



ISSN 2599-6312

# DRAFT GENERAL BUDGET OF THE EUROPEAN UNION

Working Document Part II

*#EUBudget*

**2024**  
FINANCIAL  
YEAR

Human resources of the EU  
institutions and executive agencies

COM(2023) 300 - June 2023

*Budget*

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

Luxembourg: Publications Office of the European Union, 2023

© European Union, 2023



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

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

All photos © European Union, unless otherwise stated.

Print	ISBN 978-92-68-01099-0		doi:10.2761/704198	KV-AO-23-003-EN-C
PDF	ISBN 978-92-68-01098-3	ISSN 2599-6312	doi:10.2761/64013	KV-AO-23-003-EN-N

**DRAFT GENERAL BUDGET**  
**of the European Union**  
for the financial year 2023

Working Document  
**Part II**

**Draft General Budget  
of the European Union  
for the Financial Year 2024**

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

## Draft Budget Working Documents

---

The 2024 Draft Budget is accompanied by twelve ‘Working Documents’, as follows:

### **Part I: Programme Performance Statements of operational expenditure**

Working Document I contains, pursuant to Article 41(3)(h) of the Financial Regulation, the Programme Performance Statements, which provide for each spending programme comprehensive information on the financial implementation and progress in achieving the programme objectives as of the end 2022.

### **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 2021 – 2024 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 2024 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 2023, information on assigned revenue (implementation in 2022 and estimation for 2024) and a progress report on outstanding commitments (RAL) pursuant to Articles 41(3)(d) and 41(8) of the Financial Regulation.

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

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

### **Part VII: Commission buildings**

Working Document VII presents information on buildings under Section III - Commission, pursuant to Article 266(1) of the Financial Regulation.

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

Working Document VIII presents information on human resources and expenditure related to the external action of the European Union, pursuant to Article 41(10) and (11) of the Financial Regulation.

### **Part IX: Funding to international organisations**

Working Document IX presents funding provided to international organisations, across all MFF headings, pursuant to Article 41(3)(g) of the Financial Regulation.

### **Part X: Financial Instruments**

Working Document X presents the use made of financial instruments, pursuant to Article 41(4) of the Financial Regulation.

### **Part XI: Budgetary Guarantees, Common Provisioning Fund and Contingent Liabilities**

Working Document XI presents the implementation of Budgetary Guarantees, the Common Provisioning Fund and the assessment of the sustainability of the contingent liabilities arising from budgetary guarantees and financial assistance pursuant to Article 41(5) of the Financial Regulation.

### **Part XII: Payment schedules**

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

# TABLE OF CONTENT

<b>1. EVOLUTION OF HUMAN RESOURCES IN THE EU INSTITUTIONS AND EXECUTIVE AGENCIES .....</b>	<b>2</b>
1.1 EXTERNAL STAFF – GENERAL COMMENTS .....	5
1.2 SPECIFIC COMMENTS ON EXTERNAL STAFF PER INSTITUTION.....	5
1.2.1 <i>European Parliament (EP)</i> .....	5
1.2.2 <i>Council</i> .....	5
1.2.3 <i>Commission</i> .....	5
1.2.4 <i>Court of Justice of the European Union (CoJ)</i> .....	5
1.2.5 <i>European Court of Auditors (ECA)</i> .....	6
1.2.6 <i>European Economic and Social Committee (EESC)</i> .....	6
1.2.7 <i>Committee of the Regions (CoR)</i> .....	6
1.2.8 <i>European Ombudsman (EO)</i> .....	6
1.2.9 <i>European Data Protection Supervisor (EDPS)</i> .....	6
1.2.10 <i>European External Action Service (EEAS)</i> .....	6
<b>2. COMMISSION HUMAN RESOURCES 2023 – THE CURRENT SITUATION .....</b>	<b>7</b>
2.1 GLOBAL PICTURE AS OF 1 APRIL 2023 OF THE STAFF IN PLACE.....	7
2.1.1 <i>Breakdown of establishment plan posts &amp; external staff</i> .....	7
2.1.2 <i>Overview of human resources financed within and outside heading 7 of the MFF in 2023</i> .....	8
2.1.3 <i>Overview of human resources financed from the EU budget: staff in place as of 01/04/2023 – split by heading of the MFF &amp; category of personnel.</i> .....	10
2.2 OVERVIEW OF THE ESTABLISHMENT PLAN POSTS OCCUPIED AS OF 01/04/2022 .....	11
2.2.1 <i>Consolidated view on all budgets</i> .....	11
2.2.2 <i>Commission establishment plan posts (excl. Research and Offices) with an overview on the evolution of the occupation of Commission establishment plan posts as of 01/04/2023.</i> .....	12
2.2.3 <i>Commission establishment plan posts for research- indirect and direct actions</i> .....	17
2.2.3.1 <i>Indirect actions</i> .....	17
2.2.3.2 <i>Direct actions</i> .....	20
2.2.4 <i>Commission establishment plan posts for the Offices</i> .....	24
2.3 OVERVIEW OF 2023 EXTERNAL STAFF (INCLUDING STAFF FINANCED BY EARMARKED REVENUE) .....	32
2.3.1 <i>Contract agents</i> .....	32
2.3.2 <i>Other categories of external personnel in Commission representation offices in the Member States and in Commission delegations</i> .....	36
2.3.3 <i>Other categories of external personnel on 01/04/2023, all budget</i> .....	43
2.4 OVERVIEW ON RECRUITMENT .....	44
2.4.1 <i>Open lists of successful candidates as of 1/04/2023</i> .....	45
2.4.2 <i>Planned competitions</i> .....	50
2.5 OVERVIEW ON 2022 MOBILITY OF OFFICIALS.....	53
2.5.1 <i>Mobility within the Commission</i> .....	53
2.5.2 <i>Mobility between the Commission and the other institutions</i> .....	55
2.6 POSTS OCCUPIED ON 31-12-2022.....	57
2.6.1 <i>Gender Equality</i> .....	61
<b>3. COMMISSION HUMAN RESOURCES – THE REQUEST FOR 2024 DRAFT BUDGET.....</b>	<b>66</b>
3.1 2024 DRAFT BUDGET: THE GLOBAL REQUEST FOR HUMAN RESOURCES.....	66
3.1.1 <i>The overall picture for year 2024</i> .....	66
3.1.2 <i>Overview of establishment plan posts &amp; estimated FTE of external staff requested for 2024 - by category of staff</i> .....	68
3.1.3 <i>Overview of establishment plan posts &amp; estimated FTE of external staff requested for 2024 within and outside Heading 7 of the MFF</i> .....	69
3.2 2024 DB: THE ESTABLISHMENT PLANS .....	70
3.2.1 <i>Global evolution for 2024</i> .....	70
3.2.2 <i>Human resources by institution</i> .....	70
3.2.2.1 <i>Priorities for 2024</i> .....	70
3.2.3 <i>Commission human resources</i> .....	71
3.2.4 <i>2024 pre-allocation on the operating budget</i> .....	74
3.2.4.1 <i>Establishment plan posts (operating budget – Commission &amp; Administrative/European Offices)</i> .....	74
3.2.4.2 <i>2024 Pre-Allocation</i> .....	74
3.2.4.2 <i>Redeploying staff to priority tasks</i> .....	74
3.2.5 <i>Adjusting staff structure to future needs</i> .....	75
3.2.6 <i>Other transformations to the establishment plans</i> .....	75

3.2.6.1	Commission establishment plan - Operating Budget .....	75
	<i>Career policy measures</i> .....	75
	<i>Conversion of some former D-category posts into appropriations for contract agents</i> .....	75
	<i>Conversion of temporary establishment plan posts into permanent</i> .....	75
3.2.6.2	Establishment plans of the offices.....	76
3.2.6.3	Transfer of activities and other technical adjustments between establishment plans (Commission/offices/other institutions).....	76
3.2.7	<i>Commission establishment plan - Research budget</i> .....	76
3.2.7.1	Indirect Research .....	76
3.2.7.2	Direct Research.....	77
3.2.7.3	Human resources requested in executive agencies.....	78
3.2.8	<i>Net impact of the overall request</i> .....	79
3.2.8.1	On the Commission establishment plan – Operating Budget (excl. Research & Offices).....	80
3.2.8.2	On the Commission establishment plan – Research Budget .....	83
3.2.8.3	On the establishment plan of the Offices .....	86
3.2.8.4	On the establishment plan of the Commission: All budget, Permanent and temporary posts including Offices.....	97
3.3	2024 DB: APPROPRIATIONS FOR THE EXTERNAL STAFF .....	98
3.3.1	<i>Global evolution for 2024</i> .....	98
3.3.2	<i>Evolution of external staff financed under other Headings of the MFF</i> .....	99
3.3.2.1	External staff financed under articles 01 01 01 12 and 01 01 02 12 (Indirect and Direct Research).....	99
3.3.2.2	External staff financed under operational budget lines (former BA lines).....	99
3.4	2023 DB: ADMINISTRATIVE SUPPORT EXPENDITURE FINANCED BY THE PROGRAMMES .....	101
3.4.1	<i>Appropriations implemented in 2022</i> .....	101
3.4.2	<i>Support expenditure for programmes under headings 1-6</i> .....	103
4.	<b>GLOSSARY</b> .....	<b>110</b>

## FOREWORD

### **Draft Budget 2024 - the Commission's request for Human Resources**

The Commission's draft budget proposal for 2024 (DB 2024) presents decrease of 36 Full Time Equivalents (FTE, -0,11 %), with a net reduction of 38 establishment plan posts (-0,16 %) and a limited increase of 2 FTE (0,02 %) of external personnel.

**The occupation of the Commission establishment plan on 01/04/2023 is 98,7 %.**

### **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 2022, 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 01/04/2023** 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 2024 DB request**' concentrates on the **Commission request for establishment plan posts and appropriations of external personnel** to be financed in the 2024 Budget, i.e. the operating budget of the Commission, the research budget, and the budget of the offices. In the case of **external staff**, **estimates of full time equivalents** are provided on the basis of the likely average costs and expected distribution between categories of external staff.

Thus, the figures provided under the current situation (point 2) are not directly comparable with those of the DB 2024 request (point 3), i.e. resources in place versus estimates. Furthermore, the DB 2024 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 2022-2024.<sup>1</sup>

Evolution of Human Resources															
Institution	Type of human resources	B2022		B2023 (incl. DAB5/2023)		Evolution 2023 / 2022			DB2024		Evolution 2024 / 2023				
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE		
European Parliament	Officials and Temporary staff	726.090.752	6.773	761.115.399	6.923	4,8%	150	2,2%	831.385.299	6.923	9,2%	0	0,0%		
	Contract agents	115.887.000	2.141	126.873.248	2.100	9,5%	-41	-1,9%	143.699.900	2.204	13,3%	104	5,0%		
	Seconded National Experts	2.327.000	42	2.501.557	42	7,5%	0	0,0%	3.064.000	47	22,5%	5	11,9%		
	Intérimaires	680.000	10	711.900	10	4,7%	0	0,0%	730.000	10	2,5%	0	0%		
	Parliamentary Assistants	127.000.000	1.905	144.678.091	2.086	13,9%	181	9,5%	139.750.000	1.863	-3,4%	-223	-10,7%		
	TOTAL External personnel	245.894.000	4.098	274.764.796	4.238	11,7%	140	3,4%	287.243.900	4.124	4,5%	-114	-2,7%		
	<b>TOTAL STAFF EP</b>	<b>971.984.752</b>	<b>10.871</b>	<b>1.035.880.195</b>	<b>11.161</b>	<b>6,6%</b>	<b>290</b>	<b>2,7%</b>	<b>1.118.629.199</b>	<b>11.047</b>	<b>8,0%</b>	<b>-114</b>	<b>-1,0%</b>		
European Council & Council	Officials and Temporary staff	350.929.746	3.029	381.786.757	3.029	8,8%	0	0,0%	405.343.234	3.029	6,2%	0	0,0%		
	Contract agents	11.674.000	223	12.386.000	232	6,1%	9	4,0%	12.543.729	232	1,3%	0	0,0%		
	Seconded National Experts	1.281.000	22	1.334.000	22	4,1%	0	0,0%	1.439.000	22	7,9%	0	0,0%		
	Local agents	0	0	0	0	0,0%	0	0,0%	0	0	0,0%	0	0,0%		
	Intérimaires	237.000	3	237.000	3	0,0%	0	0,0%	242.000	3	2,1%	0	0,0%		
	TOTAL External personnel	13.192.000	248	13.957.000	257	5,8%	9	3,6%	14.224.729	257	1,9%	0	0,0%		
	<b>TOTAL STAFF COUNCIL</b>	<b>364.121.746</b>	<b>3.277</b>	<b>395.743.757</b>	<b>3.286</b>	<b>8,7%</b>	<b>9</b>	<b>0,3%</b>	<b>419.567.963</b>	<b>3.286</b>	<b>6,0%</b>	<b>0</b>	<b>0,0%</b>		
Commission	Heading 7	Officials and Temporary staff	2.637.098.000	20.380	2.779.271.000	20.359	5,4%	-21	-0,1%	2.901.347.000	20.345	4,4%	-14	-0,1%	
		Contract agents	163.489.196	3.150,2	175.657.493	3.181	7,4%	31	1,0%	189.130.209	3.217	7,7%	35	1,1%	
		Seconded National Experts	43.695.174	738,2	46.350.647	740	6,1%	2	0,3%	50.459.949	750	8,9%	10	1,4%	
		Local agents	13.193.000	165,5	12.653.000	163	-4,1%	-3	-1,7%	15.229.000	159	20,4%	-4	-2,5%	
		Intérimaires	10.893.620	187,7	11.228.298	188	3,1%	0	0,0%	11.199.246	174	-0,3%	-14	-7,4%	
		TOTAL External personnel	231.270.990	4.242	245.889.438	4.272	6,3%	30	0,7%	266.018.404	4.299	8,2%	28	0,6%	
		<b>TOTAL STAFF COMMISSION H7</b>	<b>2.868.368.990</b>	<b>24.622</b>	<b>3.025.160.438</b>	<b>24.631</b>	<b>5,5%</b>	<b>9</b>	<b>0,0%</b>	<b>3.167.365.404</b>	<b>24.644</b>	<b>4,7%</b>	<b>14</b>	<b>0,1%</b>	
	Outside heading 7	Direct & Indirect research	Officials and Temporary staff	373.794.901	3.094	399.866.870	3.056	7,0%	-38	-1,2%	424.506.963	3.032	6,2%	-24	-0,8%
			External personnel	93.246.215	1.289	96.545.243	1.289	3,5%	0	0,0%	101.977.787	1.292	5,6%	3	0,2%
		Operational programmes	<b>TOTAL STAFF RESEARCH</b>	<b>467.041.116</b>	<b>4.383</b>	<b>496.412.113</b>	<b>4.345</b>	<b>6,3%</b>	<b>-38</b>	<b>-0,9%</b>	<b>526.484.750</b>	<b>4.324</b>	<b>6,1%</b>	<b>-21</b>	<b>-0,5%</b>
			Contract agents	161.666.214	1.695	179.963.230	1.837	11,3%	142	8,4%	186.018.477	1.809	3,4%	-28	-1,5%
			Local agents	143.639.715	1.506	140.385.035	1.433	-2,3%	-73	-4,8%	147.354.604	1.433	5,0%	0	0,0%
	TOTAL External personnel	305.305.929	3.201	320.348.265	3.270	4,9%	69	2,2%	333.373.081	3.242	4,1%	-28	-0,9%		
	<b>TOTAL STAFF COMMISSION outside H7</b>	<b>772.347.045</b>	<b>7.584</b>	<b>816.760.378</b>	<b>7.615</b>	<b>5,8%</b>	<b>31</b>	<b>0,4%</b>	<b>859.857.831</b>	<b>7.566</b>	<b>5,3%</b>	<b>-49</b>	<b>-0,6%</b>		
	<b>TOTAL STAFF COMMISSION (1)</b>	<b>3.640.716.035</b>	<b>32.206</b>	<b>3.841.920.816</b>	<b>32.246</b>	<b>5,5%</b>	<b>40</b>	<b>0,1%</b>	<b>4.027.223.235</b>	<b>32.210</b>	<b>4,8%</b>	<b>-35</b>	<b>-0,1%</b>		
	Executive Agencies (EA)	Officials and Temporary staff	103.643.375	790	113.286.607	800	9,3%	10	1,3%	118.978.150	801	5,0%	1	0,1%	
		Contract agents	149.411.517	2.294	167.170.410	2.333	11,9%	39	1,7%	179.268.006	2.360	7,2%	27	1,2%	
Seconded National Experts		1.022.928	18	1.271.167	18	24,3%	0	0,0%	1.318.398	18	3,7%	0	0,0%		
TOTAL External personnel		150.434.446	2.312	168.441.576	2.351	12,0%	39	1,7%	180.586.405	2.378	7,2%	27	1,1%		
<b>TOTAL STAFF EA (2)</b>		<b>254.077.821</b>	<b>3.102</b>	<b>281.728.183</b>	<b>3.151</b>	<b>10,9%</b>	<b>49</b>	<b>1,6%</b>	<b>299.564.555</b>	<b>3.179</b>	<b>6,3%</b>	<b>28</b>	<b>0,9%</b>		
TOTAL Officials and Temporary staff	3.114.536.276	24.264	3.292.424.477	24.215	5,7%	-49	-0,2%	3.444.832.113	24.178	4,6%	-37	-0,2%			
TOTAL External personnel	780.257.580	11.044	831.224.522	11.182	6,5%	138	1,3%	881.955.677	11.211	6,1%	30	0,3%			
<b>TOTAL STAFF COMMISSION &amp; EA (1) + (2)</b>	<b>3.894.793.856</b>	<b>35.308</b>	<b>4.123.648.999</b>	<b>35.397</b>	<b>5,9%</b>	<b>89</b>	<b>0,3%</b>	<b>4.326.787.790</b>	<b>35.389</b>	<b>4,9%</b>	<b>-7</b>	<b>0,0%</b>			

<sup>1</sup> Source: Data transmitted by EU institutions, consolidated by Commission.

Institution	Type of human resources	B2022		B2023 (incl. DAB5/2023)		Evolution 2023 / 2022			DB2024		Evolution 2024 / 2023		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
Court of Justice	Officials and Temporary staff	289.737.950	2.110	306.211.903	2.114	5,7%	4	0,2%	319.180.000	2.114	4,2%	0	0,0%
	Contract agents	9.371.000	186	10.547.000	194	12,5%	8	4,3%	10.371.000	187	-1,7%	-7	-3,6%
	Seconded National Experts	765.000	13	1.078.000	17	40,9%	5	35,3%	1.213.000	18	12,5%	1	4,3%
	Intérimaires	175.000	4	178.000	4	1,7%	0	0,0%	232.000	5	30,3%	1	25,6%
	TOTAL External personnel	10.311.000	202	11.803.000	215	14,5%	12	6,1%	11.816.000	210	0,1%	-5	-2,4%
	<b>TOTAL STAFF COURT OF JUSTICE</b>	<b>300.048.950</b>	<b>2.312</b>	<b>318.014.903</b>	<b>2.329</b>	<b>6,0%</b>	<b>16</b>	<b>0,7%</b>	<b>330.996.000</b>	<b>2.324</b>	<b>4,1%</b>	<b>-5</b>	<b>-0,2%</b>
Court of Auditors	Officials and Temporary staff	119.568.775	873	130.819.422	882	9,4%	9	1,0%	139.551.000	882	6,7%	0	0,0%
	Contract agents	5.163.000	82	5.859.000	85	13,5%	3	3,6%	6.243.360	85	6,6%	0	0,0%
	Seconded National Experts	1.850.000	28	2.336.000	33	26,3%	5	17,9%	2.270.000	33	-2,8%	0	0,0%
	Intérimaires	185.000	4	197.000	4	6,5%	0	0,0%	176.000	4	-10,7%	0	0,0%
	TOTAL External personnel	7.198.000	114	8.392.000	122	16,6%	8	7,0%	8.689.360	122	3,5%	0	0,0%
	<b>TOTAL STAFF COURT OF AUDITORS</b>	<b>126.766.775</b>	<b>987</b>	<b>139.211.422</b>	<b>1.004</b>	<b>9,8%</b>	<b>17</b>	<b>1,7%</b>	<b>148.240.360</b>	<b>1.004</b>	<b>6,5%</b>	<b>0</b>	<b>0,0%</b>
European Economic and Social Committee	Officials and Temporary staff	77.650.597	669	82.988.447	671	6,9%	2	0,3%	87.573.505	670	5,5%	-1	-0,1%
	Contract agents	2.424.000	48	2.653.149	49	9,5%	1	2,1%	2.731.125	49	2,9%	0	0,0%
	Seconded National Experts	415.000	7	462.000	7	11,3%	0	4,5%	480.000	7	3,9%	0	0,0%
	Intérimaires	126.000	2	134.694	2	6,9%	0	0,0%	139.800	2	3,8%	0	0,0%
	TOTAL External personnel	2.965.000	57	3.249.843	58	9,6%	1	2,3%	3.350.925	58	3,1%	0	0,0%
	<b>TOTAL STAFF EESC</b>	<b>80.615.597</b>	<b>726</b>	<b>86.238.290</b>	<b>729</b>	<b>7,0%</b>	<b>3</b>	<b>0,5%</b>	<b>90.924.430</b>	<b>728</b>	<b>5,4%</b>	<b>-1</b>	<b>-0,1%</b>
Committee of the Regions	Officials and Temporary staff	59.858.302	496	63.990.586	496	6,9%	0	0,0%	68.463.203	496	7,0%	0	0,0%
	Contract agents	3.123.630	55	4.642.173	74	48,6%	19	34,5%	5.244.802	74	13,0%	0	0,0%
	Seconded National Experts	606.534	11	616.563	11	1,7%	0	0,0%	609.247	11	-1,2%	0	0,0%
	Intérimaires	238.423	4	242.365	4	1,7%	1	14,3%	254.968	4	5,2%	0	0,0%
	TOTAL External personnel	3.968.587	70	5.501.101	89	38,6%	20	28,1%	6.109.017	89	11,1%	0	0,0%
	<b>TOTAL STAFF COMMITTEE OF REGIONS</b>	<b>63.826.889</b>	<b>566</b>	<b>69.491.687</b>	<b>585</b>	<b>8,9%</b>	<b>20</b>	<b>3,4%</b>	<b>74.572.220</b>	<b>585</b>	<b>7,3%</b>	<b>0</b>	<b>0,0%</b>
European Ombudsman	Officials and Temporary staff	8.236.111	73	9.107.366	75	10,6%	2	2,7%	9.651.707	75	6,0%	0	0,0%
	Contract agents	340.000	6	450.500	7	32,5%	1	23,7%	450.500	7	0,0%	0	0,0%
	Seconded National Experts	0	0	0	0		0		0	0		0	
	Intérimaires	5.000	0	0	0	-100,0%	0	-100,0%	0	0		0	
	TOTAL External personnel	345.000	6	450.500	7	30,6%	1	21,9%	450.500	7	0,0%	0	0,0%
	<b>TOTAL STAFF EUROPEAN OMBUDSMAN</b>	<b>8.581.111</b>	<b>79</b>	<b>9.557.866</b>	<b>82</b>	<b>11,4%</b>	<b>3</b>	<b>4,1%</b>	<b>10.102.207</b>	<b>82</b>	<b>5,7%</b>	<b>0</b>	<b>0,0%</b>
European Data-Protection Supervisor	Officials and Temporary staff	8.515.000	84	10.003.202	89	17,5%	5	6,0%	11.137.500	89	11,3%	0	0,0%
	Contract agents	2.363.000	41	3.221.500	48	36,3%	7	17,1%	3.121.746	48	-3,1%	0	0,0%
	Seconded National Experts	553.000	9	603.000	9	9,0%	0	0,0%	675.000	9	11,9%	0	0,0%
	Intérimaires	108.000	2	114.000	2	5,6%	0	0,3%	120.000	2	5,3%	0	-0,3%
	TOTAL External personnel	3.024.000	52	3.938.500	59	30,2%	7	13,5%	3.916.746	59	-0,6%	0	0,0%
	<b>TOTAL STAFF EDPS</b>	<b>11.539.000</b>	<b>136</b>	<b>13.941.702</b>	<b>148</b>	<b>20,8%</b>	<b>12</b>	<b>8,8%</b>	<b>15.054.246</b>	<b>148</b>	<b>8,0%</b>	<b>0</b>	<b>0,0%</b>

Institution	Type of human resources	B2022		B2023 (incl. DAB5/2023)		Evolution 2023 / 2022			DB2024		Evolution 2024 / 2023		
		Appropriations	FTE	Appropriations	FTE	Appropriations	FTE	% FTE	Appropriations	FTE	Appropriations	FTE	% FTE
European External Action Service	Officials and Temporary staff	283.907.000	1.753	295.568.399	1.753	4,1%	0	0,0%	314.922.000	1.752	6,5%	-1	-0,1%
	Contract agents	44.556.800	603	48.678.139	634	9,2%	31	5,1%	53.623.518	634	10,2%	0	0,0%
	Seconded National Experts	18.950.000	582	21.495.000	587	13,4%	5	0,9%	27.532.672	587	28,1%	0	0,0%
	Local agents	67.268.000	1.740	70.036.000	1.740	4,1%	0	0,0%	90.082.192	1.740	28,6%	0	0,0%
	Intérimaires	1.307.000	34	1.306.000	37	-0,1%	3	8,8%	1.401.400	37	7,3%	0	0,0%
	TOTAL External personnel	132.081.800	2.959	141.515.139	2.998	7,1%	39	1,3%	172.639.782	2.998	22,0%	0	0,0%
	<b>TOTAL STAFF EEAS</b>	<b>415.988.800</b>	<b>4.712</b>	<b>437.083.538</b>	<b>4.751</b>	<b>5,1%</b>	<b>39</b>	<b>0,8%</b>	<b>487.561.782</b>	<b>4.750</b>	<b>11,5%</b>	<b>-1</b>	<b>0,0%</b>
<b>TOTAL Official and Temporary staff</b>		<b>5.039.030.509</b>	<b>40.124</b>	<b>5.334.015.958</b>	<b>40.247</b>	<b>5,9%</b>	<b>123</b>	<b>0,3%</b>	<b>5.632.039.561</b>	<b>40.208</b>	<b>5,6%</b>	<b>-39</b>	<b>-0,1%</b>
<b>TOTAL External personnel</b>		<b>1.199.236.967</b>	<b>18.849</b>	<b>1.294.796.401</b>	<b>19.225</b>	<b>8,0%</b>	<b>376</b>	<b>2,0%</b>	<b>1.390.396.636</b>	<b>19.135</b>	<b>7,4%</b>	<b>-90</b>	<b>-0,5%</b>
<b>TOTAL STAFF</b>		<b>6.238.267.476</b>	<b>58.973</b>	<b>6.628.812.359</b>	<b>59.472</b>	<b>6,3%</b>	<b>499</b>	<b>0,8%</b>	<b>7.022.436.197</b>	<b>59.343</b>	<b>5,9%</b>	<b>-129</b>	<b>-0,2%</b>

## **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 2023 have been updated to take account of the result of the voted budget 2023.

In all Institutions, requests for additional staff arise from increased workload and new tasks, which cannot easily be met through redeployment alone. The Institutions' draft statement of estimates presented a total request for some 104 posts and 280 FTE of external staff (contract agents, seconded national experts, local agents and agency staff). However, in the context of the overall pressure on the ceiling of heading 7, the Commission has adjusted downwards the original draft estimates of the other institutions by not increasing staffing levels compared to 2023 for any institution (establishment plan posts and other categories of staff). The related appropriations have been adjusted accordingly.

## **1.2 Specific comments on external staff per Institution**

### **1.2.1 European Parliament (EP)**

In 2024, the number of contract agents increases by 104 and Seconded National Experts increase by 5 (including additional contract staff for the Authority for European Political Parties and European Political Foundations and parliamentary committees' secretariats), while the number of accredited parliamentary assistants (APA) is significantly reduced by 223, leading to an overall decrease of external staff of -114 FTE.

### **1.2.2 Council**

Following the adjustment by the Commission (- 4 contract agents), the number of external staff in the Council remains stable at the 2023 level.

### **1.2.3 Commission**

The 2024 draft budget includes a net increase of an estimated 3 FTE for external personnel (not establishment plan posts), financed across all headings of the Multiannual Financial Framework.

This is mainly due to the conversion of 20 establishment plan posts (ex-D officials) into appropriations for contractual agents. These adaptations do not deviate from the principle of stable staffing, as the conversion of ex-D posts is headcount neutral, and reflects decisions taken at the moment of the reform of the Staff Regulations in 2004. Furthermore, there is an increase of eight FTE for CBAM ('Carbon Border Adjustment Mechanism'), reflecting the outcome of the legislative process, and the centralised governance model.

With respect to the research budget, an increase of three FTE linked to the transfer back of specific tasks from EISMEA related to the European Innovation Council.

Under headings 1 to 6, there is a reduction of 28 FTE in the administrative support lines of operational programmes (ex-BA lines), stemming from the transfer of 40 FTE under Digital Services Act (DSA), temporarily financed under the EU budget in 2023, to be paid by assigned revenues as of 2024 and a limited increase of 12 FTE to work on the tasks created by the EU candidate status of Ukraine and Republic of Moldova and additional workload in EU Delegations.

### **1.2.4 Court of Justice of the European Union (CoJ)**

As a consequence of the salary adjustment for 2023, the number of contract agents has been decreased by about 7 FTE in order to stabilise the request for appropriations. The CoJ requests

additional 0,75 FTE for a Seconded National Expert and appropriations for one additional interim staff, leading to a total decrease of -5 FTE.

#### **1.2.5 European Court of Auditors (ECA)**

Following the adjustment by the Commission (- 2 contract agents, -3 Seconded National Experts, - 2 interim staff), the number of external staff in the ECA remains stable at the 2023 level.

#### **1.2.6 European Economic and Social Committee (EESC)**

Following the adjustment by the Commission (-2 contract agents), the number of external staff in the EESC remains stable at the 2023 level.

#### **1.2.7 Committee of the Regions (CoR)**

Following the adjustment by the Commission (-58 contract agents, -6 Seconded National Experts), the number of external staff in the CoR remains stable at the 2023 level.

#### **1.2.8 European Ombudsman (EO)**

The number of external staff in 2024 remains stable at the level of 2023.

#### **1.2.9 European Data Protection Supervisor (EDPS)**

Following the adjustment by the Commission (-7 contract agents), the number of external staff in the EDPS/ EDPB remains stable at the 2023 level.

#### **1.2.10 European External Action Service (EEAS)**

Following the adjustment by the Commission (-34 contract agents, - 31 Seconded National Experts, - 19 local agents, - 8 interim staff), the number of external staff in the EEAS remains stable at the 2023 level.

## 2. COMMISSION HUMAN RESOURCES 2023 – THE CURRENT SITUATION

### 2.1 Global picture as of 1 April 2023 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 01/04/2023 does not exactly compare, by definition, with the estimates of FTE units authorised by the appropriations voted for posts and external personnel in the 2023 budget. With this important *caveat*, the tables below provide the complete distribution between each category of Commission human resources<sup>2</sup> financed under all headings of the Multiannual Financial Framework (MFF).

COMMISSION STAFF IN PLACE AS OF 01/04/2023 - 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	TOTAL
	HEAD - QUARTER	IN DELEGATIONS	IN REPRESENTATIONS	TOTAL HEADING 7	HEAD - QUARTER	IN DELEGATIONS	TOTAL OUTSIDE HEADING 7				
1. Officials and temporary agents	19.207	601	180	19.988	2.850	6	2.856	22.057	607	180	22.844
2. Contract Agents	2.858	6	337	3.201	2.070	837	2.907	4.928	843	337	6.108
3. Local agents in Delegations and representations		125	18	143		1.411	1.411		1.536	18	1.554
4. Seconded national experts	886	36		922	74	25	99	960	61		1.021
5. Agency staff	219		8	227	103		103	322	0	8	330
6. Service providers and other residual categories (1)	75		1	76	31		31	106		1	107
<b>TOTAL</b>	<b>23.245</b>	<b>768</b>	<b>544</b>	<b>24.557</b>	<b>5.128</b>	<b>2.279</b>	<b>7.407</b>	<b>28.373</b>	<b>3.047</b>	<b>544</b>	<b>31.964</b>

COMMISSION STAFF IN PLACE AS OF 01/04/2023 - FINANCED FROM EARMARKED REVENUE

CATEGORY	OFFICES	TRUST FUNDS (HEAD-QUARTER)	TRUST FUNDS DELEGATIONS	FACILITY FOR REFUGEES IN TURKEY	EUROPEAN PEACE FACILITY (EPF) - HEADQUARTERS	DG AT HEAD - QUARTER-R0	DG AT HEAD - QUARTER-NGEU	DG AT HEAD - QUARTER	COMPETITIVE ACTIONS OF THE JOINT RESEARCH CENTER	TOTAL
1. Officials and temporary agents										
2. Contract Agents	305	99	53	58	20	41	197	180	477	1.430
3. Local agents in Delegations and representations			10	12						22
4. Seconded national experts								4		4
5. Agency staff	21				6	16	5			48
6. Service providers and other residual categories (1)	27									27
<b>TOTAL</b>	<b>353</b>	<b>99</b>	<b>63</b>	<b>70</b>	<b>26</b>	<b>57</b>	<b>202</b>	<b>184</b>	<b>477</b>	<b>1.531</b>

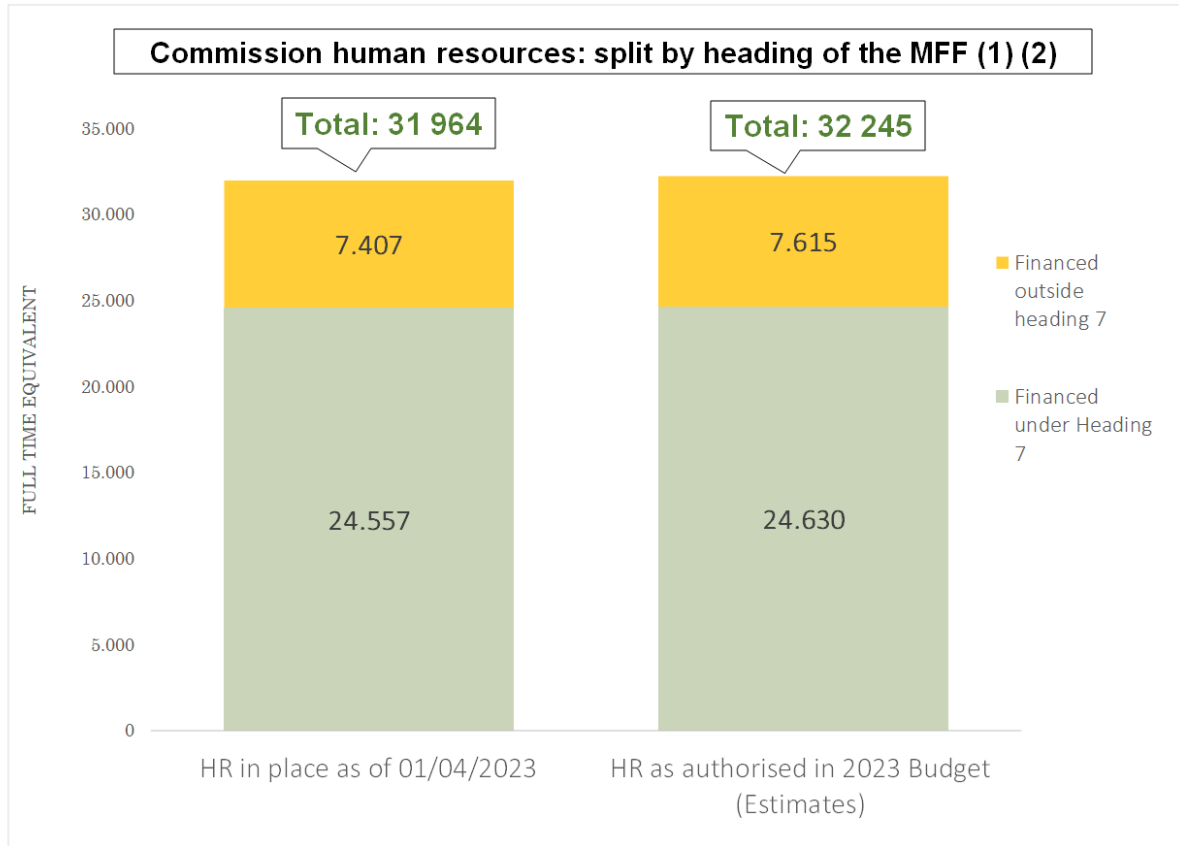
(1) Of which: - Residual private law contract in Belgium and Luxembourg: 71 persons financed by the operating budget.  
- External personnel technical assistance: 31 persons.  
- JRC grant holders: 28 heads financed by the research budget.

In addition to the 31 964 staff in place as of 01/04/2023 financed under the EU budget, 1 531 staff was working for the Commission as of 01/04/2023 and financed from earmarked revenue (see detailed table above).

<sup>2</sup> 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 2023

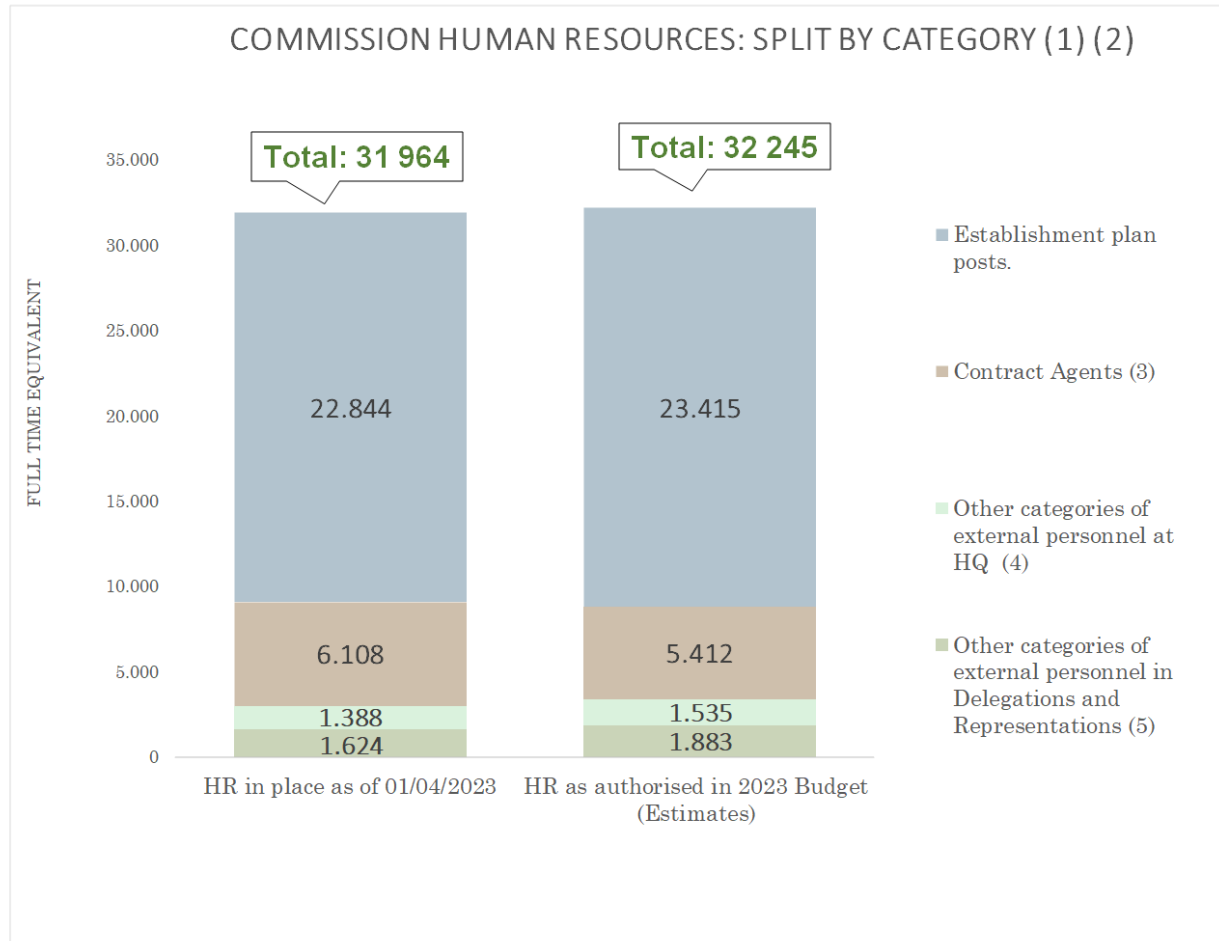
The above *caveat* applies for the tables below. The first table is an estimate of the distribution between Commission human resources financed **under heading 7** 'Administration' of the MFF and human resources financed **outside heading 7** of the MFF.



(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.

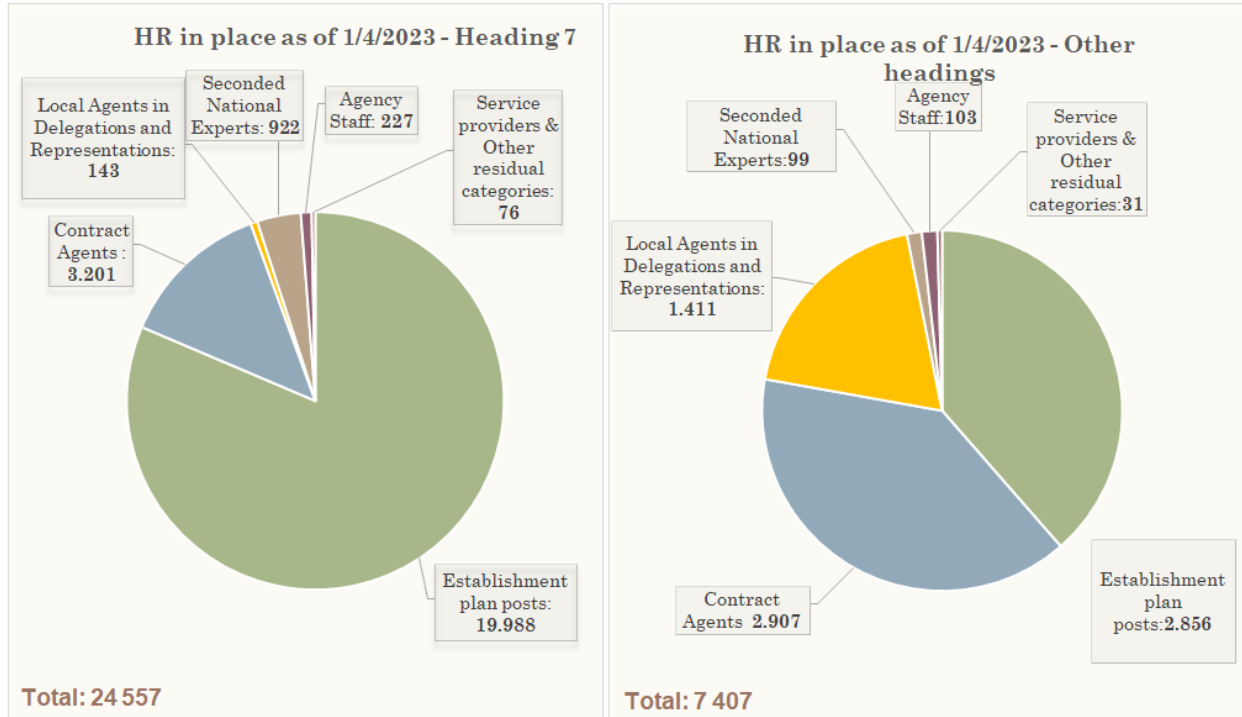
(5) The detailed figures appear in the table reproduced under point 2.3.2 below.



**2.1.3 Overview of human resources financed from the EU budget: staff in place as of 01/04/2023 – split by heading of the MFF & category of personnel.**

**Commission human resources financed from the EU budget**

**Personnel in place as of 01/04/2023 - 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 01/04/2023

### 2.2.1 Consolidated view on all budgets

Data on the occupation of the 9 establishment plans (Commission, Research - Direct and Indirect Actions, EPSO, OIB, OIL, OLAF, OP, PMO) reproduced in the points 2.2.1 to 2.2.4 include incoming officials, who have not yet started working for the Commission, but for whom the Appointing Authority (AIPN) has already signed a letter offering recruitment, as well as temporary agents who are not yet in activity, but for whom an employment contract has been signed by the Authority empowered to conclude contracts (AHCC).

The following table provides, per DG and function group, the occupied permanent and temporary posts for the Commission operating budget, the research budget and the offices budget.

DG \ Function Group	Commission Operating budget				Research Budgets				Offices				Total			Total
	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	Total	AD	AST	SC	
DG Agriculture and Rural Development	490	226	47	763	12	4	0	16					502	230	47	779
DG Budget	277	157	32	466				0					277	157	32	466
Cabinets	233	172	67	472									233	172	67	472
DG Climate Action	177	42	9	228	10	6	0	16					187	48	9	244
DG Communication	308	215	32	555									308	215	32	555
DG Communications Networks, Content and Technology	252	125	21	398	151	87	14	252					403	212	35	650
DG Competition	558	171	88	817									558	171	88	817
DG Defence Industry and Space	101	32	5	138	38	13	2	53					139	45	7	191
DG Economic and Financial Affairs	420	101	35	556									420	101	35	556
DG Education, Youth, Sport and Culture	231	105	18	354	20	8	0	28					251	113	18	382
DG Employment, Social Affairs and Inclusion	366	154	43	563	7	5	0	12					373	159	43	575
DG Energy	316	154	36	506	48	5	2	55					364	159	38	561
DG Environment	294	103	13	410	4	3	0	7					298	106	13	417
DG Financial Stability, Financial Services and Capital Markets Union	261	67	24	352									261	67	24	352
DG Health Emergency Preparedness and Response Authority	44	8	3	55	1	3	0	4					45	11	3	59
DG Health and Food Safety	447	153	38	638	4	1	0	5					451	154	38	643
DG Human Resources and Security	299	529	155	983	6	30	6	42					305	559	161	1.025
DG European Civil Protection and Humanitarian Aid Operations (ECHO)	186	103	16	305									186	103	16	305
DG Informatics	257	186	23	466									257	186	23	466
DG Internal Market, Industry, Entrepreneurship and SMEs	386	154	34	574	26	2	1	29					412	156	35	603
DG International Partnerships	711	208	34	953									711	208	34	953
DG Interpretation	537	89	32	658									537	89	32	658
Joint Research Centre					840	659	34	1.533					840	659	34	1.533
DG Justice and Consumers	254	86	28	368									254	86	28	368
DG Maritime Affairs and Fisheries	200	51	17	268	5	2	0	7					205	53	17	275
DG Migration and Home Affairs	333	89	39	461	11	5	3	19					344	94	42	480
DG Mobility and Transport	243	89	22	354	31	2	0	33					274	91	22	387
DG Neighbourhood and Enlargement Negotiations	310	90	22	422									310	90	22	422
European Anti-Fraud Office									198	87	14	299	198	87	14	299
European Personnel Selection Office									36	60	6	102	36	60	6	102
Office for Infrastructure and Logistics in Brussels									88	194	1	283	88	194	1	283
Office for Infrastructure and Logistics in Luxembourg									27	64	10	101	27	64	10	101
DG Regional and Urban Policy	340	136	35	511	1	1	0	2					341	137	35	513
DG Research and Innovation	22	2	0	24	492	218	33	743					514	220	33	767
DG Structural Reform Support	89	31	2	122									89	31	2	122
DG Taxation and Customs Union	298	104	16	418									298	104	16	418
DG Trade	412	113	38	563									412	113	38	563
DG Translation	1.527	255	86	1.868									1.527	255	86	1.868
Eurostat	324	209	24	557									324	209	24	557
Inspire, Debate, Engage and Accelerate Action	11	4	3	18									11	4	3	18
Internal Audit Service	115	18	6	139									115	18	6	139
Legal Service	277	91	26	394									277	91	26	394
Office for the Administration and Payment of Individual Entitlements (PMO)									40	105	1	146	40	105	1	146
Publications Office									135	400	19	554	135	400	19	554
Secretariat general	438	177	52	667									438	177	52	667
Service for Foreign Policy Instruments	70	28	4	102									70	28	4	102
Staff committee - representative trade unions and staff associations	22	13	2	37									22	13	2	37
<b>Total</b>	<b>12.258</b>	<b>5.043</b>	<b>1.073</b>	<b>18.374</b>	<b>1.681</b>	<b>1.094</b>	<b>87</b>	<b>2.862</b>	<b>519</b>	<b>944</b>	<b>39</b>	<b>1.502</b>	<b>14.458</b>	<b>7.081</b>	<b>1.199</b>	<b>22.738</b>

## 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 01/04/2023.

Evolution of the Occupation of Posts at the Commission*																
2002-2023 (Operating Establishment Plan - Permanent and temporary posts)																
	2002				2003				2004				2005			
	1-01	1-05	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12
Authorised posts	17.905	17.905	17.905	17.905	16.719	16.719	16.719	16.719	17.388	17.388	17.388	17.388	17.957	17.957	17.957	17.957
Occupied posts	16.877	16.916	16.986	17.426	16.260	16.240	16.199	16.333	16.197	16.549	16.494	17.008	16.929	17.256	17.442	17.652
Vacant posts	1.028	989	919	479	459	479	520	386	1.191	839	894	380	1.028	701	515	305
%	5.7%	5,5%	5,1%	2,7%	2,7%	2,9%	3,1%	2,3%	6,8%	4,8%	5,1%	2,2%	5,7%	3,9%	2,9%	1,7%
	2006				2007				2008				2009			
	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12
Authorised posts	18.571	18.571	18.571	18.571	19.370	19.370	19.370	19.370	20.162	20.162	20.162	20.162	20.384	20.384	20.384	20.384
Occupied posts	17.642	17.726	17.768	18.013	17.961	18.278	18.584	19.041	18.903	19.158	19.382	19.595	19.551	19.722	19.814	19.878
Vacant posts	929	845	803	558	1.409	1.092	786	329	1.259	1.004	780	567	833	662	570	506
%	5,0%	4,6%	4,3%	3,0%	7,3%	5,6%	4,1%	1,7%	6,2%	5,0%	3,9%	2,8%	4,1%	3,2%	2,8%	2,5%
	2010				2011				2012				2013			
	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12
Authorised posts	20.329	20.329	20.329	20.329	19.256	19.256	19.256	19.256	19.290	19.290	19.290	19.290	19.270	19.270	19.270	19.270
Occupied posts	19.829	19.841	19.895	19.937	18.845	18.807	18.823	18.780	18.783	18.771	18.678	18.623	18.565	18.510	18.627	18.694
Vacant posts	500	488	434	392	411	449	433	476	507	519	612	667	705	760	643	576
%	2,5%	2,4%	2,1%	1,9%	2,1%	2,3%	2,2%	2,5%	2,6%	2,7%	3,2%	3,5%	3,7%	3,9%	3,3%	3,0%
	2014				2015				2016				2017			
	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12	1-01	1-04	1-07	31-12
Authorised posts	19.221	19.221	19.221	19.221	19.039	19.039	19.039	19.039	18.857	18.857	18.857	18.857	18.786	18.786	18.786	18.786
Occupied posts	18.561	18.586	18.523	18.707	18.699	18.618	18.636	18.631	18.578	18.480	18.423	18.250	18.188	18.105	18.030	17.994
Vacant posts	660	635	698	514	340	421	403	408	279	377	434	607	598	681	756	792
%	3,4%	3,3%	3,6%	2,7%	1,8%	2,2%	2,1%	2,1%	1,5%	2,0%	2,3%	3,2%	3,2%	3,6%	4,0%	4,2%
	2018				2019				2020				2021			
	1-01	1-04	1-07	31-12 (**)	1-01	1-04	1-07	31-12 (**)	1-01	1-04	1-07	31-12 (**)	1-01	1-04	1-07	31-12 (**)
Authorised posts	18.739	18.739	18.739	18.739	18.757	18.757	18.757	18.757	18.751	18.751	18.751	18.751	18.745	18.745	18.741	18.741
Occupied posts	17.893	17.934	18.007	18.151	18.151	18.114	18.131	18.345	18.345	18.230	18.272	18.389	18.389	18.334	18.361	18.410
Vacant posts	846	805	732	588	606	643	626	412	406	521	479	362	356	411	380	331
%	4,5%	4,3%	3,9%	3,1%	3,2%	3,4%	3,3%	2,2%	2,2%	2,8%	2,6%	1,9%	1,9%	2,2%	2,0%	1,8%
	2022				2023											
	1-01	1-04	1-07	31-12 (**)	1-01	1-04	Forecast 1-07	Forecast 31-12 (**)								
Authorised posts	18.737	18.737	18.737	18.737	18.741	18.741	18.741	18.741								
Occupied posts	18.410	18.366	18.370	18.414	18.476	18.493	18.494	18.628								
Vacant posts	327	371	367	323	265	248	247	113								
%	1,7%	2,0%	2,0%	1,7%	1,4%	1,3%	1,3%	0,6%								

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

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

The number of vacancies on 1 January 2023 amounted to 265, or 1,4 % of the total authorised establishment plan, decreasing slightly to 1,3 % on 1 April 2023. The forecast for the year end is that 99,4 % of posts should be occupied.

The detailed tables reproduced in the following pages present the occupation of Commission establishment plan posts, by grade, gender, DG/Service and nationality.

Occupation of posts at 01/04/2023 Operating Establishment plan (Offices OPOCE, EPSO, OIB, OIL, PMO et OLAF not included) by function groups-grades and DGs - AD function group

DG \ Grade	AD16		AD15		AD14		AD13		AD12		AD11		AD10		AD09		AD08		AD07		AD06		AD05		Total		Grand Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Cabinets		1	4	7	7	10	17	17	11	10	26	22	14	7	21	9	14	14	10	4	4	3	1		129	104	233	
Secretariat-General	1	2	4	5	11	15	13	25	23	19	16	17	26	18	48	24	21	24	27	24	17	13	23	22	230	208	438	
Legal Service		1		7	7	16	13	24	13	21	16	11	17	17	21	18	12	20	7	17		3	10	6	116	161	277	
Communication		1	3	3	6	9	14	17	21	24	15	13	26	9	18	23	14	20	18	19	9	5	15	6	159	149	308	
Inspire, Debate, Engage and Accelerate Action						1					1	3	1	1		1	1							2	3	8	11	
Budget			3	4	2	5	6	18	8	10	4	7	13	23	15	25	20	19	26	31	6	4	13	15	116	161	277	
Human Resources and Security	1			3	6	11	13	8	13	23	16	13	18	14	16	17	9	10	15	14	8	3	37	31	152	147	299	
Informatics			2	1	1	7	1	7	2	7	1	14	2	15	10	14	6	69	24	47	2	6	12	7	63	194	257	
Internal Audit Service		1	1		2	2	1	4	4	6	4	2	2	2	4	10	9	8	11	15	6	1	13	7	57	58	115	
Economic and Financial Affairs		2	1	1	6	21	3	28	6	25	6	18	23	23	21	48	21	30	28	46	7	5	28	23	150	270	420	
Internal Market, Industry, Entrepreneurship and SMEs			5	2	5	14	16	23	26	31	15	13	17	20	37	24	27	20	18	13	10	6	23	21	199	187	386	
Defence Industry and Space		1			1	7	3	3	3	7	1	8	8	11	8	4	7	7	4	11	3			4	38	63	101	
Competition		1	3	5	7	20	10	22	13	21	10	12	18	21	23	36	33	27	53	44	13	17	79	70	262	296	558	
Employment, Social Affairs and Inclusion		1	3	2	14	5	8	23	22	15	8	19	19	28	27	22	15	22	17	15	11	25	23	185	181	366		
Agriculture and Rural Development		1	2	6	3	10	14	22	31	45	27	20	35	30	34	30	25	20	25	20	32	29	20	9	248	242	490	
Mobility and Transport			1		6	16	6	19	14	31	6	12	10	15	10	15	12	10	11	8	6	5	16	14	98	145	243	
Energy	1		2	3	5	12	6	17	10	23	9	18	12	18	15	32	17	38	21	23	4	5	10	15	112	204	316	
Environment	1	1	1	2	5	8	10	21	18	25	14	12	16	23	25	13	18	16	15	14	7	8	12	9	142	152	294	
Climate Action			3	1	4	5	2	10	5	8	6	8	11	13	10	14	16	9	8	15	3	3	8	15	76	101	177	
Research and Innovation				1		3		2	2	1	3	2	1	1	1	2					1	2		10	12	22		
Communications Networks, Content and Technology		1	1	2	5	6	5	23	12	28	9	8	8	14	18	23	13	24	12	9	6	9	7	9	8	154	252	
Maritime Affairs and Fisheries	1	1	2	1	2	6	8	10	10	10	1	7	14	12	16	13	22	22	5	12	2	3	13	7	96	104	200	
Financial Stability, Financial Services and Capital Markets Union		1	1	4	1	9	5	12	4	15	6	11	13	15	13	18	13	10	24	34	5	6	24	17	109	152	261	
Regional and Urban Policy				4	9	12	6	13	14	31	15	17	24	19	39	22	25	17	14	16	8	8	14	13	168	172	340	
Structural Reform Support			1	2	2		6	1	3	1	4	7	5	6	7	6	4	12	9	2	1	6	4	43	46	89		
Taxation and Customs Union		1	1	1	3	12	5	19	16	27	8	9	16	16	16	20	18	14	32	30	5	8	10	11	130	168	298	
Education, Youth, Sport and Culture			2	3	7	12	7	12	18	16	11	15	14	9	22	7	13	12	15	7	4	4	13	8	126	105	231	
Health and Food Safety	1	1	1	3	8	13	17	20	16	31	21	15	24	35	29	39	22	22	40	33	17	19	10	9	206	240	446	
European Health Emergency Preparedness and Response Authority				2		1	1	2	1		1	2	1	2	3	1	2	1	5	4	4	3	5	3	23	21	44	
Migration and Home Affairs	1		2	4	5	6	12	10	14	21	14	6	14	15	26	19	16	14	32	20	7	2	45	28	188	145	333	
Justice and Consumers			1	2	9	6	7	8	19	11	4	11	10	3	19	12	19	6	19	14	17	7	33	17	157	97	254	
Trade	1		4	5	3	13	12	41	21	46	19	19	30	23	28	39	19	23	13	20	10	2	9	12	169	243	412	
Neighbourhood and Enlargement Negotiations	1	1		1	3	11	14	20	15	37	7	16	14	14	18	23	10	19	24	22	8	9	13	10	127	183	310	
International Partnerships	1	2	2	3	5	24	23	54	41	118	23	37	30	55	37	49	31	31	56	38	11	12	14	14	274	437	711	
European Civil Protection and Humanitarian Aid Operations (ECHO)		2		1	4	6	4	7	11	11	7	9	11	9	13	14	12	8	21	10	6	5	8	7	97	89	186	
Eurostat	1			1	10	12	10	15	15	34	8	13	17	14	17	26	33	28	19	18	5	9	8	11	143	181	324	
Interpretation			2		8	13	38	21	88	47	24	12	53	18	42	16	33	11	61	21	12			10	7	371	166	537
Translation		1	1	1	24	24	74	49	178	94	48	28	159	63	176	80	121	58	99	50	48	34	62	46	990	528	1.518	
Service for Foreign Policy Instruments				1	1	2	7	5	10	1	3	2	2	7	8	4	1	6	3	1			6		35	35	70	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)						1		1	1	4	4	2		2	2	3	2							9	13	22		
<b>Total</b>	<b>11</b>	<b>24</b>	<b>58</b>	<b>93</b>	<b>207</b>	<b>386</b>	<b>406</b>	<b>660</b>	<b>745</b>	<b>946</b>	<b>436</b>	<b>488</b>	<b>750</b>	<b>654</b>	<b>911</b>	<b>820</b>	<b>738</b>	<b>701</b>	<b>852</b>	<b>752</b>	<b>331</b>	<b>268</b>	<b>659</b>	<b>530</b>	<b>6.104</b>	<b>6.322</b>	<b>12.426</b>	

Occupation of posts at 01/04/2023 Operating Establishment plan (Offices OPOCE, EPSO, OIB, OIL, PMO et OLAF not included) by function groups-grades and DGs - AST function group

DG \ Grade	AST11		AST10		AST09		AST08		AST07		AST06		AST05		AST04		AST03		AST02		AST01		Total		Grand Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Cabinets					7	2	4	2	33	4	40	10	24	9	26	8	2		1				137	35	172	
Secretariat-General			7	1	16	3	22	2	27	3	20	6	27	11	12	1	4		1		13	1	149	28	177	
Legal Service	2		2	2	7	1	11	1	18	4	13	1	10	6	6	3	4						73	18	91	
Communication	1	1	7		13	8	14	4	18	17	29	10	30	13	20	5	6	10	1		8		147	68	215	
Inspire, Debate, Engage and Accelerate Action									2		2												4		4	
Budget		4	2	6	5	4	11	4	15	8	21	10	12	8	8	2	17	5	2		9	4	102	55	157	
Human Resources and Security	5	2	11	3	70	15	57	8	75	16	57	32	76	27	25	6	16	15	2		8	3	402	127	529	
Informatics	2	4	2	6	7	23	8	7	9	21	10	15	9	8	8	14	18	13		1		73	113	186		
Internal Audit Service						1	1	1	2		7	1	2		2						1		15	3	18	
Economic and Financial Affairs		2	2	2	3	3	5	3	5	7	11	9	11	7	6	3	3	3			10	6	56	45	101	
Internal Market, Industry, Entrepreneurship and SMEs	1		2	4	10	6	14	2	23	3	18	5	26	2	17	3	2	3	2		6	5	121	33	154	
Defence Industry and Space					3	1	2	2	5		5	1	6	1	2	1		3					23	9	32	
Competition	3	1	2		11	1	12	1	15	5	16	3	23	3	18	6	25	17			7	2	132	39	171	
Employment, Social Affairs and Inclusion	1	1	5	1	9	4	10	1	17	11	24	7	23	9	11	4	3	1	1		11		115	39	154	
Agriculture and Rural Development	4	2	5	5	22	8	12	5	35	11	38	10	31	3	14	3	7	4			4	3	172	54	226	
Mobility and Transport	1	1	3	2	12	4	9	3	17	5	10	3	13	1	2		1				2		67	22	89	
Energy		5	6	2	6	16	7	7	11	11	16	12	15	7	5	4	8	11			4	1	78	76	154	
Environment	1		4	2	15	5	12		8	3	13	2	19	3	6	2	1				7		86	17	103	
Climate Action			2		4	1	3		8		6	1	2	1	3	2	2		1		3	3	34	8	42	
Research and Innovation							1						1										1	1	2	
Communications Networks, Content and Technology	1		2		11	3	13	1	13	8	22	4	24	9	9	1	2				1	1	98	27	125	
Maritime Affairs and Fisheries		1	2		5	1	4	1	8	2	5	4	8	1	2	2	2	2				1		36	15	51
Financial Stability, Financial Services and Capital Markets Union		1	1		4	1	2	1	6	3	11	3	9	6	4		3	1	3			7	1	50	17	67
Regional and Urban Policy	1	3	1		15	3	15	1	11	2	17	11	31	7	10	1	1	4			2		104	32	136	
Structural Reform Support		1	3		4		2		3		5		2	2	4	2	2				1		26	5	31	
Taxation and Customs Union	2	1	4	2	6	2	18	2	12	3	9	9	12	5	8	2	2				5		78	26	104	
Education, Youth, Sport and Culture	2	3	3		4	1	6	1	23	4	13	5	13	5	7		2	5			7	1	80	25	105	
Health and Food Safety		1	1	5	19	4	32	2	24	3	24	5	11	4	5	2	3		1		6	1	126	27	153	
European Health Emergency Preparedness and Response					1				1		1										5		8		8	
Migration and Home Affairs			2		8	2	4	2	14	2	7	2	13	7	2		4	3			14	3	68	21	89	
Justice and Consumers		1	2	2	3		9	1	13	2	18	4	12	4	5		1	1	1		7		71	15	86	
Trade	2	3	1	4	6	4	4	1	13	5	19	5	14	10	11		3	2			2	4	75	38	113	
Neighbourhood and Enlargement Negotiations	1	1	2	1	9	7	10	2	9	3	15	2	13	5	4		2		1		2	1	68	22	90	
International Partnerships	1	3	6	3	16	9	16	6	30	10	29	12	27	10	11	3	9	3	1		2	1	148	60	208	
European Civil Protection and Humanitarian Aid Operations (ECHO)	1	3	3	1	13	1	12		6	6	17	5	10	6	8	1	3	3	1		3		77	26	103	
Eurostat		7	6	4	17	10	21	7	28	9	19	12	23	5	7	12	15	4			3		139	70	209	
Interpretation		1	2	3	5	3	9	4	8	2	11	4	10	8	5	5	4			1	3	1	57	32	89	
Translation	1	2	2	1	20	2	25	8	32	8	25	8	38	13	30	8	11	5	10	3	2	1	196	59	255	
Service for Foreign Policy Instruments			2		1	3	3	4			5	2	2	1	3		2						18	10	28	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)			1						2	1	5	1	1		1							1	10	3	13	
<b>Total</b>	<b>33</b>	<b>55</b>	<b>108</b>	<b>62</b>	<b>387</b>	<b>162</b>	<b>420</b>	<b>97</b>	<b>599</b>	<b>202</b>	<b>633</b>	<b>236</b>	<b>632</b>	<b>228</b>	<b>325</b>	<b>108</b>	<b>189</b>	<b>119</b>	<b>29</b>	<b>5</b>	<b>165</b>	<b>46</b>	<b>3.520</b>	<b>1.320</b>	<b>4.840</b>	

Occupation of posts at 01/04/2023 Operating Establishment plan (Offices OPOCE, EPSO, OIB, OIL, PMO et OLAF not included) by function groups-grades and DGs - AST/SC function group

DG \ Grade	SC5		SC4		SC3		SC2		SC1		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Cabinets	15	2	10	2	11	3	14	1	7	2	57	10	67
Secretariat-General					3	1	12	1	29	6	44	8	52
Legal Service					3	1	5	1	15	1	23	3	26
Communication	1		2	1	2		9		12	5	26	6	32
Inspire, Debate, Engage and Accelerate Action	3										3		3
Budget					2		3	3	19	5	24	8	32
Human Resources and Security	5	15	4	49	9	2	23	4	35	9	76	79	155
Informatics						2	11		9	1	20	3	23
Internal Audit Service						1			5		5	1	6
Economic and Financial Affairs					3		9		14	9	26	9	35
Internal Market, Industry, Entrepreneurship and SMEs					3		8	3	15	5	26	8	34
Defence Industry and Space					1				2	2	3	2	5
Competition					7	1	16	2	51	11	74	14	88
Employment, Social Affairs and Inclusion					1	1	11	2	25	3	37	6	43
Agriculture and Rural Development					3	2	9	2	25	6	37	10	47
Mobility and Transport					1	1	7		12	1	20	2	22
Energy							15		16	5	31	5	36
Environment					2		2	1	7	1	11	2	13
Climate Action					2		3	1	3		8	1	9
Communications Networks, Content and Technology					2		5	1	9	4	16	5	21
Maritime Affairs and Fisheries					1		1		12	3	14	3	17
Financial Stability, Financial Services and Capital Markets Union					2	1	2		19		23	1	24
Regional and Urban Policy					3		7	4	20	1	30	5	35
Structural Reform Support								1	1		1	1	2
Taxation and Customs Union					1		3		11	1	15	1	16
Education, Youth, Sport and Culture					2		8	1	5	2	15	3	18
Health and Food Safety					2	1	10	3	19	3	31	7	38
European Health Emergency Preparedness and Response Authority							2		1		3		3
Migration and Home Affairs							9	2	22	6	31	8	39
Justice and Consumers					3		4	2	16	3	23	5	28
Trade					3		7	3	18	7	28	10	38
Neighbourhood and Enlargement Negotiations					1	1	3		12	5	16	6	22
International Partnerships			1		3	1	6		18	5	28	6	34
European Civil Protection and Humanitarian Aid Operations (ECHO)					3		7	1	4	1	14	2	16
Eurostat							14	3	7		21	3	24
Interpretation					3		8	8	9	4	20	12	32
Translation					6		24	14	32	10	62	24	86
Service for Foreign Policy Instruments					1		1		2		4		4
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)							1	1			1	1	2
<b>Total</b>	<b>24</b>	<b>17</b>	<b>17</b>	<b>52</b>	<b>89</b>	<b>19</b>	<b>279</b>	<b>65</b>	<b>538</b>	<b>127</b>	<b>947</b>	<b>280</b>	<b>1.227</b>

Occupation of posts at 01/04/2023 Administration Establishment plan by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OT	PL	PT	RO	SE	SI	SK	Total	
AD16	1	3	2	1	1	4	1	1	1	1	3		1			2	3	1				3		1	1		1	1	2	35	
AD15	7	6	4	2		24	3	2	17	1	19	6	2	1	3	8	16	1	2	2	1	5		7	2	3	4	1	2	151	
AD14	20	65	5	4	6	68	18		52	18	85	20	23	1	8	13	73	4	4	4	3	32		13	27	5	16	4	2	593	
AD13	37	123	4	4	7	136	22	5	104	41	135	47	53	3	5	29	134	2	3	3	5	41		18	42	10	43	4	6	1.066	
AD12	46	198	7	5	12	202	43	6	183	92	212	54	65	3	18	28	200	9	8	7	7	72		29	60	15	90	9	11	1.691	
AD11	21	100	6	6	33	92	10	14	70	24	94	26	29	4	43	15	81	27	1	16	14	22	1	71	24	12	26	21	21	924	
AD10	19	116	40	13	74	125	15	41	90	18	117	25	32	4	84	19	78	45	1	32	23	39	1	163	18	69	18	31	54	1.404	
AD09	21	107	123	16	77	116	13	38	99	15	122	23	49	15	93	12	158	53	1	32	20	26		200	21	180	11	41	49	1.731	
AD08	22	117	93	4	35	100	18	9	94	7	106	20	73	49	58	12	152	26	3	31	19	29		107	27	174	10	21	23	1.439	
AD07	23	108	55	14	20	118	17	22	135	13	173	21	108	85	62	38	232	20	3	9	16	34	1	71	50	92	13	28	23	1.604	
AD06	11	36	21	5	5	45	11	6	77	7	57	3	36	20	19	17	72	12		4	10	14		33	20	29	10	5	14	599	
AD05	28	79	18	5	22	119	14	8	117	25	140	3	64	18	21	63	190	17	5	10	7	22	1	59	35	58	14	13	14	1.189	
AST11	2	41				5	2		2	3	7	2	6			4	9		3			1			1					88	
AST10	4	64				12	5		8	5	16	8	9			5	20		1			2			4		7			170	
AST09	12	187				54	10		45	20	54	18	20			23	52		4			9			15		26			549	
AST08	22	191			1	37	11		28	21	51	19	21			27	35	3	3	1	2	5		4	12		20		3	517	
AST07	15	268	6	3	12	34	9	9	49	17	103	22	24	2	18	21	55	2	5	6	3	8		36	12	15	21	10	16	801	
AST06	6	219	46	3	36	21	8	13	42	8	68	11	20	4	42	6	61	18		12	4	3		117	13	45	8	15	20	869	
AST05	4	159	43	7	31	25	5	10	35	14	54	7	36	13	55	5	64	31		12	6	7		74	14	102	9	12	26	860	
AST04	4	80	22	6	6	16		10	29	7	32	4	22	5	13	2	32	15	1	13		3	1	22	7	55	7	7	12	433	
AST03	2	43	3	2	3	10	1	5	29	4	29	2	23	8	9	4	47	9		3	1	7		15	10	31	1	3	4	308	
AST02		9	1			2			1					1	6	2				1	1			1	1	4		2	2	34	
AST01	1	25	8	1	2	11			22	1	20	1	11	12	5	4	36	2		3	1	2	1	16	2	15	2	1	6	211	
SC5		6	1				3	1	3	3	4	1		1	1	1	1	2				1			2	1	4	2		3	41
SC4		11	1		1	3	11	2	2	7	5	1	2	3			1					1	4		1	2	4	7		69	
SC3		41	3			4	2	2	5		11		4	4	1		12	3		1	1	1		2	1	7	1		2	108	
SC2	1	65	11		3	7	1	2	40	2	28		36	9	11		33	10	1	2	2	3	2	18	3	42	1	6	5	344	
SC1	2	116	23	3	5	13	3	5	76	5	45	3	73	20	13	10	97	16		5	1	2	3	32	18	56	3	7	10	665	
<b>Total</b>	<b>331</b>	<b>2.583</b>	<b>546</b>	<b>104</b>	<b>392</b>	<b>1.403</b>	<b>256</b>	<b>211</b>	<b>1.455</b>	<b>379</b>	<b>1.790</b>	<b>347</b>	<b>842</b>	<b>285</b>	<b>588</b>	<b>370</b>	<b>1.944</b>	<b>328</b>	<b>49</b>	<b>209</b>	<b>149</b>	<b>396</b>	<b>11</b>	<b>1.112</b>	<b>443</b>	<b>1.027</b>	<b>371</b>	<b>242</b>	<b>330</b>	<b>18.493</b>	

## 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 01/04/2023  
Research (Indirect Actions)

	AD				AST				AST-SC				Total			
	Establishment Plan posts 2023	Posts occupied	Vacant posts	%	Establishment Plan posts 2023	Posts occupied	Vacant posts	%	Establishment Plan posts 2023	Posts occupied	Vacant posts	%	Establishment Plan posts 2023	Posts occupied	Vacant posts	%
DG Agriculture and Rural Development	12	12	0	0,0%	4	4	0	0,0%	0	0	0		16	16	0	0,0%
DG Climate Action	11	10	1	-9,1%	6	6	0	0,0%	0	0	0		17	16	1	-5,9%
DG Communications Networks, Content and Technology	161	151	10	-6,2%	93	87	6	-6,5%	6	14	-8	133,3%	260	252	8	-3,1%
DG Defence Industry and Space	41	38	3	-7,3%	16	13	3	-18,8%	1	2	-1	100,0%	58	53	5	-8,6%
DG Education and Culture	21	20	1	-4,8%	8	8	0	0,0%	0	0	0		29	28	1	-3,4%
DG Employment, Social Affairs and Inclusion	7	7	0	0,0%	5	5	0	0,0%	0	0	0		12	12	0	0,0%
DG Energy	57	48	9	-15,8%	8	5	3	-37,5%	1	2	-1	100,0%	66	55	11	-16,7%
DG Environment	5	4	1	-20,0%	3	3	0	0,0%	0	0	0		8	7	1	-12,5%
DG Internal Market, Industry, Entrepreneurship and SMEs	27	26	1	-3,7%	4	2	2	-50,0%	0	1	-1		31	29	2	-6,5%
DG Health Emergency Preparedness and Response Authority	4	1	3	-75,0%	3	3	0	0,0%	0	0	0		7	4	3	-42,9%
DG Migration and Home Affairs	12	11	1	-8,3%	9	5	4	-44,4%	1	3	-2	200,0%	22	19	3	-13,6%
DG Maritime Affairs and Fisheries	5	5	0	0,0%	3	2	1	-33,3%	0	0	0		8	7	1	-12,5%
DG Mobility and Transport*	28	31	-3	10,7%	3	2	1	-33,3%	1	0	1	-100,0%	32	33	-1	3,1%
DG Research and Innovation	528	492	36	-6,8%	198	218	-20	10,1%	55	33	22	-40,0%	781	743	38	-4,9%
DG Health and Food Safety	4	4	0	0,0%	2	1	1	-50,0%	0	0	0		6	5	1	-16,7%
DG Regional and Urban Policy	1	0	1	-100,0%	2	1	1	-50,0%	0	0	0		3	1	2	-66,7%
<b>Total</b>	<b>921</b>	<b>821</b>	<b>100</b>	<b>-11%</b>	<b>372</b>	<b>365</b>	<b>7</b>	<b>-2%</b>	<b>72</b>	<b>55</b>	<b>17</b>	<b>-24%</b>	<b>1365</b>	<b>1241</b>	<b>124</b>	<b>-9%</b>

\*Including MOVE/ENER SRD



Establishment Plan Posts occupied as of 01/04/2023

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				5	1		1	2		1	2		12
Climate Action			1	1			4	2				2	10
Communications Networks, Content and Technology		1	12	25	37	20	12	12	11	7	3	11	151
Defence Industry and Space			3	3	4	6	7	3	3	6	2	1	38
Education, Youth, Sport and Culture			5	1	4	2		2	1	2	1	2	20
Employment, Social Affairs and Inclusion							1	2		1		3	7
Energy			1	7	7	3	4	6	8	4	1	7	48
Environment						1	1		1			1	4
European Health Emergency Preparedness and Response Authority												1	1
Health and Food Safety						1		1	1	1			4
Internal Market, Industry, Entrepreneurship and SMEs				2	5	4	3		4	2	2	4	26
Maritime Affairs and Fisheries				1	1	1	1					1	5
Migration and Home Affairs				3	1		1	2	1	3			11
Mobility and Transport				3	1	3	7	6	4	1		6	31
Regional and Urban Policy							1						1
Research and Innovation	1	6	49	66	95	56	56	55	33	33	28	14	492
<b>Total</b>	<b>1</b>	<b>7</b>	<b>71</b>	<b>117</b>	<b>156</b>	<b>97</b>	<b>99</b>	<b>93</b>	<b>67</b>	<b>61</b>	<b>39</b>	<b>53</b>	<b>861</b>

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					1	4
Climate Action					3		1		1		1	6
Communications Networks, Content and Technology	2	4	15	12	20	15	9	5	1	2	2	87
Defence Industry and Space		1		1		2	1	3	4		1	13
Education, Youth, Sport and Culture			2	1	1	1	1				2	8
Employment, Social Affairs and Inclusion							2		1	1	1	5
Energy	1	1			1	2						5
Environment					1	1					1	3
European Health Emergency Preparedness and Response Authority							2				1	3
Health and Food Safety					1							1
Internal Market, Industry, Entrepreneurship and SMEs					1	1						2
Maritime Affairs and Fisheries							1				1	2
Migration and Home Affairs						1			1	1	2	5
Mobility and Transport					2							2
Regional and Urban Policy								1				1
Research and Innovation	4	9	38	29	44	35	40	14	5			218
<b>Total</b>	<b>7</b>	<b>15</b>	<b>55</b>	<b>44</b>	<b>75</b>	<b>59</b>	<b>57</b>	<b>23</b>	<b>13</b>	<b>4</b>	<b>13</b>	<b>365</b>

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

DG \ Grade	SC6	SC5	SC4	SC3	SC2	SC1	Total
Communications Networks, Content and Technology					4	10	14
Defence Industry and Space						2	2
Energy						2	2
Internal Market, Industry, Entrepreneurship and SMEs						1	1
Migration and Home Affairs					1	2	3
Research and Innovation				2	11	20	33
<b>Total</b>				<b>2</b>	<b>16</b>	<b>37</b>	<b>55</b>

Occupation of posts at 01/04/2023 Establishment plan, Research, Indirect actions  
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK	Total
AD16																			1											1
AD15						1		1					2			1	1				1									7
AD14	4	6				11	1	1	4	5	12	4	4			4	6	1				3		1			2	1	1	71
AD13	3	11	1		1	13	1		14	2	14	4	16		1	2	21	1	2			4	1	1	2	1	1		117	
AD12	8	22			2	17	1		19	4	25	6	12		3	4	15		1			9		1	2	2	2	1	156	
AD11	1	16		1	3	19		1	6		12		2		2	1	10	1		2	1	5		9	1		2	1	97	
AD10		14	3		4	10	1		6		8		2	1	5		10	2		1		2		24	1	3	2		99	
AD09	3	12	5		2	7			9		4		8		3	1	7	1		2		2		6		15	1	1	4	93
AD08		5	4		3	6			3		9		6		4		9	1		1		1		3		10		1	1	67
AD07	2	9	2		1	5		1	9	1	7		6		1		9							2	3	2			1	61
AD06	1	3	1			3		1	5		6		2	1	2	1	4	3						1	1	2	1		1	39
AD05	1	4	1	1	2	5	1		7		5		4				14					3		2	2	1			53	
AST11		2				1											2					1			1				7	
AST10	1	7							3	1	1						2												15	
AST09		20				1			3	1	5	3	2			6	9		1			2			1	1			55	
AST08	1	16				3	1		1	4	4	1	4			2	7												44	
AST07		25				3			9	2	10	1	1		3	3	9					2		4			3		75	
AST06		14	1		3				5		8		1		3		4			1		1		10	1	4	1		2	59
AST05		19	2					1	3		4		2		3		6					1		4		8	1	2	1	57
AST04			2			1				1	3		3		2	1	2	1						4	1	2			23	
AST03		2						1	3		1		2		1		2					1							13	
AST02						1			1							1	1												4	
AST01						1			1		1		1				4						1			3		1	13	
SC3		1											1																2	
SC2		2							7					1			3										3		16	
SC1		10				1			1		3	2	2		1		6	1					4	1	4			1	37	
<b>Total</b>	<b>25</b>	<b>220</b>	<b>22</b>	<b>2</b>	<b>21</b>	<b>109</b>	<b>6</b>	<b>7</b>	<b>119</b>	<b>21</b>	<b>142</b>	<b>21</b>	<b>83</b>	<b>3</b>	<b>34</b>	<b>27</b>	<b>163</b>	<b>12</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>37</b>	<b>1</b>	<b>77</b>	<b>17</b>	<b>61</b>	<b>16</b>	<b>8</b>	<b>13</b>	<b>1.281</b>

## 2.2.3.2 Direct actions

### Establishment Plan Posts occupied as of 01/04/2023

	AD	AST	SC	Total
Posts authorised 2023 Establishment plan	890	739	49	1678
of which DG HR (E.4/D.5)	6	30	6	42
Posts occupied(JRC& HR E.4/HR.D.5)	846	689	40	1575
Posts vacant	44	50	9	103

\*not including 5 AST posts currently in reserve

#### by function group-grade - AD function group

Grade	AD16	AD15	AD14	AD13	AD12	AD11	AD10	AD09	AD08	AD07	AD06	AD05	Total
JRC	1	5	55	110	206	74	93	99	89	71	26	11	840
DG HR E4			1	1		1			2				5
DG HR.D.5													1
<b>Total</b>	<b>1</b>	<b>5</b>	<b>56</b>	<b>111</b>	<b>206</b>	<b>75</b>	<b>93</b>	<b>99</b>	<b>91</b>	<b>71</b>	<b>26</b>	<b>11</b>	<b>846</b>

#### by function group-grade - AST function group

Grade	AST11	AST10	AST09	AST08	AST07	AST06	AST05	AST04	AST03	AST02	AST01	Total
JRC	35	24	109	52	108	133	122	47	26	2	1	659
DG HR E4		2	4	2	3	3	8	8	0			30
<b>Total</b>	<b>35</b>	<b>26</b>	<b>113</b>	<b>54</b>	<b>111</b>	<b>136</b>	<b>130</b>	<b>55</b>	<b>26</b>	<b>2</b>	<b>1</b>	<b>689</b>

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

Grade	SC3	SC2	SC1	Total
JRC	9	18	7	34
DG HR E4	2	2	2	6
<b>Total</b>	<b>11</b>	<b>20</b>	<b>9</b>	<b>40</b>

Occupation of posts at 01/04/2023 JRC Establishment plan, by nationalities and function groups - grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK	Total
AD16											1																			1
AD15										1	1							1					1		1					5
AD14		11				7	1		4	1	4	3				3	15				1	3		1		1	1			56
AD13	2	8			1	14	2		14		16	12	5			3	21			1		5	1		4		2			111
AD12	5	20	1			34	4		22	3	30	8	7	1		4	46		1	1	1	6			3	1	8			206
AD11	5	8			2	15	1		8		7	2	1		1	3	15					4		1	1				1	75
AD10	3	5	1	2	2	14	3		5	1	5	1	3		1	1	34	1		1		3		3	1		2		1	93
AD09	2	8	5		3	12			13	1	7		2		4	1	24	1				2		1	2	6		4	1	99
AD08	1	4	4		3	12			7		4	1	5	3	1		30	1						5	2	6		2		91
AD07		8	2			5			15		5		5		3		22	1				1		1	2	1		1		72
AD06			1			2			3	1		1	1				13						1	2	1					26
AD05	1					2	1						1		1		4												1	11
AST11		8				2	2		2		4	1				2	8					3			3					35
AST10		6				3				1	3					1	10		2											26
AST09	3	14				15	2		10		16	8				8	22		4			8			3					113
AST08	2	8				7			4	4	4					1	19					1		1	2		1			54
AST07	2	12		1		11	1		7		14				3	3	48			1		6					2			111
AST06	2	15	3		5	18	2		11	2	6		3		5	1	45	1		1		1		5	2	3	2		3	136
AST05		17	4	1	4	8		1	16		5	1	1		2	1	41	1				3		6	5	6	5	2		130
AST04		3	1		2	6		1	3		3		3		2		21	1				1		2	1	4			1	55
AST03						1	1		5			1	1		1		16													26
AST02											1						1													2
AST01										1																				1
SC3		1	1						2								5						1			1				11
SC2		1	2						1						1		11	1				1				2				20
SC1			1						1								3									4				9
<b>Total</b>	<b>28</b>	<b>157</b>	<b>26</b>	<b>4</b>	<b>22</b>	<b>188</b>	<b>20</b>	<b>2</b>	<b>153</b>	<b>16</b>	<b>136</b>	<b>39</b>	<b>38</b>	<b>4</b>	<b>25</b>	<b>32</b>	<b>474</b>	<b>9</b>	<b>7</b>	<b>5</b>	<b>2</b>	<b>48</b>	<b>2</b>	<b>30</b>	<b>32</b>	<b>36</b>	<b>23</b>	<b>9</b>	<b>8</b>	<b>1.575</b>

Occupation of posts at 01/04/2023 JRC Establishment plan, by nationalities and function groups - grades - only JRC staff

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	GBR	OTHER	Total
AD16											1																			1
AD15										1	1						1					1		1						5
AD14		11				7	1	4		1	4				3	15				1	3	1		1			1	2		55
AD13	1	8			1	14	2	14			16	5			3	21			1		5		4				2	12	1	110
AD12	5	20	1			34	4	22		3	30	7	1		4	46		1	1	1	6		3	1			8	8		206
AD11	5	8			2	14	1	8			7	1		1	3	15					4	1	1		1			2		74
AD10	3	5	1	2	2	14	3	5		1	5	3		1	1	34	1		1		3	3	1		1		2	1		93
AD9	2	8	5		3	12		13		1	7	2		4	1	24	1				2	1	2	6	1	4				99
AD8	1	4	4		3	12		7			4	5	3	1		29	1					5	2	5		2		1		89
AD7		8	2			5		15			5	5		3		21	1				1	1	2	1		1				71
AD6			1			2		3		1		1				13						2	1					1	1	26
AD5	1					2	1					1		1		4									1					11
AST11		8				2	2	2			4				2	8					3		3					1		35
AST10		5				3				1	3				1	10		1												24
AST9	3	14				15	2	8			16				7	21		4			8		3					8		109
AST8	2	8				7		4		4	4				1	17					1	1	2				1			52
AST7	2	11		1		11	1	7			14			3	2	47			1		6						2			108
AST6	2	15	3		5	18	2	11		2	6	3		5	1	44	1		1		1	5	2	1	3		2			133
AST5		15	3	1	4	8		16	1		5	1		2	1	40	1				1	5	5	6		2	4	1		122
AST4		2	1		1	6		3			3	3		1		17	1				1	2	1	4	1					47
AST3						1	1	5				1		1		16												1		26
AST2											1					1														2
AST1										1																				1
SC3		1	1					2								3						1		1						9
SC2		1	2					1						1		9	1				1			2						18
SC1			1					1								3								2						7
<b>Total</b>	<b>27</b>	<b>152</b>	<b>25</b>	<b>4</b>	<b>21</b>	<b>187</b>	<b>20</b>	<b>151</b>	<b>1</b>	<b>16</b>	<b>136</b>	<b>38</b>	<b>4</b>	<b>24</b>	<b>30</b>	<b>458</b>	<b>9</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>46</b>	<b>29</b>	<b>32</b>	<b>31</b>	<b>8</b>	<b>9</b>	<b>22</b>	<b>38</b>	<b>2</b>	<b>1533</b>

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

Occupation of posts at 01/04/2023 JRC Establishment plan, by nationalities and function groups - grades - DG HR E4 staff

	AT	BE	BG	HR	CZ	ES	FR	DE	GR	HU	IE	IT	LT	LU	NL	PL	RO	SK	ES	SE	UK	Total	
AD14																					1	1	
AD13	1																						1
AD11								1															1
AD08												1					1						2
AST10		1												1									2
AST09											1	1							2				4
AST08												2											2
AST07		1									1	1											3
AST06												1					2						3
AST05		2	1									1			2	1				1			8
AST04		1			1	1				1		4											8
AST03																							0
SC2												4											4
SC1																	2						2
<b>Total</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>15</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>41</b>	

not including 1 AD (medical doctor) at HR.D.5

## 2.2.4 Commission establishment plan posts for the Offices

Establishment Plan Posts occupied as of 01/04/2023  
Offices EPSO, OIB, OIL, OLAF, OP and PMO

	AD				AST				AST-SC				Total			
	Establishment Plan posts 2023	Posts occupied	Vacant posts	%	Establishment Plan posts 2023	Posts occupied	Vacant posts	%	Establishment Plan posts 2023	Posts occupied	Vacant posts	%	Establishment Plan posts 2023	Posts occupied	Vacant posts	%
EPSO	39	36	-3	7,7%	66	60	-6	-9,1%	4	6	2	50,0%	109	100	-9	8,3%
OIB	100	88	-12	12,0%	215	194	-21	-9,8%	1	1	0	0,0%	316	297	-19	8,3%
OIL	31	27	-4	12,9%	73	64	-9	-12,3%	13	10	-3	-23,1%	117	103	-14	8,3%
OLAF	211	198	-13	6,2%	91	87	-4	-4,4%	14	14	0	0,0%	316	303	-13	8,3%
OP	147	135	-12	8,2%	417	400	-17	-4,1%	17	19	2	11,8%	581	554	-27	8,3%
PMO	48	40	-8	16,7%	113	105	-8	-7,1%	2	1	-1	-50,0%	163	145	-18	8,3%
<b>Total</b>	<b>576</b>	<b>524</b>	<b>-52</b>	<b>9,03%</b>	<b>975</b>	<b>910</b>	<b>-65</b>	<b>-7%</b>	<b>51</b>	<b>51</b>	<b>0</b>	<b>0%</b>	<b>1602</b>	<b>1502</b>	<b>-100</b>	<b>8%</b>

**Occupation of posts as of 01/04/2023**  
**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			2	5	3	5	5	4	4	2	1	5	<b>36</b>
OIB		1	5	13	13	9	10	7	11	8	7	4	<b>88</b>
OIL				5	4	3	4	5	2	1	2	1	<b>27</b>
OLAF	1	3	12	14	30	16	19	33	26	28	5	11	<b>198</b>
OP		2	7	4	19	21	17	15	25	17	2	6	<b>135</b>
PMO			4	5	5	4	4	5	5	4		4	<b>40</b>
<b>Total</b>	<b>1</b>	<b>6</b>	<b>30</b>	<b>46</b>	<b>74</b>	<b>58</b>	<b>59</b>	<b>69</b>	<b>73</b>	<b>60</b>	<b>17</b>	<b>31</b>	<b>524</b>

**Establishment plan - AST**

	AST11	AST10	AST9	AST8	AST7	AST6	AST5	AST4	AST3	AST2	AST1	Total
EPSO	1	2	2	10	8	18	12	5	1		1	<b>60</b>
OIB	3	12	10	21	36	23	54	12	20		3	<b>194</b>
OIL		1	6	5	9	7	16	6	10		4	<b>64</b>
OLAF	4	4	17	8	12	14	13	8	3	2	2	<b>87</b>
OP	11	11	39	49	84	64	54	32	40	2	14	<b>400</b>
PMO	2	7	22	17	15	12	7	6	11		6	<b>105</b>
<b>Total</b>	<b>21</b>	<b>37</b>	<b>96</b>	<b>110</b>	<b>164</b>	<b>138</b>	<b>156</b>	<b>69</b>	<b>85</b>	<b>4</b>	<b>30</b>	<b>910</b>

**Establishment plan - SC**

	SC6	SC5	SC4	SC3	SC2	SC1	Total
EPSO				1	2	3	<b>6</b>
OIB				1			<b>1</b>
OIL				2	7	1	<b>10</b>
OLAF				2	2	10	<b>14</b>
OP			1	1	10	7	<b>19</b>
PMO					1		<b>1</b>
<b>Total</b>				<b>7</b>	<b>22</b>	<b>21</b>	<b>51</b>



Occupation of posts at 01/04/2023 EPSO Establishment plan  
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	Total
AD14										1							1										2
AD13		1									1													1		2	5
AD12		2				1																					3
AD11					1	1										1		2									5
AD10		1	1			1									1								1				5
AD09													1		2			1									4
AD08		1									1		1								1						4
AD07		2																									2
AD06									1																		1
AD05	1			1					1			1					1										5
AST11		1																									1
AST10		1										1															2
AST09		1										1															2
AST08		2				2				2														1		3	10
AST07	1	1									1	1	1			1			1						1		8
AST06		4			1				1	1	2				2							1	3		1	2	18
AST05		4		1	1	1		1			1	1				1		1									12
AST04		1							1		1									1					1		5
AST03									1																		1
AST01							1																				1
SC3		1																									1
SC2											1						1										2
SC1			1								1			1													3
<b>Total</b>	<b>2</b>	<b>23</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>9</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>7</b>	<b>102</b>

Occupation of posts at 01/04/2023 OIB Establishment plan  
by nationalities and function groups-grades

	AT	BE	BG	CZ	DE	ES	FI	FR	GB	GR	HU	IE	IT	LU	MT	NL	PL	PT	RO	SE	SK	Total	
AD15		1																				1	
AD14							1	2					2										5
AD13		6						2					1				1		1	2			13
AD12		6						2					4					1					13
AD11		3								1			1			1	1	1	1				9
AD10		4		1		1							2				1				1		10
AD09		1		1								1	1		1		1		1				7
AD08		3	1		1	1		2											3				11
AD07		1	1			3		1					1				1						8
AD06		3				2				1									1				7
AD05		2			1	1																	4
AST11		2											1										3
AST10		8			1							1	2										12
AST09		6				2							1					1					10
AST08		10				1		2	1				5	1							1		21
AST07		15				4		5		2			8				2						36
AST06		8				1		5					6				1	2					23
AST05	1	22	2	1	1	8				3			14						1	1			54
AST04		1				4	1			1	1		2					1	1				12
AST03		9	2			2		1					3						2			1	20
AST01		2						1															3
SC3																						1	1
<b>Total</b>	<b>1</b>	<b>113</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>30</b>	<b>2</b>	<b>23</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>54</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>8</b>	<b>7</b>	<b>11</b>	<b>5</b>	<b>1</b>	<b>283</b>	

Occupation of posts at 01/04/2023 OIL Establishment plan  
by nationalities and function groups-grades

	AT	BE	CZ	DE	EE	ES	FR	GR	HU	IT	LT	LU	NL	PL	PT	RO	SI	Total
AD13		1		1			2						1					5
AD12		2				1	1											4
AD11		1	1				1											3
AD10					1			1			1					1		4
AD09		1					1				1			1			1	5
AD08		1															1	2
AD07													1					1
AD06										2								2
AD05		1																1
AST10		1																1
AST09						1	2			1		2						6
AST08		2					2			1								5
AST07						1	3		1	1		2				1		9
AST06		3				1	2									1		7
AST05	1		1			2	3	1		1					3	4		16
AST04		1				1		2		2								6
AST03		2				3	3									2		10
AST01		2					2											4
SC3							1									1		2
SC2		1					4	1						1				7
SC1														1				1
<b>Total</b>	<b>1</b>	<b>19</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>10</b>	<b>27</b>	<b>5</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>10</b>	<b>2</b>	<b>101</b>

Occupation of posts at 01/04/2023 OLAF Establishment plan  
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SK	Total	
AD16										1																		1	
AD15						2											1												3
AD14			1						1		2	1	1			1	3						1			1		12	
AD13		1				3					2						4					1			1	1	1	14	
AD12		3	1		1	5	1		3		3	4	1			1	5					1	1					30	
AD11		3				1	1		1		1		1		2		1						2		1		2	16	
AD10		2							1	1	1		1		1		1	3		1			4		2	1		19	
AD09		4	2			2			2	1	1		2		2		2	1			1		4	2	5	1	1	33	
AD08		2				2			1		2	1	3	2			4						2		6		1	26	
AD07		3	1		1				1		4		3	4	1		1					1	5	1	2			28	
AD06			1								1													1	1		1	5	
AD05	2					2			1		1					1	1		1								2	11	
AST11		2				1	1																					4	
AST10		2					1				1																	4	
AST09	1	2				3			1	1	3					2	3							1				17	
AST08		3	1			1					1						1							1				8	
AST07			1			2					2				2	1	1						1	1	1			12	
AST06		2		1			1				1				1	1	1						3		2		1	14	
AST05		2	1						1				2		1			2					2		2			13	
AST04		1	1					1					1				1					1				2		8	
AST03													1		1					1								3	
AST02							1																		1			2	
AST01		1							1																			2	
SC3		1							1																			2	
SC2													2															2	
SC1		1							2				1				1									3	1	10	
<b>Total</b>	<b>3</b>	<b>35</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>24</b>	<b>6</b>	<b>1</b>	<b>17</b>	<b>4</b>	<b>26</b>	<b>6</b>	<b>19</b>	<b>6</b>	<b>11</b>	<b>7</b>	<b>31</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>25</b>	<b>7</b>	<b>30</b>	<b>3</b>	<b>10</b>	<b>299</b>	

Occupation of posts at 01/04/2023 OP Establishment plan  
by nationalities and function groups-grades

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK	Total	
AD15		1																						1						2	
AD14			1								2				1		1								2					7	
AD13									1		2																	1	4		
AD12	1	4				2				1	6	1					1		1							1		1	19		
AD11	1		1			1			1		6	1					1	1		1		1		3	1	1	1			21	
AD10	1				1	2					1		3		3		1		1	1				1				1	17		
AD09		1	1			1		1							1		2	1						2		2	1			15	
AD08			1				1		1		3		4	1				1		1				5	1	4		1	25		
AD07			2			2			1		1		1		2		1					1		2		4			17		
AD06													1											1					2		
AD05						1			1				1		1		1											1	6		
AST11		3				2			1		3						2													11	
AST10		1				1			3		3	1	1				1													11	
AST09	1	12				1	2		2	3	10	2	2				1		1	1		1								39	
AST08		6			2	3			2	1	13				1		5	1	2	1				3	2		2	2	3	49	
AST07	2	5	6		1	4		4	3	2	17	1	2		5		1	3	1	4	1			4	4	6		5	3	84	
AST06		6	2		7	4	1	2		1	3	2	4	2	4	2	2	4	1			2			5	1	6	1	1	1	64
AST05		4	1	1	3	2	1		1	2	3	2	4	6	5		3	2	1					3	2	3		2	3	54	
AST04	1	2				3			2	1	2	3	4	1	2		3							1	1	2		1	3	32	
AST03		2				2		1	4	1	9		4	1	1		2		2		1		1	2	2	1	2	1	1	40	
AST02															1														1	2	
AST01		1							1	1	2	1		1		3	1							2				1		14	
SC4											1																			1	
SC3																								1						1	
SC2		1	1								4				1		1		1			1								10	
SC1		2							1				1									1		2						7	
<b>Total</b>	<b>7</b>	<b>51</b>	<b>16</b>	<b>1</b>	<b>14</b>	<b>31</b>	<b>5</b>	<b>8</b>	<b>25</b>	<b>13</b>	<b>91</b>	<b>14</b>	<b>32</b>	<b>12</b>	<b>28</b>	<b>5</b>	<b>30</b>	<b>13</b>	<b>11</b>	<b>9</b>	<b>7</b>	<b>4</b>	<b>2</b>	<b>37</b>	<b>17</b>	<b>30</b>	<b>8</b>	<b>13</b>	<b>20</b>	<b>554</b>	

Occupation of posts at 01/04/2023 PMO Establishment plan  
by nationalities and function groups-grades

	AT	BE	CY	DE	DK	ES	FI	FR	GB	GR	HR	HU	IE	IT	LU	LV	NL	PL	PT	RO	SE	SK	Total
AD14				2					1							1							4
AD13		2						1		2													5
AD12		1				2		1										1					5
AD11		3																1					4
AD10		1		1										1						1			4
AD09		1				1				1		1	1										5
AD08		1	1					1						1						1			5
AD07					1									1						2			4
AD05		1				1							1					1					4
AST11	1					1																	2
AST10		2		1										2			1		1				7
AST09	2	8		3	2		1	1	1	1				2	1								22
AST08	1	5		1		1		3	1				1	3							1		17
AST07	1	5		1				1	1					5				1					15
AST06		4				1		3				1						3					12
AST05		2		1				1						1						1		1	7
AST04		2						1								1		1				1	6
AST03		4						2		1				2						2			11
AST01		1					1	1			1								1			1	6
SC2																				1			1
<b>Total</b>	<b>5</b>	<b>43</b>	<b>1</b>	<b>10</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>16</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>18</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>8</b>	<b>1</b>	<b>3</b>	<b>146</b>

## 2.3 Overview of 2023 external staff (including staff financed by earmarked revenue)

### 2.3.1 Contract agents

This part of the working document fulfils reporting requirements set out under Article 79§3 of the Conditions of Employment of Other Servants (hereafter 'CEOS') to provide a yearly report on the use of contract agents (who may, under the current Conditions of Employment of Other Agents, be employed in Commission services for a maximum of six years<sup>3</sup>), including numbers of staff, level and type of posts, geographical balance and budgetary resources per function group.

Budgetary aspects of the management of contract agents in 2023 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 01/04/2023 in the Commission, including personnel financed from the operating and research budgets, the budgets of the inter-institutional and administrative offices, contract agents in delegations as well as 1 430 contract agents financed from earmarked revenue mainly in the offices, the JRC, Trust Funds and Facility for Refugees in Turkey and for the management of the Next Generation EU and Horizon Europe (HEU), Third country contributions and the Digital Service Act (DSA).

NextGenerationEU leads to the temporary reinforcement of several programmes through external assigned revenues, which will partially be used to finance expenditure for administrative and technical assistance related to the implementation of these programmes, including external staff. The impact in 2024 is at the level of 261 FTEs (including 28 FTE for research external personnel) and corresponding appropriations.

The finalisation of third country association agreements and the increase in third country participation to certain programmes leads to additional staff linked to which all direct and indirect costs are fully financed from the operational contributions and fees received from third countries. The impact for the Commission already in 2023 is estimated at the level of some 77 FTE and corresponding appropriations, including 34 FTEs for the research external staff. This will be complemented by eight FTEs as from 2024 and will be continued in 2024, when further association agreements with third countries are expected to be finalised. In addition, the staff financed from assigned revenues stemming from the fees charged under the Digital Services Act will increase from 40 FTE as proposed in the Amending Letter 1/2023<sup>4</sup>, and financed from the EU budget until 2023, to 70 FTE as from 2024.

---

<sup>3</sup> Except for contract agents of function group I (equivalent to former Category D) who, according to the provisions of Article 85 of the CEOS, may be recruited for an indefinite period.

<sup>4</sup> COM(2022) 670, 5.10.2022.

**Contract Agents**

Sources of financing	In place as of 01/04/2023	2023 Full Time Equivalent units (Estimates)	2024 Full Time Equivalent units (Estimates)
Commission Authorised Budget	6.108	5.340	5.421
Earmarked revenues			
- Offices	305	305	311
- Trust funds and Facilities for refugees in Turkey	210	213	264
- European Peace Facility	20	25	29
- Competitive actions of the Joint Research Centre	477	550	570
- DG at headquarters	180	208	237
- NGEU (including HEU)	197	191	261
-Third countries contributions	41	49	85
-Digital Services Act (DSA)			70
Total earmarked revenues	1.430	1.541	1.827
<b>Total</b>	<b>7.538</b>	<b>6.881</b>	<b>7.248</b>

NB: As several budget lines authorise appropriations for external personnel without distinction between categories of personnel, 2024 figures are the best possible estimates, based on likely average costs and repartition between categories both for appropriations voted in the 2024 Budget and for expected earmarked revenue taken into account when preparing the 2024 Budget.



**Contract Agents as of 01/04/2023 - all budgets**  
**Distribution by function group and DG**

DG \ Grade	GFIV	GFIII	GFII	GFI	Total	Commission budget	Earmarked revenue
DG Agriculture and Rural Development	45	11	9	7	72	68	4
DG Budget	36	16	3	15	70	33	37
DG Climate Action	14	4	13	1	32	29	3
DG Communication	50	110	163	35	358	358	0
DG Communications Networks, Content and Technology	98	21	17	7	143	131	12
DG Competition		30	15	6	51	51	0
DG Defence Industry and Space	15	5	9	1	30	29	1
DG Economic and Financial Affairs	93	9	2		104	25	79
DG Education, Youth, Sport and Culture	18	19	10	4	51	49	2
DG Employment, Social Affairs and Inclusion	66	42	24	11	143	133	10
DG Energy	18	20	10	9	57	47	10
DG Environment	8	16	16	1	41	41	0
DG Financial Stability, Financial Services and Capital Markets Union	4	13	5	2	24	24	0
DG Health and Food Safety	39	9	33	7	88	83	5
DG Human Resources and Security	27	62	90	46	225	156	69
DG European Civil Protection and Humanitarian Aid Operations (ECHO)	69	67	22	5	163	118	45
DG Informatics	63	22	7	4	96	20	76
DG Internal Market, Industry, Entrepreneurship and SMEs	36	15	12	5	68	65	3
DG International Partnerships	967	108	40	10	1.125	1.013	112
DG Interpretation	0	5	35	27	67	54	13
Joint Research Centre	833	102	88	62	1.085	608	477
DG Justice and Consumers	5	16	9	2	32	32	0
DG Maritime Affairs and Fisheries	19	26	4	12	61	61	0
DG Migration and Home Affairs	20	20	10	0	50	49	1
DG Mobility and Transport	13	22	20	7	62	59	3
DG Neighbourhood and Enlargement Negotiations	388	114	31	9	542	467	75
European Anti-Fraud Office	4	7	3	6	20	20	0
European Personnel Selection Office	1	3	17	1	22	22	0
European Health Emergency Preparedness and Response Authority (HERA)	8	1	3		12	3	9
Office for Infrastructure and Logistics in Brussels	30	107	605	259	1.001	790	211
Office for Infrastructure and Logistics in Luxembourg	5	44	175	30	254	245	9
DG Regional and Urban Policy	38	70	15	7	130	96	34
DG Research and Innovation	176	34	17	14	241	231	10
DG Structural Reform Support	36	22	9		67	62	5
DG Taxation and Customs Union	8	13	2	1	24	24	0
DG Trade	9	16	16	3	44	44	0
DG Translation	92	1	38	6	137	136	1
Eurostat	34	16	17	5	72	72	0
Inspire, Debate, Engage and Accelerate Action		0	0	0	0	0	0
Internal Audit Service	3	2	3	0	8	7	1
Legal Service	10	5	10	1	26	26	0
Office for the Administration and Payment of Individual Entitlements	7	93	306	15	421	336	85
Publications Office	2	15		9	26	26	0
Secretariat general	12	13	15	15	55	47	8
Service for Foreign Policy Instruments	86	32	9	2	129	109	20
Staff committee - representative trade unions and staff associations	0	1	8	0	9	9	0
<b>Total</b>	<b>3.505</b>	<b>1.399</b>	<b>1.965</b>	<b>669</b>	<b>7.538</b>	<b>6.108</b>	<b>1.430</b>

**Contract agents at 01/04/2023 All budgets  
by nationalities and function groups-grades**

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK			
<b>GFIV</b>	GFIV18	1	6	2		1			7	1	12		4		1	2	4			1		2			2	2		1	1	<b>50</b>		
	GFIV17	2	30	4	1		2	1	19	2	43	3	3		1	4	32	3			1	5		1	7	4		1	1	<b>180</b>		
	GFIV16	9	71	21	6	8	28	3	3	122	5	156	6	48	2	21	8	169	15	3	4	1	10	9	33	24	32	5	9	3	<b>834</b>	
	GFIV15	5	25	13	1	2	22	2	5	43	3	47	1	7	4	6		89	4	1	1		4	1	9	13	11	4	2	6	<b>331</b>	
	GFIV14	25	107	33	8	22	95	8	7	179	18	210	1	115	38	32	27	485	25	4	8	6	32	26	69	62	71	24	17	26	<b>1.780</b>	
	GFIV13	7	14	6	1	6	27	2	1	45	5	44	2	19	3	6	6	73	2		2	1	9	1	16	11	6	4	7	4	<b>330</b>	
	<b>Total</b>	<b>49</b>	<b>253</b>	<b>79</b>	<b>17</b>	<b>38</b>	<b>183</b>	<b>17</b>	<b>17</b>	<b>415</b>	<b>34</b>	<b>512</b>	<b>13</b>	<b>196</b>	<b>47</b>	<b>67</b>	<b>47</b>	<b>852</b>	<b>49</b>	<b>8</b>	<b>16</b>	<b>9</b>	<b>62</b>	<b>37</b>	<b>128</b>	<b>119</b>	<b>126</b>	<b>37</b>	<b>37</b>	<b>41</b>	<b>3.505</b>	
<b>GFIII</b>		AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK		
	GFIII12		9	1			4			4		14					1	4								1	1				<b>39</b>	
	GFIII11		35	2		1	6	3	1	8	2	19	3	4	5	1		21	2					2		2	1	2	2	1	2	<b>125</b>
	GFIII10	2	53	9		2	3		1	31	2	53	1	21	4	3	3	52	3		4	1	2		20	5	30	3	2	4	<b>314</b>	
	GFIII09	4	52	13	2	15	22		4	73	6	47	3	37	18	14	7	122	10	1	4	1	7	3	25	11	50	4	6	16	<b>577</b>	
	GFIII08	4	16	8	7	3	26	4	1	48	3	40	1	30	9	5	4	74	4	1	3		6	1	11	11	10	5	4	5	<b>344</b>	
<b>Total</b>	<b>10</b>	<b>165</b>	<b>33</b>	<b>9</b>	<b>21</b>	<b>61</b>	<b>7</b>	<b>7</b>	<b>164</b>	<b>13</b>	<b>173</b>	<b>8</b>	<b>92</b>	<b>36</b>	<b>23</b>	<b>15</b>	<b>273</b>	<b>19</b>	<b>2</b>	<b>11</b>	<b>2</b>	<b>17</b>	<b>4</b>	<b>58</b>	<b>29</b>	<b>93</b>	<b>14</b>	<b>13</b>	<b>27</b>	<b>1.399</b>		
<b>GFII</b>		AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK		
	GFII07	4	123	2	1	2	4		1	14	4	51	2	10	1	5	2	29	1	1	1		3		3	14	4	3	3	3	<b>291</b>	
	GFII06	2	189	5	3	8	8		3	45	2	91	3	20	8	8	1	93	4				2		28	18	27	1	1	7	<b>577</b>	
	GFII05	2	174	26	3	3	9	4	5	69	3	91	2	72	19	18	6	149	11	1	7	2	6	3	47	28	84	6	5	6	<b>861</b>	
	GFII04		61	2	2		4	2		34	1	17		20	7	2	3	51	3		3		1	1	9	4	7	1		1	<b>236</b>	
	<b>Total</b>	<b>8</b>	<b>547</b>	<b>35</b>	<b>9</b>	<b>13</b>	<b>25</b>	<b>6</b>	<b>9</b>	<b>162</b>	<b>10</b>	<b>250</b>	<b>7</b>	<b>122</b>	<b>35</b>	<b>33</b>	<b>12</b>	<b>322</b>	<b>19</b>	<b>2</b>	<b>11</b>	<b>2</b>	<b>12</b>	<b>4</b>	<b>87</b>	<b>64</b>	<b>122</b>	<b>11</b>	<b>9</b>	<b>17</b>	<b>1.965</b>	
<b>GFI</b>		AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GB	GR	HR	HU	IE	IT	LT	LU	LV	MT	NL	OTH	PL	PT	RO	SE	SI	SK	<b>Total</b>	
	GFIO3		176		1		2		1	38	1	26	3	20		2	1	149	1	2	1		1		13	21	3		2		<b>464</b>	
	GFIO2		43	4		1		1		10	2	8		9	1		1	26				1			3	10	3		1		<b>124</b>	
	GFIO1		37	1	1		1	1	1	3		4	1	4				13			1		2		2	1	6	1		1	<b>81</b>	
<b>Total</b>		<b>256</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>51</b>	<b>3</b>	<b>38</b>	<b>4</b>	<b>33</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>188</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>3</b>		<b>18</b>	<b>32</b>	<b>12</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>669</b>		
<b>Total</b>	<b>67</b>	<b>1.221</b>	<b>152</b>	<b>37</b>	<b>73</b>	<b>272</b>	<b>32</b>	<b>35</b>	<b>792</b>	<b>60</b>	<b>973</b>	<b>32</b>	<b>443</b>	<b>119</b>	<b>125</b>	<b>76</b>	<b>1.635</b>	<b>88</b>	<b>14</b>	<b>40</b>	<b>14</b>	<b>94</b>	<b>45</b>	<b>291</b>	<b>244</b>	<b>353</b>	<b>63</b>	<b>62</b>	<b>86</b>	<b>7.538</b>		

### 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 1/4/2023.

**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 01/04/2022				Agents in place on 01/04/2023			
	CA	LA	AS	Total	CA	LA	AS	Total
Athens	14			14	14		1	15
Barcelona	4	2		6	4	1		5
Berlin	17	3	1	21	17	3		20
Bonn	4			4	3			3
Bratislava	12			12	12			12
Brussels	19			19	16			16
Bucharest	14			14	12		1	13
Budapest	14			14	13			13
Copenhagen	8			8	10			10
Dublin	10	1	1	12	11	1	1	13
Helsinki	11			11	9			9
Lisbon	10		1	11	12		2	14
Ljubljana	8			8	8			8
Luxembourg	5			5	5		1	6
Madrid	9	6		15	8	6		14
Marseille	5			5	5			5
Milan	3	2		5	3	2		5
Munich	4	1		5	4	1		5
Nicosia	10			10	9			9
Paris	20	1	2	23	19			19
Prague	13		2	15	13			13
Riga	8		1	9	9		1	10
Rome	15		1	16	16			16
Sofia	12			12	13			13
Stockholm	11			11	12			12
Tallinn	8		1	9	9			9
The Hague	11	2		13	12	2		14
Valletta	7			7	7			7
Vienna	9	2		11	9	2		11
Vilnius	10			10	9			9
Warsaw	19			19	19			19
Wroclaw	3			3	3			3
Zagreb	11		1	12	12		1	13
<b>TOTAL</b>	<b>338</b>	<b>20</b>	<b>11</b>	<b>369</b>	<b>337</b>	<b>18</b>	<b>8</b>	<b>363</b>

Commission local agents in European Union **delegations** in third countries accounted for 3 192 persons in place on 01/04/2023 (respectively 125 financed under heading 7 of the MFF, 1 433 financed outside heading 7 as shown in the more detailed tables below).

**Personnel in EU Delegations in third countries  
in place on 01/04/2023**  
*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 *			
<b>AFRICA</b>	152	218	1	555	8	552	69	1	439	11	6	14	13	0	0	800	1.239	<b>2.039</b>
<b>ASIA</b>	102	84	2	244	32	135	41	3	117	17	3	3	10	0	0	414	379	<b>793</b>
<b>CENTRAL AMERICA &amp; CARIBBEAN</b>	34	28	0	102	6	77	16	0	53	4	3	0	3	0	0	159	167	<b>326</b>
<b>EUROPE &amp; CENTRAL ASIA</b>	149	123	1	291	20	406	70	2	174	27	12	4	13	0	0	550	742	<b>1.292</b>
<b>MEDITERRANEAN</b>	52	51	1	161	6	142	21	0	94	12	4	3	6	0	0	252	301	<b>553</b>
<b>NORTH AMERICA &amp; JAPAN</b>	53	38	1	108	27	11	7	0	8	9	4	0	11	0	0	188	89	<b>277</b>
<b>PACIFIC</b>	26	20	0	61	10	48	9	0	31	3	1	0	3	0	0	102	110	<b>212</b>
<b>SOUTH AMERICA</b>	39	39	0	112	16	62	18	0	32	0	3	1	4	0	0	173	153	<b>326</b>
Sub-total by category of staff & EEAS/Commission source	<b>607</b>	<b>601</b>	<b>6</b>	<b>1.634</b>	<b>125</b>	<b>1.433</b>	<b>251</b>	<b>6</b>	<b>948</b>	<b>83</b>	<b>36</b>	<b>25</b>	<b>63</b>	<b>0</b>	<b>0</b>	<b>2.638</b>	<b>3.180</b>	<b>5.818</b>
<b>GRAND TOTAL</b>	<b>1.214</b>			<b>3.192</b>			<b>1.205</b>			<b>144</b>			<b>63</b>			<b>5.818</b>		

\* 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 01/04/2023**  
**Split by delegation: Europe & Central Asia**  
*Detailed figures based on records received from delegations*

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('Intérimaires')			Total			
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total	
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *				
ALBANIA	Tirana	4	7		15		22	1		20			2			22	49	71		
ARMENIA	Yerevan	4	4		10	1	9			5						14	19	33		
AUSTRIA	Vienna	14	1					9			2					25	1	26		
AZERBAIJAN	Baku	4	4		7		9	2		2			1			14	15	29		
BELARUS	Minsk	3	4		7		9	1		5						11	18	29		
BOSNIA HERZEGOVINA	Sarajevo	4	5		17		46	3		9	1		2			27	60	87		
FRANCE	Paris	3	3					3	1							6	4	10		
FRANCE	Strasbourg	2	1					2			2					6	1	7		
GEORGIA	Tbilisi	6	4		15	1	13	1		10	1	1	2			24	30	54		
ICELAND	Reykjavik	3			3						1					7	0	7		
ITALY	Rome	1	3					4			1	2				6	5	11		
KAZAKHSTAN	Astana	4	3		12		7	1		3						17	13	30		
KOSOVO	Pristina	4	4		20		43	8		12	4		1			36	60	96		
KYRGYZSTAN	Bishkek	3	4		10		6	2		5	1	1	1			17	16	33		
MOLDOVA	Chisinau	6	5		8	1	12	1		9	2					17	27	44		
MONTENEGRO	Podgorica	3	4		11		21	1		15	1	1	3			19	41	60		
NORTH MACEDONIA	Skopje	4	6		17		30	1		18	1		1			24	54	78		
NORWAY	Oslo	3			8			1								12	0	12		
RUSSIA	Moscow	8	2	1	18	4	9	3		1	1					30	17	47		
SERBIA	Belgrade	5	8		19		46	3		18	1	1				28	73	101		
SWITZERLAND	Berne	2	1		5			1	1		1					9	2	11		
SWITZERLAND	Geneve (UN)	19	4		2		1	2			3	4				26	9	35		
SWITZERLAND	Geneve (WTO)	5	8		10	6										15	14	29		
TAJIKISTAN	Dushanbe	3	3		9		6	3		5						15	14	29		
TÜRKIYE	Ankara	7	7		26	2	82	4		22	2		1			39	114	153		
TURKMENISTAN	Ashgabat	2			5			1			1					9	0	9		
UKRAINE	Kyiv	8	14		20	3	30	5		12	2	1	1			35	61	96		
UNITED KINGDOM	London	12	13		10	2		5					1			28	15	43		
UZBEKISTAN	Tashkent	3	1		7		5	2		3		1				12	10	22		
Sub-total by category of staff			123	1		20	406		2	174		12	4		0	0				
EEAS/Commission source		149	124		291	426		70	176		27	16		13	0		550	742	1.292	
<b>GRAND TOTAL</b>			<b>273</b>			<b>717</b>			<b>246</b>			<b>43</b>			<b>13</b>			<b>1.292</b>		

\* 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 01/04/2023**  
**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 *						
ANGOLA	Luanda	3	3		11		11	1		7			1			16	21	37	
BENIN	Cotonou	4	4		13		7			10			1			18	21	39	
BOTSWANA	Gaborone	3	4		10		5	1		4						14	13	27	
BURKINA FASO	Ouagadougou	4	7		16		24	1		14						21	45	66	
BURUNDI	Bujumbura	4	5		11		11	1		7	1		1			18	23	41	
CABO VERDE	Praia	3	3		8		3	1		3	1					13	9	22	
CAMEROON	Yaounde	3	7		15	1	12	2	1	13	1					21	34	55	
CENTRAL AFRICAN REP.	Bangui	3	4		13		15	2		10						18	29	47	
CHAD	N'Djamena	3	5		11		17	2		15	1		1			18	37	55	
CONGO, REP.	Brazzaville	4	3		11		8			8						15	19	34	
CONGO, DEM. REP.	Kinshasa	4	7		17		18	2		15						23	40	63	
DJIBOUTI	Djibouti	3	2		8		4	1		8		1				12	15	27	
ERITREA	Asmara	2			9		5	1		1						12	6	18	
ESWATINI	Mbabane	3	1		5		6	1		3		1				9	11	20	
ETHIOPIA	Addis Ababa	4	6		18		24	1		18		1				23	49	72	
ETHIOPIA (AFRICAN UN)	Addis A. (AU)	8	4	1	11		8	2		11	1	1	2	1		23	27	50	
GABON	Libreville	3	6		10		8	1		6						14	20	34	
GHANA	Accra	3	6		10		10	2		11						15	27	42	
GUINEA REPUBLIC	Conakry	2	5		13		11	2		13						17	29	46	
GUINEA-BISSAU	Bissau	2	2		10		4			7						12	13	25	
IVORY COAST	Abidjan	3	6		14	1	11	2		13	1	1				20	32	52	
KENYA	Nairobi	5	10		23	1	33	3		19	2		2			33	65	98	
LESOTHO	Maseru	3	2		6		5			3		1				9	11	20	
LIBERIA	Monrovia	3	5		9		7	1		8						13	20	33	
MADAGASCAR	Antananarivo	3	6		16		19	1		19	1					21	44	65	
MALAWI	Lilongwe	3	6		13		15	1		9						17	30	47	
MALI	Bamako	4	5		14		14	2		15			1			20	35	55	
MAURITANIA	Nouakchott	3	5		11		11	2		10						16	26	42	
MAURITIUS, REPUBLIC	Port-Louis	3	5		10	2	13	1		2						14	22	36	
MOZAMBIQUE	Maputo	4	6		14		15	2		15	1		1			22	36	58	
NAMIBIA	Windhoek	3	2		8		4	1		3						12	9	21	
NIGER	Niamey	2	6		14		16	2		16		1				18	39	57	
NIGERIA	Abuja	5	6		23	1	25	1		7		2	1			30	41	71	
RWANDA REPUBLIC	Kigali	4	5		11		13			7		1				15	26	41	
SENEGAL	Dakar	3	7		18		24	5		16		1				26	48	74	
SIERRA LEONE	Freetown	3	6		13		14	2		8						18	28	46	
SOMALIA	Nairobi (Somalia)	2	4		1			3		8	1		2			9	12	21	
SOUTH AFRICA, REP.	Pretoria	6	7		17	2	16	2		8		1	1	1		26	35	61	
SOUTH SUDAN	Juba	2	4		10		8	3		6						15	18	33	
SUDAN	Khartoum	3	4		13		14	2		10		1	1			19	29	48	
TANZANIA	Dar es Salaam	3	6		14		13	1		12						18	31	49	
THE GAMBIA	Banjul	2	1		5		4	2		6		1				9	12	21	
TOGO	Lome	3	4		9		9	1		6						13	19	32	
UGANDA	Kampala	3	6		14		16	2		12						19	34	53	
ZAMBIA	Lusaka	3	5		13		12	2		10			1			19	27	46	
ZIMBABWE	Harare	3	5		12		10	1		7			1			17	22	39	
Sub-total by category of staff & EEAS/Commission source		152	218	1	555	8	552	69	1	439	11	6	14	13		800	1.239	2.039	
<b>GRAND TOTAL</b>			371			1.115		509		31		13			2.039				

\* 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 01/04/2023  
Split by delegation: Pacific**

Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *			
ASEAN	Jakarta	2			1			1			1						5	0	5
AUSTRALIA	Canberra	3	1		9	3	1	2			1						15	5	20
FIDJI ISLANDS, REP. OF THE	Suva	6	8		11		18	1		13							18	39	57
INDONESIA	Jakarta	5	6		16	3	12	2		7	1		1				25	28	53
NEW ZEALAND	Wellington	3	1		4	1				5		1					7	8	15
PAPUA NEW GUINEA	Port Moresby	3	1		8	1	8	2									13	10	23
PHILIPPINES	Manila	4	3		12	2	9	1		6			2				19	20	39
Sub-total by category of staff			20	0		10	48		0	31		1	0		0	0			
EEAS/Commission source		26	20		61	58		9	31		3	1		3	0		102	110	212
<b>GRAND TOTAL</b>			46			119			40			4			3			212	

**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	2		9	4				1							15	7	22
JAPAN	Tokyo	7	8	1	24	8	4	2		2		1		4			37	24	61
MEXICO	Mexico	5	4		12	2	2	2		4		1		1			20	13	33
UNITED STATES OF AMERICA	New York	20	4		22	2	1				6	1		4			52	8	60
UNITED STATES OF AMERICA	San Francisco		2																
UNITED STATES OF AMERICA	Washington	15	18		41	11	4	3		1	3	1		2			64	35	99
Sub-total by category of staff			38	1		27	11		0	8		4	0		0	0			
EEAS/Commission source		53	39		108	38		7	8		9	4		11	0		188	87	275
<b>GRAND TOTAL</b>			92			146			15			13			11			277	

\* 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 01/04/2023**  
Split by delegation: **Central America and Caribbean countries**  
Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('interimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *			
BARBADOS	Bridgetown	3	8		11	1	14	1		10	1	1				16	34	50	
COSTA RICA	San Jose	2	5		10	3	10	2		5				1		15	23	38	
CUBA	Havane	2	1		5		1			4	1			2		10	6	16	
DOMINICAN REPUBLIC	Santo Domingo	3	5		9	2	8	1		5		1				13	21	34	
EL SALVADOR	San Salvador	3	1		6		5	1		3						10	9	19	
GUATEMALA	Guatemala	2	1		9		7	3		4						14	12	26	
HAITI	Port Prince	4	4		13		8	2		12						19	24	43	
HONDURAS	Tegucigalpa	3	1		6		6	1		4	1					11	11	22	
JAMAICA	Kingston	3	1		13		6	2		4						18	11	29	
NICARAGUA	Managua	3	1		11		9	1		1						15	11	26	
PANAMA	Panama City	3			3			1		1	1	1				8	2	10	
TRINIDAD AND TOBAGO	Port of Spain	3			6		3	1								10	3	13	
Sub-total by category of staff		34	28	0	102	6	77	16	0	53	4	3	0	3	0	0	159	167	326
EEAS/Commission source			28			83			53			3			0				
GRAND TOTAL			62			185			69			7			3			326	

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

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('interimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *			
ARGENTINA	Buenos Aires	3	3		7	3	2	1		2		1				11	11	22	
BOLIVIA	La Paz	3	4		10		9	2		6				1		16	19	35	
BRAZIL	Brasilia	7	10		18	2	12			6				1		26	30	56	
CHILE	Santiago	3	2		9	2	2	1		1						13	7	20	
COLOMBIA	Bogota	4	5		15	2	12	4		6		1				23	26	49	
ECUADOR	Quito	2	2		7	2	3	2		2		1		1		12	10	22	
GUYANA	Georgetown	4	1		11		6	1		3		1				16	11	27	
PARAGUAY	Asuncion	3	4		7		5	1		3						11	12	23	
PERU	Lima	3	5		13	2	7	2		3						18	17	35	
URUGUAY	Montevideo	3	2		8	2	2	1						1		13	6	19	
VENEZUELA	Caracas	4	1		7	1	2	3								14	4	18	
Sub-total by category of staff		39	39	0	112	16	62	18	0	32	0	3	1	4	0	0	173	153	326
EEAS/Commission source			39			78			32			4			0				
GRAND TOTAL			78			190			50			4			4			326	

\* 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 01/04/2023  
Split by delegation: Asia countries**  
Detailed figures based on records received from delegations

EU Delegations	Place	Establishment plan posts			Local agents			Contract Agents			Young experts and SNE			Agency Staff ('intérimaires')			Total		
		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission		EEAS	Commission	Total
			financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *		financed under heading 7	financed outside heading 7 *			
AFGHANISTAN	Kaboul	3	6		6		6		13	1						16	19	35	
BANGLADESH	Dhaka	3	6		17	1	17	2	13			1	2			24	38	62	
CAMBODIA	Phnom Penh	3	3		10		11	1	7	1	1					15	22	37	
CHINA	Beijing	10	18	1	22	10	10	6	1	5	3		4			45	45	90	
HONG-KONG	Hong-Kong	4	1		7	2										11	3	14	
INDIA	New Delhi	7	7	1	20	3	14	3		6		1	1			30	33	63	
IRAQ	Baghdad	6	1		7		3	2	2	1						16	6	22	
KUWAIT	Kuwait	3			5					1			1			10	0	10	
LAOS	Vientiane	2	1		9		8	2		5						13	14	27	
MALAYSIA	Kuala Lumpur	3	1		5			1	1							11	2	13	
MONGOLIA	Ulaanbaatar	3			6		3			1	1					10	5	15	
BURMA/MYANMAR	Yangon	4	4		11		8	2		12						17	24	41	
NEPAL	Katmandu	3	2		11		7	1		6	1					16	15	31	
PAKISTAN	Islamabad	6	5		15	1	10	2		9	1			1		24	26	50	
QATAR	Doha	3			2			1					2			8	0	8	
SAUDI ARABIA	Riyad	4	1		8	2		3			2					17	3	20	
SINGAPORE	Singapore	3	1		6	2		1								10	3	13	
SOUTH KOREA	Seoul	5	2		8	2	2	1		2						14	8	22	
SRI LANKA	Colombo	4	2		11		6	1		5	1					17	13	30	
TAIWAN	TAIPEI	3	1		5	3		1			2					11	4	15	
THAILAND	Bangkok	5	9		21	4	18	2	1	14						28	46	74	
TIMOR-LESTE	Dili	3	1		7		5	1		4			1			12	10	22	
UAE	Abu Dhabi	4	2		7		1	1								12	3	15	
VIETNAM	Hanoi	4	7		14	2	11	1		6						19	26	45	
YEMEN	Sanaa	4	3		4		1			7						8	11	19	
Sub-total by category of staff		102	84	2	244	32	135	41	3	117	17	3	3	10	0	0	414	379	793
EEAS/Commission source			86			167			120		6			0					
<b>GRAND TOTAL</b>			<b>188</b>			<b>411</b>			<b>161</b>		<b>23</b>		<b>10</b>				<b>793</b>		

**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	4		17		11	1		6	1	1				24	22	46	
EGYPT	Cairo	6	6		24	1	24	3		5	2		2			37	36	73	
ISRAEL	Tel Aviv	5	3	1	12	1	6	1		2						20	13	33	
JORDAN	Amman	5	4		23		22	4		7		1				32	34	66	
LEBANON	Beyrouth	6	6		24		19	1		12			1	3		34	38	72	
MOROCCO	Rabat	6	10		18	2	19	1		18	1		2			26	51	77	
PALESTINE	Jerusalem East	6	8		19		24	2		18						27	50	77	
SYRIA	Damascus	2	1		5		3	3		7						10	11	21	
TUNISIA	Tunis	6	9		14	2	13	2		17	2	1		1		25	42	67	
TUNISIA	Libya	5			5		1	3		2	4	1				17	4	21	
Sub-total by category of staff		52	51	1	161	6	142	21	0	94	12	4	3	6	0	0	252	301	553
EEAS/Commission source			52			148			94		7			0					
<b>GRAND TOTAL</b>			<b>104</b>			<b>309</b>			<b>115</b>		<b>19</b>		<b>6</b>				<b>553</b>		

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

### 2.3.3 Other categories of external personnel on 01/04/2023, all budget

#### All budgets (Operating, Research and Offices)

Other categories of external personnel with contracts ongoing as of 01/04/2023

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

All budgets (Operating, Research and Offices)

DG	Seconded National Experts	Agency Staff	Local Agents in Member States	Others	Total
DG Agriculture and Rural Development	16	5			21
DG Budget	14	2			16
DG Climate Action	13	3			19
DG Communication	17	17	1		35
DG Communications Networks, Content and Technology	42	9			51
DG Competition	38				38
DG Defence Industry and Space	46	2			48
DG Economic and Financial Affairs	27	1			36
DG Education and Culture	23	11			34
DG Employment, Social Affairs and Inclusion	31	14			52
DG Energy	30	7			37
DG Environment	37	3			40
DG Financial Stability, Financial Services and Capital Markets Union	43	5			48
DG Health Emergency Preparedness and Response Authority	5				9
DG Health and Food Safety	57				57
DG Human Resources and Security	15	32	6		53
DG Humanitarian Aid and Civil Protection (ECHO)	23	11			43
DG Informatics	4				4
DG Internal Market, Industry, Entrepreneurship and SMEs	26	9			35
DG International Partnerships	79	32			111
DG Interpretation		8			8
DG Justice and Consumers	26	9			35
DG Maritime Affairs and Fisheries	8	1			9
DG Migration and Home Affairs	61	9			70
DG Mobility and Transport	34	7			41
DG Neighbourhood and Enlargement Negotiations	20	9			29
DG Regional and Urban Policy	11	6			17
DG Research and Innovation	41	14			55
DG Structural Reform Support	9	2			11
DG Taxation and Customs Union	65	2			67
DG Trade	27	7			34
DG Translation	10	5			15
European Anti-Fraud Office	34	4			38
European Personnel Selection Office	4	1			5
Eurostat	47	5			52
Joint Research Centre	8	30		28	66
Internal Audit Service	1	1			2
Legal Service	7				7
Office for Infrastructure and Logistics in Brussels		6	5		11
Office for Infrastructure and Logistics in Luxembourg		16	60		97
Office for the Administration and Payment of Individual Entitlements		7			7
Publications Office		14			14
Secretariat general	18	4			22
Service for Foreign Policy Instruments	4				4
<b>Total</b>	<b>1.021</b>	<b>330</b>	<b>72</b>	<b>28</b>	<b>1.503</b>

## **2.4 Overview on recruitment**

Complete details on the nationalities of staff occupying establishment plan posts as of 01/04/2023 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 1/04/2023

The following pages list by competition the candidates still available on **reserve lists** as of **01/04/2023**.

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 Linguist EP/Council ES	AD7	Lawyer Linguist	ES		14	4	0	10	71%
EPSO/AD/161/09 Lawyer Linguists Court of Justice CS	AD7	Lawyer Linguist	ES		7	3	0	4	57%
EPSO/AD/161/09 Lawyer Linguists EP/CouncilCS	AD7	Lawyer Linguist	LV		11	6	1	4	36%
EPSO/AD/167/09 Translators - Option 1 - RO	AD5	Translation	BG		75	23	7	45	60%
EPSO/AD/169/09 Law CZ	AD5	Law	CZ		14	7	0	7	50%
EPSO/AD/169/09 Law PL	AD5	Law	PL		49	8	1	40	82%
EPSO/AST/114/11 Language editors IT (Court of Justice)	AST3	Language Editors	IT		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	EUR28	3	3	0	0	0%
EPSO/AD/210/11 Lawyer Linguists Court of Justice HU	AD7	Lawyer Linguist	HU		14	9	0	5	36%
EPSO/AD/212/11 Lawyer Linguists EP/Council PL	AD7	Lawyer Linguist	PL		7	4	0	3	43%
EPSO/AST/119/12 - Proofreaders CZ	AST3	Proofreaders	CZ		14	9	2	5	36%
EPSO/AST/122/12 - Proofreaders Croatian	AST3	Proofreaders		EUR28	25	5	4	16	64%
EPSO/AST/123/12 HR Assistants Communication	AST3	Communication		EUR28	17	7	3	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	7	0	2	22%
EPSO/AST/125/12 Assistants Audit	AST3	Audit		EUR28	25	4	1	20	80%
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	1	5	43	88%
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	7	0	10	59%
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	5	0	6	55%
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	1	2	25	89%
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/236/12 - Conference Interpreters (AD5) DA	AD5	Interpretation	DA		2	1	0	1	50%
EPSO/AD/238/12 - Conference Interpreters (AD7) EN	AD7	Interpretation	EN		5	1	0	4	80%
EPSO/AD/239/12 - Conference Interpreters (AD5) SK	AD5	Interpretation	SK		3	1	0	2	67%
EPSO/AD/240/12 - Translators Option 1 EE	AD5	Translation	EE		28	13	0	15	54%
EPSO/AD/240/12 - Translators Option 2 EE	AD5	Translation	EE		11	6	0	5	45%
EPSO/AD/244/12 ADMINISTRATORS (AD 5) HR	AD5	Administrators	HR		124	23	6	95	77%
EPSO/AD/245-246/12 Head of Unit (AD 12) in the field of translation HR	AD12	Translation	HR		4	1	0	3	75%
EPSO/AD/245-246/12 Head of Unit (AD 9) in the field of translation HR	AD12	Translation	HR		15	8	0	7	47%
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	5	4	24	73%
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	7	0	29	81%
EPSO/AD/177/10 - Administrators - EPA 2013	AD5	EPA		EUR28	113	14	2	97	86%
EPSO/AD/177/10 - Administrators - ICT 2013	AD5	ICT		EUR28	73	11	0	62	85%
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) 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	1	0	48	98%
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	1	1	7	78%
EPSO/AD/261/13 - Translators EN - Option 2	AD5	Translation	EN		40	3	10	27	68%
EPSO/AD/262/13 - Translators FR - Option 1	AD5	Translation	FR		9	1	1	7	78%

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/262/13 - Translators FR - Option 2	AD5	Translation	FR		14	4	2	8	57%
EPSO/AD/263/13 - Translators IT - Option 1	AD5	Translation	IT		31	4	0	27	87%
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	5	0	17	77%
EPSO/AD/265/13 - Translators NL - Option 2	AD5	Translation	NL		16	5	1	10	63%
EPSO/AD/266/13 - Translators SL - Option 1	AD5	Translation	SL		14	4	0	10	71%
EPSO/AD/266/13 - Translators SL - Option 2	AD5	Translation	SL		4	1	0	3	75%
EPSO/AD/272/13 - Lawyer Linguists EP/Council DE	AD7	Lawyer Linguist	DE		13	6	0	7	54%
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	12	2	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 - Air conditioning	AST3	Building		EUR28	19	6	0	13	68%
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 - Project Management	AST3	Building		EUR28	18	4	0	14	78%
EPSO/AST/130/14 Assistants in the buildings sector - Security	AST3	Building		EUR28	18	3	3	12	67%
EPSO/AST/131/14 Nuclear Inspection	AST3	Nuclear Inspection		EUR28	32	9	2	21	66%
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	10	1	46	81%
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	8	0	10	56%
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/278/14 (AD7) Administrators - Digital Forensics	AD7	Digital Forensics		EUR28	14	4	0	10	71%
EPSO/AD/278/14 (AD7) Administrators - Operational Analysis	AD7	Operational Analysis		EUR28	17	1	0	16	94%
EPSO/AD/280/14 Lawyer Linguists Court of Justice FI	AD7	Lawyer Linguist	FI		6	5	0	1	17%
EPSO/AD/283/14 Lawyer Linguists Court of Justice SV	AD7	Lawyer Linguist	SV		3	2	0	1	33%
EPSO/AD/284/14 Translators German Option 1	AD5	Translation	DE		41	8	2	31	76%
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	8	0	44	85%
EPSO/AD/285/14 Translators Greek - Option 2	AD5	Translation	EL		9	2	1	6	67%
EPSO/AD/286/14 Translators Spanish - Option 1	AD5	Translation	ES		44	8	2	34	77%
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	1	0	12	92%
EPSO/AD/288/14 Lawyer Linguists EP/Council FI	AD7	Lawyer Linguist	FI		12	7	0	5	42%
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	6	1	7	50%
EPSO/AD/291/14 Lawyer Linguists EP/Council RO	AD7	Lawyer Linguist	RO		13	5	0	8	62%
EPSO/AD/292/14 Lawyer Linguists EP/Council SK	AD7	Lawyer Linguist	SK		12	7	1	4	33%
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	6	0	25	81%
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	28	0	54	66%
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	12	1	134	91%
EPSO/AST-SC/03/15 - 3 Secretarial Support SC2	AST-SC2	Secretaries		EUR28	99	5	1	93	94%
EPSO/AST/136/15 - AST3 / Assistant Curator	AST3	Curators		EUR28	11	9	0	2	18%
EPSO/AST/136/15 - AST3 / Conservation & Collection Management Assistant	AST3	Conservation and Collection management		EUR28	5	3	0	2	40%
EPSO/AD/295/15 (AD7) Lawyers with Bulgarian legal training	AD5	Lawyers	BG		3	1	0	2	67%
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	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	AD7	EPA		EUR28	159	19	0	140	88%
EPSO/AD/303/15 (AD7) Development and foreign affairs	AD5	DEVCO		EUR28	60	7	0	53	88%
EPSO/AD/304/15 - Lawyer Linguists Court of Justice BG	AD7	Lawyer Linguist	BG		8	3	0	5	63%
EPSO/AD/305/15 - Lawyer Linguists Court of Justice ES	AD7	Lawyer Linguist	ES		13	9	0	4	31%
EPSO/AD/307/15 - Lawyer Linguists Court of Justice IT	AD7	Lawyer Linguist	IT		8	1	0	7	88%
EPSO/AD/308/15 (AD11) Doctors Brussels	AD11	Doctors		EUR28	10	2	0	8	80%
EPSO/AD/309/15 (AD 11) Doctors Luxembourg	AD11	Doctors		EUR28	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/310/15 - AD7 / Curator	AD7	Museum Educators		EUR28	20	10	0	10	50%
EPSO/AD/310/15 - AD7 / Museum Educator	AD7	Curators		EUR28	15	7	0	8	53%
EPSO/AD/310/15 - AD7 / Conservator and Collection Manager	AD7	Conservation and Collection management		EUR28	5	4	0	1	20%
EPSO/AD/311/15 - Interpreters / AD7 / Czech	AD7	Interpretation	CZ		5	1	0	4	80%
EPSO/AD/312/15 - Interpreters / AD5 / Croatian	AD5	Interpretation	HR		3	0	1	2	67%
EPSO/AD/313/15 - Interpreters / AD5 / Lithuanian	AD5	Interpretation	LT		6	1	0	5	83%
EPSO/AD/314/15 - Interpreters / AD7 / Maltese	AD5	Interpretation	MT		3	2	0	1	33%
EPSO/AD/315/15 - Finnish Translators Option 1	AD7	Translation	FI		20	7	1	12	60%
EPSO/AD/315/15 - Finnish Translators Option 2	AD5	Translation	FI		9	3	0	6	67%
EPSO/AD/316/15 - Translators Hungarian Option 1	AD5	Translation	HU		13	5	0	8	62%
EPSO/AD/316/15 - Translators Hungarian Option 2	AD5	Translation	HU		10	6	0	4	40%
EPSO/AD/317/15 - Translators Latvian Option 1	AD5	Translation	LV		14	6	0	8	57%
EPSO/AD/317/15 - Translators Latvian Option 2	AD5	Translation	LV		5	3	0	2	40%
EPSO/AD/318/15 - Translators Polish Option 1	AD5	Translation	PL		24	12	0	12	50%
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	6	0	20	77%
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	7	0	10	59%
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	3	0	13	81%
EPSO/AST/137/16 - AST1 Linguistic Assistants GA	AST1	Linguistic assistants	GA		9	3	0	6	67%
EPSO/AST/137/16 - AST1 Linguistic Assistants HU	AST1	Linguistic assistants	HU		12	3	0	9	75%
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	5	0	6	46%
EPSO/AST/137/16 - AST1 Linguistic Assistants SK	AST1	Linguistic assistants	SK		13	4	0	9	69%
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	5	0	20	80%
EPSO/AST/139/16 - Finance	AST3	Finance		EUR28	69	15	0	54	78%
EPSO/AST/139/16 - Human Resources	AST3	Human Resources		EUR28	53	15	0	38	72%
EPSO/AST-SC/05/16 - Accreditation Officers - SC1	AST-SC1	Accreditation Officers		EUR28	50	6	0	44	88%
EPSO/AST-SC/05/16 - Accreditation Officers - SC2	AST-SC2	Accreditation Officers		EUR28	12	2	0	10	83%
EPSO/AD/323/16 - AD7 OLAF - Investigators - EU expenditure, anti-corruption	AD7	Digital Forensics		EUR28	25	2	3	20	80%
EPSO/AD/325/16 - Translators DA - Option 1	AD5	Translation	DA		13	5	0	8	62%
EPSO/AD/325/16 - Translators DA - Option 2	AD5	Translation	DA		11	2	0	9	82%
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	1	0	5	83%
EPSO/AD/328/16 - Translators LT - Option 1	AD5	Translation	LT		12	5	0	7	58%
EPSO/AD/328/16 - Translators LT - Option 2	AD5	Translation	LT		5	1	0	4	80%
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	2	0	11	85%
EPSO/AD/330/16 - AD7 - Nuclear Safeguard Inspectors	AD7	Nuclear Inspection		EUR28	20	2	0	18	90%
EPSO/AD/330/16 - AD7 - Policy Officers	AD7	Policy officers		EUR28	14	2	0	12	86%
EPSO/AD/331/16 - AD7 ICT - Data Analysis and IT Service Specialists	AD7	ICT		EUR28	31	4	0	27	87%
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	0	13	93%
EPSO/AD/331/16 - AD7 ICT - ICT Security Experts	AD7	ICT		EUR28	50	2	3	45	90%
EPSO/AD/331/16 - AD7 ICT - IT Infrastructure Experts	AD7	ICT		EUR28	40	5	1	34	85%
EPSO/AD/331/16 - AD7 ICT - IT Portfolio/Programme Management and Enterprise Architecture Experts	AD7	ICT		EUR28	28	3	0	25	89%
EPSO/AD/332/16 - Lawyer Linguists EP/Council ES	AD7	Lawyer-Linguists	EL		10	4	0	6	60%
EPSO/AD/333/16 - Lawyer Linguists EP/Council EL	AD7	Lawyer-Linguists	ES		8	3	0	5	63%
EPSO/AD/334/16 - Lawyer Linguists EP/Council IT	AD7	Lawyer-Linguists	IT		8	3	0	5	63%
EPSO/AD/335/16 - Lawyer Linguists EP/Council LT	AD7	Lawyer-Linguists	LT		9	5	0	4	44%
EPSO/AD/336/16 - Lawyer Linguists EP/Council MT	AD7	Lawyer-Linguists	MT		8	7	0	1	13%
EPSO/AD/337/16 - Lawyer Linguists EP/Council SV	AD7	Lawyer-Linguists	SV		10	6	0	4	40%
EPSO/AD/338/17 - Generalists	AD5	Generalists		EUR28	126	15	0	111	88%
EPSO/AD/339/17 - Financial Economics	AD7	Financial Economics		EUR28	63	8	0	55	87%
EPSO/AD/339/17 - Macroeconomics	AD7	Macroeconomics		EUR28	37	3	1	33	89%
EPSO/AD/342/17 - Building Management	AD6	Building		EUR28	27	4	0	23	85%
EPSO/AD/343/17 - Translators DE - Option 1	AD5	Translation	DE		10	2	0	8	80%
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	1	0	6	86%
EPSO/AD/345/17 - Translators IT - Option 1	AD5	Translation	FR		12	6	0	6	50%
EPSO/AD/345/17 - Translators IT - Option 2	AD5	Translation	IT		5	3	0	2	40%
EPSO/AD/346/17 - Translators NL - Option 1	AD5	Translation	NL		9	4	0	5	56%
EPSO/AD/346/17 - Translators NL - Option 2	AD5	Translation	NL		9	3	0	6	67%
EPSO/AD/347/17 - Communication and Media	AD6	Communication		EUR28	63	5	0	58	92%
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	3	0	4	57%
EPSO/AD/351/17 - Lawyer Linguists EP/Council HR	AD7	Lawyer-Linguists	HR		11	2	0	9	82%
EPSO/AD/352/17 - Lawyer Linguists EP/Council LV	AD7	Lawyer-Linguists	LV		2	1	0	1	50%
EPSO/AD/355/17 - Lawyer Linguists Court of Justice MT	AD7	Lawyer-Linguists	MT		9	5	0	4	44%
EPSO/AST/140/17 - Nurses	AST3	Nurses		EUR28	16	2	0	14	88%
EPSO/AST/141/17 - Building construction coordinators/technicians	AST3	Building		EUR28	26	10	0	16	62%
EPSO/AST/141/17 - Building coordinators/technicians in air conditioning and electromechanical and electrical engineering	AST3	Building		EUR28	33	4	0	29	88%

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/141/17 - Occupational and building safety assistants	AST3	Building		EUR28	13	5	0	8	62%
EPSO/AST/142/17 Proofreaders - DA	AST3	Proofreaders	DA		5	3	0	2	40%
EPSO/AST/142/17 Proofreaders - MT	AST3	Proofreaders	MT		7	1	0	6	86%
EPSO/AST/142/17 Proofreaders - NL	AST3	Proofreaders	NL		5	2	0	3	60%
EPSO/AST/142/17 Proofreaders - SL	AST3	Proofreaders	SL		7	3	0	4	57%
EPSO/AST/142/17 Proofreaders - SV	AST3	Proofreaders	SV		7	2	0	5	71%
EPSO/AST/143/17 - Webmaster	AST3	Webmaster		EUR28	14	3	0	11	79%
EPSO/AST/143/17 - Communication Assistant	AST3	Communication		EUR28	33	16	0	17	52%
EPSO/AST/143/17 - Visual Communication Assistant	AST3	Communication		EUR28	35	6	0	29	83%
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	2	1	4	57%
EPSO/AST/144/17 Linguistic Assistants - FR	AST1	Linguistic assistants	FR		5	3	0	2	40%
EPSO/AST/144/17 Linguistic Assistants - RO	AST1	Linguistic assistants	RO		6	1	0	5	83%
EPSO/AST/144/17 Linguistic Assistants - SV	AST1	Linguistic assistants	SV		7	4	0	3	43%
EPSO/AST-SC/06/17 SC1 - Secretaries	AST-SC1	Secretaries		EUR28	222	44	8	170	77%
EPSO/AST-SC/06/17 SC2 - Secretaries	AST-SC2	Secretaries		EUR28	136	35	4	97	71%
EPSO/AD/340/18 - SANTE - Audit, inspection and evaluation	AD6	Audit, inspection and evaluation		EUR28	21	2	0	19	90%
EPSO/AD/341/18 - SANTE - Policy and legislation	AD5	Policy and legislation		EUR28	41	2	0	39	95%
EPSO/AD/356/18 - Generalists	AD5	Generalists		EUR28	162	7	2	153	94%
EPSO/AD/357/18 - Audit	AD5	Audit		EUR28	77	15	2	60	78%
EPSO/AD/358/18 - Lawyer Linguists DE - CoJ	AD7	Lawyer-Linguists	DE		17	7	0	10	59%
EPSO/AD/359/18 - Lawyer Linguists NL - CoJ	AD7	Lawyer-Linguists	NL		16	3	0	13	81%
EPSO/AD/360/18 - Administrators in the field of Data Protection	AD6	Data Protection		EUR28	33	4	0	29	88%
EPSO/AD/361/18 - Translators GA - Option 1	AD5	Translation	GA		13	2	0	11	85%
EPSO/AD/382/18 - Archivist and Records Management	AD6	Archivist		EUR28	20	4	1	16	80%
EPSO/AD/383/18 - Customs	AD7	Customs		EUR28	42	4	0	38	90%
EPSO/AD/383/18 - Taxation	AD7	Taxation		EUR28	44	13	0	31	70%
EPSO/AST/145/18 - Archivist and Records Management	AST3	Archivist		EUR28	46	11	0	35	76%
EPSO/AST/146/18 - Heads of Administration in EU Delegations	AST4	Heads of Administration		EUR28	41	11	0	30	73%
EPSO/AST-SC/07/18 - Armed Security and Protection Agents - SC1	AST-SC1	Security		EUR28	86	36	0	50	58%
EPSO/AST-SC/07/18 - Armed Security and Protection Agents - SC1 - Addendum	AST-SC2	Security		EUR28	1	1	0	0	0%
EPSO/AST-SC/07/18 - Armed Security and Protection Agents - SC2	AST3	Security		EUR28	18	13	0	5	28%
EPSO/AST/147/19 - Security operations	AST3	Security		EUR28	42	12	0	30	71%
EPSO/AST/147/19 - Technical security	AST3	Security		EUR28	19	5	0	14	74%
EPSO/AST/147/19 - Information and document security	AST3	Security		EUR28	21	9	0	12	57%
EPSO/AD/364/19 - Security operations	AD7	Security		EUR28	17	3	0	14	82%
EPSO/AD/364/19 - Information and document security	AD7	Security		EUR28	17	2	0	15	88%
EPSO/AD/365/19 (AD 5) - Lawyers - Cypriot (CY) law	AD5	Law	CY		2	2	0	1	50%
EPSO/AD/365/19 (AD 7) - Lawyers - Cypriot (CY) law	AD7	Law	CY		3	3	0	0	0%
EPSO/AD/366/19 (AD 5) - Lawyers - Greek (EL) law	AD5	Law	EL		3	2	0	1	33%
EPSO/AD/366/19 (AD 7) - Lawyers - Greek (EL) law	AD7	Law	EL		3	2	0	1	33%
EPSO/AD/367/19 (AD 7) - Lawyers - Hungarian (HU) law	AD7	Law	HU		3	3	0	0	0%
EPSO/AD/368/19 (AD 5) - Lawyers - Italian (IT) law	AD5	Law	IT		8	6	0	2	25%
EPSO/AD/368/19 (AD 7) - Lawyers - Italian (IT) law	AD7	Law	IT		6	2	0	4	67%
EPSO/AD/369/19 (AD 5) - Lawyers - Latvian (LV) law	AD5	Law	LV		1	1	0	0	0%
EPSO/AD/370/19 (AD 5) - Lawyers - Polish (PL) law	AD5	Law	PL		6	2	0	4	67%
EPSO/AD/370/19 (AD 7) - Lawyers - Polish (PL) law	AD7	Law	PL		3	2	0	1	33%
EPSO/AD/371/19 - Quantitative & qualitative policy impact assessment / evaluation	AD7	Security		EUR28	20	3	0	17	85%
EPSO/AD/371/19 - Data science applications	AD7	Research		EUR28	10	1	0	9	90%
EPSO/AD/371/19 - Modelling for policy	AD7	Research		EUR28	10	1	0	9	90%
EPSO/AD/371/19 - Development of space, telecommunication and remote sensing applications	AD7	Research		EUR28	10	3	0	7	70%
EPSO/AD/371/19 - Nuclear research and decommissioning	AD7	Research		EUR28	20	7	0	13	65%
EPSO/AD/371/19 - Nuclear research and decommissioning - Addendum	AD7	Research		EUR28	1	1	0	0	0%
EPSO/AD/372/19 (AD5) Audit	AD5	Audit		EUR28	85	21	0	64	75%
EPSO/AD/372/19 (AD7) Audit	AD7	Audit		EUR28	36	8	0	28	78%
EPSO/AD/373/19 (AD5) Administrators	AD5	Generalists		EUR28	150	20	0	130	87%
EPSO/AD/373/19 (AD5) Administrators - Addendum	AD5	Generalists		EUR28	3	1	0	2	67%
EPSO/AD/374/19 - 1 Competition Law	AD7	Law		EUR28	63	1	0	62	98%
EPSO/AD/374/19 - 2 Financial Law	AD7	Law		EUR28	36	6	0	30	83%
EPSO/AD/374/19 - 2 Financial Law - Addendum	AD7	Law		EUR28	1	1	0	0	0%
EPSO/AD/374/19 - 3 Economic and Monetary Union Law	AD7	Law		EUR28	8	3	0	5	63%
EPSO/AD/374/19 - 3 Economic and Monetary Union Law - Addendum	AD7	Law		EUR28	1	1	0	0	0%
EPSO/AD/374/19 - 4 Financial Rules Applicable to the EU Budget	AD7	Law		EUR28	40	6	0	34	85%
EPSO/AD/374/19 - 5 Protection of euro coins against counterfeiting	AD7	Law		EUR28	11	4	0	7	64%
EPSO/AD/380/19 (AD7) Administrators in the field of international cooperation and managing aid to non-EU countries	AD7	International cooperation		EUR28	100	36	0	64	64%

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/380/19 (AD9) Administrators in the field of International cooperation and managing aid to non-EU countries	AD9	International cooperation		EUR28	27	7	0	20	74%
EPSO/AST-SC/09/19 (SC2) Conference Operators	SC2	Conference Operators		EUR27	28	18	0	10	36%
EPSO/AST-SC/08/19 (SC1) Parliamentary Ushers	SC1	Parliamentary Ushers		EUR27	24	12	0	12	50%
EPSO/AST-SC/08/19 (SC2) Parliamentary Ushers	SC2	Parliamentary Ushers		EUR27	27	9	0	18	67%
EPSO/AST-SC/08/19 (SC2) Parliamentary Ushers - Addendum	SC2	Parliamentary Ushers		EUR27	1	1	0	0	0%
EPSO/AD/376/20 (AD 7) Lawyer Linguists Greek - Court of Justice	AD7	Lawyer Linguists	EL		9	9	0	0	0%
EPSO/AD/377/20 (AD 7) / Official / Lawyer Linguists / AD7 / French / CoJ	AD7	Lawyer Linguists	FR		18	12	0	6	33%
EPSO/AD/378/20 (AD 7) Lawyer Linguists Croatian - Court of Justice	AD7	Lawyer Linguists	HR		11	6	0	5	45%
EPSO/AD/379/20 (AD 7) Lawyer Linguists Polish - Court of Justice	AD7	Lawyer Linguists	PL		10	9	0	1	10%
EPSO/AD/381/20 (AD 5) Administrators EU Law	AD5	EU Law		EUR27	111	31	0	80	72%
EPSO/AST-SC/10/20 - Secretaries SC1	AST-SC1	Secretaries		EUR27	285	93	6	186	65%
EPSO/AST-SC/10/20 - Secretaries SC1 - Addendum	AST-SC1	Secretaries		EUR27	4	2	0	2	50%
EPSO/AST-SC/10/20 - Secretaries SC2	AST-SC2	Secretaries		EUR27	215	100	1	114	53%
EPSO/AST-SC/10/20 - Secretaries SC2 - Corrigendum	AST-SC2	Secretaries		EUR27	1	1	0	0	0%
EPSO/AD/382/20 - External Relations AD5	AD5	External Relations		EUR27	55	54	0	1	2%
EPSO/AD/382/20 - External Relations AD7	AD7	External Relations		EUR27	33	33	0	0	0%
EPSO/AD/383/21 (AD7) Lawyer Linguists Bulgarian EP/Council/Commission	AD7	Lawyer Linguists	BG		8	8	0	0	0%
EPSO/AD/384/21 (AD7) Lawyer Linguists Czech EP/Council/Commission	AD7	Lawyer Linguists	CZ		9	8	0	1	11%
EPSO/AD/385/21 (AD7) Lawyer Linguists French EP/Council/Commission	AD7	Lawyer Linguists	FR		12	8	0	4	33%
EPSO/AD/385/21 (AD7) Lawyer Linguists French EP/Council/Commission - addendum	AD7	Lawyer Linguists	FR		1	1	0	0	0%
EPSO/AD/387/21 (AD7) Lawyer Linguists Hungarian EP/Council/Commission	AD7	Lawyer Linguists	HU		11	11	0	0	0%
EPSO/AD/388/21 (AD7) Lawyer Linguists Polish EP/Council/Commission	AD7	Lawyer Linguists	PL		9	7	0	2	22%
EPSO/AD/389/21 - Sustainable agriculture and rural development AD6	AD6	Sustainable agriculture and rural development		EUR27	56	16	0	40	71%
EPSO/AD/389/21 - Sustainable agriculture and rural development AD6 - Addendum	AD6	Sustainable agriculture and rural development		EUR27	1	1	0	0	0%
EPSO/AD/390/21 - Chemicals Policy AD6	AD6	Chemicals Policy		EUR27	47	46	0	1	2%
EPSO/AD/391/21 - 1 - Member States' Structural reform support AD7	AD7	Member States' Structural reform support		EUR27	46	26	0	20	43%
EPSO/AD/391/21 - 2 - Schengen acquis AD7	AD7	Schengen acquis		EUR27	25	13	0	12	48%
EPSO/AD/392/21 - 1 - Policymaking and law-making in the field of health AD7	AD7	1 - Policymaking and law-making in		EUR27	44	26	0	18	41%
EPSO/AD/392/21 - 2 - Policymaking and law-making in the field of food safety AD7	AD7	2 - Policymaking and law-making in		EUR27	33	21	0	12	36%
EPSO/AD/392/21 - 3 - Auditing, inspection and evaluation in the field of health and food safety AD7	AD7	3 - Auditing, inspection and evaluation in		EUR27	29	24	0	5	17%
EPSO/AD/393/21 - Data Protection Administrators AD6	AD6			EUR27	76	40	1	35	46%
EPSO/AD/394/21 - OLAF Investigators/Experts 1. Anti-fraud investigations and operations in the field of EU expenditure and anti-corruption AD7	AD7	OLAF Investigators/Experts		EUR27	35	22	0	13	37%
EPSO/AD/394/21 - OLAF Investigators/Experts 1. Anti-fraud investigations and operations in the field of EU expenditure and anti-corruption AD9	AD9	OLAF Investigators/Experts		EUR27	9	3	0	6	67%
EPSO/AD/394/21 - OLAF Investigators/Experts 2. Anti-fraud investigations and operations in the field of customs and trade, tobacco and counterfeit goods AD7	AD7	OLAF Investigators/Experts		EUR27	15	13	0	2	13%
EPSO/AD/394/21 - OLAF Investigators/Experts 2. Anti-fraud investigations and operations in the field of customs and trade, tobacco and counterfeit goods AD9	AD9	OLAF Investigators/Experts		EUR27	9	4	0	5	56%
EPSO/AD/394/21 - OLAF Investigators/Experts 2. Anti-fraud investigations and operations in the field of customs and trade, tobacco and counterfeit goods AD9 - Addendum	AD9	OLAF Investigators/Experts		EUR27	1	1	0	0	0%
EPSO/AD/395/21 - 1 OLAF Administrators - Digital Forensics AD7	AD7	OLAF Administrators		EUR27	14	11	0	3	21%
EPSO/AD/395/21 - 2 OLAF Administrators - Operational and strategic analysis AD7	AD7	OLAF Administrators		EUR27	20	13	0	7	35%
EPSO/AD/396/21 - Lawyer Linguists Irish AD7 - Court of Justice	AD7	Lawyer Linguists	GA		4	4	0	0	0%
EPSO/AD/397/21 - Administrators in the field of Maritime affairs and fisheries AD6	AD6	Administrators in the field of Maritime affairs		EUR27	88	86	0	2	2%
EPSO/AST/148/21 - Proofreaders/Language Editors EL	AST3	Proofreaders/Language Editors	EL		21	19	0	2	10%
EPSO/AST/148/21 - Proofreaders/Language Editors ES	AST3	Proofreaders/Language Editors	ES		10	5	1	4	40%
EPSO/AST/148/21 - Proofreaders/Language Editors ET	AST3	Proofreaders/Language Editors	ET		8	8	0	0	0%
EPSO/AST/148/21 - Proofreaders/Language Editors GA	AST3	Proofreaders/Language Editors	GA		4	3	0	1	25%
EPSO/AST/148/21 - Proofreaders/Language Editors IT	AST3	Proofreaders/Language Editors	IT		15	10	0	5	33%
EPSO/AST/148/21 - Proofreaders/Language Editors PT	AST3	Proofreaders/Language Editors	PT		11	6	0	5	45%
EPSO/AST/149/21 - Nuclear Inspectors AST3	AST3	Nuclear Inspectors		EUR27	40	22	0	18	45%
EPSO/AST/150/21 - Audiovisual and Conference Technicians AST3	AST3	Audiovisual and Conference Technicians		EUR27	53	53	0	0	0%
EPSO/AST/150/21 - Building Technicians AST3	AST3	Building Technicians		EUR27	119	119	0	0	0%
EPSO/AST/150/21 - Laboratory Technicians AST3	AST3	Laboratory Technicians		EUR27	25	25	0	0	0%
EPSO/AST-SC/11/21 - Laboratory Support Workers SC1	AST-SC1	Laboratory support workers		EUR27	19	18	0	1	5%



## 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	
665	317			228	1210

### Number of expected laureates from planned competitions by function group

Non-linguistic profile			Linguistic profile		Total
AD	AST	AST/SC	AD-L	AST-L	
1414	0	0	0	0	1414

### 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	
2079	317	0	0	228	2624

## Ongoing competitions as of 01/04/2023

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of candidates	Number of candidates invited to assessment phase	Number of successful cdts expected	Reserve lists expected by
EPSO/AD/398/22	AD7	1. ICT Infrastructures, Cloud, Networks and Middleware - ICT Experts		EUR27	404	213	71	Spring 2024
		2. Digital workplace, office automation and mobile computing			186	147	49	
		3. IT and data governance, programme/portfolio and project management, project management office (PMO), business and enterprise architecture			769	210	70	
		4. Design, configuration, testing, operation and maintenance of IT applications and off-the-shelf solutions; Data management, data analytics and artificial intelligence			986	219	73	
	AD8	5. ICT Security			375	261	87	
EPSO/AST/151/22	AST4	1. ICT infrastructures, cloud, networks and middleware		EUR27	221	141	47	beginning 2024
		2. Digital workplace, office automation and mobile computing			260	165	55	
		3. Development, configuration, testing, operation and maintenance of IT applications and off-the-shelf solutions; Data management, data analytics and artificial intelligence			721	222	74	
		4. ICT security			117	87	29	
EPSO/AD/399/22	AD7	Audit		EUR27	1537	190	60	May 2023
EPSO/AST/152/22	AST1	Linguistic Assistants	ET		74	36	12	November 2023
			HR		357	42	14	
			IT		2324	30	10	
			NL		231	42	14	
			PL		483	36	12	
			PT		668	42	14	
EPSO/AD/400/22	AD7	Space and Defence Specialists 1. Defence Industry		EUR27	529	96	32	November 2023
	AD9				354	48	16	
	AD7	Space and Defence Specialists 2. Space			375	105	35	
	AD9				277	54	17	
EPSO/AST/153/22	AST4	Heads of Administration		EUR27	1789		40	October 2023
EPSO/AD/401/22	AD6	Energy		EUR27	1762	162	54	July 2024
		Climate			917	147	49	
		Environment			1853	156	52	
EPSO/AST/155/22	AST3	1. Operational security		EUR27	1587	132	44	November 2023
		2. Technical security			244	72	24	
		3. Occupational health and safety			558	99	33	

## Planned competitions as of 01/04/2023

COMPETITION LABEL	GRADE	DOMAIN	Language (if applicable)	EXTENSION (EUR-)	Number of laureates expected	Laureates lists expected by
EPSO/AD/402/23	AD6	1) Macroeconomics/microeconomics		EUR27	300	2024
		2) Financial economics			348	
		3) Industrial economics			322	
EUIPO/01/23	AD6	Intellectual property		EUR27	200	2024
EPSO/AD/403/23	AD7	1) Crisis management		EUR27	132	2024
		2) Migration and Internal Security			112	
ex-AST 154	AST 3 or AD5	1) Financial Management 2) Accounting and treasury 3) Public procurement 4) Graphic design & visual content production 5) Social and digital media 6) Webmaster		EUR27	tbc	2024
AD/.../23 Lawyer-linguists CoJ DA-EN-ES-LT-NL-PT	AD7	Lawyer-linguists	DA-EN-ES-LT-NL-PT		tbc	2024
AD/.../23 Lawyer-linguists EP/Council/EC DE-EN-HR-LV-RO-SL	AD7	Lawyer-linguists	DE-EN-HR-LV-RO-SL		tbc	2024
AD/.../23 Transport	AD6/AD7?	Transport		EUR27	tbc	2024
AD/.../23 Nuclear Inspectors		Nuclear Inspectors		EUR27	tbc	2024
AD/.../23 Generalists	AD5	Generalists		EUR27	tbc	2024
AD/.../23 Translators EN-EL-FR-GA (tbc)	AD5	Translators	EN-EL-FR-GA tbc		tbc	2024
AD or AST/.../23 Statisticians	AST or AD	Statisticians		EUR27	tbc	2024
AST-SC/.../23 Secretaries	AST-SC1 + 2	Secretaries		EUR27	tbc	2024

\* This planning is subject to specific conditions and therefore provisional.

## 2.5 Overview on 2022 mobility of officials

### 2.5.1 Mobility within the Commission.

Internal mobility of officials between DGs by function groups in 2022, all establishment plans.

Commission internal mobility of officials between DGs by function groups in 2022 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	19	15	4	14	3	11	3	3	0	36	21	15
Budget	6	15	-9	6	10	-4		2	-2	12	27	-15
Cabinets	16	14	2	9	9	0	6	3	3	31	26	5
Climate Action	13	7	6	9	2	7	1		1	23	9	14
Communication	21	28	-7	5	15	-10	1	1	0	27	44	-17
Communications Networks, Content and Technology	30	17	13	5	6	-1	1		1	36	23	13
Competition	17	50	-33	4	5	-1	4	3	1	25	58	-33
Defence Industry and Space	16	8	8	4	3	1				20	11	9
Economic and Financial Affairs	10	17	-7	1	8	-7	3	4	-1	14	29	-15
Education, Youth, Sport and Culture	18	9	9	5	10	-5	3	1	2	26	20	6
Employment, Social Affairs and Inclusion	23	25	-2	12	7	5	2	3	-1	37	35	2
Energy	24	12	12	1	5	-4		2	-2	25	19	6
Environment	21	15	6	7	2	5		1	-1	28	18	10
European Anti-Fraud Office	5	5	0	1	1	0		1	-1	6	7	-1
European Civil Protection and Humanitarian Aid Operations (ECHO)	16	12	4	2	6	-4				18	18	0
European Health Emergency Preparedness and Response Authority	20	4	16	2		2				22	4	18
European Personnel Selection Office	4	3	1	4	4	0				8	7	1
Eurostat	5	7	-2	2	2	0	1		1	8	9	-1
Financial Stability, Financial Services and Capital Markets Union	9	17	-8	4	7	-3				13	24	-11
Health and Food Safety	19	22	-3	5	6	-1				24	28	-4
Human Resources and Security	17	6	11	20	24	-4	7	3	4	44	33	11
Informatics	9	18	-9	9	9	0		1	-1	18	28	-10
Internal Audit Service	3	6	-3	1	1	0				4	7	-3
Internal Market, Industry, Entrepreneurship and SMEs	20	31	-11	9	12	-3		2	-2	29	45	-16
International Cooperation and Development	18	16	2	12	3	9	1	2	-1	31	21	10
International Partnerships	3	2	1							3	2	1
Interpretation	17	16	1	3	3	0	1	1	0	21	20	1
Joint Research Centre	8	17	-9	3	4	-1	1	1	0	12	22	-10
Justice and Consumers	8	3	5	7	3	4		1	-1	15	7	8
Legal Service	13	17	-4	1	3	-2	3	1	2	17	21	-4
Maritime Affairs and Fisheries	21	38	-17	4	9	-5				25	47	-22
Migration and Home Affairs	11	11	0	4	3	1	1		1	16	14	2
Mobility and Transport	16	19	-3	5	5	0	1		1	22	24	-2
Neighbourhood and Enlargement Negotiations	3	1	2	9	2	7				12	3	9
Office for Infrastructure and Logistics in Brussels	2	2	0	1	5	-4				3	7	-4
Office for Infrastructure and Logistics in Luxembourg	5	4	1	9	6	3				14	10	4
Office for the Administration and Payment of Individual Entitlements	4	3	1	11	4	7				15	7	8
Publications Office	21	29	-8	10	7	3		2	-2	31	38	-7
Regional and Urban Policy	33	12	21	5	3	2				38	15	23
Research and Innovation	47	40	7	14	22	-8	2	5	-3	63	67	-4
Secretariat-General	3	4	-1	1	2	-1				4	6	-2
Service for Foreign Policy Instruments	11	5	6	4	2	2				15	7	8
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)	6	6	0	2	1	1				8	7	1
Structural Reform Support	19	20	-1	5	4	1	1	1	0	25	25	0
Task Force for Relations with the United Kingdom	19	20	-1	1	5	-4	3	1	2	23	26	-3
Taxation and Customs Union	8	9	-1	8	7	1	1	2	-1	17	18	-1
Trade	657	657	0	260	260	0	47	47	0	964	964	0
Translation	647	647	0	253	253	0	45	45	0	945	945	0
<b>TOTAL (*)</b>	<b>836</b>	<b>836</b>	<b>0</b>	<b>377</b>	<b>377</b>	<b>0</b>	<b>45</b>	<b>45</b>	<b>0</b>	<b>1.258</b>	<b>1.258</b>	<b>0</b>
<b>TOTAL without reorganisations nor certifications</b>		<b>774</b>			<b>337</b>			<b>43</b>			<b>1.154</b>	

(\*) Since 2015, the mobility includes certified staff (passing from AST to AD function group by the certification procedure)  
(\*\*) Some AST have been certified in a new DG, which explains the difference between the arrivals and departures

NB: Unlike years before 2008, the mobility between DGs has been calculated on basis of the Sysper2 database.

**Commission internal mobility of officials between DGs for the period 1990-2022**

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
2021	836	377	45	1258
2022	657	260	47	964

(\*) 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 2022, as in previous years, movements confirm the trend already noticed of **a negative balance (224 posts) to the detriment of the Commission** (arrivals - departures), particularly to the benefit of the European Parliament, the European Research Executive Agency and the Health and Digital Executive Agency.

**Mobility between the Commission and other EU Institutions and bodies,  
by function groups in 2022**

	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	1	6	-5		4	-4		1	-1	1	11	-10
Committee of the Regions of the European Union		3	-3	1	1	0		1	-1	1	5	-4
Court of Justice of the European Union	9	8	1	6	2	4				15	10	5
Council of the European Union	23	19	4	17	11	6	2	4	-2	42	34	8
European Parliament		26	-26	1	15	-14		4	-4	1	45	-44
European Court of Auditors	2	7	-5		2	-2				2	9	-7
European Ombudsman	2	1	1							2	1	1
European Union Intellectual Property Office		1	-1								1	-1
European External Action Service	13	33	-20	14	15	-1	4	1	3	31	49	-18
European Data Protection Supervisor	2	2	0		2	-2	1		1	3	4	-1
European Research Council Executive Agency		11	-11								11	-11
European Border and Coast Guard Agency					2	-2					2	-2
European Securities and Markets Authority					1	-1					1	-1
Single Resolution Board		1	-1								1	-1
European Education and Culture Executive Agency		21	-21		3	-3					24	-24
European Research Executive Agency		30	-30		1	-1					31	-31
European Climate, Infrastructure and Environment Executive Agency		25	-25					1	-1		26	-26
European Innovation Council and SMEs Executive Agency		24	-24					1	-1		25	-25
European Investment Bank		1	-1								1	-1
European Union Agency for the Cooperation of Energy Regulators		1	-1								1	-1
Health and Digital Executive Agency		25	-25		2	-2					27	-27
European Food Safety Authority								1	-1		1	-1
European Aviation Safety Agency		1	-1								1	-1
European Union Satellite Centre		1	-1								1	-1
European Union Agency for Law Enforcement Cooperation												
<b>Total</b>	<b>52</b>	<b>247</b>	<b>-195</b>	<b>39</b>	<b>61</b>	<b>-22</b>	<b>7</b>	<b>14</b>	<b>-7</b>	<b>98</b>	<b>322</b>	<b>-224</b>

(\*) including executive agencies

## **2.6 Posts occupied on 31-12-2022**

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 31/12/2022 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	
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				1	5	8	7	11	17	16	13	10	27	23	14	7	22	7	14	16	9	3	2	1			130	103	233
Secretariat-General		1	2	4	7	11	16	13	26	23	22	16	17	25	18	48	25	23	22	26	25	15	12	22	19	227	211	438	
Legal Service			1		7	7	16	13	25	13	21	15	11	17	17	22	18	12	20	7	16		3	9	7	115	162	277	
Communication			1	4	3	6	10	14	18	23	24	14	14	27	9	18	23	16	22	17	18	10	5	14	7	163	154	317	
Inspire, Debate, Engage and Accelerate Action							1					1	3	1	1		1	1						2	3	8	11		
Budget			1	2	4	2	6	8	20	9	10	4	9	12	23	16	22	20	17	26	31	4	4	15	14	118	161	279	
Human Resources and Security		1			3	6	11	13	11	16	23	16	16	18	14	14	15	11	11	17	12	5	3	38	33	155	152	307	
Informatics				2	1	1	7	1	8	2	8	1	15	2	14	10	15	6	65	22	41	2	5	11	7	60	186	246	
Internal Audit Service			1	1		2	3	1	4	4	7	4	2	2	3	4	10	9	8	10	14	6	1	13	7	56	60	116	
European Anti-Fraud Office			1	1	1	4	8	3	11	5	25	8	10	9	11	13	13	19	8	16	3	3	7	4	74	122	196		
Economic and Financial Affairs			2	1	1	5	22	4	31	6	26	6	18	23	24	21	48	22	33	27	48	6	6	26	24	147	283	430	
Internal Market, Industry, Entrepreneurship and SMEs				5	2	6	15	18	24	25	40	15	16	19	22	40	24	27	23	17	13	9	7	22	22	203	208	411	
Defence Industry and Space			1			3	9	3	6	5	9	1	14	10	15	7	7	8	10	5	13	2	1	1	4	45	89	134	
Competition			1	3	5	7	20	11	22	12	21	11	13	18	22	24	35	32	29	51	45	13	18	72	65	254	296	550	
Employment, Social Affairs and Inclusion			1	3	2	14	6	7	27	22	15	8	21	20	30	27	26	22	14	22	16	15	11	25	22	185	191	376	
Agriculture and Rural Development			1	1	6	3	10	19	25	33	46	27	20	37	31	35	33	25	20	23	18	31	25	20	9	254	244	498	
Mobility and Transport			1	2	1	6	16	7	23	14	32	7	14	13	19	11	19	12	12	10	9	6	6	18	17	106	169	275	
Energy		1		2	3	5	13	8	27	11	34	10	20	12	22	17	37	22	44	21	24	4	4	18	15	131	243	374	
Environment		1	1	1	2	5	9	11	21	18	23	15	12	18	22	24	13	16	15	16	14	6	8	11	9	142	149	291	
Climate Action				3		4	6	2	12	5	8	6	7	13	14	13	14	17	9	7	16	3	3	10	15	83	104	187	
Research and Innovation				4	3	18	36	28	40	32	66	19	45	26	31	24	34	17	16	12	16	11	16	7	8	198	311	509	
Communications Networks, Content and Technology			1	1	4	10	13	8	49	24	58	15	21	11	25	20	32	14	31	15	11	8	9	12	15	138	269	407	
Joint Research Centre			1	1	3	8	52	29	89	63	143	26	48	19	74	24	73	31	58	21	49	7	17	3	8	232	615	847	
Maritime Affairs and Fisheries		1	1	2	1	2	6	10	10	11	11	1	8	14	12	16	13	19	23	4	13	2	3	13	7	95	108	203	
Financial Stability, Financial Services and Capital Markets Union			1	1	4	1	9	6	12	4	14	6	13	13	15	14	19	14	12	22	34	5	6	21	15	107	154	261	
Regional and Urban Policy			1		4	9	12	6	13	15	34	14	16	27	19	38	21	25	17	12	15	8	8	13	13	167	173	340	
Structural Reform Support					1	2	2		6	1	4	1	4	7	5	6	7	7	4	9	8	2	2	9	4	44	47	91	
Taxation and Customs Union			1	1	1	3	10	5	21	16	28	8	8	16	16	16	21	18	14	32	31	3	7	10	12	128	170	298	
Education, Youth, Sport and Culture				2	3	10	18	9	12	19	19	12	16	15	9	23	8	14	12	17	7	5	3	15	7	141	114	255	
Health and Food Safety		1	1	1	3	8	13	17	21	19	32	22	17	24	35	28	39	25	22	32	29	20	20	11	9	208	241	449	
European Health Emergency Preparedness and Response Authority					1		1	2	1		1	2	1	2	3		2	1	6	2	3	2	6	3	24	16	40		
Migration and Home Affairs		1		3	5	4	6	11	14	14	22	14	6	14	17	28	19	19	13	29	18	6	3	46	27	189	150	339	
Justice and Consumers				2	2	9	8	7	9	19	12	4	11	10	4	20	12	19	6	16	13	16	8	31	17	153	102	255	
Trade		1		4	5	3	13	12	39	22	49	19	19	30	23	29	38	19	23	13	19	9	2	9	11	170	241	411	
Neighbourhood and Enlargement Negotiations		1	1		1	3	12	14	20	13	39	7	15	12	14	19	22	8	18	23	21	6	8	9	8	115	179	294	
International Partnerships		1	1	2	3	5	27	24	55	43	119	24	38	31	55	39	49	29	29	52	34	11	11	15	12	276	433	709	
European Civil Protection and Humanitarian Aid Operations (ECHO)			1		1	5	6	5	8	11	11	8	10	10	9	12	15	12	8	16	9	6	5	8	7	93	90	183	
Eurostat		1			1	10	13	11	17	18	36	8	13	17	15	16	26	33	27	18	20	4	9	7	10	143	187	330	
Interpretation				2		9	15	37	22	90	47	24	11	53	18	43	16	33	11	57	23	11			12	6	371	169	540
Translation			1	1	1	25	25	78	51	184	102	48	28	159	65	177	79	121	58	97	49	48	34	54	44	992	537	1.529	
Publications Office				1	1	1	6	2	2	8	11	7	15	8	8	7	7	11	13	11	7	1	1	2	5	59	76	135	
Service for Foreign Policy Instruments					1	1	2	8	5	10	1	3	3	2	6	8	5	1	7	3	1		6		37	37	74		
Office for the Administration and Payment of Individual Entitlements					3	1	2	4	2	2	2	2	3	1	4	2	3	3	1	3				1	2	21	20	41	
Office for Infrastructure and Logistics in Brussels					1	2	3	4	8	2	11	2	7	5	5	5	4	7	4	3	5	6	2	1	3	37	53	90	
Office for Infrastructure and Logistics in Luxembourg						1	5	4	1	1	4	1	1	4	3	2	1	1	1	1		2			1	10	17	27	
European Personnel Selection Office						1	1	2	2	1	2	5		2	3	4	1	1	3	1	1			2	3	19	16	35	
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)							1		1	2	4	3	1		2	2	3	1								8	12	20	
<b>Total</b>		<b>11</b>	<b>27</b>	<b>68</b>	<b>106</b>	<b>256</b>	<b>525</b>	<b>504</b>	<b>897</b>	<b>898</b>	<b>1.294</b>	<b>514</b>	<b>653</b>	<b>844</b>	<b>822</b>	<b>1.012</b>	<b>975</b>	<b>836</b>	<b>837</b>	<b>867</b>	<b>833</b>	<b>341</b>	<b>304</b>	<b>675</b>	<b>559</b>	<b>6.826</b>	<b>7.832</b>	<b>14.658</b>	

Occupation of posts at 31/12/2022 Operating Establishment plan (Offices and Research not included) by function groups-grades and DGs - AST function group

DG \ Grade	AST11		AST10		AST9		AST8		AST7		AST6		AST5		AST4		AST3		AST2		AST1		Total		Grand Total		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Cabinets					8	2	5	2	33	4	46	11	23	12	24	8	3			1				143	39	182	
Secretariat-General			7	2	16	4	21	2	28	4	18	6	26	10	13	1	3			1		14	1	147	30	177	
Legal Service	2		2	2	9	1	11	1	19	4	15	1	10	6	6	3	4							78	18	96	
Communication	1	1	7		14	8	15	4	19	18	29	10	30	16	21	5	6	11				9		151	73	224	
Inspire, Debate, Engage and Accelerate Action									2		2													4		4	
Budget		4	3	6	6	3	11	4	17	8	23	10	14	8	5	1	17	3	2	1	9	3	107	51	158		
Human Resources and Security	5	3	12	4	81	18	59	10	83	16	58	34	84	27	33	6	17	14	3		9	3	444	135	579		
Informatics	2	4	2	7	7	22	10	8	8	22	10	16	10	8	7	12	18	12		1			1	74	113	187	
Internal Audit Service						1	1	1	2		7	1	2		1		1					1		15	3	18	
European Anti-Fraud Office	3	1	4	9	10	6	4	8	3	9	6	10	2	4	4	2	2	1	1	1	1	1	1	51	40	91	
Economic and Financial Affairs		2	2	2	2	3	6	3	5	7	12	7	12	7	6	2	3	3			9	5	57	41	98		
Internal Market, Industry, Entrepreneurship and SMEs	1		2	4	12	6	13	3	22	4	19	6	26	2	16	2	2	2	2	2	1	7	4	122	34	156	
Defence Industry and Space				1	3	1	5	2	5		5	2	7	1	3		3	4			1			31	12	43	
Competition	3	1	3		11	1	12	1	15	5	15	3	25	4	13	4	35	18		1	7	2	139	40	179		
Employment, Social Affairs and Inclusion	1	1	5	1	11	5	10	1	14	10	25	7	28	10	12	4	3	1	1		12			122	40	162	
Agriculture and Rural Development	4	2	5	5	24	9	13	5	39	11	39	10	30	4	15	3	6	4			4	3	179	56	235		
Mobility and Transport	1	1	3	2	13	4	8	3	19	6	11	3	12	1		1		1			1			68	22	90	
Energy	2	5	6	4	8	16	8	8	12	12	17	13	15	7	5	4	9	11			3	1	85	81	166		
Environment	1		4	2	15	5	15		9	4	14	2	18	2	6	2							8		90	17	107
Climate Action			2		3	1	4		11	1	6	1	3	1	2	2	3			1		2	4	37	10	47	
Research and Innovation	1	3	5	5	24	16	26	4	33	12	24	12	35	7	10	3	3	2			1	1	162	65	227		
Communications Networks, Content and Technology	1	2	6		18	11	23	3	32	11	34	7	32	11	11	2	2	2		2	2	1	161	52	213		
Joint Research Centre	8	29	9	15	33	84	24	31	54	60	61	73	71	53	27	20	8	15		2			295	382	677		
Maritime Affairs and Fisheries	1	2			8	1	5	1	8	2	5	4	9	1	1	1	3				2		39	16	55		
Financial Stability, Financial Services and Capital Markets Union	1	1	1		3	1	3	1	6	3	11	3	8	6	4	3	1	3		3		7	2	49	18	67	
Regional and Urban Policy	1	3	2		16	3	15	1	12	3	17	11	30	7	11	1	1	4			2		107	33	140		
Structural Reform Support		1	3		4		2		3		4		2	2	4	2	2				1		25	5	30		
Taxation and Customs Union	3	1	4	2	8	3	20	2	12	3	9	9	12	5	7	2	2				5		82	27	109		
Education, Youth, Sport and Culture	2	3	3		7	1	7	2	24	4	15	5	14	5	8		2	5			8	1	90	26	116		
Health and Food Safety	1	1	5	19	4	31	2	26	3	26	5	10	4	5	2	4			1	1	7	1	130	28	158		
European Health Emergency Preparedness and Response Authority					1				1		1		1	1									6		10	1	11
Migration and Home Affairs			2		7	2	4	2	13	2	10	2	15	7	2		4	4	1		16	3	74	22	96		
Justice and Consumers		1	2	2	3		9	1	15	2	18	4	11	4	5		1	1	1		9		74	15	89		
Trade	2	4	2	4	6	4	4	1	14	5	19	5	14	10	9		3	2			2	3	75	38	113		
Neighbourhood and Enlargement Negotiations	1	1	1	1	9	7	10	2	12	3	14	2	15	5	4		1		1		2	1	70	22	92		
International Partnerships	1	4	6	3	18	10	17	7	31	10	28	13	28	10	8	2	7	3	2	1	2	1	148	64	212		
European Civil Protection and Humanitarian Aid Operations (ECHO)	1	3	3	1	12	1	12		5	6	16	4	10	6	8	1	1	1	1		3		72	23	95		
Eurostat		7	6	4	20	10	21	7	28	9	19	11	23	6	4	8	16	8			3		140	70	210		
Interpretation	1	1	2	3	7	3	9	4	9	2	12	4	11	9	5	5	4		1	1	3	1	64	33	97		
Translation	1	2	2	1	22	2	28	8	32	7	26	8	37	13	29	8	11	5	11	3	2	1	201	58	259		
Publications Office	6	5	7	4	26	17	31	20	55	34	49	16	34	19	15	17	22	19	2		11	2	258	153	411		
Service for Foreign Policy Instruments			2		1	3	3	4	1		5	1	2	2	3		2						19	10	29		
Office for the Administration and Payment of Individual Entitlements	1	1	5	2	19	6	15	4	13	5	10	3	6	2	4	1	3	4			3	2	79	30	109		
Office for Infrastructure and Logistics in Brussels		3	5	6	8	4	8	17	12	25	14	10	15	43	3	9	10	12			2		77	129	206		
Office for Infrastructure and Logistics in Luxembourg			1	4	3	2	3	1	7	3	5	3	14	2	4	2	8				2	2	20	46	66		
European Personnel Selection Office	1	2			2		8	2	8	1	14	3	10	3	4	1	1				1		50	11	61		
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)			1						2	1	5	1	1		1							1	10	3	13		
<b>Total</b>	<b>53</b>	<b>105</b>	<b>151</b>	<b>104</b>	<b>557</b>	<b>316</b>	<b>570</b>	<b>191</b>	<b>832</b>	<b>359</b>	<b>849</b>	<b>370</b>	<b>844</b>	<b>383</b>	<b>386</b>	<b>153</b>	<b>251</b>	<b>185</b>	<b>36</b>	<b>16</b>	<b>196</b>	<b>53</b>	<b>4,725</b>	<b>2,235</b>	<b>6,960</b>		

**Occupation of posts at 31/12/2022 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	15	2	9	2	15	3	15	1	7	1	61	9	70
Secretariat-General					3	1	10	1	31	5	44	7	51
Legal Service					3	1	4	1	12	1	19	3	22
Communication	1		1	1	2	1	8	2	9	4	21	8	29
Inspire, Debate, Engage and Accelerate Action	3										3		3
Budget					2		3	3	21	5	26	8	34
Human Resources and Security	6	15	2	44	11	2	23	4	29	8	71	73	144
Informatics						2	10		9	1	19	3	22
Internal Audit Service						1			5		5	1	6
European Anti-Fraud Office					1	1		1	8	1	9	3	12
Economic and Financial Affairs					3		10		15	9	28	9	37
Internal Market, Industry, Entrepreneurship and SMEs					3		6	3	16	5	25	8	33
Defence Industry and Space					1				3	3	4	3	7
Competition					8	1	16	2	55	9	79	12	91
Employment, Social Affairs and Inclusion					1	1	10	2	23	3	34	6	40
Agriculture and Rural Development					3	2	6	2	28	6	37	10	47
Mobility and Transport					1	1	3		14	1	18	2	20
Energy							12	1	16	5	28	6	34
Environment					2		2	1	9	2	13	3	16
Climate Action					2		3		2		7		7
Research and Innovation					2		8	2	14	8	24	10	34
Communications Networks, Content and Technology					2		7	4	17	3	26	7	33
Joint Research Centre					8		14	2	4	1	26	3	29
Maritime Affairs and Fisheries							1		12	1	13	1	14
Financial Stability, Financial Services and Capital Markets Union					2	1	2		18		22	1	23
Regional and Urban Policy					3		6	3	20		29	3	32
Structural Reform Support								1	1		1	1	2
Taxation and Customs Union					1		3		11	1	15	1	16
Education, Youth, Sport and Culture					2		6	1	4	2	12	3	15
Health and Food Safety					2	1	11	3	18	2	31	6	37
European Health Emergency Preparedness and Response Authority							1		1		2		2
Migration and Home Affairs					1		8	2	24	4	33	6	39
Justice and Consumers					2		4	2	19	2	25	4	29
Trade					3		7	3	20	7	30	10	40
Neighbourhood and Enlargement Negotiations					1	1	2		10	4	13	5	18
International Partnerships			1		2	1	3		20	5	26	6	32
European Civil Protection and Humanitarian Aid Operations (ECHO)					4		2	1	6	1	12	2	14
Eurostat							18	3	3		21	3	24
Interpretation					3		8	7	9	5	20	12	32
Translation					7		24	13	26	10	57	23	80
Publications Office			1		1		8	2	4		14	2	16
Service for Foreign Policy Instruments					1				2		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					2		4	3	1		7	3	10
European Personnel Selection Office					1		2		2		5		5
Staff Committee - Representative Trade Unions and Staff Associations (administratively attached to DG HR)							1	1			1	1	2
<b>Total</b>	<b>25</b>	<b>17</b>	<b>14</b>	<b>47</b>	<b>111</b>	<b>22</b>	<b>291</b>	<b>78</b>	<b>579</b>	<b>125</b>	<b>1020</b>	<b>289</b>	<b>1309</b>

## 2.6.1 Gender Equality

The Commission is planning to adopt new targets for first female appointments at middle management level per Directorate-General and Service, as well as measures to reach gender equality at all levels of management by the end of 2024. These targets are planned to be released in April/May 2023. In this context, DG HR discussed with all Directorates-General their strategy for meeting their gender target and plans for development of management competencies of 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 enabling women to perform management duties. As part of this, the Commission paid particular attention to increasing the number of first female appointments to middle management.

In addition, the Commission has concrete measures for reinforcing gender equality at senior management level. DG HR has been working with Directorates-General and Services to develop tailored talent development programmes, to designate 55% women as Deputy to the Director as a way to gain exposure to senior management duties and challenges, and to appoint an equal number of men and women as Deputy Head of Unit. In addition, the profile of rapporteurs and Consultative Committees on Appointments (CCA) has risen when selecting senior managers.

At the beginning of President von der Leyen's mandate, the share of women was 36.6% in senior management and 41.5% in middle management. As of 1 March 2023, and since the beginning of the mandate, the share of women in management functions is:

- up by 8 percentage points at senior management level (to 44.2%);
- up by 6 percentage points at middle management level (to 47.5%);
- 46.8% overall.

Among the measures to support and prepare internal talent for higher management responsibilities, a tailored coaching programme for both aspiring and established senior managers has seen the participation of more than 200 managers to date, including more than 150 female middle and senior managers.

The fifth edition of the Female Talent Development Programme for aspiring middle managers was launched in March 2023. 95 female colleagues from all Commission services, executive agencies and Cabinets benefit from a mix of competency-building, mentoring by senior managers, networking and individual coaching. To date (1 March 2023), out of 450 participants, 56 participants from the first cycle, 44 from the second, 36 from the third and 11 from the fourth have been appointed head of unit.

### **Diversity – going beyond gender**

Going beyond the focus on gender balance in management positions, DG HR aims to address the diversity of Commission staff more broadly. The goal is for Commission staff to reflect the diversity of the European society it serves, and to develop a working culture where staff from these diverse backgrounds can thrive and contribute. The Diversity and Inclusion Office<sup>5</sup> (DIO), reporting to the Director-General of DG HR, was set up in 2020. Its role is to lead the development, implementation and monitoring of actions designed to promote diversity and inclusion among Commission staff. The Office advocates for diversity and inclusion and ensures that all HR policies

---

<sup>5</sup> PV(2020)2356 final of 11 November 2020

and processes take these dimensions into account. To achieve this, it works closely with all parts of DG HR, with the Task Force for Equality Secretariat (TFES) in the Secretariat General and with counterparts in other departments and institutions.

Following on from the adoption of the HR Strategy, the updated Diversity and Inclusion action plan, which was designed and coordinated by the DIO, was approved<sup>6</sup> in December 2022. It addresses important matters such as the role of managers, diversity in recruitment, accessibility of workplaces and tools and creating an inclusive working environment.

### *Cultural and linguistic diversity*

The Commission's HR Strategy prioritises geographical balance, and states that specific tailored action plans will be developed for under-represented Member States to improve their presence within the Commission. This is within the context of no posts reserved for nationals of any specific Member State.

Currently, action plans are being developed for fifteen Member States (DE, LU, PL, DK, SE, FI, CZ, IE, PT, SK, AT, EE, CY, MT, NL). Among these Member States, there has been a steady deterioration since 2016 in their overall presence at AD5-AD8 level. In the context of this work, DG Ingestad met the Permanent Representatives of all 27 Member States, and at technical level two meetings have been held with each of the fifteen under-represented Member States to progress their individual action plans.

These action plans are focused on communication, outreach and promotion measures – measures for the Member State, for the Commission as well as joint measures. These are primarily targeted at the AD5-8 category. Measures already being undertaken by the Commission include the following:

- Blue Book: application of the Member States' guiding rates to the virtual BlueBook;
- For Temporary Agents and Contract Agents FG IV: DGs are asked to interview at least 1 candidate from an underrepresented MS, and this is ongoing;
- Work continues on increasing the visibility of vacancies including those of temporary agents; and
- In addition, the Commission (along with other Institutions) submits yearly statistics on geographical balance to the Council's Staff Regulations Working Party, and DG Ingestad is to attend Coreper in June 2023 (as she did at end 2022) to discuss developments on the subject.

The action plan for SK was approved and signed on 28 March in Bratislava. It is expected that the other action plans will be finalized and approved in the coming weeks. Once finalised, implementation of the measures will continue with an assessment of progress made to be undertaken in early 2024.

Many of these fifteen Member States are also under-represented in other staff categories (including non-permanent positions), however, overall among the EU-27 only 4 Member States (including Croatia) fall below 80% of their Guiding Rate in AD9-16.

---

<sup>6</sup> [https://webgate.ec.testa.eu/Ares/documentInfo/documentInfoDetails.do?documentId=080166e5f6be71bf&\\_f=ext](https://webgate.ec.testa.eu/Ares/documentInfo/documentInfoDetails.do?documentId=080166e5f6be71bf&_f=ext)

## **Diverse forms of employment**

### *Officials and temporary agents*

The Commission recruited 1 512 officials and temporary agents in 2022. The majority were temporary agents (1 086 vs. only 426 officials because there were very few EPSO competitions concluded in 2022). Overall, it was still higher than the number of recruitments in 2021 (1 386). Besides, 203 officials were transferred to the Commission from other institutions.

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 a further decision on 17 November 2021 in addition to those already taken in 2020, authorising the following:

- 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.

The derogation allowing the conditional employment of temporary and contract staff before the medical fitness was not extended since medical visits prior to employment have resumed.

As provided by the above derogations and where the interest of service was justified, DG HR also extended contracts of temporary agents 2b/2d by 2 years, leading to a five-year contract for temporary agents who were granted an initial contract of 3 years.

### *Contract Agents*

The Commission recruited<sup>7</sup> 1408 contract agents in 2022, which represents approx. 300 more than in 2020 (almost in line with the details of 2021 - 1391 contract agents). The level of yearly recruitments in 2022 is thereby comparable to the levels observed before the COVID-19 pandemic (in 2018 and 2019).

This achievement was possible notably thanks to the introduction of new processes including video-interviews, as well as the submission of documents by electronic form.

### *Interim staff*

2022 was the fourth complete year of centralized management of the interim staff at the Commission after the centralisation introduced at the end of 2018. It was the second complete year under the new framework contract which started on 1 July 2020.

Under its contract with interim agencies, an average of 432 interim staff per month worked in Commission services in Brussels, mainly secretaries and administrative assistants. An increase in the number of interimairees in Brussels was notably due a decrease of tested CAST candidates.

### *Seconded National Experts*

The Commission has a long experience in hosting seconded national experts (SNEs), mostly, from Member States. At the end of 2022, around 980 SNEs provided the Commission with expertise and helped to consolidate relations with the Member States. There are also benefits for their employers. Staff who have worked as a SNE take home in-depth knowledge of the EU institutions and policies.

---

<sup>7</sup> This figure does not take into account upgradings in Function Groups

During 2022, the Commission engaged 288 SNEs in its services. In addition, it organised two exercises for national experts in professional training (NEPT) for 240 participants (126 for the exercise starting in March and 114 for the one starting in October). NEPTs are officials from Member States' administrations and come to the Commission for an internship ranging between 3 and 5 months.

Average occupation by FTE

	Indirect research		Direct research		Operating budget		EPSO		OIB		OIL		OLAF		OPOCE		PMO	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
AD05	22,7	21,2	2,9	7,1	517,6	398,8	1,0	0,7	1,2	2,2		1,0	6,9	3,8	2,9	5,0	1,0	1,8
AD06	12,3	13,6	6,6	15,0	296,7	233,4			3,7	2,5		1,2	3,0	2,9	1,5	1,0		
AD07	20,3	21,3	22,1	47,7	695,0	632,8	1,3	1,0	3,0	3,3	0,6	1,0	8,5	15,4	10,9	6,6	1,0	2,2
AD08	22,6	32,2	29,1	54,6	698,2	626,7	1,1	3,0	7,7	4,0	0,7	1,0	13,0	18,1	10,0	11,2	3,1	2,8
AD09	31,2	44,5	24,9	71,5	853,6	740,8	4,0	1,0	5,0	3,1	2,5	2,0	11,7	13,5	7,7	7,0	3,3	2,0
AD10	30,5	52,7	20,1	73,4	696,6	604,4	2,4	3,0	5,5	5,0	4,0		9,1	11,6	7,8	8,8	3,0	1,0
AD11	28,3	58,6	25,6	48,0	407,8	446,5	4,7		2,0	7,0	1,0	0,8	7,5	10,0	7,4	14,9	2,9	2,0
AD12	44,6	106,3	59,2	146,5	748,2	920,6	2,0	2,0	2,0	12,5		4,6	5,9	24,8	7,6	10,2	3,8	2,8
AD13	29,7	69,8	28,7	88,5	396,4	613,7	1,0	1,8	4,0	6,1	1,0	2,2	1,9	10,3	1,0	2,0	1,0	4,0
AD14	24,4	32,7	8,8	54,6	208,2	393,7	1,0	1,0	2,0	2,4			4,0	8,5	1,0	6,3	2,2	1,5
AD15	3,8	3,3	1,0	2,3	56,3	84,0				1,0			0,5	1,3	1,0	1,0		
AD16				1,0	9,2	22,0												
AST01	7,3	2,5			138,2	37,0			1,7		1,6	0,4	1,0	1,7	6,5	3,3	1,7	0,8
AST02	1,3	2,0	0,7	2,0	32,1	11,0							1,0	1,0	2,0			
AST03	6,3	5,8	7,5	12,4	171,8	101,0	0,5		8,8	9,8	2,0	8,0	2,0	2,0	19,6	14,9	1,7	2,4
AST04	12,0	3,9	32,9	20,2	306,5	93,8	2,9	1,0	2,3	8,9	2,0	4,1	4,0	2,6	14,7	14,7	3,3	1,0
AST05	48,7	7,0	79,0	52,7	626,2	225,7	9,8	3,0	14,8	47,7	3,0	14,8	10,0	1,5	33,2	20,1	5,8	2,0
AST06	41,4	16,8	62,8	73,3	630,8	229,8	15,0	3,7	14,0	9,4	3,0	5,1	9,0	6,9	46,3	16,7	10,0	3,0
AST07	58,7	17,4	56,7	61,7	615,4	207,1	7,8	1,0	10,4	28,2	1,1	6,7	8,0	3,0	56,2	35,9	12,5	6,1
AST08	39,2	6,8	25,8	31,9	445,2	103,6	8,0	2,0	8,8	15,9	1,2	4,5	6,8	3,9	33,6	20,1	13,3	4,0
AST09	37,1	26,0	37,4	90,9	452,5	175,9	2,6	1,0	8,9	4,8	4,1	3,5	10,1	10,4	27,7	20,1	20,4	5,1
AST10	7,7	6,3	10,8	13,7	93,9	56,5	2,0		4,1	6,0	1,0	0,5	0,1	3,3	7,7	2,6	4,8	2,0
AST11	2,1	5,5	8,6	31,0	34,4	61,0	0,4	1,0	0,5	2,5		0,5	1,0	3,8	6,0	4,1	1,1	1,0
SC1	27,0	8,2	6,6	2,0	491,6	108,9	1,9				1,0	0,3	8,0	1,0	3,5		1,0	
SC2	10,2	4,1	15,9	1,3	239,4	58,3	2,0				2,4	2,2		1,0	6,3	1,9		1,0
SC3	2,0		9,0		91,8	20,0	1,0			1,0	2,0		1,0	1,0	1,0			
SC4					23,0	42,8									1,0			
SC5					13,6	12,7												

All figures rounded to one decimal

Monthly average calculated on the first day of 12 months in 2022

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 2022 promotion exercise



### **3. COMMISSION HUMAN RESOURCES – THE REQUEST FOR 2024 DRAFT BUDGET**

#### **3.1 2024 Draft Budget: the global request for human resources**

##### **3.1.1 The overall picture for year 2024**

The Commission strives to continuously ensure the optimal allocation of its resources, reflecting its political priorities, legal and institutional obligations, while responding to an increasing workload with new and urgent needs. In a challenging context of the unprovoked war of aggression against Ukraine, the energy crisis, the impact of the COVID-19 pandemic and new policy initiatives and responsibilities assigned to the Commission by the co-legislators, it is of critical importance to deploy resources in the most efficient manner and continue seeking future synergies and efficiencies. On 5 April 2022, the College of Commissioners adopted the new Human Resources Strategy<sup>8</sup>, a common vision for a modern, flexible, green and values-driven organisation, which will further attract talented European from all Member States and support all staff to thrive and deliver on the EU priorities, also taking into account the wellbeing of staff.

In the staff allocation decisions in 2022 the Commission allocated 67 posts from the redeployment pool, on a temporary basis, until 31 December 2023, in the context of the European Commission's response to the unprovoked war of aggression against Ukraine<sup>9</sup>, the unprecedented actions that the EU is taking in response to this invasion, and to mitigate its impact on the stability in Europe and the international peace order. In addition to this, the Commission redeployed 121 posts under the Operating budget and 23 posts under the Research budgets across different services requiring additional resources to address the other political priorities.

The Commission continues to respect the principle of stable staffing, in accordance with the basis on which the current multiannual financial framework was built. This approach is starting to reach its limits with the increasing challenges and new tasks that the Commission is facing.

For example, as set out in more detail in draft amending budget (DAB) 1/2023<sup>10</sup>, the centralised governance model for the Carbon Border Adjustment Mechanism (CBAM), as decided by Parliament and Council, requires the Commission to request additional staff for this purpose. The related request increases from 16 posts in DAB 1/2023 to 21 posts in the draft budget (DB) 2024 and from 4 full-time equivalents (FTE) of external staff in DAB 1/2023 to 12 FTE in the DB 2024.

In 2024, with respect to the establishment plan, the overall number of posts is reduced. This reduction is the result of a number of previously agreed and planned factors, notably the delegation of tasks to executive agencies (24 posts). The transformation of a number of former "D" posts (20 posts) into appropriations for contract agents, linked to the Staff Regulations, is included and is neutral in terms of number of human resources full-time equivalents (FTE). A limited increase due to transfers between different establishment plans (1 post) is also included. An additional increase of 5 posts and 8 FTE is due to the additional tasks linked to the CBAM as set out in the draft amending budget (DAB) 1/2023. This net decrease in the number of posts should be seen in the context of a corresponding increase in the staffing of the executive agencies (41 FTE).

Concerning external personnel, the DB 2024 takes into account the reduction of 28 FTE in the administrative support lines of operational programmes (ex-BA lines). This reduction is due to the end of the temporary arrangement for the external staff under Digital Services Act, paid by voted budget appropriations in 2023, but to be paid by assigned revenues as of 2024.

---

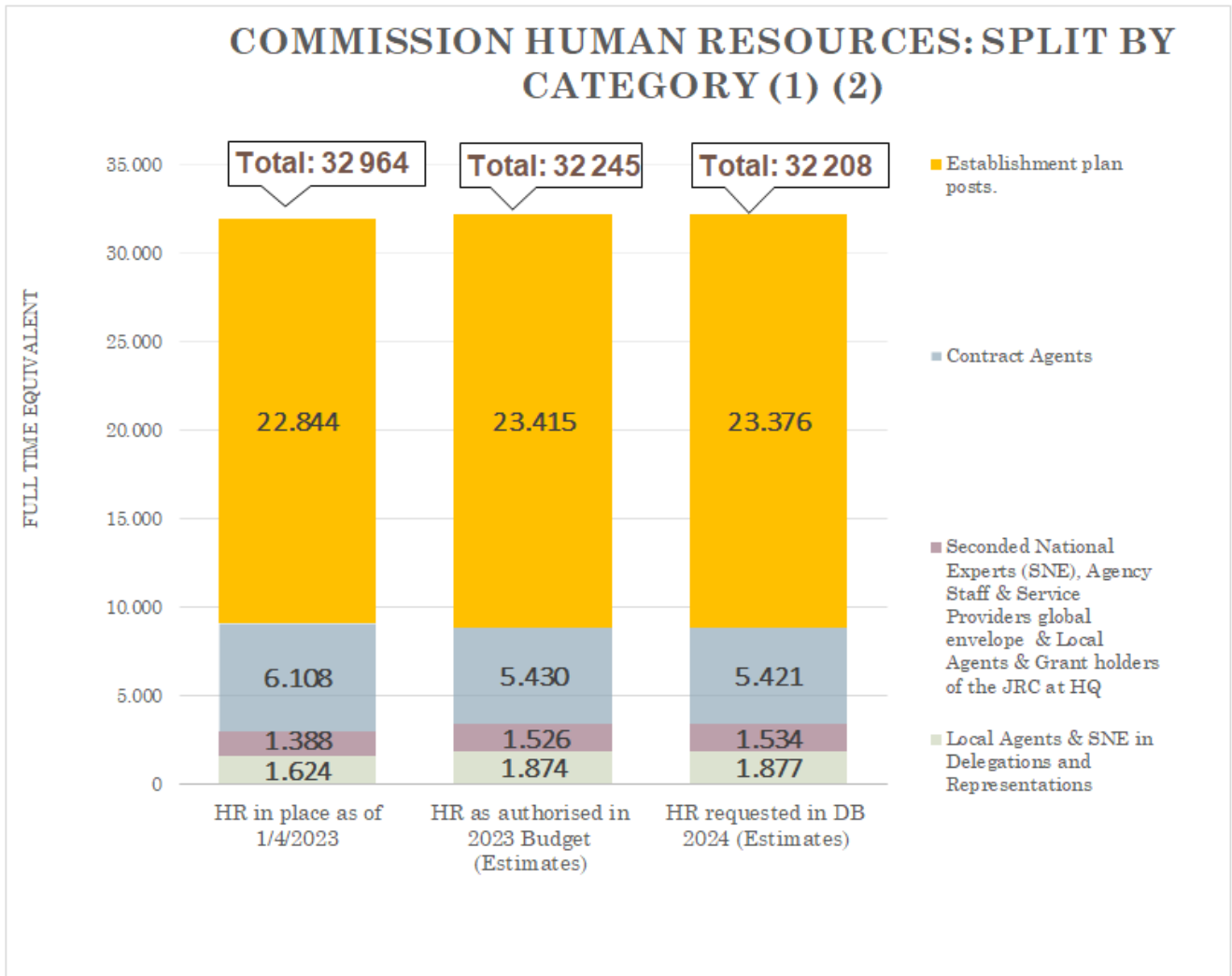
<sup>8</sup> C(2022) 2229 final, 05.04.2022

<sup>9</sup> SEC(2022) 181 final, 05.04.2022

<sup>10</sup> COM(2023)150 final , 16.03.2023

In its 2024 Statement of Estimates, the Commission presents a decrease of its overall number of human resources of 36 FTE, i.e. -0,11%, with a net reduction in its establishment plans of 38 posts, i.e. -0,16 %, and a limited increase of 2 FTE (0,02%) of external personnel.

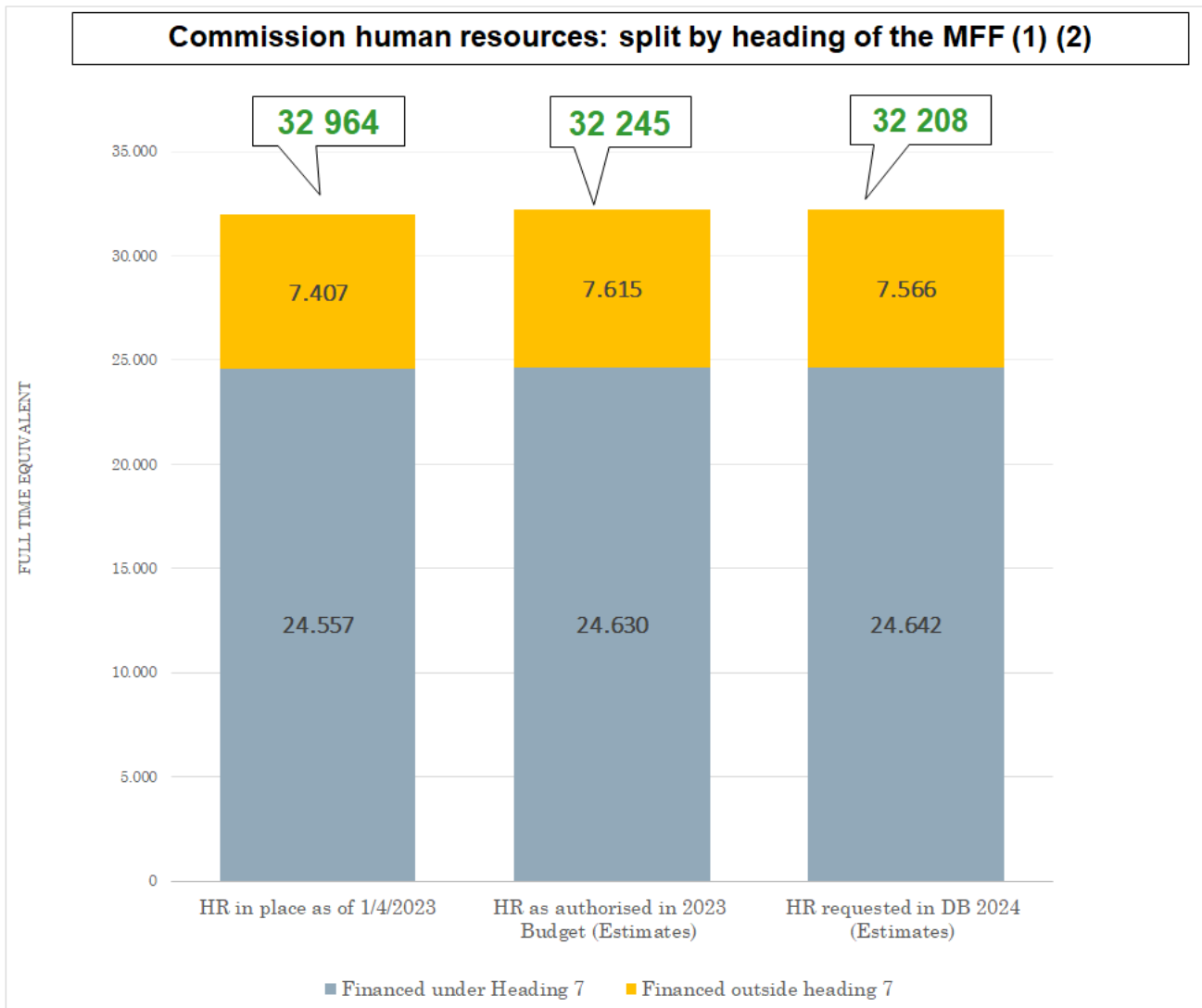
### 3.1.2 Overview of establishment plan posts & estimated FTE of external staff requested for 2024 - by category of staff



(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 2024 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 2024 DB: the establishment plans**

### **3.2.1 Global evolution for 2024**

The total number of posts requested for 2024 throughout the Institutions presents a limited decrease of 40 posts. The Commissions' establishment plans show a decrease of its overall number of human resources of 36 FTE, i.e. -0,11%, with a net reduction in its establishment plans of 38 posts, i.e. -0,16 %, and a marginal increase of 2 FTE (0,02%) of external personnel.

### **3.2.2 Human resources by institution**

#### **3.2.2.1 Priorities for 2024**

The key priority for 2024 is to contain the administrative expenditure as much as possible, while allowing all institutions to meet their legal and contractual obligations. The year 2024 will also bring changes in mandate for a number of institutions, most notably for the European Parliament and the Commission. Despite the related additional costs, the Commission has maintained the overall limit of a 2 % increase in non-salary related expenditure to reduce to the maximum extent possible the necessary recourse to special instruments.

The Commission, for its part, continues to optimise its costs, notably in relation to building expenditure, as evidenced by the ongoing steps to reduce the surface area occupied by its buildings, especially following some sales in Brussels. Mission expenditure has been frozen at the 2023 level, and building on the new ways of working, further savings have been realised in relation to meetings, committees, conferences etc.

Strengthened cybersecurity is essential to ensure a safe and secure working environment, in particular through the interinstitutional CERT-EU project. CERT-EU provides an opportunity to pool resources, which not only would lead to more effective defence against cyber risks, but also potentially to bring savings thanks to more efficient use of resources. As agreed in the Conciliation on the 2023 budget, the Cybersecurity Resources Assessment of the EU institutions, bodies and agencies (EUIBA) will be presented by mid-2023.

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

Finally, in relation to its human resources, the Commission regularly monitors the geographical balance, verifying that staff is recruited on the broadest possible geographical basis from among nationals of Member States and that there is no significant and unjustified imbalance between nationalities among officials.

The overview table below presents, for each institution, the number of establishment plan posts authorised in the 2023 budget and the number of posts requested in the 2024 draft budget.

The Commission's requests for staff and appropriations are more than compensated by the reduction of 24 posts linked to the delegation of tasks to executive agencies and a net reduction of 20 posts, transformed into appropriations for external staff following the progressive phase-out of 'former D' posts. The requests for the other institutions are presented in the table below:

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

Institution	Budget 2023	Initial request May 2023	Integrated into DB 2024			2024 DB total	Change 2024 - 2023
			Of which reductions	Of which requests	Remarks		
European Parliament	6 923			0	(a)	6 923	0
European Council and Council	3 029	0	0	0		3 029	0
European Commission	23 415		-44	6	(b)	23 377	-38
Court of Justice of the European Union	2 114	0	0	0		2 114	0
European Court of Auditors	882	0	0	0		882	0
European Economic and Social Committee	671	0	-1	0	(b)	670	-1
Committee of the Regions	496	52	0	0		496	0
European Ombudsman	75	0	0	0		75	0
European Data Protection Supervisor	89	17	0	0		89	0
European External Action Service	1 753	35	-1	0		1 752	-1
<b>Total institutions</b>	<b>39 447</b>	<b>104</b>	<b>-46</b>	<b>6</b>		<b>39 407</b>	<b>-40</b>
(a)	Includes 98 temporary permanent posts created in the 2023 budget to facilitate the application of Article 29(4) of the Staff Regulation. The corresponding posts shall be cancelled after the 'Passerelle' competitions are completed.						
(b)	24 posts reduced due to delegation of tasks to executive agencies (from research establishment plan) + transformation of 20 posts into appropriations (TEC) + 1 post transferred from the EESC for cyber-security + 5 posts requested for CBAM.						

The section below presents in more detail the Commission's request for human resources. Details on the initial requests for human resources for the other institutions can be found in their respective statements of estimates for 2024.

### 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. However, this is becoming more and more challenging, and as set out in more detail in draft amending budget 1/2023<sup>11</sup>, the centralised governance model for the Carbon Border Adjustment Mechanism (CBAM) as decided by Parliament and Council requires the Commission to request additional staff for this purpose. The related request increases from 16 posts in 2023 to 21 posts in 2024, and from 4 FTE to 12 FTE for external staff.

Otherwise, the Commission maintains its commitment to meet the EU's priorities with stable staffing: DB 2024 shows a net decrease by 38 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 change of the number of posts results from:

- The reduction linked to the delegation of tasks to executive agencies (34 posts, see section 4.3.1), which is partially offset by the transfer back of specific tasks from EISMEA related to the European Innovation Council (10 posts), resulting in a net decrease of 24 posts;
- The increase linked to the Carbon Border Adjustment Mechanism (CBAM), by 5 additional posts in 2024;
- The transfer of one post from the European Economic and Social Committee to the Commission, in relation to cyber-security;
- The transformation of 20 posts into appropriations;
- Concerning external personnel, the budget includes an increase of eight FTE for CBAM, an increase of three FTE linked to the transfer back of specific tasks from EISMEA related to the European Innovation Council and a reduction of 28 FTE financed from the administrative support lines of operational programmes.

Net of these changes, **the overall number of human resources in the Commission** shows a net decrease of 36 Full Time Equivalentents (FTE, -0,11 %), with a net reduction of 38 establishment plan posts (-0,16 %) and a marginal increase of 2 FTE (0,02 %) of external personnel.

## Human resources in the Commission

The overall evolution of human resources in the Commission between 2023 and 2024 is presented in the table below.

Commission Human Resources in 2024											Commission Human Resources including interinstitutional transfers			
	2023 Budget Authorisation (Posts & estimated FTE of ext. Pers.) (1) (1b)	Transfers of external personnel	Impact of delegation of tasks to (executive) agencies (2)	Transformation of establishment plan posts into appropriations and appropriations into posts	Other changes in external personnel (3), (3b), (3c)	Transfer between establishment plans (4), (4b)	Other changes in personnel (5)	2024 staff request	Change 2024/2023		2024 staff request without interinstitutional transfers	Inter-Institutional transfers (6)	Total 2024 DB request	Change 2024/2024
Total Commission Posts	23.415	0	-24	-20	0	0	5	23.376	-0,17%	-39	23.376	1	23.377	-38
Total Commission External Personnel	8.830	0	0	20	-26	0	8	8.832	0,02%	2	8.832	0	8.832	2
Total Commission HR	32.245	0	-24	0	-26	0	13	32.208	-0,11%	-37	32.208	1	32.209	-36
Total Executive Agencies staff (5)	3.227	0	0	0	0	0		3.268	1,3%	41	3.268	0	3.268	41
Grand total HR Commission and executive Agencies	35472	0	-24	0	-26	0	13	35476	0	4	35.476	1	35.477	5

(1) Including Amending Letter N°1 to the Draft Budget 2023 (AL 1/2023): 75 FTE for Headings 1,2,3,5 and 6 (+20 for the Asylum, Migration and Integration Fund (AMIF), the Border Management and Visa Instrument (BMVI) and the Internal Security Fund (ISF), 15 FTE for the Instrument for Pre-Accession Assistance III (IPA III), +40 FTE for Digital Services Act)

(1b) Including Amending Budget 1/2023: 16 posts (8 AD7+8 AD5) + 4 FTE for Carbon Boarder Adjustment Mechanism (CBAM).

(2) : For research indirect actions 10 posts transferred back from EISMEA following the EIC transfer of tasks are offset with 10 posts reduced following the delegation of tasks to the Executive Agencies

(3) Including for Headings 1,2,3, 5 and 6: - 40 FTE for Digital Services Act (DSA) , currently paid from the EU budget, will be paid from assigned revenue as of 2024, +7 FTE for the Neighbourhood, Development and International Cooperation Instrument (NDICI) in Delegations and +5 FTE for the Instrument for Pre-accession Assistance III (IPAIII) at Headquarters

(3b) For Other Heading 7: -2 FTE due to OIL regularisation, +1 FTE for PMO due to budgetisation from EEAS.

(3c): For indirect research: 3 FTE from EISMEA to RTD

(4) Transfer of 1 post from OIB to Commission due to Synergies and Efficiencies Returns (SER).

(4b): For Heading 7 and Other Heading 7: 2 FTE to PMO and 2 FTE allocated to OLAF as per the CMB decision. Transfer of 1 FTE from Commission (HR) to PMO, 1 FTE from OIB to Commission due to SER, transfer of 2 FTE from OIB to the Commission.

(5):For 2024 5 posts (2AD7 + 3 AD5) and 8 FTE for CBAM

(6) 1 post (AST 3) transferred from the EESC to the Commission for CERT-EU.



### 3.2.4 2024 pre-allocation on the operating budget

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

##### *2024 Pre-Allocation*

The 2024 pre-allocation reflects the contributions planned for the Synergies and Efficiencies Review. It also includes the return of the 136 temporary allocations expiring by the end of 2023, of which the eventual prolongation of 135 temporary allocations<sup>12</sup> will be assessed before the end of the year and potentially included in a future allocation decision.

The DB 2024 also takes into account the transfer of 1 AST from the European Economic and Social Committee to the Commission for CERT-EU, the amendment of the establishment plan as reflected in the DAB 1/2023, which included an increase of 16 posts, by an additional increase of five posts to implement the new tasks related to the Carbon Border Adjustment Mechanism for 2024. Following the reorganisation of DG NEAR and the integration of the Support Group Ukraine<sup>13</sup>, 30 posts temporarily allocated in this context will become permanent.

#### 3.2.4.2 Redeploying staff to priority tasks

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

- A new contribution to the redeployment pool presented in the Allocation of human resources for 2022<sup>14</sup>, which enabled the collection of 162 posts during 2022;
- The reallocation in 2022 of 67 establishment plan posts on a temporary basis in the context of the European Commission's response to unprovoked war of aggression against Ukraine and the redeployment of 121 posts under the Operating budget and 23 posts under the Research budgets across different Commission services requiring additional resources to address other political priorities;
- The implementation of the Synergies and Efficiencies Review (SER) continues to progress in four horizontal functions (Human Resources, ICT, Communication, Logistics and Events), and has led to the identification of a contribution of 14 posts for 2023, which will be available for deployment to priority tasks from 1 January 2024;
- The continued adjustment of the structure of establishment plan posts is linked to the **reduction of clerical tasks and the growing need for administrators**. The DB 2024 request will follow up on this trend by requesting a budgetary neutral upgrading (from AST to AD category) of 120 establishment plan posts according to the needs of the services;
- Following the creation of the AST/SC function group as provided for by the 2013 reform of the Staff Regulation, the 2024 Statement of Estimates includes a request for the conversion of 54 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 (seven posts for the Commission and 13 posts also to be converted into contract agents for the Offices in 2024).

---

<sup>12</sup> For the following services: BUDG (4), COMP(11), ECFIN(3), ECHO(20), ENER(10), ESTAT(2), FISMA(10), HOME(10), JUST(5), SANTE(6), SG(32), SG/RECOVER (10), SJ(2), TAXUD(4), TRADE(7).

<sup>13</sup> Décisions administratives et budgétaires prises par la Commission lors de sa 2443ème réunion du mercredi 25 Janvier 2023

<sup>14</sup> SEC(2021) 439 final, 14.12.2021.

### 3.2.5 Adjusting staff structure to future needs

For 2024, the Commission proposes to upgrade 120 AST posts into AD posts and a downgrade of 54 AST posts into AST/SC posts.

### 3.2.6 Other transformations to the establishment plans

#### 3.2.6.1 Commission establishment plan - Operating Budget

##### *Career policy measures*

In order to follow the career policy measures applied by the Commission (Article 6 of the Staff Regulations), the following conversions will be requested for 2024:

AD16	5
AD15	-5
AD14	
AD13	-230
AD12	
AD11	120
AD10	70
AD9	10
AD8	-40
AD7	20
AD6	-40
AD5	90

AST11	-10
AST10	-10
AST9	
AST8	-10
AST7	-100
AST6	270
AST5	-140
AST4	-140
AST3	
AST2	
AST1	140

AST/SC 6	
AST/SC 5	-10
AST/SC 4	
AST/SC 3	30
AST/SC 2	
AST/SC 1	-20

##### *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<sup>15</sup>, seven 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 2024 include the conversion of seven AST5 posts into appropriations for contract agents.

##### *Conversion of temporary establishment plan posts into permanent*

For 2024, the conversion of ten AD temporary posts into permanent is requested in the establishment plan.

<sup>15</sup> COM(2002)213/24-4-2002

### 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, three for PMO, two for EPSO, five for OLAF, four for OP and one for OIL. The Commission also requests the transformation of AST posts into AST/SC1 posts as follows: three AST5 and two AST4 posts 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:*

As set out above, in accordance with the principles approved in the 2004 revision of the Staff Regulations<sup>16</sup>, 13 ex-D\* posts (that mainly included, prior to the 2004 reform of the Staff Regulation, drivers, ushers and messengers) will be transformed into appropriations. This allows the Commission to recruit contract agents as referred to in article 3a of the Conditions of Employment of Other Servants ('CEOS') in Function Group I.

Accordingly, it is proposed to reduce their respective establishment plans in the DB 2024 by thirteen AST posts broken down as follows: eleven for the OIB and two for the OIL.

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

For 2024, the Commission does not request any conversion of appropriations into posts for the Offices' establishment plans.

#### *Conversion of temporary establishment plan posts into permanent*

For 2024, the conversion of two AD and two AST temporary posts into permanent is requested in OLAF's establishment plan.

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

For 2024, the main agreed transfers of certain activities between services results in the following movements of posts between establishment plans:

- Transfer from the OIB establishment plan to the Commission establishment plan of one AST5 as contribution to the Synergies and Efficiencies Review for 2024;
- Transfer of one AST3 post from the European Economic and Social Committee to the Commission's establishment plan in relation to cybersecurity (CERT-EU).

## 3.2.7 Commission establishment plan - Research budget

### 3.2.7.1 Indirect Research

The modifications to the 2024 establishment plan for research indirect actions are summarised in table 3.2.8.2 in annex. Related administrative appropriations requested in the 2024 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

---

<sup>16</sup> COM(2002)213/24-4-2002

for ITER and 13 01 02 01 budget line for the European Defence Fund) and reflect the salary increase of 2024.

#### *Adjusting staff structure to future needs*

For 2024, the Commission proposes to upgrade four AST posts into AD posts on the Indirect Research establishment plan.

#### *Delegation of tasks to executive agencies and other bodies in 2024*

The impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 programming period is taken into account. For 2024, the establishment plan includes a reduction of eleven posts on Indirect Research, of which one frozen post that was freed. Following the transfer back of tasks related to the European Innovation Council, ten posts are added to the establishment plan of Indirect Research, resulting in a net reduction of the Indirect Research establishment plan of one post.

#### *Career policy measures*

The 2024 Statement of Estimates for the Commission also integrates a modification to the establishment plan of the indirect research budget in order to follow career policy measures (Article 6 of the Staff Regulations) applied by the Commission.

#### *Conversion of permanent establishment plan posts into temporary*

For 2024, the conversion of one permanent AD post into temporary is requested in the establishment plan.

### **3.2.7.2 Direct Research**

The modifications to the 2024 establishment plan for research direct actions are summarised in table 3.2.8.2 in annex. The pre-allocation includes the return of the 2 temporary allocations expiring by the end of 2023, for which the eventual prolongation will be assessed before the end of the year and potentially included in a future allocation decision.

The impact of the delegation to executive agencies of the management of certain programmes of the 2021-2027 programming period is taken into account. For 2024, the establishment plan includes a reduction of 23 posts for Direct Research.

#### *Career policy measures (budget lines 01 01 01 11 for Horizon Europe and 01 01 02 11 for the Euratom Research and Training Programme)*

The 2024 establishment plan requested for the Joint Research Centre (JRC) also reflects modifications requested to follow career policy measures in accordance with Article 6 of the new Staff Regulations as applied by the Commission

#### *Adjusting staff structure to future needs*

For 2024, it is proposed to downgrade 10 AST posts into AST/SC posts in the Direct Research establishment plan.

### 3.2.7.3 Human resources requested in executive agencies

In 2024, the Commission will continue to rely on executive agencies in the management of the 2021-2027 spending programmes. The EU budget staffing and subsidy levels foreseen for the agencies in the 2024 DB are in line with the Commission's 'delegation package' for the 2021-2027 period, as adopted on 12 February 2021<sup>17</sup>.

The proposed number of staff in the executive agencies increases to 3 268 FTE in 2024 (+ 41 FTE, of which (14 temporary agents, 27 contract agents), including establishment plan posts financed outside the EU budget (+11 temporary agents posts compared to 2023). 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 agencies<sup>18</sup>.

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 DB 2024 is compensated by a further reduction of 34 posts in the establishment plans in the Commission<sup>19</sup>. Posts of officials seconded from the Commission are frozen in the Commission establishment plan in accordance with the provisions of Council Regulation 58/2003<sup>20</sup> on executive agencies. No appropriations are included in the draft budget for the corresponding number of posts ('*Abatement agences exécutives*').

---

<sup>17</sup> 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).

<sup>18</sup> C(2021)946 of 12.2.2021

<sup>19</sup> Partially compensated by 10 posts and 3 FTE to return to the Commission following the repatriation of tasks related to the European Innovation Council

<sup>20</sup> 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 2024										Commission Human Resources including interinstitutional transfers				
	2023 Budget Authorisation (Posts & estimated FTE of ext. Pers.) (1) (1b)	Transfers of external personnel	Impact of delegation of tasks to (executive) agencies (2)	Transformation of establishment plan posts into appropriations and appropriations into posts	Other changes in external personnel (3), (3b), (3c)	Transfer between establishment plans (4), (4b)	Other changes in personnel (5)	2024 staff request	Change 2024/2023		2024 staff request without interinstitutional transfers	Inter-Institutional transfers (6)	Total 2024 DB request	Change 2024/2024
<b>Establishment Plan Posts</b>														
Commission	18.757		0	-7		1	5	18.756	-0,01%	-1	18.756	1	18.757	0
Research - Direct Actions	1.683		-23					1.660	-1,37%	-23	1.660		1.660	-23
Research - Indirect Actions	1.373		-1					1.372	-0,07%	-1	1.372		1.372	-1
OP	581							581	0,00%	0	581		581	0
OLAF	316							316	0,00%	0	316		316	0
EPSO	109							109	0,00%	0	109		109	0
OIB	316			-11		-1		304	-3,80%	-12	304		304	-12
OIL	117			-2				115	-1,71%	-2	115		115	-2
PMO	163							163	0,00%	0	163		163	0
<b>Total Commission Posts</b>	<b>23.415</b>	<b>0</b>	<b>-24</b>	<b>-20</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>23.376</b>	<b>-0,17%</b>	<b>-39</b>	<b>23.376</b>	<b>1</b>	<b>23.377</b>	<b>-38</b>

(1) Including Amending Letter N°1 to the Draft Budget 2023 (AL 1/2023): 75 FTE for Headings 1,2,3,5 and 6 (+20 for the Asylum, Migration and Integration Fund (AMIF), the Border Management and Visa Instrument (BMVI) and the Internal Security Fund (ISF), 15 FTE for the Instrument for Pre-Accession Assistance III (IPA III), +40 FTE for Digital Services Act)

(1b) Including Amending Budget 1/2023: 16 posts (8 AD7+8 AD5) + 4 FTE for Carbon Boarder Adjustment Mechanism (CBAM).

(2) : For research indirect actions 10 posts transferred back from EISMEDIA following the EIC transfer of tasks are offset with 10 posts reduced following the delegation of tasks to the Executive Agencies

(3) Including for Headings 1,2,3, 5 and 6: - 40 FTE for Digital Services Act (DSA) , currently paid from the EU budget, will be paid from assigned revenue as of 2024, +7 FTE for the Neighbourhood, Development and International Cooperation Instrument (NDICI) in Delegations and +5 FTE for the Instrument for Pre-accession Assistance III (IPAIII) at Headquarters

(3b) For Other Heading 7: -2 FTE due to OIL regularisation, +1 FTE for PMO due to budgetisation from EEAS.

(3c): For indirect research: 3 FTE from EISMEDIA to RTD

(4) Transfer of 1 post from OIB to Commission due to Synergies and Efficiencies Returns (SER).

(4b): For Heading 7 and Other Heading 7: 2 FTE to PMO and 2 FTE allocated to OLAF as per the CMB decision. Transfer of 1 FTE from Commission (HR) to PMO, 1 FTE from OIB to Commission due to SER, transfer of 2 FTE from OIB to the Commission.

(5):For 2024 5 posts (2AD7 + 3 AD5) and 8 FTE for CBAM

(6) 1 post (AST 3) transferred from the EEES to the Commission for CERT-EU.

### 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 – 2024 DB SECTION III COMMISSION: <b>Operating budget only</b> , PERMANENT & TEMPORARY POSTS												
Function group & grades	Posts 2023	Reduction of posts following delegation of tasks & EPPO transfer from OLAF	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	New posts 2024	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 2024
AD 16	27								5			32
AD 15	222								-4			218
AD 14	707								1			708
AD 13	1.558								-234			1.324
AD 12	1.609								2			1.611
AD 11	1.052								125			1.177
AD 10	1.509								67			1.576
AD 9	1.817								15			1.832
AD 8	1.563								-26			1.537
AD 7	1.396					2			12			1.410
AD 6	666								-40			626
AD 5	1.009					3		138	77			1.227
<b>Total AD</b>	<b>13.135</b>					<b>5</b>		<b>138</b>				<b>13.278</b>
AST 11	209								-16			193
AST 10	242								-13			229
AST 9	772								-1			771
AST 8	707								-10			697
AST 7	1.093								-115			978
AST 6	804							-138	277			943
AST 5	1.029							-3	-141		-19	866
AST 4	548							-16	-144			388
AST 3	391				1			-14	10			388
AST 2	57							-13				44
AST 1	113							-13	153			253
<b>Total AST</b>	<b>5.965</b>				<b>1</b>			<b>-197</b>			<b>-19</b>	<b>5.750</b>
AST/SC 6	5											5
AST/SC 5	46								-10			36
AST/SC 4	114											114
AST/SC 3	139								29			168
AST/SC 2	316								2			318
AST/SC 1	639							59	-21		-1	676
<b>Total AST/SC</b>	<b>1.259</b>							<b>59</b>			<b>-1</b>	<b>1.317</b>
<b>Total</b>	<b>20.359</b>				<b>1</b>	<b>5</b>					<b>-20</b>	<b>20.345</b>

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB  
SECTION III COMMISSION, Without Offices, Permanent Posts**

Function group & grades	Posts 2023 (1), (2)	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 2024 (***)	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 2024 (3) (*)
AD 16	24								5			29
AD 15	190								-5			185
AD 14	637											637
AD 13	1.493								-230			1.263
AD 12	1.488											1.488
AD 11	929								120			1.049
AD 10	1.417								70			1.487
AD 9	1.733								10			1.743
AD 8	1.474						10		-40			1.444
AD 7	1.310					2			20			1.332
AD 6	638								-40			598
AD 5	974					3		120	90			1.187
<b>Total AD</b>	<b>12.307</b>					<b>5</b>	<b>10</b>	<b>120</b>				<b>12.442</b>
AST 11	162								-10			152
AST 10	180								-10			170
AST 9	650											650
AST 8	571								-10			561
AST 7	895								-100			795
AST 6	644							-120	270			794
AST 5	858		1						-140		-7	712
AST 4	483							-14	-140			329
AST 3	318				1			-14				305
AST 2	39							-13				26
AST 1	102								-13	140		229
<b>Total AST</b>	<b>4.902</b>		<b>1</b>		<b>1</b>			<b>-174</b>			<b>-7</b>	<b>4.723</b>
AST/SC 6	5											5
AST/SC 5	46								-10			36
AST/SC 4	75											75
AST/SC 3	127								30			157
AST/SC 2	290											290
AST/SC 1	630							54	-20			664
<b>Total AST/SC</b>	<b>1.173</b>							<b>54</b>				<b>1.227</b>
<b>Total</b>	<b>18.382</b>		<b>1</b>		<b>1</b>	<b>5</b>	<b>10</b>				<b>-7</b>	<b>18.392</b>

(1) 4 posts in the establishment plan are allocated to the JRC to perform the activities related to the decommissioning of nuclear actions.

(2) Includes 8 AD5, 8 AD7 for Carbon Boarder Mechanism as per DAB 1/2023

(3) 8 posts in the establishment plan are allocated to the JRC to perform the activities related to the decommissioning of nuclear actions.

\* 50 posts in the function group AST may be occupied by officials and temporary agents in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.

\*\* 1 AST5 return by OIB, 1 AST3 interinstitutional transfer for CERT EU from EESC

\*\*\* 2 AD7 and 3 AD5 for Carbon Boarder Mechanism



**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB  
SECTION III COMMISSION Without Offices, Temporary Posts**

Function group & grades	Posts 2023	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 2024
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					-10					16
AD 7	20										20
AD 6	10										10
AD 5	6										6
<b>Total AD</b>	<b>252</b>					<b>-10</b>					<b>242</b>
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											
<b>Total AST</b>	<b>88</b>										<b>88</b>
AST/SC 6											
AST/SC 5											
AST/SC 4	35										35
AST/SC 3											
AST/SC 2											
AST/SC 1											
<b>Total AST/SC</b>	<b>35</b>										<b>35</b>
<b>Total</b>	<b>375</b>					<b>-10</b>					<b>365</b>

### 3.2.8.2 On the Commission establishment plan – Research Budget

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB RESEARCH BUDGET - Direct Actions (JRC) - Permanent Posts											
Function group & grades	Posts 2023	Reduction of posts following delegation of tasks (**)	Tranfer 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 2024 *)
AD 16	2										2
AD 15	11										11
AD 14	76										76
AD 13	172							-15			157
AD 12	190										190
AD 11	77										77
AD 10	85							5			90
AD 9	91							12			103
AD 8	85							-5			80
AD 7	77	-8						-6			63
AD 6	20							5			25
AD 5	4							4			8
<b>Total AD</b>	<b>890</b>	<b>-8</b>									<b>882</b>
AST 11	52							-5			47
AST 10	46							-5			41
AST 9	138										138
AST 8	67							1			68
AST 7	105							13			118
AST 6	122										122
AST 5	131	-7						-10			114
AST 4	56	-6						-5			45
AST 3	24	-2						11			23
AST 2	3										3
AST 1											
<b>Total AST *</b>	<b>744</b>	<b>-15</b>					<b>-10</b>				<b>719</b>
AST/SC 6											
AST/SC 5											
AST/SC 4	8							-1			7
AST/SC 3	8							5			13
AST/SC 2	19							2			21
AST/SC 1	14							10	-6		18
<b>Total AST/SC</b>	<b>49</b>						<b>10</b>				<b>59</b>
<b>Total</b>	<b>1.683</b>	<b>-23</b>									<b>1.660</b>

\* 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.

\*\* 2024 reduction of posts due to offsetting for delegation to executive agencies.

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB  
RESEARCH BUDGET - Indirect Actions - Permanent posts**

Function group & grades	Posts 2023	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 2024 *
AD 16	1										1
AD 15	19										19
AD 14	94					-1					93
AD 13	199							-20			179
AD 12	137										137
AD 11	96										96
AD 10	101										101
AD 9	91										91
AD 8	67	3									70
AD 7	48	3						7			58
AD 6	32	3						10			45
AD 5	49	-5					4	3			51
<b>Total AD</b>	<b>934</b>	<b>4</b>				<b>-1</b>	<b>4</b>				<b>941</b>
AST 11	14							-1			13
AST 10	18							-1			17
AST 9	59										59
AST 8	44							2			46
AST 7	74							-5			69
AST 6	60						-4	1			57
AST 5	56							-9			47
AST 4	25	-2						-6			17
AST 3	12							5			17
AST 2	4										4
AST 1	3							14			17
<b>Total AST *</b>	<b>369</b>	<b>-2</b>					<b>-4</b>				<b>363</b>
AST/SC 6											
AST/SC 5											
AST/SC 4	1										1
AST/SC 3	6										6
AST/SC 2	18	-3						-2			13
AST/SC 1	40							2			42
<b>Total AST/SC</b>	<b>65</b>	<b>-3</b>									<b>62</b>
<b>Total</b>	<b>1.368</b>	<b>-1</b>				<b>-1</b>					<b>1.366</b>

\* 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.

\*\* 9 AD + 1 AST posts transferred back from EISMEA following the EIC transfer of tasks, 5 AD + 2 AST + 3 SC posts reduced following the delegation of tasks to the EAs, 1 AST frozen post reduced to enable an implementation of an upgrade in HaDEA

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB**  
**RESEARCH BUDGET - Indirect Actions - Temporary posts**

Function group & grades	Posts 2023	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 2024
AD 16											
AD 15											
AD 14						1					1
AD 13											
AD 12	5										5
AD 11											
AD 10											
AD 9											
AD 8											
AD 7											
AD 6											
AD 5											
<b>Total AD</b>	<b>5</b>					<b>1</b>					<b>6</b>
AST 11											
AST 10											
AST 9											
AST 8											
AST 7											
AST 6											
AST 5											
AST 4											
AST 3											
AST 2											
AST 1											
<b>Total AST</b>											
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
<b>Total AST/SC</b>											
<b>Total</b>	<b>5</b>					<b>1</b>					<b>6</b>

### 3.2.8.3 On the establishment plan of the Offices

PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB Publications Office (OP), Permanent posts										
Function group & grades	Posts 2023 *	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 2024 *
AD 16	1									1
AD 15	3									3
AD 14	9									9
AD 13	9									9
AD 12	16						2			18
AD 11	17						2			19
AD 10	22						-4			18
AD 9	18						-1			17
AD 8	13						11			24
AD 7	20						-5			15
AD 6	4									4
AD 5	12					4	-5			11
<b>Total AD</b>	<b>144</b>					<b>4</b>				<b>148</b>
AST 11	13									13
AST 10	17						-2			15
AST 9	48						2			50
AST 8	54						2			56
AST 7	84						-7			77
AST 6	70					-4	-4			62
AST 5	52					-3	-3			46
AST 4	29					-2	-2			25
AST 3	39						8			47
AST 2	3									3
AST 1	6						6			12
<b>Total AST *</b>	<b>415</b>					<b>-9</b>				<b>406</b>
AST/SC 6										
AST/SC 5										
AST/SC 4	1									1
AST/SC 3	3									3
AST/SC 2	8						2			10
AST/SC 1	5					5	-2			8
<b>Total AST/SC</b>	<b>17</b>					<b>5</b>				<b>22</b>
<b>Total</b>	<b>576</b>									<b>576</b>

\*5 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB**  
**Publications Office (OP), Temporary posts**

Function group & grades	Posts 2023	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 2024
AD 16										
AD 15										
AD 14										
AD 13										
AD 12										
AD 11										
AD 10										
AD 9										
AD 8	3									3
AD 7										
AD 6										
AD 5										
<b>Total AD</b>	<b>3</b>									<b>3</b>
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4	2									2
AST 3										
AST 2										
AST 1										
<b>Total AST</b>	<b>2</b>									<b>2</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>										
<b>Total</b>	<b>5</b>									<b>5</b>

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB**  
**European Antifraud Office (OLAF), Permanent posts**

Function group & grades	Posts 2023	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 2024 *
AD 16	1										1
AD 15	3							1			4
AD 14	13							1			14
AD 13	21					2		-4			19
AD 12	31										31
AD 11	21										21
AD 10	22							1			23
AD 9	29							4			33
AD 8	22							6			28
AD 7	31							-4			27
AD 6	4										4
AD 5	7						5	-5			7
<b>Total AD</b>	<b>205</b>					<b>2</b>	<b>5</b>				<b>212</b>
AST 11	6										6
AST 10	7					2		-1			8
AST 9	18							-3			15
AST 8	10										10
AST 7	12										12
AST 6	9						-5	5			9
AST 5	12							-1			11
AST 4	4										4
AST 3	2										2
AST 2											
AST 1											
<b>Total AST</b>	<b>80</b>					<b>2</b>	<b>-5</b>				<b>77</b>
AST/SC 6											
AST/SC 5											
AST/SC 4	2										2
AST/SC 3	4							-1			3
AST/SC 2	6										6
AST/SC 1	2							1			3
<b>Total AST/SC</b>	<b>14</b>										<b>14</b>
<b>Total</b>	<b>299</b>					<b>4</b>					<b>303</b>

\* 5 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB**  
**European Anti-Fraud Office (OLAF), Temporary posts**

Function group & grades	Posts 2023	Reduction of posts following creation of EPO	Transfer of tasks and posts between establishment plans	Technical exchanges between establishment plans	Inter-Institutional transfers	Conversion of temporary posts into permanent posts	Budgetary neutral adjustments between Function Group and grades	Transformation due to the career	Transformation of appropriations into establishment plan posts ('TCE')	Transformation of establishment plan posts into appropriations ('TEC')	Total posts 2024
AD 16	1										1
AD 15											
AD 14											
AD 13	5					-2					3
AD 12											
AD 11											
AD 10											
AD 9											
AD 8											
AD 7											
AD 6											
AD 5											
<b>Total AD</b>	<b>6</b>					<b>-2</b>					<b>4</b>
AST 11	8							-3			5
AST 10	3					-2		1			2
AST 9								2			2
AST 8											
AST 7											
AST 6											
AST 5											
AST 4											
AST 3											
AST 2											
AST 1											
<b>Total AST</b>	<b>11</b>					<b>-2</b>					<b>9</b>
AST/SC 6											
AST/SC 5											
AST/SC 4											
AST/SC 3											
AST/SC 2											
AST/SC 1											
<b>Total AST/SC</b>											
<b>Total</b>	<b>17</b>					<b>-4</b>					<b>13</b>



**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB**  
**European Personnel Selection Office (EPSO), Permanent posts**

Function group & grades	Posts 2023	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 2024 *
AD 16										
AD 15										
AD 14	2									2
AD 13	5									5
AD 12	6						-1			5
AD 11	6						1			7
AD 10	6						1			7
AD 9	6						-1			5
AD 8	3						1			4
AD 7	2						-1			1
AD 6										
AD 5	2					2				4
<b>Total AD</b>	<b>38</b>					<b>2</b>				<b>40</b>
AST 11	3						-1			2
AST 10	4						-1			3
AST 9	7									7
AST 8	11									11
AST 7	14						-2			12
AST 6	18					-2	2			18
AST 5	7						2			9
AST 4	2						-1			1
AST 3										
AST 2										
AST 1							1			1
<b>Total AST *</b>	<b>66</b>					<b>-2</b>				<b>64</b>
AST/SC 6										
AST/SC 5										
AST/SC 4	1									1
AST/SC 3	1									1
AST/SC 2	2									2
AST/SC 1										
<b>Total AST/SC</b>	<b>4</b>									<b>4</b>
<b>Total</b>	<b>108</b>									

\* 5 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group.

EPSO of which European School of Administration (EUSA), Permanent posts										
Function group & grades	Posts 2023	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 2024
AD 16										
AD 15										
AD 14										
AD 13	1									1
AD 12	2						-1			1
AD 11	1									1
AD 10							1			1
AD 9	1									1
AD 8										
AD 7										
AD 6										
AD 5										
<b>Total AD</b>	<b>5</b>									<b>5</b>
AST 11										
AST 10	1									1
AST 9	1									1
AST 8	1									1
AST 7	2									2
AST 6	3									3
AST 5	1									1
AST 4										
AST 3										
AST 2										
AST 1										
<b>Total AST</b>	<b>9</b>									<b>9</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>										
<b>Total</b>	<b>14</b>									<b>14</b>

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB**  
 European Personnel Selection Office (EPSO), Temporary posts

Function group & grades	Posts 2023	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 2024
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										
<b>Total AD</b>	<b>1</b>									<b>1</b>
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4										
AST 3										
AST 2										
AST 1										
<b>Total AST</b>										
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>										
<b>Total</b>	<b>1</b>									<b>1</b>

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB**  
Office for "Infrastructure and Logistics" in Brussels (OIB), Permanent posts

Function group & grades	Posts 2023	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 2024 *
AD 16										
AD 15	1									1
AD 14	7									7
AD 13	11									11
AD 12	13						1			14
AD 11	9						2			11
AD 10	12						-2			10
AD 9	12						1			13
AD 8	14						-4			10
AD 7	8						2			10
AD 6	8						-1			7
AD 5	4					3	1			8
<b>Total AD</b>	<b>99</b>					<b>3</b>				<b>102</b>
AST 11	8						-2			6
AST 10	11						-5			11
AST 9	21									16
AST 8	22									22
AST 7	39									39
AST 6	21					-3	4			22
AST 5	60	-1					2		-11	50
AST 4	15									15
AST 3	17									17
AST 2										
AST 1	1						1			2
<b>Total AST *</b>	<b>215</b>	<b>-1</b>				<b>-3</b>			<b>-11</b>	<b>200</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3	1									1
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>	<b>1</b>									<b>1</b>
<b>Total</b>	<b>315</b>	<b>-1</b>							<b>-11</b>	<b>303</b>

\* 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 AST 5 as contribution to the Synergies and Efficiencies initiative

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB**  
Office for "Infrastructure and Logistics" in Brussels (OIB), Temporary posts

Function group & grades	Posts 2023	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 2024
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										
<b>Total AD</b>	<b>1</b>									<b>1</b>
AST 11										
AST 10										
AST 9										
AST 8										
AST 7										
AST 6										
AST 5										
AST 4										
AST 3										
AST 2										
AST 1										
<b>Total AST</b>										
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3										
AST/SC 2										
AST/SC 1										
<b>Total AST/SC</b>										
<b>Total</b>	<b>1</b>									<b>1</b>

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB**  
Office for "Infrastructure and Logistics" in Luxembourg (OIL), Permanent posts

Function group & grades	Posts 2023	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 2024 *
AD 16										
AD 15	1									1
AD 14	3									3
AD 13	5									5
AD 12	4									4
AD 11	4									4
AD 10	4									4
AD 9	3						1			4
AD 8	3									3
AD 7	2									2
AD 6	1									1
AD 5	1					1	-1			1
<b>Total AD</b>	<b>31</b>					<b>1</b>				<b>32</b>
AST 11	2									2
AST 10	3									3
AST 9	7									7
AST 8	7									7
AST 7	8									8
AST 6	9					-1				8
AST 5	14						1		-1	14
AST 4	8						-1			7
AST 3	13						-2			11
AST 2	1									1
AST 1	1						2			3
<b>Total AST *</b>	<b>73</b>					<b>-1</b>			<b>-1</b>	<b>71</b>
AST/SC 6										
AST/SC 5										
AST/SC 4										
AST/SC 3	3									3
AST/SC 2	8									8
AST/SC 1	2								-1	1
<b>Total AST/SC</b>	<b>13</b>								<b>-1</b>	<b>12</b>
<b>Total</b>	<b>117</b>								<b>-2</b>	<b>115</b>

\* 5 posts in the function group AST may be occupied by officials and temporary staff in the AST/SC function group to reflect the gradual phase-in of the AST/SC function group

**PROPOSED MODIFICATION TO THE ESTABLISHMENT PLAN – 2024 DB**  
**Office for Administration and Settlement of Individual Entitlements – PMO, Permanent posts**

Function group & grades	Posts 2023	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 2024 *
AD 16	0									
AD 15	1									1
AD 14	3									3
AD 13	5									5
AD 12	4									4
AD 11	4									4
AD 10	4									4
AD 9	3						1			4
AD 8	3									3
AD 7	2									2
AD 6	1									1
AD 5	1					1	-1			1
<b>Total AD</b>	<b>31</b>					<b>1</b>				<b>32</b>
AST 11	2									2
AST 10	3									3
AST 9	7									7
AST 8	7									7
AST 7	8									8
AST 6	9					-1				8
AST 5	14						1		-1	14
AST 4	8						-1			7
AST 3	13						-2			11
AST 2	1									1
AST 1	1						2			3
<b>Total AST *</b>	<b>73</b>					<b>-1</b>	<b>0</b>		<b>-1</b>	<b>71</b>
AST/SC 6	0									
AST/SC 5	0									
AST/SC 4	0									
AST/SC 3	3									3
AST/SC 2	8									8
AST/SC 1	2								-1	1
<b>Total AST/SC</b>	<b>13</b>								<b>-1</b>	<b>12</b>
<b>Total</b>	<b>117</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-2</b>	<b>115</b>

\* 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

### 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 – 2024 DB SECTION III COMMISSION: All budgets, PERMANENT & TEMPORARY POSTS												
Function group & grades	Posts 2023	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 2024	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 2024
AD 16	30								5			35
AD 15	252								-4			248
AD 14	877								1			878
AD 13	1.929								-269			1.660
AD 12	1.941								2			1.943
AD 11	1.225								125			1.350
AD 10	1.695								72			1.767
AD 9	1.999								27			2.026
AD 8	1.715	3							-31			1.687
AD 7	1.521	-5				2			13			1.531
AD 6	718	3							-25			696
AD 5	1.062	-5				3		142	84			1.286
<b>Total AD</b>	<b>14.964</b>	<b>-4</b>				<b>5</b>		<b>142</b>				<b>15.107</b>
AST 11	275								-22			253
AST 10	306								-19			287
AST 9	969								-1			968
AST 8	818								-7			811
AST 7	1.272								-107			1.165
AST 6	986							-142	278			1.122
AST 5	1.216	-7						-3	-160		-19	1.027
AST 4	629	-8						-16	-155			450
AST 3	427	-2						-24	26			428
AST 2	64								-13			51
AST 1	116								-13			270
<b>Total AST</b>	<b>7.078</b>	<b>-17</b>				<b>1</b>		<b>-211</b>	<b>167</b>		<b>-19</b>	<b>6.832</b>
AST/SC 6	5											5
AST/SC 5	46								-10			36
AST/SC 4	123								-1			122
AST/SC 3	153								34			187
AST/SC 2	353	-3							2			352
AST/SC 1	693							69	-25		-1	736
<b>Total AST/SC</b>	<b>1.373</b>	<b>-3</b>						<b>69</b>			<b>-1</b>	<b>1.438</b>
<b>Total</b>	<b>23.415</b>	<b>-24</b>				<b>1</b>	<b>5</b>				<b>-20</b>	<b>23.377</b>



### 3.3 2024 DB: appropriations for the external staff

#### 3.3.1 Global evolution for 2024

Taking account of the conversion of 20 posts into appropriations for contract agents, the global increase of external staff amounts to the equivalent of 18 full time equivalent units:

Commission Human Resources in 2024										Commission Human Resources including interinstitutional transfers				
	2023 Budget Authorisation (Posts & estimated FTE of ext. Pers.) (1) (1b)	Transfers of external personnel	Impact of delegation of tasks to (executive) agencies	Transformation of establishment plan posts into appropriations and appropriations into posts	Other changes in external personnel (2), (2b), (2c)	Transfer between establishment plans (3)	Other changes in personnel (4)	2024 staff request	Change 2024/2023		2024 staff request without interinstitutional transfers	Inter-Institutional transfers	Total 2024 DB request	Change 2024/2024
<b>External Personnel</b>														
Under Heading 7	4.271		0	20	-1	0	8	4.298	0,63%	27	4.298		4.298	27
Outside Heading 7	4.559		0	0	-25	0	0	4.534	-0,55%	-25	4.534	0	4.534	-25
<b>Total Commission External Personnel</b>	<b>8.830</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>-26</b>	<b>0</b>	<b>8</b>	<b>8.832</b>	<b>0,02%</b>	<b>2</b>	<b>8.832</b>	<b>0</b>	<b>8.832</b>	<b>2</b>

(1) Including Amending Letter N°1 to the Draft Budget 2023 (AL 1/2023): 75 FTE for Headings 1,2,3,5 and 6 (+20 for the Asylum, Migration and Integration Fund (AMIF), the Border Management and Visa Instrument (BMVI) and the Internal Security Fund (ISF), 15 FTE for the Instrument for Pre-Accession Assistance III (IPA III), +40 FTE for Digital Services Act)

(1b) Including Amending Budget 1/2023: 1 + 4 FTE for Carbon Border Adjustment Mechanism (CBAM).

(2) Including for Headings 1,2,3, 5 and 6: -40 FTE for Digital Services Act (DSA), currently paid from the EU budget, will be paid from assigned revenue as of 2024, +7 FTE for the Neighbourhood, Development and International Cooperation Instrument (NDICI) in Delegations and +5 FTE for the Instrument for Pre-accession Assistance III (IPAIII) at Headquarters

(2b) For Other Heading 7: -2 FTE due to OIL regularisation, +1 FTE for PMO due to budgetisation from EEAS.

(2c) For indirect research: 3 FTE from EISMEA to RTD

(3) For Heading 7 and Other Heading 7: 2 FTE to PMO and 2 FTE allocated to OLAF as per the CMB decision. Transfer of 1 FTE from Commission (HR) to PMO, 1 FTE from OIB to Commission due to SER, transfer of 2 FTE from OIB to the Commission.

(4):For 2024: 8 FTE for CBAM

#### *Decentralised administrative appropriations under heading 7 of the MFF – the so-called ‘global envelope’*

The DB 2024 takes into account the DAB 1/2023, which included an increase of four FTE, by an additional increase of eight FTE to implement the new tasks related to the Carbon Border Adjustment Mechanism for 2024.

### **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 2024, EUR 52,5 million are requested for external personnel under the indirect research budget. Following the transfer back of tasks related to the European Innovation Council, the number of research external personnel in the Commission increased with 3 FTE. This results in an estimate of 553 FTE available to the Research DGs concerned. The distribution between Directorates-General concerned is set out in Table 8 in annex. Related administrative appropriations requested in the DB 2024 reflect this situation and integrate the salary indexations for 2024.

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

For 2024, appropriations for external personnel amount to EUR 49,5 million, accounting for an estimate of 739 FTE available to the JRC and to DG HR.

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

In 2000, the Commission committed itself to the following<sup>21</sup>:

- 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.

The evolution of external personnel financed by heading 1 to 6 shows a reduction of 40 FTE linked with transfer of staff financed temporarily by credits under Digital Services Act to be paid by assigned revenues and a limited increase of 12 FTE to work on the tasks created by the EU candidate status of Ukraine and Republic of Moldova and additional workload in EU Delegations.

---

<sup>21</sup> Amending Letter 1/2001, SEC(2000) 1363 final, 4.9.2000.

TABLE 7 - DRAFT BUDGET 2024 PRE-ALLOCATION - Appropriations for external personnel authorised on administrative support lines

Budget line	Service	MFF heading	Programme Title	2023 Sub-celling (in EUR)	2023 authorised FTE	2024 Sub-celling (in EUR)	2024 authorised FTE
<b>External Personnel authorized under "mini budgets" at Headquarters</b>							
07 01 01 01 01 & 05	EMPL	2	Support expenditure for the "European Social Fund+ (ESF+) — shared management"	5.000.000	74	5.300.000	74
08 01 02 01 & 05	AGRI	3	Support expenditure for the "European Agricultural Fund for Rural Development (EAFRD)"	1.850.000	26	1.887.000	26
08 01 03 01 01 & 05	MARE	3	Support expenditure for the "European Maritime, Fisheries and Aquaculture Fund (EMFAF)"	850.000	14	850.000	14
05 01 01 01 & 05	REGIO	2	Support expenditure for the "European Regional Development Fund (ERDF)"	3.060.000	46	3.243.600	46
05 01 02 01 01 & 05	REGIO	2	Support expenditure for the "Cohesion Fund (CF)"	1.340.000	20	1.420.400	20
10 01 01 01 & 05	HOME	4	Support expenditure for the "Asylum, Migration and Integration Fund (AMIF)"	900.000	10	954.000	10
11 01 01 01 & 05	HOME	4	Support expenditure for the "Border Management and Visa Instrument (BMVI)"	500.000	5	530.000	5
12 01 01 01 & 05	HOME	5	Support expenditure for the "Internal Security Fund (ISF)"	500.000	5	530.000	5
02 20 03 05	CNECT	1	Digital Services Act (DSA) – Supervision of Very Large Online Platforms	3.500.000	40		
<b>Sub-total:</b>				<b>17.500.000</b>	<b>240</b>	<b>14.715.000</b>	<b>200</b>
<b>External personnel authorised under administrative support lines at Headquarters</b>							
05 01 03 01 & 05	REFORM	2	Support expenditure for the "Support to the Turkish-Cypriot Community"	1.873.475	21	1.969.879	21
14 01 01 01 01 & 05	FPI	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	620.899	8	658.153	8
14 01 01 01 01 & 05	INTPA	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	24.302.232	318	25.274.321	318
14 01 05 01 & 05	INTPA	6	Support expenditure for the "European Instrument for Nuclear Safety (EINS)"	968.300	16	1.026.398	16
14 01 04 01 & 05	INTPA	6	Support expenditure for the "Overseas Association Decision (OAD)"	467.000	6	495.020	6
15 01 01 01 01 & 05	NEAR	6	Support expenditure for the "Instrument for Pre-accession Assistance III (IPA III)" <sup>1</sup>	7.346.725	109	8.144.737	114
14 01 01 01 01 & 05	NEAR	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	4.572.347	71	4.846.688	71
14 01 01 01 01 & 05	REGIO	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	274.560	5	291.034	5
14 01 02 01 & 05	ECHO	6	Support expenditure for the "Humanitarian Aid (HUMA)"	2.987.550	41	3.095.550	41
03 01 01 01 01 & 05	ESTAT	1	Support expenditure for the "Single Market Programme (SMP)"	2.300.000	34	2.438.000	34
<b>Sub-total:</b>				<b>45.713.088</b>	<b>629</b>	<b>48.239.780</b>	<b>634</b>
<b>External personnel authorised under administrative support lines in Delegations for the management of deconcentrated external aid</b>							
15 01 01 01 03 & 07	AGRI	6	Support expenditure for the "Instrument for Pre-accession Assistance (IPA III)"	436.754	3	458.592	3
08 01 03 01 03 & 07	MARE	3	Support expenditure for the "European Maritime, Fisheries and Aquaculture Fund (EMFAF)"	1.411.287	9	1.481.851	9
14 01 01 01 03 & 07	FPI	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)" <sup>2</sup>	12.258.676	73	12.871.610	80
14 01 01 01 03 & 07	INTPA	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	172.613.503	1534	179.518.043	1534
14 01 04 03 & 07	INTPA	6	Support expenditure for the "Overseas Association Decision (OAD)"	767.140	8	805.497	8
15 01 01 01 03 & 07	NEAR	6	Support expenditure for the "Instrument for Pre-accession Assistance III (IPA III)" <sup>3</sup>	32.528.371	386	36.307.290	386
14 01 01 01 03 & 07	NEAR	6	Support expenditure for the "Neighbourhood, Development and International Cooperation Instrument (NDICI)"	37.119.446	388	38.975.418	388
<b>Sub- total:</b>				<b>257.135.177</b>	<b>2.401</b>	<b>270.418.301</b>	<b>2.408</b>
<b>Grand Total - External personnel authorised on administrative support lines (former "BA" lines):</b>				<b>320.348.265</b>	<b>3.270</b>	<b>333.373.081</b>	<b>3.242</b>

<sup>1</sup> IPA III line of DG NEAR at Headquarters includes: additional 14 FTE for FRIT budgetisation from DB2023 to DB2027 and additional 20 FTE for tasks created by the EU Candidate status of Ukraine and the Republic of Moldova.

<sup>2</sup> NDICI line of DG FPI in Delegations includes additional 7 FTE to deal with the high workload in EU Delegations.

<sup>3</sup> IPA III line of DG NEAR in Delegations includes additional 6 FTE for FRIT budgetisation from DB2023 to DB2027.

### 3.4 2023 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).

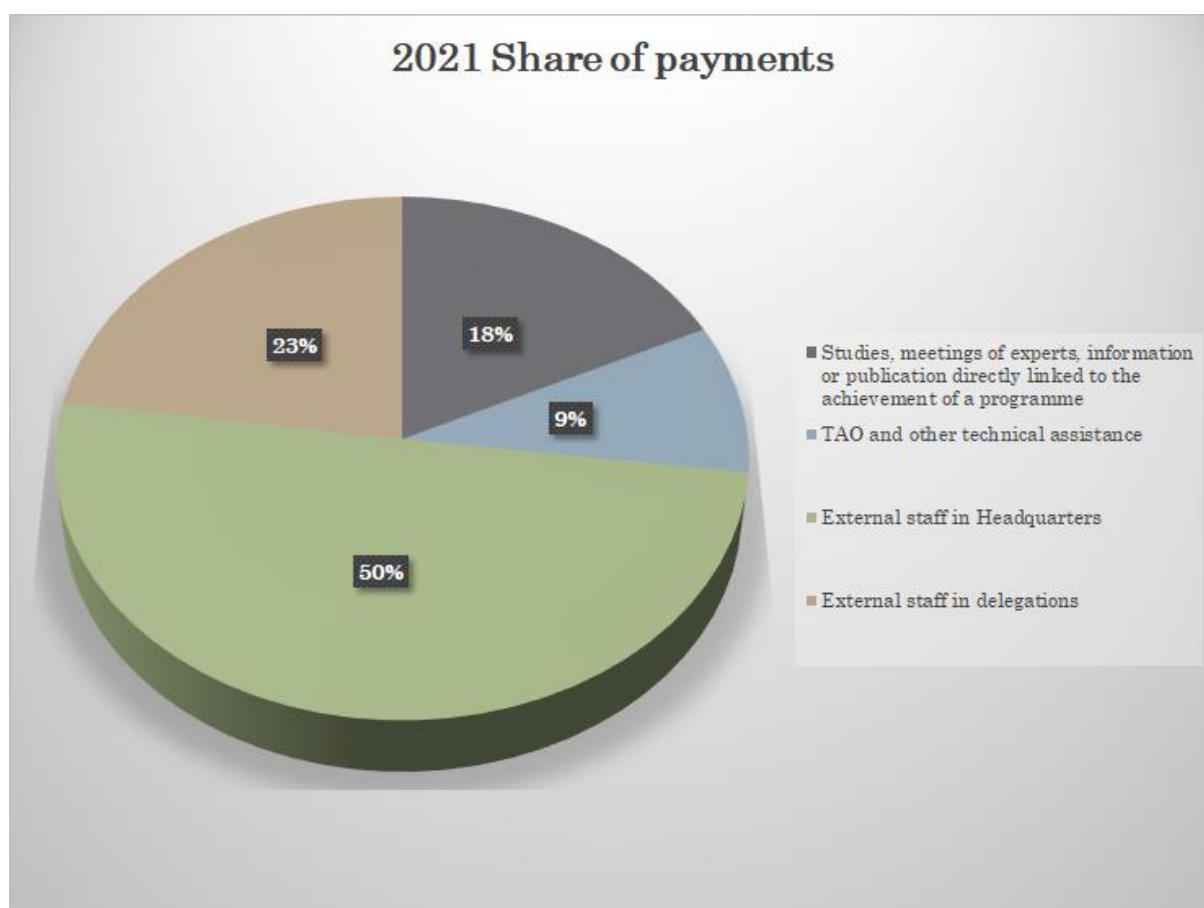
#### 3.4.1 Appropriations implemented in 2022

In 2022, total payments on administrative support expenditure (the so-called former 'BA' lines) amounted to EUR 1 billion<sup>22</sup>. This compares to EUR 1 billion in payments in 2021.

All in all, the four possible sub-groups<sup>23</sup> of expenditure authorised on former 'BA' lines represented the following share in total payments in 2022:

- 19 % related to support expenditure such as studies, meetings of experts, information or publication directly linked to the achievement of a programme (18 % in 2021);
- 8 % related to the remaining TAO and other technical assistance (9 % in 2021);
- 51 % related to sub-ceiling of external staff at Headquarters (50 % in 2021);
- 22 % of total payments related to sub-ceilings of external staff in delegations (23 % in 2021).

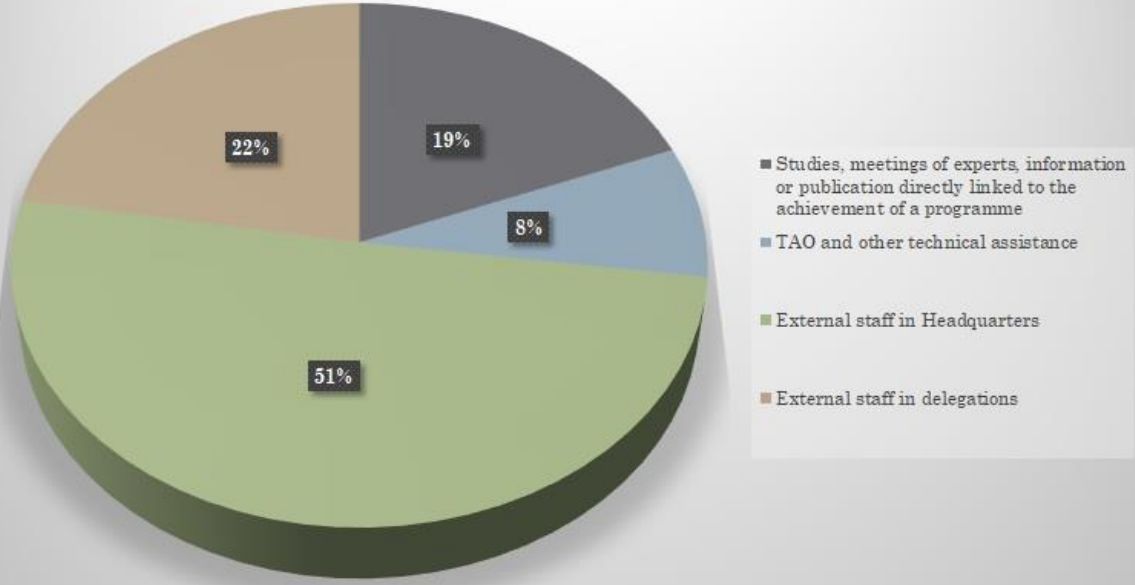
The graphs reproduced below illustrate 2021 and 2022 figures.



<sup>22</sup> EFTA appropriations not included.

<sup>23</sup> 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.

### 2022 Share of payments



### 3.4.2 Support expenditure for programmes under headings 1-6

Most EU multiannual programmes provide for technical and administrative support expenditure directly linked to the implementation of the operational programmes and financed from the financial envelope of the programme. This technical and administrative support expenditure is now much more clearly identified in the EU budget. These appropriations are used to carry out activities such as evaluation of calls for proposals, studies, information systems, expert meetings and audits, needed to achieve value for money and ensure sound financial management. Support expenditure under headings 1 to 6 is presented here below in order of volume.

**Heading 1, Single market, innovation and digital**, is a strong centre for funding dedicated to innovation, strategic infrastructure and digital transformation. Horizon Europe increases European support for health and climate and environment-related research and innovation activities. In addition, longer-term support to strategically important companies is provided through the InvestEU programme. This heading also includes the financing of the European Chips Act<sup>24</sup>, on which political agreement was reached on 18 April 2023. The energy strand of the Connecting Europe Facility (CEF-E) is proposed to be reinforced by EUR 50 million, in order to provide an adequate level of funding to key cross-border energy infrastructure supporting the transition to green energy. Conversely, the 2024 needs for the International Thermonuclear Experimental Reactor (ITER) are reduced by EUR 250 million due to delays in the project implementation. **(48,1%)**.

**Heading 6, Neighbourhood and the world**, reflects the full extent of the Union's external policies expenditure. The heading finances actions to address global challenges, including assistance related to the invasion of Ukraine, humanitarian aid and support for Syrian refugees in the country and the region. The Commission has made particular efforts to continue providing the necessary funding for Syrian refugees in Türkiye (amounting to EUR 520 million), including through the proposed use of EUR 100 million from the unallocated margin in heading 6 and planned use of EUR 350 million from the NDICI cushion, and it will ensure that the support for the Southern migration route remains at EUR 208 million in 2024. **(33,9 %)**.

**Heading 2, Cohesion and values**, in sub-heading **2a, Economic, social and territorial cohesion**, the implementation on the ground of the 2021-2027 programmes is expected to gain speed in 2024. Cohesion policy contributes to strengthening economic, social and territorial cohesion in the Union and aims to correct imbalances between countries and regions while delivering on the Union's political priorities, especially the green and digital transition.

**Sub-heading 2b, Resilience and values**, includes flagship European programmes such as EU4Health, Erasmus+, Creative Europe, the Citizens, Equality, Rights and Values programme, and the Union Civil Protection Mechanism (UCPM)/rescEU. The support to all these programmes increases in the draft budget in line with the financial programming. This sub-heading also contains the cost of the financing of NGEU non-repayable support. Due to the unprecedented sharp increase of the interest rates, the cost of NGEU borrowing is increasing and the EURI line needs to be substantially reinforced over and above the financial programming for 2024.

In Heading 2, these additional needs are proposed to be financed by the mobilisation of the Single Margin Instrument and the Flexibility Instrument for a total amount of EUR 1 708 million. **(13%)**.

**Heading 3, Natural resources and environment**, makes a substantial contribution to the European Green Deal, including through the LIFE programme, the Just Transition Fund and the CAP Strategic Plans of the Member States, which consolidate interventions under the European Agricultural Guarantee Fund (EAGF) and the European Agricultural Fund for Rural Development (EAFRD) under common objectives set at Union level. Given the overall needs for agricultural expenditure and the requirement to

---

<sup>24</sup> COM(2022) 46, 8.2.2022.

create the agricultural reserve in 2024, the appropriations requested for the EAGF are set at the level of the sub-ceiling, leaving no margin available. Heading 3 also provides funding for the set-up of the Carbon Border Adjustment Mechanism. Another important instrument contributing to the priorities of heading 3 is the Innovation Fund, which in 2024 will provide nearly EUR 5 billion of support for green innovations, supporting the European Hydrogen Bank and the net zero industries. It is entirely financed from revenues deriving from the EU Emissions Trading System (ETS) and as such it is included in Title 16 with other expenditure outside the annual ceilings of the MFF. **(3,3 %)**.

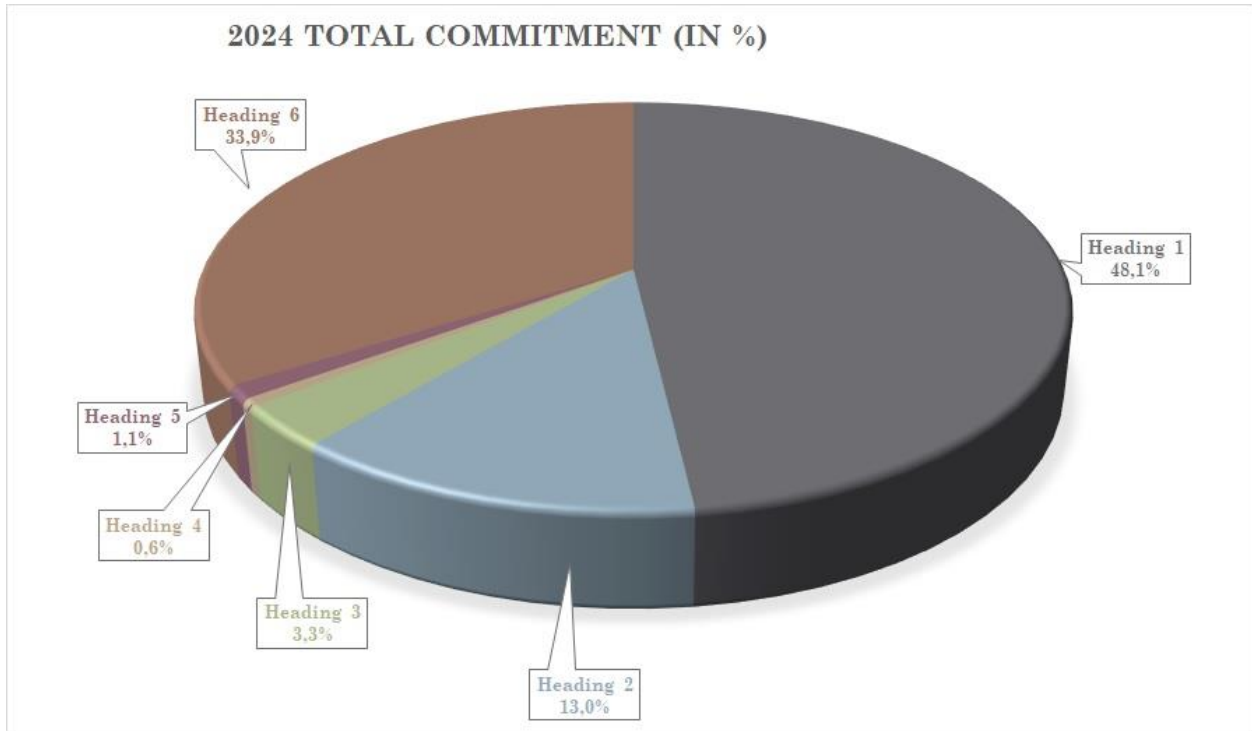
**Heading 5, Security and defence**, contributes to the new Secure Connectivity programme, and brings together the Internal Security Fund, the European Defence Fund, the nuclear safety and decommissioning activities and the agencies active in the area of security, which concerns in particular EUROPOL. The crisis in Ukraine reinforces the importance of defence, as reflected in the Commission's proposal to create the dedicated short-term instrument (EDIRPA)<sup>25</sup> and the newly proposed act in support of ammunition production (ASAP)<sup>26</sup>. The 2024 financing of the new defence initiatives (to be approved by the co-legislators) will require using the Flexibility Instrument for an amount of EUR 300 million in heading 5, as already foreseen in the EDIRPA proposal. The ASAP initiative is proposed to be financed from amounts planned for EDIRPA and the EDF, and therefore the necessary mobilisation of the Flexibility Instrument in 2024 for both initiatives combined remains unchanged. **(1,1%)**

**Heading 4, Migration and border management**, brings together all funding dedicated to the protection of the external borders of the EU, with the Integrated Border Management Fund, and support to Member States in the area of asylum and migration. Russia's invasion of Ukraine, which resulted in millions of people fleeing Ukraine and seeking safety in the Member States, again underlined the importance of these policies. The agencies working in this field represent a substantial proportion of the heading, and the EU contribution increases notably for the European Border and Coast Guard Agency (FRONTEX), including the build-up of the standing corps of Border Guards. Based on the evolution of needs at the external borders and the absorption capacity of FRONTEX, the Commission proposes to shift EUR 50 million from the programmed large increase of the 2024 EU contribution to FRONTEX to the Border Management and Visa Instrument (BMVI), which can be used to support reinforced border protection capabilities and infrastructure, means of surveillance and equipment, and actions supporting a well-functioning Schengen area. This results nevertheless in a large budget increase for the agency of EUR 85 million. **(0,6%)**.

---

<sup>25</sup> COM(2022) 349, 19.7.2022.

<sup>26</sup> COM(2023) 237, 3.5.2023.



**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	Cfe	2024 Hearing	
							Commitments Total	Payments Total
01 01 01 01	Expenditure related to officials and temporary staff implementing Horizon Europe — Indirect research	NDA	1	1	1.0.1	1.0.11	176.044.594	176.044.594
01 01 01 02	External personnel implementing Horizon Europe— Indirect research	NDA	1	1	1.0.1	1.0.11	50.540.220	50.540.220
01 01 01 03	Other management expenditure for Horizon Europe — Indirect research	NDA	1	1	1.0.1	1.0.11	84.431.831	84.431.831
01 01 01 11	Expenditure related to officials and temporary staff implementing Horizon Europe — Direct research	NDA	1	1	1.0.1	1.0.11	173.348.000	173.348.000
01 01 01 12	External personnel implementing Horizon Europe — Direct research	NDA	1	1	1.0.1	1.0.11	39.037.000	39.037.000
01 01 01 13	Other management expenditure for Horizon Europe — Direct research	NDA	1	1	1.0.1	1.0.11	63.334.000	63.334.000
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		
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		
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		
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		
01 01 01 71	European Research Council Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	58.954.160	58.954.160
01 01 01 72	European Research Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	102.627.538	102.627.538
01 01 01 73	European Health and Digital Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	21.014.977	21.014.977
01 01 01 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	14.153.165	14.153.165
01 01 01 76	European Innovation Council and SMEs Executive Agency — Contribution from Horizon Europe	NDA	1	1	1.0.1	1.0.11	29.682.072	29.682.072
01 01 02 01	Expenditure related to officials and temporary staff implementing the Euratom Research and Training Programme — Indirect research	NDA	1	1	1.0.1	1.0.12	7.699.869	7.699.869
01 01 02 02	External personnel implementing the Euratom Research and Training Programme — Indirect research	NDA	1	1	1.0.1	1.0.12	321.130	321.130
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	1.453.002	1.453.002
01 01 02 11	Expenditure related to officials and temporary staff implementing the Euratom Research and Training Programme — Direct research	NDA	1	1	1.0.1	1.0.12	55.277.000	55.277.000
01 01 02 12	External personnel implementing the Euratom Research and Training Programme — Direct research	NDA	1	1	1.0.1	1.0.12	10.455.000	10.455.000
01 01 02 13	Other management expenditure for the Euratom Research and Training Programme — Direct research	NDA	1	1	1.0.1	1.0.12	32.250.000	32.250.000
01 01 03 01	Expenditure related to officials and temporary staff implementing ITER	NDA	1	1	1.0.1	1.0.13	6.120.000	6.120.000
01 01 03 02	External personnel implementing ITER	NDA	1	1	1.0.1	1.0.13	244.237	244.237
01 01 03 03	Other management expenditure for ITER	NDA	1	1	1.0.1	1.0.13	1.933.235	1.933.235
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	2.122.416	2.122.416
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		
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	7.946.000	7.946.000
02 01 22 01	Support expenditure for the Connecting Europe Facility — Energy	NDA	1	1	1.0.2	1.0.222	2.039.344	2.039.344
02 01 22 74	European Climate, Infrastructure and Environment Executive Agency — Contribution from the Connecting Europe Facility — Energy	NDA	1	1	1.0.2	1.0.222	3.001.000	3.001.000
02 01 23 01	Support expenditure for the Connecting Europe Facility — Digital	NDA	1	1	1.0.2	1.0.223	1.061.208	1.061.208

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Cfe	2024 Hearing	
							Commitments Total	Payments Total
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	4.528.027	4.528.027
02 01 30 01	Support expenditure for the Digital Europe programme	NDA	1	1	1.0.2	1.0.23	12.035.402	12.035.402
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	5.778.229	5.778.229
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	13.768.000	13.768.000
03 01 01 63	Executive Agency for Small and Medium-sized Enterprises — Contribution from the Single Market Programme for the completion of previous programmes	NDA	1	1	1.0.3	1.0.31		
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		
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	2897000	2897000
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	12.283.000	12.283.000
03 01 02	Support expenditure for Fiscals	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	300000	300000
04 01 01	Support expenditure for the Space Programme of the Union	NDA	1	1	1.0.4	1.0.41	7.600.000	7.600.000
04 01 02	Support expenditure for the Union Secure Connectivity programme	NDA	1	1	1.0.4	1.0.4SC	200.000	200.000
05 01 01 01	Support expenditure for the European Regional Development Fund	NDA	2	2.1	2.1.1	2.1.11	3816600	3816600
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	1.330.000	1.330.000
05 01 02 01	Support expenditure for the Cohesion Fund	NDA	2	2.1	2.1.1	2.1.121	1.657.400	1.657.400
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		
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	6.412.000	6.412.000
05 01 03	Support expenditure for the support to the Turkish-Cypriot community	NDA	2	2.2	2.2.1	2.2.13	1.969.879	1.969.879
06 01 01 01	Support expenditure for "Technical Support Instrument"	NDA	2	2.2	2.2.2	2.2.21	2.122.000	2.122.000
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	6.000.000	6.000.000
06 01 04	Support expenditure for the Union Civil Protection Mechanism (rescEU)	NDA	2	2.2	2.2.2	2.2.24	p.m.	p.m.
06 01 05 01	Support expenditure for the EU4Health Programme	NDA	2	2.2	2.2.2	2.2.25	9.508.377	9.508.377
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		
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	17.560.033	17.560.033
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	7.125.000	7.125.000
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	25.549.654	25.549.654
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		
07 01 02 75	European Education and Culture Executive Agency — Contribution from Erasmus	NDA	2	2.2	2.2.3	2.2.32	31589239	31589239
07 01 03 01	Support expenditure for the European Solidarity Corps	NDA	2	2.2	2.2.3	2.2.33	5474022	5474022

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Cfe	2024 Hearing	
							Commitments Total	Payments Total
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		
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	1.560.352	1.560.352
07 01 04 01	Support expenditure for Creative Europe	NDA	2	2.2	2.2.3	2.2.34	5.783.624	5.783.624
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		
07 01 04 75	European Education and Culture Executive Agency — Contribution from Creative Europe	NDA	2	2.2	2.2.3	2.2.34	17.844.986	17.844.986
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
07 01 05 65	Education, Audiovisual and Culture Executive Agency — Contribution from Rights and Values for the completion of previous programmes	NDA	2	2.2	2.2.3	2.2.352		
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	7.973.230	7.973.230
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 (EAGF)	NDA	3	3.1	3.1.1	3.1.11	667.165	667.165
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		
08 01 01 72	European Research Executive Agency — Contribution from the European Agricultural Guarantee Fund (EAGF)	NDA	3	3.1	3.1.1	3.1.11	4.188.729	4.188.729
08 01 02	Support expenditure for the European Agricultural Fund for Rural Development	NDA	3	3.2	3.2.1	3.2.12	1.887.000	1.887.000
08 01 03 01	Support expenditure for the European Maritime Fisheries and Aquaculture Fund	NDA	3	3.2	3.2.1	3.2.13	3.301.031	3.301.031
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		
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	4.579.000	4.579.000
09 01 01 01	Support expenditure for the Programme for the Environment and Climate Action (LIFE)	NDA	3	3.2	3.2.2	3.2.21	10.033.558	10.033.558
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		
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	15.741.176	15.741.176
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	4.300.000	4.300.000
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	2.800.000	2.800.000
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	82.000	82.000
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	2404000	2404000
13 01 04	Support expenditure for the Short-term Defence instrument on common procurement	NDA	5	5	5.0.2	5.0.23	p.m.	p.m.
13 01 05	Support expenditure for the Defence Industrial Reinforcement Instrument	NDA	5	5	5.0.2	5.0.24	p.m.	p.m.
13 01 01	Support expenditure for the European Defence Fund — Non-research	NDA	5	5	5.0.2	5.0.212	2.500.000	2.500.000
13 01 02 01	Expenditure related to officials and temporary staff implementing the European Defence Fund — Research	NDA	5	5	5.0.2	5.0.211	6.017.500,00	6.017.500,00
13 01 02 02	External personnel implementing the European Defence Fund — Research	NDA	5	5	5.0.2	5.0.211	1.380.200,00	1.380.200,00
13 01 02 03	Other management expenditure for the European Defence Fund — Research	NDA	5	5	5.0.2	5.0.211	2.450.000,00	2.450.000,00
13 01 03 01	Support expenditure for military mobility	NDA	5	5	5.0.2	5.0.22	771.496,00	771.496,00
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	955.000,00	955.000,00
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	332.935.639,00	332.935.639,00

Nomenclature	Heading	DA/NDA	CF	SCF	Cluster	Cfe	2024 Hearing	
							Commitments Total	Payments Total
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		
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	6.652.789	6.652.789
14 01 02	Support expenditure for humanitarian aid	NDA	6	6	6.0.1	6.0.12	12.007.818	12.007.818
14 01 03	Support expenditure for the Common Foreign and Security Policy	NDA	6	6	6.0.1	6.0.13	1.650.000	1.650.000
14 01 04	Support expenditure for overseas countries and territories	NDA	6	6	6.0.1	6.0.14	1.382.133	1.382.133
14 01 05	Support expenditure for the European Instrument for International Nuclear Safety Cooperation (INSC)	NDA	6	6	6.0.1	6.0.112	1.537.638	1.537.638
14 01 06	Support expenditure for Ukraine Macro-Financial Assistance Plus (MFA+)	NDA	6	6	6.0.1	6.0.15	p.m.	p.m.
15 01 01 01	Support expenditure for IPA	NDA	6	6	6.0.2	6.0.21	56.531.992	56.531.992
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		
15 01 01 75	European Education and Culture Executive Agency — contribution from IPA	NDA	6	6	6.0.2	6.0.21	1.515.153	1.515.153
16 01 01	Support expenditure for the European Globalisation Adjustment Fund	NDA	S	S		S.0.2	p.m.	p.m.
16 01 02 01	Support expenditure for the Innovation Fund	NDA	O	O		O.0.1	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		
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	14.599.000	14.599.000
20 01 01 02	Other management expenditure of Members of the institution	NDA	7	7.2	7.2.3	7.2.321	3.102.000	3.102.000
20 01 01 03	Allowances of former Members	NDA	7	7.2	7.2.3	7.2.322	688.000	688.000
20 01 02 01	Remuneration and allowances — Headquarters and Representation offices	NDA	7	7.2	7.2.3	7.2.311	2.553.616.000	2.553.616.000
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	15.718.000	15.718.000
20 01 02 03	Remuneration and allowances — Union delegations	NDA	7	7.2	7.2.3	7.2.311	147.085.000	147.085.000
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	8.921.000	8.921.000
20 01 03	Officials temporarily assigned to national civil services, to international organisations or to public or private institutions or undertakings	NDA	7	7.2	7.2.3	7.2.311	200.000	200.000
20 01 04	Officials in non-active status, retired in the interests of the service or dismissed	NDA	7	7.2	7.2.3	7.2.332	7.505.000	7.505.000
20 01 05 01	Medical service	NDA	7	7.2	7.2.3	7.2.334	5.470.000	5.470.000
20 01 05 02	Childcare facilities	NDA	7	7.2	7.2.3	7.2.334	6.003.000	6.003.000
20 01 05 03	Other social related expenditure	NDA	7	7.2	7.2.3	7.2.334	5.782.000	5.782.000
20 01 05 04	Mobility	NDA	7	7.2	7.2.3	7.2.334	1.752.000	1.752.000
20 01 05 05	Competitions, selection and recruitment expenditure	NDA	7	7.2	7.2.3	7.2.331	2.210.000	2.210.000
21 01 01	Pensions and allowances	NDA	7	7.1	7.1.1	7.1.11	2.515.034.000	2.515.034.000
21 01 02 01	Pensions of former Members of the European Parliament	NDA	7	7.1	7.1.1	7.1.121	14.762.000	14.762.000
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	912.000	912.000
21 01 02 03	Pensions of former Members of the Commission	NDA	7	7.1	7.1.1	7.1.123	9.913.000	9.913.000
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	17.020.000	17.020.000
21 01 02 05	Pensions of former Members of the Court of Auditors	NDA	7	7.1	7.1.1	7.1.125	7.176.000	7.176.000
21 01 02 06	Pensions of former European Ombudsmen	NDA	7	7.1	7.1.1	7.1.128	295.000	295.000
21 01 02 07	Pensions of former European Data Protection Supervisors	NDA	7	7.1	7.1.1	7.1.129	352.000	352.000
30 01 02	Contingency reserve	NDA	7	7.2	7.2.3	7.2.383	p.m.	p.m.
<b>Total</b>							<b>6.982.993.069</b>	<b>6.982.993.069</b>

#### 4. GLOSSARY

<b>LIST OF ABBREVIATIONS</b>	<b>SIGNIFICATION</b>
AB	Amending Budget
AST	Function Group Assistant
AST/SC	Function Group Secretary/Clerk
AD	Function Group Administrator
CEOS	Conditions of Employment of Other Servants
DG	Directorate-General
DB	Draft Budget
EDF	European development fund
EEAS	European External Action Service
EU	European Union
EFTA	European Free Trade Association
FG	Function Group
FTE	Full Time Equivalent unit
HQ	Headquarters
MFF	Multiannual Financial Framework
NDA / CND	Non Dissociated Appropriations / Crédits Non Dissociés
SNE	Seconded National Expert
TAO	Technical assistance office

## **Getting in touch with the EU**

### **In person**

All over the European Union there are hundreds of Europe Direct information centres. You can find the address of the centre nearest you at: [https://europa.eu/european-union/contact\\_en](https://europa.eu/european-union/contact_en)

### **On the phone or by email**

Europe Direct is a service that answers your questions about the European Union. You can contact this service:

- by freephone: 00 800 6 7 8 9 10 11 (certain operators may charge for these calls),
- at the following standard number: +32 22999696 or
- by email via: [https://europa.eu/european-union/contact\\_en](https://europa.eu/european-union/contact_en)

## **Finding information about the EU**

### **Online**

Information about the European Union in all the official languages of the EU is available on the Europa website at: [https://europa.eu/european-union/index\\_en](https://europa.eu/european-union/index_en)

### **EU publications**

You can download or order free and priced EU publications at: <https://publications.europa.eu/en/publications>.

Multiple copies of free publications may be obtained by contacting Europe Direct or your local information centre (see [https://europa.eu/european-union/contact\\_en](https://europa.eu/european-union/contact_en)).

### **EU law and related documents**

For access to legal information from the EU, including all EU law since 1952 in all the official language versions, go to EUR-Lex at: <http://eur-lex.europa.eu>

### **Open data from the EU**

The EU Open Data Portal (<http://data.europa.eu/euodp/en>) provides access to datasets from the EU. Data can be downloaded and reused for free, for both commercial and non-commercial purposes.



Find out more about the EU's financial programming  
and budget by visiting our website regularly:  
[ec.europa.eu/budget](https://ec.europa.eu/budget)

**FOLLOW US ON:**

[facebook.com/EuropeanCommission](https://facebook.com/EuropeanCommission)  
[twitter.com/EU\\_Budget](https://twitter.com/EU_Budget)  
[twitter.com/EU\\_Commission](https://twitter.com/EU_Commission)



Publications Office  
of the European Union