

Joint Assessment Report on Action Plan on Geographical Balance

DENMARK

2024

Assessment of the Joint Action Plans on Geographical Balance

Joint Conclusions

This is the first Joint Assessment Report completed on the Joint Action Plan on Geographical Balance for Denmark which was endorsed on 8 September 2023. As stated in the Action Plan, it is *'not to be seen as "a one-off reporting" but rather as a continuous, dynamic process made jointly by the Commission and the concerned Member State'.*

As outlined in the Joint Action Plan, the measures introduced by the European Commission, Denmark, and jointly, aim to strengthen geographical balance in the Commission workforce[1]. Denmark continues to develop and implement various outreach measures to promote EU careers at national level and support their candidates. Denmark calls for the introduction of nationality-based competitions to address its geographical imbalance as referenced in the European Commission's Human Resources Strategy (2022) and in the Joint Action Plan on Geographical Balance for Denmark (2023).

In terms of underrepresentation as of 31 December 2023, Denmark falls below the 80% threshold of its guiding rate (GR) in Contract Agents in FG III and FG IV, AD5-AD8 Officials (36% of GR), AD5-AD8 Temporary Agents (39% of GR), and AD5-AD8 Officials and Temporary Agents (combined: 36% of GR). The analysis of the result indicators for the period 2021 – 2023 shows increased shares (and absolute numbers) in relation to Blue Book Trainees (+12 BBTs), Contract Agents in FG III (+2 CAs) and FG IV (+7 CAs), AD5-AD8 Officials (+2 ADs), and AD5-AD8 Officials and Temporary Agents (+4 combined ADs). Despite the measures implemented to date by Denmark and the European Commission, the numbers in most staff categories remain a point for further detailed monitoring and analysis, and much remains to be achieved. This is why additional measures are needed. Alongside the issue of underrepresentation, during the reference period Denmark had a decrease of 15 Danish AD9-AD14 Officials, and faces an issue of outflow due to forecasted retirements[2]. Without a proper inflow to counteract this, the situation of underrepresentation will further deteriorate.

The number of external competitions has been limited due to the difficulties EPSO has encountered. For that reason, the actions aiming at correcting the underlying causes of geographical imbalances through external competitions have also been impacted. The Commission will continue to support EPSO, through its participation in the EPSO Management Board. The Commission has also administratively supported EPSO in restarting testing with an interim contractor, while the Procurement Unit of DG HR has helped EPSO to publish a tender for a new contractor.

The Commission also continues to implement measures aimed at improving geographical balance and monitor the trends for permanent and non-permanent positions in a targeted way across the career journey. This is important for strengthening the pipeline for future Officials. The decision to publish vacancies for non-permanent staff externally is an important step for greater transparency and visibility of Commission vacancies. The forthcoming Temporary Agents Decision foresees, as a principle, that all vacancies for Temporary Agents positions will be published externally[3]. Member States will be duly informed once adopted.

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

[2] During the next five years, approximately 30 % of the remaining AD officials are forecasted to retire.

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

In parallel, in line with the Joint Action Plan, the Commission will continue to prepare the legal basis for the introduction of additional measures (General Implementing Provisions (GIPs) according to Article 27 of the Staff Regulations), which will allow for the adoption of additional appropriate measures to tackle geographical imbalances. This will provide a robust legal framework and a sustainable, “step-by-step” approach to improving geographical balance. Additional measures are expected to be introduced once the legal basis to do so is established, at which point the recruitment trends will be taken into account. Any measures adopted will ensure that proportionality and merit continue to be the guiding principles underpinning recruitment in the Commission.

The Joint Action Plans, implementation and stocktaking of measures contained therein, and tracking progress by monitoring inflow and outflow trends, are crucial for improving geographical balance in the European Commission. With the long-term goals of the Joint Action Plans in mind, both the Commission and Denmark are committed to applying these measures strategically and with a focus on a sustainable approach. The stocktaking is not a one-off exercise; the Commission intends to continue the assessment on a regular basis. It is the combination of the Joint Action Plan measures and the potential measures anticipated by the GIPs that will enable us to address the imbalances in an efficient, sustainable, and proportionate way.

Member State:	Denmark	Guiding Rate:	1,8%	80% of Guiding Rate:	1,4%	Population Share:	1,3%

Result indicators (EC)

Staffing	2021		2022		2023		
	Absolute	Share as % of GR	Absolute	Share as % of GR	Absolute	Share as % of GR	Trend vs 2021*
Blue Book Applications	217		244		198		
Blue Book Trainees	24	101%	30	112%	36	136%	↑
JPP Applications	19		25		31		
JPP Selections	2		0		1		
FGIII	5	20%	6	24%	7	29%	↑
FGIV	16	28%	14	24%	23	36%	↑
NEPT	10		7		15		
SNE	38	239%	42	242%	36	198%	
AD5-AD8 Officials	19	30%	18	30%	21	36%	↑
AD5-AD8 TAs	7	44%	10	49%	9	39%	↓
AD5-AD8 Officials + TAs	26	33%	28	34%	30	36%	↑
AD9-AD14 (non-management) Officials	91	83%	86	78%	76	67%	↓
AD9-AD14 (non-management) TAs	2	92%	2	86%	2	82%	↓
AD9-AD14 (non-management) Officials + TAs	93	84%	88	78%	78	67%	↓
AD5-AD14 (non-management) Officials	110	64%	104	61%	97	56%	↓
AD5-AD14 (non-management) TAs	9	50%	12	52%	11	43%	↓
AD5-AD14 (non-management) Officials + TAs	119	62%	116	60%	108	54%	↓
AD Officials retirements	7		10		7		

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

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

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

Transitions 2023				
Role as of 31/12/2022 \ Role as of 31/12/2023	FGIII	FGIV	AD5-AD8 TA	AD5-AD8 Off
External Recruitment	0	7	2	0
BB*	2	3	1	0
FGIII		1	0	0
FGIV	0		0	1
SNE	0	0	0	1
AD5-8 TA	0	0		3

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

EPSO competitions	2021	2022	2023*
Number of specialist competitions started	15	13	8
Applicants	55	43	83
Share of Applicants	0,5%	0,4%	0,5%
Number of completed competitions	15	13	0
Laureates	5	3	
Pass Rate	9,1%	7,0%	
EU-27 Pass Rate	5,2%	6,8%	
Note: No Generalist Competitions initiated during this period.			

** Note: NEW EPSO competition model*

Output indicators 2023 data provided by Denmark (DK with COMM for joint measures)
Timeframe: 1st Jan 2021 - 31st Dec 2023

Indicator	Counts	Scope	implemented /started	end date/ongoing	Additional information / Comments
1. Online Information campaigns (on admission tests, jobs postings, EU career paths, competence development, JPD19 and NEPT programme)	63 campaigns	1,210,707 participants (estimated throughout the year)	2021	2023	Data on online information campaigns come from LinkedIn posts by our Counsellor at the Permanent Representation of Denmark to the EU responsible for promoting Danish candidates in the EU-institutions. Campaigns on official webpages are not included. The number of campaigns is derived by assuming one post per event held from 2021-2023: i) 23 events in 2021; ii) 19 events in 2022; iii) 21 events in 2023. The number of participants is derived by summing total impressions on social media (LinkedIn): i) 384372 participants in 2021; ii) 437875 participants in 2022; iii) 388460 participants in 2023
2. EU career events	63 events	3902 participants (throughout the year)	2021	2023	The number of events is derived by: i) 23 events in 2021; ii) 19 events in 2022; iii) 21 events in 2023. The number of participants derived by: i) 1232 participants in 2021; ii) 1281 participants in 2022; iii) 3925 participants in 2023.
3. Master's degree in conference interpreting at Aarhus University	NA	15 people completing the programme	2018	Ongoing	The number is derived by: i) 5 people from the 2018 cohort graduated; ii) 4 people from the 2021 graduated; iii) 6 students enrolled in 2024.
4. Scholarships to the College of Europe	NA	18 students receiving scholarship	2021	Ongoing	The number is derived by: i) 7 students received scholarship in the academic year 2021 / 2022; ii) 5 students received scholarship in the academic year 2022/2023; iii) 6 students received scholarship in the academic year 2023/2024.
5. Training sessions	4	152	2022	2023	The Danish government has in the period 2022-2023 sponsored training sessions for 152 people spread across four training sessions.
6. Allocation in the Danish Finance Act	NA	28.3 % increase in allocation in the Danish Finance Act from 2021 to 2024 allows for even further promotion activities.			In the Danish Finance Act (§ 07.11.02.20), funds are allocated to promote the Danish representation in the EU institutions. The funds are allocated to multiple purposes: i) salary expenses for national experts employed by an EU institution in order for national ministries to incentivise and promote EU-careers; ii) expenses for the Danish special attaché to the Danish EU Representation in Brussels; iii) expenses related to training sessions for competitions. The allocation on the Danish Finance Act has been increased from 15.9 million DKK in 2021 to 20.4 million DKK in 2024. In 2027, the allocation is expected to be 24.5 million DKK. The 28.3 % increase in allocation between 2021 and 2024 allows for even further promotion activities.
7. Discussions at political level	NA	NA	NA	Ongoing	Several ministers from the Danish government have had political discussions with Commissioners and Director Generals from both the Juncker and Von der Leyen Commissions on how to increase the number of Danes in the Commission. It has been addressed in multiple ways and at several levels.
8. National Action Plans	2	2	2013	2027	For more than a decade, Denmark has nationally and in cooperation with the Commission and EPSO been working on promoting and increasing the Danish representation at the Commission. The effort has been centred around two Action Plans, the first from 2013 and the second from 2017.

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

Joint Measures (initiated by DK/EC/EPSO)	Count	Scope	implemented /started	end date/ongoing	Additional information / Comments
1. EPSO Career student ambassador 2022/2023	11 people				
2. EPSO Career student ambassadors 2023/2024	7 people				
3. EPSO Career staff ambassadors	62 people				Member State reported a total of 62 career staff ambassadors.
4. EPSO Outreach Events 2022	3 events				
5. EPSO Outreach Events 2023	5 events				

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

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

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