



Joint Assessment Report on Action Plan on Geographical Balance

SWEDEN

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 Sweden which was endorsed on 24 July 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, Sweden, and jointly, aim to strengthen geographical balance in the Commission workforce¹. Sweden continues to develop and implement various outreach measures to promote EU careers at national level and numerous measures to support their candidates during application, selection, and recruitment processes. Sweden will continue its outreach measures for published competitions. The Swedish Government has decided on new measures including additional financial resources for 2024 and onwards. Sweden calls for the introduction of nationality-based competitions to address its geographical imbalance as referenced in the European Commission's Human Resources Strategy and in the Joint Action Plan on Geographical Balance for Sweden (2023).

In terms of underrepresentation as of 31 December 2023, Sweden falls below the 80% threshold of its guiding rate (GR) in Blue Book Trainees, Contract Agents in FG III and FG IV, AD5-AD8 Officials (31% of GR), AD5-AD8 Temporary Agents (22% of GR), and AD5-AD8 Officials and Temporary Agents (combined: 28% of GR, which represents the lowest among all Member States and therefore a point of concern). The analysis of the result indicators for the period 2021 – 2023 shows an increased share in relation to Contract Agents in FG IV. Despite the measures implemented to date, the numbers in most other staff categories are unchanged or declining, and remain a point for further detailed monitoring and analysis, and much remains to be achieved. This is why additional measures are needed. Alongside the issue of underrepresentation, Sweden faces an issue of outflow due to forecasted retirements. Without a proper inflow to counteract this, the situation of underrepresentation will further deteriorate.

The number of external competitions has been limited due to the difficulties 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 has also administratively supported EPSO in restarting testing with an interim contractor, while the Procurement Unit of DG HR has helped EPSO to publish a tender for a new contractor.

The Commission 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 all vacancies for non-permanent staff externally is an important step for greater transparency and visibility of Commission vacancies. These are important for strengthening the pipeline for future Officials. The forthcoming Temporary Agents Decision foresees, as a principle, that all vacancies for

¹ 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.

Temporary Agents positions will be published externally². 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.

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 Sweden are committed to applying these measures strategically and with a focus on a sustainable approach. The stocktaking is not a 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.

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

Member State:	Sweden	Guiding Rate: 2,7%	80% of Guiding Rate: 2,2%	Population Share: 2,3%
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Result indicators(EC)

Staffing	2021		2022		2023		
	Absolute	Share as % of GR	Absolute	Share as % of GR	Absolute	Share as % of GR	Trend vs 2021*
Blue Book Applications	357		370		249		
Blue Book Trainees	26	71%	36	87%	31	76%	
JPP Applications	19		22		30		
JPP Selections	1		0		1		
FGIII	14	37%	15	40%	9	24%	↓
FGIV	25	29%	28	31%	42	43%	↑
SNE	32	131%	30	112%	31	111%	
AD5-AD8 Officials	30	31%	26	28%	28	31%	
AD5-AD8 TAs	10	41%	11	35%	8	22%	↓
AD5-AD8 Officials + TAs	40	33%	37	30%	36	28%	↓
AD9-AD14 (non-management) Officials	179	107%	166	97%	159	91%	↓
AD9-AD14 (non-management) TAs	2	60%	2	56%	4	106%	↑
AD9-AD14 (non-management) Officials + TAs	181	106%	168	96%	163	91%	↓
AD5-AD14 (non-management) Officials	209	79%	192	73%	187	70%	↓
AD5-AD14 (non-management) TAs	12	43%	13	37%	12	30%	↓
AD5-AD14 (non-management) Officials + TAs	221	75%	205	69%	199	65%	↓
AD Officials retirements	5		17		14		

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 31/12/2022	FGIII	FGIV	AD5-AD8 TA	AD5-AD8 Off
External Recruitment	2	6	2	0
BB*	2	0	1	0
FGIII		2	1	0
FGIV	0		1	1
SNE	0	1	0	0
AD5-8 TA	0	0		1

Transitions 2023				
Role as of 31/12/2023	FGIII	FGIV	AD5-AD8 TA	AD5-AD8 Off
External Recruitment	0	6	1	1
BB*	1	4	0	0
FGIII		6	0	1
FGIV	0		0	1
SNE	0	0	0	0
AD5-8 TA	0	1		1

*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	88	74	218
Share of Applicants	0,8%	0,7%	1,3%
Number of completed competitions	15	13	0
Laureates	5	4	
Pass Rate	5,7%	5,4%	
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 Sweden (SE with COMM for joint measures)

Timeframe: 1st Jan 2021 - 31st Dec 2023

Indicator	Counts	Scope	implemented / started	end date / ongoing	Additional information / Comments
1. Total number of Information sessions and participants (online and in person)	611	7 815	01/01/2021	31/12/2023	
1.1. In person information sessions	32 sessions	2 282 Estimated number of participants (throughout the year)	01/01/2021	31/12/2023	
1.2. Online Information Sessions (webinars)	60 sessions	5 533 Estimated number of participants (throughout the year)	01/01/2021	31/12/2023	
1.3. Recorded interviews with Swedish EU officials	36 sessions	10 897 views	01/01/2021	31/12/2023	
1.4. Promotional videos	8 sessions	754 975 views	01/01/2021	31/12/2023	
1.5. Individual Career Guidance talks	ca 460 talks	10 talks per week	01/01/2023	31/12/2023	Individual talks with Swedes interested in EU careers conducted by members of the EU recruitment team (both online and in person).
1.6. High-level appearances: Information about EU-careers and strategic representation of Swedes in EU administration	ca 15 occasions	EU Minister talks about the importance of Swedes in EU adminsitration during meetings with Swedish authorities, Swedish universities, in general speeches about EU. Sweden's Prime Minister mentioned the importance of Swedish representation in EU administration in his speech at the Swedish EU council	01/01/2023	31/12/2023	
2. Career fairs (to promote specific EU jobs and EU careers)	26 career fairs	36 000 participants (average throughout the year)	01/01/2021	31/12/2023	
3. Training- and Coaching-Sessions for EU competitions	21 group sessions and 148 individual sessions	1 123 participants (throughout the year)	01/01/2021	31/12/2023	
4. Social media profiles EU Careers Sweden	19 578	2 000 views (average) 25 124 followers 3 000 subscribers (average throughout the year)	01/01/2021	31/12/2023	
4.1 Facebook	9 000 posts	17 094 followers (average throughout the year)	01/01/2021	31/12/2023	
4.2 Instagram	1 062 posts	2 420 followers (average throughout the year)	01/01/2021	31/12/2023	
4.3 LinkedIn	9 516 posts	5 610 followers (average throughout the year)	01/01/2021	31/12/2023	
4.4. Ad-campaigns in social media	98 campaigns	5 116 050 outreach/impressions	01/01/2021	31/12/2023	
5. Website	www.uhr.se/eucareerssweden	633 600 views per year	01/01/2021	31/12/2023	
6. Newsletter	36 Number of editions	46 209 views 3257 followers 288 subscribers (average throughout the year)	01/01/2021	31/12/2023	
7. Scholarships to the College of Europe		5 students receiving scholarship	01/01/2021	31/12/2023	In 2023 the Government decided to increase the number of College of Europe Scholarships for Swedes from 1 to 9. Sweden launched a large scale information campaign to support this initiative. Outreach of ad and information campaigns resulted in 500 000 views and 52 applications.
7.1. EPSO Applications		1 EPSO applications from students receiving scholarships	01/01/2021	31/12/2023	
7.2. JPP Applications		0 JPP applications from students receiving scholarships	01/01/2021	31/12/2023	It is hard for Sweden to follow up this statistics since we do not know who applies for JPP.
Footnote: The data presented above is provided by SE and is the sole responsibility of SE.					
Joint Measures (initiated by SE/EC/EPSO)	Count	Scope	implemented/ started	end date/ ongoing	Additional information / Comments
1. EPSO career student ambassadors 2022/2023	7 people				
2. EPSO career student ambassadors 2023/2024	12 people				35 people reported by member state
3. EPSO career staff ambassadors 2023	18 people				16 people reported by member state in 2023
4. EPSO outreach events 2022	3 events				
5. EPSO outreach events 2023	5 events				
6. SUHEN student network	80 people		01/01/2021	31/12/2023	
7. EU school ambassadors	92 people		01/01/2021	31/12/2023	
Footnote: The data presented above is provided by SE, 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. Bluebook guiding rates	completed	The application of guiding rates to the Blue Book traineeship database is creating a more geographically balanced Bluebook 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 FGIV 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.		

