

(English version)

Question for written answer E-002283/24
to the Vice-President of the Commission/High Representative of the Union for Foreign Affairs and Security Policy
Kristian Vigenin (S&D)
(28 October 2024)

Subject: Imbalance of staff representation

Decision (EU) 2024/2247 of the European Parliament of 11 April 2024 on discharge in respect of the implementation of the general budget of the European Union for the financial year 2022, Section X — European External Action Service notes that significant imbalance still persists with regard to the representation of all 27 Member States in all staff categories. This has been the case for many years.

1. What measures is the European External Action Service taking to ensure not only that geographical representation is respected, but also that each of the 27 Member States is represented in every category wherever possible?
2. How does the European External Action Service justify the fact that five Member States were represented in 80 out of 141 posts while some Member States only had one representative or did not have any at all?
3. What concrete measures is the European External Action Services taking to end the lack of representation in the selection of EU heads of missions and deputy heads of missions in the subsequent rotations once and for all?

Submitted: 28.10.2024

Answer given by High Representative/Vice-President Kallas on behalf of the European Commission
(7 January 2025)

European External Action service (EEAS) recruitments and selections are based on merit whilst ensuring adequate geographical and gender balance ⁽¹⁾.

While ‘No posts shall be reserved for nationals of any specific Member State ⁽²⁾’, current efforts continue to focus on achieving a more balanced representation among Member States, including of those who joined after 2004 (EU-13).

The share of staff holding EU-13 nationalities reached 23% in the EEAS in 2023, exceeding the EU-13’s 22.6% share in total EU population ⁽³⁾.

By the end of 2023, 25 Member States were represented in all EEAS staff categories. The only exceptions were Luxembourg (no Temporary Agent — TA) and Malta (no TA and no Contract Agent). Only two Member States (Germany and Poland) had less EEAS staff than their share in the total EU population. The share of EU-13 nationals among EU Ambassadors increased from 17% in 2022 to 19.2% in 2023.

As of 1 September 2024, all but one Member States (Hungary) are represented at the level of EU Ambassador or Deputy Head of Delegation.

This is the result of a proactive EEAS action, including through steady exchanges with Member States, dedicated outreach events and information sessions aimed at under-represented Member States.

⁽¹⁾ As per the EEAS founding Decision: Council Decision 2010/427/EU of 26 July 2010 establishing the organisation and functioning of the European External Action Service.

⁽²⁾ See Regulation 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community, Article 27 (SR) and Article 12 (CEOS).

⁽³⁾ Eurostat estimates for 2023, source: https://ec.europa.eu/eurostat/databrowser/view/tps00005/default/table?lang=en&category=t_demo.t_demo_ind