Eurostat		1	5	4	24	9	19	9	23	10	21	9	17	5	6	8	16	6	1				2		134	61	195
Interpretation	1	1	1	3	6	3	9	4	5	3	10	8	8	6	4	4	3	5		1	4	2	51	40	91		
Translation		2			21	4	21	5	32	7	29	9	38	14	24	5	11	5	6	1	6	4	188	56	244		
Service for Foreign Policy Instruments			1		4	3		3	1		6	3	2		3		1	1				1		19	10	29	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)	1						1		4	1	2		1		1					1			10	2	12		
Total	33	43	99	60	409	152	387	112	577	207	617	233	573	180	261	97	186	125	27	7	180	62	3.349	1.278	4.627		

Occupation of posts at 01/04/2024 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	12	2	11	2	14	2	17	5	5	2	59	13	72
Secretariat-General					5	1	12	1	29	7	46	9	55
Legal Service					2	1	6	1	16	1	24	3	27
Communication	1		1	1	2		7	1	14	4	25	6	31
Inspire, Debate, Engage and Accelerate Action	2										2		2
Budget					1		4	3	21	5	26	8	34
Human Resources and Security	5	15	6	47	16	4	30	4	26	10	83	80	163
Digital Services			1		1	2	10		8	2	20	4	24
Internal Audit Service						1	1		4		5	1	6
Economic and Financial Affairs			1		4		8	1	20	7	33	8	41
Internal Market, Industry, Entrepreneurship and SMEs					4		9	4	15	4	28	8	36
Defence Industry and Space					1		1			2	2	2	4
Competition					7	1	17	3	58	10	82	14	96
Employment, Social Affairs and Inclusion					3	1	9	2	26	3	38	6	44
Agriculture and Rural Development				1	3	2	12	2	29	6	44	11	55
Mobility and Transport						1	8		9	1	17	2	19
Energy							17		16	4	33	4	37
Environment					2		3		9	3	14	3	17
Climate Action					2		3	1	4	1	9	2	11
Communications Networks, Content and Technology					2		6	2	10	3	18	5	23
Maritime Affairs and Fisheries					1		3	1	9	2	13	3	16
Financial Stability, Financial Services and Capital Markets Union					3	1	1		18		22	1	23
Regional and Urban Policy					3		8	3	14	1	25	4	29
Structural Reform Support								1	1		1	1	2
Taxation and Customs Union					1		5		12	1	18	1	19
Education, Youth, Sport and Culture					5		8	1	6	1	19	2	21
Health and Food Safety			1		3	1	10	5	20	4	34	10	44
European Health Emergency Preparedness and Response Authority							2		1		3		3
Migration and Home Affairs							7	3	22	6	29	9	38
Justice and Consumers					2		6		16	2	24	2	26
Trade					2	1	7	4	26	6	35	11	46
Neighbourhood and Enlargement Negotiations						1	3	2	13	5	16	8	24
International Partnerships			1		3	1	6	2	21	5	31	8	39
European Civil Protection and Humanitarian Aid Operations (ECHO)					3	1	8	1	5		16	2	18
Eurostat							15	5	8		23	5	28
Interpretation					4		11	9	9	6	24	15	39
Translation					9		29	12	36	10	74	22	96
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		2	1	3
Total	20	17	22	51	109	22	310	80	558	125	1.019	295	1.314

Occupation of posts at 01/04/2024 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	8	3	2	2	1	3	2	1	1	1	3	1	1			3	2	1		1		2	1	1			1	2		36
AD15	7	8	4	1	1	22	2	2	17	2	18	4	2	1	3	5	18	1	1	2	1	6	7	3	4	3	2	1		148
AD14	21	71	6	4	7	73	19		56	21	88	23	23	1	10	10	75	4	4	3	4	30	16	21	4	16	4	3		617
AD13	36	112	4	2	6	128	21	4	82	31	137	42	42	4	6	25	127	2	3	3	4	36	20	32	11	40	3	7		970
AD12	45	198	8	6	20	198	40	11	192	80	198	55	63	6	24	22	199	15	6	12	9	69	37	63	17	83	13	14		1.703
AD11	17	107	10	8	40	93	10	15	59	21	105	24	35	3	53	21	74	29	1	15	14	25	91	23	16	28	23	29		989
AD10	18	99	63	14	72	120	11	45	93	16	121	18	34	2	91	16	85	54	2	33	27	31	173	18	103	15	36	49	1	1.460
AD09	24	131	139	13	73	124	17	31	103	14	136	25	56	24	91	12	187	43	2	43	19	30	197	25	204	10	36	41		1.850
AD08	20	106	65	5	25	98	18	10	103	7	103	16	78	81	51	17	171	23	1	19	18	29	92	33	138	12	22	23		1.384
AD07	29	126	58	13	17	106	12	25	148	17	184	20	112	53	58	39	231	28	3	13	19	45	67	59	97	14	26	29	2	1.650
AD06	18	36	17	5	14	51	9	8	83	9	75	3	33	16	19	13	89	11	2	3	5	10	31	16	30	7	5	14		632
AD05	25	76	18	7	23	131	20	7	119	29	138	3	62	14	23	61	193	15	6	9	10	26	59	34	52	14	13	10	1	1.198
AST11	1	30				5	3		2	2	7	1	6			3	10		2			1		1		2				76
AST10	4	65				11	3		7	5	14	7	4			4	23		1			3		3		5				159
AST09	13	184				55	14		43	26	53	18	21			30	50		1			9		17		27				561
AST08	18	178		1	3	36	6	1	33	13	57	19	22		1	22	40	3	4	1	2	4	6	7	2	15		5		499
AST07	11	243	15	3	22	28	7	11	44	15	96	13	19	2	30	16	47	8	4	7	4	5	60	10	21	15	11	17		784
AST06	7	200	45	4	29	26	5	12	36	9	60	13	21	4	49	7	52	20		11	5	4	102	18	66	5	17	23		850
AST05	4	131	37	7	29	18	5	13	35	15	51	3	34	15	40	4	61	30		17	4	2	58	6	94	10	10	20		753
AST04	3	64	14	3	4	15		7	28	3	28	4	26	7	11	4	28	9	1	9		4	16	10	39	6	7	7	1	358
AST03	2	42	5	1	1	8	1	4	28	4	22	1	23	9	8	6	61	6		1	2	6	13	11	36	4	3	3		311
AST02		6	1			3					3				4		4	1		2			1	2	5		2			34
AST01		26	9		1	12	3		23	2	23	1	18	12	10	5	38	4		2	1	1	17	5	19	2	2	5	1	242
SC5		6	1				3	1	2	3	3	1		1	1	1	1	2			1		2	1	2	2		3		37
SC4		10	1			4	11	3	2	8	5	1	2	2		1	4				1	3	1	3	3	8				73
SC3		45	5			4	2	1	10		15		5	5	1		14	4		1	1	1	3		12	1		1		131
SC2	1	68	10		3	7	1	2	43	4	26		42	9	12	2	42	13	1	4	2	4	29	5	41	1	8	9	1	390
SC1	2	115	25	4	4	16	6	3	92	6	34	2	77	22	14	8	94	13	1	5	2	2	33	18	64	2	7	9	3	683
Total	327	2.486	562	103	395	1.395	251	217	1.484	363	1.803	318	861	293	610	357	2.020	339	46	216	155	388	1.132	445	1.080	347	251	324	10	18.578

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 01/04/2024
Research (Indirect Actions)

DG	AD				AST				AST-SC				Total			
	Establishment Plan posts 2024	Posts occupied	Vacant posts	%	Establishment Plan posts 2024	Posts occupied	Vacant posts	%	Establishment Plan posts 2024	Posts occupied	Vacant posts	%	Establishment Plan posts 2024	Posts occupied	Vacant posts	%
Agriculture and Rural Development	13	12	1	-7,7%	4	4	0	0,0%	0	0	0	NA	17	16	1	-5,9%
Climate Action	11	11	0	0,0%	6	6	0	0,0%	0	0	0	NA	17	17	0	0,0%
Communications Networks, Content and Technology	150	139	11	-7,3%	80	82	-2	2,5%	6	15	-9	150,0%	236	236	0	0,0%
Defence Industry and Space	43	40	3	-7,0%	17	16	1	-5,9%	1	2	-1	100,0%	61	58	3	-4,9%
Education, Youth, Sport and Culture	22	22	0	0,0%	9	9	0	0,0%	0	0	0	NA	31	31	0	0,0%
Employment, Social Affairs and Inclusion	7	7	0	0,0%	5	3	2	-40,0%	0	0	0	NA	12	10	2	-16,7%
Energy	57	53	4	-7,0%	8	6	2	-25,0%	1	2	-1	100,0%	66	61	5	-7,6%
Environment	5	5	0	0,0%	3	3	0	0,0%	0	0	0	NA	8	8	0	0,0%
European 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	4	0	0,0%	2	2	0	0,0%	0	0	0	NA	6	6	0	0,0%
Internal Market, Industry, Entrepreneurship and SMEs	28	27	1	-3,6%	5	3	2	-40,0%	0	1	-1		33	31	2	-6,1%
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	5	4	-44,4%	1	4	-3	300,0%	22	21	1	-4,5%
Mobility and Transport	29	31	-2	6,9%	3	2	1	-33,3%	0	0	0	NA	32	33	-1	3,1%
Regional and Urban Policy	1	1	0	0,0%	2	2	0	0,0%	0	0	0	NA	3	3	0	0,0%
Research and Innovation	538	484	54	-10,0%	188	203	-15	8,0%	52	29	23	-44,2%	778	716	62	-8,0%
Total	929	857	72	-8%	347	352	-5	1%	61	53	8	-13%	1337	1262	75	-6%

*Including MOVE/ENER SRD

Establishment Plan Posts occupied as of 01/04/2024
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				3	1		1	2			5		12
Climate Action			1	1	1		4	2				2	11
Communications Networks, Content and Technology		2	12	23	29	18	12	8	18	8	3	6	139
Defence Industry and Space			3	2	7	8	6	3	4	6	1		40
Education, Youth, Sport and Culture			5	2	4	2	1	2		3		3	22
Employment, Social Affairs and Inclusion							1	2	1			3	7
Energy			1	7	8	3	4	9	4	7	3	7	53
Environment						1	2	1				1	5
European Health Emergency Preparedness and Response Authority						1				2		1	4
Health and Food Safety					1			2		1			4
Internal Market, Industry, Entrepreneurship and SMEs				2	7	4	4	2	4		2	2	27
Maritime Affairs and Fisheries				1	1	3							5
Migration and Home Affairs				2	2			2	3	3			12
Mobility and Transport				4	3	3	7	7	2	2	1	2	31
Regional and Urban Policy							1						1
Research and Innovation	1	7	50	54	99	59	53	46	37	34	30	14	484
Total	1	9	72	101	163	102	96	88	73	66	45	41	857

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	2						1	4
Climate Action				1	2	1			1		1	6
Communications Networks, Content and Technology	3	4	14	14	13	20	10	1		2	1	82
Defence Industry and Space		1		1		3	3	1	5		2	16
Education, Youth, Sport and Culture			4		1		1				3	9
Employment, Social Affairs and Inclusion							1		1		1	3
Energy	1	1		1	1	2						6
Environment					1	2						3
European Health Emergency Preparedness and Response Authority					1	2						3
Health and Food Safety					2							2
Internal Market, Industry, Entrepreneurship and SMEs					2	1						3
Maritime Affairs and Fisheries				1			1				1	3
Migration and Home Affairs					1				2	2		5
Mobility and Transport				1	1							2
Regional and Urban Policy						1	1					2
Research and Innovation	4	11	36	29	41	34	33	10	3		2	203
Total	8	17	54	49	68	66	50	12	12	4	12	352

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	10	15
Defence Industry and Space					1	1	2
Energy						2	2
Internal Market, Industry, Entrepreneurship and SMEs				1			1
Migration and Home Affairs					1	3	4
Research and Innovation				4	7	18	29
Total				6	13	34	53

**Occupation of posts at 01/04/2024 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	OTH	PL	PT	RO	SE	SI	SK	Total
AD16																			1											1
AD15						2		1					2			2	1				1									9
AD14	4	6				13	1	1	5	5	11	4	4			2	6	1				4		1	2		2			72
AD13	3	10	1		1	7	1		12	2	12	2	13		1	2	20	1	2			5	1	1	2	1	1			101
AD12	5	24		1	1	21	1		14	6	28	4	8		1	5	21	1	1	1		12		1	2	2	2	1		163
AD11	1	18	1		5	16		1	7		14		2		5		6	2		1	1	4		14	1		1	1	1	102
AD10	1	13	4	1	4	10	1		8		5		3	1	3		11			1		2		16		8	2		2	96
AD09	2	7	5		2	8			7		8		8		2	1	7	2			1		6		1	15	1	2	2	88
AD08		10	6		1	4			8		5		8	1	5		9	1		1		1		4		7	1		1	73
AD07	2	4	1			8		2	9		9		5			1	13					1		3	3	3	1		1	66
AD06	1	3	2			5			6		8		2	2	1	1	5	1				1		2	1	2			2	45
AD05	1	4	1	1	1	4	1		6		1		2			1	10					2		2	3	1				41
AST11		3				1											2					1			1					8
AST10	1	7							3	1	1						3		1											17
AST09	2	22							2		6	2	2			7	7					2			1	1				54
AST08		16				2	1		2	3	5	1	4		2	1	10					1					1			49
AST07		23				3			8	2	11	1	1		4	3	5					1		4			1		1	68
AST06		19	1		3			1	4		8		1		1		6			2		1		10	1	4	1		3	66
AST05		11	4			1			2	1	4		3		4		3	1				1		5		6	1	2	1	50
AST04			1					1	1		1		2				1							2	1	2				12
AST03		2							1		1		2		2		2					1					1			12
AST02						1			1		1					1														4
AST01		1	1						2				1				4							1		2				12
SC3		1							1		1		2														1			6
SC2		1							5				1	2			3										1			13
SC1		8			1	1			2		2	2	5				6	1						3		3				34
Total	23	213	28	3	19	107	6	7	116	20	142	16	81	6	31	27	161	11	5	7	2	41	1	75	19	60	15	6	14	1.262

2.2.3.2 Direct actions

Establishment Plan Posts occupied as of 01/04/2024

	AD	AST	SC	Total
Posts authorised 2023 Establishment plan	882	719	59	1.660
of which DG HR (E.4/D.5)	5	27	10	42
Posts occupied(JRC& HR E.4/HR.D.5)	841	661	66	1.568
Posts vacant	41	58	-7	92

*not including 5 AST posts currently in reserve

by function group-grade - AD function group

Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD09	AD08	AD07	AD06	AD05	Total
JRC	1	7	51	97	208	79	89	115	77	68	30	14	836
DG HR E4			1			1			2				4
DG HR.D.5													1
Total	1	7	52	97	208	80	89	115	79	68	30	14	841

by function group-grade - AST function group

Grade	AST11	AST10	AST09	AST08	AST07	AST06	AST05	AST04	AST03	AST02	AST01	Total
JRC	25	18	106	59	104	133	98	39	49	2	1	634
DG HR E4		2	3	3	2	4	10	3				27
Total	25	20	109	62	106	137	108	42	49	2	1	661

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

Grade	SC3	SC2	SC1	Total
JRC	11	24	21	56
DG HR E4	2	2	6	10
Total	13	26	27	66

Occupation of posts at 01/04/2024 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	OTH	PL	PT	RO	SE	SI	SK	Total	
AD16											1																				1
AD15						1			1	1	1							1						1		1					7
AD14		11				7	1		2	1	4	2				4	14				1	2		1			2				52
AD13	1	6			1	11	2		13	1	16	10	5			2	18			1		4	1		4		1				97
AD12	6	18	1			37	2		25	2	29	10	6	1		5	43		1	1	1	7		1	3	1	8		1		209
AD11	6	8			4	14			8		6	1	2		1	2	20			1		4		1	1		1				80
AD10	3	3	2	2		14	3		8	1	5	1	3		2	1	30	1				4		2	1	1	1		1		89
AD09		7	3		6	15			11	1	9	2	3	2	4	1	30	1				1		1	3	9		5	1		115
AD08	1	4	4			10			11		3		4	1	3		27	1				1		4	2	1		2			79
AD07		7	3		1	2			10	1	4	1	6		3		22	1				2		1	2	2		1			69
AD06						1	1		3	1	2	1	1				18							1					1		30
AD05	1		1			1							2		2		6									1					14
AST11		7				3	2		1	1	3	1					4						2			1					25
AST10		4				1					2					1	10		2												20
AST09	5	14				14	1		9	1	17	5				6	25		3			6			2		1				109
AST08		10				4	1		5	3	5					1	27					2		1	2		1				62
AST07	2	12			1	18			7		11		1		4	2	36			1		5		3		2	1				106
AST06	1	13	5		5	12	2		17	2	6		2		3	2	48	1		1		2		4	2	3	3		3		137
AST05		13	1	1	3	11		2	8		4	1	2		3		35	1				1		6	5	5	4	2			108
AST04		2	1		1	2	1		6		2	1	2		1		18					1			1	2			1		42
AST03			1			2			4	1	2		6		1		28							2				1	1		49
AST02											1		1																		2
AST01										1																					1
SC3		1	1						3								7										1				13
SC2		1	3			1			2				1		1		13	1				1					2				26
SC1			1						2				1	1			15										7				27
Total	26	141	27	3	22	181	16	2	156	18	133	36	48	5	28	27	494	8	6	5	2	45	1	29	30	37	23	11	9	1.569	

Occupation of posts at 01/04/2024 JRC Establishment plan, by nationalities and function groups - grades - only JRC staff

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	GBR	OTHER	Total
AD16											1																			1
AD15						1		1		1	1						1					1		1						7
AD14		11				7	1	2		1	4				4	14				1	2	1					2	1		51
AD13	1	6			1	11	2	13		1	16	5			2	18			1		4		4				1	10	1	97
AD12	6	18				37	2	25		2	29	6	1		5	43		1	1	1	7	1	3	1	1		8	10		208
AD11	6	8			4	13		8			6	2		1	2	20			1		4	1	1				1	1		79
AD10	3	3	2	2		14	3	8		1	5	3		2	1	30	1				4	2	1	1	1		1	1		89
AD9		7	3		6	15		11		1	9	3	2	4	1	30	1				1	1	3	9	1	5		2		115
AD8	1	4	4			10		11			3	4	1	3		26	1				1	4	2			2				77
AD7		7	3		1	2		10		1	4	6		3		21	1				2	1	2	2		1		1		68
AD6						1	1	3		1	2	1				18						1			1			1		30
AD5	1		1			1						2		2		6							1							14
AST11		7				3	2	1		1	3					4					2		1					1		25
AST10		3				1					2				1	10		1												18
AST9	5	14				14	1	9		1	17				5	23		3			6		2				1	5		106
AST8		9				4	1	5		3	5					26					2	1	2				1			59
AST7	2	12			1	18		7			11	1		4	2	35			1		5	3		1			1			104
AST6	1	13	5		5	12	2	16		2	6	2		3	2	47	1		1		2	4	2	2	3		2			133
AST5		11		1	2	11		8	1		4	2		2		33	1					5	5	5		2	4	1		98
AST4		1	1		1	2	1	6			2	2		1		16					1		1	2	1			1		39
AST3			1			2		4		1	2	6		1		28						2			1	1				49
AST2											1	1																		2
AST1										1																				1
SC3		1	1					3								5								1						11
SC2		1	3			1		2				1		1		11	1				1			2						24
SC1			1					2				1				12								5						21
Total	26	136	25	3	21	180	16	155	1	18	133	48	4	27	25	476	8	5	5	2	44	28	30	32	9	11	22	35	1	1526

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

Occupation of posts at 01/04/2024 JRC Establishment plan, by nationalities and function groups - grades - DG HR E4 staff

	AT	BE	BG	HR	CZ	ES	FR	DE	GR	HU	IE	IT	LT	LU	NL	PL	RO	SK	ES	SE	UK	Total	
AD14																					1	1	
AD13																							
AD11								1															1
AD08												1					1						2
AD7												1											1
AST10		1												1									2
AST09											1	2											3
AST08		1									1	1											3
AST07												1					1						2
AST06												1					1		1	1			4
AST05		2	1		1	1				1		2			1	1							10
AST04		1										2											3
AST03																							
SC3												2											2
SC2												2											2
SC1				1								3					2						6
Total	0	5	1	1	1	1	0	1	0	1	2	18	0	1	1	1	5	0	1	1	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 01/04/2024
Offices EPSO, OIB, OIL, OLAF, OP and PMO

	AD				AST				AST-SC				Total			
	Establishment Plan posts 2024	Posts occupied	Vacant posts	%	Establishment Plan posts 2024	Posts occupied	Vacant posts	%	Establishment Plan posts 2024	Posts occupied	Vacant posts	%	Establishment Plan posts 2024	Posts occupied	Vacant posts	%
EPSO	41	39	-2	4,9%	64	55	-9	-14,1%	4	6	2	50,0%	109	100	-9	8,3%
OIB	103	96	-7	6,8%	200	187	-13	-6,5%	1	1	0	0,0%	316	297	-19	8,3%
OIL	32	29	-3	9,4%	71	58	-13	-18,3%	12	11	-1	-8,3%	117	103	-14	8,3%
OLAF	216	205	-11	5,1%	86	86	0	0,0%	14	13	-1	-7,1%	316	303	-13	8,3%
OP	151	134	-17	11,3%	408	397	-11	-2,7%	22	19	-3	-13,6%	581	554	-27	8,3%
PMO	51	41	-10	19,6%	110	100	-10	-9,1%	2	1	-1	-50,0%	163	145	-18	8,3%
Total	594	544	-50	8,42%	939	883	-56	-6%	55	51	-4	-7%	1602	1502	-100	8%

Occupation of posts as of 01/04/2024
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	9	4	3	4	3	1	4	39
OIB		1	4	12	11	11	9	12	6	14	10	6	96
OIL				5	5	3	4	3	3	2	4		29
OLAF	1	3	12	14	27	13	20	35	23	40	8	9	205
OP		2	9	7	13	22	16	19	24	15	1	6	134
PMO			4	4	7	3	4	7	4	4	1	3	41
Total	1	6	32	46	67	61	57	79	64	78	25	28	544

Establishment plan - AST

	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
EPSO	2	1	5	8	7	14	10	3	2	2	1	55
OIB	4	11	13	18	30	20	42	16	28	1	4	187
OIL		1	4	4	7	6	13	6	14		3	58
OLAF	4	4	17	8	15	13	11	6	6		2	86
OP	11	10	40	57	81	57	48	26	48	3	16	397
PMO	5	4	12	15	16	6	10	9	16		7	100
Total	26	31	91	110	156	116	134	66	114	6	33	883

Establishment plan - SC

	SC6	SC5	SC4	SC3	SC2	SC1	Total
EPSO			1		2	3	6
OIB				1			1
OIL				2	6	3	11
OLAF				2	3	8	13
OP			1	2	8	8	19
PMO					1		1
Total			2	7	20	22	51

Occupation of posts at 01/04/2024 EPSO Establishment plan
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IE	IT	LT	LU	LV	NL	PL	PT	RO	SE	Total
AD14									1						1								1	3
AD13		1								1											1		1	4
AD12		2				1														1				4
AD11		3			1	1							1	1		2								9
AD10			1			1							1							1				4
AD09										1			1			1								3
AD08		1				1				1		1												4
AD07		1					1			1														3
AD06										1														1
AD05	1			1				1							1									4
AST11		1									1													2
AST10		1																						1
AST09		1				1			2		1													5
AST08		1							1						1						1	1	3	8
AST07		1								2	1		1	1			1							7
AST06		5			1					1			1			1			1	1		1	2	14
AST05		3		1	1	1				1	1							1		1				10
AST04								1		1												1		3
AST03								1					1											2
AST01		1			1																			2
SC4							1																	1
SC3		1																						1
SC2										1					1									2
SC1		1	1																		1			3
Total	1	24	2	2	4	6	2	3	4	11	4	1	6	2	4	4	1	1	1	4	3	3	7	100

**Occupation of posts at 01/04/2024 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	2				1								4
AD13	4							2				2			1		1	2		12
AD12	6							1				3				1				11
AD11	2					1			1			1		1	2	1	1	1		11
AD10	4		1									3	1							9
AD09	3		1					3			1	1					3			12
AD08		1		1		1		2							1					6
AD07	4	1				2		2	1			2				1	1			14
AD06	1					3		1	2					1	1		1			10
AD05	2			1		2		1												6
AST11	3											1								4
AST10	7			1	1						1	1								11
AST09	9					1						3								13
AST08	10					2		2				3						1		18
AST07	11					2		3	1			10			2	1				30
AST06	6			1		2		4				4			1	1	1			20
AST05	18	1	1			6	1		4			9				1		1		42
AST04	6	1				3				1		3					2			16
AST03	5	1				9	1	1	1			5				1	3		1	28
AST02	1																			1
AST01	2							2												4
SC3																	1			1
Total	105	5	3	4	1	34	3	26	10	1	2	52	1	2	8	7	14	5	1	284

Occupation of posts at 01/04/2024 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			2						1					5
AD12		3				1	1											5
AD11			1					1								1		3
AD10		1			1						2							4
AD09							1							1			1	3
AD08		1														1	1	3
AD07							1									1		2
AD06		1								2			1					4
AST10		1																1
AST09						1	2					1						4
AST08		2					1			1								4
AST07		2				1	3		1									7
AST06						1	2								1	2		6
AST05	1	1	1			2	2	1		1					2	2		13
AST04						1		2		2						1		6
AST03		2				2	5	3								2		14
AST01		1					2											3
SC3							1									1		2
SC2							4							1		1		6
SC1							2							1				3
Total	1	16	2	1	1	9	29	7	1	6	2	1	2	3	3	12	2	98

Occupation of posts at 01/04/2024 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						2											1											3
AD14			1			1			1		1	1	1			1	3						1		1			12
AD13						4					2						3					1	1		1	1	1	14
AD12		2	1		1	4	1		3		2	3	1		2		4					1			1		1	27
AD11		3							2				1				1	2					2		1		1	13
AD10		1	1			1				1	1		1		2		1	1		1			6		3			20
AD09		4	1			2			2	1	2		3		1		6	1			1		3	1	5	1	1	35
AD08		3	1		1	1			1		3	1	1	3			1						2		4		1	23
AD07		4	1				1		3		2		9	5	1		2					1	5	2	4			40
AD06			1		1											2	1		1						1		1	8
AD05	3					2			1		1																2	9
AST11		2				1	1																					4
AST10		2					1				1																	4
AST09	1	2				3			2	1	2					2	3							1				17
AST08		2	1			1					2				1									1				8
AST07		2	1			2									1	1	1					3	1	1		2		15
AST06				1					2		1				2	1	1						3		2			13
AST05		1	2			1											1	2				1	1		2			11
AST04		1						1					2												2			6
AST03							1				1				1		1			1					1			6
AST01		1											1															2
SC3		1							1																			2
SC2													2												1			3
SC1		1							1				1				2								2		1	8
Total	4	32	11	1	3	25	5	1	19	4	21	5	23	8	11	7	32	6	1	2	1	4	27	6	32	2	11	304

Occupation of posts at 01/04/2024 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				2				1	5	2																1	13	
AD11	1		1			3			1		3		1		1		1	1		1		1		3	1	1	1	1	22	
AD10		2			1	1					1		2		2		2		1	1				1		1	1		16	
AD09			2			1		1						1	1		1	2						3	1	3		1	19	
AD08			1			1	1		2		3		4				1			1				4		4		1	24	
AD07		1							2		1		2		1									4	1	3			15	
AD06	1																												1	
AD05						1			2						1		2												6	
AST11		4				2					3						2												11	
AST10						1			3		3	1	1				1												10	
AST09	1	11					2		2	3	12	2	2		1		1		1	1							1		40	
AST08		6	1		3	3		2	2	1	11		1		1		6	1	2	1				3	5		1	4	3	57
AST07	2	5	7			4		4	4	2	13	1	1		6		1	3	1	4	2			5	2	9		3	2	81
AST06		6			6	3	1			1	3	2	5	4	4	2	2	4	1		1			6		2	1	1	2	57
AST05		3	1	1	3	3			2	2	2	1	2	4	3		3	2	1					2	2	3		3	5	48
AST04	1	4				2			2	1	1	3	4		2		1				1			1	1	2			26	
AST03		1			3	2		1	5	1	8		5	1	2		3		2	1	1			2	4	2	1	2	1	48
AST02													1						1										1	3
AST01			1			1	1		1	1	1	1		1		5	1							1			1		16	
SC4											1																		1	
SC3											1													1					2	
SC2		1	1								3				1				1				1						8	
SC1		2							1				1				1						1		2				8	
Total	7	50	16	1	16	31	5	8	30	13	79	13	32	11	27	7	31	13	11	10	8	2	1	38	20	30	8	14	18	550

Occupation of posts at 01/04/2024 PMO Establishment plan
by nationalities and function groups-grades

	AT	BE	BG	CY	DE	DK	ES	FI	FR	GB	GR	HR	HU	IE	IT	LV	NL	PL	PT	RO	SE	SK	Total
AD14					1					1	1					1							4
AD13		2							1									1					4
AD12		2					2		2											1			7
AD11		2																1					3
AD10		1			1										1					1			4
AD09		1		1			1				1		1	1						1			7
AD08									1						2					1			4
AD07						1					1									1		1	4
AD06		1																					1
AD05		1					1							1									3
AST11	1				1		1								2								5
AST10		2			1												1						4
AST09	3	4			2										3								12
AST08		4			1		1		3	1				1	3						1		15
AST07	1	7							1	1					4			2					16
AST06		1					1		1				1					2					6
AST05		2	1		1				1						2	1				1		1	10
AST04		3							1		1				2			1				1	9
AST03		8					1		2		2				1					2			16
AST01		1					1	1	1			1							1			1	7
SC2																				1			1
Total	5	42	1	1	8	1	9	1	14	3	6	1	2	3	20	2	1	7	1	9	1	4	142

2.3 Overview of 2024 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 2024 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 01/04/2024 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 1 537 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 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 2025 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 2023 was at the level of some 90 FTE and corresponding appropriations, including 34 FTEs for research external staff. Following the significant impact of the association of the UK to the Union programmes (Copernicus and Horizon Europe), this will be complemented by some 250 FTEs by 2025, approximately half of which will already be made available as from 2024, including 71 FTEs for research external staff, pending also further association agreements with third countries that are expected to be finalised.

Sources of financing	In place as of 01/04/2024	2024 Full Time Equivalent units (Estimates)	2025 Full Time Equivalent units (Estimates)
Commission Authorised Budget	6.293	5.421	5.707
Assigned revenues			
- Offices	311	311	314
- Trust funds and Facilities for refugees in Turkey	216	264	230
- European Peace Facility	25	29	30
- Competitive actions of the Joint Research Centre	396	570	600
- DG at headquarters	212	237	254
- NGEU (including HEU)	235	261	293
- Third countries contributions	78	218	341
- Digital Services Act (DSA)	50	70	80
- Innovation Fund	14	14	22
<i>Total assigned revenues</i>	<i>1.537</i>	<i>1.974</i>	<i>2.164</i>
Total	7.830	7.395	7.871

* For Third countries contribution, the Full Time Equivalent (Estimates) for 2024 include additional 133 FTE, following the significant increase with the participation of the UK to Horizon Europe and Copernicus. The number in WD II for 2024 was 85 FTE.
**For Innovation Fund, the Full Time Equivalents units (Estimates) for 2024 include 14 FTE.

NB: As several budget lines authorise appropriations for external personnel without distinction between categories of personnel, 2025 figures are the best possible estimates, based on likely average costs and repartition between categories both for appropriations voted in the 2025 Budget and for expected assigned revenue taken into account when preparing the 2025 Budget.

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.

Contract Agents as of 01/04/2024 - all budgets
Distribution by function group and DG

DG \ Grade	GFIV	GFIII	GFII	GF I	Total	Commission budget	Assigned revenue
DG Agriculture and Rural Development	44	12	12	6	74	70	4
DG Budget	42	16	4	13	75	36	39
DG Climate Action	28	5	14		47	30	17
DG Communication	50	113	166	36	365	364	1
DG Communications Networks, Content and Technology	147	31	20	7	205	144	61
DG Competition		33	12	6	51	51	0
DG Defence Industry and Space	22	4	9	1	36	31	5
DG Economic and Financial Affairs	110	7	2		119	21	98
DG Education, Youth, Sport and Culture	16	25	5	4	50	49	1
DG Employment, Social Affairs and Inclusion	78	35	23	10	146	136	10
DG Energy	22	23	11	6	62	44	18
DG Environment	14	12	9	1	36	35	1
DG Financial Stability, Financial Services and Capital Markets Union	7	7	6	1	21	21	0
DG Health and Food Safety	37	14	25	7	83	77	6
DG Human Ressources and Security	28	73	95	42	238	153	85
DG European Civil Protection and Humanitarian Aid Operations (ECHO)	69	74	25	5	173	132	41
DG Informatics	81	21	7	4	113	20	93
DG Internal Market, Industry, Entrepreneurship and SMEs	39	21	11	5	76	73	3
DG International Partnerships	1.001	97	43	11	1.152	1.020	132
DG Interpretation-SCIC		11	35	28	74	61	13
Joint Research Centre	865	92	78	58	1.093	697	396
DG Justice and Consumers	3	19	11	2	35	35	0
DG Maritime Affairs and Fisheries	23	20	5	12	60	60	0
DG Migration and Home Affairs	33	24	6		63	62	1
DG Mobility and Transport	13	20	18	7	58	52	6
DG Neighbourhood and Enlargement Negotiations	415	96	26	10	547	481	66
European Anti-Fraud Office	5	5	4	6	20	20	0
European Personnel Selection Office	1	4	18	1	24	24	0
European Health Emergency Preparedness and Response Authority (HERA)	15		6		21	12	9
Office for Infrastructure and Logistics in Brussels	39	111	594	261	1.005	792	213
Office for Infrastructure and Logistics in Luxembourg	5	52	182	30	269	260	9
DG Regional and Urban Policy	36	70	16	7	129	96	33
DG Research and Innovation	166	27	12	13	218	210	8
DG Structural Reform Support	35	23	8		66	61	5
DG Taxation and Customs Union	11	19	2	1	33	33	0
DG Trade	8	12	14	3	37	37	0
DG Translation	116	2	49	7	174	150	24
Eurostat	34	21	15	3	73	70	3
Inspire, Debate, Engage and Accelerate Action		1			1	1	0
Internal Audit Service	5	1	4		10	9	1
Legal Service	11	3	13	1	28	28	0
Office for the Administration and Payment of Individual Entitlements	8	116	308	14	446	357	89
Publications Office	2	14		9	25	25	0
Secretariat general	24	19	9	14	66	44	22
Service for Foreign Policy Instruments	87	28	8	2	125	101	24
Staff committee - representative trade unions and staff associations		1	7		8	8	0
Total	3.795	1.434	1.947	654	7.830	6.293	1.537

Contract agents at 01/04/2024 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		9						5	1	12	1	3		2	2	2			1		1			2	2	1		1	45		
	GFIV17	4	30	6	2	1	10	2	1	29	2	45	2	8		3	4	37	5			1	6		4	4	6	1	1	3	217	
	GFIV16	9	82	18	5	10	31	2	6	117	7	163	2	50	2	19	10	159	15	5	3	1	14	2	26	34	35	6	10	3	846	
	GFIV15	3	21	12	1	4	18	2	3	40	3	33		8	2	8	2	79	2		2		2		8	9	9	3	3	5	282	
	GFIV14	25	111	38	9	26	116	15	11	211	20	227	4	130	35	34	30	535	20	4	9	11	36	12	76	73	72	31	22	28	1.971	
	GFIV13	7	20	6	3	4	44	5	2	55	5	67		14	6	7	9	103	2	1	3	2	11		17	11	7	8	9	6	434	
	Total	48	273	80	20	45	219	26	23	457	38	547	9	213	45	73	57	915	44	10	18	15	70	14	131	133	131	50	45	46	3.795	
GFIII	GFIII12		10			3			2	1	14		1			1	4											1		37		
	GFIII11		42	1		1	5	3	2	13	1	21	3	3	4	1		27	3				2		5	2	3	2	1	2	147	
	GFIII10	2	56	11		2	4			30	2	53		24	6	4	4	57	3		4	1	2		24	7	32	1	2	3	334	
	GFIII09	5	59	15	3	11	16	4	3	61	9	51	2	40	20	11	3	129	11		2		6	1	27	17	39	1	2	15	563	
	GFIII08	3	14	7	9	11	27	6		39	2	43	1	24	12	8	4	76	1	1	3		10	1	12	15	11	6	4	3	353	
	Total	10	181	34	12	25	55	13	5	145	15	182	6	92	42	24	12	293	18	1	9	1	20	2	68	41	85	11	9	23	1.434	
GFII	GFII07	4	145	1	1	2	5		2	16	4	65	3	8	1	6		35	1	1	1			3		7	15	6	3	3	4	342
	GFII06	2	154	6	4	9	6		5	41	2	68	2	20	7	9	1	93	4				2		28	19	25	1	2	6	516	
	GFII05	2	163	26	5	4	8	4	3	77	6	98	2	64	15	19	7	140	6	1	10	1	7	3	43	25	80	5	6	11	841	
	GFII04	4	63	4	1	1	6	3	1	25	1	21		24	5	2	2	57	3		1		2	1	7	6	6	1	1		248	
	Total	12	525	37	11	16	25	7	11	159	13	252	7	116	28	36	10	325	14	2	12	1	14	4	85	65	117	10	12	21	1.947	
GFI	GFIO3		179	1	1		2	1		39	2	24	3	20		2	1	147	1	2	1		1		15	23	3		2		470	
	GFIO2		40	2		1	1		1	8	1	4	1	9	1		1	24	1			1			8	5	1			1	111	
	GFIO1		29	1	1		1	1		3		5		4			1	13			1		1		2	2	5			1	73	
	Total		248	4	2	1	4	2	1	50	3	33	4	33	1	2	3	184	2	3	3	1	2		17	33	13	1	2	2	654	
Total	70	1.227	155	45	87	303	48	40	811	69	1.014	26	454	116	135	82	1.717	78	16	42	18	106	20	301	272	346	72	68	92	7.830		

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 1/4/2024.

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

Place	Agents in place on 01/04/2023				Agents in place on 01/04/2024			
	CA	LA	AS	Total	CA	LA	AS	Total
Athens	14		1	15	13			13
Barcelona	4	1		5	4	1	1	6
Berlin	17	3		20	16	2		18
Bonn	3			3	3			3
Bratislava	12			12	12			12
Brussels	16			16	19			19
Bucharest	12		1	13	13		1	14
Budapest	13			13	12		2	14
Copenhagen	10			10	10			10
Dublin	11	1	1	13	11	1	1	13
Helsinki	9			9	11			11
Lisbon	12		2	14	14		1	15
Ljubljana	8			8	8			8
Luxembourg	5		1	6	5		2	7
Madrid	8	6		14	9	6		15
Marseille	5			5	5			5
Milan	3	2		5	4	2		6
Munich	4	1		5	4	1		5
Nicosia	9			9	9			9
Paris	19			19	17			17
Prague	13			13	14			14
Riga	9		1	10	8		1	9
Rome	16			16	16			16
Sofia	13			13	13		1	14
Stockholm	12			12	11			11
Tallinn	9			9	8			8
The Hague	12	2		14	11	2		13
Valletta	7			7	6			6
Vienna	9	2		11	10	1		11
Vilnius	9			9	10			10
Warsaw	19			19	19			19
Wroclaw	3			3	3			3
Zagreb	12		1	13	12			12
TOTAL	337	18	8	363	340	16	10	366

Commission local agents in European Union **delegations** in third countries accounted for 3 190 persons in place on 01/04/2024 (respectively 125 financed under heading 7 of the MFF, 1 423 financed outside heading 7 as shown in the more detailed tables below).

**Personnel in EU Delegations in third countries
in place on 01/04/2024**
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	Commissi on	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 *			
AFRICA	151	208	1	551	8	546	74	0	461	8	2	14	12	0	0	796	1.240	2.036
ASIA	104	84	3	245	35	141	41	4	134	14	1	2	7	0	0	411	404	815
CENTRAL AMERICA & CARIBBEAN	37	26	0	100	6	72	17	0	60	3	1	0	3	0	0	160	165	325
EUROPE & CENTRAL ASIA	157	123	1	297	20	397	73	2	196	25	9	7	17	0	0	569	755	1.324
MEDITERRANEAN	52	54	1	158	6	141	18	0	117	10	2	4	9	0	0	247	325	572
NORTH AMERICA & JAPAN	53	41	1	112	27	13	8	0	14	8	2	0	10	0	0	191	98	289
PACIFIC	27	19	0	66	8	46	10	0	34	2	1	0	2	0	0	107	108	215
SOUTH AMERICA	38	37	0	112	16	67	18	0	35	3	1	0	1	0	0	172	156	328
Sub-total by category of staff	619	592	7	1.641	126	1.423	259	6	1.051	73	19	27	61	0	0	2.653	3.251	5.904
& EEAS/Commission source		599			1.549			1.057			46			0				
GRAND TOTAL	1.218			3.190			1.316			119			61			5.904		

* 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 01/04/2024
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		21	1		18			1			20	47	67	
ARMENIA	Yerevan	4	4		9	1	9	1		5			1			15	19	34	
AUSTRIA	Vienna	14	1					9		4	2					25	5	30	
AZERBAIJAN	Baku	4	4		8		8	2		3					14	15	29		
BELARUS	Minsk	4	3		7		7	1		5					12	15	27		
BOSNIA HERZEGOVINA	Sarajevo	5	5		18		43	3		8	1		2		29	56	85		
FRANCE (OECD/UNESCO)	Paris	4	4					2	1		1		1		8	5	13		
FRANCE (COE)	Strasbourg	2	1					2			1				5	1	6		
GEORGIA	Tbilisi	6	4		16	1	14	1		12			1	1	24	32	56		
ICELAND	Reykjavik	3			3			1							7	0	7		
ITALY	Rome	2	3					4				2			6	5	11		
KAZAKHSTAN	Astana	4	2		10	1	7	1		3			2		17	13	30		
KOSOVO	Pristina	6	4		20		43	7		17	5		1		38	65	103		
KYRGYZSTAN	Bishkek	3	7		10		6	2		5					15	18	33		
MOLDOVA	Chisinau	6	5		9	1	14	1		10	1				17	30	47		
MONTENEGRO	Podgorica	3	4		11		21	1		17	1	1	3		19	43	62		
NORTH MACEDONIA	Skopje	4	6		17		30	1		17	1		1		24	53	77		
NORWAY	Oslo	3			8			1					2		14	0	14		
RUSSIA	Moscow	10	3		19	3	7	4		2					33	15	48		
SERBIA	Belgrade	5	8		20		45	3		24	1		1		29	78	107		
SWITZERLAND	Berne	2	1		4			1	1		1				8	2	10		
SWITZERLAND	Geneve (UN)	19	4		3		1	2			5	5	1		30	10	40		
SWITZERLAND	Geneve (WTO)	5	8		10	6		1							16	14	30		
TAJKISTAN	Dushanbe	3	1		9		6	3		6			1		16	13	29		
TÜRKIYE	Ankara	7	7		25	2	78	5		21	2		2	1	40	110	150		
TURKMENISTAN	Ashgabat	3			5			1							9	0	9		
UKRAINE	Kyiv	7	14		22	3	31	5		16	3	1	1		37	66	103		
UNITED KINGDOM	London	12	12	1	13	2	1	5					1		31	16	47		
UZBEKISTAN	Tashkent	3	1		6		5	2		3					11	9	20		
Sub-total by category of staff			123	1		20	397		2	196		9	7		0	0			
EEAS/Commission source		157	124		297	417		73	198		25	16		17	0		569	755	1.324
GRAND TOTAL		281			714			271			41			17			1.324		

* 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 01/04/2024
Split by delegation: Africa Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('Intérimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commis sion	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 *			
ANGOLA	Luanda	3	3		12		11	2		7						17	21	38	
BENIN	Cotonou	4	4		12		7			11	1		1			18	22	40	
BOTSWANA	Gaborone	3	4		10		4	1		5		1				14	14	28	
BURKINA FASO	Ouagadougou	4	7		16		24	1		11						21	42	63	
BURUNDI	Bujumbura	3	3		11		11	2		8			1			17	22	39	
CABO VERDE	Praia	3	3		8		5	1		4	1		1			14	12	26	
CAMEROON	Yaounde	3	7		15	1	11	2		15			1			21	34	55	
CENTRAL AFRICAN REPUBLIC	Bangui	3	2		13		15	2		10						18	27	45	
CHAD	N'Djamena	2	5		13		17	3		16						18	38	56	
CONGO, REP.	Brazzaville	4	3		11		7			5						15	15	30	
CONGO, DEMOCRATIC REP.	Kinshasa	4	7		18		18	2		18						24	43	67	
DJIBOUTI	Djibouti	3	3		8		5	2		9						13	17	30	
ERITREA	Asmara	3			9		5	1		1						13	6	19	
ESWATINI	Mbabane	2	1		5		5	2		4						9	10	19	
ETHIOPIA	Addis Ababa	4	5		19		24	1		18			2			24	49	73	
ETHIOPIA-AFRICAN UNION	Addis Ababa, African Union	8	3	1	11		8	3		9	1		2			23	23	46	
GABON	Libreville	3	3		10		8	1		5						14	16	30	
GHANA	Accra	3	5		10		11	2		13	1					16	29	45	
GUINEA REPUBLIC	Conakry	2	5		13		11	3		12						18	28	46	
GUINEA-BISSAU	Bissau	3	3		8		4	1		8						12	15	27	
IVORY COAST	Abidjan	3	6		14	1	10	1		13	1					19	30	49	
KENYA	Nairobi	5	10		24	1	32	3		23	1		1			33	67	100	
LESOTHO	Maseru	3	2		6		5	1		3		1				10	11	21	
LIBERIA	Monrovia	3	5		9		7			8						12	20	32	
MADAGASCAR	Antananarivo	2	6		17		19	2		19	1					22	44	66	
MALAWI	Lilongwe	3	6		13		15	1		8						17	29	46	
MALI	Bamako	3	4		13		13	2		11			1			18	29	47	
MAURITANIA	Nouakchott	3	5		11		10	1		12						15	27	42	
MAURITIUS, REPUBLIC OF	Port-Louis	3	4		10	2	13	1		2						14	21	35	
MOZAMBIQUE	Maputo	4	6		13		14	2		15			2			21	35	56	
NAMIBIA	Windhoek	3	2		8		4	1		4			1			13	10	23	
NIGER	Niamey	2	6		14		15	2		15						18	36	54	
NIGERIA	Abuja	5	8		24	2	24	1		11			2	1		31	47	78	
RWANDA REPUBLIC	Kigali	4	5		10		10			8			1			14	24	38	
SENEGAL	Dakar	4	7		17		24	5		19			1			26	51	77	
SIERRA LEONE	Freetown	3	6		11		14	2		8						16	28	44	
SOMALIA	Nairobi (Somalia)	3	4		2			2		10	1		2			10	14	24	
SOUTH AFRICA, REP.	Pretoria	6	6		17	1	17	3		7		1	1			26	33	59	
SOUTH SUDAN	Juba	3	3		10		8	3		5						16	16	32	
SUDAN	Khartoum	2	4		13		14			10			1			15	29	44	
TANZANIA	Dar es Salaam	3	5		12		14	1		16						16	35	51	
THE GAMBIA	Banjul	2	1		4		5	2		7			1			8	14	22	
TOGO	Lome	3	4		8		9			6						11	19	30	
UGANDA	Kampala	3	6		14		16	2		13						19	35	54	
ZAMBIA	Lusaka	3	6		13		13	2		11			2			20	30	50	
ZIMBABWE	Harare	3	5		12		10	2		8						17	23	40	
Sub-total by category of staff & EEAS/Commission source		151	208	1	551	8	546	74		461	8	2	14	12		796	1.240	2.036	
GRAND TOTAL			360			1.105			535		24		12		2.036				

* 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 01/04/2024
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			1						5	0	5
AUSTRALIA	Canberra	3	1		10	1		2						1			16	2	18
FIDJI ISLANDS, REP. OF THE	Suva	6	7		13		18	1		15							20	40	60
INDONESIA	Jakarta	5	6		16	3	12	2		6	1						24	27	51
NEW ZEALAND	Wellington	3	1		4	1		1				1					8	3	11
PAPUA NEW GUINEA	Port Moresby	3	1		9	1	7	2		6							14	15	29
PHILIPPINES	Manila	5	3		13	2	9	1		7			1				20	21	41
Sub-total by category of staff		27	19	0	66	8	46	10	0	34	2	1	0	2	0	0	107	108	215
EEAS/Commission source			19			54			34			1			0				
GRAND TOTAL		46			120			44			3			2			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 *		financed under heading 7	financed outside heading 7 *			
CANADA	Ottawa	6	3		10	4				2				1			17	9	26
JAPAN	Tokyo	7	8	1	26	8	4	3		3				2			38	24	62
MEXICO	Mexico	5	4		12	2	2	2		4		1		1			20	13	33
UNITED STATES OF AMERICA	New York	20	6		22	2	1			2	5	1		3			50	12	62
UNITED STATES OF AMERICA	Washington	15	20		42	11	6	3		3	3			3			66	40	106
Sub-total by category of staff		53	41	1	112	27	13	8	0	14	8	2	0	10	0	0	191	98	289
EEAS/Commission source			42			40			14			2			0				
GRAND TOTAL		95			152			22			10			10			289		

* 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 01/04/2024**
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 ('interimaires')			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 *			
BARBADOS	Bridgetown	3	8		10	1	12	1		9	1					15	30	45	
COSTA RICA	San Jose	3	4		9	3	9	1		5						13	21	34	
CUBA	Havane	3	1		6		1	2		5	1		2			14	7	21	
DOMINICAN REPUBLIC	Santo Domingo	3	5		8	2	8	1		8						12	23	35	
EL SALVADOR	San Salvador	3	1		5		5	1		3						9	9	18	
GUATEMALA	Guatemala	2	1		9		7	3		4						14	12	26	
HAITI	Port Prince	4	3		14		9	2		11						20	23	43	
HONDURAS	Tegucigalpa	3	1		7		5	1		4						11	10	21	
JAMAICA	Kingston	3	1		12		6	2		7						17	14	31	
NICARAGUA	Managua	4	1		12		8	1		1			1			18	10	28	
PANAMA	Panama City	3			3			1		1	1					8	2	10	
TRINIDAD AND TOBAGO	Port of Spain	3			5		2	1		2						9	4	13	
Sub-total by category of staff		37	26	0	100	6	72	17	0	60	3	1	0	3	0	0	160	165	325
EEAS/Commission source			26			78			60			1			0				
GRAND TOTAL			63			178			77			4			3			325	

Split by delegation: South America
Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('interimaires')			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	2		8	3	2	1		2						13	10	23	
BOLIVIA	La Paz	3	4		10		8	1		7						14	19	33	
BRAZIL	Brasilia	7	9		18	2	15	1		5						26	31	57	
CHILE	Santiago	2	2		9	1	2	1		2	1					13	7	20	
COLOMBIA	Bogota	4	5		15	3	14	4		4	2					25	26	51	
ECUADOR	Quito	3	2		6	2	3	1		2						10	9	19	
GUYANA	Georgetown	4	1		11		6	1		3						16	10	26	
PARAGUAY	Asuncion	3	4		7		5	1		3			1			12	12	24	
PERU	Lima	3	5		13	2	8	2		5						18	20	38	
URUGUAY	Montevideo	3	2		8	2	2	1		1						12	7	19	
VENEZUELA	Caracas	2	1		7	1	2	4		1						13	5	18	
Sub-total by category of staff		38	37	0	112	16	67	18	0	35	3	1	0	1	0	0	172	156	328
EEAS/Commission source			37			83			35			1			0				
GRAND TOTAL			75			195			53			4			1			328	

* 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 01/04/2024
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 *		financed under heading 7	financed outside heading 7 *				
AFGHANISTAN	Kaboul	3	6		6		3	5		14						14	23	37		
BANGLADESH	Dhaka	4	6		18	1	17	2		14						24	39	63		
CAMBODIA	Phnom Penh	3	4		10		12	1		8		1				14	25	39		
CHINA	Beijing	9	17	1	20	12	9	6	1	6	3		4			42	46	88		
HONG-KONG	Hong-Kong	3	1		5	2		1								9	3	12		
INDIA	New Delhi	7	7	1	22	4	15	3		5	1					33	32	65		
IRAQ	Baghdad	6			7		4	2		4	1					16	8	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		5			1	1		2					11	2	13		
MONGOLIA	Ulaanbaatar	3			6		3			2	1	1				10	6	16		
BURMA/MYANMAR	Yangon	4	4		11		8	2		13	1					18	25	43		
NEPAL	Katmandu	3	2		11		7	1		7	1					16	16	32		
PAKISTAN	Islamabad	6	5		15	1	12	2		10			1			24	28	52		
QATAR	Doha	3			4			1								8	0	8		
SAUDI ARABIA	Riyad	5	1		8	2		3		1	2					18	4	22		
SINGAPORE	Singapore	3	1	1	6	2		1								10	4	14		
SOUTH KOREA	Seoul	5	2		10	2	2	1	1	2						16	9	25		
SRI LANKA	Colombo	4	3		11		6	1		5	1					17	14	31		
TAIWAN	TAIPEI	3	1		5	3		1			1					10	4	14		
THAILAND	Bangkok	5	9		18	4	18	2	1	19						25	51	76		
TIMOR-LESTE	Dili	3	1		7		4	1		5						11	10	21		
UAE	Abu Dhabi	4	2		7		1	1		1						12	4	16		
VIETNAM	Hanoi	4	7		14	2	11	1		6			1			20	26	46		
YEMEN	Sanaa	4	3		4		1			7						8	11	19		
Sub-total by category of staff		104	84	3	245	35	141	41	4	134	14	1	2	7	0	0	411	404	815	
EEAS/Commission source			87			176			138			3			0					
GRAND TOTAL			191				421				179				7				815	

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	7		17		12			7	1		1			24	24	48		
EGYPT	Cairo	6	6		22	1	21	3		10	2		3			36	39	75		
ISRAEL	Tel Aviv	5	3	1	13	1	5	1		1	1		1			21	11	32		
JORDAN	Amman	6	4		21		24	3		11	1	1	1			32	40	72		
LEBANON	Beyrouth	6	8		23		20	2		23	1		2			34	52	86		
LIBYA	Tripoli	4	2		5		1	4		6						13	9	22		
MOROCCO	Rabat	6	9		18	2	16			18	1		1			26	46	72		
PALESTINE	Jerusalem East	6	8		19		24	2		16	2					29	48	77		
SYRIA	Damascus	2			5		3	2		7						9	10	19		
TUNISIA	Tunis	6	9		15	2	15	1		18	1	1	1			23	46	69		
Sub-total by category of staff		52	54	1	158	6	141	18	0	117	10	2	4	9	0	0	247	325	572	
EEAS/Commission source			55			147			117			6			0					
GRAND TOTAL			107				305				135				9				572	

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

2.3.3 Other categories of external personnel on 01/04/2024, all budget

All budgets (Operating, Research and Offices)

Other categories of external personnel with contracts ongoing as of 01/04/2024

(Seconded National Experts, Agency Staff and Other residual categories)

All budgets (Operating, Research and Offices)

DG	Seconded National Experts	Agency Staff	Local Agents in Member States	Others	Total
DG Agriculture and Rural Development	20	9			29
DG Budget	12				12
DG Climate Action	16	5			21
DG Communication	14	14	1		29
DG Communications Networks, Content and Technology	51	5			56
DG Competition	41				41
DG Defence Industry and Space	51	3			54
DG Economic and Financial Affairs	29	9			38
DG Education and Culture	20	9			29
DG Employment, Social Affairs and Inclusion	37	20			57
DG Energy	36	4			40
DG Environment	36	8			44
DG Financial Stability, Financial Services and Capital Markets Union	46	2			48
DG Health Emergency Preparedness and Response Authority	12				12
DG Health and Food Safety	60				60
DG Human Resources and Security	20	21	4		45
DG Humanitarian Aid and Civil Protection (ECHO)	22	14			36
DG Informatics	3	2			5
DG Internal Market, Industry, Entrepreneurship and SMEs	25	2			27
DG International Partnerships	72	19			91
DG Interpretation		6			6
DG Justice and Consumers	33	11			44
DG Maritime Affairs and Fisheries	10	2			12
DG Migration and Home Affairs	55	11			66
DG Mobility and Transport	34	4			38
DG Neighbourhood and Enlargement Negotiations	50	20			70
DG Regional and Urban Policy	14	6			20
DG Research and Innovation	42	11			53
DG Structural Reform Support	9	3			12
DG Taxation and Customs Union	64	3			67
DG Trade	25	3			28
DG Translation	8	7			15
European Anti-Fraud Office	28	5			33
European Personnel Selection Office	3	2			5
Eurostat	46	5			51
Joint Research Centre	7	26		15	48
Internal Audit Service	1				1
Legal Service	10				10
Office for Infrastructure and Logistics in Brussels	1	7	4		12
Office for Infrastructure and Logistics in Luxembourg		27	56		83
Office for the Administration and Payment of Individual Entitlements		4			4
Publications Office		11			11
Secretariat general	19	9			28
Service for Foreign Policy Instruments	6	6			12
Total	1.088	335	65	15	1.503

2.4 Overview on recruitment

Complete details on the nationalities of staff occupying establishment plan posts as of 01/04/2024 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 01/04/2024**.

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Successful candidates	Successful candidates available	Not available	Recruited successful candidates	Recruitment Rate
EPSO/AD/169/09-PL Law AD5 POL FREE	AD5	Law	POL	49	8	1	40	82%
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) Development and foreign affairs AD7 FREE	AD7	Development and foreign affairs		8	2		6	75%
EPSO/AD/262/13 - AD5 Translation AD5 FRA translators - Option 2 / FREE	AD5	Translation	FRA	14	4	2	8	57%
EPSO/AST/130/14 (AST3) Building AST3 Assistants in the buildings sector - Project Management FREE	AST3	Building		18	4		14	78%
EPSO/AD/284/14 Translation AD5 DEU translators (AD5) - Option 1 FREE	AD5	Translation	DEU	41	8	2	31	76%
EPSO/AST/129/13 Finance AST3 Accounting FREE	AST3	Finance		54	6	1	47	87%
EPSO/AST-SC/01/14 Secretaries and clerks SC1 ENG Secretaries EN / FREE	SC1	Secretaries and clerks	ENG	61	12	2	47	77%
EPSO/AST/125/12 Finance AST3 Finance/Accounting / FREE	AST3	Finance		49	1	5	43	88%
EPSO/AST-SC/01/14 Secretaries and clerks SC1 DEU Secretaries DE / FREE	SC1	Secretaries and clerks	DEU	12	2	1	9	75%
EPSO/AD/276/14 European Administration AD5 Administrators (AD5) / FREE	AD5	European Administration		146	24	4	118	81%
EPSO/AD/169/09-CZ Law AD5 CES FREE	AD5	Law	CES	14	7		7	50%
EPSO/AD/177/10 - AUDIT2013 Audit AD5 FREE	AD5	Audit		48	1		47	98%
EPSO/AST/125/12 Audit AST3 FREE	AST3	Audit		25	4	1	20	80%
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) Communication AD5 FREE	AD5	Communication		28	1	2	25	89%
EPSO/AST-SC/01/14 Secretaries and clerks SC1 FRA Secretaries FR / FREE	SC1	Secretaries and clerks	FRA	60	1	1	58	97%
EPSO/AST/126/12 Engineering AST3 Civil and mechanical engineering FREE	AST3	Engineering		9	3	1	5	56%
EPSO/AD/261/13 - AD5 Translation AD5 ENG translators - Option 2 / FREE	AD5	Translation	ENG	40	3	10	27	68%
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) Law AD5 Law FREE	AD5	Law		36	5	2	29	81%
EPSO/AST/123/12 HR Law AST3 Legal matters FREE	AST3	Law		30	10	6	14	47%
EPSO/AD/249/13 Economics and Statistics AD7 Administrators Macroeconomics (AD7) FREE	AD7	Economics and Statistics		41	4		37	90%
EPSO/AD/130/08 - OT Lawyer Linguists AD7 SPA FREE	AD7	Lawyer Linguists	SPA	14	4		10	71%
EPSO/AST-SC/01/14 Secretaries and clerks SC2 ENG Secretaries EN / FREE	SC2	Secretaries and clerks	ENG	16	2		14	88%
EPSO/AST/132/14 Security AST3 SECURITY - PREVENTION AND SURVEILLANCE COORDINATORS FREE	AST3	Security		42	7		35	83%
EPSO/AST/130/14 (AST3) Building AST3 Assistants in the buildings sector - Air conditioning - FREE	AST3	Building		19	6		13	68%
EPSO/AST/129/13 Law AST3 FREE	AST3	Law		30	6	1	23	77%
EPSO/AD/177/10 - LAW2013 Law AD5 FREE	AD5	Law		34	3		31	91%
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) Development and foreign affairs AD5 FREE	AD5	Development and foreign affairs		24	10		14	58%
EPSO/AD/286/14 Translation AD5 SPA translators (AD5) - Option 1 FREE	AD5	Translation	SPA	44	8	2	34	77%
EPSO/AD/177/10 - ECO2013 Economics and Statistics AD5 FREE	AD5	Economics and Statistics		36	7		29	81%
EPSO/AD/260/13 - AD5 Translation AD5 DAN Danish-language translators - Option 1 FREE	AD5	Translation	DAN	14	2		12	86%
EPSO/AD/272/13 - DE Lawyer Linguists AD7 DEU (AD7) EP/Council	AD7	Lawyer Linguists	DEU	13	6		7	54%
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) Communication AD7 FREE	AD7	Communication		12	1		11	92%
EPSO/AD/230/12 (AD5) - EPSO/AD/231/12 (AD7) Law AD7 Law FREE	AD7	Law		14	2		12	86%
EPSO/AST/129/13 Finance AST3 Economy/Finance FREE	AST3	Finance		33	5	4	24	73%
EPSO/AST/130/14 (AST3) Building AST3 Assistants in the buildings sector - Security FREE	AST3	Building		18	3	3	12	67%
EPSO/AD/248/13 Security AD6 Administrators (AD 6) Sécurité des Bâtiments FREE	AD6	Security		11	3		8	73%
EPSO/AD/161/09-OT Lawyer Linguists AD7 CES FREE	AD7	Lawyer Linguists	CES	11	6	1	4	36%
EPSO/AST/126/12 Engineering AST3 Electrical engineering and electronics FREE	AST3	Engineering		17	6		11	65%
EPSO/AD/294/14 Data protection AD6 Administrators (AD 6) - In the field of Data Protection FREE	AD6	Data protection		21	2		19	90%
EPSO/AD/255/13 Translation AD5 HRV Translators (AD5) - Option 1 / FREE	AD5	Translation	HRV	49	1		48	98%
EPSO/AD/249/13 Finance AD7 Administrators Financial Economics (AD7) FREE	AD7	Finance		28	2	1	25	89%
EPSO/AD/244/12 European Administration AD5 HRV FREE	AD5	European Administration	HRV	124	23	6	95	77%
EPSO/AST/126/12 Research (biology, chemistry, physics, ...) AST3 Biology, life and health sciences FREE	AST3	Research (biology, chemistry, physics, ...)		10	6		4	40%
EPSO/AD/265/13 - AD5 Translation AD5 NLD translators - Option 2 FREE	AD5	Translation	NLD	16	5	1	10	63%
EPSO/AD/250/13 Food AD6 Administrators Food safety-Policy and legislation (AD6) FREE	AD6	Food		28	1		27	96%
EPSO/AD/262/13 - AD5 Translation AD5 FRA translators - Option 1 / FREE	AD5	Translation	FRA	9	1	1	7	78%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Successful candidates	Successful candidates available	Not available	Recruited successful candidates	Recruitment Rate
EPSO/AST/131/14 Nuclear AST3 Nuclear Inspection FREE	AST3	Nuclear		32	9	2	21	66%
EPSO/AST/132/14 Security AST3 SECURITY - DIGITAL MONITORING OFFICERS AND OPEN SOURCE INTELLIGENCE SPECIALISTS FREE	AST3	Security		17	6		11	65%
EPSO/AD/285/14 Translation AD5 ELL Greek-language translators (AD5) - Option 1 FREE	AD5	Translation	ELL	52	8		44	85%
EPSO/AST/123/12 HR EU structural programs AST3 Project Management/Programs/Contracts FREE	AST3	EU structural programs		18	2	6	10	56%
EPSO/AST/126/12 Nuclear AST3 FREE	AST3	Nuclear		17	9	1	7	41%
EPSO/AST/125/12 Economics and Statistics AST3 FREE	AST3	Economics and Statistics		41	12	3	26	63%
EPSO/AD/239/12 (AD5) Interpreters AD5 SLK Option 1 / FREE	AD5	Interpreters	SLK	3	1		2	67%
EPSO/AD/177/10 - ICT2013 Information and Communication Technology AD5 FREE	AD5	Information and Communication Technology		73	11		62	85%
EPSO/AD/210/11 - CJ Lawyer Linguists AD7 HUN	AD7	Lawyer Linguists	HUN	14	9		5	36%
EPSO/AST/126/12 Research (biology, chemistry, physics, ...) AST3 Chemistry FREE	AST3	Research (biology, chemistry, physics, ...)		11	5		6	55%
EPSO/AD/178/10 - LIBINFO2013 Culture AD5 Librarianship/Information Science FREE	AD5	Culture		8	2		6	75%
EPSO/AD/251/13 Food AD7 Administrators Food safety-Audit, Inspection and Evaluation (AD7) FREE	AD7	Food		15	2		13	87%
EPSO/AST-SC/01/14 Secretaries and clerks SC1 HRV Secretaries HR / FREE	SC1	Secretaries and clerks	HRV	20	3	2	15	75%
EPSO/AST/122/12 Proofreading AST3 HRV FREE	AST3	Proofreading	HRV	25	5	4	16	64%
EPSO/AD/263/13 - AD5 Translation AD5 ITA translators - Option 1 FREE	AD5	Translation	ITA	31	4		27	87%
EPSO/AST/123/12 HR Communication AST3 FREE	AST3	Communication		17	7	3	7	41%
EPSO/AST/119/12 Proofreading AST3 CES Proofreaders FREE	AST3	Proofreading	CES	14	9		5	36%
EPSO/AD/261/13 - AD5 Translation AD5 ENG translators - Option 1 / FREE	AD5	Translation	ENG	9	1	1	7	78%
EPSO/AD/265/13 - AD5 Translation AD5 NLD translators - Option 1 FREE	AD5	Translation	NLD	22	5		17	77%
EPSO/AD/287/14 Translation AD5 SWE translators (AD5) - Option 1 FREE	AD5	Translation	SWE	21	10		11	52%
EPSO/AD/266/13 - AD5 Translation AD5 SLV translators - Option 1 FREE	AD5	Translation	SLV	14	4		10	71%
EPSO/AD/287/14 Translation AD5 SWE translators (AD5) - Option 2 FREE	AD5	Translation	SWE	13	1		12	92%
EPSO/AD/245-246/12 Translation AD9 HRV Head of Unit (AD 9) in the field of translation / FREE	AD9	Translation	HRV	15	8		7	47%
EPSO/AD/285/14 Translation AD5 ELL Greek-language translators (AD5) - Option 2 FREE	AD5	Translation	ELL	9	2		7	78%
EPSO/AD/284/14 Translation AD5 DEU translators (AD5) - Option 2 FREE	AD5	Translation	DEU	14	6	1	7	50%
EPSO/AD/263/13 - AD5 Translation AD5 ITA translators - Option 2 FREE	AD5	Translation	ITA	6	1	1	4	67%
EPSO/AD/275/13 - NL Lawyer Linguists AD7 NLD EP/Council	AD7	Lawyer Linguists	NLD	12	6		6	50%
EPSO/AD/252-253/13 European Administration AD9 HRV Heads of Unit (AD9) - EPA FREE	AD9	European Administration	HRV	3	1		2	67%
EPSO/AST/130/14 (AST3) Building AST3 Assistants in the buildings sector - Architecture and interior design FREE	AST3	Building		17	5		12	71%
EPSO/AD/245-246/12 Translation AD12 HRV Head of Unit (AD 12) in the field of translation / FREE	AD12	Translation	HRV	4	1		3	75%
EPSO/AD/266/13 - AD5 Translation AD5 SLV translators - Option 2 FREE	AD5	Translation	SLV	4	1		3	75%
EPSO/AD/252-253/13 Economics and Statistics AD12 HRV Heads of Unit - Economics FREE	AD12	Economics and Statistics	HRV	5	4		1	20%
EPSO/AST/124/12 Proofreading AST3 LIT FREE	AST3	Proofreading	LIT	9	7		2	22%
EPSO/AD/252-253/13 Economics and Statistics AD9 HRV Heads of Unit (AD9) - Economics FREE	AD9	Economics and Statistics	HRV	2	2		0	0%
EPSO/AST/126/12 Research (biology, chemistry, physics, ...) AST3 Physics and materials science FREE	AST3	Research (biology, chemistry, physics, ...)		10	3		7	70%
EPSO/AD/252-253/13 European Administration AD12 HRV Heads of Unit (AD12) - EPA FREE	AD12	European Administration	HRV	7	6		1	14%
EPSO/AD/209/11 - CJ Lawyer Linguists AD7 EST	AD7	Lawyer Linguists	EST	3	3		0	0%
EPSO/AD/254/13 Management AD12 Heads of unit JRC (AD12) (Commission) / FREE	AD12	Management		3	2		1	33%
EPSO/AD/278/14 bis Other Specialists AD7 Administrators (AD7) Operational Analysis FREE	AD7	Other Specialists		17	1		16	94%
EPSO/AD/278/14 bis Other Specialists AD7 Administrators (AD7) Digital Forensics FREE	AD7	Other Specialists		14	4		10	71%
EPSO/AD/252-253/13 Law AD12 HRV Heads of Unit (AD12) - Law FREE	AD12	Law	HRV	1	1		0	0%
EPSO/AST-SC/01/14 Secretaries and clerks SC2 DEU Secretaries DE / FREE	SC2	Secretaries and clerks	DEU	4	1	1	2	50%
EPSO/AD/280/14 Lawyer Linguists AD7 FIN Co.J	AD7	Lawyer Linguists	FIN	6	4		2	33%
EPSO/AD/161/09-CJ Lawyer Linguists AD7 CES	AD7	Lawyer Linguists	CES	7	3		4	57%
EPSO/AD/236/12 (AD5) Interpreters AD5 DAN Option 1 FREE	AD5	Interpreters	DAN	2	1		1	50%
EPSO/AD/238/12 (AD7) Interpreters AD7 ENG Option 1 / FREE	AD7	Interpreters	ENG	5	1		4	80%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Successful candidates	Successful candidates available	Not available	Recruited successful candidates	Recruitment Rate
EPSO/AST-SC/03/15 - 2 Finance SC1 FREE	SC1	Finance		82	28		54	66%
EPSO/AST-SC/03/15 - 2 Finance SC2 FREE	SC2	Finance		31	6	2	23	74%
EPSO/AD/288/14 Lawyer Linguists AD7 FIN EP/COUNCIL	AD7	Lawyer Linguists	FIN	12	6		6	50%
EPSO/AD/293/14 Law AD7 AD7 Competition Law - FREE	AD7	Law		31	6		25	81%
EPSO/AD/293/14 Finance AD7 AD7 Corporate Finance - FREE	AD7	Finance		16	5		11	69%
EPSO/AST/133/14 Information and Communication Technology AST3 Information Systems FREE	AST3	Information and Communication Technology		57	10	1	46	81%
EPSO/AST/133/14 Information and Communication Technology AST3 Information systems security FREE	AST3	Information and Communication Technology		22	9	1	12	55%
EPSO/AST/133/14 Information and Communication Technology AST3 Networks and telecommunications FREE	AST3	Information and Communication Technology		18	8		10	56%
EPSO/AST/133/14 Information and Communication Technology AST3 Office IT infrastructure and data centre FREE	AST3	Information and Communication Technology		44	8		36	82%
EPSO/AST/133/14 Information and Communication Technology AST3 Web FREE	AST3	Information and Communication Technology		11	2		9	82%
EPSO/AD/293/14 Economics and Statistics AD7 AD7 Financial Economics - FREE	AD7	Economics and Statistics		28	4	1	23	82%
EPSO/AD/293/14 Economics and Statistics AD7 AD7 Industrial Economics - FREE	AD7	Economics and Statistics		16	2		14	88%
EPSO/AD/293/14 Economics and Statistics AD7 AD7 Macroeconomics - FREE	AD7	Economics and Statistics		37	5	1	31	84%
EPSO/AST-SC/03/15 - 1 Secretaries and clerks SC1 Administrative Support FREE	SC1	Secretaries and clerks		107	22	3	82	77%
EPSO/AST-SC/03/15 - 1 Secretaries and clerks SC2 Administrative Support FREE	SC2	Secretaries and clerks		35	4	1	30	86%
EPSO/AD/291/14 Lawyer Linguists AD7 RON EP/Council	AD7	Lawyer Linguists	RON	13	5		8	62%
EPSO/AD/292/14 Lawyer Linguists AD7 SLK EP/Council	AD7	Lawyer Linguists	SLK	12	7	1	4	33%
EPSO/AD/289/14 Lawyer Linguists AD7 FRA EP/Council FREE	AD7	Lawyer Linguists	FRA	14	7		7	50%
EPSO/AD/290/14 Lawyer Linguists AD7 POR EP/Council	AD7	Lawyer Linguists	POR	14	6	1	7	50%
EPSO/AST-SC/03/15 - 3 Secretaries and clerks SC1 Secretarial Support FREE	SC1	Secretaries and clerks		147	12	1	134	91%
EPSO/AST-SC/03/15 - 3 Secretaries and clerks SC2 Secretarial Support FREE	SC2	Secretaries and clerks		99	4	1	94	95%
EPSO/AD/308/15 (AD11) Health AD11 FREE	AD11	Health		10	2		8	80%
EPSO/AD/309/15 (AD 11) Health AD11 Doctors Luxembourg FREE	AD11	Health		5	3		2	40%
EPSO/AST-SC/03/15 - 2 Finance SC2 Addendum FREE	SC2	Finance		1	1		0	0%
EPSO/AD/301/15 European Administration AD5 FREE	AD5	European Administration		159	19		140	88%
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	7		53	88%
EPSO/AD/310/15 - 1 Culture AD7 Curator - FREE	AD7	Culture		20	10		10	50%
EPSO/AD/310/15 - 2 Culture AD7 Museum Educator - FREE	AD7	Culture		15	7		8	53%
EPSO/AD/310/15 - 3 Culture AD7 Conservator - Conservation and Collection Manager - FREE	AD7	Culture		5	4		1	20%
EPSO/AD/320/15 - Option 1 Translation AD5 SLK FREE	AD5	Translation	SLK	17	6		11	65%
EPSO/AD/318/15 - Option 1 Translation AD5 POL FREE	AD5	Translation	POL	24	12		12	50%
EPSO/AD/318/15 – Option 2 Translation AD5 POL FREE	AD5	Translation	POL	1	1		0	0%
EPSO/AST/136/15 - 1 Culture AST3 Assistant Curator FREE	AST3	Culture		11	9		2	18%
EPSO/AST/136/15 - 2 Culture AST3 CONSERVATION & COLLECTION MANAGEMENT ASSISTANT FREE	AST3	Culture		5	3		2	40%
EPSO/AD/315/15 - Option 1 Translation AD5 FIN FREE	AD5	Translation	FIN	20	7	1	12	60%
EPSO/AD/315/15 - Option 2 Translation AD5 FIN FREE	AD5	Translation	FIN	9	3		6	67%
EPSO/AD/317/15 - Option 1 Translation AD5 LAV FREE	AD5	Translation	LAV	14	6		8	57%
EPSO/AD/317/15 - Option 2 Translation AD5 LAV FREE	AD5	Translation	LAV	5	3		2	40%
EPSO/AD/319/15 - Option 1 Translation AD5 POR FREE	AD5	Translation	POR	26	6		20	77%
EPSO/AD/319/15 – Option 2 Translation AD5 POR FREE	AD5	Translation	POR	1	1		0	0%
EPSO/AD/316/15 - Option 1 Translation AD5 HUN FREE	AD5	Translation	HUN	13	5		8	62%
EPSO/AD/316/15 – Option 2 Translation AD5 HUN FREE	AD5	Translation	HUN	10	6		4	40%
EPSO/AD/305/15 - ES Lawyer Linguists AD7 SPA CoJ	AD7	Lawyer Linguists	SPA	13	9		4	31%
EPSO/AD/311/15 - AD7/CS Interpreters AD7 CES FREE	AD7	Interpreters	CES	5	1		4	80%
EPSO/AD/313/15 - AD5/LT Interpreters AD5 LIT FREE	AD5	Interpreters	LIT	6	1		5	83%
EPSO/AD/314/15 - AD7/MT Interpreters AD7 MLT FREE	AD7	Interpreters	MLT	3	2		1	33%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Successful candidates	Successful candidates available	Not available	Recruited successful candidates	Recruitment Rate
EPSO/AST/137/16 DA Linguist AST1 DAN FREE	AST1	Linguist	DAN	16	3		13	81%
EPSO/AST/137/16 GA Linguist AST1 GLE FREE	AST1	Linguist	GLE	9	3		6	67%
EPSO/AST/137/16 HU Linguist AST1 HUN FREE	AST1	Linguist	HUN	12	3		9	75%
EPSO/AST/137/16 MT Linguist AST1 MLT FREE	AST1	Linguist	MLT	12	6		6	50%
EPSO/AST/137/16 NL Linguist AST1 NLD FREE	AST1	Linguist	NLD	13	5		8	62%
EPSO/AST/137/16 SK Linguist AST1 SLK FREE	AST1	Linguist	SLK	13	4		9	69%
EPSO/AST/137/16 SL Linguist AST1 SLV FREE	AST1	Linguist	SLV	13	5		8	62%
EPSO/AST/138/16 Audiovisuel AST3 Audiovisuel & conference technicians - FREE	AST3	Audiovisuel		25	5		20	80%
EPSO/AST-SC/05/16 (SC1) Secretaries and clerks SC1 Accreditation Officers / Receptionists FREE	SC1	Secretaries and clerks		50	6		44	88%
EPSO/AST-SC/05/16 (SC2) Secretaries and clerks SC2 Accreditation Officers / Receptionists FREE	SC2	Secretaries and clerks		12	2		10	83%
EPSO/AD/325/16 - Option 1 Translation AD5 DAN DA - FREE	AD5	Translation	DAN	13	5		8	62%
EPSO/AD/325/16 - Option 2 Translation AD5 DAN DA - FREE	AD5	Translation	DAN	11	2		9	82%
EPSO/AD/330/16 - 1 Nuclear AD7 Nuclear Safeguard Inspectors / FREE	AD7	Nuclear		20	2		18	90%
EPSO/AD/330/16 - 2 Nuclear AD7 Policy Officers / FREE	AD7	Nuclear		14	2		12	86%
EPSO/AD/329/16 - Option 1 Translation AD5 MLT FREE	AD5	Translation	MLT	7	2		5	71%
EPSO/AD/329/16 - Option 2 Translation AD5 MLT FREE	AD5	Translation	MLT	13	2		11	85%
EPSO/AD/328/16 - Option 1 Translation AD5 LIT FREE	AD5	Translation	LIT	12	4		8	67%
EPSO/AD/328/16 - Option 2 Translation AD5 LIT FREE	AD5	Translation	LIT	5	1		4	80%
EPSO/AD/327/16 - Option 1 Translation AD5 HRV FREE	AD5	Translation	HRV	8	3		5	63%
EPSO/AD/327/16 - Option 2 Translation AD5 HRV FREE	AD5	Translation	HRV	6	1		5	83%
EPSO/AD/331/16 - 4 Information and Communication Technology AD7 ICT Security - FREE	AD7	Information and Communication Technology		50	2	3	45	90%
EPSO/AD/331/16 - 1 Information and Communication Technology AD7 Data Analysis and IT Service Specialists	AD7	Information and Communication Technology		31	4		27	87%
EPSO/AD/323/16 - 1 Audit AD7 Investigators: EU expenditures, Anti-corruption FREE	AD7	Audit		25	2	3	20	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	3		25	89%
EPSO/AD/331/16 - 5 Information and Communication Technology AD7 IT Infrastructure Experts	AD7	Information and Communication Technology		40	5	1	34	85%
EPSO/AD/335/16 Lawyer Linguists AD7 LIT EP/Council	AD7	Lawyer Linguists	LIT	9	5		4	44%
EPSO/AD/337/16 Lawyer Linguists AD7 SWE EP/Council	AD7	Lawyer Linguists	SWE	10	6		4	40%
EPSO/AD/333/16 Lawyer Linguists AD7 ELL EP/Council	AD7	Lawyer Linguists	ELL	8	3		5	63%
EPSO/AD/336/16 Lawyer Linguists AD7 MLT EP/Council	AD7	Lawyer Linguists	MLT	8	7		1	13%
EPSO/AD/334/16 Lawyer Linguists AD7 ITA EP/Council	AD7	Lawyer Linguists	ITA	8	3		5	63%
EPSO/AD/332/16 Lawyer Linguists AD7 SPA EP/Council	AD7	Lawyer Linguists	SPA	10	3		7	70%
EPSO/AST/139/16 - 1 Finance AST3 FREE	AST3	Finance		69	15		54	78%
EPSO/AST/139/16 - 2 Human Resources AST3 FREE	AST3	Human Resources		53	15		38	72%
EPSO/AD/338/17 European Administration AD5 FREE	AD5	European Administration		126	15		111	88%
EPSO / AST / 140 / 17 Health AST3 Nurses FREE	AST3	Health		16	2		14	88%
EPSO/AD/343/17 - Option 1 Translation AD5 DEU FREE	AD5	Translation	DEU	10	2		8	80%
EPSO/AD/343/17 - Option 2 Translation AD5 DEU FREE	AD5	Translation	DEU	4	2		2	50%
EPSO/AD/345/17 - Option 1 Translation AD5 ITA	AD5	Translation	ITA	12	6		6	50%
EPSO/AD/345/17 - Option 2 Translation AD5 ITA FREE	AD5	Translation	ITA	5	3		2	40%
EPSO/AD/344/17 - Option 1 Translation AD5 FRA FREE	AD5	Translation	FRA	7	1		6	86%
EPSO/AD/346/17 - Option 1 Translation AD5 NLD NL - FREE	AD5	Translation	NLD	9	4		5	56%
EPSO/AD/346/17 - Option 2 Translation AD5 NLD NL - FREE	AD5	Translation	NLD	9	3		6	67%
EPSO/AST/142/17 - DA Proofreading AST3 DAN DA	AST3	Proofreading	DAN	5	3		2	40%
EPSO/AST/142/17 - MT Proofreading AST3 MLT FREE	AST3	Proofreading	MLT	7	1		6	86%
EPSO/AST/142/17 - NL Proofreading AST3 NLD FREE	AST3	Proofreading	NLD	5	2		3	60%
EPSO/AST/142/17 - SL Proofreading AST3 SLV FREE	AST3	Proofreading	SLV	7	3		4	57%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Successful candidates	Successful candidates available	Not available	Recruited successful candidates	Recruitment Rate
EPSO/AST/142/17 - SL Proofreading AST3 SLV FREE	AST3	Proofreading	SLV	7	3		4	57%
EPSO/AST/142/17 - SV Proofreading AST3 SWE FREE	AST3	Proofreading	SWE	7	2		5	71%
EPSO/AST/141/17 (AST3) - Profile 1 Building AST3 Building construction coordinators/technicians - FREE	AST3	Building		26	10		16	62%
EPSO/AST/141/17 (AST3) - Profile 2 Building AST3 Building coordinators/technicians in air conditioning and electromechanical and electrical engineering	AST3	Building		33	4		29	88%
EPSO/AST/141/17 (AST3) - Profile 3 Building AST3 Occupational and building safety assistants - FREE	AST3	Building		13	5		8	62%
EPSO/AD/342/17 (AD6) Building AD6 FREE	AD6	Building		27	2		25	93%
EPSO/AD/355/17-MT Lawyer Linguists AD7 MLT CoJ	AD7	Lawyer Linguists	MLT	9	5		4	44%
EPSO/AD/340/18 (AD6) Health AD6 Audit, inspection and evaluation FREE	AD6	Health		21	2		19	90%
EPSO/AD/341/18 (AD6) Health AD6 Policy and legislation FREE	AD6	Health		41	2		39	95%
EPSO/AST/144/17 (AST1) - FR Linguist AST1 FRA Linguistic Assistant FREE	AST1	Linguist	FRA	5	3		2	40%
EPSO/AST/144/17 (AST1) - SV Linguist AST1 SWE Linguistic Assistant FREE	AST1	Linguist	SWE	7	4		3	43%
EPSO/AST/144/17 (AST1) - RO Linguist AST1 RON Linguistic Assistant FREE	AST1	Linguist	RON	6	1		5	83%
EPSO/AST/144/17 (AST1) - BG Linguist AST1 BUL Linguistic Assistant FREE	AST1	Linguist	BUL	5	1		4	80%
EPSO/AST/144/17 (AST1) - EN Linguist AST1 ENG Linguistic Assistant FREE	AST1	Linguist	ENG	7	2	1	4	57%
EPSO/AD/339/17-1 Finance AD7 Financial Economics - FREE	AD7	Finance		63	8		55	87%
EPSO/AD/339/17-2 Finance AD7 Macroeconomics FREE	AD7	Finance		37	3		34	92%
EPSO/AST-SC/06/17 (SC2) Secretaries and clerks SC2 FREE	SC2	Secretaries and clerks		136	35	4	97	71%
EPSO/AST-SC/06/17 (SC1) Secretaries and clerks SC1 FREE	SC1	Secretaries and clerks		222	44	8	170	77%
EPSO/AD/348/17 Lawyer Linguists AD7 DAN EP/Council	AD7	Lawyer Linguists	DAN	6	3		3	50%
EPSO/AD/349/17 Lawyer Linguists AD7 EST EP/Council	AD7	Lawyer Linguists	EST	7	2		5	71%
EPSO/AD/351/17 Lawyer Linguists AD7 HRV EP/Council	AD7	Lawyer Linguists	HRV	11	2		9	82%
EPSO/AD/352/17 Lawyer Linguists AD7 LAV EP/Council	AD7	Lawyer Linguists	LAV	2	1		1	50%
EPSO/AD/356/18 (AD5) European Administration AD5 FREE	AD5	European Administration		162	7	2	153	94%
EPSO/AD/347/17 (AD6) Communication AD6 Communication and Media FREE	AD6	Communication		63	5		58	92%
EPSO/AD/361/18 - Option 1 Translation AD5 GLE FREE	AD5	Translation	GLE	13	2		11	85%
EPSO/AST/143/17 (AST3) - Profile 1 Communication AST3 Webmaster - FREE	AST3	Communication		14	3		11	79%
EPSO/AST/143/17 (AST3) - Profile 2 Communication AST3 Communication Assistant - FREE	AST3	Communication		33	15		18	55%
EPSO/AST/143/17 (AST3) - Profile 3 Communication AST3 Visual Communication Assistant - FREE	AST3	Communication		35	5		30	86%
EPSO/AD/360/18 Data protection AD6 FREE	AD6	Data protection		33	4		29	88%
EPSO/AD/358/18 Lawyer Linguists AD7 DEU CoJ	AD7	Lawyer Linguists	DEU	17	7		10	59%
EPSO/AD/357/18 Audit AD5 FREE	AD5	Audit		77	15	2	60	78%
EPSO/AD/363/18 (AD7) - 1 Customs AD7 FREE	AD7	Customs		42	3		39	93%
EPSO/AD/363/18 (AD7) - 2 Taxation AD7 FREE	AD7	Taxation		44	13		31	70%
EPSO/AST/146/18 Other Specialists AST4 Heads of Administration in EU Delegations FREE	AST4	Other Specialists		41	11		30	73%
EPSO/AST/145/18 Other Specialists AST3 Archivistics and Records Management FREE	AST3	Other Specialists		46	11		35	76%
EPSO/AD/362/18 Other Specialists AD6 Archivistics and Records Management - FREE	AD6	Other Specialists		20	4		16	80%
EPSO/AST-SC/07/18 (SC1) Security SC1 Armed Security and Protection	SC1	Security		86	33		53	62%
EPSO/AST-SC/07/18 (SC2) Security SC2 Armed Security and Protection	SC2	Security		18	10		8	44%
EPSO/AST/147/19 - 1 Security AST3 Security operations	AST3	Security		42	12		30	71%
EPSO/AST/147/19 - 2 Security AST3 Technical Security FREE	AST3	Security		19	4		15	79%
EPSO/AST/147/19 - 3 Security AST3 Information and document security	AST3	Security		21	7		14	67%
EPSO/AD/364/19 - 1 Security AD7 Security operations FREE	AD7	Security		17	3		14	82%
EPSO/AD/364/19 - 3 Security AD7 Information and document security FREE	AD7	Security		17	2		15	88%
EPSO/AD/371/19 (AD7) – 1 Research (biology, chemistry, physics, ...) AD7 Quantitative & qualitative policy impact assessment / evaluation FREE	AD7	Research (biology, chemistry, physics, ...)		20	1		19	95%
EPSO/AD/371/19 (AD7) – 2 Research (biology, chemistry, physics, ...) AD7 Data science applications FREE	AD7	Research (biology, chemistry, physics, ...)		10	1		9	90%
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	2		8	80%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Successful candidates	Successful candidates available	Not available	Recruited successful candidates	Recruitment Rate
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	2		8	80%
EPSO/AD/371/19 (AD7) – 6 Nuclear research and decommissioning AD7 FREE	AD7	Nuclear research and decommissioning		20	4		16	80%
EPSO/AD/371/19 (AD7) – 6 Nuclear research and decommissioning AD7 Addendum FREE	AD7	Nuclear research and decommissioning		1	1		0	0%
EPSO/AD/374/19 - 1 Other Specialists AD7 Competition Law	AD7	Other Specialists		63	1		62	98%
EPSO/AD/374/19 - 4 Other Specialists AD7 Financial Rules Applicable to the EU Budget	AD7	Other Specialists		40	4		36	90%
EPSO/AD/374/19 - 2 Finance AD7 Financial Law	AD7	Finance		36	6		30	83%
EPSO/AD/374/19 - 3 Economics and Statistics AD7 Economic and Monetary Union Law	AD7	Economics and Statistics		8	3		5	63%
EPSO/AD/374/19 - 5 Other Specialists AD7 Protection of euro coins against counterfeiting	AD7	Other Specialists		11	4		7	64%
EPSO/AD/374/19 - 3 Law AD7 Economic and Monetary Union Law - Addendum	AD7	Law		1	1		0	0%
EPSO/AD/374/19 - 2 Law AD7 Financial Law - Addendum	AD7	Law		1	1		0	0%
EPSO/AD/365/19 (AD 7) - CY Law AD7 Lawyers - Cypriot (CY) law	AD7	Law		3	3		0	0%
EPSO/AD/365/19 (AD 5) - CY Law AD5 Lawyers - Cypriot (CY) law	AD5	Law		3	2		1	33%
EPSO/AD/369/19 (AD 5) - LV Law AD5 Lawyers - Latvian (LV) law	AD5	Law		1	1		0	0%
EPSO/AD/367/19 (AD 7) - HU Law AD7 HUN Lawyers - Hungarian (HU) law	AD7	Law	HUN	3	3		0	0%
EPSO/AD/366/19 (AD 7) - EL Law AD7 ELL Lawyers - Greek (EL) law	AD7	Law	ELL	3	1		2	67%
EPSO/AD/372/19 (AD7) Audit AD7 FREE	AD7	Audit		36	6		30	83%
EPSO/AD/370/19 (AD 5) - PL Law AD5 Lawyers - Polish (PL) law	AD5	Law		6	1		5	83%
EPSO/AD/370/19 (AD 7) - PL Law AD7 Lawyers - Polish (PL) law	AD7	Law		3	1		2	67%
EPSO/AD/368/19 (AD 7) - IT Law AD7 ITA Italian (IT) Law	AD7	Law	ITA	6	2		4	67%
EPSO/AD/368/19 (AD 5) - IT Law AD5 ITA Italian (IT) Law	AD5	Law	ITA	8	4		4	50%
EPSO/AD/372/19 (AD5) Audit AD5 FREE	AD5	Audit		85	19		66	78%
EPSO/AST-SC/09/19 Other Specialists SC2 Conference Operators	SC2	Other Specialists		28	16		12	43%
EPSO/AD/373/19 European Administration AD5 Administration	AD5	European Administration		150	18		132	88%
EPSO/AD/378/20 (AD 7) Lawyer Linguists AD7 HRV Court of Justice	AD7	Lawyer Linguists	HRV	11	4		7	64%
EPSO/AST-SC/08/19 (SC1) Other Specialists SC1 Parliamentary Ushers	SC1	Other Specialists		24	7		17	71%
EPSO/AST-SC/08/19 (SC2) Other Specialists SC2 Parliamentary Ushers	SC2	Other Specialists		27	6		21	78%
EPSO/AD/373/19 European Administration AD5 Addendum	AD5	European Administration		3	1		2	67%
EPSO/AST/149/21 Nuclear AST3 Nuclear Inspectors	AST3	Nuclear		40	17		23	58%
EPSO/AST-SC/08/19 (SC2) Other Specialists SC2 Parliamentary Ushers Addendum	SC2	Other Specialists		1	1		0	0%
EPSO/AD/380/19 (AD 7) Other Specialists AD7 ADMINISTRATORS IN THE FIELD OF INTERNATIONAL COOPERATION AND MANAGING AID TO NON-EU COUNTRIES - FREE	AD7	Other Specialists		100	15		85	85%
EPSO/AD/380/19 (AD 9) Other Specialists AD9 ADMINISTRATORS IN THE FIELD OF INTERNATIONAL COOPERATION AND MANAGING AID TO NON-EU COUNTRIES - FREE	AD9	Other Specialists		27	4		23	85%
EPSO/AD/389/21 Other Specialists AD6 SUSTAINABLE AGRICULTURE AND RURAL DEVELOPMENT FREE	AD6	Other Specialists		56	9		47	84%
EPSO/AD/381/20 Law AD5 EU Law	AD5	Law		111	20		91	82%
EPSO/AD/394/21 AD9 - 1 Other Specialists AD9 OLAF Investigators/Experts - Anti-fraud investigations and operations in the field of EU expenditure and anti-corruption	AD9	Other Specialists		9	2		7	78%
EPSO/AD/394/21 AD9 - 2 Other Specialists AD9 OLAF Investigators/Experts - Anti-fraud investigations and operations in the field of customs and trade, tobacco and counterfeit goods	AD9	Other Specialists		9	1		8	89%
EPSO/AD/394/21 AD7 - 2 Other Specialists AD7 OLAF Investigators/Experts - Anti-fraud investigations and operations in the field of customs and trade, tobacco and counterfeit goods	AD7	Other Specialists		15	3		12	80%
EPSO/AD/394/21 AD7 - 1 Other Specialists AD7 OLAF Investigators/Experts - Anti-fraud investigations and operations in the field of EU expenditure and anti-corruption	AD7	Other Specialists		35	13		22	63%
EPSO/AST-SC/10/20 (SC1) SECRETARIES SC1	SC1	SECRETARIES		285	60	5	220	77%
EPSO/AST-SC/10/20 (SC2) SECRETARIES SC2	SC2	SECRETARIES		215	65	1	149	69%
EPSO/AD/392/21 - 1 Health AD7 Policymaking and law-making in the field of health	AD7	Health		44	11		33	75%
EPSO/AD/392/21 - 2 Health AD7 Policymaking and law-making in the field of food safety	AD7	Health		33	7		26	79%
EPSO/AD/392/21 - 3 Health AD7 Auditing, inspection and evaluation in the field of health and food safety	AD7	Health		29	21		8	28%
EPSO/AD/395/21 - 1 Other Specialists AD7 OLAF Administrators - Digital Forensics	AD7	Other Specialists		14	6		8	57%
EPSO/AD/395/21 - 2 Other Specialists AD7 OLAF Administrators - Operational and strategic analysis	AD7	Other Specialists		20	8		12	60%
EPSO/AD/393/21 Data protection AD6	AD6	Data protection		76	23		53	70%
EPSO/AD/383/21 Lawyer Linguists AD7 BUL EP/Council/Commission	AD7	Lawyer Linguists	BUL	8	7		1	13%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	Successful candidates	Successful candidates available	Not available	Recruited successful candidates	Recruitment Rate
EPSO/AD/383/21 Lawyer Linguists AD7 BUL EP/Council/Commission	AD7	Lawyer Linguists	BUL	8	7		1	13%
EPSO/AD/384/21 Lawyer Linguists AD7 CES EP/Council/Commission	AD7	Lawyer Linguists	CES	9	7		2	22%
EPSO/AD/385/21 Lawyer Linguists AD7 FRA EP/Council/Commission	AD7	Lawyer Linguists	FRA	12	4		8	67%
EPSO/AD/387/21 Lawyer Linguists AD7 HUN EP/Council/Commission	AD7	Lawyer Linguists	HUN	11	7		4	36%
EPSO/AD/388/21 Lawyer Linguists AD7 POL EP/Council/Commission	AD7	Lawyer Linguists	POL	9	7		2	22%
EPSO/AST-SC/11/21 Other Specialists SC1 Laboratory Support Workers	SC1	Other Specialists		19	12		7	37%
EPSO/AD/376/20 (AD 7) Lawyer Linguists AD7 ELL CoJ	AD7	Lawyer Linguists	ELL	9	9		0	0%
EPSO/AD/379/20 (AD 7) Lawyer Linguists AD7 POL CoJ	AD7	Lawyer Linguists	POL	10	8		2	20%
EPSO/AD/391/21 - 1 Other Specialists AD7 Member States' Structural reform support	AD7	Other Specialists		46	10		36	78%
EPSO/AST-SC/10/20 (SC2) SECRETARIES SC2 Corrigendum	SC2	SECRETARIES		1	1		0	0%
EPSO/AD/391/21 - 2 Other Specialists AD7 Schengen acquis	AD7	Other Specialists		25	4		21	84%
EPSO/AD/396/21 Lawyer Linguists AD7 GLE CoJ	AD7	Lawyer Linguists	GLE	4	4		0	0%
EPSO/AD/377/20 (AD 7) Lawyer Linguists AD7 FRA CoJ	AD7	Lawyer Linguists	FRA	18	4		14	78%
EPSO/AD/385/21 Lawyer Linguists AD7 FRA EP/Council/Commission - addendum	AD7	Lawyer Linguists	FRA	1	1		0	0%
EPSO/AST/148/21-EL Proofreading AST3 ELL Proofreaders/Language Editors EL	AST3	Proofreading	ELL	21	8		13	62%
EPSO/AST/148/21 - ES Proofreading AST3 SPA Proofreaders/Language Editors ES	AST3	Proofreading	SPA	10	3	1	6	60%
EPSO/AST/148/21 - ET Proofreading AST3 EST Proofreaders/Language Editors ET	AST3	Proofreading	EST	8	7		1	13%
EPSO/AST/148/21 - GA Proofreading AST3 GLE Proofreaders/Language Editors GA	AST3	Proofreading	GLE	4	2		2	50%
EPSO/AST/148/21 - IT Proofreading AST3 ITA Proofreaders/Language Editors IT	AST3	Proofreading	ITA	15	5		10	67%
EPSO/AST/148/21 - PT Proofreading AST3 POR Proofreaders/Language Editors PT	AST3	Proofreading	POR	11	3		8	73%
EPSO/AD/397/21 Other Specialists AD6 Administrators in the field of Maritime affairs and fisheries	AD6	Other Specialists		88	40		48	55%
EPSO/AD/382/20 (AD5) Other Specialists AD5 External Relations	AD5	Other Specialists		55	22		33	60%
EPSO/AD/382/20 (AD7) Other Specialists AD7 External Relations	AD7	Other Specialists		33	13		20	61%
EPSO/AST/150/21-1 Other Specialists AST3 Audiovisual and Conference Technicians	AST3	Other Specialists		53	18		35	66%
EPSO/AST/150/21-2 Other Specialists AST3 Building Technicians	AST3	Other Specialists		119	52	1	66	55%
EPSO/AST/150/21-3 Other Specialists AST3 Laboratory Technicians	AST3	Other Specialists		25	9		16	64%
EPSO/AD/390/21 Other Specialists AD6 Chemicals Policy Administrators	AD6	Other Specialists		47	27		20	43%
EPSO/AD/399/22 (AD 7) Audit AD7	AD7	Audit		61	29		32	52%
EPSO/AST-SC/08/19 (SC1) Other Specialists SC1 Parliamentary Ushers Addendum	SC1	Other Specialists		1	1		0	0%
EPSO/AD/390/21 Other Specialists AD6 Chemicals Policy Administrators Addendum	AD6	Other Specialists		8	3		5	63%
EPSO/AST/153/22 Other Specialists AST4 Heads of Administration in EU Delegations	AST4	Other Specialists		41	31		10	24%
EPSO/AD/400/22 AD7 - 1 Defence industry AD7	AD7	Defence industry		33	27		6	18%
EPSO/AD/400/22 AD9 - 1 Defence industry AD9	AD9	Defence industry		17	11		6	35%
EPSO/AD/400/22 AD7 - 2 Space AD7	AD7	Space		36	28		8	22%
EPSO/AD/400/22 AD9 - 2 Space AD9	AD9	Space		19	10		9	47%
EPSO/AST/155/22 - Field 1 Other Specialists AST3 Operational security	AST3	Other Specialists		44	35		9	20%
EPSO/AST/155/22 - Field 3 Other Specialists AST3 Occupational health and safety	AST3	Other Specialists		28	25		3	11%
EPSO/AST/152/22-1 - HR Linguist AST1 HRV Linguistic Assistants	AST1	Linguist	HRV	14	14		0	0%
EPSO/AST/152/22-2 - NL Linguist AST1 NLD Linguistic Assistants	AST1	Linguist	NLD	14	14		0	0%
EPSO/AST/152/22-3 - ET Linguist AST1 EST Linguistic Assistants	AST1	Linguist	EST	12	12		0	0%
EPSO/AST/152/22-4 - IT Linguist AST1 ITA Linguistic Assistants	AST1	Linguist	ITA	10	10		0	0%
EPSO/AST/152/22-5 - PL Linguist AST1 POL Linguistic Assistants	AST1	Linguist	POL	13	13		0	0%
EPSO/AST/152/22-6 - PT Linguist AST1 POR Linguistic Assistants	AST1	Linguist	POR	14	14		0	0%
EPSO/AD/400/22 AD7 - 1 Defence industry AD7 Addendum	AD7	Defence industry		1	1		0	0%
EPSO/AD/400/22 AD7 - 2 Space AD7 Addendum	AD7	Space		1	1		0	0%

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	
2197	205		120		2522

Number of expected laureates from planned competitions by function group

Non-linguistic profile			Linguistic profile		Total
AD	AST	AST/SC	AD-L	AST-L	
2388	0		948		3336

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	
4585	205		1068		5858

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

Ongoing competitions as of 01/04/2024

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of candidates	Number of candidates invited to assessment phase	Number of successful cdt's expected	Reserve lists expected by
EPSO/AD/398/22	AD7	1. ICT Infrastructures, Cloud, Networks and Middleware - ICT Experts		EUR27	404	213	71	April - May 2024
		2. Digital workplace, office automation and mobile computing			186	147	49	
		3. IT and data governance, programme/portfolio and project management, project management office (PMO), business and enterprise architecture			769	210	70	
		4. Design, configuration, testing, operation and maintenance of IT applications and off-the-shelf solutions; Data management, data analytics and artificial intelligence			986	219	73	
	AD8	5. ICT Security			375	261	87	
EPSO/AST/151/22	AST4	1. ICT infrastructures, cloud, networks and middleware		EUR27	221	141	47	April 2024
		2. Digital workplace, office automation and mobile computing			260	165	55	
		3. Development, configuration, testing, operation and maintenance of IT applications and off-the-shelf solutions; Data management, data analytics and artificial intelligence			721	222	74	
		4. ICT security			117	87	29	
EPSO/AD/401/22	AD6	Energy		EUR27	1762	162	54	June 2024
		Climate			917	147	49	
		Environment			1853	156	52	
EPSO/AD/402/23	AD6	1) Macroeconomics/microeconomics		EUR27	2226	n/a	300	2024
		2) Financial economics			3013		348	
		3) Industrial economics			1081		322	
EUIPO/01/23	AD6	Intellectual property		EUR27	2420	n/a	200	2024
EPSO/AD/403/23	AD7	1) Crisis management		EUR27	2312	n/a	132	2024
		2) Migration and Internal Security			2514		112	
AD/404-409/23 Lawyer-linguists CoJ	AD7	Lawyer-linguists	EN	EUR27	263	n/a	30	TBC
			ES		680		20	
			LT		56		15	
			NL		96		20	
			PT		326		20	
			SK		67		15	
AD/410/23 Transport	AD7	Transport		EUR27	1453	n/a	80	TBC
AD/411/23 Nuclear Inspectors	AD7	Nuclear safeguards inspectors		EUR27	11	n/a	130	TBC
		Policy officers in the area of nuclear energy			18	n/a	68	TBC

Planned competitions as of 01/04/2024

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates expected	Laureates lists expected by
AST 156 (ex-AST 154)	AST 3	1) Financial Management 2) Accounting and treasury 3) Public procurement		EUR27	1256	TBC
AD/.../24 Statisticians	AST or AD	Statisticians		EUR27	382	TBC
AD/.../24 or 25 Taxation specialists	AD6	Field 1 - Direct taxation Field 2 - Indirect taxation		EUR27	290	TBC
AD/.../24 or 25 - JRC	AD7	10 Different fields		EUR27	588	TBC
AD/.../25 Building specialists	AD7	Field 1 - Project management in the building sector ("Chef du projet"); Field 2 - Architecture; Field 3 - Building services engineering		EUR27	tbc	TBC
ex-AST 154	AD5	4) Graphic design & visual content production 5) Social and digital media 6) Webmaster		EUR27	222	TBC
AD/.../25 Lawyer-linguists EP/Council/EC (tbc) DE-EN-ET-HR-LV-NL- RO-SL	AD7	Lawyer-linguists	DE-EN-ET-HR- LV-NL-RO-SL	EUR27	144	TBC
AD/.../24 Generalists	AD5	Generalists		EUR27	906	TBC
AD/.../24 Translators DA-EL-EN- ES-FR-IT-MT-NL	AD5	Translators	DA-EL-EN-ES- FR-IT-MT-NL	EUR27	804	TBC
AST-SC/.../25 Secretaries	AST-SC1 + 2	Secretaries		EUR27	tbc	TBC
AD/.../25 Lawyer-linguists CoJ DA, ET, FI, IT, LV, SV	AD7	Lawyer-linguists	DA-ET-FI-IT-LV- SV	EUR27	tbc	TBC

2.5 Overview on 2023 mobility of officials

2.5.1 Mobility within the Commission.

Internal mobility of officials between DGs by function groups in 2023, 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	11	23	-12	10	11	-1	1		1	22	34	-12
Budget	31	21	10	5	11	-6		3	-3	36	35	1
Cabinets	24	35	-11	10	15	-5	10	4	6	44	54	-10
Climate Action	20	10	10	3	3	0		1	-1	23	14	9
Communication	18	25	-7	5	7	-2	1	3	-2	24	35	-11
Communications Networks, Content and Technology	14	24	-10	6	4	2				20	28	-8
Competition	10	27	-17	2	10	-8	1	3	-2	13	40	-27
Defence Industry and Space	8	6	2	3	2	1				11	8	3
Digital Services					1	-1					1	-1
Economic and Financial Affairs	24	25	-1	8	6	2	1	4	-3	33	35	-2
Education, Youth, Sport and Culture	11	10	1	11	13	-2	1	1	0	23	24	-1
Employment, Social Affairs and Inclusion	21	20	1	11	14	-3	1	2	-1	33	36	-3
Energy	16	22	-6	7		7		1	-1	23	23	0
Environment	16	12	4	5	4	1				21	16	5
European Anti-Fraud Office	5	8	-3	3		3				8	8	0
European Civil Protection and Humanitarian Aid Operations (ECHO)	9	4	5	3	5	-2		1	-1	12	10	2
European Health Emergency Preparedness and Response Authority	2	4	-2	1	1	1	1	1	0	4	5	-1
European Personnel Selection Office	3	5	-2	4	6	-2	1	1	0	8	12	-4
Eurostat	7	7	0	1	2	-1				8	9	-1
Financial Stability, Financial Services and Capital Markets Union	9	12	-3	4	5	-1		1	-1	13	18	-5
Health and Food Safety	11	16	-5	8	7	1	1	1	0	20	24	-4
Human Resources and Security	25	9	16	24	19	5	6	1	5	55	29	26
Informatics	7	11	-4	7	3	4				14	14	0
Internal Audit Service	6	11	-5	1	2	-1				7	13	-6
Internal Market, Industry, Entrepreneurship and SMEs	20	21	-1	10	9	1	1	2	-1	31	32	-1
International Partnerships	19	18	1	9	7	2	2		2	30	25	5
Interpretation	5	1	4	4	5	-1				9	6	3
Joint Research Centre	22	6	16	11	8	3	4	1	3	37	15	22
Justice and Consumers	7	12	-5	7	5	2	1	3	-2	15	20	-5
Legal Service	7	3	4	5	2	3		1	-1	12	6	6
Maritime Affairs and Fisheries	3	3	0	2	3	-1	1		1	6	6	0
Migration and Home Affairs	11	19	-8	5	6	-1	1	1	0	17	26	-9
Mobility and Transport	12	18	-6	2	2	0		2	-2	14	22	-8
Neighbourhood and Enlargement Negotiations	28	17	11	6	13	-7		2	-2	34	32	2
Office for Infrastructure and Logistics in Brussels	5	7	-2	7	6	1				12	13	-1
Office for Infrastructure and Logistics in Luxembourg	1	1	0	3	6	-3				4	7	-3
Office for the Administration and Payment of Individual Entitlements	3	4	-1	5	10	-5				8	14	-6
Publications Office	5	4	1	6	5	1				11	9	2
Regional and Urban Policy	18	13	5	12	10	2	1		1	31	23	8
Research and Innovation	21	11	10	9	7	2		1	-1	30	19	11
Secretariat-General	23	32	-9	11	10	1	2	1	1	36	43	-7
Service for Foreign Policy Instruments	5	4	1	3	2	1				8	6	2
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)	4	3	1	1		1				5	3	2
Structural Reform Support	5	8	-3	2		2				7	8	-1
Taxation and Customs Union	22	16	6	5	4	1	3	1	2	30	21	9
Trade	24	11	13	6	5	1	1		1	31	16	15
Translation	8	6	2	6	5	1	1		1	15	11	4
TOTAL (*)	586	585	1	279	280	-1	43	43	0	908	908	0
TOTAL without reorganisations nor certifications	568	568		269	269		42	42		879	879	

(*) 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 1990-2023

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

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

2.5.2 Mobility between the Commission and the other institutions

Movements of posts between the Commission and other institutions have been identified and summarised in the table below. Interinstitutional movements in which the Commission is not involved are not listed below and should be obtained from the concerned institutions. For the period 1 January to 31 December 2023, as in previous years, movements confirm the trend already noticed of **a negative balance (224 posts) to the detriment of the Commission** (arrivals - departures), particularly to the benefit of the European External Action Service, the European Parliament and the European Innovation Council and SMEs Executive Agency.

Mobility between the Commission and other EU Institutions and bodies,
by function groups in 2023

	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		5	-5								5	-5
Committee of the Regions of the European Union	1	5	-4							1	5	-4
Court of Justice of the European Union	6	4	2	4	4	0		1	-1	10	9	1
Council of the European Union	8	22	-14	11	6	5	1	3	-2	20	31	-11
European Parliament		23	-23		11	-11		6	-6		40	-40
European Court of Auditors		2	-2		4	-4					6	-6
European Ombudsman	1	2	-1							1	2	-1
European Union Intellectual Property Office		1	-1								1	-1
European External Action Service	10	29	-19	16	9	7	1	4	-3	27	42	-15
Translation Centre for the Bodies of the European Union												
European Centre for the Development of Vocational Training								1	-1		1	-1
European Data Protection Supervisor	3	1	2							3	1	2
European Institute of Innovation and Technology		1	-1								1	-1
European Research Council Executive Agency		12	-12								12	-12
European Central Bank					1	-1					1	-1
European Border and Coast Guard Agency					1	-1					1	-1
European Securities and Markets Authority					1	-1					1	-1
Single Resolution Board		1	-1								1	-1
European Education and Culture Executive Agency		20	-20		2	-2		1	-1		23	-23
European Research Executive Agency		28	-28		2	-2					30	-30
European Climate, Infrastructure and Environment Executive Agency		19	-19								19	-19
European Innovation Council and SMEs Executive Agency		29	-29		2	-2		2	-2		33	-33
European Public Prosecutor's Office		1	-1								1	-1
Health and Digital Executive Agency		18	-18		1	-1					19	-19
SESAR3 Joint Undertaking		1	-1								1	-1
Total	29	224	-195	31	44	-13	2	18	-16	62	286	-224

(*) including executive agencies

2.6 Posts occupied on 31-12-2023

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 31/12/2023 Operating Establishment plan (Offices and Research 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 Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Cabinets			4	8	7	10	15	15	12	8	26	19	13	8	23	13	10	8	11	7	3	2	3	2	127	100	227	
Secretariat-General	1	3	5	4	14	18	16	22	22	20	15	17	28	17	46	24	19	27	31	28	15	11	23	18	235	209	444	
Legal Service		1	1	7	6	16	12	23	19	22	15	10	15	18	22	24	7	16	7	13	2	1	12	7	118	158	276	
Communication		1	2	3	8	9	10	20	28	22	16	14	22	11	21	28	19	15	19	17	4	4	16	7	165	151	316	
Inspire, Debate, Engage and Accelerate Action					1	1			1	1		5		1		2	1	1						1	3	12	15	
Budget			3	4	2	8	7	14	8	12	7	10	10	22	14	28	23	22	19	24	7	8	18	15	118	167	285	
Human Resources and Security	1		1	3	6	15	12	9	15	19	20	14	14	15	21	15	15	12	12	17	10	4	38	31	165	154	319	
Informatics			2	1	1	9	2	6	1	8	1	17	5	12	9	21	9	64	24	47	4	5	11	8	69	198	267	
Internal Audit Service			2		1	3	1	4	6	5	3	3	1	5	9	9	11	7	13	10	6	2	12	4	65	52	117	
European Anti-Fraud Office		1	1	2	4	8	4	10	8	23	4	9	9	12	16	19	9	13	11	24	3	3	6	3	75	127	202	
Economic and Financial Affairs		2	1	2	6	18	5	28	8	28	5	20	23	21	27	56	23	26	25	36	7	3	27	24	157	264	421	
Internal Market, Industry, Entrepreneurship and SMEs			5	2	5	14	17	21	29	37	15	17	26	23	35	28	25	18	15	16	14	6	23	27	209	209	418	
Defence Industry and Space		1			3	7	5	7	3	12	3	15	10	11	8	7	5	9	7	15	3	3	3	4	50	91	141	
Competition		1	3	5	10	18	8	22	16	20	11	14	15	24	30	39	38	30	54	43	6	15	86	72	277	303	580	
Employment, Social Affairs and Inclusion		1	3	2	12	6	11	23	19	20	8	24	23	24	31	28	23	15	23	20	16	5	24	23	193	191	384	
Agriculture and Rural Development		1	1	4	6	12	11	23	38	41	24	29	37	25	46	31	13	17	28	26	36	30	15	7	255	246	501	
Mobility and Transport			2	2	7	16	8	19	13	33	11	11	13	23	14	15	10	14	11	9	7	5	18	16	114	163	277	
Energy		1		2	3	4	14	6	23	11	31	11	18	18	19	16	44	22	31	21	23	8	6	20	140	228	368	
Environment		1	1	1	2	6	9	10	21	19	31	16	13	16	20	26	14	16	15	9	15	14	11	13	7	147	159	306
Climate Action			2	1	5	7	3	13	5	11	12	7	12	16	14	16	14	9	11	12	2			10	16	90	108	198
Research and Innovation		1	4	4	19	37	24	35	34	77	20	43	24	30	23	28	18	19	11	19	12	12	7	7	196	312	508	
Communications Networks, Content and Technology		1	1	4	10	12	9	42	25	47	11	25	13	23	18	30	16	31	19	18	10	8	14	11	146	252	398	
Joint Research Centre		1	2	5	15	42	22	79	68	145	25	57	20	71	34	81	26	53	20	45	9	18	5	6	246	603	849	
Maritime Affairs and Fisheries		1	1	1	1	3	7	11	9	7	9	4	11	14	9	16	20	11	14	10	11	15	7	10	5	103	104	207
Financial Stability, Financial Services and Capital Markets Union		1	2	4		10	4	9	6	18	6	14	14	14	17	18	14	15	21	31	10	5	22	17	116	156	272	
Regional and Urban Policy		1	1	3	9	11	5	11	17	32	14	19	30	17	50	24	16	17	16	16	10	6	12	10	180	167	347	
Structural Reform Support				1	2	3		4	3	2	3	4	7	6	6	4	6	15	7	1	1	5	3	4	6	43	89	89
Taxation and Customs Union		1	1	1	2	12	6	18	16	30	11	9	15	22	22	16	20	24	30	26	4	8	9	12	136	179	315	
Education, Youth, Sport and Culture		1			4	8	13	10	13	17	22	12	14	15	10	24	9	18	11	14	7	6	4	8	9	133	116	249
Health and Food Safety		2	1	2	9	16	17	19	20	34	23	18	25	35	28	42	24	14	47	35	10	15	9	6	214	237	451	
European Health Emergency Preparedness and Response Authority				1		2	1	1	1		1	3	2	1	3	2	1		7	5	2	2	7	3	25	20	45	
Migration and Home Affairs		2		2	3	5	7	11	15	18	23	13	5	18	15	24	18	18	12	40	27	11	2	36	27	198	154	352
Justice and Consumers			2	3	9	8	8	4	19	14	7	9	12	4	24	12	15	5	19	17	14	7	35	15	164	98	262	
Trade		1	1	4	4	5	16	11	40	27	48	13	21	29	30	32	34	15	26	15	15	11	1	11	12	174	248	422
Neighbourhood and Enlargement Negotiations		1	1	1	5	13	12	19	16	34	8	17	19	22	17	23	14	16	32	25	4	3	11	13	139	187	326	
International Partnerships		1	2	2	4	5	26	25	51	46	120	22	38	34	53	39	52	32	30	51	37	15	9	8	14	280	436	716
European Civil Protection and Humanitarian Aid Operations		2		1	6	6	2	9	12	15	9	4	10	12	14	11	16	10	22	12	4	6	7	6	102	94	196	
Eurostat		1		1	11	12	8	17	17	29	11	12	15	18	18	26	29	32	21	15	6	11	9	14	146	187	333	
Interpretation			2	1	11	13	33	19	92	47	32	15	47	19	39	19	35	11	59	18	11			13	8	374	170	544
Translation		1	2		25	24	67	42	178	87	56	44	190	63	165	82	114	60	82	43	29	25	63	41	971	512	1.483	
Publications Office			1	1	3	6	3	4	7	7	8	15	9	8	11	8	13	13	9	8	1	3	3	3	68	73	141	
Service for Foreign Policy Instruments			1	2		2	6	4	10	1	3	2	4	8	6	7	1	5	4	1	1	7			39	36	75	
Office for the Administration and Payment of Individual Entitlements				3	2	2	3	5	2	1	3	2	1	4	3	1	4	2	2			1	1	2	21	23	44	
Office for Infrastructure and Logistics in Brussels			1	2	2	4	11	2	9	5	7	2	6	8	3	3	3	4	5	6	1	2	3	38	51	89	89	
Office for Infrastructure and Logistics in Luxembourg						1	4		5	3		4		1	2	1	2		1			3			10	17	27	
European Personnel Selection Office					2	1	2	2	1	2	8		1	3	2	2	1	2	2	1			2	2	21	15	36	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)					1		1	2	4	2	2		2		1	3	2			1					7	14	21	
Total	15	28	67	106	284	520	464	810	941	1.276	552	698	883	825	1.076	1.041	796	800	924	853	369	280	694	557	7.065	7.794	14.859	

Occupation of posts at 31/12/2023 Operating Establishment plan (Offices and Research not included) by function groups-grades and DGs - AST function group																										
DG \ Grade	AST11		AST10		AST9		AST8		AST7		AST6		AST5		AST4		AST3		AST2		AST1		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					8	2	3	2	32	5	37	11	27	4	27	9	1			14	2	142	28	135	33	168
Secretariat-General	1		8	1	17	5	20	2	24	3	24	7	22	7	9	1	2		1		14	2	142	28	170	
Legal Service	1	2	2		10	2	12	1	18	5	11	2	10	6	5		3						72	18	90	
Communication	3	1	5	1	11	5	12	7	17	14	23	12	31	9	29	7	5	10	1	1	10	1	147	68	215	
Inspire, Debate, Engage and Accelerate Action					1		1		1		2												5		5	
Budget		4	2	7	4	3	8	5	22	8	15	10	11	5	6	2	19	6	2		10	4	99	54	153	
Human Resources and Security	6	2	10	5	82	17	54	10	71	16	81	30	74	28	21	5	16	13	1		6	4	422	130	552	
Informatics	1	4	2	5	9	21	8	8	12	21	9	13	8	6	8	14	17	13	1		1	2	76	107	183	
Internal Audit Service					1	1	1	4			6		2		1						1		15	2	17	
European Anti-Fraud Office		4	1	3	8	8	4	4	11	4	9	3	8	3	3	3	3	1			1		48	33	81	
Economic and Financial Affairs		1	3	2	4	1	3	4	10	6	10	9	13	7	4	2	2	3			9	7	58	42	100	
Internal Market, Industry, Entrepreneurship and SMEs	1		2	5	8	6	15	2	24	4	20	7	23	4	9	2	5	2	1		4	5	112	37	149	
Defence Industry and Space				1	4	1	3	2	4	1	6	2	8		2	2	5	3			2		32	14	46	
Competition	3	1	4		11		11	2	15	5	16	2	23	5	15	6	26	14			7	1	131	36	167	
Employment, Social Affairs and Inclusion	3	1	2	1	9	3	9	3	21	12	21	6	28	8	7	2	4	2	2	1	11	1	117	40	157	
Agriculture and Rural Development	4	3	7	4	22	8	14	7	39	11	42	7	26	4	10	2	4	3			7	3	175	52	227	
Mobility and Transport	1		4	2	12	4	9	6	18	4	9	4	10	1		1		2			3		66	24	90	
Energy	2	4	5	5	7	16	10	7	13	12	15	10	15	6	4	4	8	12			5	1	84	77	161	
Environment	2		4	2	14	5	11	2	9	1	16	5	16	2	4	1	1				8	1	85	19	104	
Climate Action			3		3	1	4	1	8	2	6		2	2	2	4	1	4			2	4	36	11	47	
Research and Innovation	1	3	5	6	26	14	23	6	33	11	24	11	29	6	7	3	3						151	60	211	
Communications Networks, Content and Technology	1	2	6		17	13	25	2	30	10	36	8	29	8	9	3	1			2	3	1	157	49	206	
Joint Research Centre	9	23	7	13	36	72	27	36	51	59	64	69	57	41	25	14	15	29		2		1	291	359	650	
Maritime Affairs and Fisheries		1	3		5	1	5	2	7	4	5	1	7		1	3	4	1				2	37	15	52	
Financial Stability, Financial Services and Capital Markets Union		1	2		4	1	2	1	6	3	9	6	7	3	4	1	4	1			7	1	45	18	63	
Regional and Urban Policy	1	3	2		16	4	14	2	15	2	20	15	25	3	6	2	3	4			2		104	35	139	
Structural Reform Support		1	4		3	1	3		2		4	1	3	2	4	1	1				1		25	6	31	
Taxation and Customs Union	1	1	3	2	11	2	16	3	11	5	9	6	11	5	5	3	1		1		4		73	27	100	
Education, Youth, Sport and Culture	2	2	3		9	2	11	2	16	6	11	3	14	5	4	1		2			7	2	77	25	102	
Health and Food Safety		1	2	5	29	3	25	1	22	5	19	5	15	1	1	1	3	2	1		8	2	125	26	151	
European Health Emergency Preparedness and Response Authority					1				1		2	1									4		8	1	9	
Migration and Home Affairs			2		10	3	3	2	17	1	6	4	10	3	5		2	7	2		14	3	71	23	94	
Justice and Consumers		1	2	2	4		10	1	11	4	17	4	13	2	2	1			1	1	9		69	16	85	
Trade	3	2	1	4	6	2	6	3	14	3	15	8	16	6	7	2	2	2			2	4	72	36	108	
Neighbourhood and Enlargement Negotiations	1	1	2		11	5	10	3	8	3	16	3	10	5	3		5				4		70	20	90	
International Partnerships	1	2	6	3	16	12	19	5	30	13	28	12	22	4	12	3	7	2	1		2		144	56	200	
European Civil Protection and Humanitarian Aid Operations (ECHO)	2	3	3	1	13	2	11	1	5	5	17	5	11	4	1	1	5	3	2		1	2	71	27	98	
Eurostat	1	5	5	4	25	9	21	9	25	10	21	9	18	6	6	8	17	5			3		142	65	207	
Interpretation	1	1	1	3	6	3	10	4	7	3	10	8	8	7	4	4	4	4			1	4	2	55	40	95
Translation		2	2	1	23	4	23	5	33	7	29	9	39	14	23	5	11	5	6	1	5	4	194	57	251	
Publications Office	7	5	5	5	26	16	33	26	54	27	40	19	30	19	16	12	24	22	3		14	2	252	153	405	
Service for Foreign Policy Instruments			1		4	3		3	1		7	3	2		3		1	1			1		20	10	30	
Office for the Administration and Payment of Individual Entitlements	2	3	4		12	3	13	2	13	4	6	2	7	2	6		9	8			3	4	75	28	103	
Office for Infrastructure and Logistics in Brussels		3	6	6	7	6	9	11	12	22	12	8	10	37	6	10	13	12	1		4		80	115	195	
Office for Infrastructure and Logistics in Luxembourg			1		3	2	2	2	2	6	2	5	4	10	1	5	4	8		1	2	1	21	40	61	
European Personnel Selection Office	1	1	1		5		6	3	8		13	3	6	3	2	1	2			1	1		46	11	57	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)	1						1		5	1	2		1		1					1			11	2	13	
Total	63	94	143	99	572	292	540	211	812	348	822	368	761	303	332	148	266	202	28	11	204	69	4.543	2.145	6.688	

Occupation of posts at 31/12/2023 Operating Establishment plan (Offices ad Research 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	14	2	11	2	14	2	13	4	5	2	57	12	69	
Secretariat-General					5	1	12	1	28	7	45	9	54	
Legal Service					2	1	6	1	14	1	22	3	25	
Communication	1		2	1	2		8	1	13	4	26	6	32	
Inspire, Debate, Engage and Accelerate Action	3										3		3	
Budget					1		3	3	19	6	23	9	32	
Human Resources and Security	5	15	5	46	15	4	31	4	31	10	87	79	166	
Informatics					1	2	12		7	1	20	3	23	
Internal Audit Service						1	1		4		5	1	6	
European Anti-Fraud Office					1	1	2	1	8	1	11	3	14	
Economic and Financial Affairs					4		8	1	15	8	27	9	36	
Internal Market, Industry, Entrepreneurship and SMEs					5		10	4	14	5	29	9	38	
Defence Industry and Space					1		2		1	3	4	3	7	
Competition					9	1	17	3	57	10	83	14	97	
Employment, Social Affairs and Inclusion					3	1	9	2	24	3	36	6	42	
Agriculture and Rural Development				1	3	2	11	2	28	6	42	11	53	
Mobility and Transport						1	8		9	1	17	2	19	
Energy							16		14	5	30	5	35	
Environment					2		3		7	4	12	4	16	
Climate Action					2		3	1	4	1	9	2	11	
Research and Innovation					3		6	2	10	5	19	7	26	
Communications Networks, Content and Technology					2	1	7	4	21	4	30	9	39	
Joint Research Centre			1		12		19	2	13	4	45	6	51	
Maritime Affairs and Fisheries					1		2	1	8	2	11	3	14	
Financial Stability, Financial Services and Capital Markets Union					3	1	1		14		18	1	19	
Regional and Urban Policy					4		9	4	17	1	30	5	35	
Structural Reform Support								1	1		1	1	2	
Taxation and Customs Union					1		3		11	1	15	1	16	
Education, Youth, Sport and Culture					4		8	1	5	2	17	3	20	
Health and Food Safety			1		3	1	10	4	18	4	32	9	41	
European Health Emergency Preparedness and Response Authority							2		1		3		3	
Migration and Home Affairs							8	3	24	6	32	9	41	
Justice and Consumers					2		7		17	2	26	2	28	
Trade					3	1	6	4	25	5	34	10	44	
Neighbourhood and Enlargement Negotiations					1	1	2	2	11	3	14	6	20	
International Partnerships			1		3	1	6	2	22	5	32	8	40	
European Civil Protection and Humanitarian Aid Operations (ECHO)					3	1	7	1	5		15	2	17	
Eurostat							14	4	8		22	4	26	
Interpretation					4		10	8	9	4	23	12	35	
Translation					8		29	13	34	10	71	23	94	
Publications Office			1		2		7	2	6	2	16	4	20	
Service for Foreign Policy Instruments					1				2		3		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	3	1	2	8	5	13	
European Personnel Selection Office			1				2		2		5		5	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)							1	1	1		2	1	3	
Total	23	17	23	50	132	25	346	91	588	140	1.112	323	1.435	

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 balanced appointments once the targets are reached. In this context, the strategy for meeting the gender target and plans for development of management competencies of existing middle management population were discussed. Furthermore, a series of procedural measures for the selection of managers was implemented, 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 the reinforcement of gender balance at senior management level continued to apply in 2023. New participants were enrolled in tailored coaching programmes to prepare them for higher management responsibilities; more women were designated Deputy to the Director to gain exposure to senior management duties and challenges, and an equal number of appointments of men and women as Deputy Head of Unit was enforced.

At the beginning of the mandate of the current Commission (2019), the share of women at senior management level was 36.6%, at middle management level 41.5%, and in management functions overall 40.5%. The progress has been remarkable so far, and the Commission is well on track to reach its objectives: as of 1 January 2024, the share of women at senior management level is 47.0%, at middle management level 48.4%, and in management functions overall 48.1%.

More than 200 managers have already participated in a tailored coaching programme for both aspiring and established senior managers, including over 150 female middle and senior managers.

The fifth edition of the Female Talent Development Programme for aspiring middle managers took place from March 2023 till end of December 2023. In this edition, 95 female colleagues from all Commission services, executive agencies and Cabinets benefited from a mix of competency-building, mentoring by senior managers, networking, and individual coaching. By 16 January 2024, 179 out of 545 participants were appointed as Head of Unit (62 participants from the first cycle, 45 from the second, 43 from the third, 25 from the fourth and 4 from the fifth). The sixth edition will be launched in March 2024.

Diversity – going beyond gender

We also aim to address diversity more broadly. The goal is that the composition of staff reflects the diversity of the European society it serves, and to develop a working culture where staff from these diverse backgrounds can thrive and contribute. The Diversity and Inclusion Office ⁴ (DIO), reporting to the Director-General of DG HR, was set up in 2020. Its role is 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 human resources policies and processes take these dimensions into account. To achieve this, it works closely with the Task Force for Equality Secretariat (TFES) at the Secretariat-General of the Commission and with counterparts in other departments and institutions.

⁴ PV(2020)2356 final of 11 November 2020

The updated ‘Diversity and Inclusion in the workplace Action Plan 2023-2024’⁵ is an important element in the implementation of the Commission’s HR Strategy⁶ 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. The Commission’s overarching goal is to foster a working environment that is diverse and inclusive in the broadest sense, and it starts from the six grounds of discrimination defined by the treaties⁷: 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.

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 in the middle of its two-year cycle and the Commission will report on the progress after the end of the implementation period.

Cultural and linguistic diversity

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 have more of their nationals within the Commission (while there are no posts reserved for any Member State). The Commission also agreed on a set of Operational Conclusions with each of the twelve appropriately represented Member States.

The action plans have been developed and signed with each of the 15 underrepresented Member States⁸. For these Member States, there has been a steady deterioration of their overall presence at AD5-AD8 level since 2016.

The action plans are focused on communication, outreach, and promotion measures – measures both for the Member State and the Commission, as well as joint measures. These are primarily targeted at the AD5-AD8 category. Measures already being undertaken by the Commission include the following:

- Blue Book traineeship: application of the Member States’ guiding rates to the virtual Blue Book.
- For Temporary Agents and Contract Agents of Function Group IV: requirement to interview at least one candidate from an underrepresented Member State.

⁵ [Diversity and inclusion in the workplace Action Plan 2023-2024](#)

⁶ COMMUNICATION TO THE COMMISSION A new Human Resources Strategy for the Commission, C(2022) 2229 final

⁷ See in particular Article 10 of the Treaty on the Functioning of the European Union

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

- Visibility of vacancies (including of temporary agents and contract agents): increasing their visibility by publishing them on a single website.

The impact and the outcome of the measures will be assessed and analysed throughout 2024.

Many of these Member States are also under-represented in other staff categories (including non-permanent positions). However, there are only 6 Member States below 80% of their Guiding Rate in the grades AD9-AD16.

Diverse forms of employment

Officials and temporary agents

The Commission recruited altogether 1800 officials and temporary agents in 2023 (873 officials and 927 temporary agents), an increase compared to the number of recruitments in 2022 (1512). The recruitment of temporary agents in function groups AD and AST was particularly high due to the few EPSO competitions finalised in 2023.

Also in 2023, 129 officials were transferred to the Commission from other institutions, while 137 officials moved from the Commission to other institutions.

Due to the limited number of external competitions' reserve lists and in order to allow services to retain talent and ensure business continuity, the legal regime allowing for derogations adopted during the COVID-19 pandemic remains in force until a new Commission Decision on temporary agents is adopted. Those derogations allow the Commission:

- To extend the contracts of temporary agents recruited on permanent posts beyond 3 years.
- In exceptional situations, recruit temporary agents in higher grades of the function group AD.

Finally, in its efforts to enhance transparency of its vacancies and increase the number of applicants to vacant positions, the Commission started to publish most of AD non-linguistic vacancies externally (to a lesser extent also vacancies in the AST and AST/SC function groups) on the EPSO website. This practice enables units that cannot find a suitable candidate internally or among competition laureates to recruit a temporary agent from a wider pool of candidates.

Contract Agents

The Commission recruited 1566 contract agents in 2023, that is higher by around 150 than in each of the previous two years (2021 and 2022).

Interim staff

2023 was the third complete year under the new framework contract (started 1 July 2020). A new framework contract will take effect in July 2024 and run until 2028.

An average of 403 interim staff per month worked in Commission services in Brussels under contract with interim agencies, mainly secretaries and administrative assistants.

Seconded National Experts

The Commission has a long experience in hosting seconded national experts (SNEs), mainly from Member States and EFTA countries. In 2023 around 1050 SNEs (with an even gender distribution) provided the Commission with expertise and brought a forward-looking perspective

to a wide range of strategic cross-cutting policies and administrative matters. At the end of their secondments, with the reintegration in the national administration, the former SNEs contribute to the exchange of professional experience and disseminate the knowledge of European institutions and policies.

During 2023, the Commission engaged 349 new national experts in its services. In addition, it organised two exercises for National Experts in Professional Training (NEPT) ⁹ for 249 participants (113 in the exercise starting in March and 136 in the one starting in October).

⁹ NEPTs are officials from Member States' administrations who work at the Commission for a period ranging between 3 and 5 months.

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	25,7	20,5	4,7	7,7	617,8	496,8	2,0	2,5	0,9	3,0		0,7	6,8	4,0	2,2	3,7	1,7	2,0
AD06	17,3	20,1	7,7	18,3	318,2	245,7	0,7		5,3	0,8		2,2	2,1	2,9	0,9	0,7		0,7
AD07	25,8	34,9	21,9	48,2	805,1	697,2	1,6	0,6	3,1	4,4		1,1	10,1	20,7	10,5	7,3	1,7	2,7
AD08	25,6	40,6	30,2	55,4	681,2	631,5	0,9	2,7	5,8	3,7	1,0	1,2	11,9	13,3	12,0	13,1	2,0	3,2
AD09	35,2	56,4	27,2	72,8	860,9	750,2	3,2	0,8	4,3	3,9	2,4	1,9	13,7	18,5	8,3	7,7	3,5	2,3
AD10	40,5	58,3	18,7	70,9	699,7	595,7	1,8	2,6	4,2	5,1	3,5		8,2	11,4	8,8	8,3	3,0	1,0
AD11	25,5	70,7	25,3	49,7	414,0	443,3	5,5		2,8	6,9	1,4	1,5	7,3	8,6	6,5	14,4	1,0	2,8
AD12	47,0	110,0	62,8	138,3	713,8	843,1	1,0	2,0	2,0	10,4		4,3	5,6	24,3	8,4	7,9	3,2	2,0
AD13	38,2	70,2	24,4	79,9	374,8	570,1	2,8	2,0	3,6	9,3	1,0	2,9	3,3	10,4	1,3	2,5	1,9	2,8
AD14	26,5	44,0	10,5	44,6	200,7	368,1	1,2	1,0	2,0	2,5			4,0	7,7	1,9	6,0	3,0	1,2
AD15	3,8	3,2	2,0	3,7	54,9	83,3				1,0			1,0	1,8	1,0	1,0		
AD16		0,9		1,0	11,3	20,8								1,0				
AST01	7,8	3,5		0,9	167,4	49,8			3,5		2,0	1,7	1,0	0,8	12,2	2,0	3,0	3,5
AST02	1,2	2,6	0,1	1,8	26,0	5,2	0,1		0,2			0,3	0,8	0,8	2,4			
AST03	7,5	4,9	10,8	17,9	185,6	114,1	1,3		9,9	12,8	2,4	7,0	1,6	1,6	22,0	20,1	6,5	7,1
AST04	13,9	5,8	31,6	19,0	296,9	101,0	2,7	1,0	4,4	8,5	1,7	4,2	4,2	2,8	14,7	15,6	4,9	1,1
AST05	49,3	7,6	73,4	47,4	595,5	203,5	7,8	3,0	11,8	39,5	3,2	12,2	9,3	2,8	33,1	19,1	6,1	2,0
AST06	44,0	17,0	62,4	72,2	600,1	226,3	14,0	3,0	13,0	8,5	1,9	5,0	8,9	4,5	45,6	16,7	8,8	2,0
AST07	56,9	15,8	53,0	56,1	578,1	190,6	7,4	0,8	11,2	23,0	1,8	6,6	9,2	3,3	52,6	30,4	12,3	4,1
AST08	38,6	7,5	25,9	29,0	401,8	97,3	7,3	1,7	8,2	12,5	2,0	2,7	4,9	3,3	30,1	21,4	13,1	3,2
AST09	31,9	24,2	34,5	73,7	386,5	151,9	3,2		6,8	3,9	3,6	2,1	7,5	8,8	24,0	15,7	15,4	3,7
AST10	8,8	6,5	9,2	14,9	101,4	59,3	1,8		5,6	6,7	1,0		1,0	3,0	6,5	4,2	4,6	1,5
AST11	2,3	5,0	7,4	24,4	32,3	50,0	0,3	1,0		2,9				4,0	5,9	5,0	1,3	1,5
SC1	27,0	7,1	8,6	3,5	527,0	122,4	2,8				1,0	0,7	8,3	1,0	5,6	0,9	0,1	
SC2	10,6	5,1	18,7	2,0	275,9	67,3	1,6				4,4	2,9	1,0	1,0	7,6	2,0		1,0
SC3	2,8	0,3	11,6		93,4	20,1	0,8			1,0	2,0		0,9	1,0	1,2			
SC4			0,3		16,3	49,3	0,3								1,0			
SC5					23,9	17,0												

All figures rounded to one decimal

Monthly average calculated on the first day of 12 months in 2023

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 2025 DRAFT BUDGET

3.1 2025 Draft Budget: the global request for human resources

3.1.1 The overall picture for year 2025

The Commission strives to continuously ensure the most efficient allocation of its resources, reflecting its political priorities, legal and institutional obligations, while responding to an increasing workload generated by a continuously increasing number of new tasks and emergencies. In the challenging context of the unprovoked war of aggression of Russia against Ukraine and new policy initiatives and responsibilities assigned to the Commission by the legislators, it is of critical importance to deploy resources in the most efficient manner and continue seeking future 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, the Commission made a proposal for additional staff and the related budgetary appropriations in the context of the mid-term revision of the multiannual financial framework in June 2023.

Expenditure under heading 7 (European Public Administration) remains under strong pressure also due to persistently high inflation, which has a direct impact on administrative costs – whose programming was based on the fixed deflator of 2 %. In the mid-term revision, the Commission proposed to address both the need for additional staff (885 posts to enable all institutions to fulfil their tasks effectively) and the growing discrepancy with actual inflation by adjusting the ceiling of heading 7 by EUR 1,9 billion over the period 2024-2027. This proposal was not retained in the final mid-term revision as adopted by the Council with the consent of the European Parliament. Therefore, the Single Margin Instrument will need to be used to continue financing necessary expenditure until 2027, to enable the institutions to meet their legal obligations, as is already the case for the 2024 budget.

In this context, 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 2025 in relation to the following initiatives:

- the Carbon Border Adjustment Mechanism (CBAM);
- the Regulation prohibiting products made with forced labour on the Union market;
- the Performance Review Board for the Single European Sky;
- the Artificial Intelligence Office.

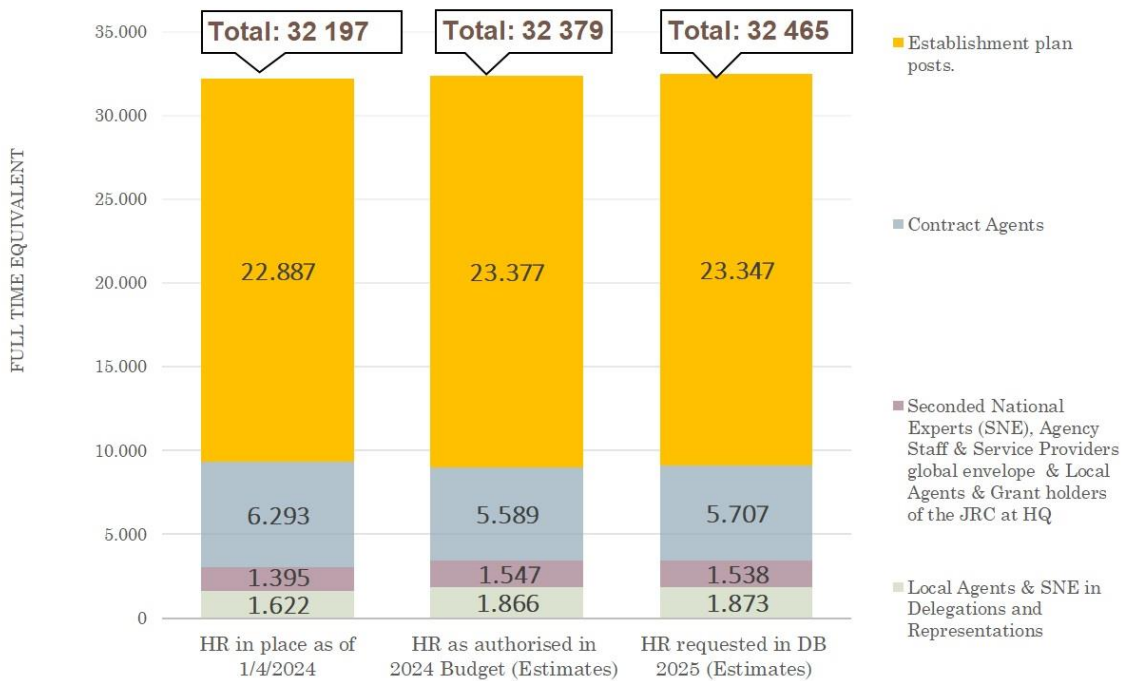
In 2025, with respect to the establishment plans, the overall number of posts in the Commission is reduced by 30 posts. This reduction is the result of a number of previously agreed and planned factors, notably the delegation of tasks to executive agencies (14 posts and 7 frozen posts) partly compensated by the increase of posts in the Commission for the Forced Labour Regulation (13 posts), while the transformation of a number of former “D” posts (22 posts) into appropriations for contract agents, linked to the Staff Regulations, is included and is neutral in terms of number of human resources full-time equivalents (FTE). An additional increase of 11 FTE is due to the additional tasks linked to the Carbon Border Adjustment Mechanism (CBAM). A further increase of FTEs is planned under the European Defence Industrial Programme (EDIP), to be financed from the operational programmes, pending approval of the proposal by the co-legislators. The net decrease in the number of posts in the Commission should be seen as well in the context of the increase in the staffing of the executive agencies (62 FTE).

Concerning external personnel, the DB 2025 takes into account the increase of 98 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 2025 Statement of Estimates, the Commission presents an increase of its overall number of human resources of 86 FTE, i.e. 0,27%, with a net reduction in its establishment plans of 30 posts, i.e. -0,13 %, and an increase of 116 FTE (1,29%) of external personnel.

3.1.2 Overview of establishment plan posts & estimated FTE of external staff requested for 2025 - by category of staff

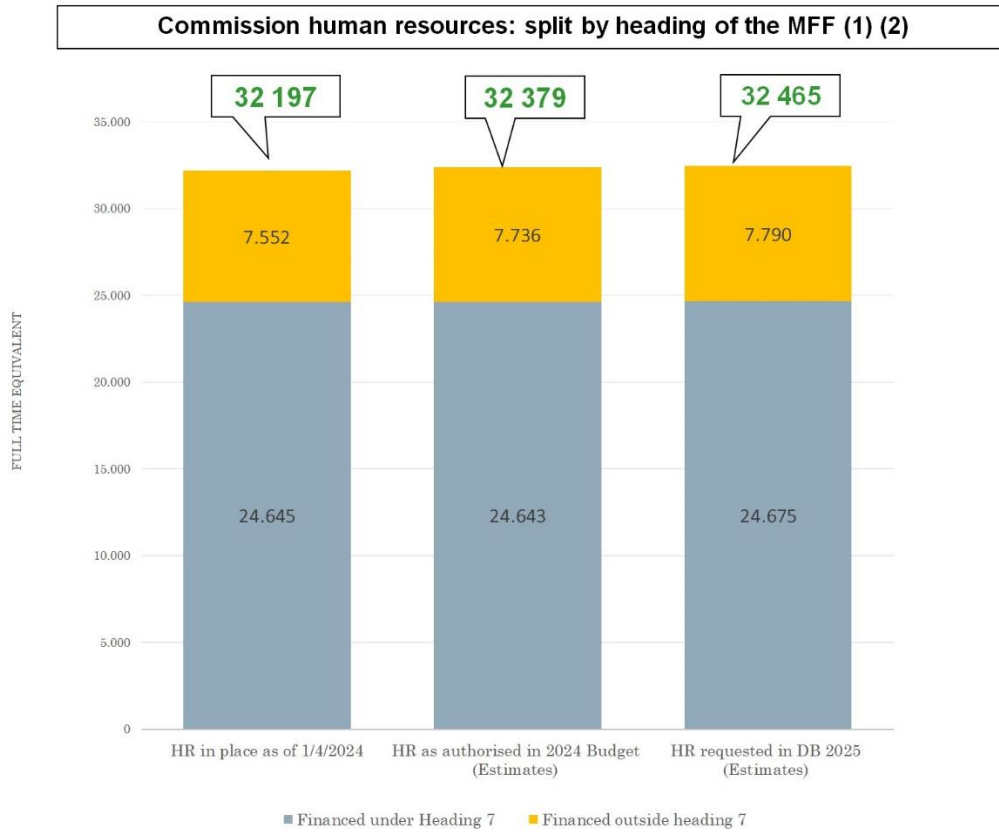
COMMISSION HUMAN RESOURCES: SPLIT BY CATEGORY (1) (2)



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

(2) Excluding external personnel financed from earmarked revenue.

3.1.3 Overview of establishment plan posts & estimated FTE of external staff requested for 2025 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.

3.2 2025 DB: the establishment plans

3.2.1 Global evolution for 2025

The total number of posts requested for 2025 throughout the Institutions presents a decrease of 128 posts. The Commissions' staffing shows a net increase of 86 Full Time Equivalents (FTE, 0,27 %), with a net reduction of 30 establishment plan posts (-0,13 %) and an increase of 116 FTE (1,29 %) of external personnel.

3.2.2 Human resources by institution

3.2.2.1 Priorities for 2025

The key priority for 2025 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 this will be spread over several years, and in the short-term, the reduction in the costs for rental will allow for essential investments to transform other buildings to reflect the new ways of working and the commitment to raise environmental standards and reduce carbon emissions; as well as critical investments in security infrastructure. Mission expenditure has been frozen at the 2024 level, with the single exception of the costs of evacuations for staff in delegations, which are crucial and unavoidable expenditures in the context of a rapidly changing political environment. Building on the new ways of working, further savings have been realised in relation to meetings, committees, conferences etc.

Linguistic services are also reinforced, to reflect the real implementation of recent years. Ensuring the availability of translation and interpretation is crucial to respecting the principle of multilingualism.

Faced with increasing threats, strengthened cybersecurity is essential to ensure a safe and secure working environment, in particular through further development of the interinstitutional CERT-EU project. CERT-EU provides an opportunity to pool resources, which not only would lead to more effective defence against cyber risks, but also potentially to bring savings thanks to more efficient use of resources. The final distribution of the burden sharing among the institutions is expected to be agreed based on the methodology proposed by the Commission – and as such integrated into the 2025 budget via the Amending Letter.

The Commission continues to reallocate posts to political priorities by internal redeployment. In this context, the implementation of the rationalisation of horizontal functions and delivery models continues, notably in the areas of Human resources management, ICT, logistics and translation, to enable the Commission to redeploy staff to priority areas/tasks. The use of flexible arrangements continues, such as the mechanism of temporary allocations for specific time-bound tasks that is still being used to allow the temporary reinforcement of services facing a sustained increased workload.

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.

The overview table below presents, for each institution, the number of establishment plan posts authorised in the 2024 budget and the number of posts requested in the 2025 draft budget.

The Commission's requests for staff and appropriations are more than compensated by the reduction of 14 posts linked to the delegation of tasks to executive agencies and a net reduction of 22 posts, transformed into appropriations for external staff following the progressive phase-out of 'former D' posts. The requests for the other institutions are presented in the table below:

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

Institution	Budget 2024	Initial request May 2024	Integrated into DB 2025			2025 DB total	Change 2025 - 2024
			Of which reductions	Of which requests	Remarks		
European Parliament	6 923	-98	-98	0	(a)	6 825	-98
European Council and Council	3 029	6	0	0		3 029	0
European Commission	23 377	-30	-43	13	(b)	23 347	-30
Court of Justice of the European Union	2 114	5	0	0		2 114	0
European Court of Auditors	882	0	0	0		882	0
European Economic and Social Committee	670	5	0	0		670	0
Committee of the Regions	496	3	0	0		496	0
European Ombudsman	75	0	0	0		75	0
European Data Protection Supervisor	89	12	0	0		89	0
European External Action Service	1 752	1	0	0		1 752	0
Total institutions	39 407	-66	-141	13		39 279	-128

(a) Reduction of 98 permanent posts created in the budget 2023 to facilitate the application of Article 29(4) of the Staff Regulation and which are now cancelled, following the completion of the 'Passerelle' competitions.

(b) 14 posts reduced due to delegation of tasks to executive agencies (from research establishment plans) + transformation of 22 posts into appropriations (TEC) + 13 posts requested for the Forced Labour Regulation - 7 frozen posts reduced for DG RTD.

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 2025.

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 enumerated below, the following additional staff is requested in the draft budget 2025:

- an additional 11 FTE for external staff for the Carbon Border Adjustment Mechanism (CBAM) under Heading 7.
- an additional 13 establishment plan posts under Heading 7 and five 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.

- an additional 50 FTE for external staff financed from the administrative support line of the Digital Europe Programme to support the implementation of the Artificial Intelligence Office.
- an additional 33 FTE for external staff to be financed from the administrative support line of the European Defence Industry Programme to support its implementation.
- an additional 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.

Otherwise, the Commission maintains its commitment to meet the EU's priorities with stable staffing: DB 2025 shows a net decrease by 30 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 (14 posts, see section 4.3.1), as well as a reduction of 7 frozen posts in DG RTD;
- The increase linked to the Forced Labour Regulation, by 13 additional posts in 2025;
- The transformation of 22 posts into appropriations.

Concerning external personnel, the budget includes an increase of 11 FTE for CBAM financed under Heading 7, and an increase of 98 FTE financed from the administrative support lines of operational programmes.

Net of these changes, the overall number of human resources in the Commission shows a net increase of 86 Full Time Equivalentents (FTE, 0,27 %), with a net reduction of 30 establishment plan posts (-0,13 %) and an increase of 116 FTE (1,29 %) of external personnel.

Human resources in the Commission

The overall evolution of human resources in the Commission between 2024 and 2025 is presented in the table below.

Commission Human Resources in 2025										Commission Human Resources Including Interinstitutional transfers			
	2024 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)...(2e)	Transfer between establishment plans (3)	Other changes in personnel (4)	2025 staff request	Change 2025/2024		2025 staff request without interinstitutional transfers	Inter-Institutional transfers	Total 2025 DB request	Change 2025/2024
Total Commission Posts	23.377	-21	-22	0	0	13	23.347	-0,13%	-30	23.347	0	23.347	-30
Total Commission External Personnel	9.002	0	22	94	0	0	9.118	1,29%	116	9.118	0	9.118	116
Total Commission HR	32.379	-21	0	94	0	13	32.465	0,27%	86	32.465	0	32.465	86
Total Executive Agencies staff	3.268	0	0	0	0	0	3.300	1,9%	62	3.300	0	3.300	62
Grand total HR Commission and executive Agencies	35.647	-21	0	94	0	13	35.765	2,2%	148	35.765	0	35.765	148

(1) Including Amending Budget 1/2024 for +170 external staff for the former BA lines (+30 for the "Digital Europe Programme (DEP)" - Artificial Intelligence Act, +68 for the Ukraine Facility HQ, + 9 for Western Balkans Facility HQ, +54 for the Ukraine Facility Delegations, +9 for the Western Balkans Facility Delegations

(2) For 2025 and the Global Envelope +11 FTE (CA) for Carbon Boarder Adjustment Mechanism (CBAM), in accordance with the COM(2023)150 final , 16.03.2023.

(2a) For Headings 1 and 6 (BA lines): + 50 for "Digital Europe Programme (DEP)" - Artificial Intelligence Act, + 10 for Single European Sky (SES), +33 FTE for "European Defence Industry Programme (EDIP)", + 5 for Forced labour, -15 for HUMA (humanitarian aid), +10 FTE for Ukraine Facility and +5FTE for HUMA. (humanitarian aid).

(2b): For Other Heading 7: +3 FTE (CA) for PMO, in relation to mission and pension management.

(2c): For Other Heading 7: +8 FTE due to OIL budgetisation of the restauration services, +2 FTE to PMO due to budgetisation related to the management of the unemployment entitlements for Accredited Parliamentary Assistants, -1 FTE from OP, -1 FTE from OIB.

(2d) For direct research: 23 FTE currently paid from the EU budget, will be paid from assigned revenue as of 2025.

(2e) For Global envelope and Other Heading 7: 19 FTE transferred from the Commission to OIB for logistics

(3)Transfer of 1 post from OP to the Commission, 1 post from OIL to the Commission and 3 posts from OIB to Commission due to Synergies and Efficiencies Returns (SER). Transfer of 2 posts from Commission to OIB for logistics tasks.

(4):For 2025 +8 AD5, + 5 AST 3 for Forced Labour Regulation.

3.2.4 2025 pre-allocation on the operating budget

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

2025 Pre-Allocation

The 2025 pre-allocation reflects the contributions planned for the Synergies and Efficiencies Review. It also includes the return of the 149 temporary allocations expiring by the end of 2024, of which the eventual prolongation of 143 temporary allocations¹⁰ will be assessed before the end of the year and potentially included in a future allocation decision.

The DB 2025 also takes into account the amendment of the establishment plan to include an increase of 13 posts for the regulation prohibiting products made with forced labour on the Union market.

Redeploying staff to priority tasks

Commission services have undertaken major **efforts to implement new Commission priorities with fewer human resources through:**

- 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 38 posts and 7 FTE for 2024, which will be available for reemployment to priority tasks from 1 January 2025;
- 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 2025 request will follow up on this trend by requesting a budgetary neutral upgrading (from AST to AD category) of 131 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 2025 Statement of Estimates includes a request for the conversion of 31 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 (nine posts for the Commission in 2025).

¹⁰ For the following services: BUDG (7), COMP(13), ECFIN(3), ECHO(20), ENER(10), ESTAT(2), FISMA(10), HOME(15), JUST(5), MOVE (4), SG(31), SG/RECOVER (10), SJ(2), TAXUD(4), TRADE(7).

3.2.5 Adjusting staff structure to future needs

For 2025, the Commission proposes to upgrade 100 AST posts into AD posts and a downgrade of 23 AST posts into AST/SC posts.

3.2.6 Other transformations to the establishment plans

3.2.6.1 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 2025:

AD16	
AD15	
AD14	
AD13	-45
AD12	50
AD11	50
AD10	45
AD9	10
AD8	-110
AD7	120
AD6	40
AD5	-160

AST11	-10
AST10	-10
AST9	
AST8	
AST7	-40
AST6	50
AST5	-80
AST4	15
AST3	15
AST2	10
AST1	50

AST/SC 6	
AST/SC 5	3
AST/SC 4	-3
AST/SC 3	45
AST/SC 2	20
AST/SC 1	-65

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 Regulations¹¹, 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 2025 include the conversion of one AST7 and eight AST 5 posts into appropriations for contract agents.

¹¹ COM(2002)213/24-4-2002

Conversion of temporary establishment plan posts into permanent

For 2025, no conversion of temporary posts into permanent is requested in the establishment plan.

3.2.6.2 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: two for OIB, two for EPSO, one for OLAF, six for OP and three for PMO. The Commission also requests the transformation of AST posts into AST/SC1 posts as follows: one AST4 post for EPSO, one AST5 and one AST2 post for OIL.

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 Regulations¹², 13 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 2025 by thirteen AST posts broken down as follows: three for the OP, seven for the OIB and three for the OIL.

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

For 2025, the Commission does not request any conversion of appropriations into posts for the Offices' establishment plans.

Conversion of temporary establishment plan posts into permanent

For 2025, the Commission does not request any conversion of temporary establishment plan posts into permanent.

¹² COM(2002)213/24-4-2002

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

For 2025, the main agreed transfers of certain activities between services results in the following movements of posts between establishment plans:

- Transfer from the one AST7 post from the OP establishment plan, three AST5 posts from the OIB establishment plan and 1 AST3 post from the OIL establishment plan to the Commission establishment plan as contribution to the Synergies and Efficiencies Review for 2025.
- Transfer of two AST5 posts from the Commission establishment plan to OIB to carry out logistics tasks.

3.2.7 Commission establishment plan - Research budget

3.2.7.1 Indirect Research

The modifications to the 2025 establishment plan for research indirect actions are summarised in table 3.2.8.2 in annex. Related administrative appropriations requested in the 2025 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 increase of 2025.

Adjusting staff structure to future needs

For 2025, the Commission proposes to upgrade 12 AST posts into AD posts on the Indirect Research establishment plan.

Delegation of tasks to executive agencies and other bodies in 2025

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 2025, the establishment plan includes a reduction of 17 posts on Indirect Research, of which seven posts frozen in 2021 are now freed and reduced from the establishment plan.

Career policy measures

The 2025 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.

Conversion of permanent establishment plan posts into temporary

For 2025, the conversion of one permanent AD post into temporary is requested in the establishment plan.

3.2.7.2 Direct Research

The modifications to the 2025 establishment plan for research direct actions are summarised in table 3.2.8.2 in annex. The pre-allocation includes the return of the two temporary allocations expiring by the end of 2024, for which the eventual prolongation will be assessed before the end of the year and potentially included in a future allocation decision.

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 2025, the establishment plan includes a reduction of four 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 2025 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 2025, it is proposed to upgrade five AST posts into AD posts and to downgrade five AST posts into AST/SC posts in the Direct Research establishment plan.

3.2.7.3 Human resources requested in executive agencies

In 2025, the Commission will continue to rely on executive agencies in the management of the 2021-2027 spending programmes. The EU budget staffing and subsidy levels foreseen for the agencies in the 2025 DB were revised compared to the Commission's 'delegation package' for the 2021-2027 period, as adopted on 12 February 2021. This was done to reflect the combined effects of the mid-term revision of the MFF (which significantly reduces the envelope of several programmes delegated to executive agencies), 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 2021-2023.

The proposed number of staff in the executive agencies increases to 3 330 FTE in 2025 (+ 62 FTE compared to 2024, of which 55 temporary agents and 7 contract agents), including establishment plan posts financed outside the EU budget (+ 53 temporary agent posts compared

to 2024). 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 agencies .

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 2025 DB is compensated by a further reduction of 14 posts in the establishment plans in the Commission. Moreover, seven establishment plan posts frozen in 2021 are freed, and reduced from the Indirect Research establishment plan. Posts of officials seconded from the Commission are frozen in the Commission establishment plan in accordance with the provisions of Council Regulation 58/2003 on executive agencies. No appropriations are included in the draft budget for the corresponding number of posts ('Abatement agences executives').

3.2.8 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 2025									Commission Human Resources including Interinstitutional transfers				
	2024 Budget Authorisation (Posts & estimated FTE of ext. Pers.)	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 (1)	Other changes in personnel (2)	2025 staff request	Change 2025/2024		2025 staff request without interinstitutional transfers	Inter-Institutional transfers	Total 2025 DB request	Change 2025/2024
Establishment Plan Posts													
Commission	18.757		-9		3	13	18.764	0,05%	9	18.766		18.766	9
Research - Direct Actions	1.660	-4					1.656	-0,24%	-4	1.656		1.656	-4
Research - Indirect Actions	1.372	-17					1.355	-1,24%	-17	1.355		1.355	-17
OP	581		-3		-1		577	-0,69%	-4	577		577	-4
OLAF	316						316	0,00%	0	316		316	0
EPSO	109						109	0,00%	0	109		109	0
OIB	304		-7		-1		296	-3,29%	-10	294		294	-10
OIL	115		-3		-1		111	-3,48%	-4	111		111	-4
PMO	163						163	0,00%	0	163		163	0
Total Commission Posts	23.377	-21	-22	0	0	13	23.347	-0,13%	-30	23.347	0	23.347	-30

(1)Transfer of 1 post from OP to the Commission, 1 post from OIL to the Commission and 3 posts from OIB to Commission due to Synergies and Efficiencies Returns (SER).

(2):For 2025 +8 AD5, + 5 AST 3 for Forced Labour Regulation.

3.2.8.1 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 – 2025 DB SECTION III COMMISSION: Operating budget only , PERMANENT & TEMPORARY POSTS												
Function group & grades	Posts 2024	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 2025	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											218
AD 14	708								1			709
AD 13	1.324								-46			1.278
AD 12	1.611								54			1.665
AD 11	1.177								51			1.228
AD 10	1.576								45			1.621
AD 9	1.832								16			1.848
AD 8	1.537								-114			1.423
AD 7	1.410								124			1.534
AD 6	626								40			666
AD 5	1.227					8		114	-171			1.178
Total AD	13.278					8		114				13.400
AST 11	193								-13			180
AST 10	229								-17			212
AST 9	771								2			773
AST 8	684								3			687
AST 7	963								-55		-1	907
AST 6	943							-114	52			881
AST 5	841							-24	-103		-19	695
AST 4	363							-1	15			377
AST 3	388					5			43			436
AST 2	44							-1	12			55
AST 1	253								61			314
Total AST	5.672					5		-140			-20	5.517
AST/SC 6	5											5
AST/SC 5	36								3			39
AST/SC 4	114											114
AST/SC 3	168								44			212
AST/SC 2	356								16		-1	371
AST/SC 1	716							26	-63		-1	678
Total AST/SC	1.395							26			-2	1.419
Total	20.345					13					-22	20.336

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2025 DB
SECTION III COMMISSION, Without Offices, Permanent Posts**

Function group & grades	Posts 2024 (1)	Reduction of posts following delegation of tasks	Transfer of tasks and posts between establishment plans (2)	Technical exchanges between establishment plans (3)	Inter-institutional transfers	New posts 2025 (4)	Conversion of permanent posts into temporary posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Modification A53 of the FR	Transformation of appropriations plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')
AD 16	29											
AD 15	185											
AD 14	637											
AD 13	1.263								-45			
AD 12	1.488								50			
AD 11	1.049								50			
AD 10	1.487								45			
AD 9	1.743								10			
AD 8	1.444								-110			
AD 7	1.332								120			
AD 6	598								40			
AD 5	1.187			-1		8		100	-160			
Total AD	12.442			-1		8		100				
AST 11	152								-10			
AST 10	170								-10			
AST 9	650											
AST 8	548											
AST 7	780		1						-40			-1
AST 6	794							-100	50			
AST 5	687		1					-23	-80			-8
AST 4	304								15			
AST 3	305		1	-2		5			15			
AST 2	26								10			
AST 1	229								50			
Total AST	4.645		3	-2		5		-123				-9
AST/SC 6	5											
AST/SC 5	36								3			
AST/SC 4	75			2					-3			
AST/SC 3	157								45			
AST/SC 2	328			1					20			
AST/SC 1	704							23	-65			
Total AST/SC	1.305			3				23				
Total	18.392		3			13						-9

- (1) 8 posts in the establishment plan are allocated to the JRC to perform the activities related to the decommissioning of nuclear actions.
(2) Contribution to the redeployment pool 3 AST5 from OIB, return of 1 AST3 from OIL, return of 1 AST7 from OP. Transfer of 2 AST5 to OIB for logistic tasks.
(3) Technical exchange of 1 AD5 for OLAF Supervisory Committee (SUPCOM), with 1 SC2 and exchange of 2 AST3 for 2 AST/SC4 with OLAF.
(4) 8 AD5 and 5 AST3 for Forced Labour Regulation
(5) 12 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 – 2025 DB
SECTION III COMMISSION Without Offices, Temporary Posts**

Function group & grades	Posts 2024	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 2025
AD 16											
AD 15	22										22
AD 14	31										31
AD 13											
AD 12	44										44
AD 11	62										62
AD 10	21										21
AD 9	10										10
AD 8	16										16
AD 7	20										20
AD 6	10										10
AD 5	6										6
Total AD	242										242
AST 11											
AST 10	10										10
AST 9											
AST 8	12										12
AST 7	18										18
AST 6	19										19
AST 5	16										16
AST 4											
AST 3											
AST 2	13										13
AST 1											
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

3.2.8.2 On the Commission establishment plan – Research Budget

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2025 DB RESEARCH BUDGET - Direct Actions (JRC) - Permanent Posts											
Function group & grades	Posts 2024	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 2025 (*)
AD 16	2										2
AD 15	11										11
AD 14	76							-10			66
AD 13	157							-15			142
AD 12	190										190
AD 11	77							2			79
AD 10	90							5			95
AD 9	103							5			108
AD 8	80										80
AD 7	63	-2						5			66
AD 6	25						5	8			38
AD 5	8										8
Total AD	882	-2					5				885
AST 11	47							-10			37
AST 10	41							-10			31
AST 9	138										138
AST 8	68						-5	10			73
AST 7	118										118
AST 6	122										122
AST 5	114							-20			94
AST 4	45										45
AST 3	23	-2					-5	30			46
AST 2	3										3
AST 1											
Total AST *	719	-2					-10				707
AST/SC 6											
AST/SC 5											
AST/SC 4	7										7
AST/SC 3	13							6			19
AST/SC 2	21							3			24
AST/SC 1	18						5	-9			14
Total AST/SC	59						5				64
Total	1.660	-4									1.656

* 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.

** 2025 reduction of posts due to offsetting for delegation to executive agencies.

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2025 DB
RESEARCH BUDGET - Indirect Actions - Permanent posts**

Function group & grades	Posts 2024	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 2025 *
AD 16	1										1
AD 15	19										19
AD 14	93							-5			88
AD 13	179							-35			144
AD 12	137	-2				-1		25			159
AD 11	96	-1						3			98
AD 10	101	-1						-5			95
AD 9	91	-1						2			92
AD 8	70							3			73
AD 7	58							12			70
AD 6	45							5			50
AD 5	51	-1					12	-5			57
Total AD	941	-6				-1	12				946
AST 11	13										13
AST 10	17	-1									16
AST 9	59	-2									57
AST 8	46							4			50
AST 7	69	-2						-2			65
AST 6	57						-12	6			51
AST 5	47	-2						-4			41
AST 4	17	-1						-1			15
AST 3	17	-1						-1			15
AST 2	4							1			5
AST 1	17							-3			14
Total AST *	363	-9					-12				342
AST/SC 6											
AST/SC 5											
AST/SC 4	1							1			2
AST/SC 3	6							2			8
AST/SC 2	13							2			15
AST/SC 1	42	-2						-5			35
Total AST/SC	62	-2									60
Total	1.366	-17				-1					1.348

* 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 – 2025 DB
RESEARCH BUDGET - Indirect Actions - Temporary posts**

Function group & grades	Posts 2024	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 2025
AD 16											
AD 15											
AD 14	1										1
AD 13											
AD 12	5					1					6
AD 11											
AD 10											
AD 9											
AD 8											
AD 7											
AD 6											
AD 5											
Total AD	6					1					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	6					1					7

3.2.8.3 On the establishment plan of the Offices

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2025 DB Publications Office (OP), Permanent posts										
Function group & grades	Posts 2024 *	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 2025 *
AD 16	1									1
AD 15	3									3
AD 14	9									9
AD 13	9						1			10
AD 12	18						2			20
AD 11	19									19
AD 10	18									18
AD 9	17						4			21
AD 8	24						-2			22
AD 7	15						1			16
AD 6	4									4
AD 5	11					6	-6			11
Total AD	148					6				154
AST 11	13						-2			11
AST 10	15						-2			13
AST 9	50						3			53
AST 8	56						5			61
AST 7	77	-1					-8			68
AST 6	62					-6	-2			54
AST 5	46						-4	-3		39
AST 4	25						-3			22
AST 3	47						4			51
AST 2	3						2			5
AST 1	12						7			19
Total AST *	406	-1				-6			-3	396
AST/SC 6										
AST/SC 5										
AST/SC 4	1									1
AST/SC 3	3									3
AST/SC 2	10						-1			9
AST/SC 1	8						1			9
Total AST/SC	22									22
Total	576	-1							-3	572

*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 AST 7 as contribution to the Synergies and Efficiencies initiative.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2025 DB
Publications Office (OP), Temporary posts

Function group & grades	Posts 2024	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 2025
AD 16										
AD 15										
AD 14										
AD 13										
AD 12										
AD 11										
AD 10										
AD 9										
AD 8	3									3
AD 7										
AD 6										
AD 5										
Total AD	3									3
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									5

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2025 DB
European Antifraud Office (OLAF), Permanent posts

Function group & grades	Posts 2024	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 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 2025 *
AD 16	1										1
AD 15	4										4
AD 14	14							1			15
AD 13	19							-1			18
AD 12	31										31
AD 11	21										21
AD 10	23							1			24
AD 9	33							1			34
AD 8	28										28
AD 7	27							-2			25
AD 6	4										4
AD 5	7						1				8
Total AD	212						1				213
AST 11	6										6
AST 10	8										8
AST 9	15										15
AST 8	10										10
AST 7	12							1			13
AST 6	9						-1	2			10
AST 5	11							-3			8
AST 4	4										4
AST 3	2			2							4
AST 2											
AST 1											
Total AST	77			2			-1				78
AST/SC 6											
AST/SC 5											
AST/SC 4	2			-2				2			2
AST/SC 3	3										3
AST/SC 2	6							-2			4
AST/SC 1	3										3
Total AST/SC	14			-2							12
Total	303										303

* 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.

** Technical exchange of 2 AST3 for 2 AST/SC4 with Commission establishment plan

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2025 DB
European Anti-Fraud Office (OLAF), Temporary posts

Function group & grades	Posts 2024	Reduction of posts following creation of EPO	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 2025
AD 16	1										1
AD 15											
AD 14											
AD 13	3										3
AD 12											
AD 11											
AD 10											
AD 9											
AD 8											
AD 7											
AD 6											
AD 5											
Total AD	4										4
AST 11	5										5
AST 10	2										2
AST 9	2										2
AST 8											
AST 7											
AST 6											
AST 5											
AST 4											
AST 3											
AST 2											
AST 1											
Total AST	9										9
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
Total AST/SC											
Total	13										13

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2025 DB
European Personnel Selection Office (EPSO), Permanent posts

Function group & grades	Posts 2024	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 2025 *
AD 16										
AD 15										
AD 14	2						1			3
AD 13	5						-1			4
AD 12	5						1			6
AD 11	7						1			8
AD 10	7						-1			6
AD 9	5									5
AD 8	4						-1			3
AD 7	1									1
AD 6										
AD 5	4					2				6
Total AD	40					2				42
AST 11	2						1			3
AST 10	3						-1			2
AST 9	7						1			8
AST 8	11						-1			10
AST 7	12						3			15
AST 6	18					-2	-3			13
AST 5	9						-2			7
AST 4	1					-1	2			2
AST 3										
AST 2										
AST 1	1									1
Total AST *	64					-3				61
AST/SC 6										
AST/SC 5										
AST/SC 4	1									1
AST/SC 3	1									1
AST/SC 2	2						-1			1
AST/SC 1						1	1			2
Total AST/SC	4					1				5
Total	108									108

* 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.

EPSO of which European School of Administration (EUSA), Permanent posts										
Function group & grades	Posts 2024	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 2025
AD 16										
AD 15										
AD 14							1			1
AD 13	1						-1			
AD 12	1						1			2
AD 11	1						1			2
AD 10	1						-1			
AD 9	1									1
AD 8										
AD 7										
AD 6										
AD 5							-1			
Total AD	5									6
AST 11										
AST 10	1						-1			
AST 9	1									1
AST 8	1									1
AST 7	2									2
AST 6	3						1			3
AST 5	1									1
AST 4										
AST 3										
AST 2										
AST 1										
Total AST	9									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 – 2025 DB
European Personnel Selection Office (EPSO), Temporary posts

Function group & grades	Posts 2024	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 2025
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 – 2025 DB
Office for "Infrastructure and Logistics" in Brussels (OIB), Permanent posts

Function group & grades	Posts 2024	Transfer of tasks and posts between establishment plan (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 2025 *
AD 16										
AD 15	1									1
AD 14	7									7
AD 13	11									11
AD 12	14									14
AD 11	11						-1			10
AD 10	10									10
AD 9	13						1			14
AD 8	10									10
AD 7	10						3			13
AD 6	7									7
AD 5	8					2	-3			7
Total AD	102					2				104
AST 11	6									6
AST 10	11						-1			10
AST 9	16						2			18
AST 8	22						3			25
AST 7	39						-9			30
AST 6	22					-2	5			25
AST 5	50	-1					-12		-7	30
AST 4	15						1			16
AST 3	17						10			27
AST 2										
AST 1	2						1			3
Total AST *	200	-1				-2			-7	190
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3	1									1
AST/SC 2										
AST/SC 1										
Total AST/SC	1									1
Total	303	-1							-7	295

* 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 3 AST5 as contribution to the Synergies and Efficiencies initiative. Transfer of 2 AST5 from the Commission to OIB for logistic tasks.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2025 DB
Office for "Infrastructure and Logistics" in Brussels (OIB), Temporary posts

Function group & grades	Posts 2024		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 2025
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 – 2025 DB
Office for "Infrastructure and Logistics" in Luxembourg (OIL), Permanent posts

Function group & grades	Posts 2024	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 2025 *
AD 16										
AD 15	1									1
AD 14	3						-1			2
AD 13	5									5
AD 12	4						1			5
AD 11	4									4
AD 10	4									4
AD 9	4									4
AD 8	3									3
AD 7	2									2
AD 6	1									1
AD 5	1									1
Total AD	32									32
AST 11	2						-1			1
AST 10	3						-1			2
AST 9	7									7
AST 8	7									7
AST 7	8									8
AST 6	8									8
AST 5	14					-1	-2		-1	10
AST 4	7									7
AST 3	11	-1					4			14
AST 2	1					-1				
AST 1	3									3
Total AST *	71	-1				-2			-1	67
AST/SC 6										
AST/SC 5										
AST/SC 4							1			1
AST/SC 3	3						-1			2
AST/SC 2	8								-1	7
AST/SC 1	1					2			-1	2
Total AST/SC	12					2			-2	12
Total	115	-1							-3	111

* 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

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2025 DB
Office for Administration and Settlement of Individual Entitlements – PMO, Permanent posts

Function group & grades	Posts 2024	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 2025 **,**
AD 16	0									
AD 15	1									1
AD 14	5									5
AD 13	8									8
AD 12	7									7
AD 11	4						1			5
AD 10	6									6
AD 9	7									7
AD 8	5						-1			4
AD 7	3						2			5
AD 6	2									2
AD 5	3		1			3	-2			5
Total AD	51		1			3				55
AST 11	7						-1			6
AST 10	7						-2			5
AST 9	24						-4			20
AST 8	18						-4			14
AST 7	17						-2			15
AST 6	11					-3				8
AST 5	8									8
AST 4	5									5
AST 3	6						10			16
AST 2	1									1
AST 1	6						3			9
Total AST *	110					-3				107
AST/SC 6	0									
AST/SC 5	0									
AST/SC 4	0									
AST/SC 3	0									
AST/SC 2	2		-1							1
AST/SC 1	0									
Total AST/SC	2		-1							1
Total	163	0	0	0	0	0	0	0	0	163

* Technical exchange of 1 AD5 for OLAF Supervisory Committee (SUPCOM), with 1 SC2.

** 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.

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

PROPOSED MODIFICATION OF THE ESTABLISHMENT PLAN – 2025 DB SECTION III COMMISSION: All budgets, PERMANENT & TEMPORARY POSTS												
Function group & grades	Posts 2024	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 2025	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 2025
AD 16	35											35
AD 15	248											248
AD 14	878								-14			864
AD 13	1.660								-96			1.564
AD 12	1.943	-2							79			2.020
AD 11	1.350	-1							56			1.405
AD 10	1.767	-1							45			1.811
AD 9	2.026	-1							23			2.048
AD 8	1.687								-111			1.576
AD 7	1.531	-2							141			1.670
AD 6	696							5	53			754
AD 5	1.286	-1				8		126	-176			1.243
Total AD	15.107	-8				8		131				15.238
AST 11	253								-23			230
AST 10	287	-1							-27			259
AST 9	968	-2							2			968
AST 8	798							-5	17			810
AST 7	1.150	-2							-57		-1	1.090
AST 6	1.122							-126	58			1.054
AST 5	1.002	-2						-24	-127		-19	830
AST 4	425	-1						-1	14			437
AST 3	428	-3				5		-5	72			497
AST 2	51							-1	13			63
AST 1	270								58			328
Total AST	6.754	-11				5		-162			-20	6.566
AST/SC 6	5											5
AST/SC 5	36								3			39
AST/SC 4	122								1			123
AST/SC 3	187								52			239
AST/SC 2	390								21		-1	410
AST/SC 1	776	-2						31	-77		-1	727
Total AST/SC	1.516	-2						31			-2	1.543
Total	23.377	-21				13					-22	23.347

3.3 2025 DB: appropriations for the external staff

3.3.1 Global evolution for 2025

Taking account of the increase of staff on new initiatives such as Forced Labour, Performance Review Board of the Single European Sky, Artificial Intelligence Act, CBAM, the European Defence Industry Programme along with the conversion of 22 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 116 full time equivalent units:

Commission Human Resources in 2025										Commission Human Resources including interinstitutional transfers			
2024 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)...(2e)	Transfer between establishment plans	Other changes in personnel	2025 staff request	Change 2025/2024			2025 staff request without interinstitutional transfers	Inter-Institutional transfers	Total 2025 DB request	Change 2025/2024
External Personnel													
Under Heading 7	4.298	0	22	19	0	4.339	0,95%	41		4.339		4.339	41
Outside Heading 7	4.704	0	0	75	0	4.779	1,59%	75		4.779	0	4.779	75
Total Commission External Personnel	9.002	0	22	94	0	9.118	1,29%	116		9.118	0	9.118	116

(1) Including Amending Budget 1/2024 for +170 external staff for the former BA lines (+30 for the "Digital Europe Programme (DEP)" - Artificial Intelligence Act, +68 for the Ukraine Facility HQ, + 9 for Western Balkans Facility HQ, +54 for the Ukraine Facility Delegations, +9 for the Western Balkans Facility Delegations

(2) For 2025 and the Global Envelope +11 FTE (CA) for Carbon Border Adjustment Mechanism (CBAM), in accordance with the COM(2023)150 final , 16.03.2023.

(2a) For Headings 1 and 6 (BA lines): + 50 for "Digital Europe Programme (DEP)" - Artificial Intelligence Act, + 10 for Single European Sky (SES), +33 FTE for "European Defence Industry Programme (EDIP)", + 5 for Forced labour, -15 for HUMA(humanitarian aid), +10 FTE for Ukraine Facility and +5FTE for HUMA. (humanitarian aid).

(2b): For Other Heading 7: +3 FTE (CA) for PMO, in relation to mission and pension management.

(2c): For Other Heading 7: +8 FTE due to OIL budgetisation of the restauration services, +2 FTE to PMO due to budgetisation related to the management of the unemployment entitlements for Accredited Parliamentary Assistants, -1 FTE from OP, -1 FTE from OIB.

(2d) For direct research: 23 FTE currently paid from the EU budget, will be paid from assigned revenue as of 2025.

(2e) For Global envelope and Other Heading 7: 19 FTE transferred from the Commission to OIB for logistics

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 to carry out logistics tasks will take place in 2025.

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 2025, EUR 52,8 million are requested for external personnel under the indirect research budget corresponding to an estimate of 553 FTE available to the Research DGs concerned. The distribution between Directorates-General concerned is set out in Table 8 in annex. Related administrative appropriations requested in the DB 2025 reflect this situation and integrate the salary indexations for 2025.

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

For 2025, appropriations for external personnel amount to EUR 47,9 million, accounting for an estimate of 716 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 98 FTE compared with 2024, linked to work on the tasks created by the Artificial Intelligence Act, European Defence Industry Programme, Forced Labour Regulation and Performance Review Board of the Single European Sky.

TABLE 7 - DB 2025 PRE-ALLOCATION - Appropriations for external personnel authorised on the administrative support lines

Budget line	Service	MFF heading	Programme Title	2024 Sub-celling (in EUR)	2024 authorised FTE	2025 Sub-celling (in EUR)	2025 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	2.850.000	30	8.060.000	80
02 01 21 02	MOVE	1	Support expenditure for implementation of Single European Sky (SES) Connecting Europe Facility (CEF) ⁵			1.337.500	10
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 ⁶			475.000	5
03 01 01 01 01 & 05	ESTAT	1	Support expenditure for the "Single Market Programme (SMP)"	2.438.000	34	2.523.584	34
07 01 01 01 01 & 05	EMPL	2	Support expenditure for the "European Social Fund+ (ESF+) — shared management"	5.300.000	74	5.554.400	74
08 01 02 01 & 05	AGRI	3	Support expenditure for the "European Agricultural Fund for Rural Development (EAFRD)"	1.887.000	26	1.977.576	26
08 01 03 01 & 05	MARE	3	Support expenditure for the "European Maritime, Fisheries and Aquaculture Fund (EMFAF)"	850.000	14	888.400	14
05 01 01 01 & 05	REGIO	2	Support expenditure for the "European Regional Development Fund (ERDF)"	3.243.600	46	3.399.293	46
05 01 02 01 & 05	REGIO	2	Support expenditure for the "Cohesion Fund (CF)"	1.420.400	20	1.488.579	20
10 01 01 01 & 05	HOME	4	Support expenditure for the "Asylum, Migration and Integration Fund (AMIF)"	954.000	10	999.792	10
11 01 01 01 & 05	HOME	4	Support expenditure for the "Border Management and Visa Instrument (BMVI)"	530.000	5	555.450	5
12 01 01 01 & 05	HOME	5	Support expenditure for the "Internal Security Fund (ISF)"	530.000	5	555.450	5
13 01 06 01 & 05	DEFIS	5	Support expenditure for the "European Defence Industry Programme (EDIP)" ⁴			1.936.000	33
Sub-total:				20.003.000	264	29.751.024	362
External personnel authorised under administrative support lines at Headquarters (External relations)							
05 01 03 01 & 05	REFORM	2	Support expenditure for the "Support to the Turkish-Cypriot Community"	1.969.879	21	2.051.121	21
14 01 01 01 01 & 05	FPI	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	658.153	8	689.744	8
14 01 01 01 01 & 05	INTPA	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	25.274.321	318	26.032.551	318
14 01 05 01 & 05	INTPA	6	Support expenditure for the "European Instrument for International Nuclear Safety Cooperation (INSC)"	1.026.398	16	1.075.665	16
14 01 04 01 & 05	INTPA	6	Support expenditure for the "Overseas Association Decision (OAD)"	495.020	6	495.020	6
16 01 06 01 & 05	NEAR	-	Support expenditure for the Ukraine Facility ³	4.898.244	68	7.674.429	78
15 01 02 01 & 05	NEAR	6	Support expenditure for the Western Balkans Facility	864.000	9	864.000	9
15 01 01 01 01 & 05	NEAR	6	Support expenditure for the "Instrument for Pre-accession Assistance III (IPA III)" ¹	8.144.737	114	8.535.684	114
14 01 01 01 01 & 05	NEAR	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	4.846.688	71	5.079.329	71
14 01 01 01 01 & 05	REGIO	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	291.034	5	305.004	5
14 01 02 01 & 05	ECHO	6	Support expenditure for the "Humanitarian Aid (HUMA)"	3.095.550	41	2.384.119	31
Sub-total:				51.564.024	677	55.186.666	677
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)"	458.592	3	467.764	3
08 01 03 01 03 & 07	MARE	3	Support expenditure for the "European Maritime, Fisheries and Aquaculture Fund (EMFAF)"	1.481.851	9	1.552.980	9
14 01 01 01 03 & 07	FPI	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	12.871.610	80	13.489.447	80
14 01 01 01 03 & 07	INTPA	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	179.518.043	1534	187.911.288	1534
14 01 04 03 & 07	INTPA	6	Support expenditure for the "Overseas Association Decision (OAD)"	805.497	8	821.607	8
16 01 06 03 & 07	NEAR	-	Support expenditure for the Ukraine Facility	9.789.000	54	11.839.760	54
15 01 02 03 & 07	NEAR	6	Support expenditure for the Western Balkans Facility	1.665.000	9	1.665.000	9
15 01 01 01 03 & 07	NEAR	6	Support expenditure for the "Instrument for Pre-accession Assistance III (IPA III)" ²	36.307.290	386	38.050.040	386
14 01 01 01 03 & 07	NEAR	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	38.975.418	388	48.857.161	388
Sub-total:				281.872.301	2.471	304.655.047	2.471
Grand Total - External personnel authorised on the administrative support lines:				353.439.325	3.412	389.592.737	3.510

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

² IPA III line of DG NEAR 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 2025, pending the outcome of the negotiations.

⁵ Proposal COM(2020) 579 for a Regulation of the European Parliament and the Council on the implementation of the Single European Sky 2+ is under negotiations with the co-legislators, expected to finalise in Autumn 2024.

⁶ Revised Proposal COM(2022) 453 final of 14.09.2022 for Forced Labour Regulation to be voted by the European Parliament in 2024. The potential split between DG GROW and TRADE will be decided at a later stage.

3.4 2024 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).

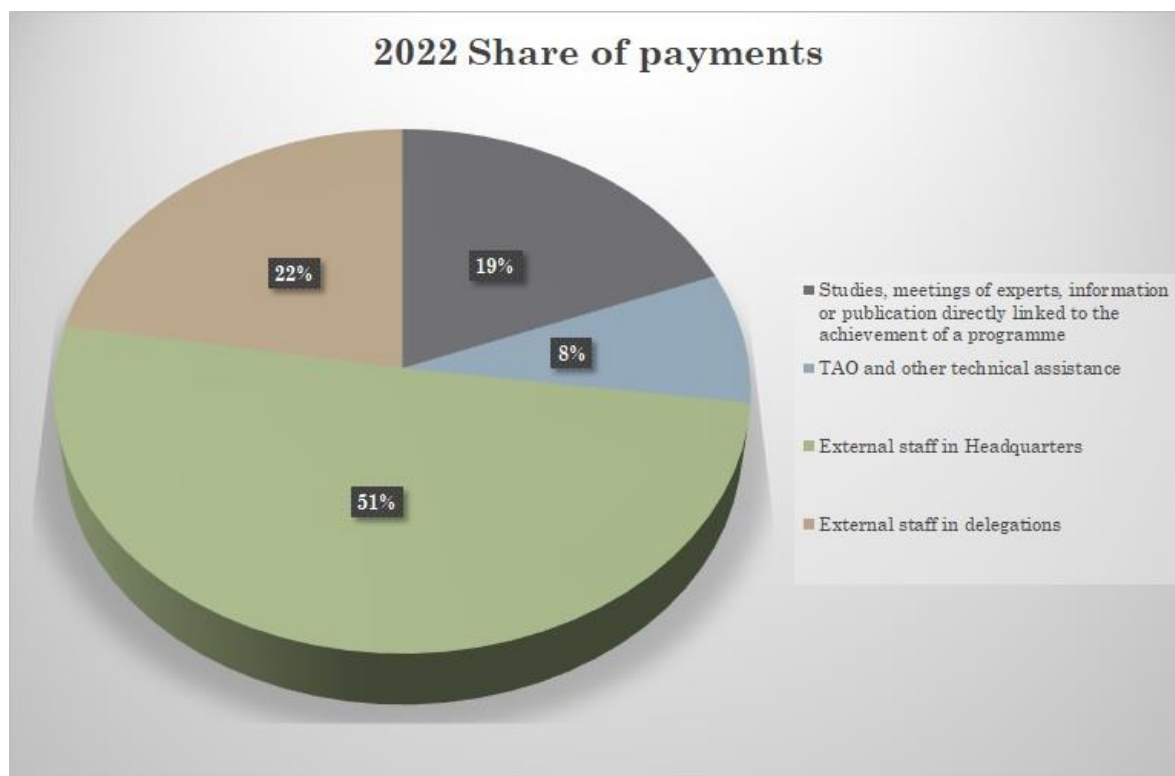
3.4.1 Appropriations implemented in 2023

In 2023, total payments on administrative support expenditure (the so-called former 'BA' lines) amounted to EUR 1,11 billion¹³. This compares to EUR 1,06 billion in payments in 2022.

All in all, the four possible sub-groups¹⁴ of expenditure authorised on former 'BA' lines represented the following share in total payments in 2023:

- 18 % related to support expenditure such as studies, meetings of experts, information or publication directly linked to the achievement of a programme (19 % in 2022);
- 7 % related to the remaining TAO and other technical assistance (8 % in 2022);
- 51 % related to sub-ceiling of external staff at Headquarters (51 % in 2022);
- 23 % of total payments related to sub-ceilings of external staff in delegations (22 % in 2022).

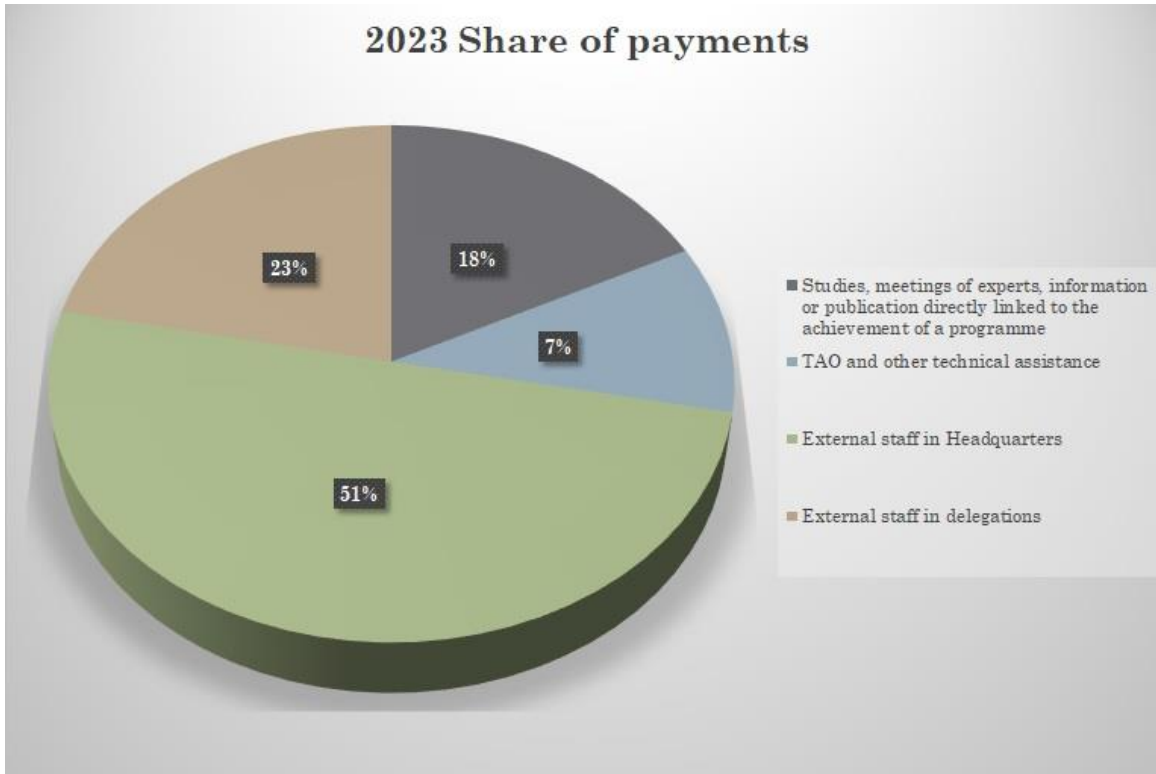
The graphs reproduced below illustrate 2022 and 2023 figures.



¹³ EFTA appropriations not included.

¹⁴ 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.

2023 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. Support expenditure under headings 1 to 6 is presented here below in order of volume.

Heading 1, Single market, innovation and digital, is a strong centre for funding dedicated to innovation, strategic infrastructure and digital transformation. Horizon Europe (whose profile for the remainder of the MFF will become broadly stable after the MFF revision) provides European support for health, climate and environment-related research and innovation activities. 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, including to strategically important companies. This heading also includes the financing of the European Chips Act and continued strong support for the Connecting Europe Facility (CEF), while the 2025 needs for the International Thermonuclear Experimental Reactor (ITER) are EUR 200 million below the financial programming due to delays in the project implementation. As a net result, the margin in heading 1 increases. **(44.9%)**.

Heading 2, Cohesion and values, in sub-heading 2a, **Economic, social and territorial cohesion**, the implementation on the ground of the 2021-2027 programmes is expected to improve slightly in 2025 though still reflecting the slow start of implementation for the new period. 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.

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 2025, in line with the financial programming and the programme-specific adjustments stemming from Article 5 of the MFF Regulation, while taking account of the outcome of the MFF revision.

This sub-heading also contains the cost of the financing of NGEU non-repayable support. Due to the impact of higher interest rates on executed and forecasted transactions that has been observed since 2022 in comparison with the forecast used for the initial financial programming, the cost of NGEU borrowing has increased. Accordingly, the EURI interest line needs to be substantially reinforced over and above the financial programming for 2025 (EUR 2,5 billion estimated costs above the financial programming for 2025). These additional needs are proposed to be financed by the remaining margin under heading 2b (EUR 46,2 million), the mobilisation of the Flexibility Instrument for a total amount of EUR 1 192,8 million, as well as an amount of EUR 1 239,1 million that will be made available from decommitments under the new EURI Special Instrument established in Article 10a of the amended MFF Regulation. **(Heading 2 in total: 12.8%)**.

Heading 3, Natural resources and environment, 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

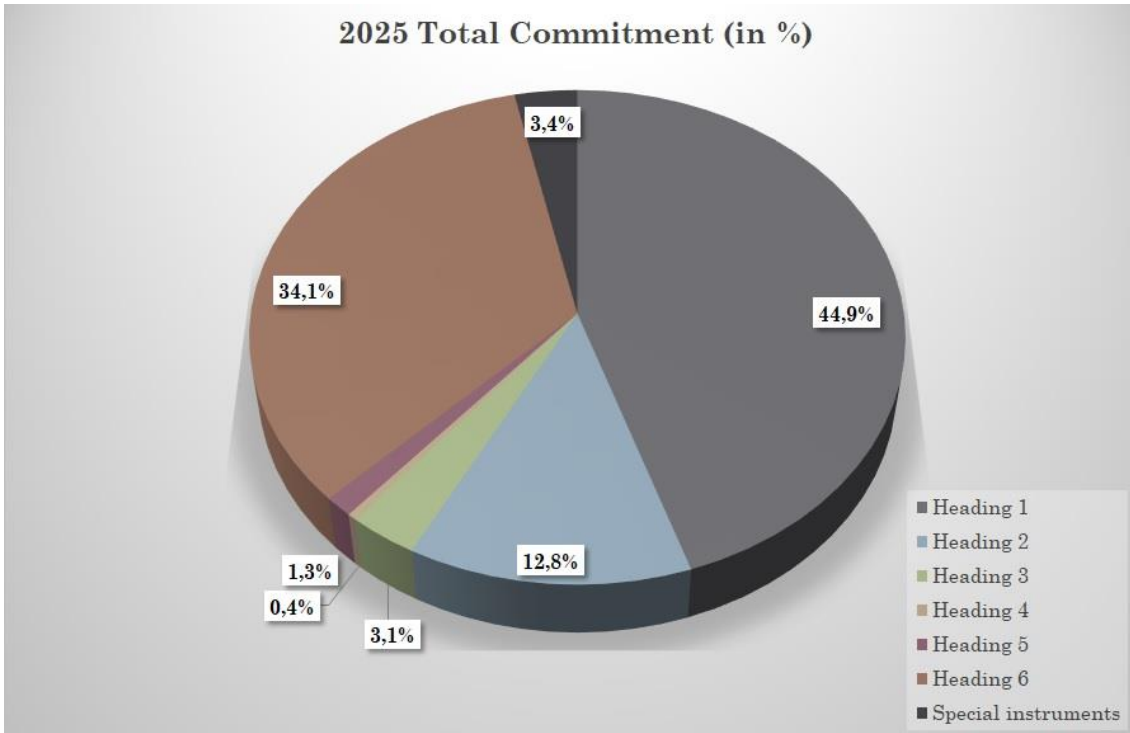
under the European Agricultural Guarantee Fund (EAGF) and the European Agricultural Fund for Rural Development (EAFRD) towards common objectives set at Union level. Given the overall needs for agricultural expenditure and the requirement to create the agricultural reserve in 2025, the appropriations requested for the EAGF are set at the level of the sub-ceiling, leaving no margin available. Heading 3 also provides funding for the set-up of the Carbon Border Adjustment Mechanism. Another important instrument contributing to the priorities of heading 3 is the Innovation Fund, which in 2025 will provide an estimated amount of EUR 4,8 billion of support for green innovations, supporting the European Hydrogen Bank and the net zero industries. It is entirely financed outside the MFF 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. **(3.1 %)**.

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 in the MFF mid-term revision for the implementation under the new Asylum and Migration Pact. 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), including the build-up of the standing corps of Border Guards, as well as for the EU Asylum Agency. **(0,4%)**.

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), nuclear safety and decommissioning activities as well as the agencies active in the area of security. **(1,3%)**

The Union's external policies expenditure has been considerably reinforced in the MFF revision, notably through the establishment of the Ukraine Facility that will provide EUR 4,3 billion in non-repayable support and EUR 10,9 billion in loans in 2025 as well as in the **Heading 6, Neighbourhood and the world**, through substantial additional financing for migration, including in the Southern Neighbourhood, as well as the newly established Reform and Growth Facility for the Western Balkans. The heading finances actions to address global challenges, including partnerships and funding for the migration routes, humanitarian aid and support for Syrian refugees in the country and the region. **(34.1 %)**.

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. **(3,4%)**



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/NDA	CF	SCF	Cluster	Cfe	2025 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	179.195.199	179.195.199
01 01 01 02	External personnel implementing Horizon Europe— Indirect research	NDA	1	1	1.0.1	1.0.11	50.417.354	50.417.354
01 01 01 03	Other management expenditure for Horizon Europe — Indirect research	NDA	1	1	1.0.1	1.0.11	71.976.616	71.976.616
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	175.287.000	175.287.000
01 01 01 12	External personnel implementing Horizon Europe — Direct research	NDA	1	1	1.0.1	1.0.11	37.531.000	37.531.000
01 01 01 13	Other management expenditure for Horizon Europe — Direct research	NDA	1	1	1.0.1	1.0.11	51.615.000	51.615.000
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	64.653.632	64.653.632
01 01 01 72	European Research Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	98.274.719	98.274.719
01 01 01 73	European Health and Digital Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	23.478.508	23.478.508
01 01 01 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	15.288.204	15.288.204
01 01 01 76	European Innovation Council and SMEs Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	30.479.796	30.479.796
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	7.897.447	7.897.447
01 01 02 02	External personnel implementing the Euratom Research and Training Programme — Indirect research	NDA	1	1	1.0.1	1.0.12	341.359	341.359
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	1.457.468	1.457.468
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	55.977.000	55.977.000
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	31.550.000	31.550.000
01 01 03 01	Expenditure related to officials and temporary staff implementing ITER	NDA	1	1	1.0.1	1.0.13	6.120.000	6.120.000
01 01 03 02	External personnel implementing ITER	NDA	1	1	1.0.1	1.0.13	250.000	250.000
01 01 03 03	Other management expenditure for ITER	NDA	1	1	1.0.1	1.0.13	1.654.102	1.654.102
02 01 10	Support expenditure for the InvestEU Programme	NDA	1	1	1.0.2	1.0.21	1.000.000	1.000.000
02 01 21 01	Support expenditure for the Connecting Europe Facility — Transport	NDA	1	1	1.0.2	1.0.221	2.164.864	2.164.864
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	7.662.069	7.662.069
02 01 21 02	Support expenditure for the Secretariat for performance review	NDA	1	1	1.0.2	1.0.221	1.337.500	1.337.500
02 01 22 01	Support expenditure for the Connecting Europe Facility — Energy	NDA	1	1	1.0.2	1.0.222	1.948.378	1.948.378
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	3.287.000	3.287.000
02 01 23 01	Support expenditure for the Connecting Europe Facility — Digital	NDA	1	1	1.0.2	1.0.223	1.083.558	1.083.558
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	5.072.654	5.072.654
02 01 30 01	Support expenditure for the Digital Europe programme	NDA	1	1	1.0.2	1.0.23	19.175.251	19.175.251
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	6.466.084	6.466.084
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	13.975.000	13.975.000

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Cfe	2025 Hearing	
							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	1.848.116	1.848.116
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	12.035.000	12.035.000
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	8.050.000	8.050.000
04 01 02	Support expenditure for the Union Secure Connectivity programme	NDA	1	1	1.0.4	1.0.4SC	200000	200000
05 01 01 01	Support expenditure for the European Regional Development Fund	NDA	2	2.1	2.1.1	2.1.11	3.972.293	3.972.293
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	1.479.000	1.479.000
05 01 02 01	Support expenditure for the Cohesion Fund	NDA	2	2.1	2.1.1	2.1.121	1725579	1725579
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	6.817.373	6.817.373
05 01 03	Support expenditure for the support to the Turkish-Cypriot community	NDA	2	2.2	2.2.1	2.2.13	2051121	2051121
06 01 01 01	Support expenditure for "Technical Support Instrument"	NDA	2	2.2	2.2.2	2.2.21	2.165.000	2.165.000
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	7.227.453	7.227.453
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	19.442.554	19.442.554
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	6.821.400	6.821.400
07 01 01 02	Support expenditure for the Employment and Social Innovation strand	NDA	2	2.2	2.2.3	2.2.312	1.751.383	1.751.383
07 01 02 01	Support expenditure for Erasmus	NDA	2	2.2	2.2.3	2.2.32	27.229.773	27.229.773
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	33.672.401	33.672.401
07 01 03 01	Support expenditure for the European Solidarity Corps	NDA	2	2.2	2.2.3	2.2.33	5.641.573	5.641.573
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	1.531.747	1.531.747
07 01 04 01	Support expenditure for Creative Europe	NDA	2	2.2	2.2.3	2.2.34	6.287.469	6.287.469
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	18.937.534	18.937.534
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	8.647.880	8.647.880

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Cfe	2025 Hearing	
							Commitments Total	Payments Total
07 01 06	Support expenditure for "Justice"	NDA	2	2.2	2.2.3	2.2.351	1100000	1100000
08 01 01 01	Support expenditure for the European Agricultural Guarantee Fund (EAGF)	NDA	3	3.1	3.1.1	3.1.11	563.117	563.117
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	2.094.365	2.094.365
08 01 02	Support expenditure for the European Agricultural Fund for Rural Development	NDA	3	3.2	3.2.1	3.2.12	1.977.576	1.977.576
08 01 03 01	Support expenditure for the European Maritime Fisheries and Aquaculture Fund	NDA	3	3.2	3.2.1	3.2.13	3.337.323	3.337.323
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	4.732.000	4.732.000
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	10.552.540	10.552.540
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	16.931.000	16.931.000
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	3.150.000	3.150.000
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	2.150.000	2.150.000
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	84.000	84.000
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	2.451.000	2.451.000
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	1.936.000	1.936.000
13 01 01	Support expenditure for the European Defence Fund — Non-research	NDA	5	5	5.0.2	5.0.212	3.342.000	3.342.000
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	6.639.940	6.639.940
13 01 02 02	External personnel implementing the European Defence Fund — Research	NDA	5	5	5.0.2	5.0.211	1.839.100	1.839.100
13 01 02 03	Other management expenditure for the European Defence Fund — Research	NDA	5	5	5.0.2	5.0.211	3101306	3101306
13 01 03 01	Support expenditure for military mobility	NDA	5	5	5.0.2	5.0.22	757.703	757.703
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	1.015.558	1.015.558
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	347.855.997	347.855.997
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	0,00	0,00
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	6.822.536,00	6.822.536,00
14 01 02	Support expenditure for humanitarian aid	NDA	6	6	6.0.1	6.0.12	11.000.673,00	11.000.673,00
14 01 03	Support expenditure for the Common Foreign and Security Policy	NDA	6	6	6.0.1	6.0.13	1.600.000,00	1.600.000,00
14 01 04	Support expenditure for overseas countries and territories	NDA	6	6	6.0.1	6.0.14	1.400.434,00	1.400.434,00
14 01 05	Support expenditure for the European Instrument for International Nuclear Safety Cooperation (INSC)	NDA	6	6	6.0.1	6.0.112	1.549.025,00	1.549.025,00

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Cfe	2025 Hearing	
							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	57.376.785	57.376.785
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	1.553.813	1.553.813
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	43.438.898	43.438.898
20 01 01 01	Salaries, allowances and payments of Members of the institution	NDA	7	7.2	7.2.3	7.2.321	13.783.000	13.783.000
20 01 01 02	Other management expenditure of Members of the institution	NDA	7	7.2	7.2.3	7.2.321	3.130.000	3.130.000
20 01 01 03	Allowances of former Members	NDA	7	7.2	7.2.3	7.2.322	4410000	4410000
20 01 02 01	Remuneration and allowances — Headquarters and Representation offices	NDA	7	7.2	7.2.3	7.2.311	2.654.651.792	2.654.651.792
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	15.976.000	15.976.000
20 01 02 03	Remuneration and allowances — Union delegations	NDA	7	7.2	7.2.3	7.2.311	152.133.000	152.133.000
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	9.097.000	9.097.000
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	7.511.000	7.511.000
20 01 05 01	Medical service	NDA	7	7.2	7.2.3	7.2.334	5.414.000	5.414.000
20 01 05 02	Childcare facilities	NDA	7	7.2	7.2.3	7.2.334	6.170.000	6.170.000
20 01 05 03	Other social related expenditure	NDA	7	7.2	7.2.3	7.2.334	5.929.000	5.929.000
20 01 05 04	Mobility	NDA	7	7.2	7.2.3	7.2.334	1.921.000	1.921.000
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	2.728.277.000	2.728.277.000
21 01 02 01	Pensions of former Members of the European Parliament	NDA	7	7.1	7.1.1	7.1.121	21.614.000	21.614.000
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	778.000	778.000
21 01 02 03	Pensions of former Members of the Commission	NDA	7	7.1	7.1.1	7.1.123	11.506.000	11.506.000
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	18.881.000	18.881.000
21 01 02 05	Pensions of former Members of the Court of Auditors	NDA	7	7.1	7.1.1	7.1.125	7.639.000	7.639.000
21 01 02 06	Pensions of former European Ombudsmen	NDA	7	7.1	7.1.1	7.1.128	310.000	310.000
21 01 02 07	Pensions of former European Data Protection Supervisors	NDA	7	7.1	7.1.1	7.1.129	372.000	372.000
30 01 02	Contingency reserve	NDA	7	7.2	7.2.3	7.2.383	0	0
Total							7.385.246.892	7.385.246.892

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