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DRAFT GENERAL BUDGET OF THE EUROPEAN UNION

Working Document Part II

financial year 2022

Human Resources of the EU institutions
and executive agencies

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Budget

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DRAFT GENERAL BUDGET
of the European Union
for the financial year 2022

Working Document
Part II

**Draft General Budget
of the European Union
for the Financial Year 2022**

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

Draft Budget Working Documents

The 2022 Draft Budget is accompanied by thirteen ‘Working Documents’, as follows:

Part I: Programme Statements of operational expenditure

Working Document I contains, pursuant to Article 41(3)(h) of the Financial Regulation, Programme Statements, which are presenting the 2021-2027 programmes and their performance framework, and provide details on the resources dedicated to each spending Programme for the period 2014-2020.

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 2019 – 2022 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 2022 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 2021, information on assigned revenue (implementation in 2020 and estimation for 2022), and a progress report on outstanding commitments (RAL) and managing potentially abnormal RAL (PAR) for 2020, pursuant to Article 41(3)(d) of the Financial Regulation.

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

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

Part VII: Commission buildings

Working Document VII presents information on buildings under Section III - Commission, pursuant to Article 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 XII 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: EU Trust funds

Working Document XII presents the activities supported by EU Trust Funds, their implementation and performance, pursuant to Article 41(6) of the Financial Regulation.

Part XIII: Payment schedules

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

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FOREWORD

Draft Budget 2022 - the Commission's request for Human Resources

*The Commission is presenting a draft budget for 2022 that presents a **limited** decrease of 40 Full Time Equivalents (FTE, -0,12%), with a net reduction of 57 establishment plan posts (-0,24 %) and a net increase of 17 FTE (0,20 %) of external personnel.*

The occupation of the Commission establishment plan on 01/04/2021 is 97,8 %.

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 2020, 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 01/04/2021 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 2022 DB request**' concentrates on the **Commission request for establishment plan posts and appropriations of external personnel** to be financed in the 2022 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 2022 DB request (point 3), i.e. resources in place versus estimates. Furthermore, the 2022 DB 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 2020-2022.¹

Evolution of Human Resources															
Institution	Type of human resources	B2020		B2021 (incl. AB1/2021)		Evolution 2021 / 2020			DB2022		Evolution 2022 / 2021				
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE		
European Parliament	Officials and Temporary staff	698.340.000	6.722	688.356.364	6.720	-1,4%	-2	-0,03%	709.073.000	6.773	3,0%	53	0,8%		
	Contract agents	101.288.000	1.850	110.484.297	1.952	9,1%	102	5,5%	115.887.000	2.044	4,9%	92	4,7%		
	Seconded National Experts	1.960.000	36	2.210.440	40	12,8%	4	11,1%	2.327.000	42	5,3%	2	5,0%		
	Intérimaires	663.000	10	1.040.000	16	56,9%	6	60,0%	680.000	10	-34,6%	-6	-38%		
	Parliamentary Assistants	114.468.955	1.786	118.264.900	1.828	3,3%	42	2,4%	128.000.000	1.920	8,2%	92	5,0%		
	TOTAL External personnel	218.379.955	3.682	231.999.637	3.836	6,2%	154	4,2%	246.894.000	4.016	6,4%	180	4,7%		
	TOTAL STAFF EP	916.719.955	10.404	920.356.001	10.556	0,4%	152	1,5%	955.967.000	10.789	3,9%	233	2,2%		
European Council & Council	Officials and Temporary staff	338.880.000	3.029	339.235.545	3.029	0,1%	0	0,0%	350.978.096	3.030	3,5%	1	0,03%		
	Contract agents	11.080.000	223	11.287.364	223	1,9%	0	0,0%	11.674.000	223	3,4%	0	0,0%		
	Seconded National Experts	1.213.000	22	1.244.000	22	2,6%	0	0,0%	1.281.000	22	3,0%	0	0,0%		
	Local agents	0	0	0	0	0,0%	0	0,0%	0	0	0,0%	0	0,0%		
	Intérimaires	208.000	3	230.000	3	10,6%	0	0,0%	237.000	3	3,0%	0	0,0%		
	TOTAL External personnel	12.501.000	248	12.761.364	248	2,1%	0	0,0%	13.192.000	248	3,4%	0	0,0%		
	TOTAL STAFF COUNCIL	351.381.000	3.277	351.996.909	3.277	0,2%	0	0,0%	364.170.096	3.278	3,5%	1	0,03%		
Commission	Heading 7	Officials and Temporary staff	2.488.009.669	20.422	2.508.958.337	20.406	0,8%	-16	-0,1%	2.625.704.000	20.375	4,7%	-31	-0,2%	
		Contract agents	143.486.631	2.967	154.038.457	3.135	7,4%	168,0	5,7%	163.489.196	3.150,2	6,1%	15	0,5%	
		Seconded National Experts	42.270.000	724	41.999.733	723	-0,6%	-1,3	-0,2%	43.695.174	740,2	4,0%	17	2,4%	
		Local agents	12.719.000	171	13.397.000	172	5,3%	1,0	0,6%	13.193.000	165,5	-1,5%	-6	-3,5%	
		Intérimaires	10.608.049	186	10.419.577	184	-1,8%	-2,6	-1,4%	10.893.620	187,7	4,5%	4	2,3%	
		TOTAL External personnel	209.083.680	4.048	219.854.767	4.213	5,2%	165	4,1%	231.270.990	4.244	5,2%	31	0,7%	
		TOTAL STAFF COMMISSION H7	2.697.093.349	24.470	2.728.813.104	24.619	1,2%	149	0,6%	2.856.974.990	24.619	4,7%	0	0,0%	
	Outside heading 7	Direct & Indirect research	Officials and Temporary staff	379.423.727	3.156	382.729.399	3.120	0,9%	-36	-1,1%	373.794.901	3.094	-2,3%	-26	-0,8%
			External personnel	92.019.867	1.346	93.860.543	1.289	2,0%	-57	-4,2%	93.246.215	1.289	-0,7%	0	0,0%
		TOTAL STAFF RESEARCH	471.443.594	4.502	476.589.942	4.409	1,1%	-93	-2,1%	467.041.116	4.383	-2,0%	-26	-0,6%	
		Operational programmes	Contract agents	89.762.350	1.221	171.814.228	1.838	91,4%	617	50,5%	174.065.392	1.825	1,3%	-13	-0,7%
			Local agents	102.455.611	1.243	128.626.974	1.376	25,5%	133	10,7%	131.240.537	1.376	2,0%	0	0,0%
	TOTAL External personnel	192.217.961	2.464	300.441.202	3.214	56,3%	750	30,4%	305.305.929	3.201	1,6%	-13	-0,4%		
	TOTAL STAFF COMMISSION outside H7	663.661.555	6.966	777.031.144	7.623	17,1%	657	9,4%	772.347.045	7.584	-0,6%	-39	-0,5%		
	TOTAL STAFF COMMISSION (1)	3.360.754.904	31.436	3.505.844.248	32.242	4,3%	806	2,6%	3.629.322.035	32.203	3,5%	-39	-0,1%		
	Executive Agencies (EA)	Officials and Temporary staff	79.854.376	657	90.320.005	777	13,1%	120	18,3%	107.312.616	789	18,8%	12	1,5%	
		Contract agents	119.695.912	1.970	137.974.408	2.260	15,3%	290	14,7%	153.094.694	2.293	11,0%	33	1,5%	
Seconded National Experts		1.545.477	27	980.050	16	-36,6%	-11	-40,7%	1.058.071	16	8,0%	0	0,0%		
TOTAL External personnel		121.241.389	1.997	138.954.458	2.276	14,6%	279	14,0%	154.152.765	2.309	10,9%	33	1,4%		
TOTAL STAFF EA (2)		201.095.765	2.654	229.274.463	3.053	14,0%	399	15,0%	261.465.381	3.098	14,0%	45	1,5%		
TOTAL Officials and Temporary staff		2.947.287.773	24.235	2.982.007.741	24.303	1,2%	68	0,28%	3.106.811.517	24.258	4,2%	-45	-0,2%		
TOTAL External personnel		614.562.897	9.855	753.110.970	10.992	22,5%	1137	11,5%	783.975.899	11.043	4,1%	51	0,5%		
TOTAL STAFF COMMISSION & EA (1) + (2)	3.561.850.670	34.090	3.735.118.711	35.295	4,9%	1205	3,5%	3.890.787.416	35.301	4,2%	6	0,02%			

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

Institution	Type of human resources	B2020		B2021 (incl. AB1/2021)		Evolution 2021 / 2020			DB 2022		Evolution 2022 / 2021		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
Court of Justice	Officials and Temporary staff	268.569.000	2.073	272.925.000	2.097	1,6%	24	1,2%	287.753.950	2.101	5,4%	4	0,2%
	Contract agents	8.047.000	174	8.478.000	182	5,4%	8	4,7%	9.293.000	186	9,6%	4	2,1%
	Seconded National Experts	528.000	9	512.000	9	-3,0%	0	0,0%	765.000	13	49,4%	4	41,7%
	Intérimaires	184.000	4	166.000	4	-9,8%	-1	-11,9%	175.000	4	5,4%	0	5,4%
	TOTAL External personnel	8.759.000	187	9.156.000	194	4,5%	8	4,1%	10.233.000	202	11,8%	8	4,0%
	TOTAL STAFF COURT OF JUSTICE	277.328.000	2.260	282.081.000	2.291	1,7%	32	1,4%	297.986.950	2.303	5,6%	12	0,5%
Court of Auditors	Officials and Temporary staff	110.946.000	853	113.223.637	853	2,1%	0	0,0%	118.580.775	860	4,7%	7	0,8%
	Contract agents	4.522.000	76	4.849.364	78	7,2%	2	3,2%	5.163.000	82	6,5%	4	5,6%
	Seconded National Experts	1.466.000	24	1.593.000	25	8,7%	1	4,2%	1.850.000	28	16,1%	3	12,0%
	Intérimaires	176.000	4	175.636	4	-0,2%	0	0,0%	185.000	4	5,3%	0	0,0%
	TOTAL External personnel	6.164.000	104	6.618.000	107	7,4%	3	3,3%	7.198.000	114	8,8%	7	6,9%
	TOTAL STAFF COURT OF AUDITORS	117.110.000	957	119.841.637	960	2,3%	3	0,4%	125.778.775	974	5,0%	14	1,5%
European Economic and Social Committee	Officials and Temporary staff	72.400.656	668	73.057.497	669	0,9%	1	0,1%	76.570.597	669	4,8%	0	0,0%
	Contract agents	2.325.665	47	2.330.130	48	0,2%	1	2,1%	2.424.000	48	4,0%	0	0,0%
	Seconded National Experts	415.483	6	409.899	7	-1,3%	1	8,1%	415.000	7	1,2%	0	0,0%
	Intérimaires	110.000	2	115.000	2	4,5%	0	5,0%	126.000	2	9,6%	0	4,8%
	TOTAL External personnel	2.851.148	55	2.855.029	57	0,1%	2	2,9%	2.965.000	57	3,9%	0	0,2%
	TOTAL STAFF EESC	75.251.804	723	75.912.526	726	0,9%	3	0,4%	79.535.597	726	4,8%	0	0,0%
Committee of the Regions	Officials and Temporary staff	55.756.000	491	55.646.841	494	-0,2%	3	0,6%	58.658.302	496	5,4%	2	0,4%
	Contract agents	2.887.268	55	2.890.559	55	0,1%	0	0,0%	3.123.630	55	8,1%	0	0,0%
	Seconded National Experts	572.202	11	606.534	11	6,0%	0	0,0%	606.534	11	0,0%	0	0,0%
	Intérimaires	218.216	4	231.704	4	6,2%	0	0,0%	238.423	4	2,9%	0	0,0%
	TOTAL External personnel	3.677.686	70	3.728.797	70	1,4%	0	0,0%	3.968.587	70	6,4%	0	0,0%
	TOTAL STAFF COMMITTEE OF REGIONS	59.433.686	561	59.375.638	564	-0,1%	3	0,5%	62.626.889	566	5,5%	2	0,4%
European Ombudsman	Officials and Temporary staff	8.446.784	69	8.504.161	73	0,7%	4	5,8%	8.236.111	73	-3,2%	0	0,0%
	Contract agents	540.000	9	316.527	6	-41,4%	-2	-28,0%	335.000	7	5,8%	1	11,1%
	Seconded National Experts	0	0	0	0	0%	0	0%	0	0	0%	0	0%
	Intérimaires	5.000	0	5.000	0	0,0%	0	0,0%	5.000	0	0,0%	0	0,0%
	TOTAL External personnel	545.000	9	321.527	6	-41,0%	-2	-27,7%	340.000	7	5,7%	1	11,0%
	TOTAL STAFF EUROPEAN OMBUDSMAN	8.991.784	78	8.825.688	79	-1,8%	2	2,0%	8.576.111	80	-2,8%	1	0,9%
European Data-Protection Supervisor	Officials and Temporary staff	8.501.537	84	8.491.000	84	-0,1%	0	0,0%	8.515.000	84	0,3%	0	0,0%
	Contract agents	1.243.603	21	1.714.000	30	37,8%	9	42,9%	2.363.000	41	37,9%	11	36,7%
	Seconded National Experts	507.600	9	553.000	9	8,9%	0	0,0%	553.000	9	0,0%	0	0,0%
	Intérimaires	105.496	2	108.000	2	2,4%	0	0,0%	108.000	2	0,0%	0	0,0%
	TOTAL External personnel	1.856.699	32	2.375.000	41	27,9%	9	28,3%	3.024.000	52	27,3%	11	26,9%
	TOTAL STAFF EDPS	10.358.236	116	10.866.000	125	4,9%	9	7,8%	11.539.000	136	6,2%	11	8,8%

Institution	Type of human resources	B2020		B2021 (incl. AB1/2021)		Evolution 2021 / 2020			DB2022		Evolution 2022 / 2021		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
European External Action Service	Officials and Temporary staff	276.361.000	1.699	282.122.000	1.742	2,1%	43	2,5%	277.646.000	1.750	-1,6%	8	0,5%
	Contract agents	38.637.000	522	44.708.000	596	15,7%	74	14,2%	44.328.800	600	-0,8%	4	0,7%
	Seconded National Experts	20.128.000	393	20.357.000	521	1,1%	128	32,6%	18.950.000	526	-6,9%	5	1,0%
	Local agents	52.367.000	1.172	69.683.413	1.735	33,1%	563	48,0%	67.478.000	1.740	-3,2%	5	0,3%
	Intérimaires	1.595.000	35	1.579.000	35	-1,0%	0	0,0%	1.307.000	28	-17,2%	-7	-20,0%
	TOTAL External personnel	112.727.000	2.122	136.327.413	2.887	20,9%	765	36,1%	132.063.800	2.894	-3,1%	7	0,2%
TOTAL STAFF EEAS	389.088.000	3.821	418.449.413	4.629	7,5%	808	21,2%	409.709.800	4.644	-2,1%	15	0,3%	
TOTAL Official and Temporary staff	4.785.488.750	39.923	4.823.569.786	40.064	0,8%	141	0,4%	5.002.823.348	40.094	3,7%	30	0,1%	
TOTAL External personnel	982.024.385	16.362	1.159.253.737	18.438	18,0%	2076	12,7%	1.203.854.286	18.702	3,8%	265	1,4%	
TOTAL STAFF	5.767.513.135	56.285	5.982.823.523	58.502	3,7%	2217	3,9%	6.206.677.634	58.796	3,7%	295	0,5%	

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 2021 have been updated to take account of the result of the voted budget 2021.

1.2 Specific comments on external staff per Institution

1.2.1 European Parliament (EP)

The number of contract agents for 2021 have been adjusted to reflect the actual situation, following the recruitment of additional staff to cover needs resulting from internalisation of IT services, new strategic projects and tasks for DG COMM, for annual regularisations in the field of parliamentary assistance and to put in place new Forum for Mobility and Society related projects. Furthermore, six nurses have been recruited on a temporary basis (as interim staff) for the Parliament's vaccination centre.

For 2022, the EP requests 92 additional contract agents in the context of further internalisation of IT support services as well as the internalisation of security staff in Luxembourg. Moreover, 92 additional accredited parliamentary assistants (APA) are requested, following an expected increase in the use of this type of assistants and a decrease of the local ones by the Members of the EP. At the same time, the number of interim staff is reduced.

The number of Seconded National Experts in 2022 remains on a level comparable to that of the previous years.

1.2.2 Council

The number of external staff in 2022 remains at the same level as in 2021.

1.2.3 Commission

The 2022 draft budget includes a net increase of an estimated 17 FTE for other types of personnel (not establishment plan posts), financed across all headings of the Multiannual Financial Framework.

This is mainly due to the conversion of establishment plan posts (ex-D officials) into contractual agents and due to an allocation of additional seven FTE to OLAF to reinforce the office's investigative units and in the context of the Commission's Anti-Fraud strategy. 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 creating the administrative offices. Furthermore, the increased allocation to OLAF is fully offset in terms of headcount by a reduction in the number of FTE on the administrative support lines of headings 1-6. In addition, an increase of six contract agents for the PMO is related to the provision of services to the EEAS, which was previously financed through assigned revenue from Service Level Agreements (SLAs) but is now directly allocated to the office. Other increases are linked to specific needs for the facilities managed by OIB and OIL. In parallel, four FTEs are transferred from OLAF to the European Public Prosecutor's Office (EPPO).

Concerning executive agencies, the delegation to executive agencies of the management of certain programmes of the 2021-2027 period does not affect the number of Commission external staff in DB2022.

1.2.4 Court of Justice of the European Union (CoJ)

The variation in terms of contract agents (a net increase of about 4 FTE) reflects some additional needs in certain areas (in particular Security and Research and Documentation), which are partly compensated by a reduction of the estimation of the global needs of all the departments of the Institution. The number of new Seconded National Experts that the Court plans to recruit (4 FTE) is related to the increased needs of the Research and Documentation Directorate.

1.2.5 European Court of Auditors (CoA)

The change in the number of FTE of external staff in the Court of Auditors is related to additional needs in the field of audit to support the five audit Chambers as well as a request for two contract agents for translation into Irish.

1.2.6 European Economic and Social Committee (EESC)

The number of external staff in 2022 remains broadly on a level comparable to that of the previous years.

1.2.7 Committee of the Regions (CoR)

The number of external staff in 2022 remains at the same level as in 2021.

1.2.8 European Ombudsman (EO)

The number of external staff in 2022 remains broadly on a level comparable to that of 2021 and has stabilised at a low minimum level allowing the institution mainly to deal with longer absences and to carry out less permanent tasks.

1.2.9 European Data Protection Supervisor (EDPS)

The change in the number of contract agents is linked to a necessary reinforcement of the EDPB Secretariat and to cover further needs related to additional tasks that have been allocated to the Institution.

1.2.10 European External Action Service (EEAS)

When estimating the amounts necessary to finance salaries and other emoluments of its staff, the EEAS has in the past multiplied the number of staff in each category by the average costs per staff member of that type. To reflect the fact that not all posts are filled all the time, due to different staff movements, the EEAS reduced the resulting amounts by the most representative/recent vacancy rate, in order not to over-budget.

In order to maintain the coherence between appropriations and staff, the staff numbers reported were also reduced by the same vacancy rate as the appropriations. These numbers hence displayed the number of posts which the EEAS assumed would be filled on average over time.

It has however been brought to the attention of the EEAS that this reporting approach differs from the one employed by the other institutions, which report the nominal number of posts regardless of the vacancy rate.

To harmonise the different approaches and facilitate comparisons between institutions, the EEAS has agreed with the Commission to change its previous approach, and to apply the change to the reporting under the new MFF. This gives rise to an apparent – but fictitious – additional increase to the staff numbers in the reporting between 2020 and 2021.

Moreover, the number of cost-free seconded national expert posts in Headquarters have so far not been shown in the budgetary reporting. To give a more complete picture, they are now also displayed in the reporting despite their limited budgetary impact.

The EEAS established its statement of estimates reflecting the need to stabilise staff across the institutions. The remaining needs related to the European Peace Facility (seven posts and five seconded national experts) and the needs for the new Delegation in Qatar (four posts and five

local agents) are fully in line with the respective political decisions. Moreover, three AST/SC posts are converted into contract agent positions in Delegations. Furthermore, one additional Regional Security Officer (RITO) will be transferred from the Commission to the EEAS as a follow up to the transfer of 546 Commission staff serving in the Delegations' administrative sections to the EEAS which took place in the framework of Amending Letter 1 to the 2021 draft budget.

2. COMMISSION HUMAN RESOURCES 2021 – THE CURRENT SITUATION

2.1 Global picture as of 1 April 2021 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 01/04/2021 does not exactly compare, by definition, with the estimates of FTE units authorised by the appropriations voted for posts and external personnel in the 2021 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 01/04/2021 - FINANCED UNDER THE EU BUDGET

(NUMBER OF PERSONS PRESENT)

CATEGORY	HEADING 7 OF THE MFF				OUTSIDE HEADING 7			TOTAL HEAD - QUARTER	TOTAL IN DELEGATIONS	TOTAL IN REPRESENTATIONS
	HEAD - QUARTER	IN DELEGATIONS	IN REPRESENTATIONS	TOTAL HEADING 7	HEAD - QUARTER	IN DELEGATIONS	TOTAL OUTSIDE HEADING 7			
1. Officials and temporary agents	19 198	638	189	20 025	2 933	11	2 944	22 131	649	189
2. Contract Agents	2 912	6	324	3 242	2 208	922	3 130	5 120	928	324
3. Local agents in Delegations and representations		117	23	140		1 586	1 586		1 703	23
4. Seconded national experts	814	17		831	52	39	91	866	56	
5. Agency staff	369	1	17	387	34		34	403	1	17
6. Service providers and other residual categories (1)	113			113	13		13	126		
TOTAL	23 405	779	553	24 737	5 241	2 558	7 799	28 646	3 337	553

COMMISSION STAFF IN PLACE AS OF 01/04/2021 - FINANCED FROM EARMARKED REVENUE

CATEGORY	OFFICES	TRUST FUNDS (HEADQUARTER)	TRUST FUNDS DELEGATIONS	FACILITY FOR REFUGEES IN TURKEY	COMPETITIVE ACTIONS OF THE JOINT RESEARCH CENTER	DG AT HEAD - QUARTER	TOTAL
1. Officials and temporary agents							
2. Contract Agents	279	73	59	69	345	158	983
3. Local agents in Delegations and representations				18			18
4. Seconded national experts					2		2
5. Agency staff							0
6. Service providers and other residual categories (1)					6		6
TOTAL	279	73	59		353	158	1 009

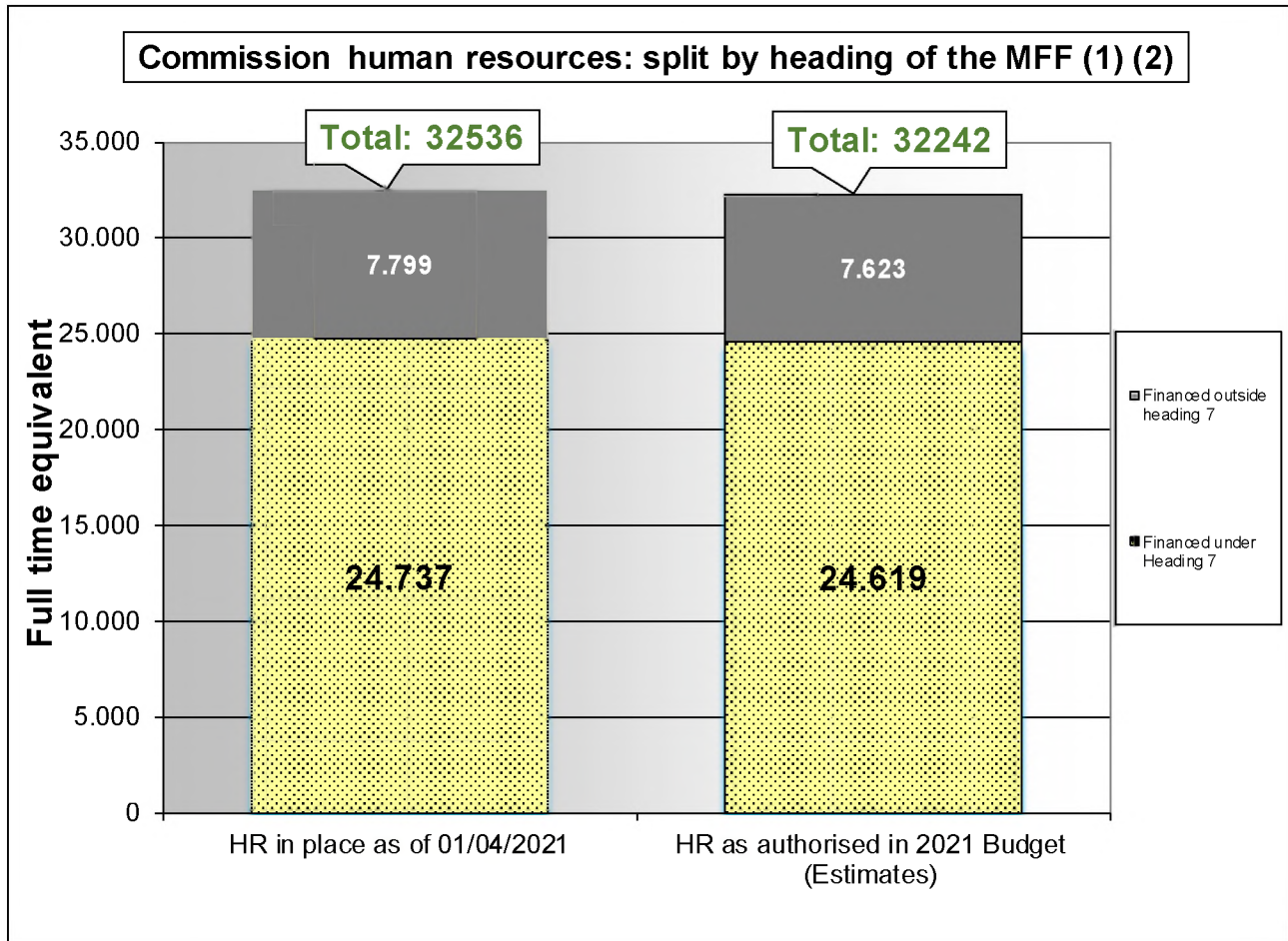
(1) Of which: - Residual private law contract in Belgium and Luxembourg: 80 persons financed by the operating budget.
 - External personnel technical assistance: 33 persons.
 - JRC grant holders: 20 heads financed by the research budget.

In addition to the 32 536 staff in place as of 01/04/2021 financed under the EU budget, 1 009 staff was working for the Commission as of 01/04/2021 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.

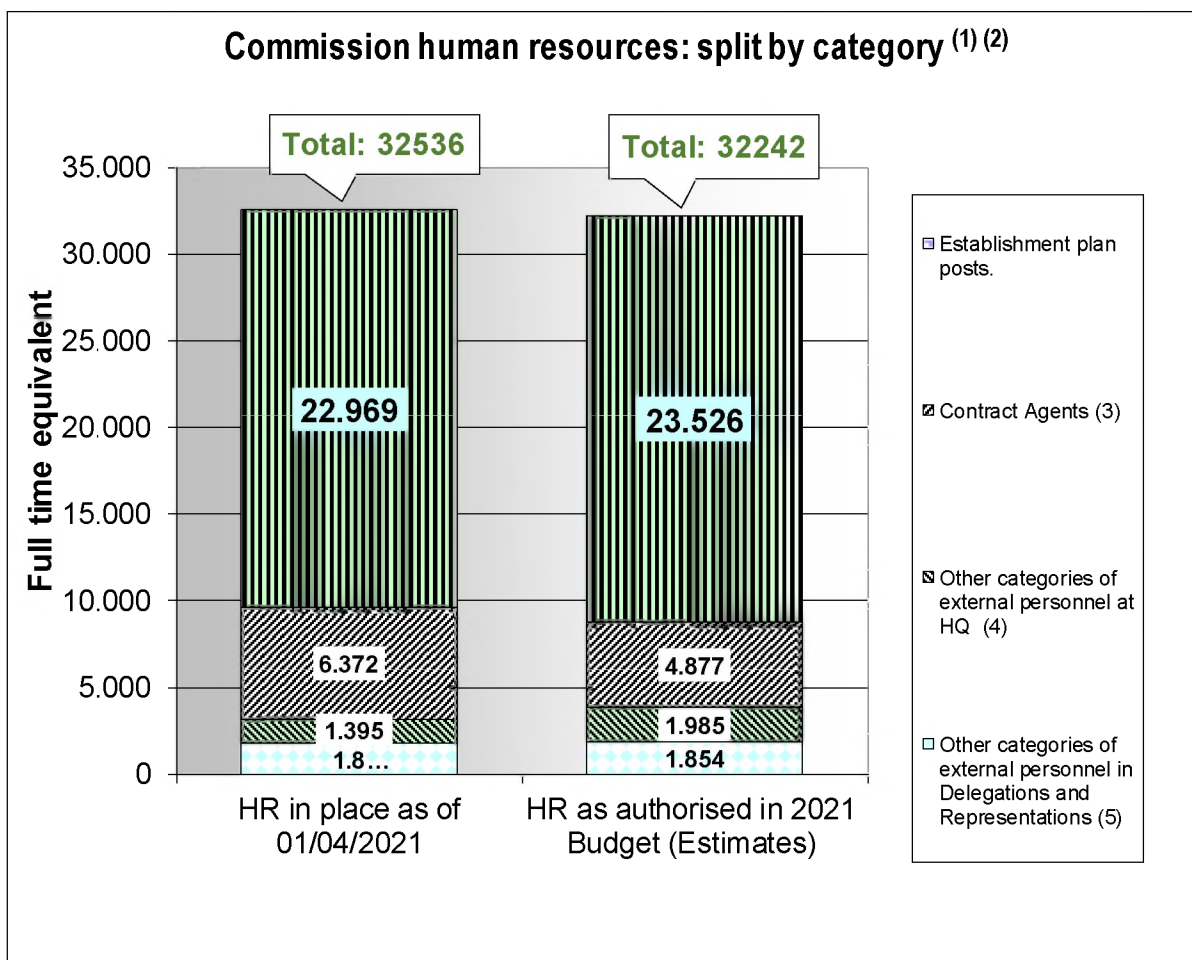
2.1.2 Overview of human resources financed within and outside heading 7 of the MFF in 2021

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



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

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



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

(2) Excluding external personnel financed from earmarked revenue.

(3) The detailed figures appear in the table reproduced under point 2.3.1 below.

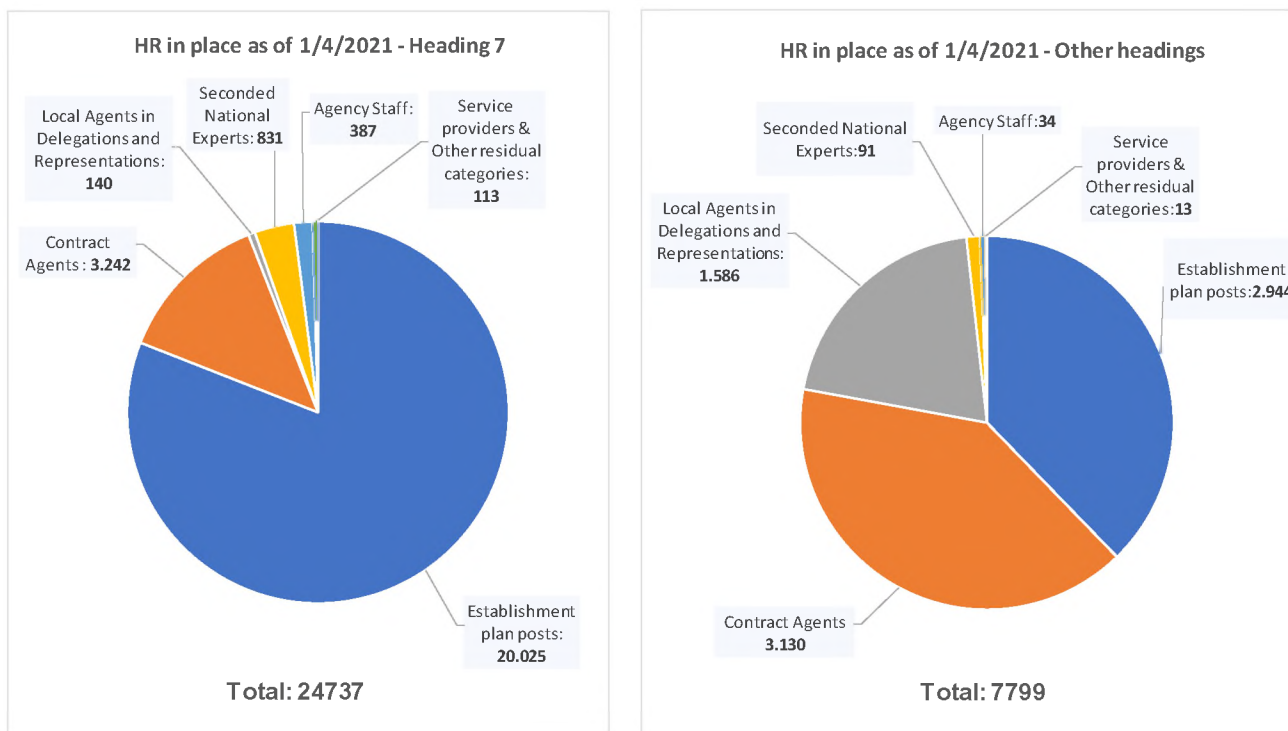
(4) The detailed figures appear in the table reproduced under point 2.3.3 below.

(5) The detailed figures appear in the table reproduced under point 2.3.2 below.

2.1.3 Overview of human resources financed from the EU budget: staff in place as of 01/04/2021 – split by heading of the MFF & category of personnel.

Commission human resources financed from the EU budget

Personnel in place as of 01/04/2021 - 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 01/04/2021

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			
	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total
DG Agriculture and Rural Development	492	244	39	775	9	3	0	12					501	247	39	787
DG Budget	265	172	26	463									265	172	26	463
Cabinets	228	189	61	478									228	189	61	478
DG Climate Action	162	36	7	205									162	36	7	205
DG Communication	316	234	26	576									316	234	26	576
DG Communications Networks, Content and Technology	220	133	8	361	169	100	14	283					389	233	22	644
DG Competition	532	181	84	797									532	181	84	797
DG Defence Industry and Space	86	36	4	126	29	9	2	40					115	45	6	166
DG Economic and Financial Affairs	399	109	38	546									399	109	38	546
DG Education and Culture	224	114	15	353	18	4	0	22					242	118	15	375
DG Employment, Social Affairs and Inclusion	364	169	37	570									364	169	37	570
DG Energy	313	205	26	544	48	5	2	55					361	210	28	599
DG Environment	283	103	11	397									283	103	11	397
DG Financial Stability, Financial Services and Capital Markets Union	247	71	22	340									247	71	22	340
DG Health and Food Safety	443	170	35	648	1	0	0	1					444	170	35	649
DG Human Resources and Security	304	593	120	1 017	6	31	6	43					310	624	126	1 060
DG Humanitarian Aid and Civil Protection (ECHO)	167	98	12	277									167	98	12	277
DG Informatics	229	204	17	450									229	204	17	450
DG Internal Market, Industry, Entrepreneurship and SMEs	395	172	24	591	24	0	1	25					419	172	25	616
DG International Partnerships	705	238	24	967									705	238	24	967
DG Interpretation	560	99	32	691									560	99	32	691
Joint Research					882	731	32	1 645					882	731	32	1 645
DG Justice and Consumers	238	90	26	354									238	90	26	354
DG Maritime Affairs and Fisheries	196	59	6	261									196	59	6	261
DG Migration and Home Affairs	308	91	37	436	9	5	4	18					317	96	41	454
DG Mobility and Transport	271	138	13	422	30	2	0	32					301	140	13	454
DG Neighbourhood and Enlargement Negotiations	290	94	17	401									290	94	17	401
European Anti-Fraud Office									198	106	12	316	198	106	12	316
European Personnel Selection Office									33	68	3	104	33	68	3	104
Office for Infrastructure and Logistics in Brussels									83	231	1	315	83	231	1	315
Office for Infrastructure and Logistics in Luxembourg									26	72	7	105	26	72	7	105
DG Regional and Urban Policy	347	152	29	528									347	152	29	528
DG Research and Innovation	19	11	0	30	494	249	25	768					513	260	25	798
DG Structural Reform Support	87	30	1	118									87	30	1	118
DG Taxation and Customs Union	286	120	12	418									286	120	12	418
DG Trade	393	123	28	544									393	123	28	544
DG Translation	1 590	301	68	1 959									1 590	301	68	1 959
Eurostat	319	212	17	548									319	212	17	548
Inspire, Debate, Engage and Accelerate Action	7	4	3	14									7	4	3	14
Internal Audit Service	98	23	5	126									98	23	5	126
Legal Service	269	100	19	388									269	100	19	388
PayMaster's Office									34	112	1	147	34	112	1	147
Publications Office									122	420	12	554	122	420	12	554
Secretariat general	401	196	35	632									401	196	35	632
Service for Foreign Policy Instruments	63	30	3	96									63	30	3	96
Staff committee - representative trade unions and staff associations	19	14	4	37									19	14	4	37
Total	12.135	5.358	991	18.484	1.719	1.139	86	2.944	496	1.009	36	1.541	14.350	7.506	1.113	22.969

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 01/04/2021.

Evolution of the Occupation of Posts at the Commission* 2002-2021					
(Operating Establishment Plan - Permanent and temporary posts)					
		Authorised posts	Occupied posts	Vacant posts	%
2002	1-01	17.905	16.877	1.028	5,7%
	1-05	17.905	16.916	989	5,5%
	1-07	17.905	16.986	919	5,1%
	31-12	17.905	17.426	479	2,7%
2003	1-01	16.719	16.260	459	2,7%
	1-04	16.719	16.240	479	2,9%
	1-07	16.719	16.199	520	3,1%
	31-12	16.719	16.333	386	2,3%
2004	1-01	17.388	16.197	1.191	6,8%
	1-04	17.388	16.549	839	4,8%
	1-07	17.388	16.494	894	5,1%
	31-12	17.388	17.008	380	2,2%
2005	1-01	17.957	16.929	1.028	5,7%
	1-04	17.957	17.256	701	3,9%
	1-07	17.957	17.442	515	2,9%
	31-12	17.957	17.652	305	1,7%
2006	1-01	18.571	17.642	929	5,0%
	1-04	18.571	17.726	845	4,6%
	1-07	18.571	17.768	803	4,3%
	31-12	18.571	18.013	558	3,0%
2007	1-01	19.370	17.961	1.409	7,3%
	1-04	19.370	18.278	1.092	5,6%
	1-07	19.370	18.584	786	4,1%
	31-12	19.370	19.041	329	1,7%
2008	1-01	20.162	18.903	1.259	6,2%
	1-04	20.162	19.158	1.004	5,0%
	1-07	20.162	19.382	780	3,9%
	31-12	20.162	19.595	567	2,8%
2009	1-01	20.384	19.551	833	4,1%
	1-04	20.384	19.722	662	3,2%
	1-07	20.384	19.814	570	2,8%
	31-12	20.384	19.878	506	2,5%
2010	1-01	20.329	19.829	500	2,5%
	1-04	20.329	19.841	488	2,4%
	1-07	20.329	19.895	434	2,1%
	31-12	20.329	19.937	392	1,9%
2011	1-01	19.256	18.845	411	2,1%
	1-04	19.256	18.807	449	2,3%
	1-07	19.256	18.823	433	2,2%
	31-12	19.256	18.780	476	2,5%
2012	1-01	19.290	18.783	507	2,6%
	1-04	19.290	18.771	519	2,7%
	1-07	19.290	18.678	612	3,2%
	31-12	19.290	18.623	667	3,5%
2013	1-01	19.270	18.565	705	3,7%
	1-04	19.270	18.510	760	3,9%
	1-07	19.270	18.627	643	3,3%
	31-12	19.270	18.694	576	3,0%
2014	1-01	19.221	18.561	660	3,4%
	1-04	19.221	18.586	635	3,3%
	1-07	19.221	18.523	698	3,6%
	31-12	19.221	18.707	514	2,7%

Evolution of the Occupation of Posts at the Commission* 2002-2021					
(Operating Establishment Plan - Permanent and temporary posts)					
2015	1-01	19.039	18.699	340	1,8%
	1-04	19.039	18.618	421	2,2%
	1-07	19.039	18.636	403	2,1%
	31-12	19.039	18.631	408	2,1%
2016	1-01	18.857	18.578	279	1,5%
	1-04	18.857	18.480	377	2,0%
	1-07	18.857	18.423	434	2,3%
	31-12	18.857	18.250	607	3,2%
2017	1-01	18.786	18.188	598	3,2%
	1-04	18.786	18.105	681	3,6%
	1-07	18.786	18.030	756	4,0%
	31-12	18.786	17.994	792	4,2%
2018	1-01	18.739	17.893	846	4,5%
	1-04	18.739	17.934	805	4,3%
	1-07	18.739	18.007	732	3,9%
	31-12 (**)	18.739	18.151	588	3,1%
2019	1-01	18.757	18.151	606	3,2%
	1-04	18.757	18.114	643	3,4%
	1-07	18.757	18.131	626	3,3%
	31-12 (**)	18.757	18.345	412	2,2%
2020	1-01	18.751	18.345	406	2,2%
	1-04	18.751	18.230	521	2,8%
	1-07	18.751	18.272	479	2,6%
	31-12 (**)	18.751	18.389	362	1,9%
2021	1-01	18.745	18.389	356	1,9%
	1-04	18.745	18.334	411	2,2%
	Forecast 1-07	18.741	18.342	399	2,1%
	Forecast 31-12 (**)	18.741	18.378	363	1,9%

(*) The occupation of posts includes until 1/4/2014 officials-to-be who have not yet started working for the Commission but for whom the Appointing Authority (AIPN) has already signed a letter offering recruitment and temporary agents who are not yet in activity but for whom an employment contract has been signed by the Authority empowered to conclude contracts (AHCC)

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

The number of vacancies on 1 January 2021 amounted to 356, or 1,9 % of the total authorised establishment plan, increasing slightly to 2,2 % **on 1 April 2021**.

The forecast for the year end is that 98,1 % 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 01/04/2021 Operating Establishment plan (Offices OPOCE, EPSO, OIB, OIL, PMO and OLAF not included) by function groups-grades and DGs - AD function group																													
DG \ Grade		AD16		AD15		AD14		AD13		AD12		AD11		AD10		AD09		AD08		AD07		AD06		AD05		Total		Grand	
Gender		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	
Cabinets			2	4	7	7	11	11	14	13	11	29	18	19	10	11	8	18	7	8	11	4	3	2			126	102	228
Secretariat-General				5	6	10	15	14	30	20	23	15	12	14	22	35	21	41	27	23	20	11	15	14	8	202	199	401	
Legal Service			1	1	5	6	14	9	36	16	12	13	15	18	13	15	19	21	20	7	15		2	5	6	111	158	269	
Communication			2	4	3	3	6	8	23	16	34	18	13	15	12	29	14	17	23	20	13	14	13	9	7	153	163	316	
Inspire, Debate, Engage and Accelerate Action							2					1	1	1			1									2	5	7	
Budget			1	1	1	2	11	11	19	6	13	6	7	9	16	9	25	19	14	27	21	10	7	18	12	118	147	265	
Human Resources and Security		1	1	1	4	3	13	14	15	16	21	8	15	18	16	9	13	15	10	13	16	5	1	47	29	150	154	304	
Informatics			1	1	1	1	6	1	11	1	9	1	14	2	21	7	11	4	20	14	76	2	10	8	7	42	187	229	
Internal Audit Service			1	1		2	3		2	2	7	3	3	3	1	2	6	7	8	9	9	4	6	13	6	46	52	98	
Economic and Financial Affairs			2	1	2	4	19	7	28	7	30	3	10	9	19	24	33	13	47	32	47	8	14	21	19	129	270	399	
Internal Market, Industry, Entrepreneurship and SMEs				3	2	8	15	18	28	26	38	18	14	17	18	31	28	24	19	27	17	10	5	16	13	198	197	395	
Defence Industry and Space			1		1	1	4	2	4	5	9		5	4	20	7	2	4	3	3	7	1		1	2	28	58	86	
Competition			1	1	4	8	18	14	27	10	20	8	12	16	23	32	28	21	32	72	47	13	13	56	56	251	281	532	
Employment, Social Affairs and Inclusion			1	2	2	13	6	10	31	23	22	9	11	18	25	24	27	19	25	20	10	14	16	21	15	173	191	364	
Agriculture and Rural Development			1	2	6	5	13	14	34	27	40	23	22	30	33	31	28	38	23	22	24	23	13	20	20	235	257	492	
Mobility and Transport			1	2	2	5	16	6	21	13	29	4	15	10	10	12	22	10	10	9	6	6	9	15	87	156	243		
Energy				3	2	3	12	7	20	8	29	6	10	9	21	12	22	11	30	13	34	6	12	5	10	83	202	285	
Environment				3	2	4	10	11	31	18	21	12	12	13	25	20	9	18	14	19	14	8	6	6	7	132	151	283	
Climate Action			1	1		2	3	5	10	4	11	2	7	8	12	9	14	13	5	9	15	9	7	6	9	68	94	162	
Research and Innovation						1		3	2	2	3	1	1	2		2		1	2		1					9	12	21	
Communications Networks, Content and Technology		1		3	4	7	6	24	13	20	11	1	7	10	13	14	10	18	12	10	5	5	9	7	9	90	130	220	
Maritime Affairs and Fisheries		1	2	1	3	5	10	9	10	13	4	6	11	11	10	12	22	28	9	10	4	6	5	4	90	106	196		
Financial Stability, Financial Services and Capital Markets Union				1	4	1	7	7	12	3	15	4	8	9	19	14	20	15	13	25	24	4	12	10	20	93	154	247	
Regional and Urban Policy			1	1	4	6	14	10	15	16	37	5	18	18	18	32	21	33	16	20	17	6	8	17	14	164	183	347	
Structural Reform Support				1	1	2		4		7	1	1	6	8	7	7	5	2	12	9	3	3	5	3	40	47	87		
Taxation and Customs Union		1			4	9	6	20	16	29	5	14	10	14	20	23	12	11	25	31	6	9	7	14	11	175	286		
Education, Youth, Sport and Culture		1	2	3	7	13	10	16	15	19	12	10	10	13	17	6	19	3	10	12	9	4	8	5	119	105	224		
Health and Food Safety				3	4	8	10	16	28	20	32	11	12	24	31	21	32	28	33	23	16	33	30	17	9	204	237	441	
Migration and Home Affairs		1		3	4	2	7	14	12	18	18	7	12	19	11	29	20	22	16	17	19	12	10	24	10	168	139	307	
Justice and Consumers				1		10	9	8	10	19	9	3	10	12	5	12	7	20	13	17	13	13	9	25	13	140	98	238	
Trade				3	4	1	11	16	40	16	51	16	16	19	26	38	34	22	25	11	16	9	9	6	4	157	236	393	
Neighbourhood and Enlargement Negotiations		1			3	2	11	16	23	17	32	5	20	11	13	19	21	19	11	17	18	14	7	5	5	126	164	290	
International Partnerships				3	6	5	28	28	63	29	106	32	51	22	54	34	50	31	37	33	27	25	25	10	6	252	453	705	
European Civil Protection and Humanitarian Aid Operations (ECHO)		1			1	4	7	3	10	9	9	8	11	10	6	12	9	10	12	10	7	13	5	4	6	84	83	167	
Eurostat		1			1	8	16	11	20	18	32	10	12	12	14	18	20	23	28	20	22	7	8	9	9	137	182	319	
Interpretation			1	1		8	13	49	23	93	41	25	14	43	17	45	16	32	14	53	16	24	12	16	4	389	171	560	
Translation			1		2	23	27	104	78	177	108	43	16	84	50	212	71	128	64	113	48	79	43	60	47	1023	555	1,578	
Service for Foreign Policy Instruments						1	1	2	5	3	7	2	6	3	3	2	7	6	7	4	1					29	34	63	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)							1	2	4	2	2	2				1	3		1	1						8	11	19	
Total		5	24	56	91	185	396	480	803	727	968	388	465	564	642	876	721	771	690	785	724	416	354	514	421	5,767	6,299	12,066	

Occupation of posts at 04/01/2021 Operating Establishment plan (Offices and Research not included - 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	
Gender		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		F
Cabinets						3	1	10	1	22	2	44	12	31	11	28	11	10	1			2		150	39	189	
Secretariat-General				2	5	16	3	21	2	29	6	24	6	31	10	22	4	6	2	3		4		158	38	196	
Legal Service		2			1	7	1	18	2	17	1	12	5	10	4	6	4	8	1	1				81	19	100	
Communication		2		6	2	12	11	12	1	18	10	27	12	36	18	30	9	11	8		1	8		162	72	234	
Inspire. Debate. Engage and Accelerate Action										1		2		1										4		4	
Budget			3	1	8	11	8	7	3	18	7	19	13	19	14	11	3	11	3	3	1	6	3	106	66	172	
Human Resources and Security		3	3	14	2	65	16	54	9	85	18	71	31	74	31	49	13	27	10	2		12	4	456	137	593	
Informatics			7	5	8	5	26	9	7	12	25	14	23	10	8	8	5	12	16		1	2	1	77	127	204	
Internal Audit Service					1	1	1			1	1	5		6	2	2				1		2		18	5	23	
Economic and Financial Affairs			4	1		3	4	4	2	8	5	11	11	14	7	6	5	7	3	1		6	7	61	48	109	
Internal Market, Industry, Entrepreneurship and SMEs			2	3	2	11	6	12	3	26	3	24	6	24	6	24	4	9	2		1	2	2	135	37	172	
Defence Industry and Space					3	1	2	1	6	1	5	1	7	1	3	1	2			1				28	7	35	
Competition		2	2	3	2	11	1	12	1	15	4	20	4	15	6	23	6	33	14		1	4	2	138	43	181	
Employment, Social Affairs and Inclusion		1	1	5	2	10	6	10	1	19	3	22	10	26	9	19	5	9	3			5	3	126	43	169	
Agriculture and Rural Development		1	3	9	5	20	11	16	4	34	12	40	7	38	7	18	2	12	3		1	1		189	55	244	
Mobility and Transport		1	2	1	2	12	5	9	2	13	9	17	5	7	2	8	1	1	1	1				70	29	99	
Energy			3	6	6	9	16	8	7	13	8	13	15	17	12	11	6	7	9					84	82	166	
Environment		1		3	1	12	6	15	1	16	3	9	1	12	4	14		3	1	1				86	17	103	
Climate Action				3		4	2	1	1	5		5	1	4		3	1	1	2			3		26	10	36	
Research and Innovation						1	2	1	2	1	2		1	1	1									7	4	11	
Communications Networks, Content and Technology				4		8	2	12	2	13	6	21	5	25	10	12	6	5	1	1				101	32	133	
Maritime Affairs and Fisheries				2		6	1	5	3	11	2	6	5	7	3	6			2					43	16	59	
Financial Stability, Financial Services and Capital Markets Union					2	4		3		6	2	8	6	12	5	9	1	4	1	2		5	1	53	18	71	
Regional and Urban Policy			2	4	2	16	4	17	1	14	5	17	6	25	14	18	2	5						116	36	152	
Structural Reform Support			1	1		4		2		3		2		5		2	3	4	1	1		1		25	5	30	
Taxation and Customs Union		1	1	4	5	10	3	15	2	18	3	12	3	9	9	10	3	7	2			3		89	31	120	
Education, Youth, Sport and Culture		1	3	4	1	6	1	5	1	21	2	17	3	13	3	12	5	11	2			3		93	21	114	
Health and Food Safety		1		1	6	12	6	28	3	36	3	22	4	16	7	12	2	3	2	1		4	1	136	34	170	
Migration and Home Affairs				1		7	3	5	2	8	3	15	2	11	6	13	4	4	1			6		70	21	91	
Justice and Consumers			1	1	1	4	1	7	1	13	1	20	4	16	3	5	1	3			1	7		76	14	90	
Trade		1	1	3	9	1	8	8		9	3	18	3	25	7	14	5	7		1				87	36	123	
Neighbourhood and Enlargement Negotiations		1	1	1	3	9	3	9	1	12	3	11	2	16	5	9	4	1	2	1				70	24	94	
International Partnerships			4	6	5	24	11	17	8	27	11	32	11	33	13	18	2	10	2	3	1			170	68	238	
European Civil Protection and Humanitarian Aid Operations (ECHO)		1	1	2	2	7	3	11		8	3	13	4	14	6	9	6	4	3			1		70	28	98	
Eurostat			7	6	6	13	14	24	4	31	6	19	14	25	10	15	5	5	5	1		2		141	71	212	
Interpretation			1	2	2	5	2	9	3	11	3	9	3	15	10	6	5	6	5	1			1	64	35	99	
Translation		1	1	1	3	23	4	34	7	46	6	23	7	31	12	38	9	21	10	8		12	4	238	63	301	
Service for Foreign Policy Instruments				3		3	2	4	1	3	2			4	1	3	1	3						23	7	30	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)			1				1			3	2	2	1	2		1		1						9	5	14	
Total		20	55	108	94	377	195	437	88	653	185	653	246	686	277	498	144	273	118	33	9	98	32	3.836	1.443	5.279	

Occupation of posts at 01/04/2021 Operating Establishment plan (Offices OPOCE, EPSO, OIB, OIL, PMO and 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	1		16	2	10	2	16	3	10	1	53	8	61
Secretariat-General					3		9	1	19	3	31	4	35
Legal Service					2		2	2	11	2	15	4	19
Communication	1		3	1		1	2	2	13	3	19	7	26
Inspire, Debate, Engage and Accelerate Action			3								3		3
Budget					1		3	3	16	3	20	6	26
Human Resources and Security	3	10	4	37	3	3	20	4	29	7	59	61	120
Informatics							4	2	10	1	14	3	17
Internal Audit Service								1	4		4	1	5
Economic and Financial Affairs					1		10	2	18	7	29	9	38
Internal Market, Industry, Entrepreneurship and SMEs					1		6	1	12	4	19	5	24
Defence Industry and Space							1		2	1	3	1	4
Competition					1	1	20	2	52	8	73	11	84
Employment, Social Affairs and Inclusion							8	5	23	1	31	6	37
Agriculture and Rural Development						1	6	3	22	7	28	11	39
Mobility and Transport							1	1	10		11	1	12
Energy							6	1	16	2	22	3	25
Environment					1		3		6	1	10	1	11
Climate Action							3		4		7		7
Communications Networks, Content and Technology					1		1		3	3	5	3	8
Maritime Affairs and Fisheries							1		5		6		6
Financial Stability, Financial Services and Capital Markets Union							5	1	16		21	1	22
Regional and Urban Policy							9	1	16	3	25	4	29
Structural Reform Support								1				1	1
Taxation and Customs Union					1		3		7	1	11	1	12
Education, Youth, Sport and Culture					1		7		6	1	14	1	15
Health and Food Safety					1		9	2	20	3	30	5	35
Migration and Home Affairs							13	1	21	2	34	3	37
Justice and Consumers							4		20	2	24	2	26
Trade					1		6	1	17	3	24	4	28
Neighbourhood and Enlargement Negotiations							1	1	10	5	11	6	17
International Partnerships			1		2		8	1	10	2	21	3	24
European Civil Protection and Humanitarian Aid Operations (ECHO)					1		5	1	4	1	10	2	12
Eurostat							7	3	7		14	3	17
Interpretation					1		8	2	12	9	21	11	32
Translation					5		20	7	22	14	47	21	68
Service for Foreign Policy Instruments					1		1		1		3		3
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)									2	2	2	2	4
Total	5	10	27	40	38	8	228	55	476	102	774	215	989

Occupation of posts at 04/01/2021 Administration Establishment plan by nationalities and function groups-grades

	AT	BE	BG	CZ	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD16	1		1		1	1		2	1	1	2		2		1	3	1	1			4		3		2		2			29	
AD15	6	10	3	3		22	4	11	1	1	19	8	1	1	4	9	15	2	2	2	2	3	8		2	1	3	4		147	
AD14	21	62	5	3	7	72	12	57	2	16	79	23	24	1	7	9	73	5	4	4	3	23	12	29	6	3	3	16		581	
AD13	39	138	4	5	3	164	36	117	3	51	167	65	71	3	4	49	151	2	2	3	3	55	16	67	8	5	3	49		1283	
AD12	43	195	8	4	10	205	38	189	7	96	225	66	69	2	11	30	197	3	7	5	6	74	24	69	10	7	6	89		1695	
AD11	22	115	8	4	19	100	18	74	6	34	78	28	29	3	19	13	86	19	4	13	6	32	43	20	13	13	8	26		853	
AD10	20	128	15	11	54	114	11	79	27	18	124	24	40	3	73	17	80	37	2	21	19	32	119	25	27	33	27	25	1	1206	
AD09	20	107	82	15	78	123	12	107	45	16	117	24	35	7	101	16	99	54	1	30	24	29	196	19	131	63	36	9	1	1597	
AD08	26	97	119	9	59	101	9	83	23	10	104	21	41	14	67	13	135	35	2	38	22	19	146	25	173	28	31	11		1461	
AD07	23	118	80	4	32	108	21	109	13	8	127	23	92	84	45	24	190	23		19	18	34	89	32	137	20	23	13		1509	
AD06	11	56	25	4	6	63	9	75	15	9	76	11	38	48	42	21	98	9	2	6	10	9	30	21	41	13	12	10		770	
AD05	18	50	28	6	15	95	13	98	5	11	110	8	54	24	20	45	120	17	2	7	9	26	40	27	49	10	10	16	2	935	
AST11	2	32				3		10		2	5		6			2	7		2			2		1				1		75	
AST10	3	79				21	8	10		9	13	8	9			7	18		3			4		4				6		202	
AST09	13	204				50	5	41		20	55	24	25			20	57		4			8		15				31		572	
AST08	10	175				46	16	39		28	42	17	27			27	45		3			9	1	23				17		525	
AST07	22	297	1	2	3	65	15	56	1	19	94	29	28		5	41	75	3	7	2	2	12	8	16	2	6		27		838	
AST06	12	259	20	4	33	26	7	49	14	8	96	13	20	4	40	9	58	14	3	11	5	3	85	18	34	27	16	11		899	
AST05	4	216	54	4	32	31	7	41	14	10	63	16	34	9	41	15	82	23	1	9	5	7	110	16	71	21	18	8	1	963	
AST04	3	98	35	10	26	20	5	27	7	13	46	3	27	7	40	2	38	26	1	17	3	4	51	6	83	21	13	10		642	
AST03	2	80	12	3	4	13	1	32	12	7	33	5	31	7	9	2	25	11		5		2	19	9	47	11	5	4		391	
AST02		4			1		1	1	4	1	1		3	1	3	1	5	1		2			3		5	3	2			42	
AST01		18	4	1	2	5		12		1	7	1	7	10	6	4	23	2		2	3		6	1	6	5	2	2		130	
SC5		3					2		1		2	1		1	1		2	1											1		15
SC4		11	1	1		2	9	4	2	6	3			3		1		1			2	1	4	1	5	3		6	1	67	
SC3	1	15	3			2		3		1	5		2	2			6						2	1	3					46	
SC2		73	10	2	1	8	3	30	2		28	1	14	6	8		22	8		1	3	3	10	5	32	4	5	2	2	283	
SC1	2	99	20	2	8	10	3	66	3	3	46	2	51	24	12	8	80	12		6	2	3	39	10	45	10	8	3	1	578	
Total	324	2.739	538	97	394	1.470	265	1.422	208	399	1.767	421	780	264	558	386	1.790	309	53	203	147	398	1.061	463	930	309	231	399	9	18.334	

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 01/04/2021

Research (Indirect Actions)

	DG Internal Market, Industry, Entrepreneurship and SMEs				DG Agriculture and Rural Development				DG Mobility and Transport*				DG Energy				DG Research and Innovation			
	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total
Establishment Plan Posts 2021	26	2	0	28	9	4	0	13	28	3	1	32	52	6	1	59	554	241	44	839
Posts occupied	24	0	1	25	9	3	0	12	30	2	0	32	48	5	2	55	494	249	25	768
Vacant posts	2	2	-1	3	0	1	0	1	-2	1	1	0	4	1	-1	4	60	-8	19	71
%	7,7%	100,0%		10,7%	0,0%	25,0%		7,7%	-7,1%	33,3%		0,0%	7,7%	16,7%	-100,0%	6,8%	10,8%	-3,3%	43,2%	8,5%

Including MOVE/ENER SRD

	DG Communications Networks, Content and Technology				DG Education and Culture				DG Migration and Home Affairs				DG Defence Industry and Space				DG Health and Food Safety			
	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total
Establishment Plan Posts 2021	188	109	6	303	19	6	0	25	11	9	1	21	33	12	1	46	5	3	0	8
Posts occupied	169	100	14	283	18	4	0	22	9	5	4	18	29	9	2	40	1	0	0	1
Vacant posts	19	9	-8	20	1	2	0	3	2	4	-3	3	4	3	-1	6	4	3	0	7
%	10,1%	8,3%	-133,3%	6,6%	5,3%	33,3%		12,0%	18,2%	44,4%	-300,0%	14,3%	12,1%	25,0%	-100,0%	13,0%	80,0%	100,0%		87,5%

	DG Climate Action				DG Environment				DG Maritime Affairs and Fisheries				DG Employment, Social Affairs and Inclusion				TOTAL			
	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total	AD	AST	AST/SC	Total
Establishment Plan Posts 2021	6	4	0	10	3	2	0	5	2	2	0	4	4	3	0	7	940	406	54	1.400
Posts occupied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	831	377	48	1.256
Vacant posts	6	4	0	10	3	2	0	5	2	2	0	4	4	3	0	7	109	29	6	144
%	100,0%	100,0%		100,0%	100,0%	100,0%		100,0%	100,0%	100,0%		100,0%	100,0%	100,0%		100,0%	11,6%	7,1%	11,1%	10,3%

**Establishment Plan Posts occupied as of 01/04/2021
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				4	1	1		2			1		9
Communications Networks, Content and Technology			14	36	38	28	15	14	6	6	5	7	169
Defence Industry and Space			4	4	2	2	5	3	1	4	2	2	29
Education, Youth, Sport and Culture			3	3	4	3	2				1	2	18
Energy				12	8	5	4		6	7		3	45
Health and Food Safety						1							1
Internal Market, Industry, Entrepreneurship and SMEs					3	3	4	3	3	4	1	3	24
Migration and Home Affairs				2	2		1	1	1	1	2		10
Mobility and Transport			2	3	3	1	2	7	6			3	27
Research and Innovation		6	43	98	88	43	67	43	46	26	13	19	492
Total		6	66	162	149	87	100	73	69	48	25	39	824

**Establishment Plan Posts occupied as of 01/04/2021
Research (Indirect Actions)
by function group-grade and DG - AST function group**

DG \ Grade	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
Agriculture and Rural Development				1	1	1						3
Communications Networks, Content and Technology	3	2	12	13	21	16	18	9	3	3		100
Defence Industry and Space			3	2		2		1		1		9
Education, Youth, Sport and Culture				1	1	1		1				4
Energy	1	1			1	2						5
Migration and Home Affairs		1			1	1	1				1	5
Mobility and Transport					2							2
Research and Innovation	3	13	42	23	41	44	41	25	13	1	3	249
Total	7	17	57	40	68	67	60	36	16	5	4	377

**Establishment Plan Posts occupied as of 01/04/2021
Research (Indirect Actions)
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	9	14
Defence Industry and Space						2	2
Energy						2	2
Internal Market, Industry, Entrepreneurship and SMEs						1	1
Migration and Home Affairs						4	4
Research and Innovation					6	16	25
Total				4	10	34	48

Occupation of posts at 01/04/2021 Establishment plan, Research, Indirect actions
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
AD15		1							1		1		1			1	1														6
AD14	2	5				10	2	3	1	1	11	4	7			3	5	1		1		5	1	1		1		2		66	
AD13	4	12			1	22	1	15	1	9	24	6	16		1	5	26	1	2			4	1	2	2		1	5	1	162	
AD12	8	17			1	17	1	15		3	30	6	15		2	3	15					10		2			2	2		149	
AD11	3	13		1		13	1	9	1	3	10	2	2			2	11	1	1	1		5	2	3	1			2		87	
AD10		17	1		4	14	1	8		1	8		3		6		8	1		2	2	4	15	1		2	1	1		100	
AD09		7	4		3	8		7			4		4	1	6		6	2		1			13		4	2		1		73	
AD08		6	4		1	6		3			5		7		2	1	6			1		1	7		17		1	1		69	
AD07		7	3		2	2		5			4		4	1	3		4	1		1		1	2	1	4	2	1			48	
AD06	1	3	1			3		3			4		2	1			2	1									4			25	
AD05	2	2			1	2	1	3		1	8		1	2	1	2	6	1				1	3	1		1				39	
AST11		3									1						1					1		1						7	
AST10		6				1		3			3	1					2							1						17	
AST09	1	20				1	1	5		1	4	4	3			5	7		1			2		1	1					57	
AST08	1	21				5				2	3		2			1	4					1								40	
AST07	1	23				3	1	5		4	6	2	4		2	1	11					2		1				2		68	
AST06		19				2		7		1	8		1		6	3	5	1					8		4	1		1		67	
AST05		27	1		1			5			10		2				2					1	7	1	2	1				60	
AST04		9	2								2		1		2		5	2				1	3		7		1	1		36	
AST03		1				1		2	1		2		2		1		1	1					2	1	1					16	
AST02								1				1				1	1					1								5	
AST01	1		1								1		1																	4	
SC3											1		1				1							1						4	
SC2		1						4		1	2		1															1		10	
SC1		7				1		5			2	1	3	1	1		5	1				1	3	1	2					34	
Total	24	227	17	1	14	111	9	108	5	27	154	27	83	6	33	28	135	14	4	7	2	41	67	19	49	10	8	18	1	1249	

2.2.3.2 Direct actions

Establishment Plan Posts occupied as of 01/04/2021

	AD	AST	SC	Total
Posts authorised	902	786	58	1746
of which AMC8/HR.D5	6	32	6	44
Posts occupied (JRC & AMC8/HR.D.5)	886	767	38	1691
Posts vacant	16	19	20	55

by function group-grade - AD function group

Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD09	AD08	AD07	AD06	AD05	Total
JRC	1	5	58	152	190	66	91	94	93	95	24	11	880
AMC8			1	1		2		1					5
+ 1 senior expert at HR.D.5													1

by function group-grade - AST function group

Grade	AST11	AST10	AST09	AST08	AST07	AST06	AST05	AST04	AST03	AST02	AST01	Total
JRC	34	43	115	57	102	117	141	73	50	4		736
AMC8			5	3	3	2	5	11	1	1		31

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

Grade	SC3	SC2	SC1	Total
JRC	4	13	15	32
AMC8		3	3	6

Occupation of posts at 01/04/2021 JRC Establishment plan, by nationalities and function groups - grades

Grade	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	GB	other	Total
AD16											1																			1
AD15						1					1				1	1									1					5
AD14	1	10				7		4			7	1			3	13				1	4	2	1					4		58
AD13	1	15			1	21	3	14		1	17	9			4	35					7		4	1			4	14	1	152
AD12	5	15				34	2	24		3	26	8	1		5	39		1	1		5		2				8	10	1	190
AD11	3	14	1			6	3	8		1	9				1	13				1		1	1	1	1			2		66
AD10	4	6		2	4	18		6			6	2		1	3	28			1		5	1	1				2	1		91
AD9	3	6	3		1	10	2	9		2	7	3		5		26	2				5	4		1		3	1	1		94
AD8	1	6	3		5	13		7		1	6	4		1	1	26	1				1	1	3	7	2	3		1		93
AD7	1	8	5		1	9		13			3	5	1	3		33	1		1			4	2	4		1				95
AD6		2	2			4		3			1	1		1		5					1	2				1		1		24
AD5						1		1				2				6									1					11
AST11		6				1	1	2			5				3	9					4		1					2		34
AST10	1	8				5	2	2		1	4	1				16					1		2							43
AST9	3	14				9	1	10			21				8	19		5			11		4				1	9		115
AST8	3	11				8	3	3		3	3	1			2	15					1		1				1	2		57
AST7	2	14				7	2	8		1	12				1	43					5	1	3				1	2		102
AST6	1	11	1		2	19		7		2	10	3		7	1	42	3		1		3	2		1			1			117
AST5	1	14	5		6	12	2	13		2	4	1		3	2	48			2		3	7	5	5	3	1	2			141
AST4		9	1	1	1	8		8	2		5	2		1		18	2					3	2	4	1		4	1		73
AST3		3	1		1	2	1	4			3	3	1	1		23					1	1	1	2	1			1		50
AST2															1	3														4
SC3		1						1								2														4
SC2		1						1					1	1		7						1		1						13
SC1		1	3					1					2			5	1							2						15
Grand Total	30	175	25	3	22	195	22	149	2	17	151	46	6	24	36	475	10	6	6	2	57	30	33	30	9	9	25	51	2	1648

*Excluding staff assigned to AMC8& HR.D.5

Occupation of posts at 01/04/2021 JRC Establishment plan, by nationalities and function groups - grades - AMC.8 staff

Grade	AT	BE	BG	HR	CZ	ES	FR	DE	GR	HU	IE	IT	LT	LU	NL	PL	RO	SK	ES	SE	UK	Total
AD09								1														1
AD10																						0
AD11								2														2
AD13	1																					1
AD14																					1	1
AD	1	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	1	5
AST02																			1			1
AST03												1										1
AST04		2	1		1	1				1		3			1	1						11
AST05							1					1			1		1			1		5
AST06												1					1					2
AST07		1									1	1										3
AST08											1	1							1			3
AST09		1										1		1					2			5
AST11																						0
AST	0	4	1	0	1	1	1	0	0	1	2	9	0	1	2	1	2	0	4	1	0	31
SC1												1					2					3
SC2												3										3
SC	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	0	2	0	0	0	0	6
Total	1	4	1	0	1	1	1	3	0	1	2	13	0	1	2	1	4	0	4	1	1	42

2.2.4 Commission establishment plan posts for the Offices

Establishment Plan Posts occupied as of 01/04/2021 Offices EPSO, OIB, OIL, OLAF, OP and PMO

	EPSO				OIB				OIL				OLAF				OP				PMO				TOTAL			
	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total
Establishment Plan Posts 2021	34	69	4	107	96	258	1	355	31	81	9	121	208	107	14	329	141	443	9	593	40	119	1	160	550	1.077	38	1.665
Posts occupied	33	68	3	104	83	231	1	315	26	72	7	105	198	106	12	316	122	420	12	554	34	112	1	147	496	1.009	36	1.541
Vacant posts in number	1	1	1	3	13	27	0	40	5	9	2	16	10	1	2	13	19	23	-3	39	6	7	0	13	54	68	2	124
%	2,9%	1,4%	25,0%	2,8%	13,5%	10,5%	0,0%	11,3%	16,1%	11,1%	22,2%	13,2%	4,8%	0,9%	14,3%	4,0%	13,5%	5,2%	-33,3%	6,6%	15,0%	5,9%	0,0%	8,1%	9,8%	6,3%	5,3%	7,4%

Occupation of posts as of 01/04/2021
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			1	3	4	3	7	4	4	3	4		33
OIB		1	2	8	14	5	14	8	12	8	8	3	83
OIL				6	2	3	4	3	4	3		1	26
OLAF		3	7	16	32	16	20	27	19	35	11	12	198
OP		1	8	5	17	13	22	13	12	19	7	5	122
PMO			6	5	5	5	3	5	2	3			34
Total	0	5	24	43	74	45	70	60	53	71	30	21	496

Establishment plan - AST

	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
EPSO	1	3	4	6	13	6	23	7	5			68
OIB	4	11	14	18	43	31	75	11	23		1	231
OIL	1	3	6	6	9	6	18	5	18			72
OLAF	5	4	19	13	12	12	18	12	8	1	2	106
OP	9	14	46	33	94	80	59	36	42		7	420
PMO	2	5	21	17	21	21	14	5	5	1		112
Total	22	40	110	93	192	156	207	76	101	2	10	1.009

Establishment plan - SC

	SC6	SC5	SC4	SC3	SC2	SC1	Total
EPSO						3	3
OIB				1			1
OIL					6	1	7
OLAF				2	1	9	12
OP			1		6	5	12
PMO					1		1
Total				3	14	18	36

Occupation of posts at 01/04/2021 EP SO Establishment plan
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	MT	NL	PL	PT	RO	SI	SE	Total
AD14									1																	1
AD13									1							1									1	3
AD12		3					1																			4
AD11						1											1		1							3
AD10		1			1	2				1					1				1							7
AD09			1										1								2					4
AD08										1		1					1							1		4
AD07		2		1																						3
AD06		2																			1		1			4
AST11										1																1
AST10		2									1															3
AST09	1	3																								4
AST08		2				1			1		1														1	6
AST07	1	2				2			1	1	1							1				1	1		2	13
AST06						1			1			1			1						1			1		6
AST05		5		1	2		2			1	1	1		2	1		1			1	2		1		2	23
AST04		2			1	1		1		1													1			7
AST03		2					1			1													1			5
SC1										1			1			1										3
Total	2	26	1	2	4	8	4	1	5	8	4	3	1	3	3	2	3	1	2	1	6	1	5	2	6	104

Occupation of posts at 01/04/2021 OIB Establishment plan
by nationalities and function groups-grades

	AT	BE	BG	CZ	DE	ES	FI	FR	GB	GR	HU	IE	IT	LU	NL	PL	PT	RO	SI	SE	Total
AD15		1																			1
AD14		1						1													2
AD13	1	2				1		2					2								8
AD12		5						3					3		1	1				1	14
AD11		2						1						1				1			5
AD10		5							1				5		2	1					14
AD09		3		2		1		1										1			8
AD08		3	1		1	1		1		1			1					3			12
AD07		2	1			1		2							1			1			8
AD06		3				3			1				1								8
AD05						1	1				1										3
AST11		3											1								4
AST10		7			1							1	2								11
AST09		8			1	1							2			2					14
AST08		10				1			1			1	5								18
AST07		15				3		9		2			11	1		1				1	43
AST06		11				2		1		1			13		1	1	1				31
AST05	1	35			1	9		3		3			18	1		1	1		1	1	75
AST04			2	1		2	1		1				1		1	1	1	1			11
AST03		5	2			5		1		1	1		5					3			23
AST01								1													1
SC3																		1			1
Total	2	121	6	3	4	31	2	26	2	9	3	2	70	2	1	8	7	12	1	3	315

**Occupation of posts at 01/04/2021 OIL Establishment plan
by nationalities and function groups-grades**

	AT	BE	BG	CZ	DE	ES	EE	FR	GR	IT	LT	LU	NL	PL	PT	RO	SK	SI	Total
AD13		1			1			2					1			1			6
AD12		1			1														2
AD11		2				1													3
AD10				1				1	1							1			4
AD09					1		1				1								3
AD08			1					1						1				1	4
AD07		1											1			1			3
AD05		1																	1
AST11		1																	1
AST10		3																	3
AST09								2	1	1		2							6
AST08								3		2		1							6
AST07		2				1		1		2		3							9
AST06		3				1		2											6
AST05	1			1		2		6		1				1	3	3			18
AST04						1			1							2	1		5
AST03		5				6		2	2	2						1			18
SC2				1				4								1			6
SC1		1																	1
Total	1	21	1	3	3	12	1	24	5	8	1	6	2	2	3	10	1	1	105

Occupation of posts at 01/04/2021 OLAF Establishment plan
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	NL	PL	PT	RO	SI	SE	Total	
AD15						1		1	1																	3	
AD14			1					1		2					1	2											7
AD13		1				2				3	1	1				5				1		1			1	16	
AD12		4			1	5	1	3		3	5				1	5				1	1	1		1		32	
AD11		2	1			3	1	1		1		1		1		3					1		1			16	
AD10		3						2		1	1	1		1		1	2		1		4			2	1	20	
AD09		3	1			1		1	1	2	1	1		1		3	2				5		4		1	27	
AD08		2	1			1		1		1		1		1		2					1	2	6			19	
AD07		4	1			3		1	1	4	1	7	2			4					2		4	1		35	
AD06					1			1		1		1	1			1				1	4					11	
AD05	1		1					1					1		1	1		1					2	3		12	
AST11		1					1				1	1				1										5	
AST10		2				1	1																			4	
AST09	1	6				2	1	1	1	3					1	3										19	
AST08	1	4				2				1					1	2		1				1				13	
AST07			1			2			1	4				1	1								2			12	
AST06		2	1	1		1								1	1	1					2		1	1		12	
AST05		2				1	1	1		1		1	1	3		2					3		2			18	
AST04		2	2									2				1	2						3			12	
AST03		1										1		1		1			1	1			2			8	
AST02																							1			1	
AST01					1		1																			2	
SC3		1						1																		2	
SC2															1											1	
SC1		2						1				2											4			9	
Total	3	42	10	1	3	25	7	17	5	27	10	20	5	10	8	38	6	2	2	4	23	7	30	8	3	316	

Occupation of posts at 01/04/2021 OP Establishment plan
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Other	Total	
AD15																								1						1	
AD14			1								1				1		1			1	1			1		1				8	
AD13								1			3													1						5	
AD12	1	3				1				1	5						1		1			1		1		1		1		17	
AD11		2				1					3	2	1									1					2	1		13	
AD10	1					2		2			5		1		1		2	1		1			4	1	1					22	
AD09	1	2			1	1					1		2		1		1		1			1		1		1				13	
AD08					1				1						1		1	2					3		3					12	
AD07			1			2	1	3			1		2	1	3								3		1	1				19	
AD06		1	1										2										1			2				7	
AD05													3										1				1			5	
AST11		2				1		1			1		1				2							1						9	
AST10	1	2				1		4			4	1					1													14	
AST09	1	11				4	1	4		3	11	3	3				1		1			1		1				1		46	
AST08		6				1	2	3	1		11		1		1				3	1						1		2		33	
AST07	2	8	1		4	4	2	4	3	2	16	1	3		3		10	2	2	3			8	6		4	5	1		94	
AST06	1	5	7			7		3	3	2	12	2	1		5	1	2	5		2	3		2	3	10	2	2			80	
AST05		3			6		2			1	5	2	4	7	5	1	4	3	3				6		3	2	1	1		59	
AST04		4	1	1	1	3	1	3		3		1	3	1	1			1					2	1	2	4	2	1		36	
AST03	1	2				4		3	1	1	5	3	8	1	1	1	3		2		1		1	1	1	1	1		1	42	
AST01											1				1	1	1			1						1	1			7	
SC4											1																			1	
SC2											4												1							1	6
SC1		3																					1			1				5	
Total	9	54	12	1	13	32	9	31	9	13	90	15	35	10	24	4	30	14	13	9	5	3	34	18	25	21	12	7	2	554	

**Occupation of posts at 01/04/2021 PMO Establishment plan
by nationalities and function groups-grades**

	AT	BE	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IE	IT	LU	LV	NL	PL	PT	RO	Total
AD14		1		1									1		1			2		6
AD13		2						1		2										5
AD12		2			1			2												5
AD11		3				1							1							5
AD10								2									1			3
AD09		1				1					1		1						1	5
AD08						1				1										2
AD07								1					2							3
AST11	1							1												2
AST10		2		1				1										1		5
AST09	1	9		1	2	1		1	1	2		1	1			1				21
AST08	2	5		2			2	1				1	3	1						17
AST07	1	8		2		1		4	1				4							21
AST06		11						3	1				2				3		1	21
AST05		6	1			1		1			1						4			14
AST04		1		1									1		1				1	5
AST03		2				1		1					1							5
AST02		1																		1
SC2																			1	1
Total	5	54	1	8	3	7	2	19	3	5	2	2	17	1	2	1	8	3	4	147

2.3 Overview of 2021 external staff (including staff financed by earmarked revenue)

2.3.1 Contract agents

Budgetary aspects of the management of contract agents in 2021 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 01/04/2021 in the Commission, including personnel financed from the operating & research budgets, the budgets of the inter-institutional and administrative offices, contract agents in delegations as well as 983 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).

Next Generation EU (NGEU) leads to the temporary reinforcement of several programmes through external assigned revenues, a part of which will be used to finance expenditure for administrative and technical assistance related to the implementation of these programmes, including external staff. The impact in 2022 is at the level of some 190 FTEs and corresponding appropriations.

Contract Agents

Sources of financing	In place as of 01/04/2021	2021 Full Time Equivalent units (Estimates)	2022 Full Time Equivalent units (Estimates)
Commission Authorised Budget	6.353	4.877	4.862
Earmarked revenues			
- Offices	279	279	281
- Trust funds and Facilities for refugees in Turkey	201	208	241
- Competitive actions of the Joint Research Center	345	387	503
- DG at headquarters	158	164	417
- out of which NGEU (including HEU)			190
Total earmarked revenues	983	1.038	1.442
Total	7.336	5.915	6.304

NB: As several budget lines authorise appropriations for external personnel without distinction between categories of personnel, 2021 figures are the best possible estimates, based on likely average costs and repartition between categories both for appropriations voted in the 2021 Budget and for expected earmarked revenue taken into account when preparing the 2021 Budget.

Contract Agents as of 01/04/2021 - all budgets

Distribution by function group and DG

DG \ Grade	GFIV	GFIII	GFII	GFI	Total	Commission budget	Earmarked revenue
Secretariat-General	9	15	21	17	62	60	2
Legal Service	5	4	14	1	24	24	
Communication	45	104	161	35	345	345	
Inspire, Debate, Engage and Accelerate Action	1				1	1	
Budget	16	23	11	15	65	38	27
Human Resources and Security	21	59	97	52	229	181	48
Informatics	46	24	7	4	81	19	62
Internal Audit Service	8	1	3		12	11	1
European Anti-Fraud Office	3	9	4	6	22	22	
Economic and Financial Affairs	16	6		1	23	23	
Internal Market, Industry, Entrepreneurship and SMEs	24	46	16	7	93	93	
Defence Industry and Space	4	7	9	1	21	21	
Competition	2	31	13	7	53	53	
Employment, Social Affairs and Inclusion	48	41	27	16	132	132	
Agriculture and Rural Development	45	9	11	8	73	73	
Mobility and Transport	12	22	21	8	63	63	
Energy	2	21	8	10	41	41	
Environment	10	13	24	1	48	48	
Climate Action	8	3	11	1	23	23	
Research and Innovation	131	44	21	16	212	212	
Communications Networks, Content and Technology	61	54	30	10	155	155	
Joint Research Centre	855	79	91	64	1089	744	345
Maritime Affairs and Fisheries	17	30	7	14	68	68	
Financial Stability, Financial Services and Capital Markets Union	1	10	4	2	17	17	
Regional and Urban Policy	3	77	16	6	102	102	
Structural Reform Support	30	24	8		62	62	
Taxation and Customs Union	10	9	4	1	24	24	
Education, Youth, Sport and Culture	13	20	11	4	48	48	
Health and Food Safety	39	14	39	7	99	99	
Migration and Home Affairs	9	28	11		48	48	
Justice and Consumers	7	18	11	2	38	38	
Trade	8	15	16	3	42	42	
Neighbourhood and Enlargement Negotiations	376	103	33	10	522	447	75
International Partnerships	896	127	54	11	1088	992	96
European Civil Protection and Humanitarian Aid Operations (ECHO)	57	66	30	6	159	129	30
Eurostat	41	20	21	5	87	87	
Interpretation		5	40	26	71	53	18
Translation	108		44	7	159	159	
Publications Office	1	11	2	10	24	24	
Service for Foreign Policy Instruments	77	24	7	2	110	110	
Office for the Administration and Payment of Individual Entitlements	2	91	316	32	441	355	86
Office for Infrastructure and Logistics in Brussels	27	93	585	288	993	800	193
Office for Infrastructure and Logistics in Luxembourg	5	39	146	44	234	234	0
European Personnel Selection Office	1	2	20	1	24	24	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)			9		9	9	
Total	3100	1441	2034	761	7336	6353	983

**Contract agents at 01/04/2021 All budgets
by nationalities and function groups-grades**

	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others	Total	
GFIV	GFIV18	1	12			2		8	1	1	16	2	7	1	2	4	18					2	1	3			1	1	1	84	
	GFIV17	1	23	5		1	7	1	16	1	2	28	2	12	3		4	26	1				5	3	5	2	1		1	150	
	GFIV16	7	61	20	7	6	31	7	99	4	6	155	11	36	4	19	9	156	13	2	5		14	27	22	28	5	5	4	8	771
	GFIV15	10	39	10	1	4	18	3	68	5	5	70	5	16	5	9	3	149	9	2	4	1	8	18	19	13	6	7	5	2	514
	GFIV14	25	87	34	3	17	75	7	148	7	14	152	3	88	17	24	23	366	14	2	12	3	19	65	48	53	20	17	10	15	1.368
	GFIV13	6	6	4		5	21	3	16	1	4	28	4	17	4	1	2	52	6	2		2	5	5	4	7	2	2	4	213	
	Total	50	228	73	11	33	154	21	355	19	32	449	27	176	34	55	45	767	43	8	21	6	53	119	101	103	34	32	25	26	3.100
GF III	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others		
	GFIII12		7	1		4		3			11	1	1		1		4							2	2				1	38	
	GFIII11		35	2	1		6	2	9	1	3	23	2	4	4			20					1	2	1	3		1	1	121	
	GFIII10	2	61	10		3	5	1	37	2		54	1	23	3	6	3	47	6		4		3	19	6	26	5	3	2	332	
	GFIII09	3	57	17	5	15	23	1	74	6	5	49	4	53	11	13	6	137	8	3	7	2	12	29	15	44	17	8	7	2	633
	GFIII08	6	12	7	5	6	19	4	37	3	2	46	4	21	12	5	3	57	8	2	4	1	8	10	6	10	7	6	6	317	
Total	11	172	37	11	24	57	8	160	12	10	183	12	102	30	25	12	265	22	5	15	3	24	60	30	85	29	18	16	3	1.441	
GFII	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others		
	GFII07	2	84		1	2	5	1	16	1	4	32	2	4		2	2	21	2	1	1		2	1	10	3		1	1	201	
	GFII06	3	212	7	2	6	8	1	51	1	3	101	3	23	4	11	4	81	2		1		2	27	19	26	10	3	2	613	
	GFII05	4	210	17	4	11	12	5	82	5	5	90	3	66	14	19	5	153	18		6	2	8	50	31	91	10	5	6	5	937
	GFII04	1	72	5	1		6	1	28	2	1	19	2	22	10	5	4	49	4		5		2	14	4	16	3	4	3	283	
	Total	10	578	29	8	19	31	8	177	9	13	242	10	115	28	37	15	304	26	1	13	2	14	92	64	136	23	13	12	5	2.034
GFI	AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SI	SE	Others		
	GFIO3		173		1	1	2	1	37	1	1	34	5	19		1	1	143	1	2	1		2	9	21	5		1		462	
	GFIO2		83	3		1		1	23		3	16		16	1	1	2	51						11	13	6	1	2		234	
	GFIO1		29	1			1		2	1		5	1	3				13				1	1		1	4	1		1	65	
Total		285	4	1	2	3	2	62	2	4	55	6	38	1	2	3	207	1	2	1	1	3	20	35	15	2	3	1	761		
Total	71	1.263	143	31	78	245	39	754	42	59	929	55	431	93	119	75	1.543	92	16	50	12	94	291	230	339	88	66	54	34	7.336	

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 1/4/2021.

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 01/04/2020				Agents in place on 01/04/2021			
	CA	LA	AS	Total	CA	LA	AS	Total
Athens	15		1	16	15			15
Barcelona	3	3		6	3	3		6
Belfast		3		3				0
Berlin	14	4		18	16	3		19
Bonn	4			4	4			4
Bratislava	12			12	12		1	13
Brussels	24			24	18			18
Bucharest	13			13	13			13
Budapest	13		1	14	13			13
Cardiff		1		1				0
Copenhagen	10			10	9			9
Dublin	12	1		13	11	1	1	13
Edinburgh	0			0	0			0
Helsinki	11			11	11			11
Lisbon	10			10	11		4	15
Ljubljana	8			8	8			8
London		2		2				0
Luxembourg	5			5	5			5
Madrid	6	9		15	8	8		16
Marseille	4	1		5	5			5
Milan	5	2		7	5	2		7
Munich	3	2		5	3	1		4
Nicosia	9			9	7			7
Paris	17	1	1	19	17	1	2	20
Prague	13		1	14	13		1	14
Riga	8		2	10	8		2	10
Roma	16			16	16			16
Sofia	12			12	10		1	11
Stockholm	10			10	11			11
Tallinn	8		1	9	8			8
The Hague	10	2		12	11	2	1	14
Valletta	7			7	7			7
Vienna	8	2		10	8	2	1	11
Vilnius	9			9	8			8
Warsaw	18			18	17			17
Wroclaw	3		1	4	2			2
Zagreb	14		1	15	11		3	14
TOTAL	334	33	9	376	324	23	17	364

Commission local agents in European Union **delegations** in third countries accounted for 3 438 persons in place on 01/04/2021 (respectively 117 financed under heading 7 of the MFF, 1 568 financed outside heading 7 as shown in the more detailed tables below).

**Personnel in EU Delegations in third countries
in place on 01/04/2021**
Detailed figures based on records received from delegations

EU Delegations	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total		
	EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *			
EUROPE & CENTRAL ASIA	150	134	2	314	16	439	72	2	215	32	7	10	0	0	0	568	825	1393
AFRICA	160	233	0	588	9	581	79	1	501	18	3	16	13	0	0	858	1344	2202
PACIFIC	26	22	0	67	7	64	11	0	38	2	1	0	0	0	0	106	132	238
NORTH AMERICA, Canada and Japan	53	40	2	116	26	13	10	0	10	33	2	0	0	0	0	212	93	305
CENTRAL AMERICA & CARIBBEAN	34	23	0	98	4	74	15	0	53	3	0	1	1	1	0	151	156	307
SOUTH AMERICA	40	39	1	111	17	67	18	0	40	2	0	1	3	0	0	174	165	339
ASIA	105	88	5	273	32	182	41	3	138	13	4	4	1	0	0	433	456	889
MEDITERRANEAN	49	59	1	168	6	166	24	0	128	24	0	7	4	0	0	269	367	636
Sub-total by category of staff	617	638	11	1735	117	1586	270	6	1123	127	17	39	22	1	0	2771	3538	6309
& EEAS/Commission source		649			1703			1129			56			1				
GRAND TOTAL	1266			3438			1399			183			23			6309		

* 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 01/04/2021**

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 (<i>intérimaires</i>)			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		16		21	1		21						21	50	71	
ARMENIA	Yerevan	4	4		10	1	9	1		5						15	19	34	
AUSTRIA	Vienna	14	1					8		2	3					25	3	28	
AZERBAIJAN	Baku	4	4		8		9	2		3						14	16	30	
BELARUS	Minsk	4	5		9		9	1		5						14	19	33	
BOSNIA HERZEGOVINA	Sarajevo	5	5		18		47	3		9	1	1				27	62	89	
France	Paris	2	3						1	4						2	8	10	
France	Strasbourg	3	1							1	2					5	2	7	
GEORGIA	Tbilisi	6	5		16	1	13	1		11		1	3			23	34	57	
ICELAND	Reykjavik	3	0		3			1								7	0	7	
ITALY	Rome	2	3					4				2				6	5	11	
KAZAKHSTAN	Astana	4	5		13		7	1		4						18	16	34	
KOSOVO	Pristina	4	4		21		45	9		18	6					40	67	107	
KYRGYZSTAN	Bishkek	3	3		10		6	2		5	2					17	14	31	
MOLDOVA	Chisinau	6	4		8	1	13	1		10	1					16	28	44	
MONTENEGRO	Podgorica	2	4		11		21	2		16						15	41	56	
North Macedonia	Skopje	4	6		17		30	1		18	2					24	54	78	
NORWAY	Oslo	3			8			1	1							12	1	13	
RUSSIA	Moscow	10	8		25	5	9	6		3	1					42	25	67	
SERBIA	Belgrade	5	8		20		48	4		22	2		2			31	80	111	
SWITZERLAND	Berne	2	1		5			1								8	1	9	
SWITZERLAND	Geneve (UN)	18	4		3	1		2			5	2				28	7	35	
SWITZERLAND	Geneve (WTO)	5	8		10		6									15	14	29	
TAJKIKISTAN	Dushanbe	3	3		9		7	3		6						15	16	31	
TURKEY	Ankara	7	10		26	2	103	4		32	3		2			40	149	189	
Turkeminstan	Ashgabat	3			5			1								9	0	9	
UKRAINE	Kyiv	8	15	1	23	3	31	5		17	4	1	2			40	70	110	
UNITED KINGDOM	London	9	12	1	13	2		5								27	15	42	
UZBEKISTAN	Tashkent	3	1		7		5	2		3						12	9	21	
Sub-total by category of staff			134	2		16	439		2	215		7	10		0	0	0		
EEAS/Commission source		150	136		314	455		72	217		32	17		0	0		568	825	1393
GRAND TOTAL		286			769			289			49			0			1393		

* 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 01/04/2021
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 (<i>intérimaires</i>)			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 *				
ANGOLA	Luanda	3	3		13		11	2		7	1			1			20	21	41	
BENIN	Cotonou	3	4		13		7	1		10			1				18	21	39	
BOTSWANA	Gaborone	3	4		10		5	1		6							14	15	29	
BURKINA FASO	Ouagadougou	4	7		16		23	1		14							21	44	65	
BURUNDI	Bujumbura	4	5		11		11	1		7							16	23	39	
CAPE VERDE	Praia	3	3		7		4	1		3	1			1			13	10	23	
CAMEROON	Yaounde	3	7		15	1	12	2	1	14			1				21	35	56	
CENTRAL AFRICAN REPUBLIC	Bangui	3	5		12		18	2		12			1				18	35	53	
CHAD	NDjamena	3	6		13		17	2		17	1						19	40	59	
CONGO REP	Brazzaville	4	3		11		8			8							15	19	34	
CONGO DEMOCRATIC REP	Kinshasa	4	7		18		21	3		18	1						26	46	72	
DJIBOUTI	Djibouti	3	2		8		7	2		9							13	18	31	
ERITREA	Asmara	3	4		10		5	1		5							14	14	28	
ESWATINI	Mbabane	3	1		5		6	1		4			1				10	11	21	
ETHIOPIA	Addis Ababa	13	10		36		25	2		31	1		1	1			53	67	120	
ETHIOPIA-AFRICAN UNION	Addis Ababa, African Union	3	4		11		8	1		7	2						17	19	36	
GABON	Libreville	3	6		13		11	2		13			1				19	30	49	
GHANA	Accra	2	6		13		11	2		14	1	1					18	32	50	
GUINEA REPUBLIC	Conakry	3	4		11		14	1		8							15	26	41	
GUINEA-BISSAU	Bissau	3	6		14	1	5	2		14							19	26	45	
IVORY COAST	Abidjan	5	11		24	1	11	5		23							34	46	80	
KENYA	Nairobi	3	2		6		25	1		3	1		2				11	32	43	
LESOTHO	Maseru	3	5		9		5	1		10			1				14	20	34	
LIBERIA	Monrovia	3	6		18		7	1		20							22	33	55	
MADAGASCAR	Antananarivo	3	6		13		19	1		9							17	34	51	
MALAWI	Lilongwe	4	5		14		15	2		16			1				21	36	57	
MALI	Bamako	3	5		12		14	2		12	1		2				18	33	51	
MAURITANIA	Nouakchott	3	5		10	2	13	1		2							14	22	36	
MAURITIUS REPUBLIC OF	Port-Louis	4	6		14		13	2		16							20	35	55	
MOZAMBIQUE	Maputo	3	2		8		16	1		4	1						13	22	35	
NAMIBIA	Windhoek	3	6		15		5	2		16							20	27	47	
NIGER	Niamey	5	8		23	2	18	1		10			1				29	39	68	
NIGERIA	Abuja	3	5		11		25	1		7	3						18	37	55	
RWANDA REPUBLIC	Kigali	3	7		18		13	6		19							27	39	66	
SENEGAL	Dakar	3	6		13		24	2		8			1	1			19	39	58	
SIERRA LEONE	Freetown	3	4		2		13	2		12			1				8	29	37	
SOMALIA	Nairobi (Somalia)	6	7		17	2	10	3		9	3						29	28	57	
SOUTH AFRICA REP	Pretoria	3	4		11		17	2		8		1	1				16	31	47	
SOUTH SUDAN	Juba	3	4		14		7	2		11							19	22	41	
SUDAN	Khartoum	3	6		14		15	1		14			1				18	36	54	
TANZANIA	Dar es Salaam	3	1		5		12	1		7			1				9	21	30	
THE GAMBIA	Banjul	3	3		9		6	1		6		1	3				13	19	32	
TOGO	Lome	3	6		14		9	2		14			1				20	29	49	
UGANDA	Kampala	3	6		13		16	2		11			1				18	34	52	
ZAMBIA	Lusaka	3	5		12		14	2		8			1				17	28	45	
ZIMBABWE	Harare	3	5		9		10	2		5	1		1				15	21	36	
Sub-total by category of staff & EEAS/Commission source		160	233		588		9	581	79	1	501	18	3	16	13		858	1344	2202	
GRAND TOTAL			393			1178			581			37			13			2202		

* 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 01/04/2021**

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*				
AUSTRALIA	Canberra	3	1		10	3	1	2									15	5	20	
FIDJI ISLANDS, REP. OF THE	Suva	6	8		13		24	1		17							20	49	69	
INDONESIA	Jakarta	7	6		17		12	4		7	2						30	25	55	
NEW ZEALAND	Wellington	3	1		4	1		1			1						8	3	11	
PAPUA NEW GUINEA	Port Moresby	3	2		9	1	8	2		6							14	17	31	
PHILIPPINES	Manila	4	4		14	2	9	1		8							19	23	42	
Sub-total by category of staff			22	0		7	54		0	38		1	0		0	0				
EEAS/Commission source		26	22		67	61		11	38		2	1		0	0		106	122	228	
GRAND TOTAL			48			128			49			3			0			228		

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	4		10	4				2							16	10	26	
JAPAN	Tokyo	7	8	1	33	8	4	2		2		1					42	24	66	
MEXICO	Mexico	5	4		12	2	2	2		5							19	13	32	
UNITED STATES OF AMERICA	New York	21	6		22	1	1				33	1					76	9	85	
UNITED STATES OF AMERICA	Washington	14	18	1	39	11	6	6		1							59	37	96	
Sub-total by category of staff			40	2		26	13		0	10		2	0		0	0				
EEAS/Commission source		53	42		116	39		10	10		33	2		0	0		212	93	305	
GRAND TOTAL			95			155			20			35			0			305		

* 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 01/04/2021
Split by delegation: Central America and Caribbean countries
Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *			
BARBADOS	Bridgetown	3	8		11	1	14	3		10						17	33	50	
COSTA RICA	San Jose	2	5		10	2	10	2		5				1		14	23	37	
CUBA	Havane	3	1		6		1	1		4	1		1			12	7	19	
DOMINICAN REPUBLIC	Santo Domingo	3	5		9	2	9	1		6						13	22	35	
EL SALVADOR	San Salvador	3	1		6		5	1		3						10	9	19	
GUATEMALA	Guatemala	2	1		9		7	3		4	1					15	12	27	
HAITI	Port Prince	4	7		16		15	2		15						22	37	59	
HONDURAS	Tegucigalpa	3	1		7		6	1		4						11	11	22	
JAMAICA	Kingston	4	1		13		7	1		8						18	16	34	
NICARAGUA	Managua	4	1		13		9	1		1						18	11	29	
PANAMA	Panama City	3			3			1		1	1					8	1	9	
TRINIDAD AND TOBAGO	Port of Spain	3			6		5	1		2						10	7	17	
Sub-total by category of staff			23	0		4	74		0	53		0	1		1	0			
EEAS/Commission source		34	23		98	78		15	53		3	1		1	1		168	189	357
GRAND TOTAL			57		176			68			4			2			307		

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 ('intérimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *			
ARGENTINA	Buenos Aires	4	3		8	3	2			3						12	11	23	
BOLIVIA	La Paz	3	4		11		9	2		7	1					17	20	37	
BRAZIL	Brasilia	7	10		16	2	16	1		8	1		1	2		27	37	64	
CHILE	Santiago	3	2		8	2	2	1		1			1			13	7	20	
COLOMBIA	Bogota	4	5		15	3	12	4		6						23	26	49	
ECUADOR	Quito	2	2		7	2	3	2		2						11	9	20	
GUYANA	Georgetown	4	1		11		6	1		3						16	10	26	
PARAGUAY	Asuncion	3	4				6	1		3						11	13	24	
PERU	Lima	3	5	1	13	2	7	2		5						18	20	38	
URUGUAY	Montevideo	3	2		8	2	2	1		1						12	7	19	
VENEZUELA	Caracas	4	1		7	1	2	3		1						14	5	19	
Sub-total by category of staff			39	1		17	67		0	40		0	1		0	0			
EEAS/Commission source		40	40		111	84		18	40		2	1		3	0		174	165	339
GRAND TOTAL			80		195			58			3			3			339		

* 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 01/04/2021
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	6	6		29	39	4		13	1						40	58	98	
BANGLADESH	Dhaka	4	6		18	1	17	2		14		1				24	39	63	
CAMBODIA	Phnom Penh	3	4	3	10		12	1		8	1					15	27	42	
CHINA	Beijing	10	19		24	11	11	8	1	10	2					44	52	96	
HONG-KONG	Hong-Kong	4	1	1	7	2										11	4	15	
INDIA	New Delhi	7	6		23	3	15	3		6		1				33	31	64	
IRAQ	Baghdad	7	1		7	3	3	1		4	2					17	8	25	
KUWAIT	Kuwait	4			6			1			1					12	0	12	
LAOS	Vientiane	2	1		9		8	2		5						13	14	27	
MALAYSIA	Kuala Lumpur	3	1		6			1	1							11	2	13	
MONGOLIA	Ulaanbaatar	3			4	3				2	1					8	5	13	
BURMAYANMAR	Yangon	4	4		11	9	3	3		13	1		1			19	27	46	
NEPAL	Katmandu	3	3		10	7	1	1		6				1		15	16	31	
PAKISTAN	Islamabad	6	5		18	1	12	2		10	2		1			28	29	57	
SAUDI ARABIA	Riyad	4	1		8	2		3			1					16	3	19	
SINGAPORE	Singapore	3	2		5	2		1				1				9	5	14	
SOUTH KOREA	Seoul	5	2		10	2	2	1		2		1				16	9	25	
SRI LANKA	Colombo	4	3		11		7	1		5		1				16	16	32	
TAIWAN	TAIPEI	3	1		5	2		1								9	3	12	
THAILAND	Bangkok	5	9		21	4	18	2	1	20						28	52	80	
TIMOR-LESTE	Dili	3	1		6		5	1		5						10	11	21	
UNITED ARAB EMIRATES	Abu Dhabi	4	2	1	7		1	1		2						12	6	18	
VIETNAM	Hanoi	4	7		14	2	11	1		6						19	26	45	
YEMEN	Sanaa	4	3		4		2			7		1				8	13	21	
Sub-total by category of staff		105	88	5	273	32	182	41	3	138	13	4	4	1	0	0	213	221	434
EEAS/Commission source				93			214			141			8		0				434
GRAND TOTAL			198		487		182		21		1		889						

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	6		15	15	1		7	3			4			28	28	56	
EGYPT	Cairo	6	7		24	1	29	3		14	3		1			36	52	88	
ISRAEL	Tel Aviv	5	3	1	13	1	8	1		2	2					21	15	36	
JORDAN	Amman	5	4		24		24	5		15	2		2			36	45	81	
LEBANON	Beyrouth	6	7		25		19	1		22	2		1			34	49	83	
MOROCCO	Rabat	6	9		19	2	19	1		18	3		2			29	50	79	
SYRIA	Damascus	6	8		19		24	2		18	2					29	50	79	
TUNISIA	Tunis	2	4		6		8	3		9	1					12	21	33	
WEST BANK AND GAZA STRIP	Jerusalem East	8	11		23	2	20	7		23	6		1			44	57	101	
Sub-total by category of staff		49	59	1	168	6	166	24	0	128	24	0	7	4	0	0	269	367	636
EEAS/Commission source				60			172			128			7		0				636
GRAND TOTAL			109		340		152		31		4		636						

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

2.3.3 Other categories of external personnel at Headquarters on 01/01/2021, all budget

DG	Seconded National Experts	Agency Staff	Local Agents in Member States	Others	Total
DG Agriculture and Rural Development	19	4			23
DG Budget	14	2			16
DG Climate Action	14	2			16
DG Communication	16	25	1		42
DG Communications Networks, Content and Technology	38	2			40
DG Competition	28				28
DG Defence Industry and Space	34	1			35
DG Economic and Financial Affairs	35	4			39
DG Education and Culture	19	8			27
DG Employment, Social Affairs and Inclusion	31	23			54
DG Energy	28	12			40
DG Environment	42	3			45
DG Financial Stability, Financial Services and Capital Markets Union	41	6			47
DG Health and Food Safety	44	2			46
DG Human Resources and Security	15	34	7		56
DG Humanitarian Aid and Civil Protection (ECHO)	19	12			31
DG Informatics	4				4
DG Internal Market, Industry, Entrepreneurship and SMEs	16	9			25
DG International Partnerships	62	29			91
DG Interpretation		4			4
DG Justice and Consumers	20	13			33
DG Maritime Affairs and Fisheries	5	5			10
DG Migration and Home Affairs	51	6			57
DG Mobility and Transport	36	5			41
DG Neighbourhood and Enlargement Negotiations	14	10			24
DG Regional and Urban Policy	13	7			20
DG Research and Innovation	29	4			33
DG Structural Reform Support	6	1			7
DG Taxation and Customs Union	48	2			50
DG Trade	24	9			33
DG Translation	7	5			12
European Anti-Fraud Office	14	8			22
European Personnel Selection Office	3	2			5
Eurostat	43	6			49
Joint Research Centre	6	26		20	52
Legal Service	8	2			10
Office for Infrastructure and Logistics in Brussels		9	5		14
Office for Infrastructure and Logistics in Luxembourg		71	67		138
Office for the Administration and Payment of Individual Entitlements					
Publications Office		28			28
Secretariat general	16	2			18
Service for Foreign Policy Instruments	4				4
Total	866	403	80	20	1.369

2.4 Overview on recruitment

Complete details on the nationalities of staff occupying establishment plan posts as of 01/04/2021 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 as of 1/04/2021

The following pages list by competition the candidates still available on reserve lists as of 01/04/2021.

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited	Recruitment Rate
EPSO/AST/75/08 Social Welfare Assistants	AST3	Social Welfare		EUR27	38	15	1	22	58%
EPSO/AD/130/08 - Lawyer Linguists Court of Justice ES	AD7	Lawyer Linguist	ES		15	1	0	14	93%
EPSO/AD/130/08 - Lawyer Linguist EP/Council ES	AD7	Lawyer Linguist	ES		14	6	0	8	57%
EPSO/AD/161/09 Lawyer Linguists Court of Justice CS	AD7	Lawyer Linguist	LV		7	3	0	4	57%
EPSO/AD/161/09 Lawyer Linguists EP/Council CS	AD7	Translation	BG		11	6	1	4	36%
EPSO/AD/167/09 Translators - Option 1 - RO	AD5	Law	CZ		75	23	7	45	60%
EPSO/AD/169/09 Law CZ	AD5	Law	PL		14	7	0	7	50%
EPSO/AD/169/09 Law PL	AD5	Interpretation	PL		49	8	1	40	82%
EPSO/AST/105/10 Language editors EL (Court of Justice)	AST3	Language Editors	PT		3	1	0	2	67%
EPSO/AD/195/10 Lawyer Linguists Court of Justice LT	AD7	Lawyer Linguist	LT		9	2	0	7	78%
EPSO/AST/114/11 Language editors IT (Court of Justice)	AST3	Language Editors	IT	EUR28	3	1	0	2	67%
EPSO/AD/208/11 Lawyer Linguists EP/Council BG	AD7	Lawyer Linguist	BG		5	2	0	3	60%
EPSO/AD/209/11 Lawyer Linguists Court of Justice ET	AD7	Lawyer Linguist	ET		3	3	0	0	0%
EPSO/AD/209/11 Lawyer Linguists EP/Council ET	AD7	Lawyer Linguist	ET		5	1	0	4	80%
EPSO/AD/210/11 Lawyer Linguists Court of Justice HU	AD7	Lawyer Linguist	HU		14	12	0	2	14%
EPSO/AD/212/11 Lawyer Linguists Court of Justice PL	AD7	Lawyer Linguist	PL		7	4	0	3	43%
EPSO/AD/212/11 Lawyer Linguists EP/Council PL	AD7	Lawyer Linguist	PL		12	5	0	7	58%
EPSO/AD/229/11 Cooperation And Management Of Aid To Non-Member Countries (AD 7)	AD7	ICT		EUR28	52	4	0	48	92%
EPSO/AST/119/12 - Proofreaders CZ	AST3	Proofreaders	CZ		14	11	0	3	21%
EPSO/AST/122/12 - Proofreaders Croatian	AST3	Proofreaders	HR		25	6	4	15	60%
EPSO/AST/123/12 HR Assistants Communication	AST3	Communication		EUR28	17	8	2	7	41%
EPSO/AST/123/12 HR Assistants Project Management/Programs/Contracts	AST3	Project Management		EUR28	18	2	6	10	56%
EPSO/AST/123/12 HR Assistants Legal matters	AST3	Legal Affairs Assistants		EUR28	30	10	6	14	47%
EPSO/AST/124/12 Proofreader Lithuanian	AST3	Proofreaders	LT		9	8	0	1	11%
EPSO/AST/125/12 Assistants Audit	AST3	Audit		EUR28	25	5	1	19	76%
EPSO/AST/125/12 Assistants Economics/Statistics	AST3	Statistics		EUR28	41	12	3	26	63%
EPSO/AST/125/12 Assistants Finance/Accounting	AST3	Finance		EUR28	49	3	5	41	84%
EPSO/AST/126/12 Assistants Civil and mechanical engineering	AST3	Engineering		EUR28	9	3	1	5	56%
EPSO/AST/126/12 Assistants Electrical engineering and electronics	AST3	Engineering		EUR28	17	8	0	9	53%
EPSO/AST/126/12 Assistants Nuclear	AST3	Nuclear Inspection		EUR28	17	9	1	7	41%
EPSO/AST/126/12 Assistants Biology, life and health sciences	AST3	Health		EUR28	10	6	0	4	40%
EPSO/AST/126/12 Assistants Chemistry	AST3	Chemistry		EUR28	11	7	0	4	36%
EPSO/AST/126/12 Assistants Physics and materials science	AST3	Physics		EUR28	10	3	0	7	70%
EPSO/AD/230/12 Administrators (AD5) Communication	AD5	Communication		EUR28	28	2	2	24	86%
EPSO/AD/231/12 Administrators (AD7) Communication	AD7	Communication		EUR28	12	1	0	11	92%
EPSO/AD/230/12 Administrators (AD5) External Relations	AD5	External Relations		EUR28	24	10	0	14	58%
EPSO/AD/231/12 Administrators (AD7) External Relations	AD7	External Relations		EUR28	8	2	0	6	75%
EPSO/AD/230/12 Administrators (AD5) Law	AD5	Law		EUR28	36	5	2	29	81%
EPSO/AD/231/12 Administrators (AD7) Law	AD7	Law		EUR28	14	2	0	12	86%
EPSO/AD/233/12 Translators Option 1 - HR	AD5	Translation	HR		45	4	4	37	82%
EPSO/AD/233/12 Translators Option 2 - HR	AD5	Translation	HR		25	3	2	20	80%
EPSO/AD/235/12 Lawyer Linguists EP/Council HR	AD7	Lawyer Linguist	HR		14	5	0	9	64%
EPSO/AD/238/12 - Conference Interpreters (AD5) DA	AD5	Interpretation	DA		2	1	0	1	50%
EPSO/AD/238/12 - Conference Interpreters (AD7) EN	AD5	Interpretation	EN		5	1	0	4	80%
EPSO/AD/239/12 - Conference Interpreters (AD5) SK	AD7	Interpretation	SK		3	1	0	2	67%
EPSO/AD/240/12 - Translators Option 1 EE	AD5	Translation	EE		28	14	0	14	50%
EPSO/AD/240/12 - Translators Option 2 EE	AD5	Translation	EE		11	6	0	5	45%
EPSO/AD/242/12 Translators LV Option 1	AD5	Translation	LV		18	1	0	17	94%
EPSO/AD/242/12 Translators LV Option 2	AD5	Translation	LV		4	2	0	2	50%
EPSO/AD/244/12 ADMINISTRATORS (AD 5) HR	AD5	Administrators	HR		124	28	5	91	73%
EPSO/AD/245-248/12 Head of Unit (AD 12) in the field of translation HR	AD12	Translation	HR		4	1	0	3	75%
EPSO/AD/245-248/12 Head of Unit (AD 9) in the field of translation HR	AD12	Translation	HR		15	9	0	6	40%
EPSO/AST/129/13 ASSISTANTS Accounting	AST3	Accounting		EUR28	54	6	1	47	87%
EPSO/AST/129/13 ASSISTANTS Economy/Finance	AST3	Finance		EUR28	33	6	4	23	70%
EPSO/AST/129/13 ASSISTANTS Law	AST3	Law		EUR28	30	6	1	23	77%
EPSO/AD/177/10 - Administrators - AUDIT 2013	AD5	Audit		EUR28	48	1	0	47	98%
EPSO/AD/177/10 - Administrators - ECONOMICS 2013	AD5	Economics		EUR28	36	10	0	26	72%
EPSO/AD/177/10 - Administrators - EPA 2013	AD5	EPA		EUR28	113	15	2	96	85%
EPSO/AD/177/10 - Administrators - ICT 2013	AD5	ICT		EUR28	73	13	0	60	82%
EPSO/AD/177/10 - Administrators - LAW 2013	AD5	Law		EUR28	34	3	0	31	91%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited	Recruitment Rate
EPSO/AD/177/10 - Administrators - LAW 2013	AD5	Law		EUR28	34	3	0	31	91%
EPSO/AD/178/10 - Administrators Librarianship/information Science 2013	AD5	Librarianship		EUR28	8	2	0	6	75%
EPSO/AD/248/13 Administrators (AD 6) Ingénierie en Technique Spéciales du Bâtiment	AD6	Engineering		EUR28	21	1	0	20	95%
EPSO/AD/248/13 Administrators (AD 6) Sécurité des Bâtiments	AD6	Building		EUR28	11	3	0	8	73%
EPSO/AD/249/13 Administrators Macroeconomics (AD7)	AD7	Economics		EUR28	41	4	0	37	90%
EPSO/AD/249/13 Administrators Financial Economics (AD7)	AD7	Economics		EUR28	28	2	1	25	89%
EPSO/AD/250/13 Administrators Food safety-Policy and legislation (AD6)	AD6	Food Safety		EUR28	28	1	0	27	96%
EPSO/AD/251/13 Administrators Food safety-Audit, Inspection and Evaluation (AD7)	AD7	Food Safety		EUR28	15	2	0	13	87%
EPSO/AD/252-253/13 Heads of Unit - (AD12) Economics HR	AD12	Head of Unit	HR		5	4	0	1	20%
EPSO/AD/252-253/13 Heads of Unit (AD9) - Economics HR	AD9	Head of Unit	HR		2	2	0	0	0%
EPSO/AD/252-253/13 Heads of Unit (AD12) - EPA HR	AD12	Head of Unit	HR		7	6	0	1	14%
EPSO/AD/252-253/13 Heads of Unit (AD9) - EPA HR	AD9	Head of Unit	HR		3	1	0	2	67%
EPSO/AD/252-253/13 Heads of Unit (AD12) - Law HR	AD12	Head of Unit	HR		1	1	0	0	0%
EPSO/AD/254/13 Heads of unit JRC (AD12)	AD12	Head of Unit		EUR28	3	2	0	1	33%
EPSO/AD/255/13 - Translators HR - Option 1	AD5	Translation	HR		49	2	0	47	96%
EPSO/AD/260/13 - Translators DA - Option 1	AD5	Translation	DA		14	2	0	12	86%
EPSO/AD/261/13 - Translators EN - Option 1	AD5	Translation	EN		9	2	0	7	78%
EPSO/AD/261/13 - Translators EN - Option 2	AD5	Translation	EN		40	4	10	26	65%
EPSO/AD/262/13 - Translators FR - Option 1	AD5	Translation	FR		9	1	1	7	78%
EPSO/AD/262/13 - Translators FR - Option 2	AD5	Translation	FR		14	5	2	7	50%
EPSO/AD/263/13 - Translators IT - Option 1	AD5	Translation	IT		31	5	0	26	84%
EPSO/AD/263/13 - Translators IT - Option 2	AD5	Translation	IT		6	1	1	4	67%
EPSO/AD/265/13 - Translators NL - Option 1	AD5	Translation	NL		22	7	0	15	68%
EPSO/AD/265/13 - Translators NL - Option 2	AD5	Translation	NL		16	6	1	9	56%
EPSO/AD/266/13 - Translators SL - Option 1	AD5	Translation	SL		14	5	0	9	64%
EPSO/AD/266/13 - Translators SL - Option 2	AD5	Translation	SL		4	3	0	1	25%
EPSO/AD/271/13 - Lawyer Linguists EP/Council DA	AD7	Lawyer Linguist	DA		3	1	0	2	67%
EPSO/AD/272/13 - Lawyer Linguists EP/Council DE	AD7	Lawyer Linguist	DE		13	7	0	6	46%
EPSO/AD/273/13 - Lawyer Linguists EP/Council EN	AD7	Lawyer Linguist	EN		10	0	1	9	90%
EPSO/AD/275/13 -Lawyer Linguists EP/Council NL	AD7	Lawyer Linguist	NL		12	6	0	6	50%
EPSO/AST-SC/01/14 Secretaries HR (grade SC1)	AST-SC1	Secretaries	HR		20	3	2	15	75%
EPSO/AST-SC/01/14 Secretaries EN (grade SC1)	AST-SC1	Secretaries	EN		61	11	3	47	77%
EPSO/AST-SC/01/14 Secretaries FR (grade SC1)	AST-SC1	Secretaries	FR		60	1	1	58	97%
EPSO/AST-SC/01/14 Secretaries EN (grade SC2)	AST-SC2	Secretaries	EN		16	2	0	14	88%
EPSO/AST-SC/01/14 Secretaries DE (grade SC1)	AST-SC1	Secretaries	DE		12	2	1	9	75%
EPSO/AST-SC/01/14 Secretaries DE (grade SC2)	AST-SC2	Secretaries	DE		4	1	1	2	50%
EPSO/AST-SC/02/14 Security / SC1 / Internal security guards (SC1)	AST-SC1	Internal Security		EUR28	30	4	1	25	83%
EPSO/AST/130/14 Assistants in the buildings sector - Electromechanical and electronic engineering	AST3	Building		EUR28	12	2	0	10	83%
EPSO/AST/130/14 Assistants in the buildings sector - Air conditioning	AST3	Building		EUR28	19	7	0	12	63%
EPSO/AST/130/14 Assistants in the buildings sector - Architecture and interior design	AST3	Building		EUR28	17	5	0	12	71%
EPSO/AST/130/14 Assistants in the buildings sector - Health and Safety / Hygiene	AST3	Building		EUR28	17	1	0	16	94%
EPSO/AST/130/14 Assistants in the buildings sector - Project Management	AST3	Building		EUR28	18	4	0	14	78%
EPSO/AST/130/14 Assistants in the buildings sector - Security	AST3	Building		EUR28	18	4	3	11	61%
EPSO/AST/131/14 Nuclear Inspection	AST3	Nuclear Inspection		EUR28	32	11	2	19	59%
EPSO/AST/132/14 DIGITAL MONITORING OFFICERS AND OPEN SOURCE INTELLIGENCE SPECIALISTS	AST3	Digital Forensics		EUR28	17	6	0	11	65%
EPSO/AST/132/14 PREVENTION AND SURVEILLANCE COORDINATORS	AST3	Prevention and Surveillance Coordinators		EUR28	42	7	0	35	83%
EPSO/AST/133/14 Information Systems	AST3	ICT		EUR28	57	11	1	45	79%
EPSO/AST/133/14 Information systems security	AST3	ICT		EUR28	22	9	1	12	55%
EPSO/AST/133/14 Networks and telecommunications	AST3	ICT		EUR28	18	10	0	8	44%
EPSO/AST/133/14 Office IT infrastructure and data centre	AST3	ICT		EUR28	44	8	0	36	82%
EPSO/AST/133/14 Web	AST3	ICT		EUR28	11	2	0	9	82%
EPSO/AST/134/14 Parliamentary Assistants	AST3	Parliamentary Assistants		EUR28	30	4	1	25	83%
EPSO/AD/276/14 Administrators	AD5	Administrators		EUR28	146	24	4	118	81%
EPSO/AD/277/14 Audit	AD5	Audit		EUR28	39	7	5	27	69%
EPSO/AD/278/14 (AD7) Administrators - Digital Forensics	AD7	Digital Forensics		EUR28	14	5	0	9	64%
EPSO/AD/278/14 (AD7) Administrators - Operational Analysis	AD7	Operational Analysis		EUR28	17	2	0	15	88%
EPSO/AD/280/14 Lawyer Linguists Court of Justice FI	AD7	Lawyer Linguist	FI		6	6	0	0	0%
EPSO/AD/281/14 Lawyer Linguists Court of Justice SK	AD7	Lawyer Linguist	SK		14	6	0	8	57%
EPSO/AD/282/14 Lawyer Linguists Court of Justice SL	AD7	Lawyer Linguist	SL		10	3	0	7	70%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited	Recruitment Rate
EPSO/AD/283/14 Lawyer Linguists Court of Justice SV	AD7	Lawyer Linguist	SV		3	3	0	0	0%
EPSO/AD/284/14 Translators German Option 1	AD5	Translation	DE		41	12	2	27	66%
EPSO/AD/284/14 Translators German Option 2	AD5	Translation	DE		14	6	1	7	50%
EPSO/AD/285/14 Translators Greek - Option 1	AD5	Translation	EL		52	14	0	38	73%
EPSO/AD/285/14 Translators Greek - Option 2	AD5	Translation	EL		9	4	0	5	56%
EPSO/AD/286/14 Translators Spanish - Option 1	AD5	Translation	ES		44	15	2	27	61%
EPSO/AD/287/14 Translators Swedish - Option 1	AD5	Translation	SV		21	10	0	11	52%
EPSO/AD/287/14 Translators Swedish - Option 2	AD5	Translation	SV		13	2	0	11	85%
EPSO/AD/288/14 Lawyer Linguists EP/Council FI	AD7	Lawyer Linguist	FI		12	8	0	4	33%
EPSO/AD/289/14 Lawyer Linguists EP/Council FR	AD7	Lawyer Linguist	FR		14	7	0	7	50%
EPSO/AD/290/14 Lawyer Linguists EP/Council PT	AD7	Lawyer Linguist	PT		14	9	0	5	36%
EPSO/AD/291/14 Lawyer Linguists EP/Council RO	AD7	Lawyer Linguist	RO		13	7	0	6	46%
EPSO/AD/292/14 Lawyer Linguists EP/Council SK	AD7	Lawyer Linguist	SK		12	8	1	3	25%
EPSO/AD/293/14 AD7 Financial Economics	AD7	Economics		EUR28	27	5	0	22	81%
EPSO/AD/293/14 AD7 Industrial Economics	AD7	Economics		EUR28	16	2	0	14	88%
EPSO/AD/293/14 AD7 Macroeconomics	AD7	Economics		EUR28	37	5	1	31	84%
EPSO/AD/293/14 AD7 Corporate Finance	AD7	Finance		EUR28	16	5	0	11	69%
EPSO/AD/293/14 AD7 Competition Law	AD7	Law		EUR28	31	7	0	24	77%
EPSO/AD/294/14 (AD6) Administrators in the Field of Data Protection	AD6	Data Protection		EUR28	21	2	0	19	90%
EPSO/AST-SC/03/15 - 1 Administrative Support SC1	AST-SC1	Administrative Support		EUR28	107	22	3	82	77%
EPSO/AST-SC/03/15 - 1 Administrative Support SC2	AST-SC2	Administrative Support		EUR28	35	4	1	30	86%
EPSO/AST-SC/03/15 - 2 Finance / SC1	AST-SC1	Finance		EUR28	82	30	0	52	63%
EPSO/AST-SC/03/15 - 2 Finance / SC2	AST-SC2	Finance		EUR28	31	7	1	23	74%
EPSO/AST-SC/03/15 - 2 Finance / SC2 / Addendum	AST-SC2	Finance		EUR28	1	1	0	0	0%
EPSO/AST-SC/03/15 - 3 Secretarial Support SC1	AST-SC1	Secretaries		EUR28	147	13	1	133	90%
EPSO/AST-SC/03/15 - 3 Secretarial Support SC2	AST-SC2	Secretaries		EUR28	99	5	1	93	94%
EPSO/AST-SC/04/15 Parliamentary Ushers	AST-SC2	Parliamentary Ushers		EUR28	32	7	10	15	47%
EPSO/AST/135/15 Heads of Administration in EU Delegations AST4	AST4	Head of Delegation		EUR28	30	5	0	25	83%
EPSO/AST/136/15 - AST3 / Assistant Curator	AST3	Curators		EUR28	11	10	0	1	9%
EPSO/AST/136/15 - AST3 / CONSERVATION & COLLECTION MANAGEMENT ASSISTANT	AST3	Conservation and Collection management		EUR28	5	4	0	1	20%
EPSO/AD/295/15 (AD7) Lawyers with Bulgarian legal training	AD5	Lawyers	BG		3	2	0	1	33%
EPSO/AD/296/15 (AD5) Lawyers with German legal training	AD5	Lawyers	DE		4	2	0	2	50%
EPSO/AD/296/15 (AD7) Lawyers with German legal training	AD7	Lawyers	DE		5	3	0	2	40%
EPSO/AD/297/15 (AD5) Lawyers with Croatian legal training	AD5	Lawyers	HR		3	2	0	1	33%
EPSO/AD/298/15 (AD5) Lawyers with Irish legal training	AD5	Lawyers	GA		2	2	0	0	0%
EPSO/AD/299/15 (AD5) Lawyers with Lithuanian legal training	AD5	Lawyers	LT		2	1	0	1	50%
EPSO/AD/299/15 (AD7) Lawyers with Lithuanian legal training	AD7	Lawyers	LT		3	1	0	2	67%
EPSO/AD/300/15 (AD5) Lawyers with Slovak legal training	AD5	Lawyers	SK		2	1	0	1	50%
EPSO/AD/300/15 (AD7) Lawyers with Slovak legal training	AD7	Lawyers	SK		3	1	0	2	67%
EPSO/AD/301/15 European Administration	AD5	EPA		EUR28	159	21	0	138	87%
EPSO/AD/302/15 Audit	AD5	Audit		EUR28	76	9	4	63	83%
EPSO/AD/303/15 (AD7) Development and foreign affairs	AD7	DEVCO		EUR28	60	11	0	49	82%
EPSO/AD/304/15 - Lawyer Linguists Court of Justice BG	AD7	Lawyer Linguist	BG		8	6	0	2	25%
EPSO/AD/305/15 - Lawyer Linguists Court of Justice ES	AD7	Lawyer Linguist	ES		13	12	0	1	8%
EPSO/AD/307/15 - Lawyer Linguists Court of Justice IT	AD7	Lawyer Linguist	IT		8	5	0	3	38%
EPSO/AD/308/15 (AD11) Doctors Brussels	AD11	Doctors		EUR28	10	3	0	7	70%
EPSO/AD/309/15 (AD 11) Doctors Ispra	AD11	Doctors		EUR28	5	3	0	2	40%
EPSO/AD/309/15 (AD 11) Doctors Luxembourg	AD11	Doctors		EUR28	5	3	0	2	40%
EPSO/AD/310/15 - AD7 / Curator	AD7	Museum Educators		EUR28	20	13	0	7	35%
EPSO/AD/310/15 - AD7 / Museum Educator	AD7	Curators		EUR28	15	8	0	7	47%
EPSO/AD/310/15 - AD7 / Conservator and Collection Manager	AD7	Interpretation	CZ		5	4	0	1	20%
EPSO/AD/311/15 - Interpreters / AD7 / Czech	AD5	Interpretation	HR		5	1	0	4	80%
EPSO/AD/312/15 - Interpreters / AD5 / Croatian	AD5	Interpretation	LT		3	0	1	2	67%
EPSO/AD/313/15 - Interpreters / AD5 / Lithuanian	AD5	Interpretation	MT		6	1	0	5	83%
EPSO/AD/314/15 - Interpreters / AD7 / Maltese	AD7	Interpretation	MT		3	2	0	1	33%
EPSO/AD/315/15 - Finnish Translators Option 1	AD5	Translation	FI		20	8	1	11	55%
EPSO/AD/315/15 - Finnish Translators Option 2	AD5	Translation	FI		9	7	0	2	22%
EPSO/AD/316/15 - Translators Hungarian Option 1	AD5	Translation	HU		13	7	0	6	46%
EPSO/AD/316/15 - Translators Hungarian Option 2	AD5	Translation	HU		10	7	0	3	30%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited	Recruitment Rate
EPSO/AD/317/15 - Translators Latvian Option 1	AD5	Translation	LV		14	9	0	5	36%
EPSO/AD/317/15 - Translators Latvian Option 2	AD5	Translation	LV		5	5	0	0	0%
EPSO/AD/318/15 - Translators Polish Option 1	AD5	Translation	PL		24	15	0	9	38%
EPSO/AD/318/15 - Translators Polish Option 2	AD5	Translation	PL		1	1	0	0	0%
EPSO/AD/319/15 - Translators Portuguese Option 1	AD5	Translation	PT		26	7	0	19	73%
EPSO/AD/319/15 - Translators Portuguese Option 2	AD5	Translation	PT		1	1	0	0	0%
EPSO/AD/320/15 - Translators Slovak Option 1	AD5	Translation	SK		17	9	0	8	47%
EPSO/AD/320/15 - Translators Slovak Option 2	AD5	Translation	SK		3	1	0	2	67%
EPSO/AST/137/16 - AST1 Linguistic Assistants DA	AST1	Linguistic assistants	DA		16	4	0	12	75%
EPSO/AST/137/16 - AST1 Linguistic Assistants GA	AST1	Linguistic assistants	GA		9	4	0	5	56%
EPSO/AST/137/16 - AST1 Linguistic Assistants HR	AST1	Linguistic assistants	HR		16	1	0	15	94%
EPSO/AST/137/16 - AST1 Linguistic Assistants HU	AST1	Linguistic assistants	HU		12	4	0	8	67%
EPSO/AST/137/16 - AST1 Linguistic Assistants MT	AST1	Linguistic assistants	MT		12	6	0	6	50%
EPSO/AST/137/16 - AST1 Linguistic Assistants NL	AST1	Linguistic assistants	NL		13	6	0	7	54%
EPSO/AST/137/16 - AST1 Linguistic Assistants SK	AST1	Linguistic assistants	SK		13	6	0	7	54%
EPSO/AST/137/16 - AST1 Linguistic Assistants SL	AST1	Linguistic assistants	SL		13	5	0	8	62%
EPSO/AST/138/16 - AST3 Audiovisual and Conference Technicians	AST3	Audiovisual		EUR28	25	8	0	17	68%
EPSO/AST/139/16 - Finance	AST3	Finance		EUR28	69	21	0	48	70%
EPSO/AST/139/16 - Human Resources	AST3	Human Resources		EUR28	53	21	2	30	57%
EPSO/AST-SC/05/16 - Accreditation Officers - SC1	AST-SC	Accreditation Officers		EUR28	50	9	0	41	82%
EPSO/AST-SC/05/16 - Accreditation Officers - SC2	AST-SC	Accreditation Officers		EUR28	12	2	0	10	83%
EPSO/AD/322/16 - AD 5 Administrators in the field of Audit	AD5	Audit		EUR28	71	10	1	60	85%
EPSO/AD/322/16 - AD7 Administrators in the field of Audit	AD7	Audit		EUR28	16	1	0	15	94%
EPSO/AD/323/16 - AD7 OLAF - Investigators - EU expenditure, anti-corruption	AD7	Digital Forensics		EUR28	25	3	3	19	76%
EPSO/AD/325/16 - Translators DA - Option 1	AD5	Translation	DA		13	6	0	7	54%
EPSO/AD/325/16 - Translators DA - Option 2	AD5	Translation	DA		11	4	0	7	64%
EPSO/AD/327/16 - Translators HR - Option 1	AD5	Translation	HR		8	3	0	5	63%
EPSO/AD/327/16 - Translators HR - Option 2	AD5	Translation	HR		6	2	0	4	67%
EPSO/AD/328/16 - Translators LT - Option 1	AD5	Translation	LT		12	9	0	3	25%
EPSO/AD/328/16 - Translators LT - Option 2	AD5	Translation	LT		5	4	0	1	20%
EPSO/AD/329/16 - Translators MT - Option 1	AD5	Translation	MT		7	2	0	5	71%
EPSO/AD/329/16 - Translators MT - Option 2	AD5	Translation	MT		13	3	0	10	77%
EPSO/AD/330/16 - AD7 - Nuclear Safeguard Inspectors	AD7	Nuclear Inspection		EUR28	20	3	0	17	85%
EPSO/AD/330/16 - AD7 - Policy Officers	AD7	Nuclear Inspection		EUR28	14	2	0	12	86%
EPSO/AD/331/16 - AD7 ICT - Data Analysis and IT Service Specialists	AD7	ICT		EUR28	31	6	0	25	81%
EPSO/AD/331/16 - AD7 ICT - Digital Workplace, Office Automation and Mobile Computing Specialists	AD7	ICT		EUR28	28	3	0	25	89%
EPSO/AD/331/16 - AD7 ICT - Enterprise Resource Planning (ERP) Experts	AD7	ICT		EUR28	14	1	1	12	86%
EPSO/AD/331/16 - AD7 ICT - ICT Security Experts	AD7	ICT		EUR28	50	4	3	43	86%
EPSO/AD/331/16 - AD7 ICT - IT Infrastructure Experts	AD7	ICT		EUR28	40	7	2	31	78%
EPSO/AD/331/16 - AD7 ICT - IT Portfolio/Programme Management and Enterprise Architecture Experts	AD7	ICT		EUR28	28	5	0	23	82%
EPSO/AD/332/16 - Lawyer Linguists EP/Council EL	AD7	Lawyer-Linguists	EL		10	7	0	3	30%
EPSO/AD/333/16 - Lawyer Linguists EP/Council ES	AD7	Lawyer-Linguists	ES		8	8	0	0	0%
EPSO/AD/334/16 - Lawyer Linguists EP/Council IT	AD7	Lawyer-Linguists	IT		8	4	0	4	50%
EPSO/AD/335/16 - Lawyer Linguists EP/Council LT	AD7	Lawyer-Linguists	LT		9	6	0	3	33%
EPSO/AD/336/16 - Lawyer Linguists EP/Council MT	AD7	Lawyer-Linguists	MT		8	8	0	0	0%
EPSO/AD/337/16 - Lawyer Linguists EP/Council SV	AD7	Lawyer-Linguists	SV		10	9	0	1	10%
EPSO/AD/338/17 - Generalists	AD5	Generalists		EUR28	126	20	0	106	84%
EPSO/AD/339/17 - Financial Economics	AD7	Financial Economics		EUR28	63	21	0	42	67%
EPSO/AD/339/17 - Macroeconomics	AD7	Macroeconomics		EUR28	37	5	1	31	84%
EPSO/AD/342/17 - Building Management	AD6	Building		EUR28	27	6	0	21	78%
EPSO/AD/343/17 - Translators DE - Option 1	AD5	Translation	DE		10	5	0	5	50%
EPSO/AD/343/17 - Translators DE - Option 2	AD5	Translation	DE		4	2	0	2	50%
EPSO/AD/344/17 - Translators FR - Option 1	AD5	Translation	FR		7	3	0	4	57%
EPSO/AD/344/17 - Translators FR - Option 2	AD5	Translation	FR		5	2	0	3	60%
EPSO/AD/345/17 - Translators IT - Option 1	AD5	Translation	IT		12	7	0	5	42%
EPSO/AD/345/17 - Translators IT - Option 2	AD5	Translation	IT		5	3	0	2	40%

COMPETITION NAME	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates	Number of laureates available	Not available	Number of laureates recruited	Recruitment Rate
EPSO/AD/346/17 - Translators NL - Option 1	AD5	Translation	NL		9	6	0	3	33%
EPSO/AD/346/17 - Translators NL - Option 2	AD5	Translation	NL		9	4	0	5	56%
EPSO/AD/347/17 - Communication and Media	AD6	Communication		EUR28	63	22	0	41	65%
EPSO/AD/348/17 - Lawyer Linguists EP/Council DA	AD7	Lawyer-Linguists	DA		6	3	0	3	50%
EPSO/AD/349/17 - Lawyer Linguists EP/Council ET	AD7	Lawyer-Linguists	ET		7	6	0	1	14%
EPSO/AD/351/17 - Lawyer Linguists EP/Council HR	AD7	Lawyer-Linguists	HR		11	10	0	1	9%
EPSO/AD/352/17 - Lawyer Linguists EP/Council LV	AD7	Lawyer-Linguists	LV		2	1	0	1	50%
EPSO/AD/353/17 - Lawyer Linguists EP/Council SL	AD7	Lawyer-Linguists	SL		7	5	0	2	29%
EPSO/AD/354/17 - Lawyer Linguists Court of Justice LV	AD7	Lawyer-Linguists	LV		7	5	0	2	29%
EPSO/AD/355/17 - Lawyer Linguists Court of Justice MT	AD7	Lawyer-Linguists	MT		9	7	0	2	22%
EPSO/AST/140/17 - Nurses	AST3	Nurses		EUR28	16	7	0	9	56%
EPSO/AST/141/17 - Building construction coordinators/technicians	AST3	Building		EUR28	26	12	0	14	54%
EPSO/AST/141/17 - Building coordinators/technicians in air conditioning and electromechanical and electrical engineering	AST3	Building		EUR28	33	16	0	17	52%
EPSO/AST/141/17 - Occupational and building safety assistants	AST3	Building		EUR28	13	7	0	6	46%
EPSO/AST/142/17 Proofreaders - DA	AST3	Proofreaders	DA		5	4	0	1	20%
EPSO/AST/142/17 Proofreaders - HR	AST3	Proofreaders	HR		7	2	0	5	71%
EPSO/AST/142/17 Proofreaders - MT	AST3	Proofreaders	MT		7	5	0	2	29%
EPSO/AST/142/17 Proofreaders - NL	AST3	Proofreaders	NL		5	3	0	2	40%
EPSO/AST/142/17 Proofreaders - SL	AST3	Proofreaders	SL		7	5	0	2	29%
EPSO/AST/142/17 Proofreaders - SV	AST3	Proofreaders	SV		7	4	0	3	43%
EPSO/AST/143/17 - Webmaster	AST3	Webmaster		EUR28	14	8	0	6	43%
EPSO/AST/143/17 - Communication Assistant	AST3	Communication		EUR28	33	25	1	7	21%
EPSO/AST/143/17 - Visual Communication Assistant	AST3	Communication		EUR28	35	18	0	17	49%
EPSO/AST/144/17 Linguistic Assistants - BG	AST1	Linguistic assistants	BG		5	3	0	2	40%
EPSO/AST/144/17 Linguistic Assistants - EN	AST1	Linguistic assistants	EN		7	5	0	2	29%
EPSO/AST/144/17 Linguistic Assistants - FR	AST1	Linguistic assistants	FR		5	5	0	0	0%
EPSO/AST/144/17 Linguistic Assistants - RO	AST1	Linguistic assistants	RO		6	4	0	2	33%
EPSO/AST/144/17 Linguistic Assistants - SV	AST1	Linguistic assistants	SV		7	5	0	2	29%
EPSO/AST-SC/06/17 SC1 - Secretaries	AST-SC1	Secretaries		EUR28	222	61	8	153	69%
EPSO/AST-SC/06/17 SC2 - Secretaries	AST-SC2	Secretaries		EUR28	136	55	2	79	58%
EPSO/AD/340/18 - SANTE - Audit, Inspection and evaluation	AD6	Audit, Inspection and evaluation		EUR28	21	5	0	16	76%
EPSO/AD/341/18 - SANTE - Policy and legislation	AD6	Policy and legislation		EUR28	41	9	1	31	76%
EPSO/AD/356/18 - Generalists	AD5	Generalists		EUR28	162	23	2	137	85%
EPSO/AD/357/18 - Audit	AD5	Audit		EUR28	77	31	0	46	60%
EPSO/AD/358/18 - Lawyer Linguists DE - CoJ	AD7	Lawyer-Linguists	DE		17	15	1	1	6%
EPSO/AD/359/18 - Lawyer Linguists NL - CoJ	AD7	Lawyer-Linguists	NL		16	9	0	7	44%
EPSO/AD/360/18 - Administrators in the field of Data Protection	AD6	Data Protection		EUR28	33	19	0	14	42%
EPSO/AD/361/18 - Translators GA - Option 1	AD5	Translation	GA		13	2	0	11	85%
EPSO/AD/362/18 - Archivistics and Records Management	AD6	Archivistics		EUR28	20	12	0	8	40%
EPSO/AD/363/18 - Customs	AD7	Customs		EUR28	42	21	0	21	50%
EPSO/AD/363/18 - Taxation	AD7	Taxation		EUR28	44	25	0	19	43%
EPSO/AST/145/18 - Archivistics and Records Management	AST3	Archivistics		EUR28	46	21	0	25	54%
EPSO/AST/146/18 - Heads of Administration in EU Delegations	AST4	Heads of Administration		EUR28	41	39	0	2	5%
EPSO/AST-SC/07/18 - Armed Security and Protection Agents - SC1	AST-SC1	Security		EUR28	86	85	0	1	1%
EPSO/AST-SC/07/18 - Armed Security and Protection Agents - SC2	AST-SC2	Security		EUR28	18	16	0	2	11%
EPSO/AST/147/19 - Security operations	AST3	Security		EUR28	42	41	0	1	2%
EPSO/AST/147/19 - Technical security	AST3	Security		EUR28	19	18	0	1	5%
EPSO/AST/147/19 - Information and document security	AST3	Security		EUR28	21	21	0	0	0%
EPSO/AD/364/19 - Security operations	AD7	Security		EUR28	17	17	0	0	0%
EPSO/AD/364/19 - Technical security	AD7	Security		EUR28	5	5	0	0	0%
EPSO/AD/364/19 - Information and document security	AD7	Security		EUR28	17	16	1	0	0%
EPSO/AD/371/19 - Quantitative & qualitative policy impact assessment / evaluation	AD7	Research		EUR28	20	20	0	0	0%
EPSO/AD/371/19 - Data science applications	AD7	Research		EUR28	10	10	0	0	0%
EPSO/AD/371/19 - Modelling for policy	AD7	Research		EUR28	10	10	0	0	0%
EPSO/AD/371/19 - Development of space, telecommunication and remote sensing applications	AD7	Research		EUR28	10	10	0	0	0%
EPSO/AD/371/19 - Scientific knowledge management & communication	AD7	Research		EUR28	10	10	0	0	0%
EPSO/AD/371/19 - Nuclear research and decommissioning	AD7	Research		EUR28	20	20	0	0	0%
EPSO/AST-SC/07/18 - Armed Security and Protection Agents - SC1 - Addendum	AST-SC1	Security		EUR28	1	1	0	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	
831	110	600	120	95	1756

Out of which temporary AD: 147, temporary AST: 70

Number of expected laureates from planned competitions by function group

Non-linguistic profile			Linguistic profile		Total
AD	AST	AST/SC	AD-L	AST-L	
769	352	372	30	39	1562

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	
1600	462	972	150	134	3318

Ongoing competitions as of 01/04/2021

ONGOING COMPETITIONS OR TA SELECTIONS FOR THE INSTITUTIONS AS OF 01/04/2021

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EU R-)	Number of candidates	Number of candidates invited to assessment	Number of laureates expected	Laureates lists expected by
EPSO/AD/366/19	AD 5	Lawyers with Greek legal training	EL		193	8	3	
	AD 7	Lawyers with Greek legal training			127	8	3	
EPSO/AD/368/19	AD 5	Lawyers with Italian legal training	IT		414	13	4	
	AD 7	Lawyers with Italian legal training			229	11	4	
EPSO/AD/370/19	AD 5	Lawyers with Polish legal training	PL		76	12	4	
	AD 7	Lawyers with Polish legal training			46	6	3	
EPSO/AD/372/19	AD 5	Auditors		EUR 28	3737	248	84	end May 2021
	AD 7				1182	114	37	end March 2021
EPSO/AD/373/19	AD 5	AD Cycle		EUR 28	27894	286	147	Beg July 21 TBC
EPSO/AD/380/19	AD 7	Administrators in the field of international cooperation and managing aid to non-EU countries		EUR 28	1525	54	20	Mid Sept 21 TBC
	AD 9				3131	241	85	
EPSO/AST-SC/08/19	AST-SC 1	Parliamentary Ushers		EUR 28	1025	52	20	end July 2021
	AST-SC 2				675	56	20	
EPSO/AST-SC/09/19	AST-SC 2	Conference Operators		EUR 28	431	75	25	beg May 2021
COM/TA/AD/01/20 - Call for expression of interest for temporary agents	TA AD 8	1. Advanced Technology: High Performance Computing		EUR 28	153		15	04/21 TBC
		2. Advanced Technology: Quantum technologies			63		4	05/21 TBC
		3. Data Analysis and Data Science			606		40	07/21 TBC
		4. Digital Workplace, Office Automation and Mobile Computing			266		12	09/21 TBC
		5. ICT Security			320		50	05/21 TBC
		6. IT Infrastructure and Cloud			354		26	06/21 TBC
COM/TA/AST/02/20 - Call for expression of interest for temporary agents	TA AST 4	1. Advanced Technology: High Performance Computing		EUR 28	104		5	03/21 TBC
		2. Data Analysis and Data Science			382		16	05/21 TBC
		3. Digital Workplace, Office Automation and Mobile Computing			202		9	06/21 TBC
		4. ICT Security			148		13	05/21 TBC
		5. IT Infrastructure and Clouds			227		27	10/21 TBC
EPSO/AD/375/20	AD 7	Lawyer-Linguists - Court of Justice	DA		18		9	Mid-July 2021
EPSO/AD/376/20			EL		405		15	TBC
EPSO/AD/377/20			FR		473		20	TBC
EPSO/AD/378/20			HR		63		15	beginning of July 2021
EPSO/AD/379/20			PL		228		10	TBC
EPSO/AST-SC/10/20	AST-SC 1	Secretaries and clerks		EUR 27	3916		328	End March 22 TBC
	AST-SC 2	Secretaries and clerks			2896		207	
EPSO/AD/381/20	AD 5	EU Law		EUR 27	7648		104	Dec 21 - January 22 TBC
EPSO/AD/382/20	AD 5	Administrators in the field of external relations		EUR 27	7819		53	Beg March 22 TBC
	AD 7				3679		33	
EPSO/AD/383/21	AD 7	Lawyer-Linguists - EP/Council/COM	BG				8	03/22 TBC
EPSO/AD/384/21			CS				8	03-04/22 TBC
EPSO/AD/385/21			FR				9	03-04/22 TBC
EPSO/AD/386/21			GA				10	03/22 TBC
EPSO/AD/387/21			HU				8	03-04/22 TBC
EPSO/AD/388/21			PL				8	03-04/22 TBC
EPSO/AD/389/21	AD 6	Administrators in the field of sustainable agriculture & rural development		EUR 27			55	01/22 if CBT at AC; Mid 12/21

Planned competitions as of 01/04/2021

PLANNED COMPETITIONS AS OF 01/04/2021

GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates expected
AD7	Experts in technical and Policy Support to Member States' Structural Reforms and the Schengen Aquis		EUR27	70
AD7	Health 1. Policy and law-making in health		EUR27	36
	Health 2. Policy and law-making in Food safety			25
	Health 3. Audit, inspection and evaluation in Health and food safety			25
AST3	Audiovisual and conference technicians		EUR27	51
	Building technicians			30
	Laboratory Technicians			20
AST-SC	Laboratory Support Workers			TBC
AD7	OLAF Administrators 1. Digital forensics		EUR27	20
	2. Operational and strategic analysis			20
	OLAF Investigators/Experts 1. Anti-fraud investigations and operations in the field of EU expenditure and anti-corruption			40
AD9	2. Anti-fraud investigations and operations in the field of customs and trade, tobacco and counterfeit goods			20
AD6	Administrators in the data protection field		EUR27	67
AST3	Linguistic Assistants	CS		7
		ES		5
		ET		5
		HR		9
		PL		6
		PT		7
AD7	Lawyer-Linguists CoJ	GA		10
AST4	ICT Specialists		EUR27	68
AD7	ICT Specialists			178
AD5	Translators	EL		5
		EN		6
		GA		6
		FR		3
AD6/AD7	Economists: macroeconomics		EUR27	17
	Economists: financial economics			47
	Economists: economics of EMU			32
	Economics: microeconomics			27
	Industrial Economics			10
	Accountants / Payment & Settlement officers			10
	Banking / Financial sector experts			7
	Banking and guarantee agreement			32
AST-SC1+2	Secretaries		EUR27	372
AD TBC	MARE		EUR27	35
AD7	Space Specialists		EUR27	51
AST3	Accountants		EUR27	76
	Financial Assistants			75
	Communication			32

2.5 Overview on 2020 mobility of officials

2.5.1 Mobility within the Commission.

Internal mobility of officials between DGs by function groups in 2020, all establishment plans.

Commission internal mobility of officials between DGs by function groups in 2020 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	20	44	-24	14	11	3	3	1	2	37	56	-19
Budget	41	18	23	27	9	18	4	2	2	72	29	43
Cabinets	37	12	25	13	9	4	8	1	7	58	22	36
Climate Action	28	12	16	3	1	2		1	-1	31	14	17
Communication	27	29	-2	10	9	1				37	38	-1
Communications Networks, Content and Technology	11	17	-6	6	11	-6	1		1	18	28	-10
Competition	31	43	-12	9	7	2		3	-3	40	53	-13
Defence Industry and Space	85	5	80	47	3	44	3		3	135	8	127
Economic and Financial Affairs	25	53	-28	4	23	-19	1	2	-1	30	78	-48
Education, Youth, Sport and Culture	7	16	-9	6	9	-3	2		2	15	25	-10
Employment, Social Affairs and Inclusion	19	24	-5	6	11	-5				25	35	-10
Energy	18	20	-2	9	8	1		1	-1	27	29	-2
Environment	12	13	-1	3	2	1	1	1	0	16	16	0
European Anti-Fraud Office	8	5	3	1	3	-2		1	-1	9	9	0
European Civil Protection and Humanitarian Aid Operations (ECHO)	26	15	11	6	3	3	1	1	0	33	19	14
European Personnel Selection Office	9	1	8	2	2	0	1		1	12	3	9
Eurostat	8	15	-7	7	10	-3				15	25	-10
Financial Stability, Financial Services and Capital Markets Union	22	24	-2	6	7	-1	1	1	0	29	32	-3
Health and Food Safety	32	16	16	13	7	6		2	-2	45	25	20
Human Resources and Security	17	20	-3	27	16	11	1	2	-1	45	38	7
Informatics	6	23	-17	8	12	-4	1	2	-1	15	37	-22
Inspire, Debate, Engage and Accelerate Action		3	-3								3	-3
Internal Audit Service	4	8	-4	1	2	-1		1	-1	5	11	-6
Internal Market, Industry, Entrepreneurship and SMEs	19	108	-89	8	61	-53	3	4	-1	30	173	-143
International Cooperation and Development	32	22	10	9	5	4	1	3	-2	42	30	12
Interpretation	2	3	-1	6	5	1	1	0	9	9	0	
Joint Research Centre	17	14	3	11	9	2	1	1	0	29	24	5
Justice and Consumers	13	24	-11	4	6	-2	1	4	-3	18	34	-16
Legal Service	8	6	2	6	1	5				14	7	7
Maritime Affairs and Fisheries	9	12	-3	3	5	-2		1	-1	12	18	-6
Migration and Home Affairs	29	39	-10	8	11	-3	1		1	38	50	-12
Mobility and Transport	18	10	8	2	4	-2		1	-1	20	15	5
Neighbourhood and Enlargement Negotiations	23	27	-4	5	8	-3		2	-2	28	37	-9
Office for Infrastructure and Logistics in Brussels	5	3	2	5	6	-1	1		1	11	9	2
Office for Infrastructure and Logistics in Luxembourg		1	-1	3	3	0		1	-1	3	5	-2
Office for the Administration and Payment of Individual Entitlements	3	1	2	13	3	10				16	4	12
Publications Office	5	8	-3	6	7	-1	1		1	12	15	-3
Regional and Urban Policy	20	22	-2	4	7	-3		1	-1	24	30	-6
Research and Innovation	17	20	-3	5	12	-7				22	32	-10
Secretariat-General	70	90	-20	13	38	-25	2	2	0	85	130	-45
Service for Foreign Policy Instruments	9	9	0	1	4	-3	1		1	11	13	-2
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)	3	2	1	2		2				6	2	3
Structural Reform Support	81	11	70	30	2	28	2	1	1	113	14	99
Task Force for Relations with the United Kingdom	14	5	9	3	4	-1				17	9	8
Taxation and Customs Union	13	18	-5	5	7	-2	1	1	0	19	26	-7
Trade	10	18	-8	2	3	-1	2	2	0	14	23	-9
Translation	10	12	-2	7	5	2	1		1	18	17	1
TOTAL (*)	923	921	2	389	391	-2	47	47	0	1359	1359	0
	696	694		295	297		39	39		1030	1030	

(*) 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 1990-2020

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	-	1099
1998	402	700	-	1102
1999	374	684	-	1058
2000	446	674	-	1120
2001	572	784	-	1356
2002	610	778	-	1388
2003	361	816	-	1177
2004	466	881	-	1347
2005	344	639	-	983
2006	394	699	-	1093
2007	428	632	-	1060
2008	607	663	-	1270
2009	672	526	-	1198
2010	1280	929	-	2209
2011	587	444	-	1031
2012	621	532	-	1153
2013	599	467	-	1066
2014	791	400	-	1191
2015	1099	505	1	1605
2016	530	219	8	757
2017	762	645	31	1438
2018	757	580	53	1390
2019	744	408	50	1202
2020	921	391	47	1359

(*) 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 2020, as in previous years, movements confirm the trend already noticed of **a negative balance (207 posts) to the detriment of the Commission** (arrivals - departures), particularly to the benefit of the European Parliament, the European Education and Culture Executive Agency and the European External Action Service.

Mobility between the Commission and other EU Institutions and bodies, by function groups in 2020

	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		6	-6		1	-1		1	-1		8	-8
Committee of the Regions of the European Union		1	-1					1	-1		2	-2
Court of Justice of the European Union	9	1	8	6	2	4				15	3	12
Council of the European Union	18	15	3	8	10	-2	1	3	-2	27	28	-1
European Parliament	1	25	-24		23	-23		2	-2	1	50	-49
European Court of Auditors		4	-4		2	-2					6	-6
European Ombudsman	2		2							2		2
European Union Intellectual Property Office		2	-2					1	-1		3	-3
European External Action Service	8	37	-29	13	13	0	1	4	-3	22	54	-32
Translation Centre for the Bodies of the European Union												
Fusion for Energy Joint Undertaking												
European Data Protection Supervisor	2	1	1	2	1	1	1	1	0	5	3	2
European Research Council Executive Agency		10	-10								10	-10
Consumers, Health, Agriculture and Food Executive Agency		3	-3		1	-1					4	-4
European Asylum Support Office		1	-1								1	-1
Single Resolution Board		1	-1								1	-1
European Education and Culture Executive Agency		38	-38		4	-4					42	-42
European Research Executive Agency		29	-29		2	-2					31	-31
European Innovation Council and SMEs Executive Agency		19	-19								19	-19
European Climate, Infrastructure and Environment Executive Agency		9	-9					1	-1		10	-10
European Public Prosecutor's Office		1	-1								1	-1
United Kingdom Withdrawal Transition		2	-2								2	-2
European Investment Bank		1	-1								1	-1
Total	40	206	-166	29	59	-30	3	14	-11	72	279	-207

(*) including executive agencies

2.6 Posts occupied on 31-12-2020

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 31/12/2020 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	
Gender	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Cabinets		2	4	7	6	11	13	13	13	13	30	18	19	9	11	8	21	7	8	9	4	2	2			131	99	230
Secretariat-General			3	6	9	16	14	29	20	21	11	11	15	16	31	18	38	26	19	20	11	11	13	5	184	179	363	
Legal Service		1	1	5	6	15	9	36	16	12	13	15	18	12	15	19	21	20	4	13	1	2	5	6	109	156	265	
Communication		4	3	4	4	7	9	25	16	34	20	14	16	12	28	14	16	23	21	13	13	13	8	7	154	170	324	
Inspire, Debate, Engage and Accelerate Action						2					1	1	1				1								2	5	7	
Task Force for Relations with the United Kingdom		1	1		1	4	1	1	1	3	2	2	2	7	4	4	5	3	1	3		3	1	1	19	32	51	
Budget		1	2	1	2	11	11	20	7	12	7	6	9	16	8	23	20	17	25	19	7	9	17	15	115	150	265	
Human Resources and Security	1	1	1	4	3	15	14	19	16	20	9	17	17	16	10	14	15	9	11	15	4	1	47	31	148	162	310	
Informatics		1	1	1	1	7	2	11	1	9	1	15	2	22	8	11	4	23	12	72	2	10	6	6	40	188	228	
Internal Audit Service		1	1		1	3		2	2	8	3	3	3	2	2	6	7	8	9	9	4	6	13	6	45	54	99	
European Anti-Fraud Office		2	1		7	5	12	7	27	4	13	12	9	11	15	8	11	12	23	4	6	9	5	74	129	203		
Economic and Financial Affairs		2	1	2	5	22	7	27	8	29	3	10	9	22	23	32	13	48	29	43	10	14	16	17	124	268	392	
Internal Market, Industry, Entrepreneurship and SMEs			3	2	8	16	18	29	29	44	18	18	19	22	33	31	27	22	28	20	10	7	18	13	211	224	435	
Defence Industry and Space		1		1	4	5	2	8	5	11	1	6	5	24	8	3	3	4	5	9	1	2	3	2	37	76	113	
Competition		1	1	4	8	17	14	29	9	21	9	12	16	24	34	31	23	33	50	38	17	13	58	60	239	283	522	
Employment, Social Affairs and Inclusion		1	2	2	14	6	11	33	24	22	9	11	18	24	21	28	20	25	20	11	13	17	20	14	172	194	366	
Agriculture and Rural Development		1	3	6	5	15	16	38	27	43	24	21	29	35	34	27	35	23	21	22	18	14	19	19	231	264	495	
Mobility and Transport		1	2	2	6	19	8	22	14	31	4	17	11	9	12	29	13	14	10	8	5	7	8	16	93	175	268	
Energy			3	2	3	10	7	34	8	38	7	14	9	24	13	22	12	37	16	35	6	13	7	10	91	239	330	
Environment			3	2	4	11	11	32	18	20	12	12	13	23	20	9	18	13	20	15	8	6	6	7	133	150	283	
Climate Action		1	1	1	2	3	5	11	4	9	2	8	6	12	9	13	13	4	9	13	9	8	5	9	65	92	157	
Research and Innovation			3	3	12	37	37	65	36	60	16	33	25	48	19	29	28	19	13	13	7	8	8	11	204	326	530	
Communications Networks, Content and Technology		1		3	9	16	12	56	18	57	18	34	10	21	18	22	13	22	14	14	9	8	9	13	130	267	397	
Joint Research Centre		1	2	3	3	56	34	120	59	133	16	49	27	66	20	73	30	62	27	61	10	10	3	7	231	641	872	
Maritime Affairs and Fisheries		1	2	1	3	5	10	9	9	12	6	6	11	11	11	11	22	27	7	9	4	6	5	4	90	102	192	
Financial Stability, Financial Services and Capital Markets Union				4		9	7	13	3	18	4	8	9	18	15	19	14	11	22	17	4	12	11	21	89	150	239	
Regional and Urban Policy		1	1	5	6	13	10	16	15	37	6	18	18	18	32	21	33	14	20	17	6	7	15	15	162	182	344	
Structural Reform Support				1	1	2		4		7	2	1	6	9	6	7	7	2	14	8	3	3	6	2	45	46	91	
Taxation and Customs Union		1			4	9	7	21	16	30	5	15	10	13	20	22	11	10	21	30	7	9	7	12	108	172	280	
Education, Youth, Sport and Culture		1	2	3	8	15	13	17	17	21	12	13	10	13	19	7	18	6	8	12	10	3	8	5	125	116	241	
Health and Food Safety			3	4	8	11	16	30	18	30	10	11	24	31	22	33	27	33	23	12	30	30	16	8	197	233	430	
Migration and Home Affairs	1		2	4	2	7	16	15	18	20	7	13	19	15	30	20	23	14	17	16	13	9	21	6	169	139	308	
Justice and Consumers			1			11	10	8	11	20	11	4	10	12	5	14	8	20	11	16	10	11	8	24	11	141	95	236
Trade			3	4	1	10	17	40	16	54	17	17	19	27	40	33	23	26	11	15	9	9	6	4	162	239	401	
Neighbourhood and Enlargement Negotiations	1			3	3	12	16	23	18	33	5	20	10	13	19	22	19	11	16	18	13	8	5	4	125	167	292	
International Cooperation and Development			3	6	5	28	28	63	29	111	32	53	23	55	34	50	33	39	33	27	23	23	9	5	252	460	712	
European Civil Protection and Humanitarian Aid Operations (ECHO)	1		1	1	4	7	3	11	9	10	8	12	10	6	12	10	10	12	9	7	12	4	4	6	83	86	169	
Eurostat	1			1	7	15	11	20	18	32	10	12	13	14	18	20	23	20	22	8	8	9	9	138	180	318		
Interpretation		1			8	14	52	26	95	42	26	14	43	17	45	15	33	14	51	18	24	12	16	4	393	177	570	
Translation		1		2	23	30	113	82	177	112	43	16	87	50	213	74	132	63	116	48	80	43	56	44	1040	565	1.605	
Publications Office				1	2	6	2	3	5	11	5	7	8	14	7	8	5	7	7	14	5	2	2	2	48	75	123	
Service for Foreign Policy Instruments				1	1	2	5	3	8	2	3	2	3	1	2	6	7	6	3	1					24	32	56	
Office for the Administration and Payment of Individual Entitlements				2	3	1	4	4	1	3	2	2	1	3	3	1			1	2					17	16	33	
Office for Infrastructure and Logistics in Brussels			1	1	2	3	5	2	13	2	3	4	10	5	3	7	4	4	4	4	4	4	1	1	33	50	83	
Office for Infrastructure and Logistics in Luxembourg						1	5			2		3	3	2	4		1	3		3					1	9	19	28
European Personnel Selection Office					1		2	1	1	3	3		6	1	1	3	3	1	1	2	3	1			21	12	33	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)					1	2	4	2	2	2					1	4		1	1						8	12	20	
Total	5	28	61	103	217	541	600	1.100	853	1.297	454	617	660	821	964	877	874	817	808	812	443	391	522	444	6.461	7.848	14.309	

Occupation of posts at 31/12/2020 Operating Establishment plan (Offices and Research 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
Gender		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Cabinets						3	1	11	1	22	3	44	12	30	11	28	12	11	1			2		151	41	192
Secretariat-General				2	5	17	3	19	3	31	6	23	6	32	10	22	4	7	2	2		3		158	39	197
Legal Service		2			1	10	1	17	1	17	1	12	5	10	4	6	4	8	1	1				83	18	101
Communication		2		5	2	13	11	13	1	22	10	29	11	39	17	30	12	12	6		1	9		174	71	245
Inspire, Debate, Engage and Accelerate Action										1		3		1										5		5
Task Force for Relations with the United Kingdom						1		3		2		1				3					2			12		12
Budget		1	3	2	8	12	8	7	3	20	7	22	14	19	14	12	3	9	3	2	1	4	3	110	67	177
Human Resources and Security		6	6	15	2	72	19	57	12	87	19	70	31	79	33	62	14	26	11	3		11	3	488	150	638
Informatics			8	4	9	5	25	9	7	12	26	14	26	12	9	8	5	14	17		1	3	1	81	134	215
Internal Audit Service					1	2	1			2	1	5		6	2	2				1		2		20	5	25
European Anti-Fraud Office		2	4		4	10	9	8	5	8	6	9	4	11	7	10	1	4	4		1	1	1	63	46	109
Economic and Financial Affairs			3	1		4	3	4	2	8	5	11	10	14	6	6	6	7	4	1		6	5	62	44	106
Internal Market, Industry, Entrepreneurship and SMEs			2	3	2	9	7	13	3	28	3	23	7	23	6	25	4	11	2		1	2	2	137	39	176
Defence Industry and Space						4	3	3	3	5	1	6	1	7	1	4	1	1		1	1			31	11	42
Competition		2	3	3	2	11	1	12	1	14	5	20	4	17	5	25	5	40	14		1	5	3	149	44	193
Employment, Social Affairs and Inclusion		1	1	5	2	11	6	12	1	20	3	24	10	26	9	20	5	9	3	1		3	3	132	43	175
Agriculture and Rural Development		1	3	9	5	19	10	17	4	36	14	45	7	40	6	18	3	12	3		1	2		199	56	255
Mobility and Transport		1	2	1	2	12	5	10	2	15	10	18	5	6	2	8	1	2	1	1				74	30	104
Energy		1	5	6	7	10	17	8	7	14	9	15	16	16	12	12	6	7	8				89	87	176	
Environment		1		3	1	12	6	15	2	17	3	9	1	13	4	13		2	1	1				86	18	104
Climate Action				3		4	1	2	1	5		5	1	4		3	1	1	2			2	27	8	35	
Research and Innovation		2	1	6	8	24	21	24	4	37	10	35	12	32	14	24	2	9	5	1		2	1	196	78	274
Communications Networks, Content and Technology			3	7		17	7	25	5	35	8	34	8	37	14	20	6	6	1	2	2			183	54	237
Joint Research Centre		8	30	15	28	27	90	22	35	46	55	53	63	74	64	39	35	28	19	3			315	419	734	
Maritime Affairs and Fisheries				2	1	6	1	5	3	12	2	6	5	6	3	6			2					43	17	60
Financial Stability, Financial Services and Capital Markets Union					2	6		3		6	2	8	6	13	5	9	1	4	1			4	1	53	18	71
Regional and Urban Policy			2	4	2	16	5	17	1	15	5	17	6	23	15	16	2	3						111	38	149
Structural Reform Support			1	1		5		1		3		2		6		2	3	3	1	1		1		25	5	30
Taxation and Customs Union		1	1	4	6	10	3	15	2	18	3	12	4	10	9	10	3	7	2			4		91	33	124
Education, Youth, Sport and Culture		1	4	6	1	9	7	10	1	29	5	19	5	16	4	15	5	12	2		3			120	34	154
Health and Food Safety		1		1	6	12	6	28	3	36	4	22	3	17	7	11	2	3	1	1		4	1	136	33	169
Migration and Home Affairs				1	1	9	2	5	2	9	3	17	1	14	6	12	4	4	1			5		76	20	96
Justice and Consumers			1	1	1	4	1	9	1	13	2	20	5	16	3	5	1	3			1	4		75	16	91
Trade		1	1	3	9	2	8	8		10	3	19	3	26	8	14	5	7			1			91	37	128
Neighbourhood and Enlargement Negotiations		1	1	1	4	11	3	10	1	13	3	11	2	17	5	9	4	1	2	1				75	25	100
International Cooperation and Development			4	6	6	23	13	17	9	30	11	34	11	35	13	18	2	9	2	2	1			174	72	246
European Civil Protection and Humanitarian Aid Operations (ECHO)		1	1	2	2	7	3	11		8	3	14	3	13	6	9	5	4	3			1		70	26	96
Eurostat		1	7	6	6	13	15	25	4	32	6	20	14	28	10	13	5	5	5			2		145	72	217
Interpretation			1	2	2	5	2	9	3	11	4	10	3	15	12	6	5	6	5	1			1	65	38	103
Translation		1	1	1	3	25	4	36	10	47	7	23	7	31	12	39	9	21	9	8		11	4	243	66	309
Publications Office		3	6	10	3	28	16	18	14	55	33	48	29	37	19	16	18	25	15			5	1	245	154	399
Service for Foreign Policy Instruments				3		3	2	3	1	1	2			4	1	3	1	1						18	7	25
Office for the Administration and Payment of Individual Entitlements		1	1	3	2	17	4	16	3	15	6	15	6	10	4	2	2	4			1			83	29	112
Office for Infrastructure and Logistics in Brussels		2	2	3	8	10	6	12	11	35	11	20	20	59	3	5	7	16				1		74	163	237
Office for Infrastructure and Logistics in Luxembourg			1	1	2	3	3	1	5	2	8		6	4	15	2	3	3	14					16	57	73
European Personnel Selection Office		1		2	1	3	2	5	1	11	2	4	2	18	2	6	2	4	1					54	13	67
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)			1				1	1		3	2	2	1	2		1		1						10	5	15
Total		45	110	153	157	536	362	570	179	894	356	864	396	929	468	627	217	363	190	37	13	100	32	5.118	2.480	7.598

Occupation of posts at 31/12/2020 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	1		15	2	10	2	14	3	10	1	50	8	58
Secretariat-General					3		8	1	18	3	29	4	33
Legal Service					2		3	2	11	2	16	4	20
Communication	1		3	1		1	2	2	13	3	19	7	26
Inspire, Debate, Engage and Accelerate Action			3								3		3
Budget					1		4	3	17	4	22	7	29
Human Resources and Security	3	10	4	32	3	2	23	4	27	5	60	53	113
Informatics							4	2	9	1	13	3	16
Internal Audit Service								1	4		4	1	5
European Anti-Fraud Office					1	1	1		6	2	8	3	11
Economic and Financial Affairs					1		10	2	14	6	25	8	33
Internal Market, Industry, Entrepreneurship and SMEs					1		6	1	13	3	20	4	24
Defence Industry and Space							1		3	2	4	2	6
Competition					1	1	19	2	48	9	68	12	80
Employment, Social Affairs and Inclusion							8	5	24	1	32	6	38
Agriculture and Rural Development						1	6	3	16	7	22	11	33
Mobility and Transport							3	1	10		13	1	14
Energy					1		6		16	2	23	2	25
Environment					1		3		5	1	9	1	10
Climate Action					1		2		4		7		7
Research and Innovation					1	1	7	1	14	4	22	6	28
Communications Networks, Content and Technology					2		4	1	7	4	13	5	18
Joint Research Centre					4		12	1	13	2	29	3	32
Maritime Affairs and Fisheries							1		5		6		6
Financial Stability, Financial Services and Capital Markets Union							5	1	15		20	1	21
Regional and Urban Policy							10	1	14	3	24	4	28
Structural Reform Support								1				1	1
Taxation and Customs Union					1		4		8	1	13	1	14
Education, Youth, Sport and Culture					1		6		8	1	15	1	16
Health and Food Safety					1		7	2	18	3	26	5	31
Migration and Home Affairs							13	1	25	3	38	4	42
Justice and Consumers							4		19	2	23	2	25
Trade					1		7	1	16	3	24	4	28
Neighbourhood and Enlargement Negotiations							1	1	11	5	12	6	18
International Cooperation and Development			1		2		9	1	9	2	21	3	24
European Civil Protection and Humanitarian Aid Operations (ECHO)					1		5	1	5		11	1	12
Eurostat							3	3	7		10	3	13
Interpretation					1		7	2	10	8	18	10	28
Translation					5		16	7	23	14	44	21	65
Publications Office			1				6				7		7
Service for Foreign Policy Instruments					1		1		1		3		3
Office for the Administration and Payment of Individual Entitlements								1	1		1	1	2
Office for Infrastructure and Logistics in Brussels						1						1	1
Office for Infrastructure and Logistics in Luxembourg							3	1		1	3	2	5
European Personnel Selection Office									3		3		3
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)									1	1	1	1	2
Total	5	10	27	35	47	10	254	59	501	109	834	223	1057

2.6.1 Gender Equality

The table below shows the full time equivalents actually in place in 2020, referred to establishment plan posts, per establishment plan, grade and gender and is based on monthly occupation averages. This is a new requirement of article 41(3)(b)(iii) of the Financial Regulation, and although this information need only be provided for the first time together with the draft budget to be presented in 2022, the Commission has endeavoured to advance on this request, and presents the 2020 average of full-time equivalents.

In spring, the Commission adopted³ mid-term targets for first female appointments at middle management level per Directorate-General and Service, to be achieved by 31 December 2022. In this context, DG HR discussed with all Directorates-General their strategy for meeting their assigned gender target and their plans for development of management competencies of their existing middle management population. Furthermore, DG HR was tasked to implement and enforce a series of procedural measures for the selection of managers, to follow the progress made by the Directorates-General and Services and to deploy talent development measures aimed at women in order to enable them to perform management duties. As part of this, particular attention was paid to increase the number of first female appointments to middle management.

In autumn, the Commission adopted⁴ a complementary set of concrete measures for reinforcement of gender equality at senior management level. DG HR has been instructed to work with all Directorates-General and Services towards: the upstream identification, monitoring and support of female talents via tailored talent development programmes; the designation of 55% women as Deputy to the Director as a way to gain exposure to senior management duties and challenges; the principle that there should be a Deputy Head of Unit function in each Unit, to be held in equal proportions by men and women by 2022; the implementation and reinforcement of accompanying procedural measures including the enhanced role of rapporteurs and of the Consultative Committee on Appointments (CCA) in the context of senior management selection procedures.

Implementation of this range of actions to reach the ambitious target of 50 % female representation at all levels of management by the end of this Commission's mandate is already bearing fruit. On 18 December 2020, 40.7% of senior management (including Directors-General, Deputy Directors-General, Directors and Principal Legal Advisers) were women, up over 4 percentage points a year earlier. Similarly, 43 % of middle management (Heads of Unit or equivalent) were women, up 1.5 percentage points a year earlier. Within this category, 61.5% of all first appointments to middle management were women.

A new talent development programme for middle managers who aspire to become senior managers has been put in place and been well received. It was presented to all female Heads of Unit as well as to Heads of Unit of a number of underrepresented nationalities by the Director-General of DG HR in December 2020. The programme reflects three different talent profiles and can be tailored to the specific needs and objectives of each participant. 25 middle managers have already been enrolled - exceeding initial projections and a larger, second wave is programmed for early 2021.

The third edition of the Female Talent Development programme was launched. 119 female colleagues from all Commission services and executive agencies benefit from a mix of competency-building, mentoring by senior managers, networking and individual coaching. To date, 41 participants from the first cycle, 29 from the second and 2 from the current programme have been appointed head of unit.

³ PV(2020) 2332 final of 22 April 2020

⁴ PV(2020)2351 final of 30 September 2020

2.6.1.1 Diversity – going beyond gender

Going beyond the focus on gender balance in management positions, DG HR aims to address the diversity of Commissions staff including racial or ethnic origin, religion or belief, disability, age, sexual orientation, cognitive diversity, or socio-economic background. The aim is for Commission staff to better reflect the diversity of the broader European population and to develop a working culture where staff from these diverse backgrounds can thrive and contribute. In November the decision was taken to set up a Diversity and Inclusion Office⁵, reporting to the Director-General. The Office's role is to lead the development, implementation and monitoring of actions designed to promote diversity and inclusion among Commission staff. The Office will advocate for diversity and inclusion and ensure that these dimensions are taken into account in all HR policies and processes. To achieve this, it will work closely with all parts of DG HR, with the Task Force for Equality Secretariat in the Secretariat General and with counterparts in other departments and institutions.

Cultural and linguistic diversity

The value of the European civil service also lies in its cultural and linguistic diversity, which is enhanced when there is balance among officials' nationality. The Commission has been actively addressing the issue of geographical balance across all levels of the organisation, including at management level. Geographical balance will be one of the key elements of the new HR strategy that the Commission is currently preparing and is explicitly mentioned in all senior management vacancy notices. The talent programme for aspiring senior managers was presented in a series of meetings with the middle managers of the underrepresented nationalities, with the active participation of their most senior compatriots in the Commission administration.

2.6.1.2 Diverse forms of employment

Officials and temporary agents

The Commission recruited 1103 officials and temporary agents in 2020, which is similar to the level achieved in 2018 and represents approx. 200 less than in 2019. Also, 168 officials were transferred to the Commission from other institutions. The reduction in the number of recruitments is explained by the COVID-19 pandemic, which, due to the travel and sanitary restrictions, drastically reduced the mobility of candidates and the capacity of the Medical Service to carry out pre-recruitment checks. To mitigate the effects of the pandemic, DG HR adapted the existing recruitment procedures to the paperless and telework environment. In addition to recruitments, DG HR also extended the contracts of 330 temporary agents.

In order to allow services to recruit staff faster and to retain talents for longer in the context of the COVID-19 pandemic, the Commission, upon proposal from DG HR, adopted two decisions (on 29 April and 15 July 2020), authorising the following:

- the conditional employment of temporary and contract staff, before the medical fitness could be confirmed;
- the extension of contracts of temporary agents recruited on permanent posts beyond 3 years;
- derogations, in exceptional situations, from the grading rules for temporary agents in function group AD.

⁵ PV(2020)2356 final of 11 November 2020

In October 2020, in view of the persistence of the pandemic, the application of these measures was extended by the College to cover the entire year 2021 as well.

Contract Agents

The Commission recruited 1105 contract agents in 2020, which represents approx. 300 less than in 2019 and approx. 200 less than in 2018. As for officials and temporary agents, the reduction in the number of recruitments is explained by the COVID-19 pandemic and the travel and sanitary restrictions, which drastically reduced the mobility of candidates and the capacity of the Medical Service to carry out pre-recruitment checks. For contract agents as well, DG HR adapted the existing recruitment procedures to the paperless and telework environment in order to mitigate the effects of the pandemic. The Commission decision authorising the conditional employment of temporary and contract staff, before the medical fitness could be confirmed, adopted on 29 April 2020 and extended in October to cover the entire year 2021, applies to contract agents in order to allow services to recruit staff faster in the context of the COVID-19 pandemic.

Interim staff

2020 was the second complete year of centralised management of the interim staff at the Commission after the centralisation introduced at the end of 2018.

Under its contract with interim agencies, an average of 280 interim staff per month worked in Commission services in Brussels and 70 interim staff per month in Luxembourg, mainly secretaries, administrative assistants, and proofreaders. A reduction in the number of interimairees in Brussels, mainly between April and July, was due to the COVID-19 pandemic, which made more difficult the selection of candidates and their access to the IT tools necessary to provide their services. In Luxembourg the confinement had a more limited impact.

Seconded National Experts

The Commission has a long experience in hosting seconded national experts (SNEs) from the Member States. Around 800 SNEs provide the Commission with expertise and help consolidate relations with the Member States. There are also benefits for national governments. Staff who have worked as SNEs take home in-depth knowledge of the EU institutions and policies.

During 2020, the Commission engaged 225 SNEs in its services; in addition, it organised two exercises for National Experts in Professional Training (NEPT) for 141 participants (70 for the exercise starting in March and 71 for the one starting in October).

Average occupation by FTE

	AI		CCR		EPSO		FO		OIB		OIL		OLAF		OPOCE		PMO	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
AD05	15.9	21.9	3.0	6.7			427.7	372.5	1.0	0.7		1.0	8.3	4.6	2.1	2.5		
AD06	11.8	14.0	8.2	10.0	3.2	1.0	387.6	324.5	3.9	3.0			4.2	5.3	4.6	1.7		
AD07	24.7	22.3	16.8	46.1	1.0	2.3	676.1	624.7	4.2	3.1		3.0	11.8	22.8	6.8	15.2	1.1	2.0
AD08	31.6	32.6	30.8	62.2	3.1	1.0	753.4	644.6	7.0	4.0	1.0	3.1	8.1	10.9	5.6	7.1	1.0	
AD09	27.6	45.7	23.4	72.4	1.0	1.7	840.8	678.5	4.2	4.0	4.0		10.8	15.0	7.1	8.0	3.8	3.0
AD10	28.6	56.1	27.1	64.7	4.4	1.0	535.5	590.3	4.6	8.3	3.1	2.0	10.6	7.4	8.0	13.5	1.0	0.7
AD11	20.4	58.3	16.4	51.3	3.0		368.8	439.1	2.0	4.0		2.0	4.1	13.2	5.0	6.0	3.1	0.5
AD12	41.0	105.3	58.5	133.2	1.0	3.0	704.1	912.7	2.0	13.1		2.0	7.9	25.8	5.0	12.4	4.1	1.0
AD13	41.6	95.4	31.3	121.8	3.3	1.0	474.3	723.4	3.0	4.0	1.0	4.0	5.7	11.0	2.0	3.0	1.1	4.0
AD14	14.1	35.3	3.0	55.3	0.7		175.7	376.5	1.1					6.7	2.0	5.6	2.0	2.0
AD15	4.0	5.0	2.5	2.7			53.5	81.5		0.7		0.4	1.0	1.0				
AD16		0.3		0.7			5.2	23.4										
AST01	5.5	1.0					81.8	26.6	1.0				2.0	1.0	7.3	1.0		
AST02	5.5	2.0	6.1				30.0	7.8				1.0		1.0				1.0
AST03	20.0	6.0	39.3	23.5	7.2	1.0	259.8	102.8	8.0	17.5	5.0	16.5	6.2	4.0	34.7	15.0	4.2	1.0
AST04	42.4	4.0	67.7	38.7	9.3	2.0	478.9	138.1	4.0	8.5	2.0	3.5	12.5		21.7	19.5	3.5	2.0
AST05	71.5	22.5	96.1	73.6	24.1	2.0	656.9	267.7	25.5	73.0	5.0	18.0	13.8	8.5	49.2	26.3	12.0	3.0
AST06	76.1	20.7	68.9	74.4	5.0	4.5	643.8	238.2	10.8	25.0	1.0	6.0	13.5	5.0	66.0	32.5	17.6	6.0
AST07	76.3	15.3	60.4	61.0	17.0	3.0	660.4	200.7	13.5	40.0	2.0	10.0	9.2	5.0	73.1	39.0	19.4	6.0
AST08	45.9	9.1	28.1	37.0	6.0	1.0	444.0	95.2	7.0	16.5	3.4	5.0	12.5	6.0	24.2	18.0	18.2	5.0
AST09	40.6	27.0	45.9	103.9	4.1	2.0	406.2	209.2	16.7	8.0	3.5	4.0	17.0	13.0	32.3	17.0	21.8	4.0
AST10	8.0	10.7	15.0	29.0	2.8	1.5	89.8	83.6	4.2	8.0	1.5	2.0		5.5	14.0	5.0	3.0	2.0
AST11	4.0	6.0	8.0	34.0	1.0		24.9	61.1	2.0	4.0		1.0	2.0	5.6	6.0	7.0	1.0	1.0
SC1	24.8	7.0	17.3	3.0	3.5		391.1	87.9				2.0	9.3	2.0			1.5	
SC2	14.1	2.0	19.5	1.0			211.3	50.6			5.0	1.0	2.5		9.9			1.0
SC3	2.0	1.0	4.0		1.0		40.0	6.2		1.5			2.0	1.0				
SC4							23.9	26.6							1.5			
SC5							5.1	9.9										

All figures rounded to one decimal.

Monthly average calculated on the first day of 12 months in 2020.

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.

All calculations reflect 2020 promotion exercise.

3. COMMISSION HUMAN RESOURCES – THE REQUEST FOR 2022 DRAFT BUDGET

3.1 2022 Draft Budget: the global request for human resources

3.1.1 The overall picture for year 2022

The Commission strives to ensure the optimal allocation of its resources, reflecting its political priorities, legal and institutional obligations, and policy developments. In the context of the COVID-19 pandemic and additional new challenges, it is of critical importance to deploy resources in the most efficient manner, making the best use of staff talents, and by seeking synergies and efficiencies.

The Commission is committed to the **principle of stable staffing**, in accordance with the basis on which the current multiannual financial framework was built, and with a view to ensuring respect of the ceilings of Heading 7 European Public Administration for the period 2021-2027.

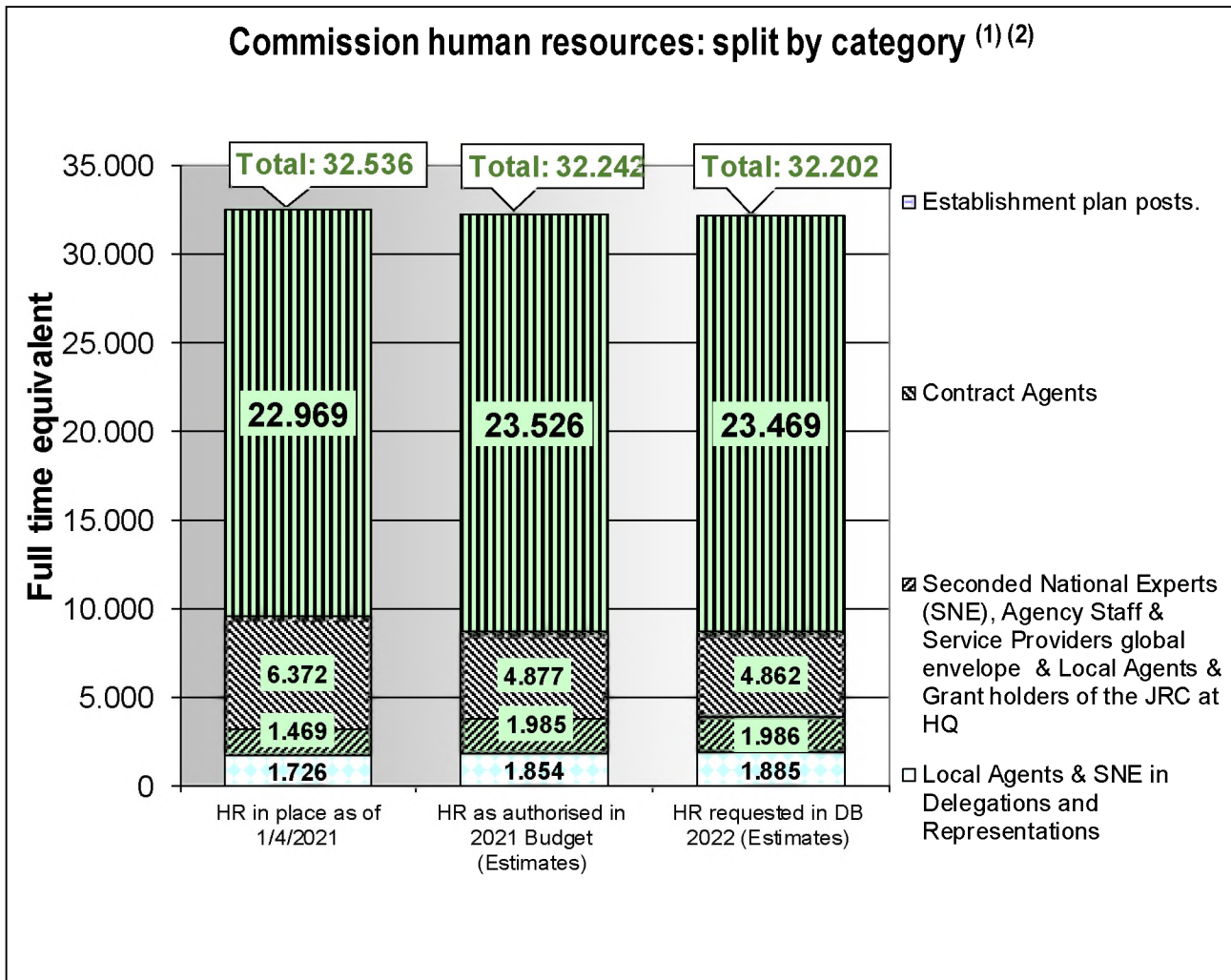
With respect to the establishment plan, the **overall number of posts is reduced**. This reduction is the result of a number of factors – the delegation of tasks to executive agencies, transfers between different establishment plans, including from OLAF to EPPO (six posts), as well as the transformation of a number of posts into appropriations (18 posts).

An **additional three posts** are requested to cater for the gradual phasing-in by 31 December 2022 of the **Irish language translations** in line with the Council Regulation 2015/2264 of 3 December 2015⁶. This is the last step in this process for the Commission.

This document also presents the estimates for external staff and decentralised administrative appropriations for 2022, following the conclusion of budgetary hearings. Concerning external personnel, the 2022 DB takes into account the transfer of four FTEs from OLAF linked to the set-up of the EPPO. In addition, the budget includes a transfer of one FTE, with the corresponding appropriations, from the Commission to the EEAS and the reduction of 12 FTE in the administrative support lines of operational programmes (ex-BA lines).

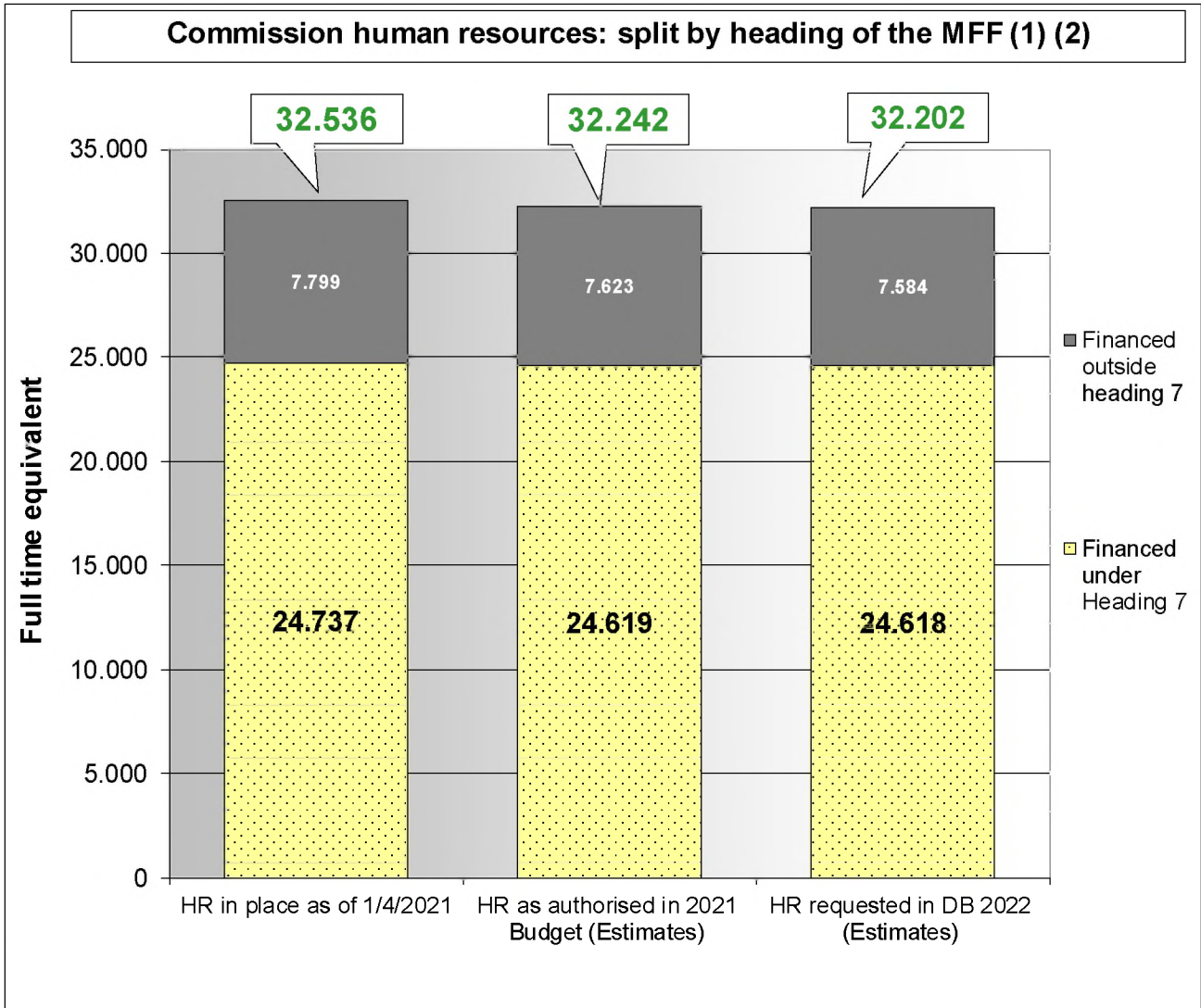
⁶ OJ L 322/II of 8.12.2015.

3.1.2 Overview of establishment plan posts & estimated FTE of external staff requested for 2022 – by category of staff



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

3.1.3 Overview of establishment plan posts & estimated FTE of external staff requested for 2022 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 2022 DB: the establishment plans

3.2.1 Global evolution for 2022

The total number of posts requested for 2022 throughout the Institutions presents a limited increase of 107 posts. The Commissions' establishment plans shows a decrease of 40 Full Time Equivalents (FTE, - 0,12%), with a net reduction of 57 establishment plan posts (-0,24 %) and a limited increase of 17 FTE (0,20 %) of external personnel.

3.2.2 Human resources by institution

3.2.2.1 Priorities for 2022

The European institutions must be efficient and effective, and lead by example in adapting to new ways of working, which support a greener administration. The Commission continues to build on the synergies and efficiencies efforts of recent years, which must now also adapt to the opportunities and challenges of a post-COVID workplace – digital, flexible and striving to minimise its environmental and climate impact.

The experience of 2020 has shown that the European public administration is adaptable, and can guarantee quality and continuity in the face of unprecedented challenges. The Commission has sought to learn from this experience, and will adapt its ways of working for the longer-term. A successful transition will require appropriate and timely investment in information technologies and the upgrading of the building stock. However, in the medium-term this will bring savings – both in budgetary terms and in reducing the carbon footprint of the organisation, as more flexible working arrangements allow for a more streamlined building plan. The draft budget proposal for 2022 puts the focus on investments in information technology and transitioning into more collaborative working spaces, made possible by reducing the costs related to missions.

At the core of this transition are the staff of the institutions. In short, they are its most valuable resource. In the context of stable staffing, their talents and ability to learn and adapt are crucial, and the capacity of the institutions to attract the best and most talented from all the Member States to work for all citizens is critical.

The overview table below presents, for each institution, the number of establishment plan posts authorised in the 2021 budget and the number of posts requested in the 2022 draft budget.

The Committee of the Regions and the Commission have requested a total of five additional posts relating to the phasing-out of the derogation for the Irish language⁷. The Commission has also requested the transformation of appropriations for two Seconded National Experts into one post. Its requests are more than compensated by a net reduction of 18 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:

⁷ OJ L 322/II, 8.12.2015.

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

Institution	Budget 2021	Integrated into DB 2022			2022 DB total	Change 2022 - 2021
		Of which reductions	Of which requests	Remarks		
European Parliament	6 720	0	142	(a)	6 773	142
European Council and Council	3 029	0	1	(b)	3 030	1
European Commission	23 526	-60	3	(c)	23 469	-57
Court of Justice of the European Union	2 097	0	4	(d)	2 101	4
European Court of Auditors	853	0	7	(e)	860	7
European Economic and Social Committee	669	0	0		669	0
Committee of the Regions	494	0	2	(c)	496	2
European Ombudsman	73	0	0		73	0
European Data Protection Supervisor	84	0	0		84	0
European External Action Service	1 742	-3	11	(f)	1 750	8
Total institutions	39 287	-63	170		39 305	107
(a)	76 posts for the political groups and 66 posts for the secretariats of the committees; the 89 posts for the 'passerelle' competitions which had been integrated on a temporary basis in the 2021 budget, to be phased out in DB 2022, have been neutralised in this presentation					
(b)	1 post related to the transparency register					
(c)	Additional posts requested in relation to the phasing-out of the derogation for the Irish language					
(d)	2 posts for the Registry of the Court of Justice and 2 posts for the Registry of the General Court					
(e)	7 posts for audit work (NextGenerationEU and SURE)					
(f)	7 for the European Peace Facility and 4 posts for the new Delegation in Qatar posts. At the same time, 3 AST/SC posts are converted to contract agents.					

The section below presents in more detail the Commission's request for human resources. Details on the requests for human resources for the other institutions can be found in their respective statements of estimates for 2022. The section below presents an overview of the Commission request as regards the establishment plan posts for the decentralised agencies and other bodies.

3.2.3 Commission human resources

The Commission will continue to simplify and rationalise working methods, 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.

In particular, the Commission maintains its commitment to meet the EU's priorities with stable staffing: DB 2022 shows a net decrease by 57 posts. Delivery of new Commission priorities will be covered to the maximum possible extent through efficiency gains and redeployment.

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

- The delegation of tasks to executive agencies;
- A number of transfers between establishment plans, including from OLAF to the European Public Prosecutor's Office (EPPO, 6 posts) as well as
- The transformation of 18 posts into appropriations.
- Concerning external personnel, the budget includes a transfer of 1 FTE with the corresponding appropriations from the Commission to the EEAS and the reduction of 12 FTE in the administrative support lines of operational programmes.

Net of these changes, **the overall number of human resources in the Commission** shows a decrease of 40 Full Time Equivalents (FTE, -0,12%), with a net reduction of 57 establishment plan posts (-0,24 %) and a limited increase of 17 FTE (0,20 %) of external personnel.

Human resources in the Commission

The overall evolution of human resources in the Commission between 2021 and 2022 is presented in the table below.

Commission Human Resources in 2022										Commission Human Resources including interinstitutional transfers			
	2021 Budget Authorisation (Posts & estimated FTE of ext. Pers.) (1) (1bis)	Impact of delegation of tasks to (executive) agencies	Transformation of establishment plan posts into appropriations and appropriations into posts	Other changes in external personnel (4)	Transfer between establishment plans (2)	2022 Irish language related request	2022 staff request	Change 2022/2021		2022 staff request without interinstitutional transfers	Inter-Institutional transfers (3)	Total 2022 DB request	Change 2022/2021
Total Commission Posts	23 526	-36	-18	0	0	3	23 475	-0,2%	-51	23 475	-6	23 469	-57
Total Commission External Personnel	8 716	0	17	-1	0		8 732	0,2%	16	8 732	1	8 733	17
Total Commission HR	32.242	-36	-1	-1	0	3	32.207	-0,1%	-35	32.207	-5	32.202	-40
Total Executive Agencies staff	3 085	0	0	0	0		3 151	2,1%	66	3 151	0	3 151	66
Grand total HR Commission and Executive Agencies	35.327	-36	-36	0	0	6	35.358		97	35.358	-5	35.353	26

(1) Including AL1/2021: Transfer of 31 posts and 8 CA from the Commission to OP due to the Library transfer, 2 AD5 from the EP to the Commission for CERT-EU, 562 FTEs from the Commission staff working in the administrative sections of the EU Delegations to the EEAS.

(1bis) Including DAB 2/2021 for the transfer to Executive Agencies: -4 posts Commission, -10 posts Direct Research, -26 posts Indirect Research, -11 FTE GE, -57 FTE Indirect research

(2) 4 posts from OLAF, OIB, OIL, OP to Commission due to SER, 1 post from OP to Commission following the library transfer, 1 post from Commission(DGIT) to EPSO

(3) Transfer of 6 posts from OLAF to EPPO, transfer of 1 FTE from the Commission to the EEAS, transfer of 4 CA from OLAF to EPPO, transfer of 6 CA from EEAS to PMO

(4) Includes for Headings 1,2,3 and 6: -12 FTE in the administrative support lines of operational programmes (ex-BA lines). For Other Heading 7: +6 INT for OIL, +4 CA for OIB for BERL catering, +7 FTE (3CAs+4SNEs) for OLAF, -4 FTE for COMM (+3 CA-7LA). For Heading 7 +10 CA for DGT.

(5) According to the specific financial statements accompanying the delegation package to the executive agencies, as described in the Commission decision C(946)2021. Includes a number of establishment plan posts financed outside the EU Budget for the following programmes: Innovation Fund, Just Transition Mechanism 3rd Pilar, Renewable Energy Financing Mechanism and Next Generation EU.

3.2.4 2022 pre-allocation on the operating budget

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

2022 Pre-Allocation

In order to cater for the gradual phasing-in by 31 December 2022 of Irish as an official language, three posts are pre-allocated as of 1 January 2022, subject to their approval by the budget authority. The 2022 pre-allocation reflects the contributions planned for the Synergies and Efficiencies initiative. At the same time, 130 allocations programmed to expire by the end of 2021 have been extended by one year.

The DB 2022 also takes into account the impact of the delegation to the executive agencies, with 10 posts reduced from the operating budget in 2022. In addition, the establishment plan was amended to reflect the impact of the Amending Budget 1/2021, by a reduction of four posts (and 11 full-time equivalents (FTE) of external personnel).

The 2022 pre-allocation also caters for a regularisation of 16 posts currently allocated as temporary surcharges, by transforming them into permanent allocations (13 posts) or temporary allocations (three posts). The permanent allocations are as follows: three AD posts to DG TAXUD for the Northern Ireland protocol, one AD post to SJ for the Northern Ireland protocol, three AD posts to DG MARE for additional workload on BREXIT, one AD post to DG JUST for the UK Delegation (EU Citizens' Rights), five AD posts to SG for the Task Force on Equality. The temporary allocations concern three AD posts to DG BUDG until 2024 for SUMMA.

3.2.4.2 Redeploying staff to priority tasks

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

- The most recent allocation decision resulted in a reallocation of 213 establishment plan posts;
- The implementation of the Synergies and Efficiencies Review (SER) continues to progress in **four horizontal functions** (HR, ICT, Communication, Logistics and Events), and has led to the identification of a contribution of 36 posts for 2021, which will be available for reemployment to priority tasks from 1 January 2022;
- 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 2022 DB request will follow up on this trend by requesting a budgetary neutral upgrading (from AST to AD category) of 90 establishment plan posts;
- Following the creation of the AST/SC function group as provided for by the 2013 reform of the Staff Regulation, the 2022 Statement of Estimates includes a request for the conversion of 45 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 (four posts), and the creation of the administrative offices (20 posts also to be converted into contract agents). In parallel, there is a request to transform a limited volume of appropriations for external personnel into six posts in the administrative offices.

3.2.5 Adjusting staff structure to future needs

The 2007 screening exercise of establishment plan posts revealed a potential mismatch between the existing structure of staff and future needs, in particular the need to gradually reduce the number of assistant posts and increase administrator posts. For 2022, the Commission proposes to upgrade 90 AST posts into AD posts.

Furthermore, following the creation of the AST/SC function group as provided for by the 2013 reform of the Staff Regulation, the 2022 statement of estimates proposes the conversion of 45 AST posts into AST/SC, provisionally distributed among DGs, to allow for the progressive phase-in of the SC function group.

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 2022:

AD16	
AD15	
AD14	
AD13	-80
AD12	+80
AD11	
AD10	+150
AD9	+100
AD8	
AD7	-60
AD6	-40
AD5	-150

AST11	
AST10	
AST9	
AST8	
AST7	
AST6	+160
AST5	-40
AST4	-120
AST3	-75
AST2	-25
AST1	+100

AST/SC 6	
AST/SC 5	
AST/SC 4	+40
AST/SC 3	+20
AST/SC 2	-10
AST/SC 1	-50

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 Regulations, four 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 2022 include the conversion of four AST5 posts into appropriations for contract agents.

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

For 2022, the Commission requests the conversion of appropriations into posts for the offices' establishment plans to the level of six posts.

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: three for OIB, two for EPSO, five for PMO and four for OP. The Commission also requests the transformation of AST posts into AST/SC1 posts as follows: two AST7 posts for OIL, one AST2 for PMO, one AST3 and two AST1 for OP.

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:

In accordance with the Communication of 6 November 2002 relating to the creation of the administrative offices⁸, the establishment plans of the latter will consolidate the conversion of posts into appropriations for contract agents. Accordingly, it is proposed to reduce their respective establishment plans in the 2022 Draft Budget by 20 AST posts broken down as follows: 19 for the OIB and one for the OP.

Conversion of temporary establishment plan posts into permanent

For 2022, the conversion of one AD temporary post into permanent is requested in OLAF's establishment plan

Conversion of permanent establishment plan posts into temporary

For 2022, there is no conversion of permanent posts into temporary foreseen.

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

For 2022, the main agreed transfers of certain activities between services results in the following movements of posts between establishment plans:

- Transfers from the OP establishment plan to the Commission establishment plan of one AST7 as contribution to the Synergies and Efficiencies initiative for 2022 and one AST/SC2 as saving following the transfer of the EC Library from EAC to OP;
- Transfer from the OIB establishment plan to the Commission establishment plan of one AST5 as contribution to the Synergies and Efficiencies initiative for 2022;
- Transfer from the OIL establishment plan to the Commission establishment plan of one AST7 as contribution to the Synergies and Efficiencies initiative for 2022;
- Transfer from the OLAF establishment plan to the Commission of one AD5 as contribution to the Synergies and efficiencies initiative for 2022;
- Transfer from the OLAF establishment plan of one AD5, one AD6, and two AST7 and two AST9 posts to the European Public Prosecutor's Office in the framework of the start-up of the latter;

⁸ Communication from Vice-President Kinnock: 'Creation of three administrative Offices' Doc C(2002) 4367f, 4368f and 4369 final, 6.11.2002.

3.2.7 Commission establishment plan - Research budget

3.2.7.1 Indirect Research

The modifications to the 2022 establishment plan for research indirect actions are summarised in table 10.4 in annex. Related administrative appropriations requested in the 2022 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). They reflect this situation by integrating the salary increase of 2022.

Delegation of tasks to executive agencies and other bodies in 2021 and 2022

The impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 programming period is taken into account. The establishment plan was amended to reflect the impact of the Amending Budget 1/2021, which included a reduction of 26 posts (and 57 external personnel). For DB2022 no staff reduction is foreseen on Indirect Research.

Career policy measures

The 2022 Statement of Estimates for the Commission also integrates a modification to the establishment plan of the indirect research budget in order to follow career policy measures (Article 6 of the Staff Regulations) applied by the Commission.

3.2.7.2 Direct Research

The impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 programming period is taken into account. The establishment plans were amended to reflect the impact of the Amending Budget 1/2021, which included a reduction of 10 posts in 2021. An additional reduction of 26 posts is foreseen for the 2022 DB.

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 2022 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 (see table 10.3 in annex).

3.2.7.3 Human resources requested in executive agencies

In 2022, the Commission will continue to make intensive use of executive agencies in the management of the 2021-2027 spending programmes. The staffing and subsidy levels foreseen for the agencies in the 2022 DB are in line with the Commission's 'delegation package' for the 2021-2027 period, as adopted on 12 February 2021⁹.

The proposed number of staff in the executive agencies increases to 3 151 FTE in 2022 (+ 66 FTE, of which 33 temporary agents, 33 contract agents), including establishment plan posts financed outside the EU budget (+12 temporary agents posts compared to 2021). Overall, the total staff increase is in line with the staff numbers foreseen in the specific financial statements accompanying the Commission's delegation decisions as well as the Communication to the Commission on the delegation of tasks to executive agencies¹⁰.

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 2022 DB is compensated by a further reduction of 27 FTE in the Commission

⁹ COMMUNICATION TO THE COMMISSION on the Delegation of the management of the 2021-2027 EU programmes to executive agencies (C(2021)946 of 12.2.2021).

¹⁰ C(2021)946 of 12.2.2021

(of which 26 ‘freed’ posts and one frozen post in the establishment plans). Posts of officials seconded from the Commission are frozen in the Commission establishment plan in accordance with the provisions of Council Regulation 58/2003¹¹ on executive agencies. No appropriations are included in the draft budget for the corresponding number of posts (*Abatement agences executives*).

¹¹ OJ L 11, 16.01.2003.

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 2022										Commission Human Resources including interinstitutional transfers			
2021 Budget Authorisation (Posts & estimated FTE of ext. Pers.) (1) (1bis)	Impact of delegation of tasks to (executive) agencies	Transformation of establishment plan posts into appropriations and appropriations into posts	Other changes in external personnel (4)	Transfer between establishment plans (2)	2022 Irish language related request	2022 staff request	Change 2022/2021			2022 staff request without interinstitutional transfers	Inter-institutional transfers (3)	Total 2022 DB request	Change 2022/2021
Establishment Plan Posts													
Commission	18.741	-10	-4		4	2	18.733	0,0%	-8	18.733		18.733	-8
Research - Direct Actions	1.737	-26					1.711	-1,5%	-26	1.711		1.711	-26
Research - Indirect Actions	1.383						1.383	0,0%	0	1.383		1.383	0
OP	593		-1		-2	1	591	-0,3%	-2	591		591	-2
OLAF	329				-1		328	-0,3%	-1	328	-6	322	-7
EPSO	107		1		1		109	1,9%	2	109		109	2
OIB	355		-19		-1		335	-5,6%	-20	335		335	-20
OIL	121				-1		120	-0,8%	-1	120		120	-1
PMO	160		5				165	3,1%	5	165		165	5
Total Commission Posts	23.526	-36	-18	0	0	3	23.475	-0,2%	-51	23.475	-6	23.469	-57

(1) Including AL1/2021: Transfer of 31 posts and 8 CA from the Commission to OP due to the Library transfer, 2 AD5 from the EP to the Commission for CERT-EU, 562 FTEs from the Commission staff working in the administrative sections of the EU Delegations to the EEAS.

(1bis) Including DAB 2/2021 for the transfer to Executive Agencies: -4 posts Commission, -10 posts Direct Research, -26 posts Indirect Research, -11 FTE GE, -57 FTE Indirect research

(2) 4 posts from OLAF, OIB, OIL, OP to Commission due to SER, 1 post from OP to Commission following the library transfer, 1 post from Commission(DGIT) to EPSO

(3) Transfer of 6 posts from OLAF to EPPO, transfer of 1 FTE from the Commission to the EEAS, transfer of 4 CA from OLAF to EPPO, transfer of 6 CA from EEAS to PMO

(4) Includes for Headings 1,2,3 and 6: -12 FTE in the administrative support lines of operational programmes (ex-BA lines). For Other Heading 7: +6 INT for OIL, +4 CA for OIB for BERL catering, +7 FTE (3CAs+4SNEs) for OLAF, -4 FTE for COMM (+3 CA-7LA). For Heading 7 +10 CA for DGT.

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 – 2022 DB SECTION III COMMISSION: Operating budget only , PERMANENT & TEMPORARY POSTS														
Function group & grades	Posts 2021	Modification 2021	Posts 2021 after DAB	Reduction of posts following delegation of tasks & EPPO transfer from OLAF and Commission	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2021 (Irish language)	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 2022
AD 16	26		26								1			27
AD 15	222		222											222
AD 14	708		708								-1			707
AD 13	1637		1637	-1							-80			1 556
AD 12	1524		1524								82			1 606
AD 11	1043		1043								4			1 047
AD 10	1223		1223								152			1 375
AD 9	1686		1686								98			1 784
AD 8	1555	-1	1554								5			1 559
AD 7	1408		1408								-60			1 348
AD 6	746		746	-1							-41			704
AD 5	1013		1013	-3				2		104	-160		1	957
Total AD	12.791	-1	12.790	-5				2		104	-160		1	12.892
AST 11	226		226								1			227
AST 10	254		254								1			255
AST 9	786		786	-2							1			785
AST 8	713	-1	712	-2										710
AST 7	1104	-1	1103	-4						-2	4			1 101
AST 6	854	-1	853							-104	163			912
AST 5	1151		1151								-38		-24	1 089
AST 4	720		720	-3							-129			588
AST 3	466		466					1		-1	-75			391
AST 2	86		86							-1	-27			58
AST 1	59		59							-47	99		5	116
Total AST	6.419	-3	6.416	-11				1		-155	99		5	6.232
AST/SC 6	5		5											5
AST/SC 5	46		46											46
AST/SC 4	66		66								42			108
AST/SC 3	112		112								21			133
AST/SC 2	320		320								-5			315
AST/SC 1	651		651							51	-58			644
Total AST/SC	1.200		1.200							51	-58			1.251
Total	20.410	-4	20.406	-16				3					6	20.375

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2022 DB
SECTION III COMMISSION, Without Offices, Permanent Posts

Function group & grades	Posts 2021	Modification 2021 (**)	Posts 2021 after DAB	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 2022 (Irish language)	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 2022
AD 16	24		24											24
AD 15	190		190											190
AD 14	637		637											637
AD 13	1 574		1 574	-1							-80			1 493
AD 12	1 408		1 408								80			1 488
AD 11	928		928											928
AD 10	1 134		1 134								150			1 284
AD 9	1 605		1 605								100			1 705
AD 8	1 475	-1	1 474											1 474
AD 7	1 326		1 326								-60			1 266
AD 6	708		708								-40			668
AD 5	980		980	-2	1			2		90	-150			921
Total AD	11 989	-1	11 988	-3	1			2		90				12 078
AST 11	177		177											177
AST 10	190		190											190
AST 9	659		659		-1									658
AST 8	584	-1	583	-2										581
AST 7	893	-1	892	-2	2									892
AST 6	664	-1	663							-90	160			733
AST 5	946		946		1						-40		-4	903
AST 4	632		632	-3							-120			509
AST 3	393		393								-75			318
AST 2	64		64								-25			39
AST 1	52		52								100			107
Total AST *	5 254	-3	5 251	-7	2					-135			-4	5 107
AST/SC 6	5		5											5
AST/SC 5	46		46											46
AST/SC 4	30		30								40			70
AST/SC 3	102		102								20			122
AST/SC 2	303		303		1						-10			294
AST/SC 1	641		641							45	-50			636
Total AST/SC	1 127		1 127		1					45				1 173
Total	18 370	-4	18 366	-10	4			2					-4	18 358

* 30 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.

** Modification DAB 2021: reduction of posts due to offsetting for delegation to external agencies

*** Reduction of posts due to offsetting for delegation to external agencies

**** Transfer to the Commission of in relation to Synergies and Efficiencies from OLAF (+1 AD5), OIL (+1 AST7), OP (+1AST7), OIB (+1 AST5)

**** Transfer of 1 AST/SC2 from OP following agreement in relation to savings following the transfer of the EC Library from EAC to OP

**** Transfer of 1 AST9 from DGIT to EPSO

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2022 DB
SECTION III COMMISSION Without Offices, Temporary Posts

Function group & grades	Posts 2021	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 2022
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	26										26
AD 7	20										20
AD 6	10										10
AD 5	6										6
Total AD	252										252
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	375										375

3.2.8.2 On the Commission establishment plan – Research Budget

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2022 DB RESEARCH BUDGET - Direct Actions (JRC) - Permanent Posts													
Function group & grades	Posts 2021	Modification 2021 (**)	Posts 2021 after DAB	Reduction of posts (***)	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 2022
AD 16	2		2										2
AD 15	11		11										11
AD 14	76		76										76
AD 13	197		197							-5			192
AD 12	190		190										190
AD 11	62		62										62
AD 10	80		80							5			85
AD 9	94		94										94
AD 8	85		85										85
AD 7	62		62							10			72
AD 6	24		24	-4						-5			15
AD 5	19		19	-5						-5			9
Total AD	902		902	-9									893
AST 11	52		52										52
AST 10	46		46										46
AST 9	138		138										138
AST 8	67		67										67
AST 7	98		98							12			110
AST 6	114		114							8			122
AST 5	139		139							-8			131
AST 4	81		81	-3						-12			66
AST 3	40		40	-3									37
AST 2	7		7	-4									3
AST 1	5		5	-3									2
Total AST *	787		787	-13									774
AST/SC 6													
AST/SC 5													
AST/SC 4	1		1							5			6
AST/SC 3	8		8										8
AST/SC 2	22	-3	19	-1									18
AST/SC 1	27	-7	20	-3						-5			12
Total AST/SC	58	-10	48	-4									44
Total	1.747	-10	1.737	-26									1.711

* 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.

** Modification DAB 2021: reduction of posts due to offsetting for delegation to executive agencies

*** 2022 reduction of posts due to offsetting for delegation to executive agencies

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2022 DB
RESEARCH BUDGET - Indirect Actions - Permanent posts

Function group & grades	Posts 2021	Modification 2021 (**)	Posts 2021 after DAB	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 2022
AD 16	1		1										1
AD 15	19		19										19
AD 14	94		94										94
AD 13	203	-4	199										199
AD 12	137		137										137
AD 11	81		81							15			96
AD 10	92		92										92
AD 9	95	-3	92							-5			87
AD 8	72	-1	71										71
AD 7	64	-3	61							-10			51
AD 6	49	-4	45							-10			35
AD 5	35		35							10			45
Total AD	942	-15	927										927
AST 11	17	-3	14										14
AST 10	17		17							1			18
AST 9	60		60							-1			59
AST 8	45	-1	44										44
AST 7	71		71							3			74
AST 6	71	-1	70							-3			67
AST 5	63	-1	62							-6			56
AST 4	35	-2	33							-8			25
AST 3	22	-3	19							-4			15
AST 2	4		4										4
AST 1	3		3										3
Total AST *	408	-11	397						-18	18			379
AST/SC 6													
AST/SC 5													
AST/SC 4	2		2							1			3
AST/SC 3	6		6							1			7
AST/SC 2	16		16							4			20
AST/SC 1	30		30							-6			42
Total AST/SC	54		54						18	18			72
Total	1.404	-26	1.378										1.378

* 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.

3.2.8.3 On the establishment plan of the Offices

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2022 DB Publications Office (OP), Permanent posts											
Function group & grades	Posts 2021	Transfer of tasks and posts between establishment plans **	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2020 (Irish language)	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 2022 *
AD 16	1										1
AD 15	3										3
AD 14	9										9
AD 13	9										9
AD 12	15							1			16
AD 11	14							2			16
AD 10	22										22
AD 9	20							-2			18
AD 8	14										14
AD 7	17							1			18
AD 6	11							-2			9
AD 5	6						4				10
Total AD	141						4				145
AST 11	18										18
AST 10	20										20
AST 9	49										49
AST 8	46										46
AST 7	79	-1						5			83
AST 6	83						-4	-2			77
AST 5	65							-2		-1	62
AST 4	39							-1			38
AST 3	35				1		-1	1			36
AST 2	4							-1			3
AST 1	5						-2				3
Total AST *	443	-1			1		-7			-1	435
AST/SC 6											
AST/SC 5											
AST/SC 4								1			1
AST/SC 3	2										2
AST/SC 2	3	-1						4			6
AST/SC 1	4						3	-5			2
Total AST/SC	9	-1					3				11
Total	593	-2			1					-1	591

* 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.

** Transfer to the Commission of 1 AST7 in relation to the Synergies and Efficiencies and 1 AST/SC2 following the agreement in relation to the transfer of the EC Library from EAC to OP.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2022 DB
European Antifraud Office (OLAF), Permanent posts

Function group & grades	Posts 2021	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 2022 *
AD 16	1										1
AD 15	2							1			3
AD 14	13					1		-1			13
AD 13	21										21
AD 12	29										29
AD 11	21										21
AD 10	21							1			22
AD 9	26							1			27
AD 8	23							-1			22
AD 7	23							4			27
AD 6	7	-1						-2			4
AD 5	12	-1	-1					-3			7
Total AD	199	-2	-1			1					197
AST 11	6										6
AST 10	7					1					8
AST 9	21	-2									19
AST 8	11										11
AST 7	15	-2									13
AST 6	9							2			11
AST 5	16							-2			14
AST 4	5										5
AST 3	2										2
AST 2											
AST 1											
Total AST	92	-4				1					89
AST/SC 6											
AST/SC 5											
AST/SC 4	1							1			2
AST/SC 3	5							-1			4
AST/SC 2	6										6
AST/SC 1	2										2
Total AST/SC	14										14
Total	305	-6	-1			2					300

* 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.

** Transfer of 1 AD 5 post from OLAF to the Commission in relation to Synergies and Efficiencies;

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2022 DB
European Anti-Fraud Office (OLAF), Temporary posts

Function group & grades	Posts 2021	Reduction of posts following creation of EPPO	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2022
AD 16								1			1
AD 15	1							-1			
AD 14	1										
AD 13	5										5
AD 12	2										2
AD 11											
AD 10											
AD 9											
AD 8											
AD 7											
AD 6											
AD 5											
Total AD	9					-1					8
AST 11	9										9
AST 10	4										3
AST 9	2										2
AST 8											
AST 7											
AST 6											
AST 5											
AST 4											
AST 3											
AST 2											
AST 1											
Total AST	15					-1					14
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
Total AST/SC											
Total	24					-2					22

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2022 DB
European Personnel Selection Office (EPSO), Permanent posts

Function group & grades	Posts 2021	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 2022 *
AD 16										
AD 15										
AD 14	2									2
AD 13	4									4
AD 12	4									4
AD 11	3						1			4
AD 10	6									6
AD 9	3						1			4
AD 8	4						1			5
AD 7	3									3
AD 6	2						1			3
AD 5	2					2	-4	1		1
Total AD	33					2		1		36
AST 11	2									2
AST 10	4									4
AST 9	6	1								7
AST 8	7						1			8
AST 7	12						-1			11
AST 6	10					-2	5			13
AST 5	15						-1			14
AST 4	9						-2			7
AST 3	3						-1			2
AST 2	1						-1			
AST 1										
Total AST *	69	1				-2				68
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3	1									1
AST/SC 2	1									1
AST/SC 1	2									2
Total AST/SC	4									4
Total	106	1						1		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.

** Transfer from the Commission (DGIT) of 1 AST9.

EPSO of which European School of Administration (EUSA), Permanent posts										
Function group & grades	Posts 2021	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 2022
AD 16										
AD 15										
AD 14										
AD 13										
AD 12	3									3
AD 11	1									1
AD 10										
AD 9										
AD 8	1									1
AD 7										
AD 6										
AD 5										
Total AD	5									5
AST 11										
AST 10	1									1
AST 9	1									1
AST 8	1									1
AST 7	2									2
AST 6	1						1			2
AST 5	2		1				-1			2
AST 4							1			1
AST 3	1						-1			
AST 2										
AST 1										
Total AST	9		1							10
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2	1		-1							
AST/SC 1										
Total AST/SC	1		-1							
Total	15									15

*Transfer of one SC from EUSA to EPSO and one AST from EPSO to EUSA (exchange due to the profiles needed)

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2022 DB
European Personnel Selection Office (EPSO), Temporary posts

Function group & grades	Posts 2021	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 2022
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 – 2022 DB
Office for "Infrastructure and Logistics" in Brussels (OIB), Permanent posts

Function group & grades	Posts 2021	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 2022 *
AD 16										
AD 15	1									1
AD 14	7									7
AD 13	10									10
AD 12	12						1			13
AD 11	9						-1			8
AD 10	11						1			12
AD 9	10									10
AD 8	10						3			13
AD 7	13						-4			9
AD 6	7						2			9
AD 5	5					3	-2			6
Total AD	95					3				98
AST 11	8									8
AST 10	11									11
AST 9	21									21
AST 8	22						2			24
AST 7	49									49
AST 6	39					-3	-2			34
AST 5	69	-1					4		-19	53
AST 4	21						-4			17
AST 3	16									16
AST 2	1									1
AST 1	1									1
Total AST *	258	-1				-3			-19	235
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3							1			1
AST/SC 2	1						-1			
AST/SC 1										
Total AST/SC	1									1
Total	354	-1							-19	334

* 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.

** Transfer to the Commission of 1 AST5 in relation to the Synergies and Efficiencies.

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2022 DB
Office for "Infrastructure and Logistics" in Brussels (OIB), Temporary posts

Function group & grades	Posts 2021	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 2022
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 – 2022 DB
Office for "Infrastructure and Logistics" in Luxembourg (OIL), Permanent posts

Function group & grades	Posts 2021	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 2022 *
AD 16										
AD 15	1									1
AD 14	3									3
AD 13	5									5
AD 12	3									3
AD 11	3						1			4
AD 10	5									5
AD 9	5						-1			4
AD 8	2						1			3
AD 7	3						-1			2
AD 6										
AD 5	1									1
Total AD	31									31
AST 11	2									2
AST 10	3									3
AST 9	7									7
AST 8	7									7
AST 7	14	-1				-2				11
AST 6	8									8
AST 5	15						2			17
AST 4	10						-2			8
AST 3	14									14
AST 2	1									1
AST 1										
Total AST *	81	-1				-2				78
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3	2						1			3
AST/SC 2	5						1			6
AST/SC 1	2					2	-2			2
Total AST/SC	9					2				11
Total	121	-1								120

* 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

**Transfer to the Commission of 1 AST7 in relation to the Synergies and Efficiencies.

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 – 2021 DB														
SECTION III COMMISSION: All budgets, PERMANENT & TEMPORARY POSTS														
Function group & grades	Posts 2021	Modification 2021	Posts 2021 after DAB	Reduction of posts following delegation of tasks & EPPO transfer from OLAF and Commission	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2021 (Irish language)	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 2022
AD 16	29		29								1			30
AD 15	252		252											252
AD 14	878		878								-1			877
AD 13	2.037	-4	2033	-1							-85			1.947
AD 12	1.856		1856								82			1.938
AD 11	1.186		1186								19			1.205
AD 10	1.395		1395								157			1.552
AD 9	1.875	-3	1872								93			1.965
AD 8	1.712	-2	1710								5			1.715
AD 7	1.534	-3	1531								-60			1.471
AD 6	819	-4	815	-5							-56			754
AD 5	1.067		1067	-8				2		104	-155	1		1.011
Total AD	14.640	-16	14.624	-14				2		104		1		14.717
AST 11	295	-3	292								1			293
AST 10	317		317								2			319
AST 9	984		984	-2										982
AST 8	825	-2	823	-2										821
AST 7	1.273	-1	1272	-4						-2	19			1.285
AST 6	1.039	-2	1037							-104	168			1.101
AST 5	1.353	-1	1352								-52		-24	1.276
AST 4	836	-2	834	-6							-149			679
AST 3	528	-3	525	-3				1		-1	-79			443
AST 2	97		97	-4						-1	-27			65
AST 1	67		67	-3						-65	117	5		121
Total AST	7.614	-14	7600	-24				1		-173		5	-24	7.385
AST/SC 6	5		5											5
AST/SC 5	46		46											46
AST/SC 4	69		69								48			117
AST/SC 3	126		126								22			148
AST/SC 2	358	-3	355	-1							-1			353
AST/SC 1	708	-7	701	-3						69	-69			698
Total AST/SC	1.312	-10	1302	-4						69				1.367
Total	23.566	-40	23.526	-42				3				6	-24	23.469

3.3 2022 DB: appropriations for the external staff

3.3.1 Global evolution for 2022

Taking account of the conversion of 31 posts into appropriations for contract agents, the global increase of external staff amounts to the equivalent of 17 full time equivalent units:

Commission Human Resources in 2022										Commission Human Resources including interinstitutional transfers			
2021 Budget Authorisation (Posts & estimated FTE of ext. Pers.) (1) (1bis)	Impact of delegation of tasks to (executive) agencies	Transformation of establishment plan posts into appropriations and appropriations into posts	Other changes in external personnel (4)	Transfer between establishment plans (2)	2022 Irish language related request	2022 staff request	Change 2022/2021	2022 staff request without interinstitutional transfers	Inter-Institutional transfers (3)	Total 2022 DB request	Change 2022/2021		
External Personnel													
Under Heading 7	4.213	0	17	11	0	4.241	0,7%	28	4.241	2	4.243	30	
Outside Heading 7	4.503	0	0	-12	0	4.491	-0,3%	-12	4.491	-1	4.490	-13	
Total Commission External Personnel	8.716	0	17	-1	0	8.732	0,2%	16	8.732	1	8.733	17	

(1) Including AL1/2021: Transfer of 31 posts and 8 CA from the Commission to OP due to the Library transfer, 2 AD5 from the EP to the Commission for CERT-EU, 562 FTEs from the Commission staff working in the administrative sections of the EU Delegations to the EEAS.

(1bis) Including DAB 2/2021 for the transfer to Executive Agencies: -4 posts Commission, -10 posts Direct Research, -26 posts Indirect Research, -11 FTE GE, -57 FTE Indirect research

(2) 4 posts from OLAF, OIB, OIL, OP to Commission due to SER, 1 post from OP to Commission following the library transfer, 1 post from Commission(DGIT) to EPSO

(3) Transfer of 6 posts from OLAF to EPPO, transfer of 1 FTE from the Commission to the EEAS, transfer of 4 CA from OLAF to EPPO, transfer of 6 CA from EEAS to PMO

(4) Includes for Headings 1,2,3 and 6: -12 FTE in the administrative support lines of operational programmes (ex-BA lines). For Other Heading 7: +6 INT for OIL, +4 CA for OIB for BERL catering, +7 FTE (3CAs+4SNEs) for OLAF, -4 FTE for COMM (+3 CA-7LA). For Heading 7 +10 CA for DGT.

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 2022, EUR 46,8 million are requested for external personnel under the indirect research budget. This results in an estimate of 550 FTE available to the Research DGs concerned. The distribution between DGs concerned is highlighted in Table 8 in Annex. Related administrative appropriations requested in the 2022 DB reflect this situation and integrate the salary indexations for 2022.

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

For 2022, appropriations for external personnel amount to EUR 46,3 million, accounting for an estimate of 739 FTE available to the JRC (see table 8 in annex) and to the Account Management Centre in DG HR.

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

In 2000, the Commission committed itself to the following¹²:

- To phase out a number of Technical Assistance Offices (the so-called ‘BATs’) and, for a limited number of them, to integrate their activities in its services. For these very specific cases, the budgetary authority allowed the Commission to temporarily finance external personnel at headquarters through a specific budgetary comment establishing a sub-ceiling under the operational lines of the programmes concerned (the so-called former ‘BA lines’). These authorisations are without prejudice to the so-called ‘mini budgets’ whereby Structural Funds may historically finance external personnel from the operational appropriations concerned;
- To improve the management of external aid through the de-concentration policy. To this end, the budgetary authority allowed the Commission to finance external personnel in delegations from the operational lines of the programmes concerned.

For the 2022 DB, the sub-ceilings are reduced by 12 FTE due to the impact of the salary increase on the average costs of the external staff at Headquarters. In addition, the budget includes a transfer of one FTE with the corresponding appropriations from the Commission to the EEAS.

¹² Amending Letter 1/2001, SEC(2000) 1363 final, 4.9.2000.

Table 7 - Draft Budget 2022 Pre-allocation - Appropriations for external personnel authorised on former BA lines

Budget line	Service	MFF heading	Programme Title	2021 Sub-ceiling (in €)	2021 authorised FTE	2022 Sub-ceiling (in €)	2022 authorised FTE
External Personnel authorized under Structural Funds, Rural Development and European Fisheries Fund "mini budgets" at Headquarters							
07 01 01 01 01	EMPL	2	Support expenditure for the "European Social Fund+ (ESF+) — shared management"	5.000.000	78	5.000.000	76
08 01 02 01	AGRI	3	Support expenditure for the "European Agricultural Fund for Rural Development (EAFRD)"	1.850.000	28	1.850.000	27
08 01 03 01 01	MARE	3	Support expenditure for the "European Maritime and Fisheries Fund (EMFF)"	850.000	14	850.000	14
05 01 01 01	REGIO	2	Support expenditure for the "European Regional Development Fund (ERDF)"	3.060.000	48	3.060.000	47
05 01 02 01 01	REGIO	2	Support expenditure for the "Cohesion Fund (CF)"	1.340.000	21	1.340.000	21
Sub-total:				12.100.000	189	12.100.000	185
External Personnel authorised under former BA lines at Headquarters (former Technical Assistance Bureaux - "BATs")							
05 01 03 01	REFORM	2	Support expenditure for Instrument for Pre-accession Assistance (IPA III) ¹	1.873.475	21	1.873.475	21
14 01 01 01 01	FPI	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI)	620.899	10	620.899	10
14 01 01 01 01	INTPA	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI)	24.167.376	322	24.138.648	316
14 01 05 01	INTPA	6	Support expenditure for European Instrument for Nuclear Safety (EINS)	968.300	16	968.300	16
14 01 04 01	INTPA	6	Support expenditure for "Overseas Association Decision" (OAD)	467.000	6	467.000	6
15 01 01 01 01	NEAR	6	Support expenditure Instrument for Pre-accession Assistance III (IPA III)	5.281.005	82	5.309.733	82
14 01 01 01 01	NEAR	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI)	4.846.907	76	4.572.347	71
14 01 01 01 01	REGIO	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI)			274.560	5
14 01 02 01	ECHO	6	Support expenditure for Humanitarian Aid (HUMA)	2.987.550	42	2.987.550	41
03 01 01 01 01	ESTAT	1	Support expenditure for "Single Market Programme (incl. SMEs)"	2.300.000	36	2.300.000	35
Sub-total:				43.512.512	611	43.512.512	603
External Personnel authorised under former BA lines in Delegations for the management of deconcentrated external aid actions							
15 01 01 01 03	AGRI	6	Support expenditure for Instrument for Pre-accession Assistance (IPA III)	374.575	3	412.032	3
08 01 03 01 03	MARE	3	Support expenditure for the "European Maritime and Fisheries Fund (EMFF)"	1.356.485	9	1.383.615	9
14 01 01 01 03	FPI	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI)	11.525.776	73	11.842.735	73
14 01 01 01 03	INTPA	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI)	165.638.375	1538	168.800.422	1537
14 01 04 03	INTPA	6	Support expenditure for "Overseas Association Decision" (OAD)	493.000	6	505.325	6
15 01 01 01 03	NEAR	6	Support expenditure for Instrument for Pre-accession Assistance III (IPA III)	30.304.132	380	30.910.214	380
14 01 01 01 03	NEAR	6	Support expenditure for Neighbourhood, Development and International Cooperation Instrument (NDICI) ²	35.136.347	405	35.839.074	405
Sub- total:				244.828.690	2.414	249.693.417	2.413
Grand total - External personnel authorised on the so called former "BA" lines:				300.441.202	3.214	305.305.929	3.201

¹ Budget line covering support for the economic development of the Turkish Cypriot community managed by REFORM under REGIO policy area (includes 1 FTE in DG NEAR providing TAIEX assistance for the TCc).

² Includes 17 FTE for the Trust Fund for Syria.

3.4 2021 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).

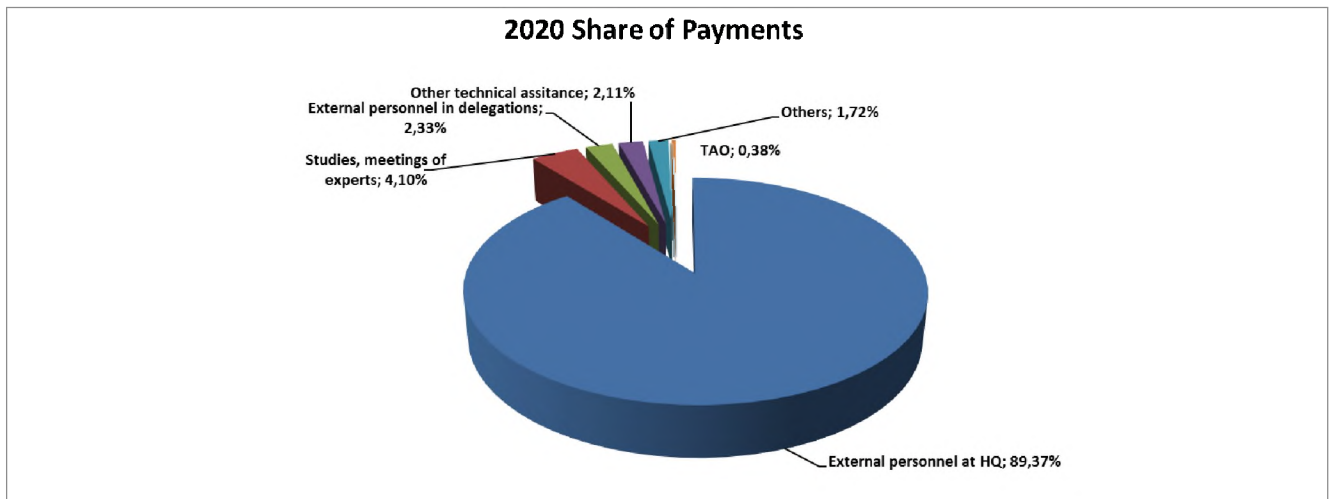
3.4.1 Appropriations implemented in 2020

In 2020, total payments on administrative support expenditure (the so-called former 'BA' lines) amounted to EUR 204 million¹³. This compares to EUR 212 million in payments in 2019. This change is mainly due to a decrease of the support expenditure such as studies, meetings, experts and other technical assistance in Delegations directly linked to the achievement of a programme.

All in all, the four possible sub-groups¹⁴ of expenditure authorised on former 'BA' lines represented the following share in total payments in 2020:

- 4,1 % related to support expenditure such as studies, meetings of experts, information or publication directly linked to the achievement of a programme (5,6 % in 2019);
- 2,5 % related to the remaining TAO (0,38 % thereof) and other technical assistance (3,2 % in 2019);
- 89,4 % related to sub-ceiling of external staff at Headquarters (86 % in 2019);
- 2,3 % of total payments related to sub-ceilings of external staff in delegations (3,1 % in 2019).

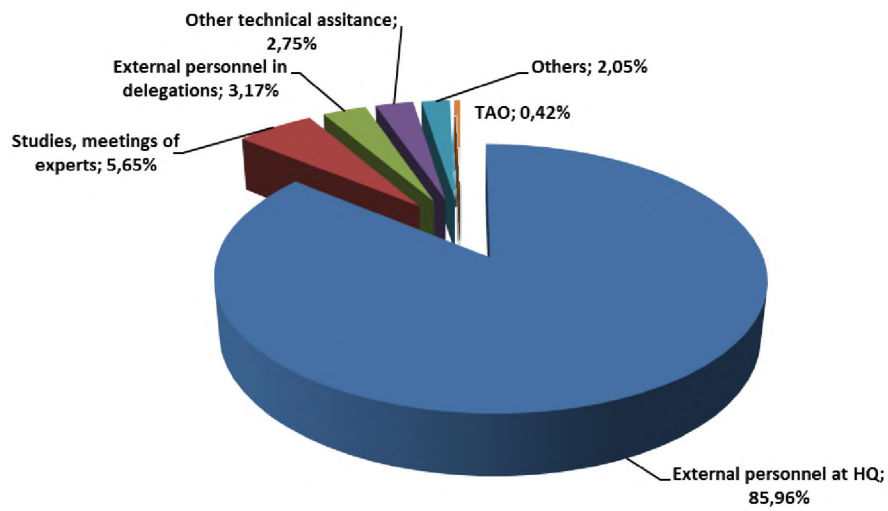
The graphs reproduced below illustrate 2019 and 2020 figures.



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.

2019 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**, becomes a strong centre for funding dedicated to innovation, strategic infrastructure and digital transformation. Horizon Europe will increase European support for health and climate and environment-related research and innovation activities. It will receive EUR 1,8 billion in funding from Next Generation EU in 2022, to enable it to scale up the research effort for challenges such as the COVID-19 pandemic, and for research and innovation in climate and environment-related domains. In complement, longer-term support to strategically-important companies is provided through the enhanced InvestEU programme. The reinforcement of InvestEU from NextGenerationEU amounts to EUR 1,8 billion in 2022. **(48,5%)**

Heading 6, **Neighbourhood and the world**, reflects the full extent of the Union's external development and international cooperation expenditure. The geographic cooperation with the African, Caribbean and Pacific (ACP) States and Overseas Countries and Territories (OCTs), which was previously financed by the extra-budgetary European Development Fund (EDF), is now funded by the general budget of the EU. Furthermore, the external financing instruments have been fundamentally restructured and streamlined with the introduction of the new Neighbourhood, Development and International Cooperation Instrument – Global Europe. **(34,3 %)**

Heading 2, **Cohesion and values**, in sub-heading 2a, Economic, social and territorial cohesion, in addition to the envelopes financed under the MFF, cohesion programmes will receive additional support for crisis repair measures from the REACT-EU initiative, which bridges the two MFF periods and which will receive EUR 10,8 billion in commitment appropriations from NextGenerationEU in 2022.

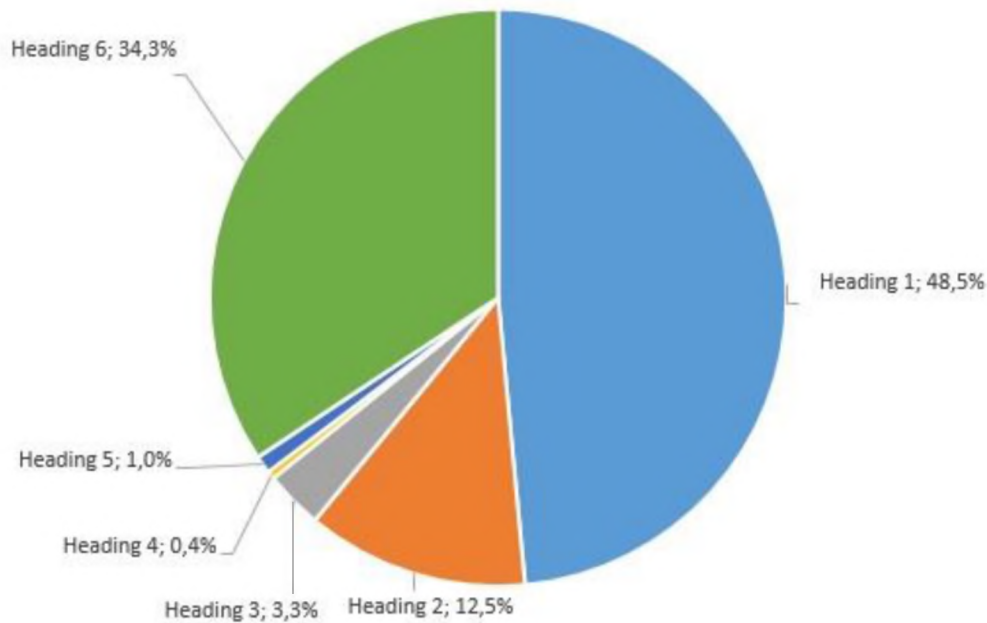
Sub-heading 2b, Resilience and values, contains the grant component of the Recovery and Resilience Facility, for which EUR 118,4 billion from NGEU should be committed in 2022, and the cost of the financing of NGEU, covered by the MFF appropriations. This sub-heading also includes the new and enhanced EU4Health programme, for which an amount of EUR 70 million is proposed to be frontloaded from the 2027 programming. This is to be offset in 2022 from the programmed amount for the NGEU interest line, which in turn is back-loaded to 2027. Other flagship European programmes financed under sub-heading 2b are Erasmus+, Creative Europe, the Citizens, Equality, Rights and Values programme, and the upgraded Union Civil Protection Mechanism (UCPM)/rescEU, which will benefit from extra funding through NextGenerationEU in 2022 (EUR 680 million). **(12,5%)**

Heading 3, **Natural resources and environment**, aims to make a substantial contribution to the new Green Deal, and includes the funding for the Just Transition Fund, both under the MFF and NextGenerationEU, which will reinforce the JTF by EUR 4,3 billion in 2022. Under the Common Agricultural Policy (CAP) transitional rules, the European Agricultural Guarantee Fund (EAGF) and the European Agricultural Fund for Rural Development (EAFRD) measures will continue in 2022 under the rules of the period 2014-2020, but with financial envelopes and ceilings adjusted to the new MFF for 2022. The EAFRD will be reinforced by some EUR 5,7 billion from NextGenerationEU in 2022. **(3,3%)**

Heading 5, **Security and defence**, brings together the reinforced Internal Security Fund, the newly created European Defence Fund, the nuclear safety and decommission activities and the agencies active in the area of security. This concerns in particular EUROPOL, for which the Commission proposed a reinforced mandate in December 2020. **(1%)**

Heading 4, **Migration and border management**, brings together all funding dedicated to protection of the external borders of the EU, with a new Integrated Border Management Fund, together with support to Member States in the area of asylum and migration. The important agencies working in this field represent a substantial proportion of the heading, and there are increases in the EU contribution relative to 2021, notably for the European Border and Coast Guard Agency (FRONTEX) and the European Asylum Support Office (EASO), in connection with their new mandates, including the build-up of the standing corps of Border Guards in FRONTEX. (0,4%)

2022 Total Commitment (in € million and %)



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

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Group	Cfe	2022 Hearing	
								Commitments Total	Payments Total
01 01 01 02	External personnel implementing Horizon Europe— Indirect research	NDA	1	1	1.0.1		1.0.11	45.750.543	45.750.543
01 01 01 03	Other management expenditure for Horizon Europe — Indirect research	NDA	1	1	1.0.1		1.0.11	87.979.148	87.979.148
01 01 01 12	External personnel implementing Horizon Europe — Direct research	NDA	1	1	1.0.1		1.0.11	35.892.000	35.892.000
01 01 01 13	Other management expenditure for Horizon Europe — Direct research	NDA	1	1	1.0.1		1.0.11	53.186.000	53.186.000
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	p.m.	p.m.
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	p.m.	p.m.
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	p.m.	p.m.
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	p.m.	p.m.
01 01 01 71	European Research Council Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1		1.0.11	54.792.000	54.792.000
01 01 01 72	European Research Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1		1.0.11	91.211.904	91.211.904
01 01 01 73	European Health and Digital Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1		1.0.11	20.459.000	20.459.000
01 01 01 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1		1.0.11	13.332.000	13.332.000
01 01 01 76	European Innovation Council and SMEs Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1		1.0.11	30.084.000	30.084.000
01 01 02 02	External personnel implementing the Euratom Research and Training Programme — Indirect research	NDA	1	1	1.0.1		1.0.12	275.656	275.656
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	1.880.440	1.880.440
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	31.376.880	31.376.880
01 01 03 02	External personnel implementing ITER	NDA	1	1	1.0.1		1.0.13	203.016	203.016
01 01 03 03	Other management expenditure for ITER	NDA	1	1	1.0.1		1.0.13	1.500.000	1.500.000
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	2.040.000	2.040.000
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	p.m.	p.m.
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	7.257.000	7.257.000
02 01 22 01	Support expenditure for the Connecting Europe Facility — Energy	NDA	1	1	1.0.2		1.0.222	1.836.000	1.836.000
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	2.963.000	2.963.000
02 01 23 01	Support expenditure for the Connecting Europe Facility — Digital	NDA	1	1	1.0.2		1.0.223	1.020.000	1.020.000
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	4.642.000	4.642.000
02 01 30 01	Support expenditure for the Digital Europe programme	NDA	1	1	1.0.2		1.0.23	15.390.000	15.390.000
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	5.140.000	5.140.000
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	p.m.	p.m.
03 01 01 01	Support expenditure for the Single Market Programme	NDA	1	1	1.0.3		1.0.31	13.286.000	13.286.000

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Group	Cfe	2022 Hearing	
								Commitments Total	Payments Total
03 01 01 63	Agence exécutive pour les petites et moyennes entreprises — Contribution du Programme en faveur du marché unique pour l'achèvement des programmes antérieurs	NDA	1	1	1.0.3		1.0.31	p.m.	p.m.
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	p.m.	p.m.
03 01 01 73	European Health and Digital Executive Agency — Contribution from the Single Market Programme	NDA	1	1	1.0.3		1.0.31	2.888.000	2.888.000
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	12.368.000	12.368.000
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	7.259.000	7.259.000
05 01 01 01	Support expenditure for the European Regional Development Fund	NDA	2	2.1	2.1.1		2.1.11	3.653.000	3.653.000
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	1.047.000	1.047.000
05 01 02 01	Support expenditure for the Cohesion Fund	NDA	2	2.1	2.1.1		2.1.121	1.597.000	1.597.000
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	p.m.	p.m.
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	6.457.000	6.457.000
05 01 03	Support expenditure for the support to the Turkish-Cypriot community	NDA	2	2.2	2.2.1		2.2.13	1.873.475	1.873.475
06 01 01 01	Support expenditure for "Technical Support Instrument"	NDA	2	2.2	2.2.2		2.2.21	2.040.000	2.040.000
06 01 01 02	Support expenditure for the "European Recovery and Resilience Facility"	NDA	2	2.2	2.2.2		2.2.21	p.m.	p.m.
06 01 02	Support expenditure for the protection of the euro against counterfeiting	NDA	2	2.2	2.2.2		2.2.22	p.m.	p.m.
06 01 03	Support expenditure for the European Union Recovery Instrument (EURI)	NDA	2	2.2	2.2.2		2.2.23	5.000.000	5.000.000
06 01 04	Support expenditure for the Union Civil Protection Mechanism (rescEU)	NDA	2	2.2	2.2.2		2.2.24	p.m.	p.m.
06 01 05 01	Support expenditure for the EU4Health Programme	NDA	2	2.2	2.2.2		2.2.25	9.137.913	9.137.913
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	p.m.	p.m.
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	15.321.013	15.321.013
06 01 06	Support expenditure for the emergency support within the Union	NDA	2	2.2	2.2.2		2.2.26	p.m.	p.m.
07 01 01 01	Support expenditure for the ESF+ — shared management	NDA	2	2.1	2.1.3		2.1.311	7.170.000	7.170.000
07 01 01 02	Support expenditure for the Employment and Social Innovation strand	NDA	2	2.2	2.2.3		2.2.312	2.000.000	2.000.000
07 01 02 01	Support expenditure for Erasmus	NDA	2	2.2	2.2.3		2.2.32	23.533.315	23.533.315
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	p.m.	p.m.
07 01 02 75	European Education and Culture Executive Agency — Contribution from Erasmus	NDA	2	2.2	2.2.3		2.2.32	26.839.969	26.839.969
07 01 03 01	Support expenditure for the European Solidarity Corps	NDA	2	2.2	2.2.3		2.2.33	5.151.572	5.151.572
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	p.m.	p.m.
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	1.565.966	1.565.966
07 01 04 01	Support expenditure for Creative Europe	NDA	2	2.2	2.2.3		2.2.34	5.560.000	5.560.000
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	p.m.	p.m.
07 01 04 75	European Education and Culture Executive Agency — Contribution from Creative Europe	NDA	2	2.2	2.2.3		2.2.34	15.314.886	15.314.886
07 01 05 01	Support expenditure for Rights and Values	NDA	2	2.2	2.2.3		2.2.352	2.000.000	2.000.000

								2022 Hearing	
Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Group	Cfe	Commitments Total	Payments Total
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	6.501.000	6.501.000
07 01 06	Support expenditure for "Justice"	NDA	2	2.2	2.2.3		2.2.351	1.100.000	1.100.000
08 01 01 01	Support expenditure for the European Agricultural Guarantee Fund	NDA	3	3.1	3.1.1		3.1.11	614.028	614.028
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	p.m.	p.m.
08 01 01 72	European Research Executive Agency — Contribution from the European Agricultural Guarantee Fund	NDA	3	3.1	3.1.1		3.1.11	3.684.000	3.684.000
08 01 02	Support expenditure for the European Agricultural Fund for Rural Development	NDA	3	3.2	3.2.1		3.2.12	1.850.000	1.850.000
08 01 03 01	Support expenditure for the European Maritime Fisheries and Aquaculture Fund	NDA	3	3.2	3.2.1		3.2.13	3.739.250	3.739.250
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	p.m.	p.m.
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	4.071.000	4.071.000
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	9.832.592	9.832.592
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	p.m.	p.m.
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	13.697.000	13.697.000
09 01 02	Support expenditure for the Just Transition Fund	NDA	3	3.2	3.2.2		3.2.22	p.m.	p.m.
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	p.m.	p.m.
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	p.m.	p.m.
10 01 01	Support expenditure for the Asylum, Migration and Integration Fund	NDA	4	4	4.0.1		4.0.11	3.000.000	3.000.000
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	2.000.000	2.000.000
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	79.000	79.000
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	p.m.	p.m.
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	2.310.000	2.310.000
13 01 01	Support expenditure for the European Defence Fund — Non-research	NDA	5	5	5.0.2		5.0.212	2.430.000	2.430.000
13 01 02 02	External personnel implementing the European Defence Fund — Research	NDA	5	5	5.0.2		5.0.211	670.000	670.000
13 01 02 03	Other management expenditure for the European Defence Fund — Research	NDA	5	5	5.0.2		5.0.211	1.838.000	1.838.000
13 01 03 01	Support expenditure for military mobility	NDA	5	5	5.0.2		5.0.22	714.000	714.000
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	962.000	962.000
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	324.804.695	324.804.695
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	p.m.	p.m.
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	6.144.641	6.144.641

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Group	Cfe	2022 Hearing	
								Commitments Total	Payments Total
14 01 02	Support expenditure for humanitarian aid	NDA	6	6	6.0.1		6.0.12	11.657.550	11.657.550
14 01 03	Support expenditure for the Common Foreign and Security Policy	NDA	6	6	6.0.1		6.0.13	600.000	600.000
14 01 04	Support expenditure for overseas countries and territories	NDA	6	6	6.0.1		6.0.14	1.346.596	1.346.596
14 01 05	Support expenditure for the European Instrument for International Nuclear Safety Cooperation (INSC)	NDA	6	6	6.0.1		6.0.112	1.515.530	1.515.530
15 01 01 01	Support expenditure for IPA	NDA	6	6	6.0.2		6.0.21	46.076.833	46.076.833
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	p.m.	p.m.
15 01 01 75	European Education and Culture Executive Agency — contribution from IPA	NDA	6	6	6.0.2		6.0.21	1.399.424	1.399.424
16 01 01	Support expenditure for the European Globalisation Adjustment Fund	NDA	S	S			S.0.2	p.m.	p.m.
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	p.m.	p.m.
16 01 02 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from the Innovation Fund	NDA	O	O			O.0.1	p.m.	p.m.
16 01 03	Support expenditure for the European Peace Facility	NDA	O	O			O.0.OTH	p.m.	p.m.
16 01 04	Support expenditure for trust funds managed by the Commission	NDA	O	O			O.0.OTH	p.m.	p.m.
16 01 05	Support expenditure for the European Development Fund	NDA	O	O			O.0.OTH	p.m.	p.m.
20 01 01 01	Salaries, allowances and payments of Members of the institution	NDA	7	7.2	7.2.3		7.2.321	10.612.000	10.612.000
20 01 01 02	Other management expenditure of Members of the institution	NDA	7	7.2	7.2.3		7.2.321	3.734.000	3.734.000
20 01 01 03	Allowances of former Members	NDA	7	7.2	7.2.3		7.2.322	2.830.000	2.830.000
20 01 02 01	Remuneration and allowances — Headquarters and Representation offices	NDA	7	7.2	7.2.3		7.2.311	2.305.209.000	2.305.209.000
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	13.418.000	13.418.000
20 01 02 03	Remuneration and allowances — Union delegations	NDA	7	7.2	7.2.3		7.2.311	134.919.000	134.919.000
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	7.948.000	7.948.000
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	8.477.000	8.477.000
20 01 05 01	Medical service	NDA	7	7.2	7.2.3		7.2.334	5.387.000	5.387.000
20 01 05 02	Childcare facilities	NDA	7	7.2	7.2.3		7.2.334	6.123.000	6.123.000
20 01 05 03	Other social related expenditure	NDA	7	7.2	7.2.3		7.2.334	5.757.000	5.757.000
20 01 05 04	Mobility	NDA	7	7.2	7.2.3		7.2.334	2.738.000	2.738.000
20 01 05 05	Competitions, selection and recruitment expenditure	NDA	7	7.2	7.2.3		7.2.331	2.481.000	2.481.000
21 01 01	Pensions and allowances	NDA	7	7.1	7.1.1		7.1.11	2.310.785.000	2.310.785.000
21 01 02 01	Pensions of former Members of the European Parliament	NDA	7	7.1	7.1.1		7.1.121	11.394.000	11.394.000
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	730.000	730.000
21 01 02 03	Pensions of former Members of the Commission	NDA	7	7.1	7.1.1		7.1.123	7.634.000	7.634.000
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	12.947.000	12.947.000
21 01 02 05	Pensions of former Members of the Court of Auditors	NDA	7	7.1	7.1.1		7.1.125	5.664.000	5.664.000
21 01 02 06	Pensions of former European Ombudsmen	NDA	7	7.1	7.1.1		7.1.128	266.000	266.000
21 01 02 07	Pensions of former European Data Protection Supervisors	NDA	7	7.1	7.1.1		7.1.129	194.000	194.000
30 01 01	Administrative reserve	NDA	0	0				p.m.	p.m.
30 01 02	Contingency reserve	NDA	7	7.2	7.2.3		7.2.383	p.m.	p.m.
Total								6.005.862.835	6.005.862.835

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
MF	Multiannual Financial Framework
NDA / CND	Non Dissociated Appropriations / Crédits Non Dissociés
SNE	Seconded National Expert
TAO	Technical assistance office

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