



**Joint Assessment Report**  
**on**  
**Action Plan on**  
**Geographical Balance**

**POLAND**

**2024**

# Assessment of the Joint Action Plans on Geographical Balance

## Joint Conclusions

This is the first Joint Assessment Report completed on the Joint Action Plan on Geographical Balance for Poland which was endorsed on 15 September 2023. As stated in the Action Plan, it is *'not to be seen as "a one-off reporting" but rather as a continuous, dynamic process made jointly by the Commission and the concerned Member State'*.

As outlined in the Joint Action Plan, the measures introduced by the European Commission, Poland, and jointly, aim to strengthen geographical balance in the Commission workforce<sup>1</sup>. Poland continues to develop and implement various outreach measures to promote EU careers at national level and support their candidates.

In terms of underrepresentation as of 31 December 2023, Poland falls below the 80% threshold of its guiding rate in AD5-AD8 Officials, AD5-AD8 Temporary Agents, AD5-AD8 Officials and Temporary Agents (combined), Contract Agents in FG III and FG IV, and Blue Book Trainees. The analysis of the result indicators for the period 2021 – 2023 shows that the numbers in most staff categories remain a point for further detailed monitoring and analysis.

The absolute number of applications of Polish candidates for EPSO competitions increased from 2022 to 2023, despite a decrease in the number of competitions launched due to the difficulties that EPSO has encountered. For that reason, the actions aiming at correcting the underlying causes of geographical imbalances through external competitions have also been impacted. The Commission will continue to support EPSO, through its participation in the EPSO Management Board.

The Commission also continues to implement measures aimed at improving geographical balance and monitor the trends for permanent and non-permanent positions in a targeted way across the career journey. The decision to publish vacancies for non-permanent staff externally is an important step for greater transparency and visibility of Commission vacancies. The forthcoming Temporary Agents Decision foresees, as a principle, that all vacancies for Temporary Agents positions will be published externally<sup>2</sup>. Member States will be duly informed once adopted.

In parallel, the Commission will continue to prepare the legal basis for the introduction of additional measures (General Implementing Provisions (GIPs), Article 27 of the Staff Regulations). This will provide a robust legal framework and the continuation of a sustainable and "step-by-step" approach to improving geographical balance. Additional measures may be introduced once the legal basis to do so is established, at which point the recruitment trends will be taken into account. Any measures adopted will ensure that proportionality and merit continue to be the guiding principles underpinning recruitment in the Commission. Member States will be duly informed once measures are adopted.

The Joint Action Plans, implementation and stocktaking of measures contained therein, and tracking progress by monitoring inflow and outflow trends, are crucial for improving geographical balance in the European Commission. With the long-term goals of the Joint Action Plans in mind, both the Commission and Poland are committed to applying these measures strategically and with a focus on a sustainable approach. The stocktaking is not a

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<sup>1</sup> Article 27 of the Staff Regulations and Article 12 of the Conditions of Employment of Other Servants require that EU institutions recruit staff from the broadest possible geographical basis.

<sup>2</sup> The new decision will apply to Temporary Agents engaged under Articles 2(a), (b) and (d) of the Conditions of Engagement of Other Servants.

one-off exercise; the Commission intends to continue the assessment on a regular basis. It is the combination of the Joint Action Plan measures and the potential measures anticipated by the GIPs, Article 27 that will enable us to address the imbalances in an efficient, sustainable, and proportionate way.

<b>Member State:</b>	Poland	<b>Guiding Rate:</b>	8,2%	<b>80% of Guiding Rate:</b>	6,5%	<b>Population Share:</b>	8,4%
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### Result indicators (EC)

Staffing	2021		2022		2023		Trend vs 2021*
	Absolute	Share as % of GR	Absolute	Share as % of GR	Absolute	Share as % of GR	
Blue Book Applications	540	35%	379	27%	380	38%	
Blue Book Trainees	56	52%	62	51%	61	50%	
JPP Applications	51		55		66		
JPP Selections	2		2		4		
FGIII	65	57%	57	51%	67	60%	
FGIV	115	45%	123	45%	126	43%	
SNE	29	40%	27	34%	29	35%	
AD5-AD8 Officials	235	81%	211	76%	201	75%	
AD5-AD8 TAs	40	55%	60	64%	63	59%	
AD5-AD8 Officials + TAs	275	76%	271	73%	264	70%	
AD9-AD14 (non-management) Officials	419	84%	448	89%	467	90%	
AD9-AD14 (non-management) TAs	8	80%	7	66%	6	54%	↓
AD9-AD14 (non-management) Officials + TAs	427	84%	455	88%	473	89%	
AD5-AD14 (non-management) Officials	654	83%	659	84%	668	85%	
AD5-AD14 (non-management) TAs	48	58%	67	64%	69	59%	
AD5-AD14 (non-management) Officials + TAs	702	81%	726	82%	737	81%	
AD Officials retirements	6		2		4		

FGIII, FGIV, SNE and AD staff figures exclude linguistic functions. AD Officials retirements include management and linguistic functions

\*Significant difference in trend corresponds to 20% deviation for non-AD functions and 10% for AD function when comparing share as % of GR from 2021 to 2023

Transitions 2022				
Role as of 31/12/2021 \ Role as of 31/12/2022	FGIII	FGIV	AD5-AD8 TA	AD5-AD8 Off
External Recruitment	8	19	6	0
BB*	3	6	2	0
FGIII		8	6	1
FGIV	0		11	3
SNE	1	1	3	0
AD5-8 TA	1	0		4

Transitions 2023				
Role as of 31/12/2022 \ Role as of 31/12/2023	FGIII	FGIV	AD5-AD8 TA	AD5-AD8 Off
External Recruitment	13	17	6	3
BB*	6	2	3	0
FGIII		5	4	0
FGIV	1		8	3
SNE	0	0	1	1
AD5-8 TA	0	3		13

\*Role as BB in the previous year during the March/October Session or March of current year

EPSO competitions	2021	2022	2023*
Number of specialist competitions started	15	13	8
Applicants	406	370	608
Share of Applicants	3,8%	3,6%	3,7%
Number of completed competitions	15	13	0
Laureates	20	18	
Pass Rate	4,9%	4,9%	
EU-27 Pass Rate	5,2%	6,8%	

Note: No Generalist Competitions initiated during this period.

\* Note: NEW EPSO competition model

**Output indicators 2023 data provided by Poland (PL with COMM for joint measures)**

Timeframe: 31st Dec 2021 - 31st Dec 2023

Indicator	Counts	Scope	implemented/s started	end date/ongoing	Additional information / Comments
1. EU career-queries	232 queries solved	NA	31st Dec 2021	31 Jan 2024	mailing boxes - kariera.ue@kprm.gov.pl and Brussels.eu.careers@msz.gov.pl 2022 - 93 2023 - 116 2024 - 23
2. EU career events (webinars, workshops and seminars)	241 events	20 525 participants (estimated)	31st Dec 2022	31 Jan 2024	
3. Training and coaching sessions (for external and internal Commission competitions)	14 sessions	1206 participants (estimated)	31st Dec 2022	31 Jan 2024	Number of sessions 2022 - 4 2023 - 10
4. Annual scholarships to the College of Europe	NA	14 students receiving scholarship	31st Dec 2021	31 Jan 2024	14 scholarships (7 Natolin campus, 7 Bruges campus)
5. Outreach efforts					
5.1 Promotional campaigns	NA (2022) 10 campaigns (2023)	15 775 people reached by the campaign (estimated)	31st Dec 2021	31 Jan 2024	
5.2 Social media (LinkedIn)	70 posts	40 565 views 4 468 followers	15th May 2023	31 Jan 2024	20 565 (eucareers)+ 20 000 (Diplomatic Academy social media) views. 968 followers (eucareers) + 3500 followers (Diplomatic Academy social media).
5.3 Website	NA	11 138 views per year (2022) 10 989 views per year (2023) 310 announcements annually (2022) 520 announcements annually (2023)	31st Dec 2021	31 Jan 2024	Our website doesn't have possibility to subscribe.

Footnote: The data presented above is provided by PL and is the sole responsibility of PL.

Joint Measures (initiated by PL/EC/EPSO)	Count	Scope	implemented/s started	end date/ongoing	Additional information / Comments
1. EPSO career student ambassadors 2021/2022	29 people				
2. EPSO career student ambassadors 2022/2023	32 people				34 reported in 2022 by Member State.
3. EPSO career student ambassadors 2023/2024	35 people				36 reported in 2023 by Member State.
3.1 Student ambassadors meeting (events separate measure under epso things) (reported by the Commission's Representation in Poland)	1 meeting (2023)	25 participants			Meeting for student ambassadors in the newly opened Europe Experience centre. The meeting took place on 11 October 2023.
4. EPSO career staff ambassadors 2023	25 people (2023)				25 reported in 2023 and 7 reported in 2022 by Member State.
5. Back to school visits (reported by the Commission's Representation in Poland)	10 visits (2022) 21 visits (2023)				2023 – 21 visits as part of the Back to School program (including 6 universities, 12 secondary schools, and technical schools; the remaining visits were to primary schools). 2022 – 10 visits as part of the Back to School program (including 6 universities, 3 secondary schools, and 1 primary school).
6. EPSO Outreach events 2022	3				
7. EPSO Outreach events 2023	7				
8. Presentations on EU traineeships and careers	10	Total audience 400 people	2022	2023	Presentations were delivered by the EC Representation in PL.
9. Job Advisors project	40 people trained per year	NA			
10. Promotion at student labour fairs	2 labour fairs	30-40 students coming to the stand	2022	2023	EC Representation is promoting EU careers at the labour fairs in PL.

Footnote: The data presented above is provided by PL, EC Representation and EPSO and is a joint responsibility of the aforementioned parties.

European Commission Measures	State of Play	Additional information / Comments
1. General Implementing Provisions of Article 27	progress	The Commission is preparing the legal basis for the introduction of additional measures (General Implementing Provisions (GIPs) Art.27 of the Staff Regulations). The draft GIPs will be subject to inter-service consultation and social dialogue as part of the decision-making process. The final decision lies with the College.
2. Blue Book guiding rates	completed	The application of guiding rates to the Blue Book traineeship database is creating a more geographically balanced Blue Book trainee population. The share of trainees from all 15 under-represented Member States combined reached 100% of the guiding rate in 2023, compared to 85% a year earlier.
3. Temporary Agents decision	progress	The Temporary Agents Decision is not designed to specifically address geo-balance issues. However, its structure will encourage applications from a large pool of candidates. The Decision foresees that, as a principle, all vacancies for TA positions will be published externally. Further, the duration of TA contracts and grading will be clearly defined providing applicants with a clear view of the key contract terms. The decision will go through the final stages of the social dialogue within the coming period and is intended to be adopted shortly after.
4. Publication of vacancies on a single page - pilot phase	completed	This is in pilot phase since November 2023 for the following categories: all non-linguistic TA 2b/d AD posts and CA 3a positions based in Brussels and Luxembourg. The forthcoming Temporary Agents Decision foresees, as a principle, that all vacancies for Temporary Agent positions will be published externally.
5. Interviewing 1 candidate from an under-represented MS for TA and CA FGIIV posts	completed	Since the introduction (in September 2022) of the measure to interview at least one candidate from an under-represented Member State for certain categories of temporary staff (Temporary Agents at administrative grades and Contract Agents in Function Group IV), 39% of Temporary Agents at administrator-level recruited were from under-represented Member States in 2023, compared to 34% in 2022. Since 2022, 10 out of the 15 under-represented Member States have improved their share of AD5-8 Temporary Agents.
6. Encouraging exchange of best practices	progress	The Commission continues to encourage best practice and sharing of knowledge across the Member States.

Footnote: The data presented above is provided by EC and is the sole responsibility of EC.

