

Composition of staff by nationality: A failure of geographical balance which risks getting worse

The Staff Regulations and the CEOS lay down an obligation to recruit either officials or temporary and contract staff

« on the broadest possible geographical basis from among nationals of Member States of the Communities ».

This fundamental choice of the legislature aims:

- On the one hand, to build a **European** Public Service which reflects, by the very way it is made up, the wealth of realities of all Member States;
- On the other hand, to guarantee to all citizens of the Union **equal opportunities to join** any level of this European Public Service. If this equality of opportunities is to become effective, it must be backed by appropriate material conditions of employment (purchasing power, infrastructures of social welfare).

[Statistics provided by the Commission](#) on the distribution of its staff (in all places of employment) by nationality show that:

- A chronic imbalance exists to the detriment of one nationality (British, **12,4% of the Union's population**).
- The nationality of the Member State of the main place of employment (Belgian, **2,2% of the Union's population**) is over-represented.
- While imbalance is relative for ADs, it is much bigger for ASTs. It is even deeper among contract staff. The further you go down the salary ladder, the more the institution has to rely on local recruitment and the harder it becomes to attract staff from other Member States.

[In the attached graphics](#), please take a look at:

- the percentages of Belgian nationality: The further you go down the ladder of function groups (FGs), the more it is over-represented;
- by contrast, the percentages of German nationality (**16,3% of the Union's population**): The further you go down the ladder of FGs, the more it is under-represented.

The link between the pay level and job attractiveness is obvious.

This imbalance, which is mainly due to the lack of attractiveness of the jobs, will certainly not be made good by drastic pay cuts which would result from recruiting FG II contract staff instead of AST1 officials.

If such a reduction of the pay level were to be brought about, it would become even harder to imagine the kind of 'corrective measures' (draft proposal to amend Article 27 of the Staff Regs) that would be used to compensate for 'long lasting and significant' imbalances.

The question would then arise as to whether the principle of geographical balance still has any meaning.