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To:	Mr Jeppe TRANHOLM-MIKKELSEN, Secretary-General of the Council of the European Union

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Delegations will find attached document COM(2021) 60 final.

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Brussels, 15.2.2021  
COM(2021) 60 final

**REPORT FROM THE COMMISSION**  
**on the use of contract staff in 2017 and 2018**

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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 includes the information related to years 2017 and 2018, with data taken at 31 December.

This report includes data for 57 different entities: a) the institutions as defined in article 13 of the Treaty on the European Union, except for the European Central Bank; b) the bodies assimilated to the institutions by article 1b of the Staff regulations and c) the bodies to whom the Staff Regulations apply under the Union acts establishing them, as defined in Article 1a, paragraph 2, of the Staff Regulations<sup>1</sup>. These bodies include executive and decentralised Agencies, Joint Undertakings (JU)<sup>2</sup> and the European Institute of Innovation and Technology (EIT).

Data concerning the Commission include all contract staff, i.e. staff financed upon administrative, operational and research budget lines as well as upon revenue stemming from Service Level Agreements with the other institutions and bodies.<sup>3</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.

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<sup>1</sup> It is to be noted that the Staff Regulations do not apply to the European Central Bank and the European Investment Bank (including the European Investment Fund), which have adopted specific rules for their staff pursuant to Article 36(1) of Protocol n° 4 and Article 11(7) of Protocol n°5 annexed to the Treaties. Also, the Single Resolution Board is not mentioned in this report as it does not employ contract agents. They are therefore out of the scope of this report.

<sup>2</sup> See Article 187 TFEU.

<sup>3</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.

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
- 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.

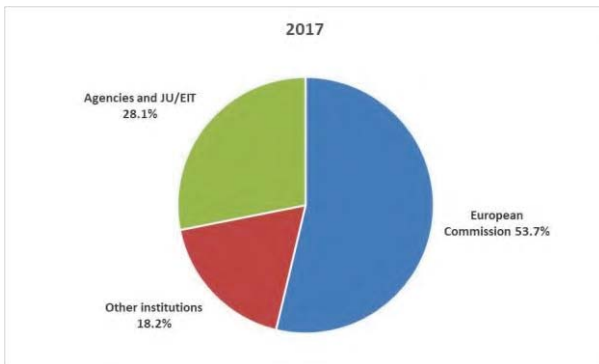
## 2. CONTRACT STAFF IN INSTITUTIONS, AGENCIES AND JU/EIT

The number of contract agents on 31 December of the respective years is split as follows:

**Table 1 - Number of contract agents at the Commission, other institutions and agencies and JU/EIT in 2017**

European Commission	7165
Other institutions	2425
Agencies and JU/EIT	3749

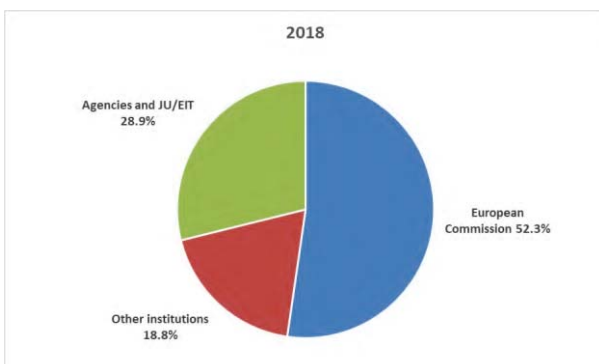
**Table 2 - Share of contract agents at the Commission, other institutions and agencies and JU/EIT in 2017**



**Table 3 - Number of contract agents at the Commission, other institutions and agencies and JU/EIT in 2018**

European Commission	7238
Other institutions	2608
Agencies and JU/EIT	3995

**Table 4 - Share of contract agents at the Commission, other institutions and agencies and JU/EIT in 2018**



**Table 5 - Variation of number of contract agents at the Commission, other institutions and agencies and JU/EIT (2017 on 2016)**

European Commission	+ 0,48%
Other institutions	+ 7,59%
Agencies and JU/EIT	+ 7,42%

**Table 6 - Variation of number of contract agents at the Commission, other institutions and agencies and JU/EIT (2018 on 2017)**

European Commission	+ 1,02%
Other institutions	+ 7,55%
Agencies and JU/EIT	+ 6,56%

**Table 7 - Variation of relative quota of contract agents among the Commission, other institutions and agencies and JU/EIT (2017 on 2016)**

European Commission	- 1,67%
Other institutions	+ 0,67%
Agencies and JU/EIT	+ 1,00%

**Table 8 - Variation of relative share of contract agents among the Commission, other institutions and agencies and JU/EIT (2018 on 2017)**

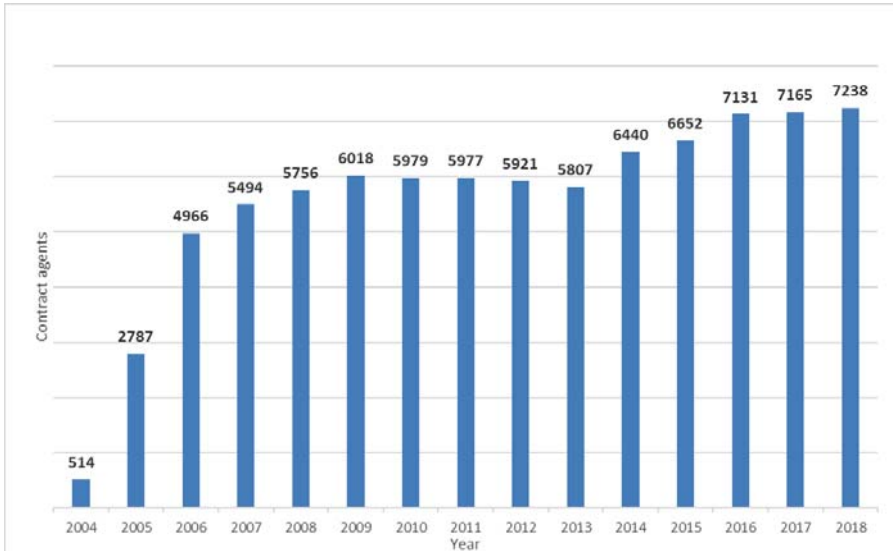
European Commission	- 1,42%
Other institutions	+ 0,66%
Agencies and JU/EIT	+ 0,76%



### 3. CONTRACT STAFF AT THE EUROPEAN COMMISSION

#### 3.1 Evolution in the use of contract staff at the Commission

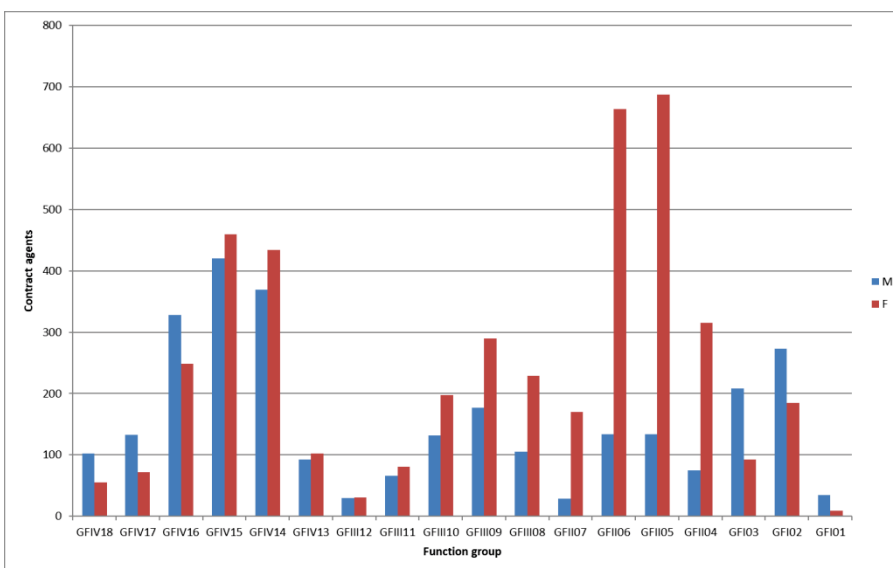
Table 9 - Evolution over time within the Commission



#### 3.2 Breakdown by gender and by function group of Commission's contract staff

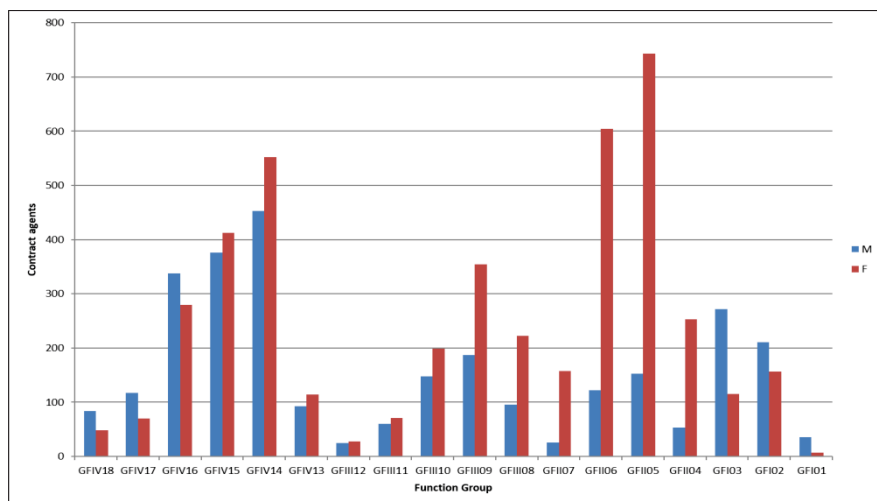
The breakdown of contract staff by gender, function group (FG) and grade for both 2017 and 2018 is shown in the tables below.

Table 10a - Breakdown by gender, FG and grade of Commission's contract staff in 2017



		Male		Female		Total	
FGIV	FGIV18	102	65.0%	55	35.0%	157	5.6%
	FGIV17	133	64.9%	72	35.1%	205	7.3%
	FGIV16	328	56.8%	249	43.2%	577	20.5%
	FGIV15	420	47.7%	460	52.3%	880	31.3%
	FGIV14	369	46.0%	434	54.0%	803	28.5%
	FGIV13	92	47.4%	102	52.6%	194	6.9%
		<b>1444</b>	<b>51.3%</b>	<b>1372</b>	<b>48.7%</b>	<b>2816</b>	<b>39.3%</b>
FGIII	FGIII12	30	49.2%	31	50.8%	61	4.6%
	FGIII11	66	44.9%	81	55.1%	147	11.0%
	FGIII10	132	40.0%	198	60.0%	330	24.6%
	FGIII09	177	37.9%	290	62.1%	467	34.9%
	FGIII08	105	31.4%	229	68.6%	334	24.9%
		<b>510</b>	<b>38.1%</b>	<b>829</b>	<b>61.9%</b>	<b>1339</b>	<b>18.7%</b>
FGII	FGII07	29	14.6%	170	85.4%	199	9.0%
	FGII06	134	16.8%	664	83.2%	798	36.1%
	FGII05	134	16.3%	687	83.7%	821	37.2%
	FGII04	75	19.2%	315	80.8%	390	17.7%
		<b>372</b>	<b>16.8%</b>	<b>1836</b>	<b>83.2%</b>	<b>2208</b>	<b>30.8%</b>
FGI	FGI03	208	69.3%	92	30.7%	300	37.4%
	FGI02	273	59.6%	185	40.4%	458	57.1%
	FGI01	35	79.5%	9	20.5%	44	5.5%
		<b>516</b>	<b>64.3%</b>	<b>286</b>	<b>35.7%</b>	<b>802</b>	<b>11.2%</b>
<b>TOTAL</b>		<b>2842</b>	<b>39.7%</b>	<b>4323</b>	<b>60.3%</b>	<b>7165</b>	<b>100%</b>

**Table 10b - Breakdown by gender, FG and grade of Commission's contract staff in 2018**



		Male		Female		Total	
FGIV	GFIV18	84	63.6%	48	36.4%	132	4.7%
	GFIV17	117	62.6%	70	37.4%	187	6.6%
	GFIV16	338	54.7%	280	45.3%	618	21.9%
	GFIV15	376	47.7%	412	52.3%	788	28.0%
	GFIV14	453	45.1%	552	54.9%	1005	35.7%
	GFIV13	93	44.9%	114	55.1%	207	7.3%
		<b>1461</b>	<b>49.7%</b>	<b>1476</b>	<b>50.3%</b>	<b>2937</b>	<b>40.6%</b>
FGIII	GFIII12	25	47.2%	28	52.8%	53	4.0%
	GFIII11	60	45.8%	71	54.2%	131	9.8%
	GFIII10	148	42.7%	199	57.3%	347	25.9%
	GFIII09	187	34.6%	354	65.4%	541	40.4%
	GFIII08	96	30.1%	223	69.9%	319	23.8%
		<b>516</b>	<b>37.1%</b>	<b>875</b>	<b>62.9%</b>	<b>1391</b>	<b>19.2%</b>
FGII	GFII07	26	14.1%	158	85.9%	184	8.3%
	GFII06	122	16.8%	604	83.2%	726	32.9%
	GFII05	153	17.1%	743	82.9%	896	40.6%
	GFII04	53	17.3%	253	82.7%	306	13.9%
		<b>354</b>	<b>16.8%</b>	<b>1758</b>	<b>83.2%</b>	<b>2112</b>	<b>29.2%</b>
FGI	GFIO3	272	70.3%	115	29.7%	387	48.3%
	GFIO2	211	57.3%	157	42.7%	368	45.9%
	GFIO1	36	83.7%	7	16.3%	43	5.4%
		<b>519</b>	<b>65.0%</b>	<b>279</b>	<b>35.0%</b>	<b>798</b>	<b>11.0%</b>

<b>TOTAL</b>	<b>2850</b>	<b>39.4%</b>	<b>4388</b>	<b>60.6%</b>	<b>7238</b>	<b>100.0%</b>
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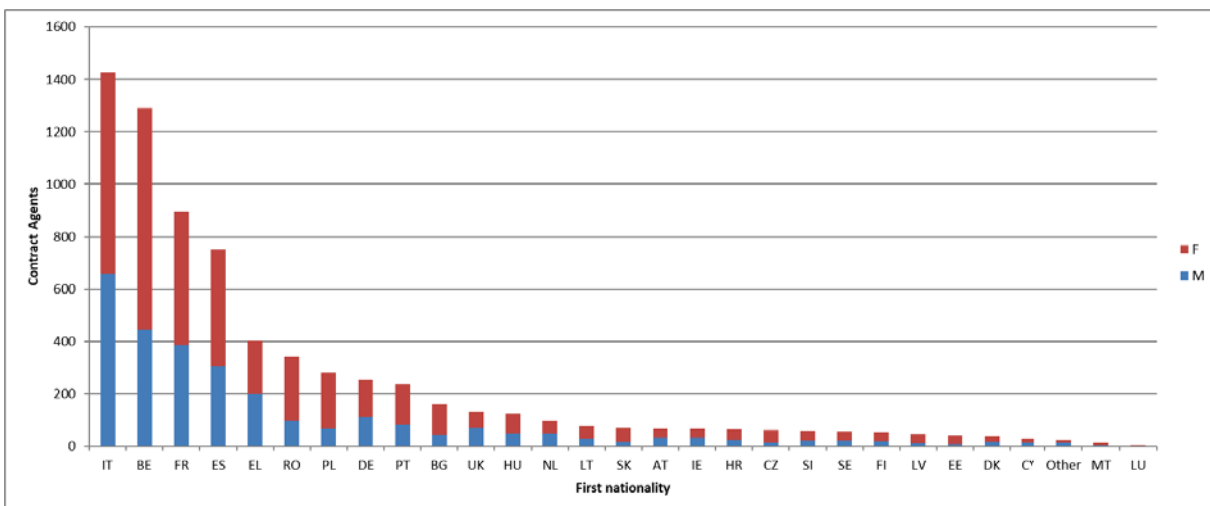
### 3.3 Breakdown by nationality, gender and FG of Commission’s contract staff

It is worth noting that, as for officials and temporary agents<sup>4</sup>, 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 2017, as in 2018, all the Member States were represented in all function groups with the exception of Austrians and Swedes in FGI. The 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 altogether has been the same since 2005 (around 60%). The British and the Germans, like the Poles and the Dutch, are rather under-represented in relation to their population. Conversely, the Belgians and the Italians are over-represented in relation to their population.

The breakdown by nationality is influenced by a combination of factors, in particular geographical proximity to the location of the 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, also considering that the duration of the first contract is as a general rule of just one year. As reported in the tables below, this is in particular true for contract staff FGI and FGII, while the geographical balance is slightly better for contract staff in FGIII and FGIV.

**Table 11a - Breakdown by nationality and gender of Commission's contract staff in 2017**



<sup>4</sup> See article 27 of the Staff Regulations.

**Table 11b - Breakdown by nationality and gender of Commission's contract staff in 2018**

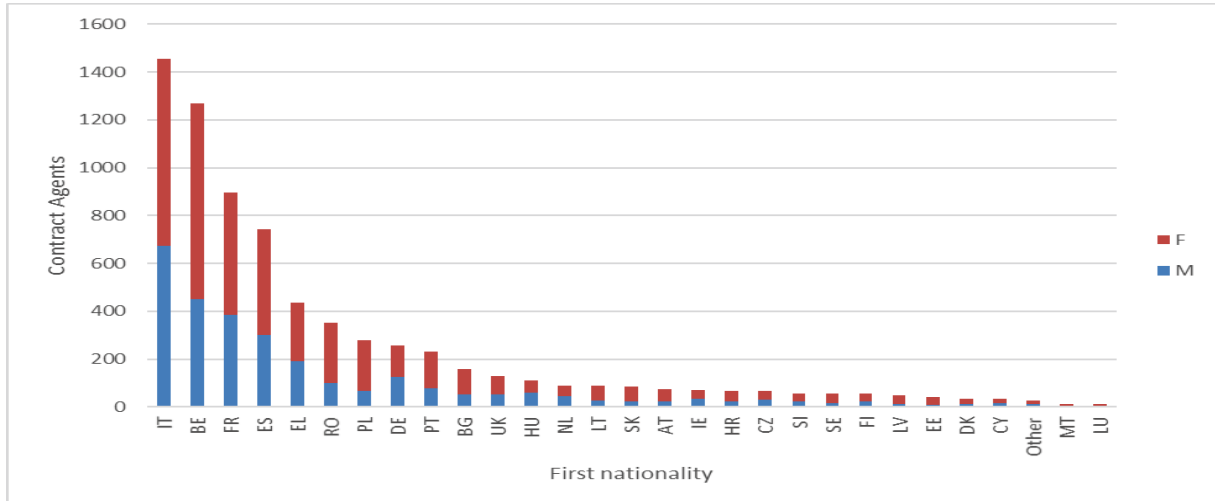


Table 11c - Contract staff by nationality and gender in 2017 at the Commission.

	M		F		TOTAL	%	Aggr.
IT	658	46.1%	768	53.9%	<b>1426</b>	19.9%	19.9%
BE	446	34.6%	844	65.4%	<b>1290</b>	18.0%	37.9%
FR	387	43.2%	509	56.8%	<b>896</b>	12.5%	50.4%
ES	305	40.7%	444	59.3%	<b>749</b>	10.5%	60.9%
EL	198	49.1%	205	50.9%	<b>403</b>	5.6%	66.5%
RO	97	28.4%	245	71.6%	<b>342</b>	4.8%	71.3%
PL	67	24.0%	212	76.0%	<b>279</b>	3.9%	75.2%
DE	114	45.1%	139	54.9%	<b>253</b>	3.5%	78.7%
PT	83	35.0%	154	65.0%	<b>237</b>	3.3%	82.0%
BG	44	27.2%	118	72.8%	<b>162</b>	2.3%	84.3%
UK	71	53.4%	62	46.6%	<b>133</b>	1.9%	86.1%
HU	49	39.2%	76	60.8%	<b>125</b>	1.7%	87.9%
NL	49	51.0%	47	49.0%	<b>96</b>	1.3%	89.2%
LT	28	35.4%	51	64.6%	<b>79</b>	1.1%	90.3%
SK	17	24.6%	52	75.4%	<b>69</b>	1.0%	91.3%
AT	31	45.6%	37	54.4%	<b>68</b>	0.9%	92.2%
IE	31	45.6%	37	54.4%	<b>68</b>	0.9%	93.2%
HR	24	36.9%	41	63.1%	<b>65</b>	0.9%	94.1%
CZ	14	22.6%	48	77.4%	<b>62</b>	0.9%	94.9%
SI	21	36.2%	37	63.8%	<b>58</b>	0.8%	95.7%
SE	20	36.4%	35	63.6%	<b>55</b>	0.8%	96.5%
FI	19	35.8%	34	64.2%	<b>53</b>	0.7%	97.3%
LV	11	24.4%	34	75.6%	<b>45</b>	0.6%	97.9%
EE	7	17.9%	32	82.1%	<b>39</b>	0.5%	98.4%
DK	17	47.2%	19	52.8%	<b>36</b>	0.5%	98.9%
CY	13	43.3%	17	56.7%	<b>30</b>	0.4%	99.3%
Other	14	56.0%	11	44.0%	<b>25</b>	0.3%	99.7%
MT	4	30.8%	9	69.2%	<b>13</b>	0.2%	99.9%
LU	3	33.3%	6	66.7%	<b>9</b>	0.1%	100.0%
<b>Total</b>	<b>2842</b>	<b>39.7%</b>	<b>4323</b>	<b>60.3%</b>	<b>7165</b>	<b>100.0%</b>	<b>100.0%</b>

Table 11d - Contract staff by nationality and gender in 2018 at the Commission

	M		F		TOTAL	%	Aggr.
IT	675	46.4%	780	53.6%	1455	20.1%	20.1%
BE	450	35.4%	820	64.6%	1270	17.5%	37.6%
FR	384	42.8%	513	57.2%	897	12.4%	50.0%
ES	301	40.6%	441	59.4%	742	10.3%	60.3%
EL	192	44.0%	244	56.0%	436	6.0%	66.3%
RO	99	28.0%	254	72.0%	353	4.9%	71.2%
PL	65	23.2%	215	76.8%	280	3.9%	75.1%
DE	125	48.8%	131	51.2%	256	3.5%	78.6%
PT	78	33.9%	152	66.1%	230	3.2%	81.8%
BG	51	32.1%	108	67.9%	159	2.2%	84.0%
HU	51	39.8%	77	60.2%	128	1.8%	85.7%
UK	58	51.8%	54	48.2%	112	1.5%	87.3%
NL	44	48.9%	46	51.1%	90	1.2%	88.5%
LT	26	29.5%	62	70.5%	88	1.2%	89.7%
SK	23	27.4%	61	72.6%	84	1.2%	90.9%
CZ	21	28.8%	52	71.2%	73	1.0%	91.9%
IE	33	46.5%	38	53.5%	71	1.0%	92.9%
SI	22	32.4%	46	67.6%	68	0.9%	93.8%
AT	29	44.6%	36	55.4%	65	0.9%	94.7%
FI	22	38.6%	35	61.4%	57	0.8%	95.5%
HR	14	25.0%	42	75.0%	56	0.8%	96.3%
SE	21	38.9%	33	61.1%	54	0.7%	97.0%
LV	11	22.4%	38	77.6%	49	0.7%	97.7%
EE	7	17.1%	34	82.9%	41	0.6%	98.3%
CY	13	37.1%	22	62.9%	35	0.5%	98.8%
DK	14	40.0%	21	60.0%	35	0.5%	99.3%
Other	13	46.4%	15	53.6%	28	0.4%	99.6%
LU	3	23.1%	10	76.9%	13	0.2%	99.8%
MT	5	38.5%	8	61.5%	13	0.2%	100.0%
<b>TOTAL</b>	<b>2850</b>	<b>39.4%</b>	<b>4388</b>	<b>60.6%</b>	<b>7238</b>	<b>100.0%</b>	<b>100%</b>

Table 12a - Contract staff by gender, function group and nationality in 2017 at the Commission

FGIV

	M		F		TOTAL	%	Aggr.
IT	341	55.0%	279	45.0%	<b>620</b>	22.0%	22.0%
FR	222	55.0%	182	45.0%	<b>404</b>	14.3%	36.4%
ES	167	49.0%	174	51.0%	<b>341</b>	12.1%	48.5%
BE	124	53.0%	110	47.0%	<b>234</b>	8.3%	56.8%
EL	111	65.3%	59	34.7%	<b>170</b>	6.0%	62.8%
DE	85	53.1%	75	46.9%	<b>160</b>	5.7%	68.5%
RO	41	42.3%	56	57.7%	<b>97</b>	3.4%	71.9%
PT	39	43.3%	51	56.7%	<b>90</b>	3.2%	75.1%
PL	28	32.6%	58	67.4%	<b>86</b>	3.1%	78.2%
BG	20	28.6%	50	71.4%	<b>70</b>	2.5%	80.7%
UK	49	72.1%	19	27.9%	<b>68</b>	2.4%	83.1%
HU	30	52.6%	27	47.4%	<b>57</b>	2.0%	85.1%
AT	23	46.0%	27	54.0%	<b>50</b>	1.8%	86.9%
NL	31	62.0%	19	38.0%	<b>50</b>	1.8%	88.7%
IE	18	45.0%	22	55.0%	<b>40</b>	1.4%	90.1%
HR	17	54.8%	14	45.2%	<b>31</b>	1.1%	91.2%
SK	11	37.9%	18	62.1%	<b>29</b>	1.0%	92.2%
SE	14	48.3%	15	51.7%	<b>29</b>	1.0%	93.3%
LT	10	38.5%	16	61.5%	<b>26</b>	0.9%	94.2%
SI	10	40.0%	15	60.0%	<b>25</b>	0.9%	95.1%
CZ	8	33.3%	16	66.7%	<b>24</b>	0.9%	95.9%
FI	9	37.5%	15	62.5%	<b>24</b>	0.9%	96.8%
Other	11	50.0%	11	50.0%	<b>22</b>	0.8%	97.5%
DK	10	55.6%	8	44.4%	<b>18</b>	0.6%	98.2%
LV	4	25.0%	12	75.0%	<b>16</b>	0.6%	98.8%
EE	3	21.4%	11	78.6%	<b>14</b>	0.5%	99.3%
CY	5	38.5%	8	61.5%	<b>13</b>	0.5%	99.7%
LU	1	25.0%	3	75.0%	<b>4</b>	0.1%	99.9%
MT	2	50.0%	2	50.0%	<b>4</b>	0.1%	100.0%
<b>TOTAL</b>	<b>1444</b>	<b>51.3%</b>	<b>1372</b>	<b>48.7%</b>	<b>2816</b>	100%	100%



Table 12b - Contract staff by gender, function group and nationality in 2018 at the Commission

**FGIV**

	M		F		Total	%	Aggr
IT	369	54.3%	311	45.7%	680	23.2%	23.2%
FR	217	53.6%	188	46.4%	405	13.8%	36.9%
ES	169	48.8%	177	51.2%	346	11.8%	48.7%
BE	121	51.5%	114	48.5%	235	8.0%	56.7%
EL	108	60.7%	70	39.3%	178	6.1%	62.8%
DE	89	54.9%	73	45.1%	162	5.5%	68.3%
RO	47	39.8%	71	60.2%	118	4.0%	72.3%
PL	30	31.3%	66	68.8%	96	3.3%	75.6%
PT	37	39.4%	57	60.6%	94	3.2%	78.8%
BG	23	32.9%	47	67.1%	70	2.4%	81.2%
HU	32	55.2%	26	44.8%	58	2.0%	83.1%
UK	39	72.2%	15	27.8%	54	1.8%	85.0%
AT	22	44.9%	27	55.1%	49	1.7%	86.7%
NL	25	52.1%	23	47.9%	48	1.6%	88.3%
IE	20	45.5%	24	54.5%	44	1.5%	89.8%
LT	12	33.3%	24	66.7%	36	1.2%	91.0%
SK	12	37.5%	20	62.5%	32	1.1%	92.1%
SE	14	48.3%	15	51.7%	29	1.0%	93.1%
CZ	9	33.3%	18	66.7%	27	0.9%	94.0%
FI	10	37.0%	17	63.0%	27	0.9%	94.9%
SI	10	37.0%	17	63.0%	27	0.9%	95.8%
Other	12	48.0%	13	52.0%	25	0.9%	96.7%
HR	9	40.9%	13	59.1%	22	0.7%	97.4%
DK	7	36.8%	12	63.2%	19	0.6%	98.1%
LV	6	35.3%	11	64.7%	17	0.6%	98.7%
EE	4	25.0%	12	75.0%	16	0.5%	99.2%
CY	5	38.5%	8	61.5%	13	0.4%	99.7%
LU	0	0.0%	6	100.0%	6	0.2%	99.9%
MT	3	75.0%	1	25.0%	4	0.1%	100.0%
<b>TOTAL</b>	<b>1461</b>	<b>49.7%</b>	<b>1476</b>	<b>50.3%</b>	<b>2937</b>	<b>100.0%</b>	<b>100.0%</b>

Table 12c - Contract staff by gender, function group and nationality in 2017 at the Commission

FGIII

	M		F		TOTAL	%	Aggr.
IT	103	40.2%	153	59.8%	<b>256</b>	19.1%	19,1%
BE	72	44.7%	89	55.3%	<b>161</b>	12.0%	31.1%
FR	73	45.3%	88	54.7%	<b>161</b>	12.0%	43.2%
ES	49	36.8%	84	63.2%	<b>133</b>	9.9%	53.1%
EL	34	34.0%	66	66.0%	<b>100</b>	7.5%	60.6%
RO	26	31.0%	58	69.0%	<b>84</b>	6.3%	66.8%
PL	16	26.2%	45	73.8%	<b>61</b>	4.6%	71.4%
DE	19	34.5%	36	65.5%	<b>55</b>	4.1%	75.5%
BG	12	29.3%	29	70.7%	<b>41</b>	3.1%	78.6%
PT	12	33.3%	24	66.7%	<b>36</b>	2.7%	81.3%
UK	16	48.5%	17	51.5%	<b>33</b>	2.5%	83.7%
LT	11	44.0%	14	56.0%	<b>25</b>	1.9%	85.6%
NL	11	44.0%	14	56.0%	<b>25</b>	1.9%	87.5%
HU	9	37.5%	15	62.5%	<b>24</b>	1.8%	89.2%
SK	2	12.5%	14	87.5%	<b>16</b>	1.2%	90.4%
CZ	2	13.3%	13	86.7%	<b>15</b>	1.1%	91.6%
SI	4	26.7%	11	73.3%	<b>15</b>	1.1%	92.7%
SE	5	33.3%	10	66.7%	<b>15</b>	1.1%	93.8%
HR	3	21.4%	11	78.6%	<b>14</b>	1.0%	94.8%
LV	3	23.1%	10	76.9%	<b>13</b>	1.0%	95.8%
AT	5	50.0%	5	50.0%	<b>10</b>	0.7%	96.6%
IE	8	80.0%	2	20.0%	<b>10</b>	0.7%	97.3%
EE	3	33.3%	6	66.7%	<b>9</b>	0.7%	98.0%
CY	4	57.1%	3	42.9%	<b>7</b>	0.5%	98.5%
DK	3	42.9%	4	57.1%	<b>7</b>	0.5%	99.0%
FI	2	40.0%	3	60.0%	<b>5</b>	0.4%	99.4%
MT	1	20.0%	4	80.0%	<b>5</b>	0.4%	99.8%
Other	2	100.0%	0	0.0%	<b>2</b>	0.1%	99.9%
LU	0	0.0%	1	100.0%	<b>1</b>	0.1%	100.0%
<b>TOTAL</b>	<b>510</b>	<b>38.1%</b>	<b>829</b>	<b>61.9%</b>	<b>1339</b>	<b>100%</b>	<b>100%</b>

Table 12d - Contract staff by gender, function group and nationality in 2018 at the Commission

FGIII

	M		F		Total	%	Aggr
IT	102	38.9%	160	61.1%	262	18.8%	18.8%
FR	69	41.6%	97	58.4%	166	11.9%	30.8%
BE	68	42.8%	91	57.2%	159	11.4%	42.2%
ES	50	36.8%	86	63.2%	136	9.8%	52.0%
EL	34	28.8%	84	71.2%	118	8.5%	60.5%
RO	27	30.7%	61	69.3%	88	6.3%	66.8%
PL	15	23.4%	49	76.6%	64	4.6%	71.4%
DE	26	41.9%	36	58.1%	62	4.5%	75.8%
BG	19	43.2%	25	56.8%	44	3.2%	79.0%
PT	12	34.3%	23	65.7%	35	2.5%	81.5%
UK	13	46.4%	15	53.6%	28	2.0%	83.5%
HU	9	36.0%	16	64.0%	25	1.8%	85.3%
NL	11	44.0%	14	56.0%	25	1.8%	87.1%
LT	10	43.5%	13	56.5%	23	1.7%	88.8%
SK	4	18.2%	18	81.8%	22	1.6%	90.4%
CZ	6	28.6%	15	71.4%	21	1.5%	91.9%
SI	5	29.4%	12	70.6%	17	1.2%	93.1%
HR	3	20.0%	12	80.0%	15	1.1%	94.2%
SE	5	41.7%	7	58.3%	12	0.9%	95.0%
CY	5	50.0%	5	50.0%	10	0.7%	95.8%
LV	1	10.0%	9	90.0%	10	0.7%	96.5%
EE	2	22.2%	7	77.8%	9	0.6%	97.1%
FI	5	55.6%	4	44.4%	9	0.6%	97.8%
IE	7	77.8%	2	22.2%	9	0.6%	98.4%
AT	4	50.0%	4	50.0%	8	0.6%	99.0%
DK	3	42.9%	4	57.1%	7	0.5%	99.5%
MT	0	0.0%	3	100.0%	3	0.2%	99.7%
LU	0	0.0%	2	100.0%	2	0.1%	99.9%
Other	1	50.0%	1	50.0%	2	0.1%	100.0%
<b>TOTAL</b>	<b>516</b>	<b>37.1%</b>	<b>875</b>	<b>62.9%</b>	<b>1391</b>	<b>100.0%</b>	<b>100.0%</b>

Table 12e - Contract staff by gender, function group and nationality in 2017 at the Commission

FGII

	M		F		TOTAL	%	Aggr.
BE	63	10.5%	538	89.5%	601	27.2%	27.2%
IT	67	19.6%	275	80.4%	342	15.5%	42.7%
FR	48	18.3%	215	81.7%	263	11.9%	54.6%
ES	44	21.4%	162	78.6%	206	9.3%	63.9%
RO	26	17.3%	124	82.7%	150	6.8%	70.7%
PL	20	18.5%	88	81.5%	108	4.9%	75.6%
EL	25	26.6%	69	73.4%	94	4.3%	79.9%
PT	10	14.1%	61	85.9%	71	3.2%	83.1%
BG	10	20.4%	39	79.6%	49	2.2%	85.3%
HU	7	17.5%	33	82.5%	40	1.8%	87.1%
DE	7	20.6%	27	79.4%	34	1.5%	88.7%
LT	6	22.2%	21	77.8%	27	1.2%	89.9%
UK	4	16.7%	20	83.3%	24	1.1%	91.0%
SK	2	9.1%	20	90.9%	22	1.0%	92.0%
CZ	3	14.3%	18	85.7%	21	1.0%	92.9%
HR	3	15.8%	16	84.2%	19	0.9%	93.8%
FI	4	21.1%	15	78.9%	19	0.9%	94.7%
NL	4	22.2%	14	77.8%	18	0.8%	95.5%
SI	4	26.7%	11	73.3%	15	0.7%	96.2%
EE	0	0.0%	14	100.0%	14	0.6%	96.8%
LV	2	14.3%	12	85.7%	14	0.6%	97.4%
IE	1	7.7%	12	92.3%	13	0.6%	98.0%
SE	1	9.1%	10	90.9%	11	0.5%	98.5%
CY	3	33.3%	6	66.7%	9	0.4%	98.9%
DK	3	33.3%	6	66.7%	9	0.4%	99.3%
AT	3	37.5%	5	62.5%	8	0.4%	99.7%
MT	1	25.0%	3	75.0%	4	0.2%	99.9%
LU	0	0.0%	2	100.0%	2	0.1%	100.0%
Other	1	100.0%	0	0.0%	1	0.0%	100.0%
<b>TOTAL</b>	<b>372</b>	<b>20.3%</b>	<b>1836</b>	<b>83.2%</b>	<b>2208</b>	<b>100%</b>	<b>100%</b>

Table 12f - Contract staff by gender, function group and nationality in 2018 at the Commission

FGII

	M		F		Total	%	Aggr
BE	69	11.9%	510	88.1%	579	27.4%	27.4%
IT	58	18.8%	250	81.2%	308	14.6%	42.0%
FR	54	20.8%	205	79.2%	259	12.3%	54.3%
ES	37	19.3%	155	80.7%	192	9.1%	63.4%
RO	21	15.4%	115	84.6%	136	6.4%	69.8%
EL	22	21.8%	79	78.2%	101	4.8%	74.6%
PL	17	17.7%	79	82.3%	96	4.5%	79.1%
PT	8	12.9%	54	87.1%	62	2.9%	82.1%
BG	7	16.3%	36	83.7%	43	2.0%	84.1%
HU	8	19.0%	34	81.0%	42	2.0%	86.1%
DE	7	25.0%	21	75.0%	28	1.3%	87.4%
LT	3	10.7%	25	89.3%	28	1.3%	88.7%
SK	5	17.9%	23	82.1%	28	1.3%	90.1%
CZ	5	21.7%	18	78.3%	23	1.1%	91.1%
UK	4	17.4%	19	82.6%	23	1.1%	92.2%
SI	4	19.0%	17	81.0%	21	1.0%	93.2%
LV	2	10.0%	18	90.0%	20	0.9%	94.2%
HR	1	5.6%	17	94.4%	18	0.9%	95.0%
FI	3	18.8%	13	81.3%	16	0.8%	95.8%
EE	0	0.0%	14	100.0%	14	0.7%	96.4%
NL	5	35.7%	9	64.3%	14	0.7%	97.1%
IE	2	15.4%	11	84.6%	13	0.6%	97.7%
SE	2	15.4%	11	84.6%	13	0.6%	98.3%
CY	2	18.2%	9	81.8%	11	0.5%	98.9%
AT	3	37.5%	5	62.5%	8	0.4%	99.2%
DK	3	42.9%	4	57.1%	7	0.3%	99.6%
MT	1	20.0%	4	80.0%	5	0.2%	99.8%
LU	1	33.3%	2	66.7%	3	0.1%	100.0%
Other	0	0.0%	1	100.0%	1	0.0%	100.0%
<b>TOTAL</b>	<b>354</b>	<b>16.8%</b>	<b>1758</b>	<b>83.2%</b>	<b>2112</b>	<b>100%</b>	<b>100%</b>

Table 12g - Contract staff by gender, function group and nationality in 2017 at the Commission

FGI

	M		F		Total	%	Aggr.
BE	187	63.6%	107	36.4%	<b>294</b>	36.7%	36.7%
IT	147	70.7%	61	29.3%	<b>208</b>	25.9%	62.6%
ES	45	65.2%	24	34.8%	<b>69</b>	8.6%	71.2%
FR	44	64.7%	24	35.3%	<b>68</b>	8.5%	79.7%
PT	22	55.0%	18	45.0%	<b>40</b>	5.0%	84.7%
EL	28	71.8%	11	28.2%	<b>39</b>	4.9%	89.5%
PL	3	12.5%	21	87.5%	<b>24</b>	3.0%	92.5%
RO	4	36.4%	7	63.6%	<b>11</b>	1.4%	93.9%
UK	2	25.0%	6	75.0%	<b>8</b>	1.0%	94.9%
FI	4	80.0%	1	20.0%	<b>5</b>	0.6%	95.5%
IE	4	80.0%	1	20.0%	<b>5</b>	0.6%	96.1%
DE	3	75.0%	1	25.0%	<b>4</b>	0.5%	96.6%
HU	3	75.0%	1	25.0%	<b>4</b>	0.5%	97.1%
NL	3	100.0%	0	0.0%	<b>3</b>	0.4%	97.5%
SI	3	100.0%	0	0.0%	<b>3</b>	0.4%	97.9%
BG	2	100.0%	0	0.0%	<b>2</b>	0.2%	98.1%
CZ	1	50.0%	1	50.0%	<b>2</b>	0.2%	98.4%
DK	1	50.0%	1	50.0%	<b>2</b>	0.2%	98.6%
EE	1	50.0%	1	50.0%	<b>2</b>	0.2%	98.9%
LV	2	100.0%	0	0.0%	<b>2</b>	0.2%	99.1%
LU	2	100.0%	0	0.0%	<b>2</b>	0.2%	99.4%
SK	2	100.0%	0	0.0%	<b>2</b>	0.2%	99.6%
HR	1	100.0%	0	0.0%	<b>1</b>	0.1%	99.8%
CY	1	100.0%	0	0.0%	<b>1</b>	0.1%	99.9%
LT	1	100.0%	0	0.0%	<b>1</b>	0.1%	100.0%
<b>TOTAL</b>	<b>516</b>	<b>64.3%</b>	<b>286</b>	<b>35.7%</b>	<b>802</b>	100%	100,00%

Table 12h - Contract staff by gender, function group and nationality in 2018 at the Commission

FGI

	M		F		Total	%	Aggr
BE	192	64.6%	105	35.4%	297	37.2%	37.2%
IT	146	71.2%	59	28.8%	205	25.7%	62.9%
ES	45	66.2%	23	33.8%	68	8.5%	71.4%
FR	44	65.7%	23	34.3%	67	8.4%	79.8%
EL	28	71.8%	11	28.2%	39	4.9%	84.7%
PT	21	53.8%	18	46.2%	39	4.9%	89.6%
PL	3	12.5%	21	87.5%	24	3.0%	92.6%
RO	4	36.4%	7	63.6%	11	1.4%	94.0%
UK	2	28.6%	5	71.4%	7	0.9%	94.9%
FI	4	80.0%	1	20.0%	5	0.6%	95.5%
IE	4	80.0%	1	20.0%	5	0.6%	96.1%
DE	3	75.0%	1	25.0%	4	0.5%	96.6%
HU	2	66.7%	1	33.3%	3	0.4%	97.0%
NL	3	100.0%	0	0.0%	3	0.4%	97.4%
SI	3	100.0%	0	0.0%	3	0.4%	97.7%
BG	2	100.0%	0	0.0%	2	0.3%	98.0%
CZ	1	50.0%	1	50.0%	2	0.3%	98.2%
DK	1	50.0%	1	50.0%	2	0.3%	98.5%
EE	1	50.0%	1	50.0%	2	0.3%	98.7%
LV	2	100.0%	0	0.0%	2	0.3%	99.0%
LU	2	100.0%	0	0.0%	2	0.3%	99.2%
SK	2	100.0%	0	0.0%	2	0.3%	99.5%
HR	1	100.0%	0	0.0%	1	0.1%	99.6%
CY	1	100.0%	0	0.0%	1	0.1%	99.7%
LT	1	100.0%	0	0.0%	1	0.1%	99.9%
MT	1	100.0%	0	0.0%	1	0.1%	100.0%
AT	0	0.0%	0	0.0%	0	0.0%	100.0%
SE	0	0.0%	0	0.0%	0	0.0%	100.0%
<b>TOTAL</b>	<b>519</b>	<b>65.0%</b>	<b>279</b>	<b>35.0%</b>	<b>798</b>	<b>100%</b>	<b>100%</b>

### 3.4 Breakdown by DG of Commission's contract staff

In the tables that follow, it is reported how contract staff are distributed across the different DGs, services and offices attached to the Commission<sup>5</sup>, with particular reference to gender, nationality and function group.

**Table 13a - Breakdown by gender, DG and two clusters of FGs of Commission's contract staff in 2017**

	FG I-II-III				FG IV				TOTAL ALL FG	
	M	F	Total	%	M	F	Total	%	Total	%
AGRI	15	33	48	49.5%	20	29	49	50.5%	97	1.4%
BUDG	15	34	49	89.1%	1	5	6	10.9%	55	0.8%
CdP-OSP	0	10	10	100.0%	0	0	0	0.0%	10	0.1%
CLIMA	3	13	16	64.0%	7	2	9	36.0%	25	0.3%
CNECT	54	92	146	71.6%	25	33	58	28.4%	204	2.8%
COMM	95	217	312	88.1%	11	31	42	11.9%	354	4.9%
COMP	20	32	52	85.2%	4	5	9	14.8%	61	0.9%
DEVCO	62	148	210	22.8%	363	350	713	77.2%	923	12.9%
DGT	26	51	77	52.7%	24	45	69	47.3%	146	2.0%
DIGIT	11	23	34	48.6%	24	12	36	51.4%	70	1.0%
EAC	22	28	50	80.6%	5	7	12	19.4%	62	0.9%
ECFIN	7	10	17	63.0%	7	3	10	37.0%	27	0.4%
ECHO	29	59	88	77.2%	12	14	26	22.8%	114	1.6%
EMPL	32	98	130	83.9%	9	16	25	16.1%	155	2.2%
ENER	15	33	48	80.0%	5	7	12	20.0%	60	0.8%
ENV	8	29	37	68.5%	7	10	17	31.5%	54	0.8%
EPSO	7	17	24	96.0%	0	1	1	4.0%	25	0.3%
ESTAT	16	35	51	60.7%	17	16	33	39.3%	84	1.2%
FISMA	8	6	14	93.3%	1	0	1	6.7%	15	0.2%
FPI	4	31	35	41.2%	23	27	50	58.8%	85	1.2%
GROW	30	61	91	74.0%	17	15	32	26.0%	123	1.7%
HOME	9	34	43	79.6%	4	7	11	20.4%	54	0.8%
HR	58	95	153	92.7%	3	9	12	7.3%	165	2.3%
IAS	0	9	9	81.8%	1	1	2	18.2%	11	0.2%
IDEA	0	3	3	37.5%	3	2	5	62.5%	8	0.1%
JRC	110	183	293	26.1%	494	337	831	73.9%	1124	15.7%
JUST	11	30	41	73.2%	10	5	15	26.8%	56	0.8%
MARE	6	27	33	56.9%	14	11	25	43.1%	58	0.8%
MOVE	17	43	60	85.7%	5	5	10	14.3%	70	1.0%
NEAR	55	98	153	28.8%	183	195	378	71.2%	531	7.4%
OIB	245	534	779	97.9%	3	14	17	2.1%	796	11.1%
OIL	79	119	198	99.0%	1	1	2	1.0%	200	2.8%
OLAF	10	18	28	84.8%	5	0	5	15.2%	33	0.5%
OP	7	6	13	92.9%	0	1	1	7.1%	14	0.2%
PMO	121	288	409	100.0%	0	0	0	0.0%	409	5.7%
REGIO	32	70	102	92.7%	5	3	8	7.3%	110	1.5%
RTD	78	145	223	52.5%	97	105	202	47.5%	425	5.9%
SANTE	14	53	67	69.1%	10	20	30	30.9%	97	1.4%
SCIC	24	29	53	100.0%	0	0	0	0.0%	53	0.7%
SG	27	53	80	74.1%	15	13	28	25.9%	108	1.5%
SJ	1	18	19	70.4%	3	5	8	29.6%	27	0.4%
TAXUD	4	5	9	52.9%	3	5	8	47.1%	17	0.2%
TF50	0	3	3	100.0%	0	0	0	0.0%	3	0.0%
TRADE	11	28	39	83.0%	3	5	8	17.0%	47	0.7%
<b>Total</b>	<b>1 398</b>	<b>2 951</b>	<b>4 349</b>	<b>60.7%</b>	<b>1 444</b>	<b>1 372</b>	<b>2 816</b>	<b>39.3%</b>	<b>7 165</b>	<b>100.0%</b>

<sup>5</sup> See Annex I for the list with full names of DGs, services and offices on 31 December 2018.



**Table 13b - Breakdown by gender, DG and two clusters of FGs of Commission's contract staff in 2018**

	FGI-II-II				FG IV				TOTAL ALL FG	
	M	F	Total	%	M	F	Total	%	Total	%
AGRI	8	27	35	43.2%	19	27	46	56.8%	81	1.1%
BUDG	13	32	45	81.8%	3	7	10	18.2%	55	0.8%
CdP-OSP	0	9	9	100.0%	0	0	0	0.0%	9	0.1%
CLIMA	3	12	15	62.5%	6	3	9	37.5%	24	0.3%
CNECT	42	97	139	70.2%	24	35	59	29.8%	198	2.7%
COMM	98	225	323	87.5%	14	32	46	12.5%	369	5.1%
COMP	16	37	53	88.3%	4	3	7	11.7%	60	0.8%
DEVCO	69	147	216	21.3%	392	405	797	78.7%	1013	14.0%
DGT	22	45	67	45.6%	31	49	80	54.4%	147	2.0%
DIGIT	7	22	29	43.3%	23	15	38	56.7%	67	0.9%
EAC	17	27	44	78.6%	4	8	12	21.4%	56	0.8%
ECFIN	7	8	15	65.2%	3	5	8	34.8%	23	0.3%
ECHO	27	60	87	72.5%	11	22	33	27.5%	120	1.7%
EMPL	32	79	111	82.2%	7	17	24	17.8%	135	1.9%
ENER	15	33	48	82.8%	4	6	10	17.2%	58	0.8%
ENV	4	31	35	66.0%	6	12	18	34.0%	53	0.7%
EPSC	1	3	4	50.0%	3	1	4	50.0%	8	0.1%
EPSO	7	18	25	96.2%	0	1	1	3.8%	26	0.4%
ESTAT	16	32	48	58.5%	12	22	34	41.5%	82	1.1%
FISMA	6	10	16	100.0%	0	0	0	0.0%	16	0.2%
FPI	7	31	38	38.8%	31	29	60	61.2%	98	1.4%
GROW	27	60	87	78.4%	14	10	24	21.6%	111	1.5%
HOME	10	27	37	82.2%	2	6	8	17.8%	45	0.6%
HR	63	131	194	91.1%	6	13	19	8.9%	213	2.9%
IAS	1	7	8	57.1%	1	5	6	42.9%	14	0.2%
JRC	102	132	234	21.7%	500	345	845	78.3%	1079	14.9%
JUST	4	31	35	76.1%	6	5	11	23.9%	46	0.6%
MARE	7	37	44	67.7%	12	9	21	32.3%	65	0.9%
MOVE	12	40	52	82.5%	4	7	11	17.5%	63	0.9%
NEAR	52	102	154	28.9%	182	197	379	71.1%	533	7.4%
OIB	320	559	879	97.9%	4	15	19	2.1%	898	12.4%
OIL	82	115	197	99.0%	1	1	2	1.0%	199	2.7%
OLAF	7	19	26	96.3%	1	0	1	3.7%	27	0.4%
OP	9	6	15	93.8%	0	1	1	6.3%	16	0.2%
PMO	121	302	423	100.0%	0	0	0	0.0%	423	5.8%
REGIO	24	58	82	94.3%	3	2	5	5.7%	87	1.2%
RTD	54	122	176	46.4%	92	111	203	53.6%	379	5.2%
SANTE	13	49	62	67.4%	12	18	30	32.6%	92	1.3%
SCIC	27	31	58	100.0%	0	0	0	0.0%	58	0.8%
SG	27	50	77	72.0%	14	16	30	28.0%	107	1.5%
SJ	1	16	17	65.4%	3	6	9	34.6%	26	0.4%
TAXUD	2	6	8	44.4%	5	5	10	55.6%	18	0.2%
TF50	0	2	2	100.0%	0	0	0	0.0%	2	0.0%
TRADE	7	25	32	82.1%	2	5	7	17.9%	39	0.5%
<b>Total</b>	<b>1 389</b>	<b>2 912</b>	<b>4 301</b>	<b>59.4%</b>	<b>1 461</b>	<b>1 476</b>	<b>2 937</b>	<b>40.6%</b>	<b>7 238</b>	<b>100.0%</b>

## Contract staff 3a

Table 14a - 3a contract staff by FG, gender and DG in 2017 at the Commission

	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%
Cdp-OSP	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
CNECT	14	5	19	0	0	0	0	0	0	0	0	0	19	0.6%
COMM	31	7	38	33	138	171	24	59	83	11	31	42	334	10.4%
COMP	8	2	10	0	0	0	0	0	0	0	0	0	10	0.3%
DEVCO	5	12	17	0	0	0	28	15	43	308	264	572	632	19.7%
DGT	9	4	13	0	0	0	0	0	0	0	0	0	13	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	16	23	0	0	0	0	0	0	0	0	0	23	0.7%
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%
EPSO	2	0	2	5	15	20	0	2	2	0	1	1	25	0.8%
ESTAT	4	5	9	0	0	0	0	0	0	0	0	0	9	0.3%
FISMA	2	4	6	0	0	0	0	0	0	0	0	0	6	0.2%
FPI	0	2	2	0	0	0	2	5	7	19	21	40	49	1.5%
GROW	6	11	17	0	0	0	0	0	0	0	0	0	17	0.5%
HOME	0	1	1	0	0	0	0	0	0	0	0	0	1	0.0%
HR	28	16	44	0	0	0	0	0	0	0	0	0	44	1.4%
JRC	53	8	61	0	0	0	0	0	0	0	0	0	61	1.9%
JUST	5	2	7	0	0	0	0	0	0	0	0	0	7	0.2%
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	6	20	150	131	281	317	9.9%
OIB	138	49	187	74	449	523	33	36	69	3	14	17	796	24.8%
OIL	42	16	58	23	93	116	14	10	24	1	1	2	200	6.2%
OLAF	8	2	10	0	0	0	0	0	0	0	0	0	10	0.3%
PMO	35	13	48	52	234	286	34	41	75	0	0	0	409	12.7%
REGIO	6	5	11	0	0	0	0	0	0	0	0	0	11	0.3%
RTD	22	7	29	0	0	0	0	0	0	0	1	1	30	0.9%
SANTE	3	5	8	0	0	0	0	0	0	0	0	0	8	0.2%
SCIC	19	7	26	0	0	0	0	0	0	0	0	0	26	0.8%
SG	10	8	18	0	0	0	0	0	0	0	0	0	18	0.6%
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>516</b>	<b>286</b>	<b>802</b>	<b>187</b>	<b>931</b>	<b>1 118</b>	<b>149</b>	<b>174</b>	<b>323</b>	<b>501</b>	<b>468</b>	<b>969</b>	<b>3 212</b>	<b>100.0%</b>

Table 14b - 3a contract staff by FG, gender and DG in 2018 at the Commission

	FGI			FGII			FGIII			FGIV			Total	%
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL		
AGRI	3	5	8	0	0	0	0	0	0	1	1	2	10	0.3%
BUDG	5	12	17	0	0	0	0	0	0	0	0	0	17	0.5%
CNECT	7	4	11	0	0	0	0	0	0	0	1	1	12	0.4%
COMM	31	4	35	31	143	174	25	65	90	14	32	46	345	10.4%
COMP	6	2	8	0	0	0	0	0	0	0	0	0	8	0.2%
DEVCO	3	10	13	0	1	1	29	13	42	332	304	636	692	20.8%
DGT	5	3	8	0	0	0	0	0	0	0	0	0	8	0.2%
DIGIT	1	3	4	0	0	0	0	0	0	0	0	0	4	0.1%
EAC	12	1	13	0	0	0	0	0	0	0	0	0	13	0.4%
ECFIN	1	1	2	0	0	0	0	0	0	0	0	0	2	0.1%
ECHO	1	5	6	0	0	0	0	0	0	0	0	0	6	0.2%
EMPL	4	14	18	0	0	0	0	0	0	0	0	0	18	0.5%
ENER	5	8	13	0	0	0	0	0	0	0	0	0	13	0.4%
ENV	1	0	1	0	0	0	0	0	0	0	0	0	1	0.0%
EPSO	2	0	2	5	16	21	0	2	2	0	1	1	26	0.8%
ESTAT	3	4	7	0	0	0	0	0	0	0	0	0	7	0.2%
FISMA	0	3	3	0	0	0	0	0	0	0	0	0	3	0.1%
FPI	0	2	2	0	0	0	0	2	3	5	25	22	47	1.6%
GROW	1	9	10	0	0	0	0	0	0	0	0	0	10	0.3%
HOME	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
HR	28	24	52	0	0	0	0	0	0	0	0	0	52	1.6%
JRC	53	7	60	0	0	0	0	0	0	0	0	0	60	1.8%
JUST	1	1	2	0	0	0	0	0	0	0	0	0	2	0.1%
MARE	3	12	15	0	0	0	0	0	0	5	0	5	20	0.6%
MOVE	3	7	10	0	0	0	0	0	0	0	0	0	10	0.3%
NEAR	4	8	12	0	0	0	13	7	20	152	131	283	315	9.5%
OIB	211	67	278	73	458	531	36	34	70	4	15	19	898	27.1%
OIL	43	14	57	24	91	115	15	10	25	1	1	2	199	6.0%
OLAF	4	3	7	0	0	0	0	0	0	0	0	0	7	0.2%
PMO	32	13	45	53	247	300	36	42	78	0	0	0	423	12.7%
REGIO	4	4	8	0	0	0	0	0	0	0	0	0	8	0.2%
RTD	11	6	17	0	0	0	0	0	0	0	0	0	17	0.5%
SANTE	1	5	6	0	0	0	0	0	0	0	0	0	6	0.2%
SCIC	17	7	24	0	0	0	0	0	0	0	0	0	24	0.7%
SG	10	8	18	0	0	0	0	0	0	0	0	0	18	0.5%
TAXUD	1	0	1	0	0	0	0	0	0	0	0	0	1	0.0%
TRADE	2	3	5	0	2	2	0	0	0	2	1	3	10	0.3%
CdP-OSP	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
<b>TOTAL</b>	<b>519</b>	<b>279</b>	<b>798</b>	<b>186</b>	<b>958</b>	<b>1 144</b>	<b>156</b>	<b>176</b>	<b>332</b>	<b>536</b>	<b>509</b>	<b>1 045</b>	<b>3 319</b>	<b>100.0%</b>

## Contract staff 3b

Table 15a - 3b contract staff by FG, gender and DG in 2017 at the Commission

	FGII			FGIII			FGIV			Total	%
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL		
AGRI	3	16	19	6	10	16	18	28	46	81	2.0%
BUDG	0	13	13	9	7	16	1	5	6	35	0.9%
CdP-OSP	0	10	10	0	0	0	0	0	0	10	0.3%
CLIMA	2	12	14	1	1	2	7	2	9	25	0.6%
CNECT	4	36	40	36	51	87	25	33	58	185	4.7%
COMM	5	7	12	2	6	8	0	0	0	20	0.5%
COMP	3	10	13	9	20	29	4	5	9	51	1.3%
DEVCO	8	57	65	21	64	85	55	86	141	291	7.4%
DGT	16	46	62	1	1	2	24	45	69	133	3.4%
DIGIT	0	12	12	9	6	15	24	12	36	63	1.6%
EAC	2	14	16	7	13	20	5	7	12	48	1.2%
ECFIN	2	3	5	2	5	7	7	3	10	22	0.6%
ECHO	8	20	28	20	34	54	12	14	26	108	2.7%
EMPL	7	29	36	18	53	71	9	16	25	132	3.3%
ENER	3	13	16	7	11	18	5	7	12	46	1.2%
ENV	4	23	27	1	3	4	7	10	17	48	1.2%
EPSC	0	3	3	0	0	0	3	2	5	8	0.2%
ESTAT	1	22	23	11	8	19	17	16	33	75	1.9%
FISMA	1	1	2	5	1	6	1	0	1	9	0.2%
FPI	0	6	6	2	18	20	4	6	10	36	0.9%
GROW	5	28	33	19	22	41	17	15	32	106	2.7%
HOME	1	14	15	8	19	27	4	7	11	53	1.3%
HR	18	58	76	12	21	33	3	9	12	121	3.1%
IAS	0	8	8	0	1	1	1	1	2	11	0.3%
JRC	31	141	172	26	34	60	494	337	831	1 063	26.9%
JUST	2	16	18	4	12	16	10	5	15	49	1.2%
MARE	0	6	6	3	9	12	9	10	19	37	0.9%
MOVE	1	22	23	12	14	26	5	5	10	59	1.5%
NEAR	10	26	36	24	57	81	33	64	97	214	5.4%
OLAF	0	11	11	2	5	7	5	0	5	23	0.6%
OP	3	2	5	4	4	8	0	1	1	14	0.4%
REGIO	8	26	34	18	39	57	5	3	8	99	2.5%
RTD	17	73	90	39	65	104	97	104	201	395	10.0%
SANTE	5	39	44	6	9	15	10	20	30	89	2.3%
SCIC	5	22	27	0	0	0	0	0	0	27	0.7%
SG	8	26	34	9	19	28	15	13	28	90	2.3%
SJ	0	16	16	1	2	3	3	5	8	27	0.7%
TAXUD	1	2	3	2	2	4	3	5	8	15	0.4%
TF50	0	1	1	0	2	2	0	0	0	3	0.1%
TRADE	1	15	16	5	7	12	1	3	4	32	0.8%
<b>TOTAL</b>	<b>185</b>	<b>905</b>	<b>1 090</b>	<b>361</b>	<b>655</b>	<b>1 016</b>	<b>943</b>	<b>904</b>	<b>1 847</b>	<b>3 953</b>	<b>100,0%</b>

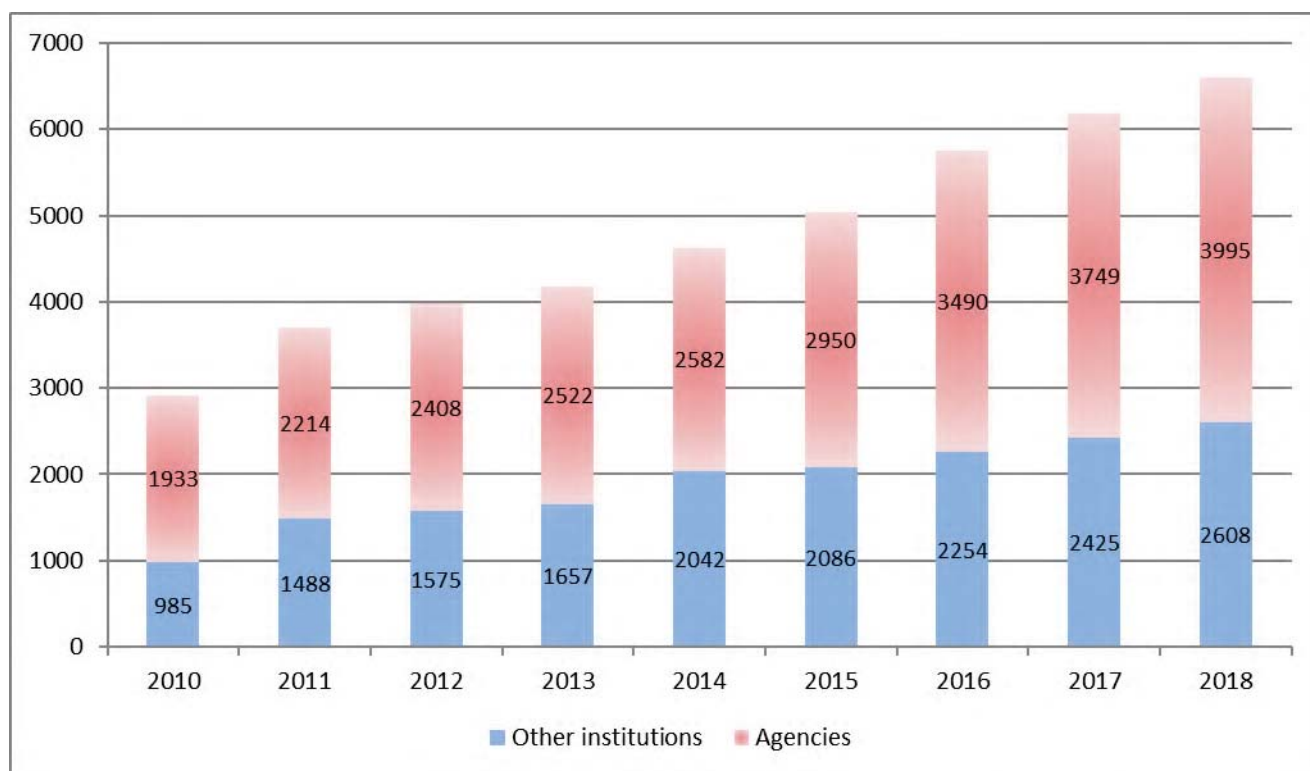
Table 15b - 3b contract staff by FG, gender and DG in 2018 at the Commission

	FGII			FGIII			FGIV			Total	%
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL		
AGRI	2	14	16	3	8	11	18	26	44	71	1.8%
BUDG	2	8	10	6	12	18	3	7	10	38	1.0%
CLIMA	2	11	13	1	1	2	6	3	9	24	0.6%
CNECT	5	33	38	30	60	90	24	34	58	186	4.7%
COMM	6	7	13	5	6	11	0	0	0	24	0.6%
COMP	1	12	13	9	23	32	4	3	7	52	1.3%
DEVCO	12	57	69	25	66	91	60	101	161	321	8.2%
DGT	15	42	57	2	0	2	31	49	80	139	3.5%
DIGIT	2	12	14	4	7	11	23	15	38	63	1.6%
EAC	1	12	13	4	14	18	4	8	12	43	1.1%
ECFIN	2	4	6	4	3	7	3	5	8	21	0.5%
ECHO	5	21	26	21	34	55	11	22	33	114	2.9%
EMPL	6	24	30	22	41	63	7	17	24	117	3.0%
ENER	3	12	15	7	13	20	4	6	10	45	1.1%
ENV	2	25	27	1	6	7	6	12	18	52	1.3%
EPSC	0	2	2	1	1	2	3	1	4	8	0.2%
ESTAT	2	22	24	11	6	17	12	22	34	75	1.9%
FISMA	1	2	3	5	5	10	0	0	0	13	0.3%
FPI	1	6	7	4	20	24	6	7	13	44	1.1%
GROW	3	21	24	23	30	53	14	10	24	101	2.6%
HOME	2	7	9	8	20	28	2	6	8	45	1.1%
HR	18	77	95	17	30	47	6	13	19	161	4.1%
IAS	1	7	8	0	0	0	1	5	6	14	0.4%
JRC	26	94	120	23	31	54	500	345	845	1 019	26.0%
JUST	0	16	16	3	14	17	6	5	11	44	1.1%
MARE	1	6	7	3	19	22	7	9	16	45	1.1%
MOVE	1	22	23	8	11	19	4	7	11	53	1.4%
NEAR	6	27	33	29	60	89	30	66	96	218	5.6%
OLAF	0	9	9	3	7	10	1	0	1	20	0.5%
OP	3	1	4	6	5	11	0	1	1	16	0.4%
REGIO	2	15	17	18	39	57	3	2	5	79	2.0%
RTD	12	52	64	31	64	95	92	111	203	362	9.2%
SANTE	6	34	40	6	10	16	12	18	30	86	2.2%
SCIC	9	24	33	1	0	1	0	0	0	34	0.9%
SG	8	20	28	9	22	31	14	16	30	89	2.3%
SJ	0	14	14	1	2	3	3	6	9	26	0.7%
TAXUD	0	4	4	1	2	3	5	5	10	17	0.4%
TF50	0	1	1	0	1	1	0	0	0	2	0.1%
TRADE	0	14	14	5	6	11	0	4	4	29	0.7%
CdP-OSP	0	9	9	0	0	0	0	0	0	9	0.2%
<b>TOTAL</b>	<b>168</b>	<b>800</b>	<b>968</b>	<b>360</b>	<b>699</b>	<b>1059</b>	<b>925</b>	<b>967</b>	<b>1 892</b>	<b>3 919</b>	<b>100.0%</b>

#### 4. BREAKDOWN OF CONTRACT STAFF AMONG OTHER INSTITUTIONS, AGENCIES AND JOINT UNDERTAKINGS/EIT

The number of contract agents working for the other institutions increased by 7,59% from 2016 to 2017 and by 7,55% from 2017 to 2018. A similar pattern can be observed for agencies, with an increase of 7,42% and 6,56% respectively.

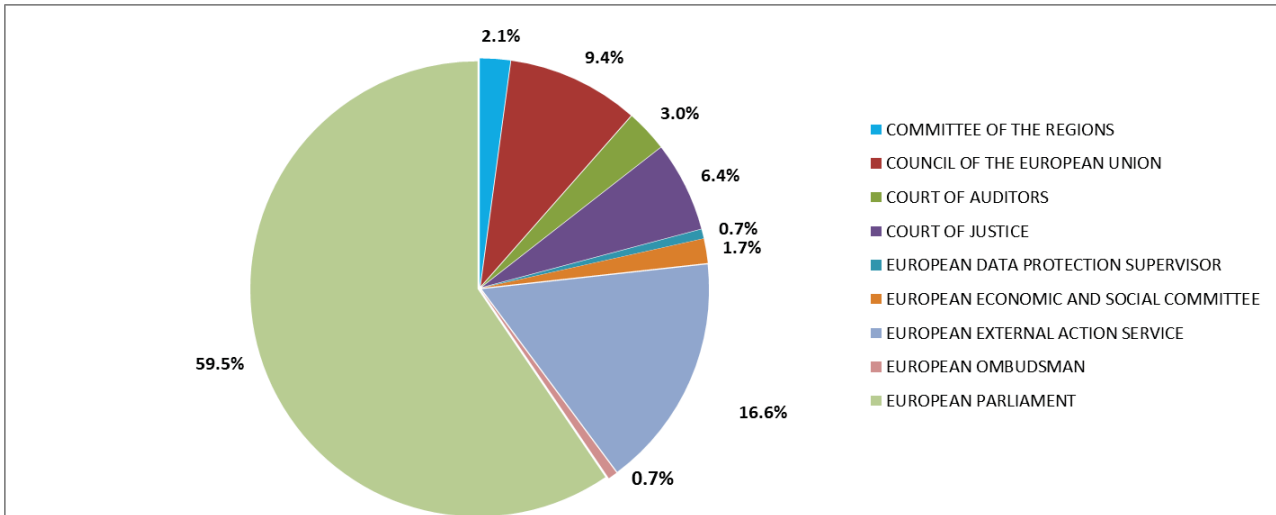
**Table 16 - Trends in the breakdown of contract staff between other institutions and agencies**



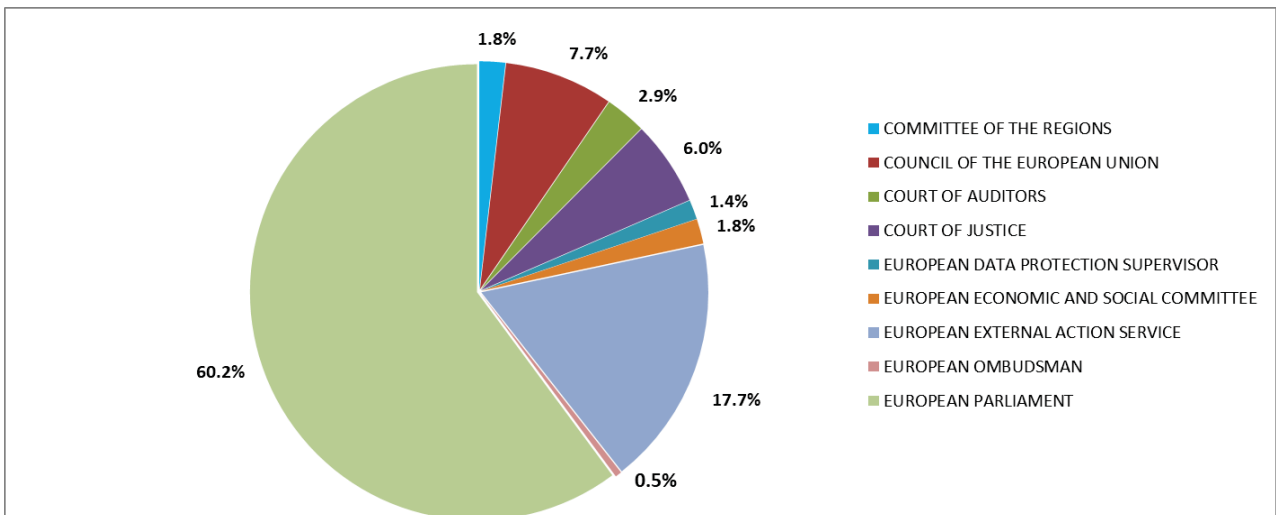
#### 4.1 Breakdown of contract staff among the other institutions

The tables that follow shows distribution of contract agents in the institutions other than the Commission.

**Table 17a Breakdown of contract staff among the other institutions in 2017**



**Table 17b Breakdown of contract staff among the other institutions in 2018**







## 4.2 Breakdown by gender and by function group in the other institutions

Table 18a - Gender and function group in 2017

	FGI			FGII			FGIII			FGIV			Total
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	
	COMMITTEE OF THE REGIONS	8	13	21	7	2	9	4	4	8	6	8	
COUNCIL OF THE EUROPEAN UNION	23	107	130	21	14	35	8	4	12	35	15	50	227
COURT OF AUDITORS	5	40	45	6	0	6	6	4	10	7	4	11	72
COURT OF JUSTICE	4	75	79	10	11	21	30	11	41	12	2	14	155
EUROPEAN DATA PROTECTION SUPERVISOR	0	1	1	3	0	3	4	2	6	5	1	6	16
EUROPEAN ECONOMIC AND SOCIAL COMMITTEE	7	13	20	13	2	15	1	1	2	4	1	5	42
EUROPEAN EXTERNAL ACTION SERVICE	14	16	30	126	11	137	57	60	117	43	75	118	402
EUROPEAN OMBUDSMAN	1	2	3	5	1	6	0	1	1	5	1	6	16
EUROPEAN PARLIAMENT	220	713	933	129	23	152	99	76	175	107	76	183	1443
<b>Total</b>	<b>282</b>	<b>980</b>	<b>1262</b>	<b>320</b>	<b>64</b>	<b>384</b>	<b>209</b>	<b>163</b>	<b>372</b>	<b>224</b>	<b>183</b>	<b>407</b>	<b>2425</b>

Table 18b - Gender and function group in 2018

	FGI			FGII			FGIII			FGIV			Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	
	COMMITTEE OF THE REGIONS	15	8	23	1	4	5	2	5	7	7	6	
COUNCIL OF THE EUROPEAN UNION	110	23	133	11	16	27	0	8	8	12	22	34	202
COURT OF AUDITORS	40	5	45	1	1	2	3	10	13	6	10	16	76
COURT OF JUSTICE	80	4	84	10	10	20	10	28	38	2	13	15	157
EUROPEAN DATA PROTECTION SUPERVISOR	0	0	0	2	5	7	5	8	13	3	13	16	36
EUROPEAN ECONOMIC AND SOCIAL COMMITTEE	13	7	20	1	11	12	4	3	7	3	4	7	46
EUROPEAN EXTERNAL ACTION SERVICE	17	15	32	10	127	137	73	57	130	96	67	163	462
EUROPEAN OMBUDSMAN	2	1	3	1	3	4	0	0	0	1	4	5	12
EUROPEAN PARLIAMENT	712	230	942	21	117	138	82	151	233	95	161	256	1569
<b>Total</b>	<b>989</b>	<b>293</b>	<b>1282</b>	<b>58</b>	<b>294</b>	<b>352</b>	<b>179</b>	<b>270</b>	<b>449</b>	<b>225</b>	<b>300</b>	<b>525</b>	<b>2608</b>

### 4.3 Breakdown by nationality in the other institutions

Table 19a – Nationalities in 2017

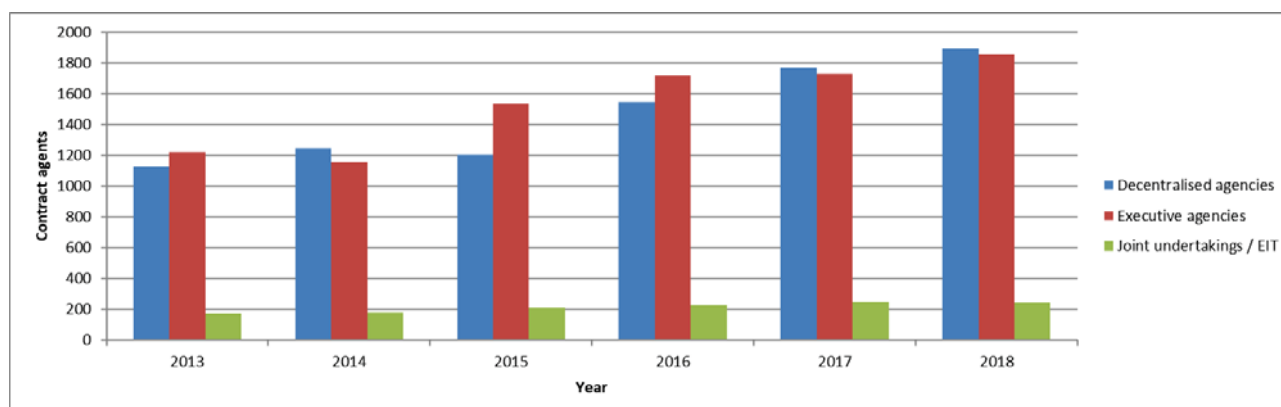
	AT	BE	BG	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	Other	Total	
COMMITTEE OF THE REGIONS	0	13	1	1	2	1	0	1	3	6	0	6	2	0	0	5	0	0	0	0	1	3	1	1	1	0	1	0	3	1	52
COUNCIL OF THE EUROPEAN UNION	2	73	2	0	3	3	3	1	8	24	1	16	4	4	3	38	1	1	1	3	1	10	8	7	2	1	3	4	0	227	
COURT OF AUDITORS	2	2	1	1	0	2	0	1	7	2	0	21	0	1	1	6	2	5	0	0	0	1	10	2	0	2	0	0	3	72	
COURT OF JUSTICE	0	12	1	0	3	5	1	1	8	3	4	48	3	3	0	22	1	5	1	1	2	4	11	3	1	1	4	4	3	155	
EUROPEAN DATA PROTECTION SUPERVISOR	0	5	0	0	0	1	0	0	1	1	0	2	0	0	0	3	0	0	0	0	0	0	1	0	0	0	0	0	2	16	
EUROPEAN ECONOMIC AND SOCIAL COMMITTEE	0	10	0	1	0	1	0	0	5	8	0	1	1	0	0	9	0	0	0	0	0	1	3	2	0	0	0	0	0	42	
EUROPEAN EXTERNAL ACTION SERVICE	6	74	10	0	2	13	0	1	9	29	3	66	1	1	5	45	2	0	1	0	3	12	19	20	1	0	5	10	64	402	
EUROPEAN OMBUDSMAN	0	4	1	0	0	0	0	0	1	1	0	3	0	0	0	1	1	0	0	0	0	2	0	1	0	1	0	0	0	16	
EUROPEAN PARLIAMENT	8	392	19	4	6	24	3	6	69	99	4	337	9	15	11	159	6	9	5	4	8	33	62	105	4	11	13	16	2	1443	
Total	18	585	35	7	16	50	7	11	111	173	12	500	20	24	20	288	13	20	8	8	15	66	115	141	8	17	25	37	75	2425	

Table 19b – Nationalities in 2018

	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	UK	EL	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	Other	Total
COMMITTEE OF THE REGIONS	0	13	1	1	1	1	0	0	6	0	7	3	3	0	0	2	4	0	0	0	0	1	2	1	1	1	0	0	1	48
COUNCIL OF THE EUROPEAN UNION	1	76	3	0	2	3	0	1	19	1	13	5	5	2	3	1	35	0	1	0	2	1	9	5	9	2	0	3	0	202
COURT OF AUDITORS	1	4	2	1	1	4	0	1	2	0	21	0	7	1	1	0	6	1	4	1	0	0	1	10	2	0	3	0	2	76
COURT OF JUSTICE	0	10	3	1	2	7	2	0	3	3	47	3	7	1	3	0	18	2	6	1	1	2	10	11	6	2	3	2	1	157
EUROPEAN DATA PROTECTION SUPERVISOR	0	11	0	0	0	2	0	0	2	0	4	0	4	0	0	0	7	0	0	0	0	0	1	1	1	2	0	0	2	36
EUROPEAN ECONOMIC AND SOCIAL COMMITTEE	0	13	0	0	0	1	0	1	7	0	1	0	2	0	1	0	11	0	0	0	1	1	1	4	2	0	0	0	0	46
EUROPEAN EXTERNAL ACTION SERVICE	9	99	11	4	5	22	0	2	34	4	75	8	10	4	5	5	64	4	1	3	0	5	10	17	25	1	1	5	29	462
EUROPEAN OMBUDSMAN	0	2	0	0	0	1	0	0	1	0	3	0	1	0	0	1	1	0	0	0	0	0	2	0	0	0	0	0	0	12
EUROPEAN PARLIAMENT	12	398	27	4	9	26	7	5	125	10	332	16	81	13	23	8	175	10	10	7	5	10	42	65	116	9	13	11	0	1569
Total	23	626	47	11	20	67	9	10	199	18	503	35	120	21	36	16	321	18	22	12	9	20	78	114	163	14	20	21	35	2608

#### 4.4 Breakdown of contract staff in the agencies and joint undertakings/EIT

Table 20 - Breakdown of contract staff by type of agency in 2013 - 2018



In 2017, 46,2 % of contract staff were employed in executive agencies, 47,2% in decentralised agencies, and 6,6% in joint undertakings and the European Institute of Information Technology (EIT). A similar distribution is observed in 2018, when 46,5% of contract staff were employed by the executive agencies, 47,4 % by the decentralised agencies and 6,1 % were employed by joint undertakings and the EIT.

#### 4.5 Breakdown by gender and by function group in the agencies, and joint undertakings / EIT

The breakdown by function group is relatively uniform between the decentralised and the executive agencies. Detailed data for 2017 and 2018 are as follows:

Table 21a - Breakdown by function group in 2017

	GFI		GFII		GFIII		GFIV		TOTAL	
	Count	%	Count	%	Count	%	Count	%	Count	%
Decentralised agencies	37	68.5%	320	43.0%	682	47.7%	729	47.9%	1768	47.2%
Joint undertakings / EIT	0	0.0%	30	4.0%	99	6.9%	120	7.9%	249	6.6%
Executive agencies	17	31.5%	394	53.0%	649	45.4%	672	44.2%	1732	46.2%

Table 21b - Breakdown by function group in 2018

	GFI		GFII		GFIII		GFIV		TOTAL	
	Count	%	Count	%	Count	%	Count	%	Count	%
Decentralised agencies	42	73.7%	292	41.5%	743	48.3%	818	48.2%	1895	47.4%
Joint undertakings / EIT	0	0.0%	29	4.1%	92	6.0%	123	7.3%	244	6.1%
Executive agencies	15	26.3%	382	54.3%	704	45.7%	755	44.5%	1856	46.5%

Table 22a - Breakdown by function group and gender for each agency or joint undertakings/EIT in 2017

Agency	FGI		FGI Total		FGII		FGII Total		FGIII		FGIII Total		FGIV		FGIV Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Decentralised agencies</b>	4	33	37	262	58	320	462	217	682	384	345	729	1768				
ACER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eu-LISA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ECHA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EFSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eu-OSHA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EASO	0	1	1	1	1	2	22	17	39	13	12	25	67				
EASA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EBA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FRONTEx	0	13	13	2	2	4	77	8	85	28	20	48	150				
ECDC	0	2	2	11	1	12	31	6	37	33	13	46	97				
CEDFOP	0	4	4	11	1	12	2	3	5	3	1	4	25				
ECHA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ECHA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EEA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EEA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EFSA	1	0	1	19	5	24	1	3	4	53	32	85	114				
EUROFUND	1	1	2	0	1	1	2	1	3	1	2	3	9				
GSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EIGE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EIGE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EIOPA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EIOPA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EMSA	0	2	2	10	1	11	2	1	3	5	7	12	28				
EMA	0	0	0	67	8	75	11	5	19	39	17	56	150				
EMCDDA	0	3	3	12	1	13	6	3	9	3	1	4	29				
ENICPOL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENICPOL	0	0	0	24	10	34	52	42	94	11	18	29	157				
ESMA	0	0	0	1	0	1	19	3	22	14	14	28	51				
ETF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ETF	0	0	0	6	2	8	21	2	23	6	3	9	40				
EUROJUST	0	0	0	8	4	12	4	4	8	4	0	4	24				
EUROJUST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FRA	0	0	0	4	1	5	6	5	11	9	5	14	30				
CEPOL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENISA	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENISA	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ERA	2	1	3	6	0	6	6	3	9	4	11	15	33				
EU IPO	0	5	5	10	2	12	67	33	100	40	44	84	201				
BEREC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BEREC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CGIT	0	0	0	4	2	6	0	3	3	6	3	9	18				
CGIT	0	0	0	26	4	30	76	23	99	44	76	120	249				
<b>Joint undertakings and EIT</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BBi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clean Sky	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ECSEL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EIT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F4E	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F4E	0	0	0	12	2	14	49	5	54	34	71	105	173				
FCH2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IMI2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IMI2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SESAR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SESAR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S2R	0	0	0	1	0	1	3	3	6	4	1	5	12				
S2R	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Executive agencies</b>	4	13	17	343	51	394	415	234	649	412	260	672	1732				
CHAFEA	0	1	1	8	0	8	6	3	9	17	13	30	48				
EACEA	3	3	6	63	8	71	89	59	148	68	19	87	312				
ERCEA	0	2	2	75	15	90	79	54	133	68	51	119	344				
EASME	0	2	2	31	7	38	89	38	127	96	64	160	327				
INEA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INEA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
REA	1	5	6	132	18	150	121	58	179	106	78	184	519				
REA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grand total</b>	<b>8</b>	<b>46</b>	<b>54</b>	<b>631</b>	<b>113</b>	<b>744</b>	<b>953</b>	<b>474</b>	<b>1430</b>	<b>840</b>	<b>681</b>	<b>1521</b>	<b>3749</b>				

**Table 22b - Breakdown by function group and gender for each agency or joint undertakings/EIT in 2018**

	FGI		FGI Total		FGII		FGII Total		FGIII		FGIII Total		FGIV		FGIV Total		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
<b>Decentralised agencies</b>																	
ACER	4	38	42	241	51	292	520	223	743	435	363	818	1895				
Eu-LISA	0	0	0	0	0	1	1	0	1	5	15	20	22				
EFCA	0	0	0	0	0	1	5	6	6	7	18	25	31				
EPA	0	0	0	1	0	1	9	1	10	2	1	3	14				
CPVO	0	0	0	0	0	0	1	0	1	0	5	5	6				
Eu-OSHA	0	0	0	9	1	10	12	2	14	2	2	4	28				
EASO	0	0	0	1	0	1	22	14	36	11	12	23	60				
EASA	0	0	0	0	0	0	38	21	59	10	13	23	82				
EBRD	0	0	0	0	0	0	9	1	10	14	15	29	39				
FRONTEx	1	19	20	8	1	9	85	14	99	32	25	57	185				
EDCD	0	2	2	9	1	10	30	6	36	31	13	44	92				
CEDEFOP	0	4	4	11	1	12	2	3	6	3	2	5	27				
ECHA	0	0	0	30	7	37	30	30	60	13	14	27	124				
ECHA	0	0	0	8	0	8	10	3	13	30	25	55	76				
EFSA	0	0	0	15	5	20	2	3	5	60	34	94	119				
EUROFOUND	1	1	2	1	1	2	3	0	3	3	2	5	12				
GSA	0	0	0	3	0	3	2	2	4	21	23	44	51				
EIGE	0	0	0	2	0	2	5	2	7	2	3	5	14				
EOIPA	0	0	0	5	2	7	14	1	15	4	4	8	30				
EMSA	0	2	2	13	4	17	3	3	6	8	9	17	42				
EMA	0	0	0	50	4	54	33	14	47	50	17	67	168				
EMCDDA	0	3	3	11	1	12	6	3	9	4	1	5	29				
EUROPOL	0	0	0	30	13	43	56	25	81	16	31	47	171				
ESMA	0	0	0	0	0	0	22	3	25	15	29	44	69				
ETF	0	0	0	6	2	8	20	2	22	6	3	9	39				
EUROJUST	0	0	0	7	1	8	3	2	5	2	0	2	15				
FRA	0	0	0	4	1	5	7	5	12	9	6	15	32				
CEPOL	0	0	0	0	0	0	13	6	19	5	5	10	29				
ENISA	0	1	1	0	0	0	4	5	9	11	5	16	26				
ERA	2	1	3	7	0	7	5	3	8	3	10	13	31				
EUJPO	0	5	5	4	3	7	70	39	109	43	36	79	200				
BEREC	0	0	0	0	1	1	1	0	1	5	2	7	9				
CgT	0	0	0	5	2	7	1	4	5	8	3	11	23				
<b>Joint undertakings and EIT</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>4</b>	<b>29</b>	<b>72</b>	<b>20</b>	<b>92</b>	<b>49</b>	<b>74</b>	<b>123</b>	<b>244</b>				
BBi	0	0	0	0	0	0	2	3	5	3	2	5	10				
Clean Sky	0	0	0	1	0	1	1	3	4	1	0	1	6				
ECSEL	0	0	0	5	0	5	7	2	9	1	1	2	16				
EIT	0	0	0	4	1	5	4	4	8	5	1	6	19				
FAE	0	0	0	12	2	14	48	4	52	31	64	95	161				
FCH2	0	0	0	0	1	1	0	1	0	1	0	1	3				
IM2	0	0	0	1	0	1	8	0	8	0	1	1	10				
SESAR	0	0	0	0	0	0	0	0	0	0	3	1	4				
S2R	0	0	0	1	1	2	2	3	5	5	3	8	15				
<b>Executive agencies</b>	<b>3</b>	<b>12</b>	<b>15</b>	<b>333</b>	<b>49</b>	<b>382</b>	<b>447</b>	<b>257</b>	<b>704</b>	<b>468</b>	<b>287</b>	<b>755</b>	<b>1856</b>				
CHAFAE	0	1	1	8	0	8	6	5	11	19	11	30	50				
EACEA	2	2	4	63	9	72	99	64	163	74	23	97	336				
ERCEA	0	2	2	70	15	85	82	56	138	80	56	136	361				
EASME	0	2	2	29	5	34	88	40	128	106	73	179	343				
INEA	0	0	0	34	4	38	43	29	72	63	39	102	212				
REA	1	5	6	129	16	145	129	63	192	126	85	211	554				
<b>Total</b>	<b>7</b>	<b>50</b>	<b>57</b>	<b>599</b>	<b>104</b>	<b>703</b>	<b>1039</b>	<b>500</b>	<b>1539</b>	<b>952</b>	<b>744</b>	<b>1696</b>	<b>3995</b>				

Table 23a - Breakdown nationality for each agency or joint undertakings/EIT in 2017

Agency	AT	BE	BG	CY	CZ	DE	DK	EE	EL	ES	FR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	Other	Total
<b>Decentralised agencies</b>																													
ACER	14	42	71	2	27	69	17	12	133	232	46	117	11	48	15	211	31	0	8	62	177	65	110	34	16	22	60	101	1768
Agency for the Operational Management of Large Scale IT Systems in the Area of Freedom, Security and Justice	0	0	0	0	0	1	0	0	2	2	0	0	1	2	0	2	0	0	0	0	1	2	0	1	0	7	0	0	21
Eu-USA	0	0	0	0	0	0	0	2	4	2	0	12	0	0	0	1	0	1	0	0	1	1	3	0	0	1	0	3	31
EFCA	0	0	1	0	0	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	7
EPCO	0	0	1	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	6
EU-OSHA	0	0	2	0	0	1	0	1	16	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	2	0	26	
EASO	1	3	3	0	3	0	1	1	8	7	0	4	0	0	14	2	0	1	6	0	0	2	3	4	0	0	1	3	67
EEA	0	2	2	0	0	19	0	0	7	7	0	6	1	3	1	5	0	0	0	0	6	1	10	0	1	0	5	1	77
ERA	1	0	1	0	0	4	0	0	1	3	0	2	0	1	4	2	0	0	0	0	6	2	3	2	2	1	3	1	39
ERMF	0	0	5	1	0	1	0	0	4	1	2	2	1	2	1	3	0	0	0	0	111	6	2	0	1	1	0	4	150
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	1	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5	4	97
ERDF	1	3	3	0	1	5	1	2	2	3	7	0	0	0	7	4	1	0	0	2	5	4	7	25	0	2	5		



## ANNEX I

### List of Directorates-General, Services and Offices at the European Commission on 31/12/2018

1. AGRI: Agriculture and Rural Development
2. BUDG: Budget
3. CdP-OSP: Staff Committee - Representative Trade Unions and Staff Associations
4. CLIMA: Climate Action
5. CNECT: Communications Networks, Content and Technology
6. COMM: Communication
7. COMP: Competition
8. DEVCO: International Cooperation and Development
9. DGT: Translation
10. DIGIT: Informatics
11. EAC: Education, Youth, Sport and Culture
12. ECFIN: Economic and Financial Affairs
13. ECHO: European Civil Protection and Humanitarian Aid Operations (ECHO)
14. EMPL: Employment, Social Affairs and Inclusion
15. ENER: Energy
16. ENV: Environment
17. EPSC: European Political Strategy Centre
18. EPSO: European Personnel Selection Office
19. ESTAT: Eurostat
20. FISMA: Financial Stability, Financial Services and Capital Markets Union
21. FPI: Service for Foreign Policy Instruments
22. GROW: Internal Market, Industry, Entrepreneurship and SMEs
23. HOME: Migration and Home Affairs
24. HR: Human Resources and Security
25. IAS: Internal Audit Service
26. JRC: Joint Research Centre
27. JUST: Justice and Consumers
28. MARE: Maritime Affairs and Fisheries
29. MOVE: Mobility and Transport
30. NEAR: Neighbourhood and Enlargement Negotiations
31. OIB: Office for Infrastructure and Logistics in Brussels
32. OIL: Office for Infrastructure and Logistics in Luxembourg
33. OLAF: European Anti-Fraud Office
34. OP: Publications Office
35. PMO: Office for the Administration and Payment of Individual Entitlements
36. REGIO: Regional and Urban Policy
37. RTD: Research and Innovation
38. SANTE: Health and Food Safety
39. SCIC: Interpretation
40. SG: Secretariat-General
41. SJ: Legal Service
42. TAXUD: Taxation and Customs Union
43. TF50: Task Force for the Preparation and Conduct of the Negotiations with the United Kingdom under Article 50 TEU
44. TRADE: Trade