

Question for written answer E-003511/2026

to the Vice-President of the Commission / High Representative of the Union for Foreign Affairs and Security Policy

Rule 144

Michał Dworczyk (ECR)

Subject: Under-representation of Poland and Central and Eastern European countries in EEAS staff, in particular in management positions

The under-representation of Central and Eastern European countries, including Poland, among the staff of the European External Action Service is structural and is particularly evident in management positions and among EU Heads of Delegation.

I already drew attention to this issue back in 2024¹. In response to my question, the Vice-President of the Commission / High Representative of the Union for Foreign Affairs and Security Policy gave an assurance that she was working towards a more balanced representation of the Member States that have joined the EU since 2004, and was monitoring the geographical balance in the EEAS². However, the latest appointments made by the Vice-President / High Representative as part of the EEAS rotation exercise suggest the opposite. Among the 33 nominated EU Ambassadors and the seven Deputy Heads of Delegation, there are no Polish nationals, despite 13 candidates having applied. Moreover, of the 40 new appointments, only a small proportion were given to nationals of the countries that have joined the EU since 2004.

In this connection:

1. Why is there no one from Poland among the latest appointments, especially considering the country's size, its location on the eastern border of the EU and its particular role in EU security, as well as the fact that 13 Polish candidates applied?
2. Since providing an answer to question E-003067/2024, what action has the EEAS taken to improve the geographical balance of the representatives of the countries that have joined the EU since 2004?
3. Since December 2024, how many special events and information sessions on opportunities for employment and career progression at the EEAS have been either held in Poland or targeted at potential candidates from Poland?

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¹ https://www.europarl.europa.eu/doceo/document/E-10-2024-003067_EN.html.

² https://www.europarl.europa.eu/doceo/document/E-10-2024-003067-ASW_EN.html.