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**REPORT FROM THE COMMISSION**

**on the use of contract staff in 2016**

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## 1. INTRODUCTION

This report fulfils the obligation arising from Article 79(3) of the Conditions of Employment of Other Servants of the European Union (CEOS), which provides that *‘the Commission shall provide a yearly report on the use of contract staff including numbers of staff, level and type of posts, geographical balance and budgetary resources per function group’*. It offers a detailed snapshot of the contract staff employed in the European institutions at 31 December 2016.

This report includes data for 56 different entities: a) 10 European institutions; and b) 46 agencies or Joint Undertakings as defined in Article 1(a) of the Staff Regulations<sup>1</sup>.

Data concerning the Commission are more detailed and include all contract staff, i.e. staff financed upon administrative, operational and research budget lines<sup>2</sup>.

The category of contract staff was created in 2004 as part of the reform of the Staff Regulations. Since then, contract staff have made a useful contribution to the work of the institutions by carrying out administrative support activities at a lower cost and by bringing in skills not always readily available within the institutions.

Articles 3a and 3b of the CEOS define the role of contract staff and functions that they may perform.

Contract staff 3a can be engaged, on either a part time or full-time basis in a post not included in the establishment plan:

- for the institutions' services: to carry out exclusively manual or administrative support tasks in function group I,
- for the EU Representations and Delegations, the Agencies and other entities: to perform the functions specified in Article 80.2 of the CEOS in function groups I, II, III and IV.

This staff benefit from a contract that can be converted into a contract of indefinite duration, after a first renewal.

Contract staff 3b type are employed:

- to perform tasks other than those referred to in article 3a of the CEOS in a post not included in the establishment plan, or

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<sup>1</sup> The total number of institutions, agencies and Joint Undertakings within the scope of the Staff Regulations is 58. It includes (i) the Commission, (ii) the other 9 institutions as mentioned in Section 6.1 and (iii) the 46 agencies and Joint Undertakings as mentioned in Section 6.2, but also the Single Resolution Board and the Community Plant Variety Office, which are not mentioned in this report as they do not employ CA. It is to be noted that the Staff Regulations do not apply to the European Central Bank and to the European Investment Bank Group, which have adopted specific rules for their staff. These institutions are therefore out of the scope of this Report.

<sup>2</sup> It is to be noted that the budgetary data (sent each year with the draft budget to the Budgetary Authority - Working Document, parts II and III) show contract staff numbers at the time when the draft budget is presented (including contract staff recruited using assigned revenue), i.e.: a statement of the position at 1 April of year N-1 (where N is the year of the draft budget), budgetary implementation in year N-2 and requests for appropriations with estimates of full-time equivalents (FTE) for year N. This is why some differences appear in the numbers for contract staff, depending on the data source. Since several budget lines include appropriations for external personnel without establishing a distinction between the different categories of that personnel, the budget figures convey the best possible estimates based on the likely average costs and the repartition between categories.

- to replace an official or temporary staff member who is temporarily unable to perform his or her duties.

This staff are engaged for short periods, from a minimum of 3 months to a maximum of 6 years.

Article 80 of the CEOS establishes a link between each function group (FG) and the duties that contract staff may perform:

<b>Function group</b>	<b>Grade</b>	<b>Tasks</b>
<b>IV</b>	13 to 18	Administrative, advisory, linguistic and equivalent technical tasks, performed under the supervision of officials or temporary staff
<b>III</b>	8 to 12	Executive tasks, drafting, accountancy and other equivalent technical tasks, performed under the supervision of officials or temporary staff
<b>II</b>	4 to 7	Clerical and secretarial tasks, office management and other equivalent tasks, performed under the supervision of officials or temporary staff
<b>I</b>	1 to 3	Manual and administrative support service tasks, performed under the supervision of officials or temporary staff.

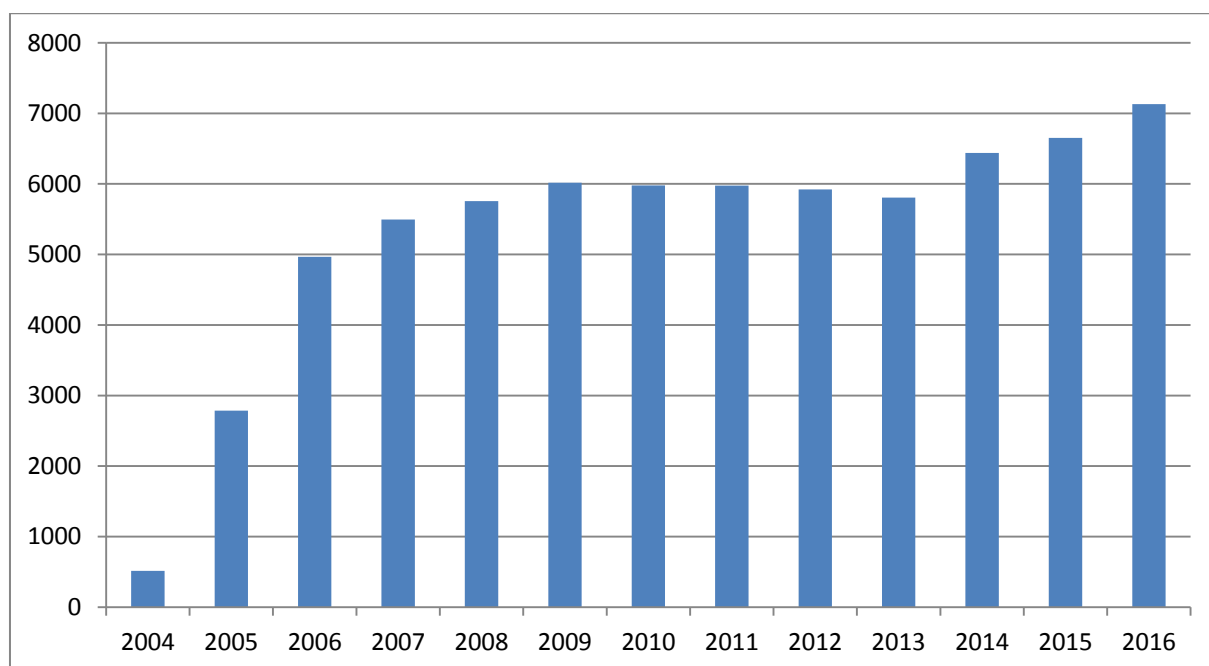
## 2. TREND IN CONTRACT STAFF NUMBERS IN THE COMMISSION SINCE 2004

On 31 December 2016, 10 institutions and 46 agencies or Joint Undertakings were employing around 12 800 contract staff members. This represents an increase of 9.4% as compared to 2015. However, it can be noted that the relative weight of the Commission in the use of contract staff keeps decreasing, being 55 % in 2016 as compared to 57 % in 2015 and 58% in 2014 and 2013. This is due to the proportionally higher increase in 2016 in the number of contract staff serving in other institutions and agencies (+14%) than in the Commission (+7%).

The breakdown between institutions and agencies is examined further down in this report.

The trend within the Commission since 2004 is as follows<sup>3</sup>:

**Table 1 Trend within the Commission**



year	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Staff	514	2787	4966	5494	5756	6018	5979	5977	5921	5807	6440	6652	7131

The initial rise in contract staff working at the Commission is due to a) the mere implementation of the 2004 statutory provisions, implying the gradual replacement of the former categories of auxiliary staff (nearly 3 000 in 2003) and D-level officials and temporary agents, and b) the conversion of permanent posts into appropriations for contract staff in the administrative offices.

Furthermore, contract staff were also taken on as temporary replacements for permanent staff, as provided for in Article 3b of the CEOS, in order to ensure effective business continuity.

For the abovementioned reasons, contract staff numbers grew each year up to 2009.

From 2010 to 2013, the number of contract staff remained stable, with a slight decrease due to several concurrent reasons (e.g., delay in finalisation of the lists of suitable candidates in 2010, transfer of staff to the EEAS at the time of its creation, etc.)

As of 2014, with the entry into force of the new Staff Regulations, the term of employment of 3b contract staff has been extended to a maximum of six years. This implied that many contract staff who

<sup>3</sup> Source: Commission HR analytics platform.

had already completed three years of service and were actually continuing to work for the Commission as agency staff were able to be re-engaged for a further contractual period, allowing the Commission to benefit from contract staff already trained and operational. This increased the number of contract staff, while reducing the number of interim agency staff (paid upon the same budgetary appropriations). In particular, the number of agency staff fell from 415 on 1 July 2013 to 89 on 1 July 2016.

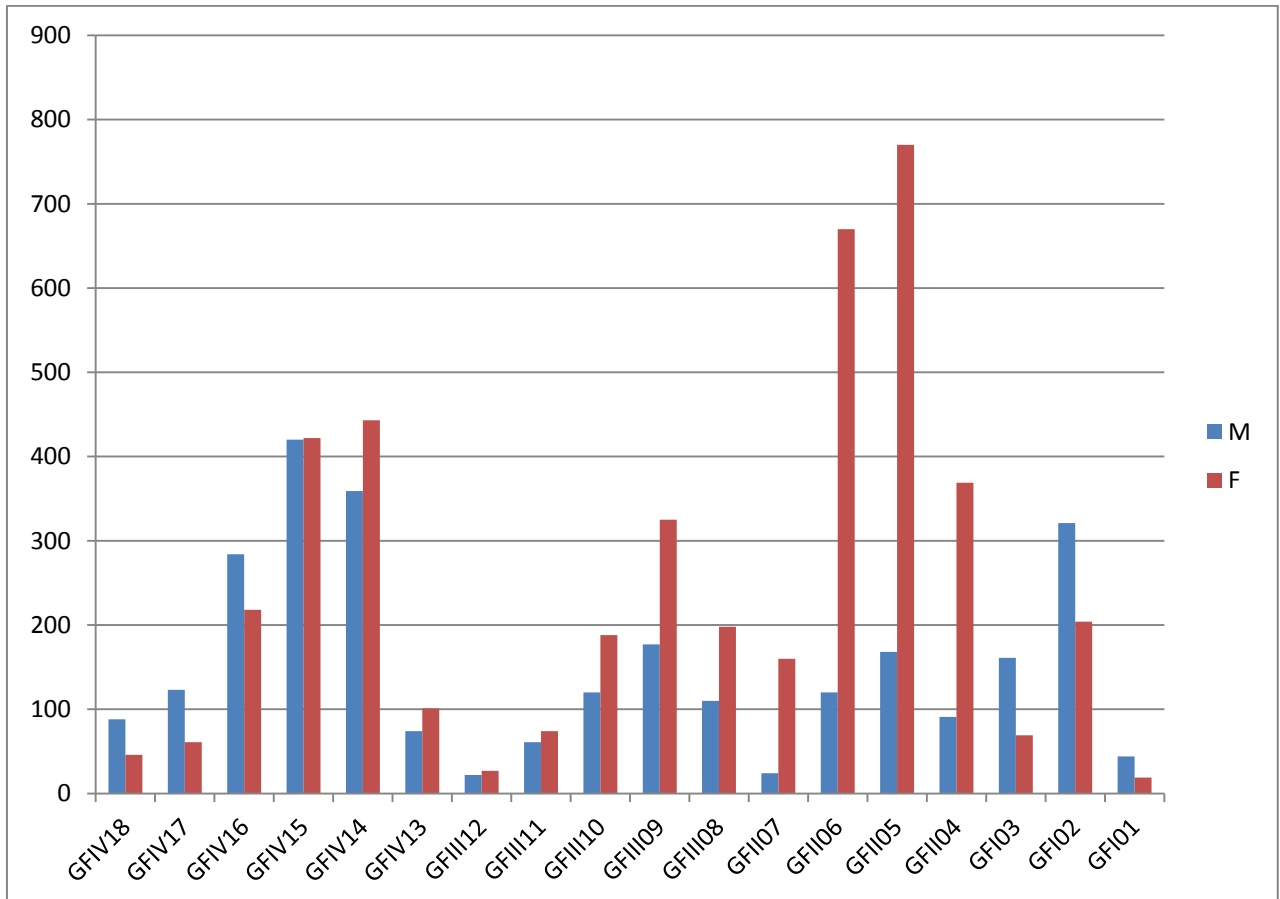
In the last two years (2015 and 2016), the increase of contract staff in the Commission is mainly (i.e., for approx. 75%) due to the additional scientific work performed by the Joint Research Center for other Commission services and the replacement of grant holders under national law by contract agents FGIV (up to 500 staff in the last two years), with the total headcount remaining substantially stable. These contracts are paid upon the Research and Innovation programmes Horizon 2020 and Euratom Programme (e.g., therefore with a minor impact on Heading 5 of budget of the Commission).

For the next future, the Commission intends to align the allocation of resources for the recruitment of contract agents, irrespective of the specific source of financing, with the general procedure of allocation of establishment plan posts.

### 3. BREAKDOWN BY GENDER AND BY FUNCTION GROUP OF COMMISSION'S CONTRACT STAFF

The breakdown of contract staff by gender, function group and grade is shown in the table below.

**Table 2A Breakdown by gender, FG and grade in 2016<sup>4</sup>**



<sup>4</sup> Source: Commission HR analytics platform.

Table 2B

2016		Male		Female		Total	
FGIV	GFIV18	88	65,7%	46	34,3%	134	5,1%
	GFIV17	123	66,8%	61	33,2%	184	7,0%
	GFIV16	284	56,6%	218	43,4%	502	19,0%
	GFIV15	420	49,9%	422	50,1%	842	31,9%
	GFIV14	359	44,8%	443	55,2%	802	30,4%
	GFIV13	74	42,3%	101	57,7%	175	6,6%
		<b>1348</b>	<b>51,1%</b>	<b>1291</b>	<b>48,9%</b>	<b>2639</b>	<b>37,0%</b>
FGIII	GFIII12	22	44,9%	27	55,1%	49	1,1%
	GFIII11	61	45,2%	74	54,8%	135	3,0%
	GFIII10	120	39,0%	188	61,0%	308	6,9%
	GFIII09	177	35,3%	325	64,7%	502	11,2%
	GFIII08	110	35,7%	198	64,3%	308	6,9%
		<b>490</b>	<b>37,6%</b>	<b>812</b>	<b>62,4%</b>	<b>1302</b>	<b>18,3%</b>
FGII	GFII07	24	13,0%	160	87,0%	184	4,1%
	GFII06	120	15,2%	670	84,8%	790	17,6%
	GFII05	168	17,9%	770	82,1%	938	20,9%
	GFII04	91	19,8%	369	80,2%	460	10,2%
		<b>403</b>	<b>17,0%</b>	<b>1969</b>	<b>83,0%</b>	<b>2372</b>	<b>33,3%</b>
FGI	GFIO3	161	70,0%	69	30,0%	230	5,1%
	GFIO2	321	61,1%	204	38,9%	525	11,7%
	GFIO1	44	69,8%	19	30,2%	63	1,4%
	<b>526</b>	<b>64,3%</b>	<b>292</b>	<b>35,7%</b>	<b>818</b>	<b>11,5%</b>	
<b>TOTAL</b>		<b>2767</b>	<b>38,8%</b>	<b>4364</b>	<b>61,2%</b>	<b>7131</b>	<b>100,0%</b>

On 31 December 2016, 7 731 contract staff were serving at the Commission. The most represented function group is FGIV, which increased from 32% to 37 % of all contract staff (mainly due to the recruitments at JRC, as mentioned in Section 2 above).

The overall split between men and women has remained stable over the years. We find a much larger proportion of women in FGII (83% in 2016) and, to a lesser extent, in FGIII (62.4 % in 2015). In FGI, in contrast, men predominate (64.3 % in 2016), due to the nature of the duties carried on in this function group. In FGIV, the gender balance is almost preserved in 2016.



#### 4. BREAKDOWN BY NATIONALITY OF COMMISSION'S CONTRACT STAFF

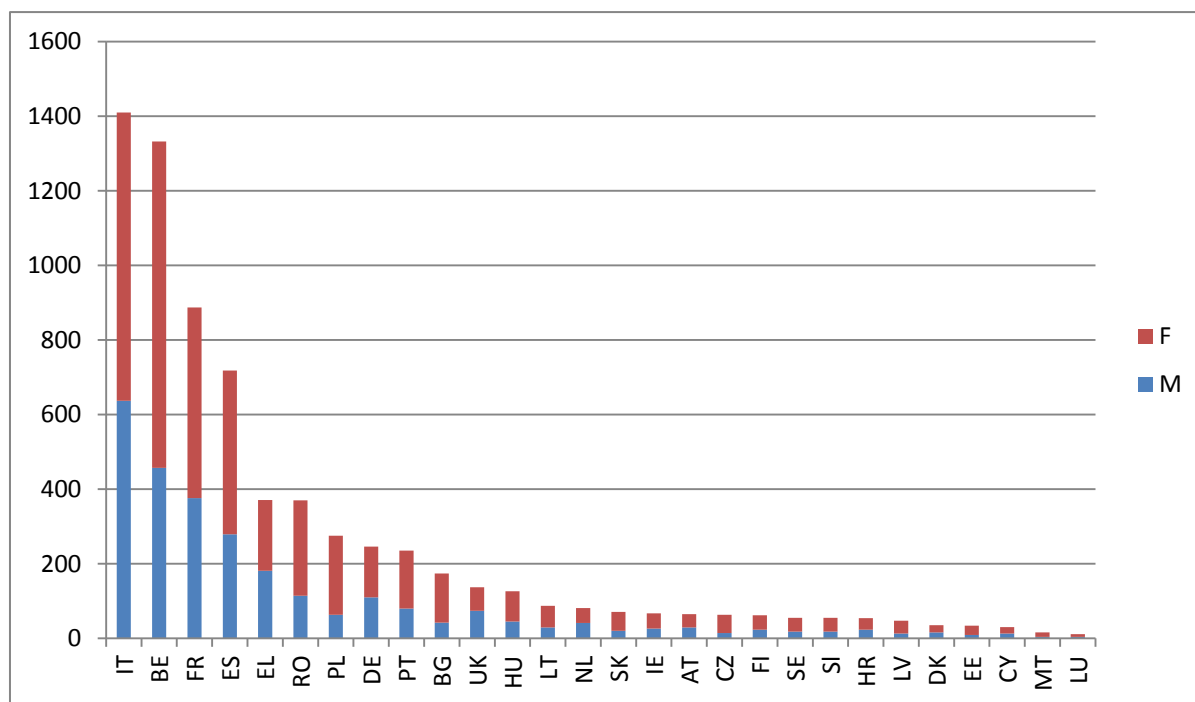
It is worth noting that, as per officials and temporary agents, engagement of contract staff is carried out on the basis of the required profile and the applicants' abilities and language knowledge, without any definition of national quotas.

In 2016, all Member States were represented in all function groups with the exception of Austrians and Swedes in FGI. Nationalities most represented among contract staff are, in descending order Italians, Belgians, French, Spaniards and Greeks, followed by Romanians and Poles. The share of the first four nationalities has been the same since 2005 (around 60%). The UK and Germany, like Poland and the Netherlands, are rather under-represented in relation to their population. Conversely, Belgium and Italy are over-represented in relation to their population.

Following the accession of Croatia to the European Union, on 1 July 2013, 54 Croatian contract staff worked at the Commission on 31 December 2016.

The breakdown by nationality is influenced by a combination of factors, in particular geographical proximity to the location of the European institution's headquarters (for the Commission, mainly Brussels, Luxembourg and Ispra), salary levels and the duration of the proposed contracts. Candidates are more likely to accept a post with a fixed-term contract if they are resident at or near the site of the institution offering them a job. Indeed, it can be hard for candidates with families to leave their countries of origin and set up home at the institution's headquarters for a relatively short period of time (on the basis of the general implementing provisions adopted on the basis of the article 79.2 of the CEOS, the duration of the first contract is of just one year). As reported in the tables below, this is in particular true for contract staff FGI and FGII, while contract staff FGIV have a less geographically imbalanced composition.

**Table 3A Breakdown by nationality and gender of Commission's contract staff in 2016<sup>5</sup>**



<sup>5</sup> Source: Commission HR analytics platform.

**Table 3B**

<b>2016</b>	<b>M</b>		<b>F</b>		<b>TOTAL</b>	<b>%</b>
AT	29	44,6%	36	55,4%	65	0,9%
BE	457	34,3%	875	65,7%	1332	18,7%
BG	42	24,1%	132	75,9%	174	2,4%
CY	13	43,3%	17	56,7%	30	0,4%
CZ	14	22,2%	49	77,8%	63	0,9%
DE	110	44,7%	136	55,3%	246	3,4%
DK	16	45,7%	19	54,3%	35	0,5%
EE	9	26,5%	25	73,5%	34	0,5%
EL	181	48,8%	190	51,2%	371	5,2%
ES	279	38,9%	439	61,1%	718	10,1%
FI	23	37,1%	39	62,9%	62	0,9%
FR	376	42,4%	511	57,6%	887	12,4%
HR	23	42,6%	31	57,4%	54	0,8%
HU	45	35,7%	81	64,3%	126	1,8%
IE	26	38,8%	41	61,2%	67	0,9%
IT	637	45,2%	773	54,8%	1410	19,8%
LT	29	33,3%	58	66,7%	87	1,2%
LU	4	36,4%	7	63,6%	11	0,2%
LV	13	27,7%	34	72,3%	47	0,7%
MT	4	25,0%	12	75,0%	16	0,2%
NL	41	50,6%	40	49,4%	81	1,1%
PL	63	22,9%	212	77,1%	275	3,9%
PT	80	34,0%	155	66,0%	235	3,3%
RO	114	30,8%	256	69,2%	370	5,2%
SE	18	32,7%	37	67,3%	55	0,8%
SK	20	28,2%	51	71,8%	71	1,0%
SI	18	32,7%	37	67,3%	55	0,8%
UK	74	54,0%	63	46,0%	137	1,9%
Other	9	52,9%	8	47,1%	17	0,2%
<b>TOTAL</b>	<b>2767</b>	<b>38,8%</b>	<b>4364</b>	<b>61,2%</b>	<b>7131</b>	<b>100,0%</b>

Table 4 below gives an analytical breakdown by FG, nationality and gender.

**Table 4 Contract staff by gender, function group and nationality<sup>6</sup>**

**FGIV**

<b>2016</b>	<b>M</b>		<b>F</b>		<b>TOTAL</b>	<b>%</b>
<b>AT</b>	19	43,2%	25	56,8%	<b>44</b>	<b>1,7%</b>
<b>BE</b>	125	54,1%	106	45,9%	<b>231</b>	<b>8,8%</b>
<b>BG</b>	19	27,5%	50	72,5%	<b>69</b>	<b>2,6%</b>
<b>CY</b>	5	38,5%	8	61,5%	<b>13</b>	<b>0,5%</b>
<b>CZ</b>	8	36,4%	14	63,6%	<b>22</b>	<b>0,8%</b>
<b>DE</b>	80	53,3%	70	46,7%	<b>150</b>	<b>5,7%</b>
<b>DK</b>	10	55,6%	8	44,4%	<b>18</b>	<b>0,7%</b>
<b>EL</b>	89	62,2%	54	37,8%	<b>143</b>	<b>5,4%</b>
<b>ES</b>	157	49,5%	160	50,5%	<b>317</b>	<b>12,0%</b>
<b>ET</b>	5	35,7%	9	64,3%	<b>14</b>	<b>0,5%</b>
<b>FI</b>	12	44,4%	15	55,6%	<b>27</b>	<b>1,0%</b>
<b>FR</b>	220	56,6%	169	43,4%	<b>389</b>	<b>14,7%</b>
<b>HR</b>	13	61,9%	8	38,1%	<b>21</b>	<b>0,8%</b>
<b>HU</b>	29	50,0%	29	50,0%	<b>58</b>	<b>2,2%</b>
<b>IE</b>	13	37,1%	22	62,9%	<b>35</b>	<b>1,3%</b>
<b>IT</b>	311	55,5%	249	44,5%	<b>560</b>	<b>21,2%</b>
<b>LT</b>	10	37,0%	17	63,0%	<b>27</b>	<b>1,0%</b>
<b>LU</b>	1	33,3%	2	66,7%	<b>3</b>	<b>0,1%</b>
<b>LV</b>	4	36,4%	7	63,6%	<b>11</b>	<b>0,4%</b>
<b>MT</b>	2	33,3%	4	66,7%	<b>6</b>	<b>0,2%</b>
<b>NL</b>	26	61,9%	16	38,1%	<b>42</b>	<b>1,6%</b>
<b>PL</b>	26	30,2%	60	69,8%	<b>86</b>	<b>3,3%</b>
<b>PT</b>	35	40,2%	52	59,8%	<b>87</b>	<b>3,3%</b>
<b>RO</b>	41	42,3%	56	57,7%	<b>97</b>	<b>3,7%</b>
<b>SE</b>	12	41,4%	17	58,6%	<b>29</b>	<b>1,1%</b>
<b>SK</b>	11	39,3%	17	60,7%	<b>28</b>	<b>1,1%</b>
<b>SI</b>	8	32,0%	17	68,0%	<b>25</b>	<b>0,9%</b>
<b>UK</b>	51	69,9%	22	30,1%	<b>73</b>	<b>2,8%</b>
<b>Other</b>	6	42,9%	8	57,1%	<b>14</b>	<b>0,5%</b>
<b>Total</b>	<b>1 348</b>	<b>51,1%</b>	<b>1 291</b>	<b>48,9%</b>	<b>2 639</b>	<b>100,0%</b>

<sup>6</sup> Source: Commission HR analytics platform.

**FGIII**

2016	M		F		TOTAL	%
AT	8	61,5%	5	38,5%	13	1,0%
BE	69	45,1%	84	54,9%	153	11,8%
BG	12	25,0%	36	75,0%	48	3,7%
CY	3	50,0%	3	50,0%	6	0,5%
CZ	2	13,3%	13	86,7%	15	1,2%
DE	17	34,0%	33	66,0%	50	3,8%
DK	4	44,4%	5	55,6%	9	0,7%
EL	37	41,6%	52	58,4%	89	6,8%
ES	39	31,2%	86	68,8%	125	9,6%
ET	3	50,0%	3	50,0%	6	0,5%
FI	4	44,4%	5	55,6%	9	0,7%
FR	59	39,9%	89	60,1%	148	11,4%
HR	5	35,7%	9	64,3%	14	1,1%
HU	8	38,1%	13	61,9%	21	1,6%
IE	8	72,7%	3	27,3%	11	0,8%
IT	100	38,2%	162	61,8%	262	20,1%
LT	13	50,0%	13	50,0%	26	2,0%
LU	0	0,0%	3	100,0%	3	0,2%
LV	4	25,0%	12	75,0%	16	1,2%
MT	0	0,0%	2	100,0%	2	0,2%
NL	7	41,2%	10	58,8%	17	1,3%
PL	15	25,9%	43	74,1%	58	4,5%
PT	11	31,4%	24	68,6%	35	2,7%
RO	34	36,2%	60	63,8%	94	7,2%
SE	5	31,3%	11	68,8%	16	1,2%
SK	5	35,7%	9	64,3%	14	1,1%
SI	3	23,1%	10	76,9%	13	1,0%
UK	14	50,0%	14	50,0%	28	2,2%
Other	1	100,0%	0	0,0%	1	0,1%
<b>Total</b>	<b>490</b>	<b>37,6%</b>	<b>812</b>	<b>62,4%</b>	<b>1302</b>	<b>100,0%</b>

FGII

2016	M		F		TOTAL	%
AT	2	25,0%	6	75,0%	8	0,3%
BE	72	11,1%	576	88,9%	648	27,3%
BG	9	16,4%	46	83,6%	55	2,3%
CY	4	40,0%	6	60,0%	10	0,4%
CZ	3	12,5%	21	87,5%	24	1,0%
DE	10	23,8%	32	76,2%	42	1,8%
DK	1	16,7%	5	83,3%	6	0,3%
EL	27	27,0%	73	73,0%	100	4,2%
ES	37	18,0%	169	82,0%	206	8,7%
ET	0	0,0%	12	100,0%	12	0,5%
FI	3	14,3%	18	85,7%	21	0,9%
FR	50	18,0%	228	82,0%	278	11,7%
HR	4	22,2%	14	77,8%	18	0,8%
HU	5	11,6%	38	88,4%	43	1,8%
IE	1	6,3%	15	93,8%	16	0,7%
IT	78	20,6%	300	79,4%	378	15,9%
LT	5	15,2%	28	84,8%	33	1,4%
LU	1	33,3%	2	66,7%	3	0,1%
LV	3	16,7%	15	83,3%	18	0,8%
MT	2	28,6%	5	71,4%	7	0,3%
NL	5	26,3%	14	73,7%	19	0,8%
PL	19	17,9%	87	82,1%	106	4,5%
PT	12	16,4%	61	83,6%	73	3,1%
RO	35	20,8%	133	79,2%	168	7,1%
SE	1	10,0%	9	90,0%	10	0,4%
SK	2	7,4%	25	92,6%	27	1,1%
SI	4	28,6%	10	71,4%	14	0,6%
UK	6	22,2%	21	77,8%	27	1,1%
Other	2	100,0%	0	0,0%	2	0,1%
<b>Total</b>	<b>403</b>	<b>17,0%</b>	<b>1969</b>	<b>83,0%</b>	<b>2372</b>	<b>100,0%</b>

FGI

2016	M		F		TOTAL	%
AT	0	0,0%	0	0,0%	0	0,0%
BE	191	63,7%	109	36,3%	300	36,7%
BG	2	100,0%	0	0,0%	2	0,2%
CY	1	100,0%	0	0,0%	1	0,1%
CZ	1	50,0%	1	50,0%	2	0,2%
DE	3	75,0%	1	25,0%	4	0,5%
DK	1	50,0%	1	50,0%	2	0,2%
EL	28	71,8%	11	28,2%	39	4,8%
ES	46	65,7%	24	34,3%	70	8,6%
ET	1	50,0%	1	50,0%	2	0,2%
FI	4	80,0%	1	20,0%	5	0,6%
FR	47	65,3%	25	34,7%	72	8,8%
HR	1	100,0%	0	0,0%	1	0,1%
HU	3	75,0%	1	25,0%	4	0,5%
IE	4	80,0%	1	20,0%	5	0,6%
IT	148	70,5%	62	29,5%	210	25,7%
LT	1	100,0%	0	0,0%	1	0,1%
LU	2	100,0%	0	0,0%	2	0,2%
LV	2	100,0%	0	0,0%	2	0,2%
MT	0	0,0%	1	100,0%	1	0,1%
NL	3	100,0%	0	0,0%	3	0,4%
PL	3	12,0%	22	88,0%	25	3,1%
PT	22	55,0%	18	45,0%	40	4,9%
RO	4	36,4%	7	63,6%	11	1,3%
SE	0	0,0%	0	0,0%	0	0,0%
SK	2	100,0%	0	0,0%	2	0,2%
SI	3	100,0%	0	0,0%	3	0,4%
UK	3	33,3%	6	66,7%	9	1,1%
Other	0	0,0%	0	0,0%	0	0,0%
<b>Total</b>	<b>526</b>	<b>64,3%</b>	<b>292</b>	<b>35,7%</b>	<b>818</b>	<b>100,0%</b>

## 5. BREAKDOWN BY DG OF COMMISSION'S CONTRACT STAFF

There are significant differences between the DGs, largely because of the nature of their work. DG DEVCO, for example, employs mostly FGIV responsible for aid and international cooperation or working as programme managers, both at headquarters and in the Delegations. OIB, on the other hand, employs mostly administrative assistants and childcare workers in FGII. The JRC continued its policy to replace its grant holders with FGIV contract staff, mainly scientific project managers providing as well services for other DGs in various research fields.

## 5.1. Breakdown by gender and by DG<sup>7</sup>

Table 5 Breakdown by gender, DG and two clusters of FGs

2016	FGIV				FGI-II-III				TOTAL ALL FG	
	M	F	Total	%	M	F	Total	%	Total	%
SG	16	12	28	27,2%	20	55	75	72,8%	103	1,4%
SJ	2	3	5	21,7%	3	15	18	78,3%	23	0,3%
COMM	9	32	41	11,2%	101	223	324	88,8%	365	5,1%
EPSC	2		2	33,3%		4	4	66,7%	6	0,1%
TF50				0,0%		2	2	100,0%	2	0,0%
ECFIN	6	6	12	31,6%	12	14	26	68,4%	38	0,5%
GROW	21	13	34	27,6%	28	61	89	72,4%	123	1,7%
COMP	4	10	14	20,3%	21	34	55	79,7%	69	1,0%
EMPL	8	16	24	15,6%	31	99	130	84,4%	154	2,2%
AGRI	18	27	45	48,4%	16	32	48	51,6%	93	1,3%
MOVE	4	6	10	14,5%	14	45	59	85,5%	69	1,0%
ENER	4	7	11	19,6%	11	34	45	80,4%	56	0,8%
ENV	5	11	16	25,0%	12	36	48	75,0%	64	0,9%
CLIMA	4	3	7	31,8%	2	13	15	68,2%	22	0,3%
CNECT	31	29	60	28,2%	45	108	153	71,8%	213	3,0%
RTD	93	99	192	41,7%	88	180	268	58,3%	460	6,5%
JRC	433	297	730	67,7%	124	224	348	32,3%	1078	15,1%
MARE	12	11	23	38,3%	6	31	37	61,7%	60	0,8%
FISMA				0,0%	10	15	25	100,0%	25	0,4%
REGIO	4	6	10	9,9%	26	65	91	90,1%	101	1,4%
TAXUD	1	3	4	28,6%	3	7	10	71,4%	14	0,2%
EAC	4	9	13	20,3%	21	30	51	79,7%	64	0,9%
SANTE	6	25	31	30,1%	19	53	72	69,9%	103	1,4%
HOME	6	5	11	34,4%	4	17	21	65,6%	32	0,4%
JUST	6	6	12	21,1%	12	33	45	78,9%	57	0,8%
FPI	26	23	49	57,6%	8	28	36	42,4%	85	1,2%
TRADE	4	4	8	16,3%	10	31	41	83,7%	49	0,7%
NEAR	177	185	362	70,0%	59	96	155	30,0%	517	7,3%
DEVCO	362	337	699	75,7%	67	157	224	24,3%	923	12,9%
ECHO	9	10	19	19,2%	19	61	80	80,8%	99	1,4%
ESTAT	12	17	29	30,9%	26	39	65	69,1%	94	1,3%
HR	1	6	7	4,4%	56	97	153	95,6%	160	2,2%
DIGT	23	8	31	45,6%	13	24	37	54,4%	68	1,0%
BUDG	2	4	6	10,9%	13	36	49	89,1%	55	0,8%
IAS	1	2	3	30,0%		7	7	70,0%	10	0,1%
OLAF	4		4	12,1%	11	18	29	87,9%	33	0,5%
SCIC				0,0%	25	31	56	100,0%	56	0,8%
DGT	25	43	68	47,6%	24	51	75	52,4%	143	2,0%
OP		1	1	5,0%	8	11	19	95,0%	20	0,3%
OIB	2	15	17	2,2%	243	529	772	97,8%	789	11,1%
PMO				0,0%	123	280	403	100,0%	403	5,7%
OIL	1		1	0,5%	78	121	199	99,5%	200	2,8%
EPSO				0,0%	7	17	24	100,0%	24	0,3%
CdP-OSP				0,0%		9	9	100,0%	9	0,1%
<b>Total</b>	<b>1 348</b>	<b>1 291</b>	<b>2 639</b>	<b>37,0%</b>	<b>1 419</b>	<b>3 073</b>	<b>4 492</b>	<b>63,0%</b>	<b>7 131</b>	<b>100,0%</b>

<sup>7</sup> Source: Commission HR analytics platform.

## 5.2. Breakdown by contract type<sup>8</sup>

### 5.2.1 Contract staff 3a

**Table 6 3a contract staff by FG, gender and DG**

2016	FGI			FGII			FGIII			FGIV			Total	%
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL		
AGRI	6	7	13	0	0	0	0	0	0	2	1	3	16	0,5%
BUDG	6	14	20	0	0	0	0	0	0	0	0	0	20	0,6%
CNECT	14	5	19	0	0	0	0	0	0	0	0	0	19	0,6%
COMM	31	8	39	35	137	172	24	64	88	9	32	41	340	10,6%
COMP	8	2	10	0	0	0	0	0	0	0	0	0	10	0,3%
DEVCO	7	12	19	0	0	0	27	14	41	311	261	572	632	19,8%
DGT	9	5	14	0	0	0	0	0	0	0	0	0	14	0,4%
DIGIT	2	5	7	0	0	0	0	0	0	0	0	0	7	0,2%
EAC	13	1	14	0	0	0	0	0	0	0	0	0	14	0,4%
ECFIN	3	2	5	0	0	0	0	0	0	0	0	0	5	0,2%
ECHO	1	5	6	0	0	0	0	0	0	0	0	0	6	0,2%
EMPL	7	17	24	0	0	0	0	0	0	0	0	0	24	0,8%
ENER	5	9	14	0	0	0	0	0	0	0	0	0	14	0,4%
ENV	3	3	6	0	0	0	0	0	0	0	0	0	6	0,2%
EPSC	0	1	1	0	0	0	0	0	0	0	0	0	1	0,0%
EPSO	3	0	3	4	15	19	0	2	2	0	0	0	24	0,8%
ESTAT	4	5	9	0	0	0	0	0	0	0	0	0	9	0,3%
FISMA	2	5	7	0	0	0	0	0	0	0	0	0	7	0,2%
FPI	0	2	2	0	0	0	3	5	8	20	18	38	48	1,5%
GROW	7	11	18	0	0	0	0	0	0	0	0	0	18	0,6%
HOME	0	1	1	0	0	0	0	0	0	0	0	0	1	0,0%
HR	29	17	46	0	0	0	0	0	0	0	0	0	46	1,4%
JRC	55	8	63	0	0	0	0	0	0	0	0	0	63	2,0%
JUST	5	3	8	0	0	0	0	0	0	0	0	0	8	0,3%
MARE	3	12	15	0	0	0	0	0	0	5	1	6	21	0,7%
MOVE	4	7	11	0	0	0	0	0	0	0	0	0	11	0,3%
NEAR	7	9	16	0	0	0	14	7	21	141	122	263	300	9,4%
OIB	139	47	186	70	445	515	34	37	71	2	15	17	789	24,7%
OIL	42	16	58	22	96	118	14	9	23	1	0	1	200	6,3%
OLAF	8	2	10	0	0	0	0	0	0	0	0	0	10	0,3%
PMO	37	13	50	52	224	276	34	43	77	0	0	0	403	12,6%
REGIO	7	5	12	0	0	0	0	0	0	0	0	0	12	0,4%
RTD	22	7	29	0	0	0	0	0	0	0	1	1	30	0,9%
SANTE	3	6	9	0	0	0	0	0	0	0	0	0	9	0,3%
SCIC	19	7	26	0	0	0	0	0	0	0	0	0	26	0,8%
SG	9	8	17	0	0	0	0	0	0	0	0	0	17	0,5%
TAXUD	1	1	2	0	0	0	0	0	0	0	0	0	2	0,1%
TRADE	5	4	9	0	2	2	0	0	0	2	2	4	15	0,5%
<b>Total</b>	<b>526</b>	<b>292</b>	<b>818</b>	<b>183</b>	<b>919</b>	<b>1 102</b>	<b>150</b>	<b>181</b>	<b>331</b>	<b>493</b>	<b>453</b>	<b>946</b>	<b>3 197</b>	<b>100,0%</b>

<sup>8</sup> Source: Commission HR analytics platform.



5.2.2 Contract staff 3b

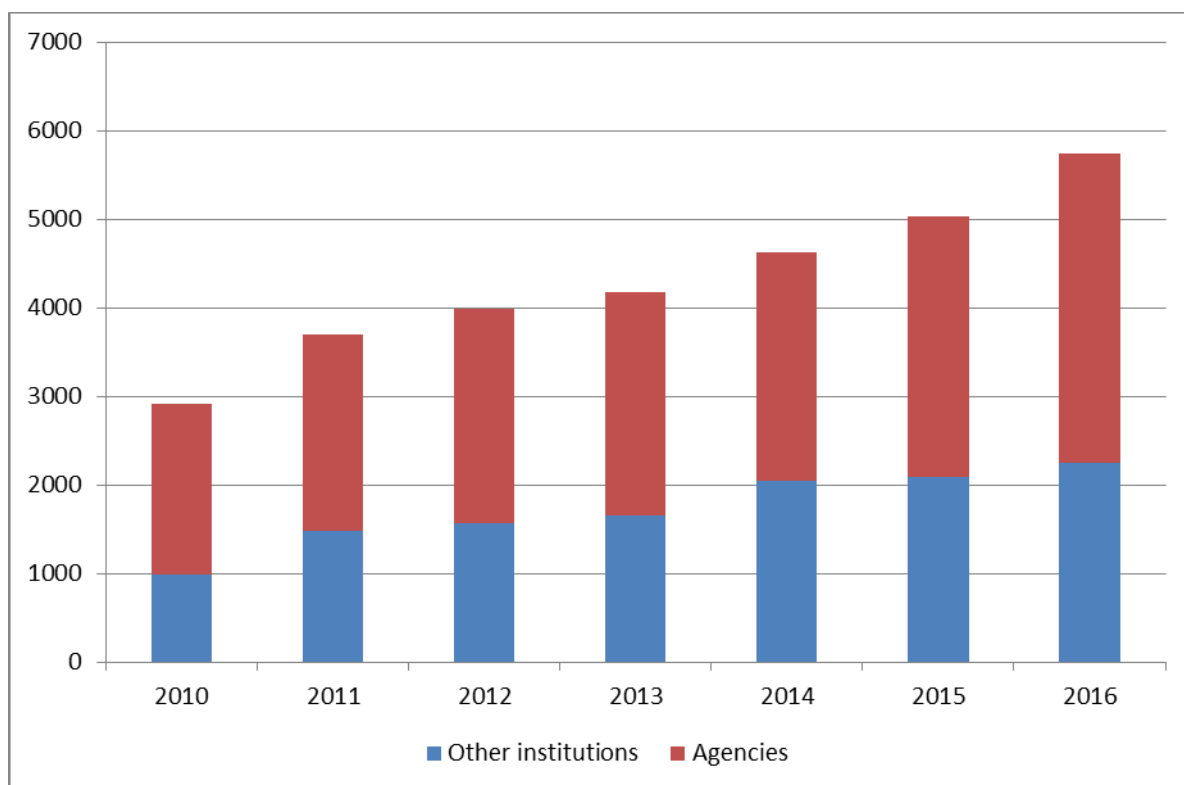
Table 7 3b contract staff by FG, gender and DG

2016	FGII			FGIII			FGIV			Total	%
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL		
AGRI	2	17	19	8	8	16	16	26	42	77	2,0%
BUDG	0	14	14	7	8	15	2	4	6	35	0,9%
CLIMA	1	12	13	1	1	2	4	3	7	22	0,6%
CNECT	10	51	61	21	52	73	31	29	60	194	4,9%
COMM	8	9	17	3	5	8	0	0	0	25	0,6%
COMP	4	17	21	9	15	24	4	10	14	59	1,5%
DEVCO	8	66	74	26	64	90	50	77	127	291	7,4%
DGT	14	45	59	1	1	2	25	43	68	129	3,3%
DIGIT	2	13	15	9	6	15	23	8	31	61	1,6%
EAC	2	12	14	6	17	23	4	9	13	50	1,3%
ECFIN	2	6	8	7	6	13	6	6	12	33	0,8%
ECHO	6	22	28	12	34	46	9	10	19	93	2,4%
EMPL	5	34	39	19	48	67	8	16	24	130	3,3%
ENER	1	15	16	5	10	15	4	7	11	42	1,1%
ENV	6	32	38	3	1	4	5	11	16	58	1,5%
EPSC	0	2	2	0	1	1	2	0	2	5	0,1%
ESTAT	10	24	34	12	10	22	12	17	29	85	2,2%
FISMA	2	7	9	6	3	9	0	0	0	18	0,5%
FPI	0	6	6	5	15	20	6	5	11	37	0,9%
GROW	6	31	37	15	19	34	21	13	34	105	2,7%
HOME	0	11	11	4	5	9	6	5	11	31	0,8%
HR	17	65	82	10	15	25	1	6	7	114	2,9%
IAS	0	6	6	0	1	1	1	2	3	10	0,3%
JRC	38	174	212	31	42	73	433	297	730	1 015	25,8%
JUST	3	17	20	4	13	17	6	6	12	49	1,2%
MARE	0	9	9	3	10	13	7	10	17	39	1,0%
MOVE	2	23	25	8	15	23	4	6	10	58	1,5%
NEAR	14	32	46	24	49	73	36	62	98	217	5,5%
OLAF	1	10	11	2	6	8	4	0	4	23	0,6%
OP	4	7	11	4	4	8	0	1	1	20	0,5%
REGIO	8	31	39	11	29	40	4	6	10	89	2,3%
RTD	22	97	119	43	76	119	94	98	192	430	10,9%
SANTE	6	39	45	10	8	18	6	25	31	94	2,4%
SCIC	6	24	30	0	0	0	0	0	0	30	0,8%
SG	5	28	33	6	19	25	16	12	28	86	2,2%
SJ	1	14	15	2	1	3	2	3	5	23	0,6%
TAXUD	2	2	4	0	4	4	1	3	4	12	0,3%
TF50	0	1	1	0	1	1	0	0	0	2	0,1%
TRADE	2	16	18	3	9	12	2	2	4	34	0,9%
CdP-OSP	0	9	9	0	0	0	0	0	0	9	0,2%
<b>TOTAL</b>	<b>220</b>	<b>1 050</b>	<b>1 270</b>	<b>340</b>	<b>631</b>	<b>971</b>	<b>855</b>	<b>838</b>	<b>1 693</b>	<b>3 934</b>	<b>100,0%</b>

## 6. BREAKDOWN OF CONTRACT STAFF BETWEEN THE OTHER INSTITUTIONS AND AGENCIES

The number of contract staff in the other institutions and agencies increased by 14% in 2016, from 5 031 in 2015 to 5 744 in 2016 (following an increase by 8.9 % in 2015).

**Table 8 Trends in the breakdown of contract staff between the other institutions and agencies since 2010<sup>9</sup>**

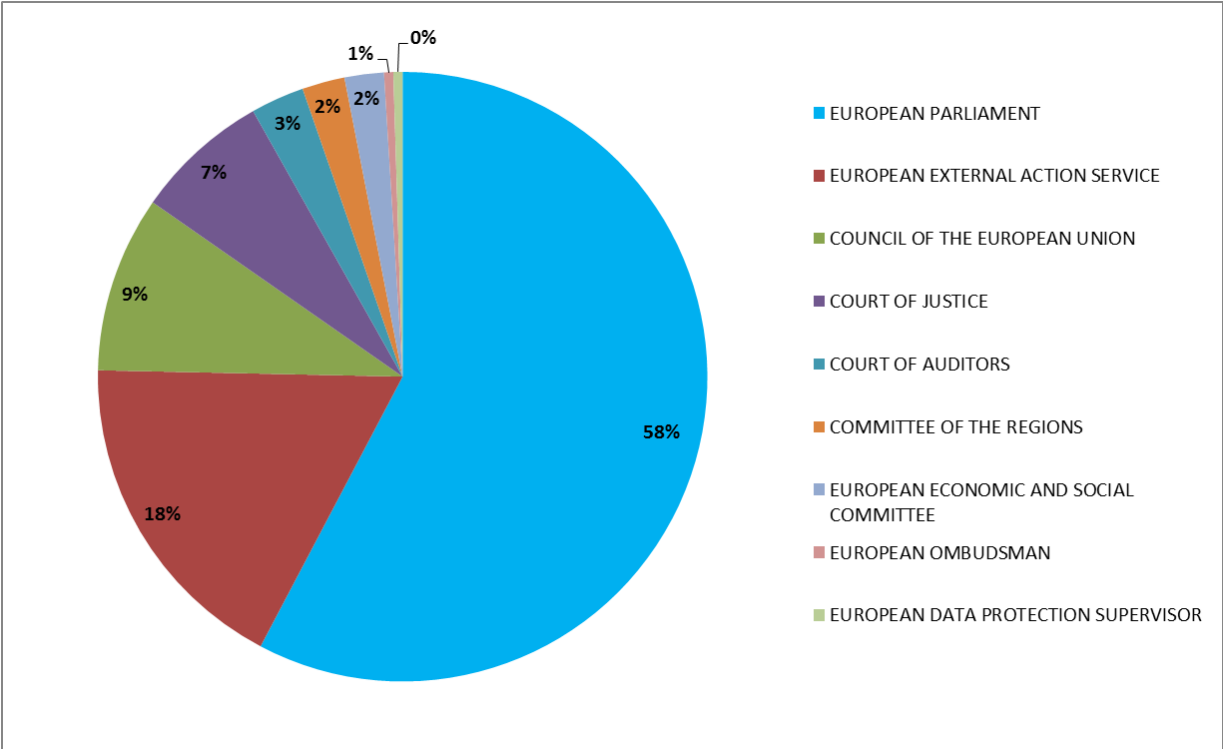


<sup>9</sup> Source: Eurostat and EU institutions.

**6.1. Breakdown of contract staff among the other institutions<sup>10</sup>**

The number of contract staff in the other institutions increased by 8% when compared to 2015. A slight increase of the contract staff in the European Parliament can be observed<sup>11</sup>. This trend goes along with the additional internalisation of administrative services: on top of the security and accreditation services which are carried out in-house as of 2010, new drivers were engaged in 2016. The growing number of CAs in the EEAS is mainly due to the reinforcement of security services and the engagements for the Regional Centre Europe (RCE)<sup>12</sup>.

**Table 9 Breakdown of contract staff among the other institutions in 2016**



<sup>10</sup> Source: Eurostat and EU institutions.

<sup>11</sup> As previous years, contract staff engaged by the European political groups are not included.

<sup>12</sup> The mission of the Regional Centre Europe is to provide quality administrative support to 27 EU Delegations.

### 6.1.1 Breakdown by gender and by function group in the other institutions<sup>13</sup>

**Table 10**

	FGI			FGII			FGIII			FGIV			Total
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	
COMMITTEE OF THE REGIONS	8	13	21	9	2	11	4	3	7	7	5	12	51
COUNCIL OF THE EUROPEAN UNION	20	103	123	23	14	37	13	4	17	23	11	34	211
COURT OF AUDITORS	5	36	41	10	0	10	4	3	7	4	2	6	64
COURT OF JUSTICE	5	77	82	9	11	20	31	17	48	9	2	11	161
EUROPEAN DATA PROTECTION SUPERVISOR	0	1	1	3	0	3	3	1	4	3	0	3	11
EUROPEAN ECONOMIC AND SOCIAL COMMITTEE	7	12	19	10	3	13	3	1	4	8	3	11	47
EUROPEAN EXTERNAL ACTION SERVICE	14	16	30	129	12	141	61	61	122	36	68	104	397
EUROPEAN OMBUDSMAN	1	2	3	4	0	4	1	1	2	1	1	2	11
EUROPEAN PARLIAMENT	216	587	803	155	36	191	73	55	128	97	82	179	1301
<b>Grand Total</b>	<b>276</b>	<b>847</b>	<b>1123</b>	<b>352</b>	<b>78</b>	<b>430</b>	<b>193</b>	<b>146</b>	<b>339</b>	<b>188</b>	<b>174</b>	<b>362</b>	<b>2254</b>

### 6.1.2 Breakdown by nationality in the other institutions<sup>14</sup>

**Table 11**

	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	SI	SK	autres	Grand Total
COMMITTEE OF THE REGIONS		13	1		1	1		1	7		7	4	4	1			5						2	1	1	1			1	51
COUNCIL OF THE EUROPEAN UNION	1	70	3		6	2	2	3	25	1	14	4	7	3	2	2	36		1	1	1	1	5	7	5	2	2	5		211
COURT OF AUDITORS	1	2		1		2			2		18		6	1	1		7		5				1	8	4		1		4	64
COURT OF JUSTICE		11	2		2	5	2	1	4	3	44	4	8	4	4	1	20	2	5	1	2	4	5	8	4	2	4	5	4	161
EUROPEAN DATA PROTECTION SUPERVISOR		3							2		1						1						1	1					2	11
EUROPEAN ECONOMIC AND SOCIAL COMMITTEE		10	2		2	1			7		1		5	2			9						1	4	3					47
EUROPEAN EXTERNAL ACTION SERVICE	7	96	11	3	3	18	0		37	4	73	9	8	1	2	5	58	3		1		5	15	15	17	1	1	4		397
EUROPEAN OMBUDSMAN		3							1		2		1				1						2				1			11
EUROPEAN PARLIAMENT	6	363	18	4	11	28	3	5	77	1	332	15	52	14	13	16	140	4	6	5	3	5	31	50	79	3	7	8	2	1301
<b>Grand Total</b>	<b>15</b>	<b>571</b>	<b>37</b>	<b>8</b>	<b>25</b>	<b>57</b>	<b>7</b>	<b>10</b>	<b>162</b>	<b>9</b>	<b>492</b>	<b>36</b>	<b>91</b>	<b>26</b>	<b>22</b>	<b>24</b>	<b>277</b>	<b>9</b>	<b>17</b>	<b>8</b>	<b>6</b>	<b>15</b>	<b>62</b>	<b>94</b>	<b>114</b>	<b>9</b>	<b>16</b>	<b>22</b>	<b>13</b>	<b>2254</b>

<sup>13</sup> Source: Eurostat and EU institutions.

<sup>14</sup> Source: Eurostat and EU institutions.

## 6.2. Breakdown of contract staff in the agencies

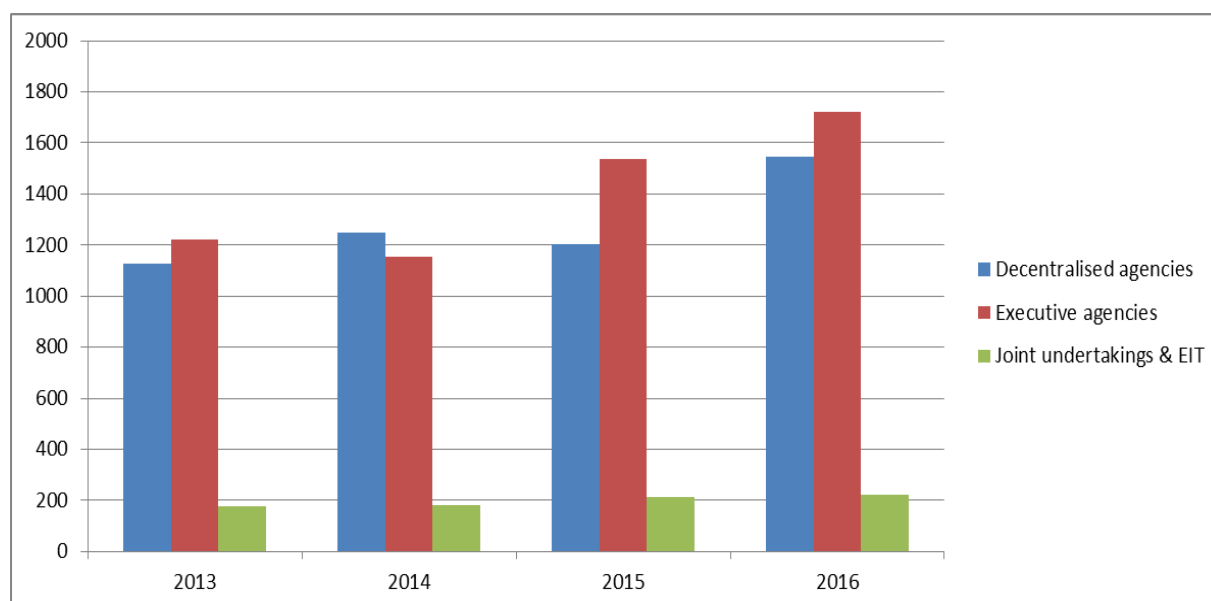
There has been a steady increase in the number of contract staff in the agencies. The numbers are as follows:

year	2010	2011	2012	2013	2014	2015	2016
Staff	1933	2214	2408	2522	2582	2945	3490

As regards decentralised agencies and Joint Undertakings, there has been a sharp increase of the number of contract staff from 2015. This follows the decisions of the budgetary authority to assign increased resources (thus financing increased staffing levels), in particular to those agencies and Joint Undertakings which have been recently created or have recently been assigned additional tasks. E.g., EUIPO, a fully self-financed agency (formerly known as OHIM), registered a significant increase in the number of CAs (approx. 70 agents) due to the development of its activities.

As regards the executive agencies, this increase is mainly due to the engagement of contract staff to perform new tasks deriving from the extension of their mandate in the context of the 2014-2020 Multiannual Financial Framework. In particular, in 2016, the Commission continued to delegate the implementation of tasks to these agencies to enhance efficiency and effectiveness of programme management. The resulting staffing levels are in line with the Commission's 'delegation package' approved for the 2014-2020 period.

**Table 12 Breakdown of contract staff by type of agency in 2016<sup>15</sup>**



In 2016, 50 % of contract staff were employed by the executive agencies and 44 % by the decentralised agencies. The remainder (6 %) are employed by Joint Undertakings and the European Institute of Innovation and Technology.

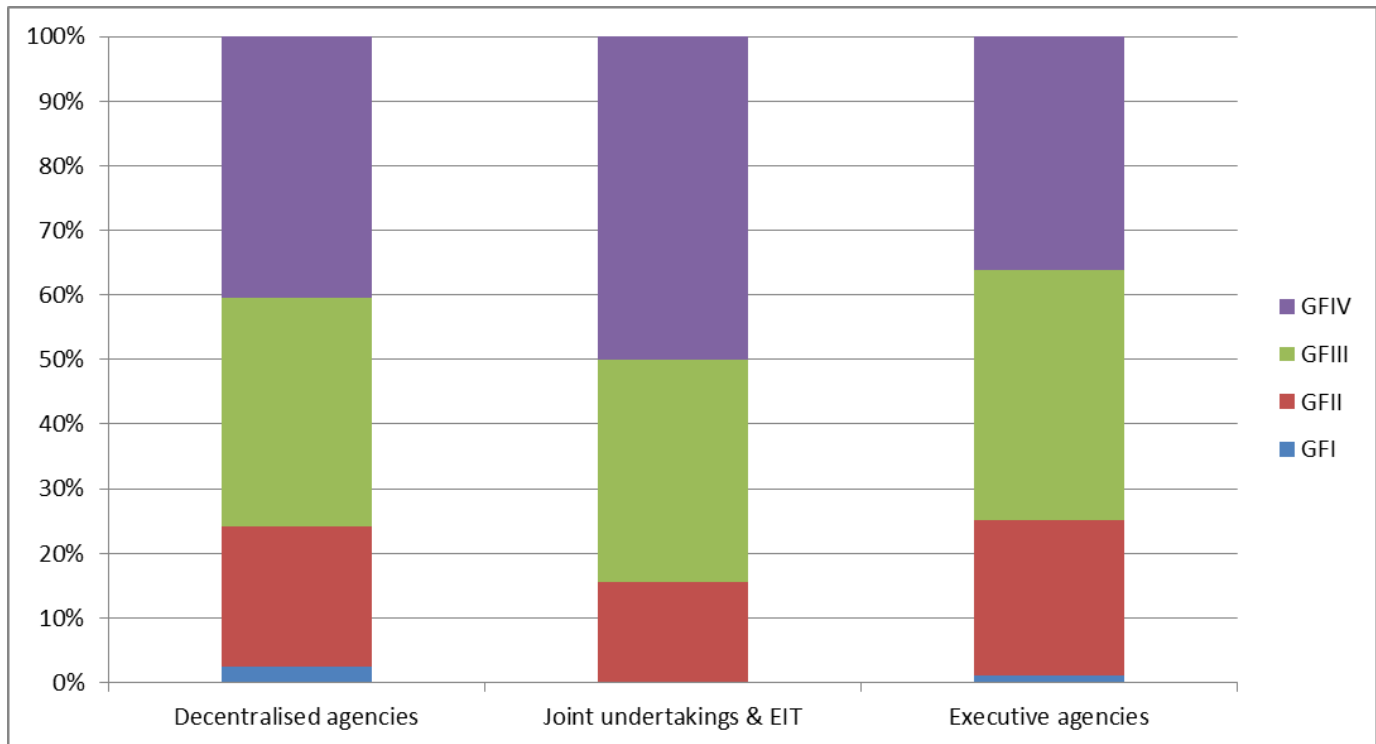
The increase in the number of contract staff between 2010 and 2016 reflects the increase in the number of agencies and, specifically for the executive and decentralised agencies, increased tasks.

<sup>15</sup> Source: Eurostat and Sysper.

### 6.2.1 Breakdown by gender and by function group in the agencies

The breakdown by function group is relatively uniform between the decentralised and executive agencies and has remained stable since 2012. The number of contract agents in FGIII and IV has slightly increased in the decentralised agencies in order to manage a growing level of tasks assigned under Horizon 2020 and new priorities such as migration and security.

**Table 13 Breakdown by function group in the agencies and Joint Undertakings in 2016<sup>16</sup>**



<sup>16</sup> Source: Eurostat and Sysper.

**Table 14 Breakdown by function group for each agency or Joint Undertaking in 2016**

			FGI			FGII			FGIII			FGIV			Grand Total
			F	M	Total	F	M	Total	F	M	Total	F	M	Total	
<b>Decentralised agencies</b>			<b>4</b>	<b>33</b>	<b>37</b>	<b>276</b>	<b>61</b>	<b>337</b>	<b>352</b>	<b>195</b>	<b>547</b>	<b>336</b>	<b>289</b>	<b>625</b>	<b>1546</b>
ACER	Ljubljana, SI	AGENCY FOR THE COOPERATION AND ENERGY REGULATORS			0	5	1	6	3	1	4	3	13	16	26
BEREC	Riga, LV	OFFICE OF THE BODY OF EUROPEAN REGULATORS FOR ELECTRONIC COMMUNICATIONS			0	1		1			0	4	3	7	8
CdT	Luxembourg, LU	TRANSLATION CENTRE FOR THE BODIES OF THE EUROPEAN UNION			0	3	5	8	1	1	2	9	4	13	23
CEDEFOP	Thessaloniki, EL	EUROPEAN CENTRE FOR THE DEVELOPMENT OF VOCATIONAL TRAINING	4		4	9	1	10	3	3	6	3	2	5	25
CEPOL	Budapest, HU	EUROPEAN UNION AGENCY FOR LAW AND ENFORCEMENT TRAINING	1		1	6	7	13	4		4	1	2	3	21
EASA	Koln, DE	EUROPEAN AVIATION SAFETY AGENCY			0			0	31	22	53	8	17	25	78
EASO	Valletta, MT	EUROPEAN ASYLUM SUPPORT OFFICE	1		1	2	1	3	14	5	19	14	9	23	46
EBA	London, UK	EUROPEAN BANKING AUTHORITY			0			0	11	2	13	12	6	18	31
ECDC	Stockholm, SE	EUROPEAN CENTRE FOR DISEASE PREVENTION AND CONTROL	2		2	9	1	10	30	7	37	35	13	48	97
ECHA	Helsinki, FI	EUROPEAN CHEMICALS AGENCY			0	18	6	24	30	32	62	10	12	22	108
EEA	Copenhagen, DK	EUROPEAN ENVIRONMENT AGENCY			0	7	1	8	6	4	10	19	19	38	56
EFCA	Vigo, ES	EUROPEAN FISHERIES CONTROL AGENCY			0	2		2	1	1	2	1		1	5
EFSA	Parma, IT	EUROPEAN FOOD SAFETY AUTHORITY	1		1	22	5	27	1	3	4	50	30	80	112
EIGE	Vilnius, LT	EUROPEAN INSTITUTE FOR GENDER EQUALITY			0	2		2	3	3	6	4	2	6	14
EIOPA	Frankfurt a.M., DE	EUROPEAN INSURANCE AND OCCUPATIONAL PENSIONS AUTHORITY			0	13	3	16	6	1	7	4	6	10	33
EMA	London, UK	EUROPEAN MEDICINES AGENCY			0	67	7	74	10	5	15	37	17	54	143
EMCDDA	Lisbon, PT	EUROPEAN MONITORING CENTRE FOR DRUGS AND DRUG ADDICTION	3		3	12	1	13	6	3	9	1	2	3	28
EMSA	Lisbon, PT	EUROPEAN MARITIME SAFETY AGENCY	2		2	12	3	15	1	3	4	4	7	11	32
ENISA	Heraklion, GR	EUROPEAN UNION AGENCY FOR NETWORK AND INFORMATION SECURITY		1	1			0	4	6	10	6	6	12	23
ERA	Valenciennes, FR	EUROPEAN UNION AGENCY FOR RAILWAYS	2		2	5		5	4	4	8	2	10	12	27
ESMA	Paris, FR	EUROPEAN SECURITIES AND MARKETS AUTHORITY			0	1		1	18	3	21	7	14	21	43
ETF	Turin, IT	EUROPEAN TRAINING FOUNDATION			0	8	2	10	19	2	21	6	3	9	40
		EUROPEAN AGENCY FOR THE OPERATIONAL MANAGEMENT OF LARGE-SCALE IT SYSTEMS IN THE AREA OF													
		FREEDOM, SECURITY AND JUSTICE			0			0	2	1	3	6	15	21	24
eu-LISA	Tallinn, EE				0	7	1	8	11	2	13	2	1	3	24
EU-OSHA	Bilbao, ES	EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK			0	7	1	8	11	2	13	2	1	3	24
EUROFOUND	Dublin, IE	EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS	1	1	2	3	2	5	2	2	2	1	2	3	12
EUROJUST	The Hague, NL	EUROPEAN UNION'S JUDICIAL COOPERATION UNIT			0	10	3	13	5	6	11	5	1	6	30
EUROPOL	The Hague, NL	EUROPEAN UNION'S LAW ENFORCEMENT AGENCY			0	29	5	34	33	40	73	15	20	35	142
FRONTEX	Warsaw, PL	EUROPEAN BORDER AND COAST GUARD AGENCY		13	13	5	2	7	45	7	52	19	11	30	102
GSA	Prague, CZ	EUROPEAN GLOBAL NAVIGATION SATELLITE SYSTEMS AGENCY			0	3		3	4	2	6	15	16	31	40
EUIPO	Alicante, ES	EUROPEAN UNION INTELLECTUAL PROPERTY OFFICE		5	5	11	3	14	39	19	58	24	22	46	123
FRA	Vienna, AT	EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS			0	4	1	5	7	5	12	9	4	13	30
<b>Joint undertakings &amp; EIT</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>5</b>	<b>35</b>	<b>57</b>	<b>20</b>	<b>77</b>	<b>45</b>	<b>67</b>	<b>112</b>	<b>224</b>
BBI	Brussels, BE	BIO-BASED INDUSTRIES JOINT UNDERTAKING							1	2	3	3	1	4	7
Clean Sky	Brussels, BE	CLEAN SKY 2 JOINT UNDERTAKING				2	1	3		2	2	1		1	6
ECSEL	Brussels, BE	ELECTRONIC COMPONENTS AND SYSTEMS FOR EUROPEAN LEADERSHIP				5		5	6	2	8	1		1	14
EIT	Budapest, HU	EUROPEAN INSTITUTE OF INNOVATION AND TECHNOLOGY				4	1	5	9	4	13	2	1	3	21
F4E	Barcelona, ES	EUROPEAN JOINT UNDERTAKING FOR ITER AND THE DEVELOPMENT OF FUSION ENERGY				16	3	19	37	4	41	33	60	93	153
FCH2	Brussels, BE	FUEL CELLS AND HYDROGEN 2 JOINT UNDERTAKING								1	1				1
IMI2	Brussels, BE	INNOVATIVE MEDICINES INITIATIVE 2 JOINT UNDERTAKING				1		1	3	2	5		1	1	7
S2R	Brussels, BE	SHIFT TO RAIL JOINT UNDERTAKING				2		2	1	2	3	2	3	5	10
SESAR	Brussels, BE	SESAR JOINT UNDERTAKING								1	1	3	1	4	5
<b>Executive agencies</b>			<b>4</b>	<b>14</b>	<b>18</b>	<b>360</b>	<b>55</b>	<b>415</b>	<b>431</b>	<b>234</b>	<b>665</b>	<b>378</b>	<b>244</b>	<b>622</b>	<b>1720</b>
CHAFEA	Luxembourg, LU	CONSUMERS, HEALTH, AGRICULTURE AND FOOD EXECUTIVE AGENCY		1	1	8		8	6	4	10	21	7	28	47
EACEA	Brussels, BE	EDUCATION, AUDIOVISUAL AND CULTURE EXECUTIVE AGENCY	3	2	5	69	12	81	96	67	163	71	21	92	341
EASME	Brussels, BE	EXECUTIVE AGENCY FOR SMALL AND MEDIUM-SIZED ENTERPRISES		2	2	29	8	37	96	37	133	89	61	150	322
ERC	Brussels, BE	EUROPEAN RESEARCH COUNCIL EXECUTIVE AGENCY		3	3	80	15	95	84	52	136	62	49	111	345
JNEA	Brussels, BE	INNOVATION AND NETWORKS EXECUTIVE AGENCY				35	1	36	31	20	51	44	37	81	168
REA	Brussels, BE	RESEARCH EXECUTIVE AGENCY	1	6	7	139	19	158	118	54	172	91	69	160	497
<b>Grand Total</b>			<b>14</b>	<b>49</b>	<b>55</b>	<b>587</b>	<b>109</b>	<b>787</b>	<b>594</b>	<b>360</b>	<b>1289</b>	<b>477</b>	<b>392</b>	<b>1359</b>	<b>3490</b>

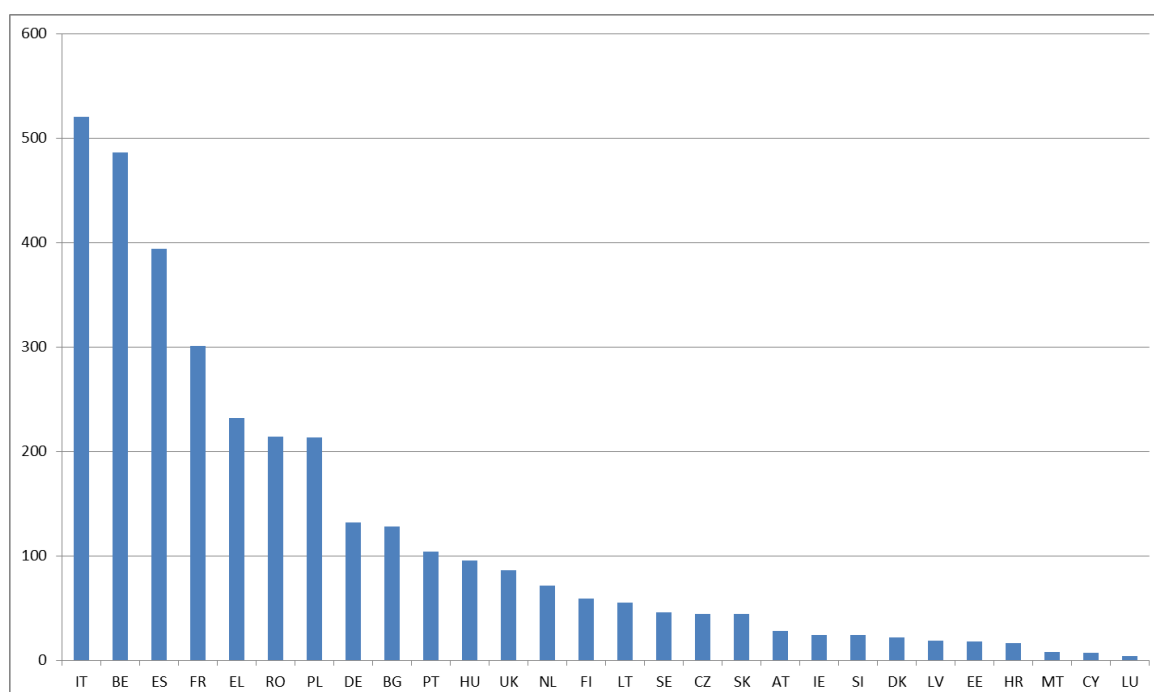
### 6.2.2 Breakdown by nationality in the agencies

As outlined above for the Commission, table 15 below confirms that the location of the agencies plays a major role in determining the nationalities of their contract staff.

The executive agencies, located on the same main sites of the Commission, present trends similar to those of the Commission: the most represented EU citizens being Italians, Belgians, Spaniards and French.

Similarly, the breakdown by nationality of contract staff in the decentralised agencies and Joint Undertakings reflects their location.

**Table 15 Breakdown by nationality in the agencies and Joint Undertakings in 2016<sup>17</sup>**



<sup>17</sup> Source: Eurostat and Sysper, only EU28 countries.



**Table 16 Breakdown by nationality for each agency or Joint Undertaking in 2016**

			AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	XX	Grand Total	
<b>Decentralised agencies</b>			14	42	58	1	31	62	20	12	167	45	104	117	11	50	18	191	32	0	15	6	56	135	59	92	37	19	24	58	70	1546	
ACER	Ljubljana, SI	AGENCY FOR THE COOPERATION AND ENERGY REGULATORS						1			3			1	2	2		3						4			1						26
BEREC	Riga, LV	OFFICE OF THE BODY OF EUROPEAN REGULATORS FOR ELECTRONIC COMMUNICATIONS					1							2	1				1		3												8
CdT	Luxembourg, LU	TRANSLATION CENTRE FOR THE BODIES OF THE EUROPEAN UNION		1	1			1			2	1	1		2	2		1			1		1				4			1	2	3	23
CEDEFOP	Thessaloniki, EL	EUROPEAN CENTRE FOR THE DEVELOPMENT OF VOCATIONAL TRAINING			1		1						1	19					2												1		25
CEPOL	Budapest, HU	EUROPEAN UNION AGENCY FOR LAW AND ENFORCEMENT TRAINING			1		1				1			2		9			1							1				1	2	2	21
EASA	Koeln, DE	EUROPEAN AVIATION SAFETY AGENCY		2	2			19			6		7	9		3	1	5						6		9	1	1		5	2	78	
EASO	Valletta, MT	EUROPEAN ASYLUM SUPPORT OFFICE		4	2		2		1		4		2	2		1		12	2			1	4		2	1	2	1		1	2	46	
EBA	London, UK	EUROPEAN BANKING AUTHORITY		1	1			3			3		1	1		1		2	2					3	2	2	2	1	2	3	1	31	
ECDC	Stockholm, SE	EUROPEAN CENTRE FOR DISEASE PREVENTION AND CONTROL	1	3	3		1	3	1	3	1	2	9	3		1		6	3			1		2	5	4	8	25		2	5	5	97
ECHA	Helsinki, FI	EUROPEAN CHEMICALS AGENCY		3	7		2	2	2	5	31	4	7		2	2	6	1		2		2		1	4	2	11		2	1	4	7	108
EEA	Copenhagen, DK	EUROPEAN ENVIRONMENT AGENCY	1	3			1	4	10	1	3	1	6			2	1	5	1					1	2	2	2	1			3	6	56
EFCA	Vigo, ES	EUROPEAN FISHERIES CONTROL AGENCY									4														1								5
EFSA	Parma, IT	EUROPEAN FOOD SAFETY AUTHORITY	1	2	4		1	6	1		9		5	10	1	5		51							5	2	2			3	2	2	112
EIGE	Vilnius, LT	EUROPEAN INSTITUTE FOR GENDER EQUALITY									1	1	1	1						8		1								1			14
EIOPA	Frankfurt a.M., DE	EUROPEAN INSURANCE AND OCCUPATIONAL PENSIONS AUTHORITY	1		3		1	4		1	2	2	1	1	1	1	2				1			2		3			3		4	33	
EMA	London, UK	EUROPEAN MEDICINES AGENCY	3	5	7	1	6	5		2	10	1	13	11	1	5	1	26	5			3		2	11	5	9	3	1	4	3		143
EMCDDA	Lisbon, PT	EUROPEAN MONITORING CENTRE FOR DRUGS AND DRUG ADDICTION		3	1									1					4					1	16					1	1	28	
EMSA	Lisbon, PT	EUROPEAN MARITIME SAFETY AGENCY		4				1			3								5						14	1					1	3	32
ENISA	Heraklion, GR	EUROPEAN UNION AGENCY FOR NETWORK AND INFORMATION SECURITY				1					2			17				1												1	1		23
ERA	Valenciennes, FR	EUROPEAN UNION AGENCY FOR RAILWAYS		4	1			1			2		6	2	1	2				1			1	1			3				1	1	27
ESMA	Paris, FR	EUROPEAN SECURITIES AND MARKETS AUTHORITY		1	2		1	2	2				14	3		1	1	6				1		3		4	1				1	43	
ETF	Turin, IT	EUROPEAN TRAINING FOUNDATION	1	1			1				2	1				1	1	20						1		2				2	6	40	
eu-LISA	Tallinn, EE	EUROPEAN AGENCY FOR THE OPERATIONAL MANAGEMENT OF LARGE-SCALE IT SYSTEMS IN THE AREA OF FREEDOM, SECURITY AND JUSTICE								2	1	1	9					1						1	1	3				1	2	24	
EU-OSHA	Bilbao, ES	EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK			2			1			14		1			1		1						1		1					2		24
EUROFOUND	Dublin, IE	EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS					1	1			2		1				2	3						1							1		12
EUROJUST	The Hague, NL	EUROPEAN UNION'S JUDICIAL COOPERATION UNIT	1		3			1			2		3	1					3	1		1		5		4				4	1	30	
EUROPOL	The Hague, NL	EUROPEAN UNION'S LAW ENFORCEMENT AGENCY			7			2	1		13	4	6	9	1	7		12	1					40	2	4	11	2	2		8	10	142
FRONTEX	Warsaw, PL	EUROPEAN BORDER AND COAST GUARD AGENCY			3			1			1	1	1	6	1		2		2					73	4	1		1	1		4	102	
GSA	Prague, CZ	EUROPEAN GLOBAL NAVIGATION SATELLITE SYSTEMS AGENCY		2	1		11				5	1	2	4				4					1	1		3		1	1	1	2	40	
UIPO	Alicante, ES	EUROPEAN UNION INTELLECTUAL PROPERTY OFFICE	1	3	3			3	4		65		8	2		2	3	9	3					2	5	1	4		1	2	2	123	
FRA	Vienna, AT	EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS	4		2			1			1	1	1	1		2	2	2						1	3		1	1		2	3	3	30
<b>Joint undertakings &amp; EIT</b>			0	21	3	0	3	7	0	2	59	1	20	6	0	18	1	30	2	0	0	0	1	4	8	11	0	0	1	6	20	224	
BBI	Brussels, BE	BIO-BASED INDUSTRIES JOINT UNDERTAKING									2			1		1	2									1						7	
Clean Sky	Brussels, BE	CLEAN SKY 2 JOINT UNDERTAKING		3							1							1								1						6	
ECSEL	Brussels, BE	ELECTRONIC COMPONENTS AND SYSTEMS FOR EUROPEAN LEADERSHIP		7							1		2	2																	2	14	
EIT	Budapest, HU	EUROPEAN INSTITUTE OF INNOVATION AND TECHNOLOGY														14											3			1	3	21	
F4E	Barcelona, ES	EUROPEAN JOINT UNDERTAKING FOR ITER AND THE DEVELOPMENT OF FUSION ENERGY		8	2		2	7		2	53	1	13	2		3		24	1					1	3	7	4			6	14	153	
FCH2	Brussels, BE	FUEL CELLS AND HYDROGEN 2 JOINT UNDERTAKING		1																												1	
IMI2	Brussels, BE	INNOVATIVE MEDICINES INITIATIVE 2 JOINT UNDERTAKING			1		1				1		1					1	1							1						7	
S2R	Brussels, BE	SHIFT TO RAIL JOINT UNDERTAKING		1							1		2	1					1	1					1						1	10	
SESAR	Brussels, BE	SESAR JOINT UNDERTAKING		1								2							1							1						5	
<b>Executive agencies</b>			14	423	67	6	10	63	2	4	168	13	177	109	5	27	5	299	21	4	4	2	14	74	37	111	9	5	19	22	6	1720	
CHAFEA	Luxembourg, LU	CONSUMERS, HEALTH, AGRICULTURE AND FOOD EXECUTIVE AGENCY	1	6	4			2					7	4		2		5	1		1			4	1	4						47	
EACEA	Brussels, BE	EDUCATION, AUDIOVISUAL AND CULTURE EXECUTIVE AGENCY	3	108	7	1	1	16			26	4	42	17		4	3	63	5	2	1	1	2	8	8	5	1	1	5	6	1	341	
EASME	Brussels, BE	EXECUTIVE AGENCY FOR SMALL AND MEDIUM-SIZED ENTERPRISES	4	58	16	2	5	10			2	38	3	41	20	1	4		49	2	1	1	1	2	19	5	21	4	1	3	8	2	323
ERC	Brussels, BE	EUROPEAN RESEARCH COUNCIL EXECUTIVE AGENCY	2	100	12	1		6	1	2	32	1	35	21	2	6		50	2					3	12	7	37	1	1	4	3	3	344
INEA	Brussels, BE	INNOVATION AND NETWORKS EXECUTIVE AGENCY	3	21	7	2	3	11	1		18	1	17	11	1	2	1	25	5			1		3	11	5	12	2		3	2	168	
REA	Brussels, BE	RESEARCH EXECUTIVE AGENCY	1	130	21		1	18			50	4	35	36	1	9	1	107	6	1				4	20	11	32	1	1	4	3	497	
<b>Grand Total</b>			28	486	128	7	44	132	22	18	394	59	301	232	16	95	24	520	55	4	19	8	71	213	104	214	46	24	44	86	96	3490	