

(English version)

**Question for written answer E-002854/25
to the Commission
Erik Kaliňák (NI)
(14 July 2025)**

Subject: Geographical balance in the institutions

According to the Staff Regulations, EU officials should be recruited on the ‘broadest possible geographical basis’ from among the nationals of EU Member States. However, geographical balance has long been a subject of debate, and opinions on how to achieve it remain divided.

In light of the above, I would like to ask the Commission:

1. Does it consider geographical balance and adherence to it to be a problem, or has the Commission resolved the issue of its implementation and consistently upheld geographical balance?
2. What measures has it taken to ensure that geographical balance is consistently upheld when filling positions within the Commission at all AST and AD levels?
3. Does the Commission coordinate its actions with other institutions to ensure geographical balance, and do the institutions communicate with each other to exchange experiences on ensuring geographical balance?

Submitted: 14.7.2025

**Answer given by Mr Serafin on behalf of the European Commission
(13 October 2025)**

The Commission is fully committed to strengthening geographical balance, and work to address imbalances is ongoing. As outlined in the Mission Letter of the Commissioner for Budget, Anti-Fraud and Public Administration, improving geographical balance remains a priority.

In 2023, Joint Action Plans were agreed with each of the 15 underrepresented Member States (URMSs). While these Plans led to some slight positive trends, the 2024 assessment concluded that additional measures were needed.

The Commission continues to implement the following measures: ensuring a more geographically balanced approach in selecting Blue Book Trainees; interviewing at least one candidate from an URMS when organising the selection of certain non-permanent posts; publishing non-permanent vacancies externally.

Moreover, the Commission will extend the external publication to all temporary agent (TA) vacancies following the recently adopted TA decision C(2025)4716. With the New Recruitment Model, Commission services should interview a suitable candidate for Administrator posts from an URMS if one applies.

In addition, the Commission intends to adopt General Implementing Provisions to Article 27 of Staff Regulations to enable the adoption of additional measures to strengthen geographical balance in the coming months.

In 2024, the College of Heads of Administration (CCA) mandated an interinstitutional working group to identify and share the measures implemented to strengthen geographical balance, to exchange views on the results achieved, and to assess the feasibility of coordinated actions.

As a result, it was decided to deepen collaboration between Institutions in the areas of outreach, data analytics and cooperation with Member States.
