



Council of the European Union
General Secretariat

Brussels, 21 March 2025

WK 3135/2025 REV 2

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WORKING DOCUMENT

From:	General Secretariat of the Council
To:	Working Party on the Staff Regulations
Subject:	Geographical data of staff in EU institutions, bodies and agencies (as of 31 December 2024)

Delegations will find attached the data on the above-mentioned subject as prepared by the European Parliament (revised version), the General Secretariat of the Council, the European Commission, the European External Action Service (revised version) and now the European Union Agencies' Network (EUAN).

AD officials (non-management AD 5-16)												AD temporary agents (non-management AD 5-16)												Management					Other categories					Trainees				Population share	Guiding rate		
Nat	Non-linguist AD population		Linguist AD population		Total AD	Total Ling AD	Total	Share of ADs (incl. AD ling.) [a] + [b] / [1] + [2]	Share of ADs (excl. AD ling.) [b] / [2]	AD balance (change vs 2023)		Nat	Non-linguist TA AD population		Linguist TA AD population		Total Non- Ling TA AD	Total Ling TA AD	Total	Share of TA ADs (incl. AD ling.) [c] + [d] / [3] + [4]	Share of TA ADs (excl. AD ling.) [d] / [3]	TA AD balance (change vs 2023)		Nat	Middle AD 9-14	Senior AD 14-16	Total	Management share [e] + [f] / [5]	Management balance (change vs 2023) [n] / [gr]	Nat	CA FG IV	CA FG IV share [g] / [6]	SNE [h] / [7]	Balance (change vs 2023)		Nat	Trainees	Trainees share [i] / [8]	Trainees balance (change vs 2023) [q] / [gr]	Population share	Guiding rate [gr]
	AD 5-8	AD 9-16	AD 5-8	AD 9-16						ADs (incl. AD ling.) [j] / [gr]	ADs (excl. AD ling.) [k] / [gr]		TA AD 5-8	TA AD 9-16	TA AD 5-8	TA AD 9-16						ADs (incl. AD ling.) [l] / [gr]	ADs (excl. AD ling.) [m] / [gr]											CA FG IV [o] / [gr]	SNE [p] / [gr]						
	[a]	[b]	[a]	[b]						[j]	[k]		[c]	[d]	[c]	[d]						[l]	[m]											[g]	[o]						
AT	3	16	9	1	19	10	29	1,43%	1,51%	0,51 ➡ 0,54 ⬇	AT	4	1	2	0	5	2	7	1,72%	1,57%	0,62 ⬇ 0,57 ⬆	AT	6	4	10	2,45%	0,88 ⬇	AT	11	3,87%	2	6,90%	1,39 ⬆ 2,48 ⬆	AT	13	1,55%	0,56 ⬆	2,02%	2,78%		
BE	43	76	15	22	119	37	156	7,67%	9,45%	2,51 ⬇ 3,09 ⬇	BE	27	4	5	0	31	5	36	8,82%	9,75%	2,89 ⬇ 3,19 ⬇	BE	30	5	35	8,58%	2,61 ⬇	BE	21	7,39%	0	0,00%	2,42 ⬆ 0,00 ➡	BE	34	4,04%	1,32 ⬆	2,62%	3,06%		
BG	11	36	5	31	47	36	83	4,08%	3,73%	1,73 ⬆ 1,58 ⬆	BG	11	0	0	0	11	0	11	2,70%	3,46%	1,14 ⬇ 1,47 ⬆	BG	8	0	8	1,96%	0,83 ⬆	BG	6	2,11%	1	3,45%	0,89 ⬆ 1,46 ⬆	BG	9	1,07%	0,45 ⬆	1,43%	2,36%		
CY	1	3	0	0	4	0	4	0,20%	0,32%	0,24 ⬇ 0,38 ⬇	CY	2	1	0	0	3	0	3	0,74%	0,94%	0,88 ⬆ 1,13 ⬆	CY	0	0	3	0,74%	0,88 ⬆	CY	1	0,35%	0	0,00%	0,42 ⬆ 0,00 ➡	CY	9	1,07%	1,28 ➡	0,21%	0,83%		
CZ	6	23	3	30	29	33	62	3,05%	2,30%	1,05 ⬆ 0,79 ⬆	CZ	4	0	2	0	4	2	6	1,47%	1,26%	0,50 ⬆ 0,43 ⬆	CZ	4	1	5	1,23%	0,42 ⬇	CZ	6	2,11%	2	6,90%	0,72 ⬆ 2,36 ⬆	CZ	12	1,43%	0,49 ⬆	2,42%	2,92%		
DE	15	83	15	27	98	42	140	6,89%	7,78%	0,52 ⬆ 0,58 ⬆	DE	22	3	8	0	25	8	33	8,09%	7,86%	0,61 ⬆ 0,59 ⬆	DE	38	13	51	12,50%	0,94 ⬇	DE	22	7,75%	1	3,45%	0,58 ⬇ 0,26 ⬆	DE	75	8,92%	0,67 ⬆	18,49%	13,33%		
DK	4	11	11	17	15	28	43	2,12%	1,19%	1,02 ⬇ 0,57 ⬆	DK	1	1	4	0	2	4	6	1,47%	0,63%	0,71 ⬇ 0,30 ⬆	DK	8	3	11	2,70%	1,29 ⬇	DK	5	1,76%	1	3,45%	0,85 ⬆ 1,66 ⬆	DK	13	1,55%	0,74 ⬆	1,32%	2,08%		
EE	4	21	8	22	25	30	55	2,71%	1,99%	2,78 ⬆ 2,04 ⬆	EE	1	0	1	0	1	1	2	0,49%	0,31%	0,50 ⬆ 0,32 ⬆	EE	6	0	6	1,47%	1,51 ⬆	EE	4	1,41%	1	3,45%	1,45 ⬆ 3,55 ⬆	EE	8	0,95%	0,98 ⬆	0,30%	0,97%		
ES	48	60	15	17	108	32	140	6,89%	8,58%	0,81 ⬇ 1,01 ⬆	ES	29	5	8	0	34	8	42	10,29%	10,69%	1,22 ⬆ 1,26 ⬆	ES	25	11	34	8,33%	0,98 ⬇	ES	25	8,80%	2	6,90%	1,04 ⬆ 0,81 ⬆	ES	86	10,23%	1,21 ➡	10,78%	8,47%		
FI	8	20	11	26	28	37	65	3,20%	2,22%	1,53 ⬇ 1,07 ⬆	FI	1	1	4	0	2	4	6	1,47%	0,63%	0,71 ⬆ 0,30 ⬆	FI	13	5	18	4,41%	2,12 ⬆	FI	7	2,46%	0	0,00%	1,18 ⬇ 0,00 ➡	FI	22	2,62%	1,26 ⬆	1,25%	2,08%		
FR	35	99	10	22	134	32	166	8,17%	10,64%	0,73 ⬆ 0,95 ⬆	FR	35	7	6	0	42	6	48	11,76%	13,21%	1,05 ⬆ 1,17 ⬆	FR	33	9	42	10,29%	0,92 ⬆	FR	38	13,38%	4	13,79%	1,19 ⬆ 1,23 ⬆	FR	94	11,18%	0,99 ⬆	15,17%	11,25%		
EL	31	29	18	16	60	34	94	4,62%	4,77%	1,59 ⬆ 1,63 ⬆	EL	14	1	4	0	15	4	19	4,66%	4,72%	1,60 ⬆ 1,62 ⬆	EL	13	1	14	3,43%	1,13 ⬆	EL	12	4,23%	0	0,00%	1,45 ⬆ 0,00 ⬆	EL	33	3,92%	1,35 ⬆	2,31%	2,92%		
HR	18	19	22	9	37	31	68	3,34%	2,94%	2,01 ⬆ 1,76 ⬆	HR	13	0	2	0	13	2	15	3,68%	4,09%	2,21 ⬆ 2,45 ⬆	HR	2	0	2	0,49%	0,29 ➡	HR	4	1,41%	0	0,00%	0,85 ⬆ 0,00 ➡	HR	20	2,36%	1,43 ⬆	0,86%	1,67%		
HU	8	36	2	37	44	39	83	4,08%	3,49%	1,40 ⬆ 1,20 ⬆	HU	5	1	1	0	6	1	7	1,72%	1,89%	0,59 ⬇ 0,65 ⬆	HU	11	1	12	2,94%	1,01 ⬆	HU	7	2,46%	0	0,00%	0,85 ⬆ 0,00 ➡	HU	18	2,14%	0,73 ➡	2,13%	2,92%		
IE	12	12	16	1	24	17	41	2,02%	1,91%	1,04 ⬆ 0,98 ⬆	IE	3	0	10	0	3	10	13	3,19%	0,94%	1,64 ⬆ 0,49 ⬆	IE	6	0	6	1,47%	0,76 ⬆	IE	5	1,76%	2	6,90%	0,91 ⬆ 3,55 ⬆	IE	26	3,09%	1,59 ⬆	1,19%	1,94%		
IT	51	74	17	25	125	42	167	8,21%	9,93%	0,78 ⬆ 0,94 ⬆	IT	45	4	8	0	49	8	57	13,97%	15,41%	1,32 ➡ 1,46 ⬆	IT	40	7	47	11,52%	1,09 ⬆	IT	36	12,68%	5	17,24%	1,20 ⬆ 1,63 ⬆	IT	115	13,67%	1,30 ⬆	13,23%	10,56%		
LT	4	23	4	27	27	31	58	2,85%	2,14%	1,87 ⬆ 1,40 ⬆	LT	4	0	4	0	4	4	8	1,96%	1,26%	1,28 ⬆ 0,82 ⬆	LT	5	0	5	1,23%	0,80 ⬇	LT	3	1,06%	0	0,00%	0,69 ⬇ 0,00 ➡	LT	13	1,55%	1,01 ➡	0,64%	1,53%		
LU	3	1	0	1	4	1	5	0,25%	0,32%	0,30 ⬆ 0,38 ⬆	LU	1	0	0	0	1	0	1	0,25%	0,31%	0,29 ⬇ 0,38 ⬆	LU	3	0	3	0,74%	0,88 ⬆	LU	2	0,70%	0	0,00%	0,85 ⬆ 0,00 ➡	LU	13	1,55%	1,85 ⬆	0,15%	0,83%		
LV	3	11	4	29	14	33	47	2,31%	1,11%	1,85 ⬆ 0,89 ⬆	LV	1	0	1	0	1	1	2	0,49%	0,31%	0,39 ⬆ 0,25 ⬆	LV	3	0	3	0,74%	0,59 ⬇	LV	3	1,06%	0	0,00%	0,85 ⬆ 0,00 ➡	LV	11	1,31%	1,05 ⬆	0,42%	1,25%		
MT	2	16	11	14	18	25	43	2,12%	1,43%	2,54 ⬆ 1,72 ⬆	MT	1	0	0	0	1	0	1	0,25%	0,31%	0,29 ⬇ 0,38 ⬆	MT	3	1	4	0,98%	1,18 ⬆	MT	5	1,76%	0	0,00%	2,11 ⬇ 0,00 ➡	MT	11	1,31%	1,57 ⬆	0,12%	0,83%		
NL	3	16	6	8	19	14	33	1,62%	1,51%	0,38 ⬆ 0,35 ⬆	NL	8	1	2	0	9	2	11	2,70%	2,83%	0,63 ⬆ 0,66 ⬆	NL	6	2	8	1,96%	0,46 ⬆	NL	6	2,11%	0	0,00%	0,49 ⬇ 0,00 ➡	NL	29	3,45%	0,80 ⬆	4,01%	4,31%		
PL	19	51	1	37	70	38	108	5,31%	5,56%	0,72 ⬆ 0,76 ⬆	PL	10	0	5	0	10	5	15	3,68%	3,14%	0,50 ⬇ 0,43 ⬆	PL	15	3	18	4,41%	0,60 ⬆	PL	12	4,23%	3	10,34%	0,57 ⬆ 1,41 ⬆	PL	40	4,76%	0,65 ⬆	8,33%	7,36%		
PT	8	35	15	14	43	29	72	3,54%	3,42%	1,21 ⬆ 1,17 ⬆	PT	13	1	5	0	14	5	19	4,66%	4,40%	1,60 ⬆ 1,51 ⬆	PT	14	3	17	4,17%	1,43 ⬆	PT	15	5,28%	4	13,79%	1,81 ⬆ 4,73 ⬆	PT	39	4,64%	1,59 ⬆	2,36%	2,92%		
RO	25	52	5	26	77	31	108	5,31%	6,12%	1,16 ⬆ 1,33 ⬆	RO	21	2	3	0	23	3	26	6,37%	7,23%	1,39 ⬇ 1,58 ⬆	RO	16	1	17	4,17%	0,91 ⬆	RO	11	3,87%	0	0,00%	0,85 ⬆ 0,00 ➡	RO	44	5,23%	1,14 ⬆	4,23%	4,58%		
SE	3	25	7	23	28	30	58	2,85%	2,22%	0,98 ➡ 0,76 ⬆	SE	4	0	0	0	4	0	4	0,98%	1,26%	0,34 ⬆ 0,43 ⬆	SE	9	0	9	2,21%	0,76 ⬆	SE	3	1,06%	1	3,45%	0,36 ⬇ 1,18 ⬆	SE	24	2,85%	0,98 ⬆	2,34%	2,92%		
SI	4	15	3	24	19	27	46	2,26%	1,51%	1,81 ⬆ 1,21 ⬆	SI	4	0	5	0	4	5	9	2,21%	1,26%	1,76 ⬆ 1,01 ➡	SI	6	2	8	1,96%	1,57 ⬇	SI	6	2,11%	0	0,00%	1,69 ⬇ 0,00 ➡	SI	14	1,66%	1,33 ⬆	0,47%	1,25%		
SK	5	19	8	27	24	35	59	2,90%	1,91%	1,39 ⬇ 0,92 ⬆	SK	1	0	0	0	1	0	1	0,25%	0,31%	0,12 ⬇ 0,15 ⬆	SK	11	1	12	2,94%	1,41 ⬆	SK	8	2,82%	0	0,00%	1,35 ⬆ 0,00 ➡	SK	16	1,90%	0,91 ⬆	1,21%	2,08%		
UK	7	34	6	10	41	16	57	2,80%	3,26%		UK	2	4	4	0	6	4	10	2,45%	1,89%																					
Total without UK	377	882	241	533	1259	774	2033	100,00%	100,00%		Total without UK	285	33	90	0	318	90	408	100,00%	100,00%				Total without UK	335	73	408	100,00%													
[1]		[2]		[1]	[2]					[3]		[4]		[3]	[4]					[5]				[6]		[7]				[8]											

Balance legend	
0.0 - 0.5	Very few: below 50% of the guiding rate
0.5 - 0.75	Few: below 75% of the guiding rate
0.75 - 1.25	Average: at least 75% of the guiding rate
1.25 - 1.50	Many: above 125% of the guiding rate
1.50 >	Very many: above 150% of the guiding rate

The guiding rate for calculating the geographical balance in the European Parliament is based on the percentage of MEP per Member State compared to the total number of MEPs

The data include officials, probationary officials and temporary agents (2(a) and 2 (b)) working in the EP Secretariat (see non-linguist AD population for the entities included under the EP Secretariat).

The list of type of jobs is based on the decision made by the Secretary-General on 11 December 2015.

Middle managers
In this section, only the AD function group with grades between 9 and 14 are counted.
The job names included are:
Head of Unit
Head of Liason Office
Head of Regional Office
Head of Unit / Accountant
Head of Unit / Doctor
Head of Unit / Internal Auditor
Head of Unit / Interpretation manager
Head of Unit / Lawyer manager
Team Leader - Cabinet.

Senior managers
In this section, only the AD function group with grades between 14 and 16 are counted.
The job names included are:
Secretary-General
Deputy Secretary-General - Director - General
Director-General
Jurisconsult
Director
Principal Adviser
Director of Office
Director of APPF
Director of the Liaison Office
Director, information technology
Director, legal affairs

The number of trainees represents the total intake for the whole year 2024.

The number of UK nationals has been provided, however, they are not calculated in the total.

! 6 CA FG IV have declared a non-EU nationality as their first nationality and are not reflected in the table!

Data as of 31/12/2024

EP Secretariat
Automatic retirement of officials aged between 65 and 66 if not already retired

1st nat.declared	31/12/2025	31/12/2026	31/12/2027	31/12/2028	31/12/2029
AT	1	2	2	3	5
BE	5	16	27	33	38
BG	2	4	4	5	6
CY	0	0	1	1	0
CZ	2	2	0	1	1
DE	1	7	15	22	28
DK	0	2	5	8	8
EE	0	2	2	0	2
EL	11	19	11	5	8
ES	3	6	15	25	33
FI	1	4	10	13	11
FR	2	4	11	21	28
HR	0	0	1	2	1
HU	3	4	2	1	1
IE	3	3	2	2	4
IT	5	11	17	22	27
LT	0	0	1	1	1
LU	1	2	1	1	1
LV	0	0	4	4	1
MT	0	1	2	2	1
NL	2	2	3	5	4
PL	0	1	3	4	4
PT	3	10	14	10	10
RO	0	0	0	0	2
SE	2	4	5	7	12
SI	0	1	1	0	2
SK	0	0	0	2	2
UK	1	0	3	6	8
TOTAL	48	107	162	206	249

EP Secretariat
Officials aged between 58 and 64 who could ask for retirement if not already retired

1st nat.declared	31/12/2025	31/12/2026	31/12/2027	31/12/2028	31/12/2029
AT	18	18	21	24	22
BE	139	158	171	174	178
BG	19	19	23	24	28
CY	1	1	0	0	2
CZ	5	6	9	10	15
DE	108	113	126	123	119
DK	25	26	28	25	25
EE	8	8	11	15	18
EL	39	38	38	47	44
ES	94	103	100	103	96
FI	49	59	62	65	69
FR	92	115	124	134	135
HR	8	9	8	8	10
HU	9	13	17	22	30
IE	16	16	20	20	21
IT	99	110	115	124	130
LT	5	6	9	10	13
LU	5	6	7	7	9
LV	7	9	10	11	12
MT	8	8	7	7	9
NL	20	21	22	24	22
PL	17	20	23	26	32
PT	39	34	31	33	37
RO	8	12	16	21	19
SE	38	44	50	53	49
SI	5	9	10	14	14
SK	5	7	11	11	12
UK	29	33	31	33	34
TOTAL	915	1021	1100	1168	1204

AD officials (non-management AD 5-16)											AD temporary agents (non-management AD 5-16)											Management					Other categories						Trainees				Population share	Guiding rate [gr]						
Nat	Non-linguist AD population		Linguist AD population		Total AD	Total Ling AD	Total	Share of ADs (incl. AD ling.) [a] + [b] / [1] + [2]	Share of ADs (excl. AD ling.) [b] / [2]	AD balance (change vs 2023)		Nat	Non-linguist TA AD population		Linguist TA AD population		Total TA AD	Total Ling TA AD	Total	Share of TA ADs (incl. AD ling.) [c] + [d] / [3] + [4]	Share of TA ADs (excl. AD ling.) [d] / [3]	TA AD balance (change vs 2023)		Nat	Middle AD 9-14		Senior AD 14-16	Total	Management share [e] + [f] / [5]	Managemen t balance (change vs 2023) [n] / [gr]	Nat	CA FG IV	CA FG IV share [g] / [6]	SNE	SNE share [h] / [7]	Balance (change vs 2023)			Nat	Trainees	Trainees share [i] / [8]	Trainees balance (change vs 2023) [q] / [gr]		
	AD 5-8	AD 9-16	AD 5-8	AD 9-16						ADs (incl. AD ling.) [j] / [gr]	ADs (excl. AD ling.) [k] / [gr]		TA AD 5-8	TA AD 9-16	TA AD 5-8	TA AD 9-16						ADs (incl. AD ling.) [l] / [gr]	ADs (excl. AD ling.) [m] / [gr]		CA FG IV [o] / [gr]	SNE [p] / [gr]	CA FG IV	Senior				Total	CA FG IV	SNE	CA FG IV	SNE								
	[a]	[b]	[a]	[b]						[a] + [b]	[j]		[k]	[c]	[d]	[c]						[d]	[c] + [d]		[l]	[m]	[e]	[f]				[e] + [f]	[n]	[g]	[o]	[h]				[p]	[o]		[p]	
AT	6	8	5	2	14	7	21	1,73%	2,32%	0,66	0,88	AT	2		4		2	4	6	3,66%	2,13%	1,39	0,81	AT		2	2	1,49%	0,57	AT	1	2,08%	#N/A	#N/A	0,79	#N/A	#N/A	AT	3	2,75%	1,05	#N/A	2,02%	2,63%
BE	18	44	14	18	62	32	94	7,73%	10,28%	2,47	3,28	BE	11	3	1		14	1	15	9,15%	14,89%	2,92	4,76	BE	10	8	18	13,43%	4,29	BE	3	6,25%	#N/A	#N/A	2,00	#N/A	#N/A	BE	9	8,26%	2,64	#N/A	2,62%	3,13%
BG	9	17	3	21	26	24	50	4,11%	4,31%	1,79	1,87	BG	1		2		1	2	3	1,83%	1,06%	0,80	0,46	BG	2		2	1,49%	0,65	BG	1	2,08%	#N/A	#N/A	0,91	#N/A	#N/A	BG	1	0,92%	0,40	#N/A	1,43%	2,30%
CY	3	1			4	0	4	0,33%	0,66%	0,43	0,87	CY					0	0	0	0,00%	0,00%	0,00	0,00	CY	1		1	0,75%	0,98	CY		0,00%	#N/A	#N/A	0,00	#N/A	#N/A	CY	1	0,92%	1,21	#N/A	0,21%	0,76%
CZ	2	8	9	21	10	30	40	3,29%	1,66%	1,09	0,55	CZ	2				2	0	2	1,22%	2,13%	0,40	0,70	CZ	3		3	2,24%	0,74	CZ	1	2,08%	#N/A	#N/A	0,69	#N/A	#N/A	CZ	4	3,67%	1,22	#N/A	2,42%	3,02%
DE	9	27	4	13	36	17	53	4,36%	5,97%	0,32	0,44	DE	7		4		7	4	11	6,71%	7,45%	0,49	0,55	DE	9	6	15	11,19%	0,82	DE	6	12,50%	#N/A	#N/A	0,92	#N/A	#N/A	DE	9	8,26%	0,61	#N/A	18,49%	13,60%
DK		5	4	18	5	22	27	2,22%	0,83%	1,19	0,45	DK			6		0	6	6	3,66%	0,00%	1,97	0,00	DK	3	3	6	4,48%	2,41	DK		0,00%	#N/A	#N/A	0,00	#N/A	#N/A	DK	3	2,75%	1,48	#N/A	1,32%	1,86%
EE	1	9	5	23	10	28	38	3,13%	1,66%	3,72	1,97	EE			3		0	3	3	1,83%	0,00%	2,18	0,00	EE			0	0,00%	0,00	EE	3	6,25%	#N/A	#N/A	7,44	#N/A	#N/A	EE	1	0,92%	1,09	#N/A	0,30%	0,84%
ES	27	36	10	13	63	23	86	7,07%	10,45%	0,77	1,14	ES	6	1	4		7	4	11	6,71%	7,45%	0,73	0,81	ES	9	3	12	8,96%	0,97	ES	4	8,33%	#N/A	#N/A	0,91	#N/A	#N/A	ES	9	8,26%	0,90	#N/A	10,78%	9,20%
FI	2	11	10	20	13	30	43	3,54%	2,16%	1,93	1,18	FI	1	1	2		2	2	4	2,44%	2,13%	1,33	1,16	FI	3	1	4	2,99%	1,53	FI	1	2,08%	#N/A	#N/A	1,14	#N/A	#N/A	FI	3	2,75%	1,50	#N/A	1,25%	1,83%
FR	26	39	5	16	65	21	86	7,07%	10,78%	0,60	0,91	FR	15		4		15	4	19	11,59%	15,96%	0,98	1,35	FR	7	7	14	10,45%	0,89	FR	5	10,42%	#N/A	#N/A	0,88	#N/A	#N/A	FR	11	10,09%	0,86	#N/A	15,17%	11,80%
EL	21	16	10	18	37	28	65	5,35%	6,14%	1,79	2,06	EL	4		2		4	2	6	3,66%	4,26%	1,23	1,43	EL	2		2	1,49%	0,50	EL		0,00%	#N/A	#N/A	0,00	#N/A	#N/A	EL	4	3,67%	1,23	#N/A	2,31%	2,98%
HR	10	7	17	11	17	28	45	3,70%	2,82%	2,37	1,81	HR					0	0	0	0,00%	0,00%	0,00	0,00	HR	2		2	1,49%	0,96	HR		0,00%	#N/A	#N/A	0,00	#N/A	#N/A	HR	2	1,83%	1,18	#N/A	0,86%	1,56%
HU		13	6	20	13	26	39	3,21%	2,16%	1,10	0,74	HU			3		0	3	3	1,83%	0,00%	0,63	0,00	HU	3	3	6	4,48%	1,53	HU	2	4,17%	#N/A	#N/A	1,43	#N/A	#N/A	HU	2	1,83%	0,63	#N/A	2,13%	2,92%
IE	2	5	17	11	7	28	35	2,88%	1,16%	1,63	0,66	IE			9		0	9	9	5,49%	0,00%	3,10	0,00	IE	2	2	4	2,99%	1,69	IE	2	4,17%	#N/A	#N/A	2,35	#N/A	#N/A	IE	5	4,59%	2,59	#N/A	1,19%	1,77%
IT	34	22	12	12	56	24	80	6,58%	9,29%	0,60	0,85	IT	18	1	5		19	5	24	14,63%	20,21%	1,34	1,85	IT	5	3	8	5,97%	0,55	IT	7	14,58%	#N/A	#N/A	1,34	#N/A	#N/A	IT	10	9,17%	0,84	#N/A	13,23%	10,92%
LT	3	10	4	23	13	27	40	3,29%	2,16%	2,27	1,49	LT	1		1		1	1	2	1,22%	1,06%	0,84	0,73	LT	2		2	1,49%	1,03	LT		0,00%	#N/A	#N/A	0,00	#N/A	#N/A	LT	1	0,92%	0,63	#N/A	0,64%	1,45%
LU		1		1	1	1	2	0,16%	0,17%	0,22	0,22	LU					0	0	0	0,00%	0,00%	0,00	0,00	LU		2	2	1,49%	2,02	LU		0,00%	#N/A	#N/A	0,00	#N/A	#N/A	LU	1	0,92%	1,24	#N/A	0,15%	0,74%
LV	1	4	5	21	5	26	31	2,55%	0,83%	2,63	0,85	LV	1		3		1	3	4	2,44%	1,06%	2,51	1,10	LV	2	1	3	2,24%	2,31	LV	2	4,17%	#N/A	#N/A	4,30	#N/A	#N/A	LV	0	0,00%	0,00	#N/A	0,42%	0,97%
MT	2	2	12	17	4	29	33	2,71%	0,66%	4,31	1,05	MT			1		0	1	1	0,61%	0,00%	0,97	0,00	MT		1	1	0,75%	1,18	MT	1	2,08%	#N/A	#N/A	3,31	#N/A	#N/A	MT	2	1,83%	2,91	#N/A	0,12%	0,63%
NL	2	14	5	2	16	7	23	1,89%	2,65%	0,46	0,65	NL	2		4		2	4	6	3,66%	2,13%	0,89	0,52	NL		2	2	1,49%	0,36	NL	2	4,17%	#N/A	#N/A	1,01	#N/A	#N/A	NL	3	2,75%	0,67	#N/A	4,01%	4,11%
PL	6	19	3	25	25	28	53	4,36%	4,15%	0,54	0,52	PL	2		2		2	2	4	2,44%	2,13%	0,30	0,27	PL	6	3	9	6,72%	0,84	PL	2	4,17%	#N/A	#N/A	0,52	#N/A	#N/A	PL	5	4,59%	0,57	#N/A	8,33%	8,02%
PT	6	8	13	12	14	25	39	3,21%	2,32%	1,07	0,77	PT	4		1		4	1	5	3,05%	4,26%	1,02	1,42	PT	1		1	0,75%	0,25	PT		0,00%	#N/A	#N/A	0,00	#N/A	#N/A	PT	8	7,34%	2,45	#N/A	2,36%	3,00%
RO	22	25	4	23	47	27	74	6,09%	7,79%	1,39	1,78	RO	4		2		4	2	6	3,66%	4,26%	0,84	0,97	RO	4	2	6	4,48%	1,02	RO	1	2,08%	#N/A	#N/A	0,48	#N/A	#N/A	RO	4	3,67%	0,84	#N/A	4,23%	4,38%
SE	3	12	9	15	15	24	39	3,21%	2,49%	1,15	0,89	SE	2		2		2	2	4	2,44%	2,13%	0,87	0,76	SE	1	2	3	2,24%	0,80	SE	3	6,25%	#N/A	#N/A	2,24	#N/A	#N/A	SE	4	3,67%	1,32	#N/A	2,34%	2,79%
SI	2	12	5	19	14	24	38	3,13%	2,32%	3,16	2,35	SI	4		4		4	4	8	4,88%	4,26%	4,93	4,30	SI	1	1	2	1,49%	1,51	SI	1	2,08%	#N/A	#N/A	2,10	#N/A	#N/A	SI	2	1,83%	1,85	#N/A	0,47%	0,99%
SK	4	7	5	22	11	27	38	3,13%	1,82%	1,72	1,00	SK	1		1		1	1	2	1,22%	1,06%	0,67	0,58	SK	3	1	4	2,99%	1,64	SK		0,00%	#N/A	#N/A	0,00	#N/A	#N/A	SK	2	1,83%	1,01	#N/A	1,21%	1,82%
Total	221	382	196	417	603	613	1216	100,00%	100,00%			Total	88	6	70	0	94	70	164	100,00%	100,00%			Total	81	53	134	100,00%			Total	48	100,00%	#N/A	#N/A			Total	109	100,00%				
[1]		[2]		[1]		[2]						[3]		[4]		[3]		[4]						[5]				[6]		[7]				[8]										

Retirements (AD officials)	
Nat	Staff reaching compulsory retirement age 2025-2029

AT	4
BE	21
BG	5
CY	0
CZ	0
DE	14
DK	5
EE	5
ES	16
FI	12
FR	9
EL	6
HR	1
HU	4
IE	6
IT	10
LT	1
LU	0
LV	0
MT	2
NL	6
PL	1
PT	4
RO	0
SE	9
SI	1
SK	2
Total	144

To estimate the outflows per nationality, the number of AD officials reaching compulsory retirement age between 2025 and 2029 is given.

AD officials (non-management AD 5-16)											AD temporary agents (non-management AD 5-16)											Management					Other categories						Trainees									
Nat	Non-linguist AD population		Linguist AD population		Total AD [a1] + [a2]	Total Ling AD	Total	Share of Officials AD 5-8 (excl. ling.) [a1] / [1a]	Share of Officials AD 9-16 (excl. ling.) [a2] / [1b]	AD Officials balance (change vs 2023)		Nat	Non-linguist TA AD population		Linguist TA AD population		Total TA AD [c1] + [c2]	Total Ling TA AD	Total	Share of TA AD 5-8 (excl. ling.) [c1] / [3a]	Share of TA AD 9-16 (excl. ling.) [c2] / [3b]	TA AD balance (change vs 2023)		Nat	Middle AD 9-14 [e]	Senior AD 14-16 [f]	Total [e] + [f]	Management share [e] + [f] / [5]	Management balance (change vs 2023) [n] / [gr]	Nat	CA FG IV (excl. ling.) [g]	CA FG IV share (excl. ling.) [g] / [6]	SNE (excl. ling.) [h]	SNE share (excl. ling.) [h] / [7]	Balance (change vs 2023)		Nat	Trainees [i]	Trainees share [i] / [8]	Trainees balance (change vs 2023) [q] / [gr]	Population share	Guiding rate [gr]
	AD 5-8	AD 9-16	AD 5-8	AD 9-16						AD 5-8 Officials (excl. AD ling.) [j] / [gr]	AD 9-16 Officials (excl. AD ling.) [k] / [gr]		TA AD 5-8	TA AD 9-16	TA AD 5-8	TA AD 9-16						TA AD 5-8 (excl. ling.) [l] / [gr]	TA AD 9-16 (excl. ling.) [m] / [gr]												CA FG IV (excl. ling.) [o] / [gr]	SNE (excl. ling.) [p] / [gr]						
	[a1]	[a2]	[b]		[a]	[b]	[a] + [b]			[j]	[k]		[c1]	[c2]	[d]		[c]	[d]	[c] + [d]			[l]	[m]												[i] / [gr]	[m] / [gr]						
AT	70	144	2	5	214	7	221	2.1%	2.2%	0.82↑0.86↓	AT	28	3	3	0	31	3	34	2.0%	2.2%	0.77↓0.85↓	AT	23	17	40	2.73%	1.07↑	AT	51	1.33%	26	2.48%	0.52↑0.97↓	AT	41	2.61%	1.02↓	2.02%	2.6%			
BE	245	635	16	79	880	95	975	7.4%	9.7%	2.37↑3.11↓	BE	100	20	4	0	120	4	124	7.0%	14.5%	2.26↓4.66↑	BE	107	27	134	9.14%	2.94↑	BE	276	7.21%	14	1.33%	2.31→0.43↓	BE	70	4.46%	1.43↑	2.62%	3.1%			
BG	121	202	8	46	323	54	377	3.6%	3.1%	1.51↓1.28↑	BG	32	1	1	0	33	1	34	2.3%	0.7%	0.94↑0.30↑	BG	26	9	35	2.39%	0.99↑	BG	74	1.93%	27	2.57%	0.80↓1.07↓	BG	30	1.91%	0.79↑	1.43%	2.4%			
CY	24	42	0	1	66	1	67	0.7%	0.6%	0.94↑0.83↑	CY	11	0	0	0	11	0	11	0.8%	0.0%	1.00↑0.00↓	CY	9	4	13	0.89%	1.15↓	CY	18	0.47%	1	0.10%	0.61↓0.12↓	CY	8	0.51%	0.66↑	0.21%	0.8%			
CZ	42	171	4	58	213	62	275	1.3%	2.6%	0.41↓0.85↑	CZ	30	3	2	0	33	2	35	2.1%	2.2%	0.69↑0.71↑	CZ	19	6	25	1.71%	0.56↓	CZ	46	1.20%	35	3.33%	0.39↓1.09↑	CZ	39	2.48%	0.81↓	2.42%	3.1%			
DE	262	669	22	70	931	92	1023	7.9%	10.2%	0.57→0.74↓	DE	132	10	10	0	142	10	152	9.3%	7.2%	0.67↑0.52↓	DE	153	52	205	13.98%	1.01↓	DE	244	6.37%	146	13.90%	0.46↑1.01↓	DE	237	15.10%	1.09↓	18.49%	13.8%			
DK	20	75	18	24	95	42	137	0.6%	1.1%	0.34↓0.64↓	DK	8	3	10	0	11	10	21	0.6%	2.2%	0.32↓1.22↑	DK	22	11	33	2.25%	1.26↓	DK	26	0.68%	40	3.81%	0.38↑2.13↑	DK	26	1.66%	0.93↓	1.32%	1.8%			
EE	21	50	17	50	71	67	138	0.6%	0.8%	0.78↑0.95↑	EE	15	4	0	0	19	0	19	1.1%	2.9%	1.31↑3.59↑	EE	8	4	12	0.82%	1.01→	EE	19	0.50%	13	1.24%	0.62↓1.54↓	EE	13	0.83%	1.03↑	0.30%	0.8%			
ES	378	557	17	46	935	63	998	11.4%	8.5%	1.27↑0.95↑	ES	123	13	8	0	136	8	144	8.7%	9.4%	0.97→1.05↑	ES	91	32	123	8.39%	0.94↓	ES	472	12.32%	95	9.05%	1.38→1.01↑	ES	133	8.47%	0.95↑	10.78%	8.9%			
FI	27	124	14	33	151	47	198	0.8%	1.9%	0.46↑1.07↑	FI	26	3	10	0	29	10	39	1.8%	2.2%	1.03↑1.23↓	FI	25	11	36	2.46%	1.39↓	FI	40	1.04%	21	2.00%	0.59↓1.13↓	FI	45	2.87%	1.62↓	1.25%	1.8%			
FR	398	718	7	57	1116	64	1180	12.0%	11.0%	1.03↑0.94↓	FR	152	13	6	0	165	6	171	10.7%	9.4%	0.92↑0.81↑	FR	150	49	199	13.57%	1.17→	FR	547	14.28%	149	14.19%	1.23↓1.22↓	FR	191	12.17%	1.05↓	15.17%	11.6%			
EL	209	243	23	28	452	51	503	6.3%	3.7%	2.04↑1.20↓	EL	106	2	6	0	108	6	114	7.5%	1.4%	2.42↓0.47↓	EL	38	10	48	3.27%	1.06↑	EL	205	5.35%	90	8.57%	1.73↓2.78↓	EL	69	4.39%	1.42↑	2.31%	3.1%			
HR	98	43	42	2	141	44	185	2.9%	0.7%	1.86↓0.41↑	HR	16	2	7	0	18	7	25	1.1%	1.4%	0.71↓0.92↑	HR	12	2	14	0.95%	0.60↑	HR	38	0.99%	10	0.95%	0.63↓0.60↑	HR	23	1.46%	0.93↑	0.86%	1.6%			
HU	116	243	11	43	359	54	413	3.5%	3.7%	1.16↓1.23↑	HU	30	1	0	0	31	0	31	2.1%	0.7%	0.70↓0.24↓	HU	22	6	28	1.91%	0.63↓	HU	61	1.59%	11	1.05%	0.53↓0.35↓	HU	37	2.36%	0.78↓	2.13%	3.0%			
IE	36	80	42	13	116	55	171	1.1%	1.2%	0.67↑0.76↓	IE	38	5	16	0	43	16	59	2.7%	3.6%	1.66↑2.25↑	IE	13	12	25	1.71%	1.06↑	IE	51	1.33%	45	4.29%	0.83↓2.66↑	IE	28	1.78%	1.11↓	1.19%	1.6%			
IT	540	791	28	49	1331	77	1408	16.2%	12.1%	1.46↑1.08↑	IT	226	17	8	0	243	8	251	15.9%	12.3%	1.43↑1.10↑	IT	136	45	181	12.35%	1.11→	IT	945	24.67%	94	8.95%	2.21↓0.80↑	IT	189	12.04%	1.08↑	13.23%	11.2%			
LT	41	116	14	49	157	63	220	1.2%	1.8%	0.83↓1.19↑	LT	21	1	1	0	22	1	23	1.5%	0.7%	1.00↑0.49↓	LT	9	3	12	0.82%	0.55→	LT	44	1.15%	8	0.76%	0.77↑0.51↓	LT	18	1.15%	0.77↑	0.64%	1.5%			
LU	5	16	1	2	21	3	24	0.2%	0.2%	0.20→0.33↓	LU	10	0	0	0	10	0	10	0.7%	0.0%	0.94↑0.00→	LU	2	3	5	0.34%	0.45→	LU	12	0.31%	2	0.19%	0.42↑0.25↓	LU	10	0.64%	0.85↑	0.15%	0.8%			
LV	15	67	9	46	82	55	137	0.5%	1.0%	0.47↓1.07↑	LV	10	3	0	0	13	0	13	0.7%	2.2%	0.74↑2.28↑	LV	13	5	18	1.23%	1.29↑	LV	14	0.37%	8	0.76%	0.38→0.80↓	LV	4	0.25%	0.27↓	0.42%	1.0%			
MT	8	49	26	27	57	53	110	0.2%	0.7%	0.38↓1.17↑	MT	10	5	5	0	15	5	20	0.7%	3.6%	1.11↓5.69↑	MT	9	3	12	0.82%	1.29↑	MT	10	0.26%	3	0.29%	0.41↑0.45↓	MT	7	0.45%	0.70↑	0.12%	0.6%			
NL	79	201	3	24	280	27	307	2.4%	3.1%	0.61↑0.79↓	NL	32	6	2	0	38	2	40	2.3%	4.3%	0.58↑1.12↑	NL	26	14	40	2.73%	0.70↓	NL	80	2.09%	67	6.38%	0.54↑1.64↑	NL	78	4.97%	1.28↑	4.01%	3.9%			
PL	168	503	8	65	671	73	744	5.0%	7.7%	0.62↓0.94↑	PL	60	8	1	0	68	1	69	4.2%	5.8%	0.52↓0.71↑	PL	49	22	71	4.84%	0.59↑	PL	135	3.52%	23	2.19%	0.43→0.27↓	PL	81	5.16%	0.63↑	8.33%	8.2%			
PT	85	127	9	38	212	47	259	2.6%	1.9%	0.84↑0.63↓	PT	65	2	10	0	67	10	77	4.6%	1.4%	1.50↓0.48↓	PT	28	13	41	2.80%	0.92↑	PT	145	3.79%	31	2.95%	1.24↑0.97↑	PT	47	2.99%	0.98↓	2.36%	3.1%			
RO	216	357	7	61	573	68	641	6.5%	5.4%	1.44↑1.21↑	RO	88	5	1	0	93	1	94	6.2%	3.6%	1.37↓0.80↑	RO	50	7	57	3.89%	0.86→	RO	138	3.60%	47	4.48%	0.80↓0.99↓	RO	64	4.08%	0.90↑	4.23%	4.5%			
SE	30	151	3	41	181	44	225	0.9%	2.3%	0.33↑0.84↓	SE	14	4	6	0	18	6	24	1.0%	2.9%	0.36↑1.05↑	SE	14	12	26	1.77%	0.65↓	SE	48	1.25%	28	2.67%	0.46↑0.97↓	SE	37	2.36%	0.86↑	2.34%	2.7%			
SI	26	73	18	44	99	62	161	0.8%	1.1%	0.81↑1.16↑	SI	17	3	1	0	20	1	21	1.2%	2.2%	1.25↓2.26↑	SI	13	4	17	1.16%	1.21→	SI	40	1.04%	4	0.38%	1.09↑0.40↑	SI	17	1.08%	1.13↑	0.47%	1.0%			
SK	47	110	14	42	157	56	213	1.4%	1.7%	0.80↑0.95↑	SK	20	1	3	0	21	3	24	1.4%	0.7%	0.80↓0.41↓	SK	13	3	16	1.09%	0.62↓	SK	51	1.33%	12	1.14%	0.75↑0.65↓	SK	28	1.78%	1.01↓	1.21%	1.8%			
Total	3327	6557	383	1043	9884	1426	11310	100.0%	100.0%		Total	1420	138	121	0	1558	121	1679	100.0%	100.0%		Total	1080	386	1466	100.0%		Total	3830	100.0%	1050	100.0%		Total	1570	100.0%						
[1a]		[1b]		[2]		[1]		[2]			[3a]		[3b]		[4]		[3]		[4]			[5]			[6]		[7]		[8]													

Balance legend	
0.0 - 0.5	Below 50% of the guiding rate
0.5 - 0.8	Below 80% of the guiding rate
0.8 +	At least 80% of the guiding rate

Note: Legend not applied to Management

Guiding rate* as used in Geographical Balance Report COM(2018) 377 final/2.

**The method of calculating guiding rates will be updated upon adoption of the GIPs of Art. 27.*

Management includes Directors-General, Deputy Directors-General, Hors Classe Advisors, Directors, Principal Advisors, Heads of Unit, Heads of Departments, Heads of Tasks.

Secondments included

Estimate of AD Officials Departures at European Commission							
	Retirements						Other*
Member State	2025	2026	2027	2028	2029	2025-2029	2025-2029
AT	11	11	13	14	14	63	
BE	49	50	52	56	60	267	
BG	4	3	6	6	5	24	
CY	1	1	2	2	2	8	
CZ	1	2	3	3	3	12	
DE	54	56	61	66	69	306	
DK	12	11	10	12	11	56	
EE	6	3	3	2	4	18	
ES	38	37	38	41	41	195	
FI	13	14	15	17	18	77	
FR	37	44	43	47	51	222	
EL	24	26	21	20	20	111	
HR	3	1	1	2	1	8	
HU	3	4	5	6	7	25	
IE	10	11	9	8	6	44	
IT	65	59	59	63	69	315	
LT	3	3	3	3	3	15	
LU	2	3	2	1	1	9	
LV	1	2	2	4	3	12	
MT	2	2	2	3	4	13	
NL	19	18	17	17	18	89	
PL	8	7	8	10	12	45	
PT	17	15	12	12	13	69	
RO	2	3	4	7	5	21	
SE	13	14	15	18	18	78	
SI	1	1	1	3	4	10	
SK	3	3	2	2	4	14	
EU27	402	404	409	445	466	2126	967

* Other include long term leave on personal grounds, transfer to another Institution, resignations, death, etc.

AD officials (non-management AD 5-16)											AD temporary agents (non-management AD 5-16)											Management						Other categories						Trainees																
Nat	Non-linguist AD population		Linguist AD population		Total AD	Total Ling AD	Total	Share of ADs (incl. AD ling.) [a] + [b] / [1] + [2]	Share of ADs (excl. AD ling.) [b] / [2]	AD balance (change vs 2023)		Nat	Non-linguist TA AD population		Linguist TA AD population		Total Ling TA AD	Total Ling TA AD	Total	Share of TA ADs (incl. AD ling.) [c] + [d] / [3] + [4]	Share of TA ADs (excl. AD ling.) [c] / [3]	TA AD balance (change vs 2023)		Nat	Middle AD 9-14	Senior AD 14-16	Total	Management share [e] + [f] / [5]	Management balance (change vs 2023) [n] / [gr]	Nat	CA FG IV	CA FG IV share [g] / [6]	SNE	SNE share [h] / [7]	Balance (change vs 2023)		Nat	Trainees	Trainees share [i] / [8]	Trainees balance (change vs 2023) [q] / [gr]	Population share	Guiding rate [gr]								
	AD 5-8	AD 9-16	AD 5-8	AD 9-16						ADs (incl. AD ling.) [j] / [gr]	ADs (excl. AD ling.) [k] / [gr]		TA AD 5-8	TA AD 9-16	TA AD 5-8	TA AD 9-16						ADs (incl. AD ling.) [l] / [gr]	ADs (excl. AD ling.) [m] / [gr]												CA FG IV [o] / [gr]	SNE [p] / [gr]							CA FG IV [q] / [gr]	SNE [r] / [gr]						
	[a]	[b]	[a]	[b]						[a]	[b]		[j]	[k]	[c]	[d]						[c]	[d]												[l]	[m]							[e]	[f]	[e] + [f]	[n]	[g]	[o]	[h]	[p]
AT	4	8			12	0	12	2,47%	2,47%	1,22	↑	1,22	↑	AT	2	0			2	0	2	0,74%	0,74%	0,36	↓	0,36	↓	AT	7	1	8	2,75%	1,36	↓	AT	3	1,12%	12	2,14%	0,55	↓	1,06	↑	AT	7	2,00%	0,99	↓	2,02%	2,02%
BE	13	22			35	0	35	7,20%	7,20%	2,75	↑	2,75	↑	BE	5	1			6	0	6	2,21%	2,21%	0,84	↓	0,84	↓	BE	16	2	18	6,19%	2,36	↓	BE	24	8,99%	15	2,67%	3,43	↓	1,02	↓	BE	24	6,86%	2,61	↑	2,62%	2,62%
BG	3	3			6	0	6	1,23%	1,23%	0,86	↑	0,86	↑	BG	2	1			3	0	3	1,10%	1,10%	0,77	↓	0,77	↓	BG	2	0	2	0,69%	0,43	↓	BG	10	3,75%	14	2,50%	2,62	↓	1,75	↑	BG	2	0,57%	0,40	↓	1,43%	1,43%
CY	0	2			2	0	2	0,41%	0,41%	1,99	↓	1,99	↓	CY	2	0			2	0	2	0,74%	0,74%	3,55	↓	3,55	↓	CY	0	0	2	0,69%	3,32	↓	CY	0	0,00%	8	1,43%	0,00	↓	6,89	↑	CY	2	0,57%	2,76	↑	0,21%	0,21%
CZ	2	5			7	0	7	1,44%	1,44%	0,60	↓	0,60	↓	CZ	7	8			15	0	15	5,51%	5,51%	2,28	↓	2,28	↑	CZ	7	0	7	2,41%	0,99	↑	CZ	3	1,12%	18	3,21%	0,46	↑	1,33	↓	CZ	5	1,43%	0,59	↑	2,42%	2,42%
DE	15	36			51	0	51	10,49%	10,49%	0,57	↓	0,57	↓	DE	8	7			15	0	15	5,51%	5,51%	0,30	↓	0,30	↓	DE	30	7	37	12,71%	0,69	↑	DE	10	3,75%	86	15,33%	0,20	↓	0,83	↑	DE	53	15,14%	0,82	↓	18,49%	18,49%
DK	2	9			11	0	11	2,26%	2,26%	1,71	↑	1,71	↑	DK	1	6			7	0	7	2,57%	2,57%	1,95	↓	1,95	↓	DK	5	1	6	2,06%	1,56	↓	DK	0	0,00%	23	4,10%	0,00	↓	3,11	↑	DK	5	1,43%	1,08	↓	1,32%	1,32%
EE	3	2			5	0	5	1,03%	1,03%	3,38	↓	3,38	↓	EE	2	2			4	0	4	1,47%	1,47%	4,82	↓	4,82	↓	EE	1	3	4	1,37%	4,51	↑	EE	2	0,75%	4	0,71%	2,46	↓	2,34	↑	EE	0	0,00%	0,00	↓	0,30%	0,30%
ES	20	20			40	0	40	8,23%	8,23%	0,76	↓	0,76	↓	ES	13	11			24	0	24	8,82%	8,82%	0,82	↑	0,82	↑	ES	23	7	30	10,31%	0,96	↑	ES	32	11,99%	35	6,24%	1,11	↓	0,58	↑	ES	38	10,86%	1,01	↑	10,78%	10,78%
FI	2	10			12	0	12	2,47%	2,47%	1,98	↑	1,98	↑	FI	4	3			7	0	7	2,57%	2,57%	2,07	↓	2,07	↓	FI	8	1	9	3,09%	2,48	↑	FI	2	0,75%	25	4,46%	0,60	↓	3,58	↑	FI	2	0,57%	0,46	↓	1,25%	1,25%
FR	29	47			76	0	76	15,64%	15,64%	1,03	↑	1,03	↑	FR	25	21			46	0	46	16,91%	16,91%	1,12	↓	1,12	↓	FR	23	13	36	12,37%	0,82	↓	FR	45	16,85%	54	9,63%	1,11	↑	0,63	↓	FR	80	22,86%	1,51	↑	15,17%	15,17%
EL	4	14			18	0	18	3,70%	3,70%	1,61	↑	1,61	↑	EL	6	3			9	0	9	3,31%	3,31%	1,43	↑	1,43	↑	EL	7	1	8	2,75%	1,19	↑	EL	22	8,24%	14	2,50%	3,57	↑	1,08	↓	EL	2	0,57%	0,25	↓	2,31%	2,31%
HR	0	1			1	0	1	0,21%	0,21%	0,24	↓	0,24	↓	HR	3	1			4	0	4	1,47%	1,47%	1,72	↓	1,72	↓	HR	3	1	4	1,37%	1,61	↑	HR	3	1,12%	10	1,78%	1,31	↓	2,08	↑	HR	0	0,00%	0,00	↓	0,86%	0,86%
HU	3	14			17	0	17	3,50%	3,50%	1,65	↓	1,65	↓	HU	8	4			12	0	12	4,41%	4,41%	2,08	↑	2,08	↑	HU	1	0	1	0,34%	0,16	↑	HU	3	1,12%	19	3,39%	0,53	↓	1,59	↓	HU	3	0,86%	0,40	↑	2,13%	2,13%
IE	1	7			8	0	8	1,65%	1,65%	1,39	↓	1,39	↓	IE	3	1			4	0	4	1,47%	1,47%	1,24	↑	1,24	↑	IE	8	3	11	3,78%	3,19	↑	IE	3	1,12%	10	1,78%	0,95	↑	1,50	↓	IE	8	2,29%	1,93	↓	1,19%	1,19%
IT	27	42			69	0	69	14,20%	14,20%	1,07	↓	1,07	↓	IT	5	4			9	0	9	3,31%	3,31%	0,25	↑	0,25	↑	IT	29	11	40	13,75%	1,04	↓	IT	42	15,73%	36	6,42%	1,19	↓	0,48	↓	IT	62	17,71%	1,34	↑	13,23%	13,23%
LT	2	3			5	0	5	1,03%	1,03%	1,61	↑	1,61	↑	LT	9	4			13	0	13	4,78%	4,78%	7,47	↑	7,47	↑	LT	7	2	9	3,09%	4,83	↑	LT	9	3,37%	10	1,78%	5,27	↑	2,79	↑	LT	2	0,57%	0,89	↑	0,64%	0,64%
LU	0	0			0	0	0	0,00%	0,00%	0,00	→	0,00	→	LU	0	0			0	0	0	0,00%	0,00%	0,00	→	0,00	→	LU	1	0	1	0,34%	2,31	↑	LU	1	0,37%	4	0,71%	2,52	↓	4,80	↑	LU	4	1,14%	7,69	↑	0,15%	0,15%
LV	3	1			4	0	4	0,82%	0,82%	1,98	↓	1,98	↓	LV	1	4			5	0	5	1,84%	1,84%	4,43	↓	4,43	↓	LV	4	0	4	1,37%	3,31	↓	LV	3	1,12%	5	0,89%	2,71	↑	2,15	↓	LV	2	0,57%	1,38	↑	0,42%	0,42%
MT	0	4			4	0	4	0,82%	0,82%	6,59	↓	6,59	↓	MT	0	0			0	0	0	0,00%	0,00%	0,00	→	0,00	→	MT	1	0	1	0,34%	2,75	↓	MT	0	0,00%	3	0,53%	0,00	→	4,28	↑	MT	0	0,00%	0,00	→	0,12%	0,12%
NL	2	7			9	0	9	1,85%	1,85%	0,46	↑	0,46	↑	NL	4	5			9	0	9	3,31%	3,31%	0,83	↓	0,83	↓	NL	7	4	11	3,78%	0,94	↓	NL	4	1,50%	45	8,02%	0,37	↓	2,00	↑	NL	15	4,29%	1,07	↓	4,01%	4,01%
PL	8	18			26	0	26	5,35%	5,35%	0,64	↑	0,64	↑	PL	20	11			31	0	31	11,40%	11,40%	1,37	↑	1,37	↑	PL	11	3	14	4,81%	0,58	↑	PL	8	3,00%	31	5,53%	0,36	↑	0,66	↓	PL	10	2,86%	0,34	↑	8,33%	8,33%
PT	4	7			11	0	11	2,26%	2,26%	0,96	↑	0,96	↑	PT	4	2			6	0	6	2,21%	2,21%	0,94	↑	0,94	↑	PT	5	3	8	2,75%	1,17	↓	PT	12	4,49%	13	2,32%	1,91	↓	0,98	↑	PT	9	2,57%	1,09	↓	2,36%	2,36%
RO	10	14			24	0	24	4,94%	4,94%	1,17	↑	1,17	↑	RO	17	4			21	0	21	7,72%	7,72%	1,83	↓	1,83	↓	RO	2	1	3	1,03%	0,24	↓	RO	20	7,49%	22	3,92%	1,77	↓	0,93	↑	RO	1	0,29%	0,07	↓	4,23%	4,23%
SE	2	16			18	0	18	3,70%	3,70%	1,58	↓	1,58	↓	SE	3	8			11	0	11	4,04%	4,04%	1,73	↑	1,73	↑	SE	8	3	11	3,78%	1,61	↑	SE	1	0,37%	35	6,24%	0,16	↑	2,66	↓	SE	9	2,57%	1,10	↑	2,34%	2,34%
SI	2	6			8	0	8	1,65%	1,65%	3,50	↑	3,50	↑	SI	2	0			2	0	2	0,74%	0,74%	1,56	↑	1,56	↑	SI	2	1	3	1,03%	2,19	↑	SI	4	1,50%	5	0,89%	3,18	↑	1,89	↓	SI	1	0,29%	0,61	↑	0,47%	0,47%
SK	3	4			7	0	7	1,44%	1,44%	1,19	↑	1,19	↑	SK	3	2			5	0	5	1,84%	1,84%	1,52	↓	1,52	↓	SK	2	1	3	1,03%	0,85	↑	SK	1	0,37%	5	0,89%	0,31	↑	0,74	↓	SK	4	1,14%	0,94	↑	1,21%	1,21%
Total	164	322	0	0	486	0	486	100,00%	100,00%				159	113	0	0	272	0	272	100,00%	100,00%				222	69	291	100,00%			267	100,00%	561	100,00%			350	100,00%												
	[1]		[2]		[1]	[2]							[3]		[4]		[3]	[4]									[5]					[6]		[7]					[8]											

Balance legend	
0.0 - 0.5	Below 50% of the guiding rate
0.5 - 0.8	Below 80% of the guiding rate
0.8 +	At least 80% of the guiding rate

Current guiding rate is calculated as the ratio of the population of each Member State to the total EU population.

Management definition: SG, DSG, Director, Managing Director, DG, HoDel, HoD, DHoDel, HoTF, Hors Classe Advisor.
The remaining job types are included in the AD non-management table.

The number of trainees represents the total intake for the previous 12 months.

UK nationals are not included in the total

** Explanatory boxes can be modified according to each institution.
More explanatory boxes can also be added by each institution to explain specific conditions inherent to the institution.

Data as of 31/12/2024

Active EEAS Staff on 01/01/2025 that will reach pensionable age before end of the year 2029

	2025	2026	2027	2028	2029	Total Retirements	Expected Retirements %
By Nationality							
Austrian		2	3	4	3	12	2.7%
Belgian	15	12	15	13	21	76	17.2%
British	1	1		2	5	9	2.0%
Bulgarian		1	1			2	0.5%
Cypriot			1	1		2	0.5%
Czech						0	0.0%
Danish	1	2	2	4	2	11	2.5%
Dutch	1	3	1	5	2	12	2.7%
Estonian				1		1	0.2%
Finnish	1	4	1	2	3	11	2.5%
French	5	17	11	19	15	67	15.1%
German	7	5	3	21	12	48	10.8%
Greek	2	4	3	6	7	22	5.0%
Hungarian	2	1		1	2	6	1.4%
Irish	1				1	2	0.5%
Italian	6	10	23	16	16	71	16.0%
Lithuanian					1	1	0.2%
Maltese				1		1	0.2%
Polish	1		2	1		4	0.9%
Portuguese	1		2	2	5	10	2.3%
Romanian	1	2		2		5	1.1%
Slovak			1			1	0.2%
Slovenian		1	1			2	0.5%
Spanish	3	6	9	14	12	44	9.9%
Swedish	4	7	2	4	6	23	5.2%
Total of active staff reaching pensionable age per year	52	78	81	119	113	443	

AD officials (non-management AD 5-16)									
Nat	Non-linguist AD population		Total AD	Total	Share of ADs (incl. AD ling.) [b] / [2]	AD balance (change vs 2023)			
	AD 5-8	AD 9-16				ADs (incl. AD ling.) [k] / [gr]			
	[a]					[a]	[a] + [b]	[k]	
AT	2	3	5	5	2,21%	0,85	⬆️		
BE	4	6	10	10	4,42%	1,43	⬇️		
BG	8	0	8	8	3,54%	1,47	⬆️		
CY	0	0	0	0	0,00%	0,00	⬆️		
CZ	3	6	9	9	3,98%	1,28	⬆️		
DE	5	15	20	20	8,85%	0,64	⬇️		
DK	1	1	2	2	0,88%	0,49	⬆️		
EE	0	1	1	1	0,44%	0,55	⬆️		
EL	3	0	3	3	1,33%	0,43	⬆️		
ES	39	25	64	64	28,32%	3,18	⬇️		
FI	0	1	1	1	0,44%	0,25	⬆️		
FR	8	13	21	21	9,29%	0,80	⬇️		
HR	2	0	2	2	0,88%	0,55	⬆️		
HU	4	5	9	9	3,98%	1,33	⬆️		
IE	2	4	6	6	2,65%	1,66	⬆️		
IT	7	11	18	18	7,96%	0,71	⬇️		
LT	3	3	6	6	2,65%	1,77	⬇️		
LU	1	0	1	1	0,44%	0,55	⬆️		
LV	3	2	5	5	2,21%	2,21	⬆️		
MT	0	0	0	0	0,00%	0,00	⬆️		
NL	2	4	6	6	2,65%	0,68	⬇️		
PL	2	6	8	8	3,54%	0,43	⬆️		
PT	3	3	6	6	2,65%	0,86	⬆️		
RO	3	0	3	3	1,33%	0,29	⬇️		
SE	2	1	3	3	1,33%	0,49	⬇️		
SI	1	1	2	2	0,88%	0,88	⬆️		
SK	4	3	7	7	3,10%	1,72	⬆️		
Total	112	114	226	226	100,00%				
	[1]		[1]						

AD temporary agents (non-management AD 5-16)									
Nat	Non-linguist		Total Ling TA AD	Total	Share of TA ADs (incl. AD ling.) [c] / [3]	TA AD balance (change vs 2023)			
	TA AD 5-8	TA AD 9-16				ADs (incl. AD ling.) [m] / [gr]			
	[c]							[c]	[c] + [d]
AT	56	28	84	84	1,34%	0,52	⬇️		
BE	183	111	294	294	4,69%	1,51	⬇️		
BG	116	37	153	153	2,44%	1,02	⬇️		
CY	24	6	30	30	0,48%	0,60	⬇️		
CZ	80	12	92	92	1,47%	0,47	⬇️		
DE	258	158	416	416	6,64%	0,48	⬇️		
DK	27	12	39	39	0,62%	0,35	⬇️		
EE	28	8	36	36	0,57%	0,72	⬆️		
EL	431	123	554	554	8,85%	2,85	⬆️		
ES	575	242	817	817	13,05%	1,47	⬇️		
FI	111	53	164	164	2,62%	1,45	⬇️		
FR	407	252	659	659	10,52%	0,91	⬇️		
HR	65	5	70	70	1,12%	0,70	⬆️		
HU	102	30	132	132	2,11%	0,70	⬆️		
IE	86	50	136	136	2,17%	1,36	⬇️		
IT	695	254	949	949	15,15%	1,35	⬆️		
LT	55	22	77	77	1,23%	0,82	⬇️		
LU	8	5	13	13	0,21%	0,26	⬇️		
LV	42	9	51	51	0,81%	0,81	⬇️		
MT	26	9	35	35	0,56%	0,93	⬇️		
NL	136	64	200	200	3,19%	0,82	⬆️		
PL	268	80	348	348	5,56%	0,68	⬆️		
PT	178	95	273	273	4,36%	1,41	⬆️		
RO	340	56	396	396	6,32%	1,41	⬆️		
SE	71	22	93	93	1,49%	0,55	⬇️		
SI	53	19	72	72	1,15%	1,15	⬆️		
SK	60	19	79	79	1,26%	0,70	⬆️		
Total	4481	1781	6262	6262	100,00%				
	[3]		[3]						

Management						
Nat	Middle AD 9-14		Senior AD 14-16	Total	Management share [e] + [f] / [5]	Management balance (change vs 2023) [n] / [gr]
	[e]	[f]		[e] + [f]	[n]	
AT	8	4		12	1,61%	0,62
BE	47	2		49	6,57%	2,12
BG	7	3		10	1,34%	0,56
CY	3	1		4	0,54%	0,67
CZ	7	1		8	1,07%	0,35
DE	75	9		84	11,26%	0,82
DK	12	4		16	2,14%	1,19
EE	5	2		7	0,94%	1,17
EL	34	0		34	4,56%	1,47
ES	83	4		87	11,66%	1,31
FI	19	4		23	3,08%	1,71
FR	91	7		98	13,14%	1,13
HR	2	1		3	0,40%	0,25
HU	8	1		9	1,21%	0,40
IE	30	3		33	4,42%	2,76
IT	108	7		115	15,42%	1,38
LT	8	0		8	1,07%	0,71
LU	1	0		1	0,13%	0,17
LV	6	1		7	0,94%	0,94
MT	8	1		9	1,21%	2,01
NL	36	3		39	5,23%	1,34
PL	20	1		21	2,82%	0,34
PT	22	2		24	3,22%	1,04
RO	18	2		20	2,68%	0,60
SE	15	1		16	2,14%	0,79
SI	4	1		5	0,67%	0,67
SK	4	0		4	0,54%	0,30
Total	681	65		746	100,00%	
				[5]		

Other categories									
Nat	CA FG IV	CA FG IV share [g] / [5]	SNE	SNE share [h] / [7]	Balance (change vs 2023)				
					CA FG IV [o] / [gr]	SNE [p] / [gr]			
		[g]	[o]		[h]	[p]			
AT	16	0,65%	21	2,76%	0,25	⬇️	1,07	⬆️	
BE	52	2,11%	12	1,59%	0,68	⬇️	0,51	⬆️	
BG	64	2,59%	21	2,78%	1,08	⬇️	1,16	⬆️	
CY	11	0,45%	5	0,66%	0,56	⬆️	0,83	⬇️	
CZ	17	0,66%	11	1,46%	0,22	⬆️	0,47	⬆️	
DE	51	2,07%	75	9,92%	0,15	⬇️	0,72	⬇️	
DK	19	0,77%	10	1,32%	0,43	⬇️	0,73	⬆️	
EE	17	0,69%	9	1,19%	0,86	⬆️	1,49	⬆️	
EL	372	15,08%	37	4,89%	4,86	⬆️	1,58	⬇️	
ES	324	13,13%	82	10,85%	1,48	⬇️	1,22	⬆️	
FI	31	1,26%	14	1,85%	0,70	⬆️	1,03	⬇️	
FR	173	7,01%	45	5,95%	0,60	⬆️	0,51	⬇️	
HR	36	1,46%	24	3,17%	0,91	⬇️	1,98	⬆️	
HU	56	2,27%	19	2,51%	0,76	⬇️	0,84	⬇️	
IE	22	0,89%	20	2,65%	0,56	⬇️	1,65	⬆️	
IT	329	13,34%	120	15,87%	1,19	⬇️	1,42	⬆️	
LT	46	1,86%	6	0,79%	1,24	⬇️	0,53	⬆️	
LU	3	0,12%	4	0,53%	0,15	⬆️	0,66	⬆️	
LV	29	1,18%	6	0,79%	1,18	⬇️	0,79	⬇️	
MT	8	0,32%	9	1,19%	0,54	⬆️	1,98	⬆️	
NL	33	1,34%	35	4,63%	0,34	⬆️	1,19	⬆️	
PL	257	10,42%	26	3,44%	1,27	⬆️	0,42	⬇️	
PT	138	5,59%	30	3,97%	1,80	⬇️	1,28	⬇️	
RO	284	11,51%	79	10,45%	2,56	⬆️	2,32	⬇️	
SE	23	0,93%	17	2,25%	0,35	⬇️	0,83	⬆️	
SI	24	0,97%	5	0,66%	0,97	⬇️	0,66	⬆️	
SK	32	1,30%	14	1,85%	0,72	⬇️	1,03	⬆️	
Total	2467	100,00%	756	100,00%					
	[6]		[7]						

Trainees				
Nat	Trainees	Trainees share [i] / [8]	Trainees balance (change vs 2023)	
			[q] / [gr]	
	[i]	[q]		
AT	15	1,58%	0,61	⬆️
BE	23	2,42%	0,78	⬆️
BG	5	0,53%	0,22	⬆️
CY	9	0,95%	1,18	⬆️
CZ	9	0,95%	0,31	⬆️
DE	52	5,47%	0,40	⬆️
DK	7	0,74%	0,41	⬆️
EE	2	0,21%	0,26	⬆️
EL	72	7,57%	2,44	⬆️
ES	130	13,67%	1,54	⬆️
FI	27	2,84%	1,58	⬆️
FR	77	8,10%	0,70	⬆️
HR	16	1,68%	1,05	⬆️
HU	12	1,26%	0,42	⬆️
IE	31	3,26%	2,04	⬆️
IT	248	26,08%	2,33	⬆️
LT	4	0,42%	0,28	⬆️
LU	3	0,32%	0,39	⬆️
LV	2	0,21%	0,21	⬆️
MT	2	0,21%	0,35	⬆️
NL	27	2,84%	0,73	⬆️
PL	48	5,05%	0,62	⬆️
PT	53	5,57%	1,80	⬆️
RO	33	3,47%	0,77	⬆️
SE	19	2,00%	0,74	⬆️
SI	8	0,84%	0,84	⬆️
SK	17	1,79%	0,99	⬆️
Total	951	100,00%		
	[8]			

Population share	Guiding rate [gr]
2,02%	2,60%
2,62%	3,10%
1,43%	2,40%
0,21%	0,80%
2,42%	3,10%
18,49%	13,80%
1,32%	1,80%
0,30%	0,80%
2,31%	3,10%
10,78%	8,90%
1,25%	1,80%
15,17%	11,60%
0,86%	1,60%
2,13%	3,00%
1,19%	1,60%
13,23%	11,20%
0,64%	1,50%
0,15%	0,80%
0,42%	1,00%
0,12%	0,60%
4,01%	3,90%
8,33%	8,20%
2,36%	3,10%
4,23%	4,50%
2,34%	2,70%
0,47%	1,00%
1,21%	1,80%

Balance legend	
0.0 - 0.5	Below 50% of the
0.5 - 0.8	Below 80% of the
0.8 +	At least 80% of the

Current guiding rate is calculated as [to be completed by each institution]

Management definition [to be completed by each institution]

The number of trainees represents the total intake for the previous 12 months.

UK nationals [to be completed by each institution]**

** Explanatory boxes can be modified according to each institution. More explanatory boxes can also be added by each institution to explain specific conditions inherent to the institution.

Data as of 31/12/2024

Row Labels	Sum of Retirements 2025	Sum of Retirements 2029	Sum of Retirements 2028	Sum of Retirements 2026	Sum of Retirements 2027
AT	5	2	2	1	3
BE	12	9	8	5	8
BG	2	3	2	0	2
CY	0	0	0	0	1
CZ	2	1	0	2	0
DE	27	19	15	10	11
DK	22	5	6	2	2
EE	1	0	0	1	1
EL	6	3	4	4	3
ES	13	10	11	14	12
FI	8	5	8	4	6
FR	15	15	15	11	14
HR	0	0	0	0	0
HU	1	0	1	0	0
IE	6	3	4	4	6
IT	16	31	12	14	25
LT	1	0	1	0	0
LU	1	0	0	0	1
LV	0	0	1	0	0
MT	0	0	0	0	0
NL	9	10	7	7	5
PL	1	2	1	4	2
PT	6	6	2	5	3
RO	4	1	2	2	2
SE	4	6	2	0	1
SI	2	0	0	1	1
SK	0	1	0	0	1
Grand Total	164	132	104	91	110

EUAN