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REPORT FROM THE COMMISSION TO THE COUNCIL
on the use of contract staff in 2010

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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 states 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’. The report offers an extremely detailed picture of contract staff in service on 31 December 2010, whereas the budgetary data sent every year to the Council's Budget Committee - Working Paper, part II - along with each Commission statement of estimates include a table showing contract staff numbers at the time when the draft budget is presented (including contract staff recruited using assigned revenue), i.e. the table as 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 for year N.

This explains any differences in contract staff numbers between the two reports.

The report contains data for all the EU Institutions and Agencies as defined in the Staff Regulations. The data for the Commission are more detailed and include staff financed from operational and research lines, plus staff working in offices, delegations, representations and the JRC.

Article 80 of the CEOS establishes a link between the function group and the duties that contract staff can perform:

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

The category of contract staff was created in 2004. Contract staff have made a useful contribution to the work of the Institutions ever since by carrying out administrative support activities for a lower cost and by bringing in skills which are not always available within the Institution. It is worth noting too that, since the D category was scrapped, no competitions have been organised to recruit officials for work as messengers (except in the Parliament) or drivers, or for any other typical FG I duties. Only FG I contract staff have been recruited for these duties since 2004 and can apply for indefinite contracts subject to certain conditions set out in the CEOS and in the general implementing provisions for contract staff.

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

At the end of 2010, the total number of contract staff in all Institutions and Agencies came to almost 9 000 (8 863), with the Commission employing approximately two thirds of these. The breakdown between the Institutions and Agencies is examined further below.

The trend within the Commission since 2004 is as follows:

	2004	2005	2006	2007	2008	2009	2010
Number of contract staff	514	2 787	4 966	5 494	5 756	6 018	5 979
Y/Y trend		442.2%	78.2%	10.6%	4.8%	4.9%	-0.6%

The rise in contract staff numbers before they stabilised at around 6 000 is due in part to the gradual replacement of auxiliary staff (who numbered almost 3 000 in 2003) by auxiliary contract staff (Article 3b of the CEOS), but also to the replacement of the former Category D by contract staff (Article 3a of the CEOS) and to the conversion of permanent official posts into credits for contract staff in the Offices. Contract staff were also taken on as temporary replacements for permanent staff, as provided for in Article 3b of the CEOS.

Contract staff numbers grew each year up to 2009 before dipping slightly in 2010. However, this dip should not be regarded as the start of a permanent decline. It was mostly due to the wait for the results of the new CAST 2010 selection tests and the delay in organising the profile tests for the competition. Once the results of the tests are known, the selection can be finalised in accordance with the general implementing provisions and the successful candidates recruited as 3a contract staff.

This is supported by the table below which shows the number of new contracts signed per year.

Commission staff trends¹:

Year	FG IV	FG III	FG II	FG I	Total	Yearly increase (%)	Yearly increase
01/05/2004-31/12/2004	49	98	215	148	510		
2005	566	477	977	345	2 365		
2006	1 174	500	1 069	113	2 856	20.8%	491
2007	631	472	591	115	1 809	-36.7%	-1 047
2008	717	502	872	357	2 448	35.3%	639
2009	802	431	958	204	2 395	-2.2%	-53

¹ Source: Commission Human Resources Report 2011.

2010	336	186	343	38	903 *	-62.3%	-1 492
1/01/2011 – 30/04/2011	130	189	347	13	679		
Total 01/05/04-30/04/2011	4 405	2 855	5 372	1 333	13 965		
Average 2005-2010	704	428	802	195	2 129		

Source: SYSPER2, all budgets.

* This figure does not include contract staff who changed function group in the course of the year. If they are included, the number of contracts managed by the Commission in 2010 is 1176.

3. DISTRIBUTION OF COMMISSION CONTRACT STAFF BY GENDER AND FUNCTION GROUP

Bearing in mind when we talk about the contract staff category that it is a question of appropriations, not posts, the number of contract staff breaks down into the four categories indicated in the CEOS as shown below. By way of example, since CAST 2010 there has been a trend in a number of departments recently to reclassify their FG II contract staff in FG III (which explains why there were fewer new contract staff in 2010). Given a constant budget allocation, this process should reduce the total number of contract staff without reducing the cost.

Breakdown by gender and function group²:

		F		M		Sum:	%
FG IV	FGIV18	12	30.77%	27	69.23%	39	2.01%
	FGIV17	16	48.48%	17	51.52%	33	1.70%
	FGIV16	58	31.87%	124	68.13%	182	9.38%
	FGIV15	162	44.63%	201	55.37%	363	18.71%
	FGIV14	397	50.77%	385	49.23%	782	40.31%
	FGIV13	334	61.74%	207	38.26%	541	27.89%
FG IV		979	50.46%	961	49.54%	1940	100.00%
FG III	FGIII12	3	18.75%	13	81.25%	16	1.58%
	FGIII11	23	51.11%	22	48.89%	45	4.45%
	FGIII10	79	49.38%	81	50.63%	160	15.83%
	FGIII09	219	59.35%	150	40.65%	369	36.50%
	FGIII08	275	65.32%	146	34.68%	421	41.64%
FG III		599	59.25%	412	40.75%	1011	100.00%
FG II	FGII07	50	96.15%	2	3.85%	52	2.38%
	FGII06	386	85.40%	66	14.60%	452	20.71%
	FGII05	771	85.67%	129	14.33%	900	41.25%
	FGII04	642	82.52%	136	17.48%	778	35.66%
FG II		1849	84.74%	333	15.26%	2182	100.00%
FG I	FGI03	0		2	100.00%	2	0.24%
	FGI02	126	29.58%	300	70.42%	426	50.35%
	FGI01	197	47.13%	221	52.87%	418	49.41%
FG I		323	38.18%	523	61.82%	846	100.00%
	Sum:	3750	62.72%	2229	37.28%	5979	100.00%

On 31 December 2010, 5 979 contract staff were serving in the Commission. The commonest function group is FG II. Persons in this group carry out secretarial duties or the like, including

² Source: Commission Statistical Bulletin.

childcare duties. Next are contract staff in FG IV and FG III. Contract staff in FG I account for only 15.26% of the total.

If we compare the breakdown by gender with last year's figures, we see that there are more women than men in FG IV (50.46%) for the first time. The breakdown in the other function groups is comparable to 2009, i.e. we see a higher number of women in FG II (84.74%) and FG III (59.25%), while men predominate in FG I (61.82%). Again, this reflects the traditional breakdown by type of duties performed: as mentioned above, FG IIs are mainly secretaries or childcare workers while the majority of FG Is work as messengers. Overall, the balance between men and women is stable by comparison with last year, with women accounting for 62.72% of all contract staff (as against 62.01% in 2009).

4. BREAKDOWN OF COMMISSION CONTRACT STAFF BY NATIONALITY³

It is interesting to note that most of the 27 nationalities of contract staff followed a similar growth pattern from 2005 to 2010 with the notable exception of Bulgarians, Romanians and Hungarians. The number of staff of these nationalities rose more sharply. The numbers of Irish, Luxembourg and Maltese staff, on the other hand, fell (with a drop of more than 50% in the case of Luxembourgers). The figures for UK nationals remained stable, with no significant increase since 2005.

Information about the organisation of contract staff selection tests needs to be better distributed to allow the less well represented Member States to increase the number of their applicants for these positions.

TRENDS IN CONTRACT STAFF NUMBERS BY GENDER AND NATIONALITY 2005-2010																		
	2005			2006			2007			2008			2009			2010		
	F	M	Sum:	F	M	Sum:	F	M	Sum:	F	M	Sum:	F	M	Sum:	F	M	Sum:
AT	15	4	19	18	17	35	21	21	42	28	23	51	32	29	61	33	29	62
BE	582	289	871	949	419	1368	987	466	1453	981	482	1463	942	496	1438	924	503	1427
BG	16	7	23	63	25	88	87	33	120	100	38	138	128	40	168	138	34	172
CY	1	5	6	4	4	8	10	6	16	10	6	16	11	7	18	8	5	13
CZ	27	8	35	34	15	49	23	14	37	34	13	47	37	14	51	40	19	59
DE	60	40	100	123	99	222	142	132	274	150	134	284	145	132	277	146	119	265
DK	13	6	19	27	11	38	24	17	41	21	19	40	22	17	39	22	16	38
ES	120	74	194	230	131	361	264	159	423	302	187	489	325	204	529	323	204	527
EE	15	1	16	21	3	24	15	4	19	18	6	24	20	6	26	22	5	27
FI	27	9	36	36	17	53	40	15	55	36	14	50	48	19	67	49	16	65
FR	251	131	382	483	316	799	515	355	870	485	349	834	511	362	873	523	365	888
UK	49	49	98	80	102	182	82	86	168	71	72	143	61	54	115	57	48	105
EL	45	35	80	74	56	130	88	78	166	96	81	177	101	80	181	118	70	188
HU	20	9	29	42	15	57	28	25	53	49	29	78	56	30	86	63	32	95
IE	22	12	34	37	22	59	31	24	55	26	20	46	20	15	35	22	11	33
IT	256	224	480	448	354	802	521	428	949	547	439	986	584	459	1043	600	447	1047
LT	20	7	27	26	12	38	25	11	36	36	12	48	45	15	60	43	12	55
LU	6	5	11	9	4	13	10	4	14	4	2	6	3	4	7	3	2	5
LV	14	9	23	21	9	30	11	7	18	18	5	23	21	7	28	19	8	27
MT	5	3	8	8	2	10	4	0	4	3	0	3	4	0	4	6	0	6
NL	29	17	46	46	37	83	43	45	88	33	52	85	31	49	80	32	45	77
Other	7	8	15	19	19	38	19	18	37	14	12	26	11	8	19	11	4	15
PL	57	17	74	92	38	130	94	41	135	136	50	186	170	53	223	162	54	216
PT	36	26	62	72	46	118	86	54	140	109	60	169	115	73	188	112	71	183
RO	26	9	35	79	26	105	103	43	146	134	51	185	171	57	228	169	56	225
SK	18	12	30	29	15	44	29	14	43	37	18	55	43	19	62	39	26	65
SL	15	2	17	22	9	31	20	8	28	19	11	30	25	9	34	25	7	32
SV	18	10	28	35	24	59	42	31	73	53	31	84	50	28	78	41	21	62
Total	1770	1027	2797	3127	1847	4974	3364	2139	5503	3550	2216	5766	3732	2286	6018	3750	2229	5979

In 2010 the most represented nationalities among the 5 979 contract staff were, in order, Belgians, Italians, French, Spanish and Germans, followed by Romanians and Poles. The order has been the same for the first five nationalities since 2005. Romania and Poland have been in 6th and 7th place since 2007.

³

Source: Commission Statistical Bulletin.

The main reason for this is the location of the European Institutions' head offices. Successful candidates are more likely to accept a limited-term posting if they are already resident at the place where the Institution offers them a job. It should be borne in mind that most recruitment is to contract staff 3b level which involves an initial contract for one year, followed by a two-year extension, making a maximum of three years. Consequently, it is hard for successful candidates sometimes to leave their country of origin (especially if they have a family) and to move to the Institution's headquarters for a limited duration. The same trend linked to the place of residence is apparent from the table showing the breakdown by nationality in the other Institutions and Agencies.

The other reason, of course, is the requirement to pass a CAST selection test in order to be eligible for recruitment as contract staff. A breakdown by nationality is given below, for example, for CAST 27 and CAST 2010 (these figures have already been sent as part of the additional data requested for 2009). We can see that the same nationalities again account for the majority of applicants and successful candidates. But let us not forget that the results given here for CAST 2010 relate to the first part of the tests only and do not take account of the profile tests, the results of which are still not out. This explains why the pass rate seems higher for CAST 2010 than for CAST 27.

It should be stressed, however, that there is no minimum quota per nationality. Recruitment is on the basis of the required profile and the applicants' abilities and language knowledge. To our knowledge, no appeals have been lodged on grounds of discrimination based on the nationality of a successful candidate.

CAST 27 (deadline for registration: 27 April 2007)⁴

Nationality	No of applicants	No of successful candidates	Ratio successful candidates/ applicants	Ratio successful candidates / total applicants
AT	771	251	32.56%	1.87%
BE	6352	2225	35.03%	16.59%
BG	1868	593	31.75%	4.42%
CY	106	27	25.47%	0.20%
CZ	501	170	33.93%	1.27%
DE	2468	979	39.67%	7.30%
DK	210	82	39.05%	0.61%
ES	3093	1162	37.57%	8.66%
EE	210	71	33.81%	0.53%
FI	414	191	46.14%	1.42%
FR	4609	1681	36.47%	12.53%
UK	598	201	33.61%	1.50%
EL	1522	443	29.11%	3.30%
HU	808	332	41.09%	2.48%
IE	234	62	26.50%	0.46%
IT	5784	2061	35.63%	15.37%
LT	607	169	27.84%	1.26%
LU	94	29	30.85%	0.22%
LV	222	78	35.14%	0.58%
MT	130	40	30.77%	0.30%
NL	493	203	41.18%	1.51%
PL	1755	676	38.52%	5.04%
PT	1038	331	31.89%	2.47%
RO	3222	840	26.07%	6.26%
SK	521	191	36.66%	1.42%
SL	280	108	38.57%	0.81%
SV	583	215	36.88%	1.60%
Total	38493	13411		100.00%

⁴

Source: EPSO

CAST 02/2010 secretaries and financial staff (deadline for registration: 14 June 2010)⁵

Nationality	No of applicants	No of successful candidates	Ratio successful candidates/ applicants	Ratio successful candidates / total applicants
AT	49	38	77.55%	0.51%
BE	1927	1 010	52.41%	13.45%
BG	615	468	76.10%	6.23%
CY	26	18	69.23%	0.24%
CZ	125	91	72.80%	1.21%
DE	273	206	75.46%	2.74%
DK	30	20	66.67%	0.27%
ES	897	655	73.02%	8.72%
EE	48	32	66.67%	0.43%
FI	63	45	71.43%	0.60%
FR	912	534	58.55%	7.11%
UK	104	67	64.42%	0.89%
EL	529	405	76.56%	5.39%
HU	279	220	78.85%	2.93%
IE	41	25	60.98%	0.33%
IT	2540	1 587	62.48%	21.13%
LT	201	155	77.11%	2.06%
LU	18	10	55.56%	0.13%
LV	91	69	75.82%	0.92%
MT	24	15	62.50%	0.20%
NL	55	40	72.73%	0.53%
PL	557	396	71.10%	5.27%
PT	199	128	64.32%	1.70%
RO	1517	1 084	71.46%	14.43%
SK	148	100	67.57%	1.33%
SL	73	54	73.97%	0.72%
SV	56	40	71.43%	0.53%
Total	11 397	7 512		100.00%

The table below allows the breakdown by function group and nationality to be analysed. Additional tables showing the breakdown by gender are annexed. It should be noted that, as was the case for permanent officials too, the increase in the number of women at FG IV level is largely due to the recruitment of contract staff who are nationals of Member States that have joined since 2004.

⁵ Source: EPSO

Breakdown of female contract staff by nationality and function group⁶

		AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	UK	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SK	SL	SV	Other	Sum:
FGIV	FGIV18	0	2	3	0	0	0	0	0	0	0	4	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	12
	FGIV17	0	7	1	0	0	0	0	0	0	0	2	0	0	0	0	3	0	0	1	0	0	1	0	0	1	0	0	0	16
	FGIV16	0	10	0	1	1	4	0	4	2	0	12	2	1	1	0	9	2	0	0	0	0	1	1	5	1	1	0	0	58
	FGIV15	2	21	3	1	1	13	1	20	2	3	30	6	4	3	2	27	3	0	0	0	4	6	3	6	1	0	0	0	162
	FGIV14	10	28	15	1	5	28	2	46	2	17	77	8	9	4	3	75	5	0	1	0	4	15	10	16	4	6	4	2	397
	FGIV13	6	22	15	0	6	28	4	24	3	4	56	3	7	7	3	70	5	1	5	2	3	17	9	6	4	9	13	2	334
FGIV		18	90	37	3	13	73	7	94	9	24	181	19	22	15	8	185	15	1	7	2	11	40	23	34	10	16	18	4	979
FG-OTH	FGIII12	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
	FGIII11	1	6	0	0	0	1	0	1	0	0	5	2	1	0	0	2	0	0	0	0	1	0	2	1	0	0	0	0	23
	FGIII10	1	16	3	0	1	7	1	5	0	1	15	0	3	1	0	13	1	0	1	0	0	1	0	7	2	0	0	0	79
	FGIII09	2	65	11	0	1	10	1	23	2	3	30	1	6	1	0	30	4	0	0	0	1	9	8	6	1	0	4	0	219
	FGIII08	1	28	10	1	4	18	0	30	2	2	24	1	15	3	3	59	3	0	3	0	3	20	6	27	5	1	6	0	275
	FGII07	0	22	3	0	0	0	1	2	0	2	4	1	1	1	1	7	0	0	0	0	0	0	3	2	0	0	0	0	50
	FGII06	2	135	14	2	5	9	5	28	2	10	42	8	10	8	3	47	1	2	2	2	7	9	16	11	1	2	1	2	386
	FGII05	6	266	39	0	5	16	3	59	3	4	127	12	22	20	6	72	11	0	1	1	2	27	19	36	6	2	5	1	771
	FGII04	2	169	20	2	9	10	2	52	3	3	65	7	28	12	0	121	8	0	5	1	5	34	18	41	13	4	6	2	642
	FGI02	0	48	0	0	0	0	2	10	1	0	13	3	3	0	0	36	0	0	0	0	0	2	7	0	1	0	0	0	126
	FGI01	0	78	0	0	2	1	0	19	0	0	17	3	7	2	1	28	0	0	0	0	2	20	10	4	0	0	1	2	197
FG-OTH		15	834	101	5	27	73	15	229	13	25	342	38	96	48	14	415	28	2	12	4	21	122	89	135	29	9	23	7	2771
	Sum:	33	924	138	8	40	146	22	323	22	49	523	57	118	63	22	600	43	3	19	6	32	162	112	169	39	25	41	11	3750

Breakdown of male contract staff by nationality and function group⁷

		AT	BE	BG	CY	CZ	DE	DK	ES	EE	FI	FR	UK	EL	HU	IE	IT	LT	LU	LV	NL	PL	PT	RO	SK	SL	SV	Other	Sum:	
FGIV	FGIV18	0	5	1	0	1	2	0	1	0	2	3	3	0	0	0	4	0	0	0	1	0	0	4	0	0	0	0	27	
	FGIV17	0	4	1	0	1	2	0	0	0	1	3	2	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	17	
	FGIV16	0	18	2	1	1	13	1	6	1	1	35	5	2	3	0	23	0	0	0	4	1	3	2	2	0	0	0	124	
	FGIV15	7	23	4	0	2	12	4	23	0	3	41	7	3	2	1	36	1	0	0	4	7	7	4	2	0	7	1	201	
	FGIV14	15	40	7	2	4	36	4	52	1	1	74	10	8	6	3	69	2	0	1	15	10	10	4	7	1	3	0	385	
	FGIV13	2	26	2	0	3	25	3	23	1	1	49	3	4	4	1	36	2	0	1	4	6	2	2	2	3	2	0	207	
FGIV		24	116	17	3	12	90	12	105	3	9	205	30	18	15	5	169	5	0	2	28	24	22	17	13	4	12	1	961	
FG-OTH	FGIII12	0	4	0	0	0	0	0	1	0	0	2	0	1	1	0	2	1	0	0	0	0	0	0	1	0	0	0	0	13
	FGIII11	0	5	1	0	0	1	1	0	0	0	5	0	0	0	0	4	0	0	0	0	2	1	1	1	0	0	1	0	22
	FGIII10	0	22	2	0	0	2	0	5	0	1	19	4	1	2	1	13	1	0	0	1	1	1	0	1	0	4	0	81	
	FGIII09	2	37	4	0	2	10	2	10	0	0	24	4	7	2	1	18	1	0	0	4	4	6	9	1	0	1	1	150	
	FGIII08	2	28	1	0	1	3	1	16	1	2	15	1	6	3	1	35	1	0	1	2	5	9	6	4	1	1	0	146	
	FGII07	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2	
	FGII06	0	19	2	0	0	3	0	2	0	0	8	0	5	1	0	12	0	0	1	3	1	4	4	1	0	0	0	66	
	FGII05	1	39	3	1	2	2	0	11	0	1	22	1	5	5	0	14	1	0	1	4	5	5	6	0	0	0	0	129	
	FGII04	0	35	3	0	1	5	0	7	0	1	16	4	5	1	0	29	1	0	1	0	8	4	9	4	0	2	0	136	
	FGI03	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	
	FGI02	0	106	0	1	1	2	0	28	0	2	30	3	11	0	3	98	1	1	1	3	1	5	0	1	1	0	1	300	
	FGI01	0	91	1	0	0	1	0	19	1	0	18	1	10	2	0	53	0	1	1	0	2	14	3	1	1	0	1	221	
FG-OTH		5	387	17	2	7	29	4	99	2	7	160	18	52	17	6	278	7	2	6	17	30	49	39	13	3	9	3	1268	
	Sum:	29	503	34	5	19	119	16	204	5	16	365	48	70	32	11	447	12	2	8	45	54	71	56	26	7	21	4	2229	

5. BREAKDOWN OF COMMISSION CONTRACT STAFF BY DEPARTMENT

In the following section the data on contract staff have been ranked by Directorate-General (DG). DGs and services are given a budget for recruiting contract staff rather than posts, thus making it very difficult to draw general conclusions as each draws up its own policy for meeting its own specific needs. However, our contacts with departments lead us to conclude that the appropriations allocated to the policy for replacing absent staff allow continuity of service to be maintained and that the situation would not be as satisfactory without those temporary replacements.

We should stress that, since 1 January 2011, the European External Action Service (EEAS) has taken over most of the contract staff working for DG RELEX and the Delegations. This report deals with the statistics for 2010 and is not therefore affected by this institutional change. The next report will, however, show significant differences in the distribution of contract staff by DG following the creation of this new Institution.

⁶ Source: Commission Statistical Bulletin.

⁷ Source: Commission Statistical Bulletin.

5.1. Breakdown by gender and function group⁸

	FGIV		FGIV	FG-OTH		FG-OTH	Sum:
	F	M		F	M		
SG	2	1	3	16	13	29	32
SJ	1	4	5	12	1	13	18
COMM	40	25	65	201	88	289	354
BEPA	2	0	2	3	1	4	6
ECFIN	3	8	11	15	8	23	34
ENTR	18	14	32	57	17	74	106
COMP	10	9	19	31	19	50	69
EMPL	18	12	30	70	20	90	120
AGRI	17	17	34	23	18	41	75
MOVE	6	6	12	42	14	56	68
ENER	8	5	13	23	7	30	43
ENV	8	2	10	28	5	33	43
CLIMA	2	1	3	6	0	6	9
RTD	66	59	125	260	101	361	486
JRC	49	63	112	175	101	276	388
INFSO	21	38	59	119	55	174	233
MARE	12	13	25	23	7	30	55
MARKT	5	8	13	25	8	33	46
REGIO	13	9	22	43	14	57	79
TAXUD	5	2	7	4	3	7	14
EAC	6	3	9	11	25	36	45
SANCO	25	12	37	55	16	71	108
HOME	2	1	3	9	2	11	14
JUST	4	2	6	16	5	21	27
RELEX	6	12	18	57	20	77	95
TRADE	9	3	12	23	6	29	41
DEV	17	9	26	14	4	18	44
ELARG	47	35	82	62	20	82	164
AIDCO	91	66	157	187	50	237	394
ECHO	5	8	13	31	9	40	53
ESTAT	13	11	24	40	18	58	82
HR	2	1	3	61	47	108	111
DIGIT	0	1	1	12	3	15	16
BUDG	3	1	4	32	15	47	51
IAS	4	5	9	4	1	5	14
OLAF	3	0	3	17	11	28	31
SCIC	0	0	0	29	24	53	53
DGT	38	14	52	27	22	49	101
OP	1	0	1	17	3	20	21
OIB	15	2	17	403	202	605	622
PMO	0	0	0	245	112	357	357
OIL	0	0	0	94	67	161	161
EPSO	0	1	1	19	7	26	27
RELEX DE	382	478	860	122	79	201	1061
CdP-OSP	0	0	0	8	0	8	8
Sum:	979	961	1940	2771	1268	4039	5979

⁸ Source: Commission Statistical Bulletin.

5.2. Breakdown by contract type⁹

3a contract staff

	FGIV		FGIV	FG-OTH		FG-OTH	Sum:
	F	M		F	M		
SG	0	0	0	7	11	18	18
COMM	36	24	60	193	81	274	334
BEPA	0	0	0	1	0	1	1
ECFIN	0	0	0	2	4	6	6
ENTR	0	0	0	12	5	17	17
COMP	0	0	0	4	12	16	16
EMPL	0	0	0	18	8	26	26
AGRI	0	0	0	9	5	14	14
MOVE	0	0	0	11	4	15	15
ENER	0	0	0	6	4	10	10
ENV	0	0	0	4	3	7	7
RTD	0	0	0	8	21	29	29
JRC	0	0	0	7	49	56	56
INFSO	0	0	0	8	18	26	26
MARE	0	0	0	13	3	16	16
MARKT	0	0	0	7	3	10	10
REGIO	0	0	0	6	8	14	14
TAXUD	0	0	0	1	1	2	2
EAC	0	0	0	0	11	11	11
SANCO	0	0	0	7	4	11	11
HOME	0	0	0	1	0	1	1
JUST	0	0	0	1	5	6	6
RELEX	0	0	0	19	10	29	29
TRADE	0	0	0	4	5	9	9
DEV	0	0	0	2	2	4	4
ELARG	0	0	0	9	6	15	15
AIDCO	0	0	0	16	8	24	24
ECHO	0	0	0	3	2	5	5
ESTAT	0	0	0	6	4	10	10
HR	0	0	0	13	28	41	41
DIGIT	0	0	0	2	1	3	3
BUDG	0	0	0	20	7	27	27
IAS	0	0	0	1	0	1	1
OLAF	0	0	0	2	9	11	11
SCIC	0	0	0	5	20	25	25
DGT	0	0	0	3	12	15	15
OIB	15	2	17	403	202	605	622
PMO	0	0	0	245	112	357	357
OIL	0	0	0	94	67	161	161
EPSO	0	1	1	16	7	23	24
RELEX DE	381	471	852	122	79	201	1053
Sum:	432	498	930	1311	841	2152	3082

⁹

Source: Commission Statistical Bulletin.

3b auxiliary contract staff

	FGIV		FGIV	FG-OTH		FG-OTH	Sum:
	F	M		F	M		
SG	2	1	3	9	2	11	14
SJ	1	4	5	12	1	13	18
COMM	4	1	5	8	7	15	20
BEPA	2	0	2	2	1	3	5
ECFIN	3	8	11	13	4	17	28
ENTR	18	14	32	45	12	57	89
COMP	10	9	19	27	7	34	53
EMPL	18	12	30	52	12	64	94
AGRI	17	17	34	14	13	27	61
MOVE	6	6	12	31	10	41	53
ENER	8	5	13	17	3	20	33
ENV	8	2	10	24	2	26	36
CLIMA	2	1	3	6	0	6	9
RTD	66	59	125	252	80	332	457
JRC	49	63	112	168	52	220	332
INFSO	21	38	59	111	37	148	207
MARE	12	13	25	10	4	14	39
MARKT	5	8	13	18	5	23	36
REGIO	13	9	22	37	6	43	65
TAXUD	5	2	7	3	2	5	12
EAC	6	3	9	11	14	25	34
SANCO	25	12	37	48	12	60	97
HOME	2	1	3	8	2	10	13
JUST	4	2	6	15	0	15	21
RELEX	6	12	18	38	10	48	66
TRADE	9	3	12	19	1	20	32
DEV	17	9	26	12	2	14	40
ELARG	47	35	82	53	14	67	149
AIDCO	91	66	157	171	42	213	370
ECHO	5	8	13	28	7	35	48
ESTAT	13	11	24	34	14	48	72
HR	2	1	3	48	19	67	70
DIGIT	0	1	1	10	2	12	13
BUDG	3	1	4	12	8	20	24
IAS	4	5	9	3	1	4	13
OLAF	3	0	3	15	2	17	20
SCIC	0	0	0	24	4	28	28
DGT	38	14	52	24	10	34	86
OP	1	0	1	17	3	20	21
EPSO	0	0	0	3	0	3	3
RELEX DE	1	7	8	0	0	0	8
CdP-OSP	0	0	0	8	0	8	8
Sum:	547	463	1010	1460	427	1887	2897

6. DISTRIBUTION OF CONTRACT STAFF IN THE OTHER INSTITUTIONS AND AGENCIES¹⁰

Figures for the numbers of contract staff in the Agencies and other Institutions are included in the annexes broken down by gender and function group (Annex 1) and by nationality (Annex 2).

The data for the Agencies for 2009 were provided in a separate document. This report contains the data for 2010 therefore allowing comparisons and making it possible to identify potentially significant trends.

The data for contract staff in the other Institutions are not available in the same way in previous years' reports and it is consequently not possible for the moment to base analyses on them or to draw worthwhile conclusions. This is the result of a request for more comprehensive data to be available, made by the Member States when the 2009 report was submitted.

These tables reveal the same trends in terms of the breakdown by function group and gender. There are no major differences in the breakdown by nationality either, other than the observation already made above that the geographical location of the Agency or Institution seems to have an effect on the extent to which each nationality is represented.

¹⁰ Source: Eurostat.

ANNEXES

Annex 1: Breakdown by gender and function group in the Agencies and other Institutions

Institution	Function group	F	M	Not commu- nicated	Grand total
EUROPEAN NETWORK INFORMATION SECURITY AGENCY					
	FG I		1		1
	FG II	1			1
	FG III	4	5		9
EUROPEAN NETWORK INFORMATION SECURITY AGENCY - Total		5	6		11
EUROPEAN CHEMICALS AGENCY					
	FG I	2			2
	FG II	5	1		6
	FG III	15	16		31
	FG IV	1	1		2
EUROPEAN CHEMICALS AGENCY - Total		23	18		41
EUROPEAN AGENCY FOR THE MANAGEMENT OF OPERATIONAL COOPERATION AT THE EXTERNAL BORDERS OF THE MEMBER STATES OF THE EUROPEAN UNION					

FG I	1	12		13
FG II	8	2		10
FG III	33	5	1	39
FG IV	9	5		14
EUROPEAN AGENCY FOR THE MANAGEMENT OF COOPERATION AT THE EXTERNAL BORDERS OF THE EU MEMBER STATES - Total				
	51	24	1	76

EUROPEAN AVIATION SAFETY AGENCY				
FG III	31	21		52
FG IV	1	1		2
EUROPEAN AVIATION SAFETY AGENCY - Total				
	32	22		54

EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK				
FG II	9	1		10
FG III	11	3		14
FG IV	1			1
EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK - Total				
	21	4		25

EUROPEAN MARITIME SAFETY AGENCY				
	FG I		2	2
	FG II	12	4	16
	FG III	3		3
	FG IV	3	1	4
EUROPEAN MARITIME SAFETY AGENCY - Total		18	7	25

EUROPEAN ENVIRONMENT AGENCY				
	FG II	18		18
	FG III	7	1	8
	FG IV	9	20	29
EUROPEAN ENVIRONMENT AGENCY - Total		34	21	55

EUROPEAN MEDICINES AGENCY				
	FG I		1	1
	FG II	42	5	48
	FG III	3	3	6
	FG IV	30	12	42

EUROPEAN MEDICINES AGENCY - Total	75	21	1	97
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EDUCATION, AUDIOVISUAL AND CULTURE EXECUTIVE AGENCY				
FG I	3	3		6
FG II	67	11		78
FG III	94	61	1	156
FG IV	56	21		77
EDUCATION, AUDIOVISUAL AND CULTURE EXECUTIVE AGENCY - Total	220	96	1	317

RESEARCH EXECUTIVE AGENCY				
FG I	1	6		7
FG II	120	16		136
FG III	57	37		94
FG IV	23	25		48
RESEARCH EXECUTIVE AGENCY - Total	201	84		285

EUROPEAN RESEARCH COUNCIL EXECUTIVE AGENCY				
FG I		4		4

FG II	69	12		81
FG III	49	28		77
FG IV	28	20	1	49
EUROPEAN RESEARCH COUNCIL EXECUTIVE AGENCY - Total				
	146	64	1	211

EXECUTIVE AGENCY FOR COMPETITIVENESS AND INNOVATION				
FG I		1		1
FG II	15			15
FG III	32	14		46
FG IV	28	21		49
EXECUTIVE AGENCY FOR COMPETITIVENESS AND INNOVATION - Total				
	75	36		111

EXECUTIVE AGENCY FOR THE PUBLIC HEALTH PROGRAMME				
FG I		1		1
FG II	6			6
FG III	5	7		12
FG IV	12	6		18
EXECUTIVE AGENCY FOR THE PUBLIC HEALTH PROGRAMME - Total				
	23	14		37

EUROPEAN RAILWAY AGENCY								
FG I					1		1	2
FG II					5	2		7
FG IV					1	1		2
EUROPEAN RAILWAY AGENCY - Total					6	4	1	11
COMMUNITY FISHERIES CONTROL AGENCY								
FG II					2			2
FG III					1			1
COMMUNITY FISHERIES CONTROL AGENCY - Total					3			3
EUROPEAN GNSS SUPERVISORY AUTHORITY								
FG II					2			2
FG III					1		1	2
FG IV					3	5		8
EUROPEAN GNSS SUPERVISORY AUTHORITY - Total					6	5	1	12

EUROPEAN FOOD SAFETY AUTHORITY					
	FG I			1	1
	FG II	35	7	3	45
	FG III	2			2
	FG IV	20	17	1	38
EUROPEAN FOOD SAFETY AUTHORITY - Total		57	24	5	86

TRANSLATION CENTRE FOR THE BODIES OF THE EUROPEAN UNION					
	FG II	1			1
	FG III	1			1
	FG IV	5	5		10
TRANSLATION CENTRE FOR THE BODIES OF THE EUROPEAN UNION - Total		7	5		12

EUROPEAN CENTRE FOR DISEASE PREVENTION AND CONTROL					
	FG I		3		3
	FG II	6	1		7
	FG III	22	6		28
	FG IV	13	10	2	25

EUROPEAN CENTRE FOR DISEASE PREVENTION AND CONTROL - Total	41	20	2	63
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EUROPEAN CENTRE FOR THE DEVELOPMENT OF VOCATIONAL TRAINING				
FG I		4		4
FG II	9	1		10
FG III	2	3		5
FG IV	4	1		5
EUROPEAN CENTRE FOR THE DEVELOPMENT OF VOCATIONAL TRAINING - Total	15	9		24

EUROPEAN POLICE COLLEGE				
FG I	1			1
FG II	2	1		3
FG III	1	1		2
EUROPEAN POLICE COLLEGE - Total	4	2		6

COMMITTEE OF THE REGIONS				
FG I	10	13		23
FG II	12	1		13

FG III	5	6	11
FG IV	3	3	6
COMMITTEE OF THE REGIONS - Total	30	23	53

EUROPEAN ECONOMIC AND SOCIAL COMMITTEE					
	FG I	8	13		21
	FG II	14	1		15
	FG III	5	3		8
	FG IV		1	1	2
EUROPEAN ECONOMIC AND SOCIAL COMMITTEE - Total		27	18	1	46

COUNCIL OF MINISTERS			
FG I	15	79	94
FG II	8	2	10
FG III	3		3
FG IV	3	5	8
COUNCIL OF MINISTERS - Total	29	86	115

COURT OF JUSTICE					
	FG I	4	65		69
	FG II	10	1	1	12
	FG III	13	6	1	20
	FG IV	5	5	4	14
COURT OF JUSTICE - Total		32	77	6	115

COURT OF AUDITORS					
	FG I	4	28		32
	FG II	15	1		16
	FG III		4		4
	FG IV	1			1
COURT OF AUDITORS - Total		20	33		53

ARTEMIS JOINT UNDERTAKING					
	FG II	2			2
	FG III	1	1		2
ARTEMIS JOINT UNDERTAKING - Total		3	1		4

CLEAN SKY JOINT UNDERTAKING				
	FG II	1	1	2
	FG III	1		1
CLEAN SKY JOINT UNDERTAKING - Total		2	1	3
ENIAC JOINT UNDERTAKING				
	FG II	1		1
ENIAC JOINT UNDERTAKING - Total		1		1
EUROPEAN JOINT UNDERTAKING FOR ITER AND THE DEVELOPMENT OF FUSION ENERGY				
	FG I		2	2
	FG II	31	4	35
	FG III	11	5	16
	FG IV	11	9	20
EUROPEAN JOINT UNDERTAKING FOR ITER AND THE DEVELOPMENT OF FUSION ENERGY - Total		53	20	73
INNOVATIVE MEDICINES INITIATIVE JOINT UNDERTAKING				

	FG II	1		1	
	FG III		1	1	
INNOVATIVE MEDICINES INITIATIVE JOINT UNDERTAKING - Total			1	1	2

SESAR JOINT UNDERTAKING				
FG IV	2			2
SESAR JOINT UNDERTAKING - Total		2		2

EUROPEAN TRAINING FOUNDATION				
FG II	7	3		10
FG III	15	2		17
FG IV	6			6
EUROPEAN TRAINING FOUNDATION - Total		28	5	33

EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS				
FG I	1	1		2
FG II	3	1		4
FG III	1			1

FG IV	3	1	4
EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS - Total-{}-			
	8	2	11

EUROPEAN INSTITUTE FOR GENDER EQUALITY.			
FG II	1	1	2
FG IV		2	2
EUROPEAN INSTITUTE FOR GENDER EQUALITY. - Total			
	1	3	4

EUROPEAN INSTITUTE OF INNOVATION AND TECHNOLOGY			
FG III	1		1
FG IV		1	1
EUROPEAN INSTITUTE OF INNOVATION AND TECHNOLOGY - Total			
	1	1	2

TRANS-EUROPEAN TRANSPORT NETWORK			
FG I		1	1
FG II	19		19
FG III	13	6	19

FG IV	12	10	22
TRANS-EUROPEAN TRANSPORT NETWORK - Total	44	17	61

EUROPEAN OMBUDSMAN			
FG I	1	1	2
FG II		1	1
FG IV	3		3
EUROPEAN OMBUDSMAN - Total	4	2	6

EUROPEAN MONITORING CENTRE FOR DRUGS AND DRUG ADDICTION			
FG I		3	3
FG II	11	1	12
FG III	4	5	9
FG IV	1		1
EUROPEAN MONITORING CENTRE FOR DRUGS AND DRUG ADDICTION - Total	16	9	25

EUROPEAN MONITORING CENTRE ON RACISM AND XENOPHOBIA				
FG II	1	1	1	3

	FG III	4	5	9	
	FG IV	1		1	
EUROPEAN MONITORING CENTRE ON RACISM AND XENOPHOBIA - Total		6	6	1	13

OFFICE FOR HARMONISATION IN THE INTERNAL MARKET					
	FG I		5		5
	FG II	8	6	5	19
	FG III	1	2		3
	FG IV	2	1		3
OFFICE FOR HARMONISATION IN THE INTERNAL MARKET - Total		11	14	5	30

EUROPEAN POLICE OFFICE					
	FG I	2			2
	FG III	24	37	4	65
	FG IV	2			2
EUROPEAN POLICE OFFICE - Total		28	37	4	69

EUROPEAN BODY FOR THE ENHANCEMENT OF JUDICIAL COOPERATION (EUROJUST)			
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	FG I	6	1		7
	FG II	2			2
	FG III	6	7		13
	FG IV	8	8		16
EUROPEAN BODY FOR THE ENHANCEMENT OF JUDICIAL COOPERATION (EUROJUST) - Total		22	16		38

EUROPEAN PARLIAMENT					
	FG I	63	96	4	163
	FG II	143	46	17	206
	FG III	61	29	9	99
	FG IV	70	42	17	129
EUROPEAN PARLIAMENT - Total		337	213	47	597

Grand total	1 769	1 071	78	2 918

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Annex 2: Breakdown by nationality in the Agencies and other Institutions¹¹

	Other	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	UK	EL	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SV	SL	SK	Total
Institution																													
EUROPEAN NETWORK INFORMATION SECURITY AGENCY								1				1	2	4			1					1						1	11
EUROPEAN CHEMICALS AGENCY	2		2	1			1		1	4	16	3	1	3	1		2						3		1				41
EUROPEAN AGENCY FOR THE MANAGEMENT OF OPERATIONAL COOPERATION AT THE EXTERNAL BORDERS OF THE MEMBER STATES OF THE EUROPEAN UNION	3			1						1	2	1			1	1	2	3					59		1			1	76
EUROPEAN AVIATION SAFETY AGENCY			1				23			2		7	5	3	5	2	1	1					3		1				54
EUROPEAN AGENCY FOR SAFETY AND HEALTH AT WORK	1									16		2	2		1		3												25
EUROPEAN MARITIME SAFETY AGENCY			5				1			4		1		1	1			2						10					25
EUROPEAN ENVIRONMENT AGENCY	9		4				6	8	1	4		4	3		2		2	2		3			2	1	1	2	1		55

¹¹ The number in bold corresponds to the geographical location of the Agency or Institution.

EUROPEAN MEDICINES AGENCY	1	2	3	5			3		1	12	2	16	3	1	4		11	1		3		1	11	3	6	3		5	97
EDUCATION, AUDIOVISUAL AND CULTURE EXECUTIVE AGENCY	14	2	118	3		1	12	1	1	19	4	33	8	15	4	3	40	6	2	1		3	6	9	2	2	3	5	317
RESEARCH EXECUTIVE AGENCY	7	1	101	10			9			24		27	3	20	6	1	48		1	2		1	9	3	10	1		1	285
EUROPEAN RESEARCH COUNCIL EXECUTIVE AGENCY	6	2	72	5			7			19	1	31	5	10	1		33	1				1	5	3	4	2		3	211
EXECUTIVE AGENCY FOR COMPETITIVENESS AND INNOVATION	2		36	1			6			13	1	15	2	3	1	2	19					3	1	4	2				111
EXECUTIVE AGENCY FOR THE PUBLIC HEALTH PROGRAMME	1		5	3			2		1	2		6	1	1	2	1	4	1	0	1			4	1			1		37
EUROPEAN RAILWAY AGENCY			3									5				1	2												11
COMMUNITY FISHERIES CONTROL AGENCY			1							1													1						3
EUROPEAN GNSS SUPERVISORY AUTHORITY	1		2						1	2			2		1		1			1		1							12
EUROPEAN FOOD SAFETY AUTHORITY	6	1	4	3			6	2		4	1	3	2	3	3		36		1			1	4	2	3			1	86
TRANSLATION CENTRE FOR THE BODIES OF THE EUROPEAN UNION			1	1								2	2	1			1	1	0	1			1	1					12

EUROPEAN CENTRE FOR DISEASE PREVENTION AND CONTROL	3	1	1	2		1	6		1	6	1	4	2	2	1		2	1	1	1		1	1	1	6	18			63
EUROPEAN CENTRE FOR THE DEVELOPMENT OF VOCATIONAL TRAINING				1		1	1					2	1	17			1											24	
EUROPEAN POLICE COLLEGE										1			3										1		1			6	
COMMITTEE OF THE REGIONS			20	1					1	5		8	3	4			5	1					2	2			1	53	
EUROPEAN ECONOMIC AND SOCIAL COMMITTEE	1		13	1			2			8		3	1	4		1	8							3	1			46	
COUNCIL OF MINISTERS	1		52	1		1				9		9	1	8	3		16		2	1	1			4	2	2		2	115
COURT OF JUSTICE	7		9	3		2	3	1	1			41	3	3	2		14	2	3	1		1	4	7	3	1	3	1	115
COURT OF AUDITORS	1	1	7	1			3			2		12			2		5		6				1	10	2			53	
ARTEMIS JOINT UNDERTAKING			2							1				1														4	
CLEAN SKY JOINT UNDERTAKING			3																									3	
ENIAC JOINT UNDERTAKING			1																									1	

EUROPEAN JOINT UNDERTAKING FOR ITER AND THE DEVELOPMENT OF FUSION ENERGY	2		8	1			5			21		7	3	2	2		13					2	1	4	2				73
INNOVATIVE MEDICINES INITIATIVE JOINT UNDERTAKING			0							1				1															2
SESAR JOINT UNDERTAKING			0	1								1																	2
EUROPEAN TRAINING FOUNDATION	1		2	1		1	2		1	1			1			1	18			1			1		2				33
EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS	1										2					6	1										1		11
EUROPEAN INSTITUTE FOR GENDER EQUALITY.														1				2					1						4
EUROPEAN INSTITUTE OF INNOVATION AND TECHNOLOGY															0									1	1				2
TRANS-EUROPEAN TRANSPORT NETWORK		1	12	1	1		4	1		7	1	12	4	1	4	1	3			2			1	2	2			1	61
EUROPEAN OMBUDSMAN			2				1				1		1					0							1				6

EUROPEAN MONITORING CENTRE FOR DRUGS AND DRUG ADDICTION			2												1		3	1					1	17					25
EUROPEAN MONITORING CENTRE ON RACISM AND XENOPHOBIA		2		1								2			1	1	1					1		1	1	1		1	13
OFFICE FOR HARMONISATION IN THE INTERNAL MARKET	2		2				1			5	2	3		2	3		3	2					1	2		1		1	30
EUROPEAN POLICE OFFICE	9			2		2	2			4	1	2	3		3	2		1		1		30	1		5			1	69
EUROPEAN BODY FOR THE ENHANCEMENT OF JUDICIAL COOPERATION (EUROJUST)				1		2	3	1	2	2	1	2	3	5			1					7	2	1	5				38
EUROPEAN PARLIAMENT	84	7	108	7	1	6	25	3	5	29	4	122	11	18	6	5	60	7	6	3		6	35	16	16	4	1	2	597
Grand total	165	20	602	58	2	17	134	18	17	229	40	387	81	134	61	28	360	35	22	21	2	59	162	109	81	37	9	28	2 918