

# Introduction

Article 113 of the Staff Regulations (SR) and Article 142a of the Conditions of Employment of Other Servants (CEOS) provide that the Commission shall submit a report to the European Parliament and the Council on the functioning of the SR and the CEOS. This report implements the aforementioned provisions.

# Scope of the report

This report covers the period from 1 January 2014 until 31 December 2019. The beginning of the period refers to the entry into force of the last reform of the SR (hereafter the 2014 reform). The Commission has set the end of the reference period on 31 December 2019 to ensure that the report is built on sufficiently consolidated and verified data. Whenever possible and where relevant, this report also refers to developments from 2020.

In line with the principle of unicity of the SR, this report covers all statutory staff members, i.e. those employed under the SR as well as the CEOS.

The co-legislator defined broadly the material scope of the present report by referring to the functioning of the SR and the CEOS in a generic fashion. Hence, this report covers matters subject to recurring reporting by the Commission to the co-legislator as well as matters on which the Commission reports for the first time[[1]](#footnote-1) since 2014. In addition, in order to provide a more comprehensive picture of the functioning of the SR/CEOS during the reference period, this report also refers to acts by other EU institutions, which have to do with the overall implementation of the SR/CEOS.

# Reports on the implementation of the SR and the CEOS adopted between 2014-2019

## Reports pursuant to Article 16, paragraph 4 of the SR on ethics

The 2014 reform of the SR reinforced the ethical legal framework by introducing new provisions requiring an assessment of conflicts of interest upon recruitment or reintegration after a period of leave on personal grounds. These provisions explicitly address the issue of lobbying and advocacy during leave on personal grounds[[2]](#footnote-2).

On top of the existing possibility to impose conditions, including a prohibition of the activity, under Article 16, second paragraph, the reform also introduced a specific and explicit provision for former senior managers who, under the third paragraph of Article 16 of the SR, are in principle prohibited by the Appointing Authority to engage in lobbying or advocacy vis-à-vis staff of their former institution, for a period of one year after having left the service.

Under the fourth paragraph of Article 16 of the SR, each institution is to publish annually information on the implementation of the above-mentioned provision regarding former senior management, including a list of the assessed cases (Annex 1).

The SR as amended in the last reform are thus a solid base to address the risk of any real, perceived or potential conflict of interest situation in relation to EU staff. On this basis, the Commission is regularly revising its internal legal framework and practices in order to integrate the lessons learned from experience, embedding suggestions and recommendations from other institutions as best practices[[3]](#footnote-3).

## Report pursuant to Article 27 of the SR and Article 12 CEOS on geographical balance

The Commission adopted a Report on geographical balance on 15 June 2018[[4]](#footnote-4). This report covers a three-year period starting on 1 January 2014 as foreseen under Article 27 of the SR.

The report concluded that ten nationalities among the pre-2004 Member States[[5]](#footnote-5) are significantly under-represented within the junior grade administrators in the Commission. These ten Member States will therefore be progressively more under-represented in the next years, unless measures are quickly taken to have more recruits from those Member States. In other institutions and agencies, whereas certain imbalances can be observed, the latter are either non-significant or justified by objective criteria.

The report also showed that under-representation is closely linked to a low interest in a career with the EU civil service, as reflected in the low participation of nationals of those countries in the open competitions launched and managed by the European Personnel Selection Office (EPSO).

Following the adoption of this report, the Commission and the other institutions have been working with EPSO to identify redressing measures. In this context, an inter-institutional Special Working Group was set up in April 2019 and addressed a number of recommendations to EPSO’s Management Board.

In parallel, the Court of Auditors published a special report on 29 October 2020 pertaining to the suitability of EPSO’s competition-based selection process[[6]](#footnote-6). First, the report notably underlined that the communication and events targeting countries whose nationals are underrepresented in competitions or among EU staff were yet to produce a visible impact on the geographical balance of applicants. The Court of Auditors also observed that a proportion of laureates are already employed in one of the institutions, on temporary or on contract staff contracts. In fact, according to the Commission estimates, this concerns a significant share – which, depending on the Function Group, can represent up to the majority – of the laureates of EPSO competitions, notably for generalists competitions where about two thirds already work in the institutions[[7]](#footnote-7). This affects the level of representation of nationals of each Member State among the staff of the institutions.

In addition, the Court of Auditors report highlighted that a survey sent to a number of middle managers in the European Parliament, the European Commission and the Court of Justice about their recent recruitment experience, indicated that 22% of recently recruited administrator officials were younger than 35. 62% were over 40, which makes it likely that they already had at least 10 years of professional experience when they joined the institutions, more than what is usually required for the grades of the competitions. In turn, the mismatch between prior professional experience and the competition grades potentially influences the attractiveness of EU competitions for underrepresented Member States.

The report includes a number of recommendations, notably to improve EPSO’s capacity to adapt to a fast-changing recruitment environment, which should boost the attractiveness of EU careers.

## Reports pursuant to Articles 56a, 56b and 56c of the SR on special allowances for shift work, standby duty and arduous working conditions

During the reference period, the Commission adopted six reports pursuant to Articles 56a, 56b and 56c of the SR on special allowances for shift work, standby duty and arduous working conditions, on the use of these allowances for 2014 to 2019[[8]](#footnote-8).

These reports have illustrated that of all institutions, the Commission uses the standby duty allowance the most[[9]](#footnote-9) and is the sole user of the particularly arduous working conditions allowance[[10]](#footnote-10) (Annexes 2 – 4). At the same time, the European Parliament and the Council mainly use shift work allowances. The observed increased use of shift work had a significant and direct impact on the overall budget expenditure[[11]](#footnote-11) (Annex 5).

## Report pursuant to Article 77 of the SR assessing the statutory pensionable age

The Commission Report assessing the statutory pensionable age has been adopted during the internal adoption process of this report[[12]](#footnote-12).

## Reporting on the implementation of Annex XI to the SR

The current method for the annual update of the remuneration and pensions of EU staff and Members of the EU institutions was adopted as part of the 2014 reform of the SR. The SR provide that the method will be in force until at least the end of 2023. The SR set defined reporting obligations for the Commission (i.e. annual reports, interim report, and final report).

In accordance with Article 15, paragraph 4 of Annex XI to the SR, the Commission submitted an interim report on the implementation of Annex XI in December 2018. It concluded that during the assessment period Annex XI was implemented according to the applicable rules[[13]](#footnote-13).

Between 2015 and 2020, the Commission has also adopted six annual reports on the budgetary implications of the update of remuneration and pensions. Following an initial phase of a higher-than-average increase of the update in 2015 and 2016 (that could be seen as a “catch-up” effect in the Member States after the 2008-2012 economic and social crisis), the following yearly exercises in 2017, 2018 and 2019 resulted into moderate nominal salary increases.

Concerning the implementation of the principle of equality of purchasing power among EU staff in different places of employment, via the system of correction coefficients, a few issues were identified to be closely followed during the 2018-2022 implementation period.

It is to be noted that in 2020, the exception clause provided under Article 11 of Annex XI applied automatically due to the economic downturn resulting from the Covid-19 pandemic. As a result, the gain of purchasing power that national civil servants in central governments of the reference Member States received during the July 2019 – July 2020 period was not part of the 2020 update and was postponed until the EU GDP would recover its pre-crisis level.

As the method contains an automatic annual update and automatic crisis clauses, it effectively remedied the difficulties in the implementation of the previous methods. At the same time, the method was constantly scrutinised by the European Parliament and the Council via the annual reports delivered by the Commission.

The implementation of Annex XI will be analysed again in the final report on the evolution of the purchasing power of the Union officials and national civil servants that the Commission is required to submit to the European Parliament and the Council by March 2022, on the basis of which the Commission shall, if appropriate, make a legislative proposal to amend the provisions in the SR on the method.

## Reporting on the implementation of Annex XII to the SR

In December 2018, the Commission also submitted an interim report on the implementation of Annex XII[[14]](#footnote-14). The report showed that the application of Annex XII to the SR fulfilled its specific aim to guarantee that the Pension System of European Officials (PSEO) is in balance (incl. the pension contribution paid by the staff to the budget to cover one third of the pension rights acquired every year). It further confirmed that the 2004 and 2014 SR reforms delivered increasing yearly savings resulting from reduced benefits and increased pensionable age[[15]](#footnote-15).

The implementation of Annex XII will be further analysed in the final report that the Commission is required to submit to the European Parliament and the Council in 2022 based on which the Commission shall, if appropriate, make a legislative proposal to amend the provisions in the SR on the functioning of the pension system.

## Reports pursuant to Article 28(a) paragraph 11 CEOS on the financial situation of the unemployment insurance scheme

Under Article 28, paragraph 10 of the CEOS, the Commission shall present, every two years, a report on the financial situation of the unemployment insurance scheme. The Commission adopted two reports during the reference period[[16]](#footnote-16). These reports showed successive annual deficits from 2013 to 2015 leading to a fall in the unemployment fund’s reserve[[17]](#footnote-17). The 2016, 2017 and 2018 financial years brought successive surpluses allowing the reserve to grow considerably[[18]](#footnote-18).

In accordance with the conclusions of the 2016 report on the financial position of the unemployment insurance scheme, and taking particular account of the identified risk factors, the Commission carried out regular monitoring of the scheme’s financial position. In particular, the Commission continued to assess whether the balance of the scheme required adjustment of the contribution rates, which form the basis on which the scheme is financed. Up to the end of 2019, such adjustment has not been necessary.

## Reports pursuant to Article 79 CEOS on the use of contract staff

Under Article 79, paragraph 3 of the CEOS, the Commission is to report on the use of contract agents yearly. The Commission has fulfilled its obligation for the years 2014 to 2018, whilst at the time of writing the reports covering 2019 and 2020 are in preparation. All data refer to 31 December of each year.

### Evolution of the number of contract agents

At the end of 2014, the Commission, the other institutions and the agencies employed 11 064 contract agents. Four years later, they employed 13 841 contract agents (+25.1%) (Annex 6).

This increase is significantly different across the different groups of institutions/agencies. While the Commission has a variation of + 12.4% over this period, the other institutions have an increase of + 27.7% and the agencies + 54.7% (see annexes 6 and 7). In addition, the increase rate varied overtime, notably in the Commission and the agencies in 2017 and 2018. In particular, the Commission presented increases not higher than 1% in 2017 and 2018.

It is worth noting that, as for officials and temporary agents, engagement of contract staff is carried out on the basis of the required profile and the applicants' professional abilities and language capabilities, without any definition of quotas based on nationality.

Annexes 8 to 11 present the distribution of contract agents by nationality and function group, in 2014 and 2018 respectively. As regards nationalities of contract staff, Italy, Belgium, France and Spain, ranked as the first four nationalities in contract staff population, comprising jointly about 60% of the total number of contract agents. For contract staff in function groups (FG) III and IV, the abovementioned four Member States account for 55% of the number of contract agents in these function groups. This composition of geographical representation results from a combination of factors, in particular geographical proximity to the location of the institution’s respective places of employment (for the Commission, mainly Brussels, the city of Luxembourg and Ispra), the salary levels and the duration of the offered contracts.

### Career structure of contract staff

Article 80 of the CEOS establishes a link between each function group and the duties that are performed (Annex 12).

In November 2017, new General Implementing Provisions (GIPs) on contract agents[[19]](#footnote-19) entered into force. These GIPs provide for the possibility to align the function group with the level of functions performed[[20]](#footnote-20). The first exercise took place in 2019 for contract agents based in Luxembourg and has been followed by additional screenings and changes in function groups[[21]](#footnote-21). Further exercises are currently under study and will be launched based on a wider assessment of the correspondence between the level of tasks and the matching function group.

### Internal competitions open to contract agents in the Commission

Under Article 82(7) CEOS, contract agents can, on an exceptional basis, participate in the internal competitions for officials. Two internal competitions open to contract agents have since been organised by the Commission, in 2016 and in 2018 (Annex 13). The Commission has no information on the use of this provision by other institutions.

# Ad hoc reports provided under the Article 6 of the SR

## Report pursuant to Article 6(3) on the promotion rates laid down Annex IB

According to Article 6(2) of the SR relating to the vacant posts in the establishment plan, the Commission is required to ensure that, from 1 January 2014 on, the number of vacant positions at every grade of the staff establishment plan (i.e. number of posts allocated to each institution) on 1 January of each year corresponds to the number of officials in the lower grade in active employment on 1 January of the preceding year, multiplied by the rates laid down in Annex I, Section B of the SR for that grade.

The Budgetary Authority is bound by the rates, which represent a guarantee for the institutions that a defined number of vacant positions should be put at their disposal in each grade. It is then to each institution, taking into account its specific context and objectives, to define its own personnel policy within the boundaries of this guarantee.

Making vacant posts available in a given grade allows the Institutions to either promote, certify (appoint officials members of the Assistant function group (AST) to be appointed to an Administrator (AD) post) or recruit within the limits of the recruitment grades as stipulated in the SR. Article 6 of the SR gives a structure to the Establishment plan by setting an availability rule regarding vacant posts and by referring to the principle of promotion based on comparative merits as set in Article 45.

In the Commission, there are two types of promotions. Promotions *première filière* (i.e. related to appointment to positions of Head of Unit, Adviser, Senior Expert and Senior Assistant) presented for all institutions in Annex 14 and *seconde filière* presented for all institutions in Annex 15, which include all grades concerned by the regular annual promotion exercise[[22]](#footnote-22). Among the 21 grades concerned by the annual promotion exercise, three main categories can be identified.

The first category includes grades in which the actual number of promotions to the higher grade equals[[23]](#footnote-23) the thresholds set in Article 6 of the SR. This includes AD grades 11, 10, 9, 8 and 7 as well as AST grades 8, 7, 6, 5 and 4.

The second category includes grades in which the actual number of promotions to the higher grade exceeds the thresholds set in Article 6 of the SR. This includes AD grades 6 and 5 as well as AST grades: 3, 2, 1[[24]](#footnote-24) and 4 D (an intermediary grade introduced by the 2004 reform of the SR).

For the AST 4 D grade, in the absence of any recruitment in this grade, its population has been decreasing over the years. Consequently, the proportion of jobholders deserving a promotion based on their merits has been increasing over time (i.e. the “emptying grade effect”). The same comment applies, *mutatis mutandis* for grade AST 1 for the 2014-2017 period.

Concerning the AD5-AD6 grades, the higher promotion rates in these two entry grades can be explained by the management’s willingness to incentivise recently appointed jobholders with a relatively fast first promotion corresponding to their merits.

The third category includes grades in which the actual number of promotions to the higher grade does not reach the thresholds set in Article 6 of the SR. This includes AD grades 13 and 12, AST grades 10 as well as AST-SC grades 2 and 1.

For the AST-SC grades, the recruitment started in 2015 thereby mechanically lowering the promotion rates in these grades for the first three promotion exercises. The promotion rate is increasing over time through the so-called “filling up grade effect” and figures for 2019 show that the threshold set for AST-SC2 grade was already exceeded. The rate for AST-SC1 grade has been reached in 2020 as the “filling up grade” effect disappeared.

As regards the AST 10 grade, following the 2014 reform of the SR, only AST 9 jobholders appointed to a position of senior assistants become AST 10 (*première filière*). The population in AST 10 grade is therefore directly linked to the number of appointments of senior assistants, thereby explaining the significant variations of the promotion rates over time in this grade.

Concerning the AD 12 and AD 13 grades, in view of the career provisions introduced by the 2014 reform of the SR, promotion rates calculated on the basis of the population in active employment (irrespective of its eligibility for promotion) are low. This notably results from the requirement to link promotions in higher grades with the post occupied.

## Report pursuant to Article 6(4) of the SR on AST/SC function group and the transitional provisions laid down in Article 31 of Annex XIII relating to AST function group

### AST careers

The 2014 reform sought to address some of the effects of the changes brought to the general assistants’ (AST) career by the 2004 reform. The latter reform merged the categories of secretarial, clerical and assistant staff into one AST function group and enhanced the linear career progression through promotion. In particular, this change disconnected pay and grade from the level of responsibility[[25]](#footnote-25).

In this context, and in line with the changes introduced to the AD career[[26]](#footnote-26), the 2014 reform of the SR revised the career structure for AST staff in order to strengthen the link between grade and function. Career progress through promotion is limited to grade AST 9 and access to grades AST 10 and AST 11 is conditioned by succeeding in a selection procedure for a senior assistant post, which requires the highest level of expertise and responsibility in this category.

Lastly, since 2014, assistants are no longer recruited for secretarial and clerical tasks, for which the AST/SC function group was created.

### Function group AST/SC

AST/SC officials carry out clerical and secretarial tasks, office management and other equivalent tasks requiring a certain degree of autonomy. This function group is composed of six grades, ranging from grade SC 1 to grade SC 6.

With the establishment of the AST/SC function group by the 2014 reform of the SR, secretarial and clerical functions have been actively separated from the AST function group. As a result, recruitment of secretaries/clerks exclusively took place in the AST/SC function group.

Over the years, several competitions for AST/SC staff have been organised and completed. The first AST/SC officials were recruited in 2015. Further, the institution organised two internal competitions in 2016 and 2018. These competitions advertised profiles of secretaries, clerks, and administrative and financial support staff in grades SC 1 or SC 2.

### Assistants in transition

In accordance with Article 31, paragraph 2 of Annex XIII to the SR, a number of transitional measures were introduced as of 1 January 2014 for AST staff recruited before this date. Such transitional arrangements were necessary to apply the new rules whilst maintaining the rights acquired by the staff who were employed before the entry into force of these amendments.

Under the 2014 reform, AST staff members in service on 31 December 2013 at the Commission were classified as follows[[27]](#footnote-27):

* Officials in grade AST 10 and AST 11 were assigned to posts of ‘senior assistant in transition’.
* Officials who, before 1 May 2004, were in the former category B, or in the former category C or D and have become members of the function group AST without restriction as well as officials recruited after 1 May 2004, were all assigned to posts of ‘assistant in transition’.
* Officials who were in the former category C before 1 May 2004 were assigned to posts of ‘administrative assistant in transition’.
* Officials who were in the former category D before 1 May 2004 were assigned to posts of ‘support agent in transition’.

Annex 16 presents the figures for each type of post in transition. Since the entry into force of the 2014 reform of the SR, the number of assistants in transition has been reduced considerably through the progressive retirement of staff members that were in service on 31 December 2013 or staff moving out of transition by applying to a published vacancy.

### Evolution of AST and AST/SC staff

On 31 December 2019, out of 32 847 Commission active staff, 7 824 (24%) were AST officials and temporary agents. Compared to 2014, the number of assistants dropped by 24%. Although not all to the same degree, other EU institutions also experienced a reduction of their AST population (Annex 17).

The decrease in the number of staff in the AST category partly stems from the creation of the AST/SC function group that has stopped recruitment of assistants (AST) for clerical and secretarial roles and from the reduction of the total number of AST functions. In the context of staff cuts over the 2013-2017 period, Commission services subject to reduction of their workforce had the tendency to renounce to AST posts in favour of AD posts.

In the meantime, AST/SC staff has been building up, representing currently around 10% of the combined AST and AST/SC population or 2.7% of the total staff (officials and temporary agents).

Over the last six years, the population of officials in the former C and D categories has also been reduced by more than half (55%). This reduction is mainly due to retirements. Only around one-sixth of outflows concern staff who have become members of the AST function group without restriction, in line with Article 31 paragraph 3 of Annex XIII to the SR.

# Delegated act adopted by the Commission under the SR

Under Articles 111 and 112 of the SR, the Commission shall be empowered to adopt delegated acts concerning certain aspects of working conditions, the implementation of the rules on remuneration and the social security scheme.

Firstly, during the reference period, the Commission effectively reviewed the rates of mission expenses in the EU Member States[[28]](#footnote-28) by means of delegated act. The review took place in the light of a report by Eurostat on the evolution of the indexes of the prices of hotels, restaurants and catering services.

The adoption of the delegated act followed the procedure set forth in the Common Understanding between the European Parliament, the Council and the Commission on Delegated Acts[[29]](#footnote-29), including informal consultations of statistical and budgetary experts from the Member States and the administration of the European Parliament.

The successful adoption of Commission Delegated Regulation (EU) 2016/1611[[30]](#footnote-30) constituted the first review by a Commission Delegated Regulation[[31]](#footnote-31) of the rates of mission expenses since 2005[[32]](#footnote-32).

Secondly, the Commission also considered using its delegated powers in the social security field in order to consider increasing the contributions to the unemployment fund for staff under the CEOS[[33]](#footnote-33). The subsequent improvement of the fund’s financial situation rendered such adoption no longer necessary.

# Implementing rules adopted by the Commission and by other Institutions

## Implementing rules adopted by the Commission and by other Institutions

Each EU institution enjoys a level of autonomy as regards the application of the SR and the CEOS to their staff. As part of the 2014 reform of the SR, the co-legislator harmonised the legislative framework and strengthened governance[[34]](#footnote-34) notably by introducing an obligation for the Commission to report on the rules adopted by the appointing authority of each Institution to give effect to the SR and the CEOS, on the basis of Article 110(6) of the SR.

The Commission adopted a first report in 2017 covering the period between 1 January 2014 and 31 December 2016 highlighting the fact that institutions respected the legal framework and used their power to adopt rules to give effect to the SR and the CEOS.

The assessment of the period from 1 January 2017 until 31 December 2019 is subject to another Commission report that is being adopted in parallel to this report[[35]](#footnote-35).

## Implementing rules adopted by agencies

Prior to the 2014 reform of the SR, agencies enjoyed under Article 110(1) of the SR a certain autonomy in adopting implementing rules for giving effect to the SR and the CEOS. The 2014 reform of the SR sets up a new framework for the adoption by the agencies of rules implementing the SR aiming at ensuring consistency among rules implementing the SR adopted by agencies.

The general principle introduced by Article 110(2) of the SR is that implementing rules adopted by the Commission apply by analogy to the agencies. By way of exception, an agency may decide, after having consulted its Staff Committee and after having received the Commission's agreement, to adopt individual decisions to either not apply certain Commission rules (opt-out), adopt rules, which are different from those of the Commission or adopt rules on subjects other than those covered by the rules adopted by the Commission.

The Commission also developed a mechanism whereby it can inform agencies of its horizontal agreement without the agencies having to submit a formal request (ex-ante agreement)[[36]](#footnote-36). Such model decisions agreed by the Commission and addressed to all or a group of agencies are used when it is justified for a significant number of agencies to derogate from the application by analogy of the Commission’s rules, i.e. opt-out, modification of the rules, or to adopt rules on subject other than those covered by the rules adopted by the Commission[[37]](#footnote-37).

During the 2014-2019 period, an increased consistency of implementing rules across agencies can be observed. Annexes 18 and 19 provide an overview of the number and types of implementing rules that were applicable in agencies on 31 December 2019.

# Social dialogue partners

Articles 9 and 10 of the SR structure the involvement of staff at different levels (i.e. staff committee, joint committees and trade unions), thereby ensuring the effectiveness of the social dialogue process. The Commission Staff Committee and the administration exchange regularly ensuring that the rules established by the Commission as regards staff are fully respected and that staff experience is channelled to the administration. In addition, the implementation of the SR, and the adoption of decisions concerning staff members are also discussed with staff representatives at the successive stages of the social dialogue (Annex 20). For general implementing rules, the SR provides for the consultation of the Staff Regulations Committee, where discussions between staff representatives and members of the institutions administrations takes place (Annex 21).

# Assessment by other EU institutions on the implementation of the SR

During the reference period, several EU institutions have assessed different aspects of the implementation of the SR.

## European Court of Auditors

The European Court of Auditors adopted two special reports concerning the implementation of the SR[[38]](#footnote-38).

### Special Report No 13/2019 entitled “The ethical frameworks of the audited EU institutions: scope for improvement”

The Court of Auditors adopted a report on the Ethical framework of EU institutions. The audit targeted rules applicable to both Members of EU institutions and staff. It concluded that the audited institutions have put in place adequate ethical frameworks. The Court also identified certain areas where the coverage, specificity, clarity and level of guidance could be improved and harmonised.

In the report, the Court also identified room for sharing good practice among institutions on ethical matters. This regularly takes place in the framework of the *Collège des Chefs d’Administration* and – more recently – in the framework of the Commission’s Anti-Fraud Strategy.

### Special report No 15/2019 on the implementation of the 2014 Staff reform package at the Commission – Big savings but not without consequences for staff

In this special report, the Court of Auditors examined the implementation of the 2014 reform of the SR and how the Commission has managed the challenge of reaching the dual objective of budgetary savings and HR improvements[[39]](#footnote-39).

The Court confirmed that the savings were achieved and even went beyond what was agreed. The Court also found that negative consequences for services and staff might have been avoided or mitigated earlier if the 2014 reform had been better prepared and monitored. In addition, the Court stressed that further reform may cause serious problems in the areas of knowledge and business continuity, and further undermine geographical balance among staff.

Finally, the Court recommended developing a workforce management plan, enhancing the framework for monitoring and reporting on HR issues and assessing needs and potential impacts before any further revision of the SR. The Commission accepted the recommendations issued by the Court.

## European Ombudsman

The European Ombudsman[[40]](#footnote-40) regularly assesses the implementation of the SR by the institutions in light of individual matters, and may identify cases of maladministration and issue recommendations to the institution concerned, and when no maladministration can be found submit solution proposals or suggestions for improvement. The European Ombudsman’s inquiries and requests for clarifications cover various topics such as transparency and access to the information, treatment of persons with disabilities, anti-harassment policies or the monitoring of external activities carried out by former staff members.

By way of example, the Ombudsman opened two inquiries on the so-called "revolving doors phenomenon" in 2013 and in 2017. They were both closed commending the cooperative approach taken by the Commission and the progress made on aspects covered by these inquiries, whilst making a number of suggestions for improvement following the first inquiry and technical suggestions following the second. The Commission acknowledged these suggestions as a valuable contribution to the overall discussion on avoiding conflict of interest situations and considered taking on board suggestions on how to further improve its system within the relevant and applicable legal framework.

The Ombudsman also looks into other issues related to the implementation of the Staff Regulations by all institutions, bodies, offices and agencies, e.g. the Ombudsman closed a Strategic Initiative on the leave rights of certain EU staff members and the best interests of the child (SI/1/2019/AMF)[[41]](#footnote-41).

## European Parliament’s discharge procedure

In the framework of the discharge procedure, the European Parliament budgetary committee addresses each year several recommendations concerning notably the functioning of the SR in all institutions.

The adoption process of these recommendations by the European Parliament on various subjects allowed the Commission to explain on a yearly basis the implementation of the SR and its human resources policy.

In the past, the Commission already implemented the recommendations issued by the European Parliament budgetary committee discharge regarding topics such as procedures for dealing with underperforming staff, management of whistleblowing cases, managers’ internal mobility and lack of equal representation of men and women in managerial positions. More recently, the Commission took into account the issues raised in Discharge Decisions on various key subjects[[42]](#footnote-42).

## Council conclusions on topics discussed within the Working Party on the SR (WPSR)

Under the Council conclusions on improving the examination of special reports drawn up by the Court of Auditors[[43]](#footnote-43), the Council committed to draw up conclusions[[44]](#footnote-44) on the basis of the European Court of Auditors’ special reports, if need be including proposals on whatever further action seems appropriate.

During the reference period, the Council adopted three Council conclusions, two of which on reports from the Court of Auditors[[45]](#footnote-45). The Council Conclusions adopted during the reference period concerned the ethics policy in the Commission[[46]](#footnote-46), the ECA report on the implementation of the SR[[47]](#footnote-47) and the Eurostat study on the long-term budgetary implications of EU pension costs[[48]](#footnote-48).

In line with the principle of sincere cooperation among the EU institutions[[49]](#footnote-49), the Commission, when implementing the SR takes into account Council’s conclusions.

# Judicial review

After the reform of the SR by Regulation No 1023/2013[[50]](#footnote-50), several actions have been brought before the courts of the Union. These different cases challenged the legality of various aspects of the reform, either by way of direct actions brought by trade unions before the Court of First Instance of the European Union[[51]](#footnote-51), or by way of a plea of illegality raised in the context of actions for annulment brought by officials and other servants of the institutions against individual decisions implementing the new provisions of the SR introduced by the 2014 reform of the SR.

All legal actions challenging aspects of the 2014 reform of the SR were dismissed, thereby confirming the legality of the changes introduced by the co-legislator (Annex 22).

# Conclusion

Since the 2014 reform of the SR, the institutions, bodies, offices and agencies of the Union to whom the SR apply, have implemented the SR and integrated the new provisions in their daily work. In view of the Commission, the provisions adopted by the co-legislator have demonstrated their added value and suitability for the purposes sought by the co-legislator in 2013.

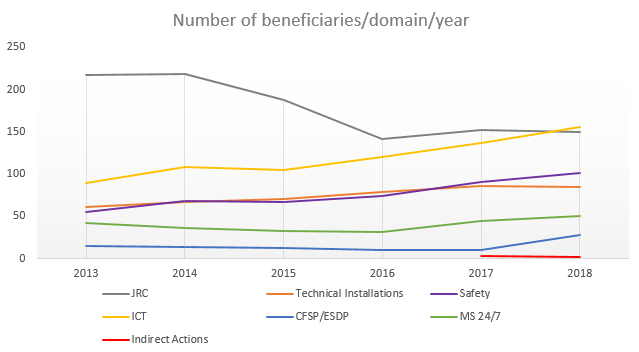
The Commission has fulfilled its reporting obligations enshrined in the SR, thereby allowing the co-legislator to constantly monitor various aspects of the SR implementation.

The overall assessment by the present report has illustrated how the SR were implemented since 2014, also taking into account the input from the other EU institutions. Thus, the relevant judgments, recommendations, resolutions and conclusions were embedded in the practice of the Commission and of the other institutions.

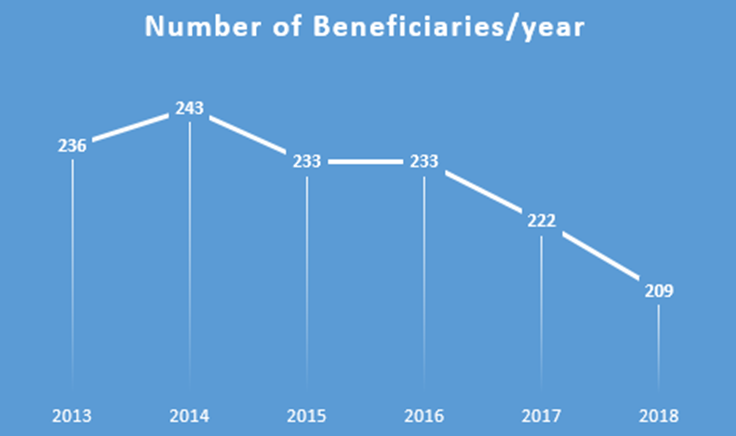
Finally, this report fulfilled specific Commission reporting obligations by providing details on the implementation of Annex IB and the evolution of AST and AST/SC function groups across all institutions.

**Annex 1: Reports adopted under Article 16(4) of the SR**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year of Report** | **Number of former Senior officials mentioned in the Annual Article 16(4) SR report per Institution** | | | | | | | | | |
| **Council** | **European Economic and Social Committee** | **Committee of the Regions** | **European Parliament** | **Court of Justice** | **European Central Bank** | **EEAS** | **European Court of Auditors** | **European Ombudsman** | **EDPS** |
| **2015** | 0 | 0 | NA | NA | NA | NA | 5 | 0 | 0 | NA |
| **2016** | 0[[52]](#footnote-52) | 0 | NA | 0 | NA | NA | 0 | 0 | 0[[53]](#footnote-53) | NA |
| **2017** | 0 | 0 | 0 | 0 | NA | NA | 2 | 0[[54]](#footnote-54) | 0 | NA |
| **2018** | 0 | 0 | 0 | 0 | NA | NA | 5 | 0[[55]](#footnote-55) | 0 | NA |
| **2019** | 0[[56]](#footnote-56) | 0 | 0 | 0 | NA | NA | 4 | 0[[57]](#footnote-57) | NA | NA |

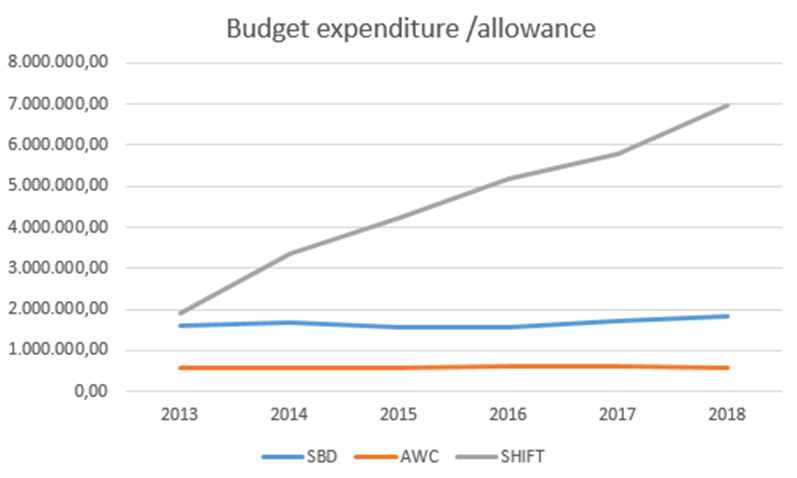
**Annex 2: stand by duty allowance**

**Annex 3: Arduous working conditions**



**Annex 4: shift work allowances**

**Annex 5: Budgetary impact per allowance**



**Annex 6: Number of contract agents 2014- 2018**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **2014** | **2015** | **2016** | **2017** | **2018** |
| Commission | 6440 | 6652 | 7131 | 7165 | 7238 |
| Other institutions | 2042 | 2086 | 2254 | 2425 | 2608 |
| Agencies | 2582 | 2945 | 3490 | 3749 | 3995 |
| **All** | **11064** | **11683** | **12875** | **13339** | **13841** |

**Annex 7: Annual increase in the number of contract agents 2014-2018**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2014** | **2015** | **2016** | **2017** | **2018** | ***2014-2018*** |
| Commission | -- | 3.3% | 7.2% | 0.5% | 1.0% | *12.4%* |
| Other institutions | -- | 2.2% | 8.1% | 7.6% | 7.5% | *27.7%* |
| Agencies | -- | 14.1% | 18.5% | 7.4% | 6.6% | *54.7%* |
| **All** | **--** | **5.6%** | **10.2%** | **3.6%** | **3.8%** | ***25.1%*** |

**Annex 8: Distribution per nationality in 2014 and 2018, FGIV**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2014 | | |  | 2018 | | |
|  |  |  |  |  |  |  |
| FGIV | **TOTAL** | **%** |  | FGIV | **TOTAL** | **%** |
| **IT** | 377 | 19.70% |  | **IT** | 680 | 23.20% |
| **FR** | 326 | 17.10% |  | **FR** | 405 | 13.80% |
| **ES** | 203 | 10.60% |  | **ES** | 346 | 11.80% |
| **BE** | 190 | 10.00% |  | **BE** | 235 | 8.00% |
| **DE** | 123 | 6.40% |  | **EL** | 178 | 6.10% |
| **EL** | 71 | 3.70% |  | **DE** | 162 | 5.50% |
| **BG** | 66 | 3.50% |  | **RO** | 118 | 4.00% |
| **RP** | 65 | 3.40% |  | **PL** | 96 | 3.30% |
| **UK** | 57 | 3.00% |  | **PT** | 94 | 3.20% |
| **PL** | 53 | 2.80% |  | **BG** | 70 | 2.40% |
| **PT** | 53 | 2.80% |  | **HU** | 58 | 2.00% |
| **AT** | 36 | 1.90% |  | **UK** | 54 | 1.80% |
| **HU** | 36 | 1.90% |  | **AT** | 49 | 1.70% |
| **HR** | 33 | 1.70% |  | **NL** | 48 | 1.60% |
| **NL** | 33 | 1.70% |  | **IE** | 44 | 1.50% |
| **FI** | 29 | 1.50% |  | **LT** | 36 | 1.20% |
| **SK** | 25 | 1.30% |  | **SK** | 32 | 1.10% |
| **SE** | 25 | 1.30% |  | **SE** | 29 | 1.00% |
| **SI** | 17 | 0.90% |  | **CZ** | 27 | 0.90% |
| **LT** | 14 | 0.70% |  | **FI** | 27 | 0.90% |
| **DK** | 13 | 0.70% |  | **SI** | 27 | 0.90% |
| **IE** | 12 | 0.60% |  | **Other** | 25 | 0.90% |
| **CZ** | 11 | 0.60% |  | **HR** | 22 | 0.70% |
| **EE** | 11 | 0.60% |  | **DK** | 19 | 0.60% |
| **CY** | 10 | 0.50% |  | **LV** | 17 | 0.60% |
| **LV** | 9 | 0.50% |  | **EE** | 16 | 0.50% |
| **MT** | 6 | 0.30% |  | **CY** | 13 | 0.40% |
| **Other** | 3 | 0.20% |  | **LU** | 6 | 0.20% |
| **LU** | 2 | 0.10% |  | **MT** | 4 | 0.10% |
| **TOTAL** | **1 909** | **100.00%** |  | **TOTAL** | **2937** | **100.00%** |

**Annex 9: Distribution per nationality in 2014 and 2018, FGIII**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2014 | | |  | 2018 | | |
|  |  |  |  |  |  |  |
| FGIII | **TOTAL** | **%** |  | FGIII | **TOTAL** | **%** |
| **IT** | 226 | 19.58% |  | **IT** | 262 | 18.80% |
| **BE** | 155 | 13.43% |  | **FR** | 166 | 11.90% |
| **FR** | 130 | 11.27% |  | **BE** | 159 | 11.40% |
| **ES** | 115 | 9.97% |  | **ES** | 136 | 9.80% |
| **RO** | 101 | 8.75% |  | **EL** | 118 | 8.50% |
| **EL** | 79 | 6.85% |  | **RO** | 88 | 6.30% |
| **PL** | 48 | 4.16% |  | **PL** | 64 | 4.60% |
| **DE** | 44 | 3.81% |  | **DE** | 62 | 4.50% |
| **BG** | 42 | 3.64% |  | **BG** | 44 | 3.20% |
| **PT** | 31 | 2.69% |  | **PT** | 35 | 2.50% |
| **UK** | 23 | 1.99% |  | **UK** | 28 | 2.00% |
| **HU** | 21 | 1.82% |  | **HU** | 25 | 1.80% |
| **LT** | 19 | 1.65% |  | **NL** | 25 | 1.80% |
| **SE** | 16 | 1.39% |  | **LT** | 23 | 1.70% |
| **SK** | 14 | 1.21% |  | **SK** | 22 | 1.60% |
| **LV** | 13 | 1.13% |  | **CZ** | 21 | 1.50% |
| **HR** | 12 | 1.04% |  | **SI** | 17 | 1.20% |
| **SI** | 10 | 0.87% |  | **HR** | 15 | 1.10% |
| **AT** | 9 | 0.78% |  | **SE** | 12 | 0.90% |
| **FI** | 8 | 0.69% |  | **CY** | 10 | 0.70% |
| **NL** | 8 | 0.69% |  | **LV** | 10 | 0.70% |
| **CZ** | 7 | 0.61% |  | **EE** | 9 | 0.60% |
| **DK** | 7 | 0.61% |  | **FI** | 9 | 0.60% |
| **EE** | 5 | 0.43% |  | **IE** | 9 | 0.60% |
| **IE** | 5 | 0.43% |  | **AT** | 8 | 0.60% |
| **CY** | 4 | 0.35% |  | **DK** | 7 | 0.50% |
| **MT** | 1 | 0.09% |  | **MT** | 3 | 0.20% |
| **Other** | 1 | 0.09% |  | **LU** | 2 | 0.10% |
| **LU** | 0 | 0.00% |  | **Other** | 2 | 0.10% |
| **TOTAL** | **1154** | **100.00%** |  | **TOTAL** | **1391** | **100.00%** |

**Annex 10: Distribution per nationality in 2014 and 2018, FGII**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2014 | | |  | 2018 | | |
|  |  |  |  |  |  |  |
| FGII | **TOTAL** | **%** |  | FGII | **TOTAL** | **%** |
| **BE** | 677 | 26.73% |  | **BE** | 579 | 27.40% |
| **IT** | 389 | 15.36% |  | **IT** | 308 | 14.60% |
| **FR** | 275 | 10.86% |  | **FR** | 259 | 12.30% |
| **RO** | 222 | 8.76% |  | **ES** | 192 | 9.10% |
| **ES** | 213 | 8.41% |  | **RO** | 136 | 6.40% |
| **PL** | 132 | 5.21% |  | **EL** | 101 | 4.80% |
| **EL** | 108 | 4.26% |  | **PL** | 96 | 4.50% |
| **PT** | 77 | 3.04% |  | **PT** | 62 | 2.90% |
| **BG** | 76 | 3.00% |  | **BG** | 43 | 2.00% |
| **HU** | 52 | 2.05% |  | **HU** | 42 | 2.00% |
| **DE** | 37 | 1.46% |  | **DE** | 28 | 1.30% |
| **LT** | 31 | 1.22% |  | **LT** | 28 | 1.30% |
| **SK** | 31 | 1.22% |  | **SK** | 28 | 1.30% |
| **UK** | 29 | 1.14% |  | **CZ** | 23 | 1.10% |
| **FI** | 23 | 0.91% |  | **UK** | 23 | 1.10% |
| **NL** | 22 | 0.87% |  | **SI** | 21 | 1.00% |
| **LV** | 21 | 0.83% |  | **LV** | 20 | 0.90% |
| **CZ** | 20 | 0.79% |  | **HR** | 18 | 0.90% |
| **IE** | 15 | 0.59% |  | **FI** | 16 | 0.80% |
| **SI** | 14 | 0.55% |  | **EE** | 14 | 0.70% |
| **HR** | 13 | 0.51% |  | **NL** | 14 | 0.70% |
| **EE** | 11 | 0.43% |  | **IE** | 13 | 0.60% |
| **CY** | 10 | 0.39% |  | **SE** | 13 | 0.60% |
| **AT** | 9 | 0.36% |  | **CY** | 11 | 0.50% |
| **DK** | 9 | 0.36% |  | **AT** | 8 | 0.40% |
| **SE** | 9 | 0.36% |  | **DK** | 7 | 0.30% |
| **MT** | 4 | 0.16% |  | **MT** | 5 | 0.20% |
| **Other** | 3 | 0.12% |  | **LU** | 3 | 0.10% |
| **LU** | 1 | 0.04% |  | **Other** | 1 | 0.00% |
| **TOTAL** | **2533** | **100.00%** |  | **TOTAL** | **2112** | **100%** |

**Annex 11: Distribution per nationality in 2014 and 2018, FGI**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2014 | | |  | 2018 | | |
|  |  |  |  |  |  |  |
| FGI | **TOTAL** | **%** |  | FGI | **TOTAL** | **%** |
| **BE** | 311 | 36.85% |  | **BE** | 297 | 37.20% |
| **IT** | 213 | 25.24% |  | **IT** | 205 | 25.70% |
| **FR** | 78 | 9.24% |  | **ES** | 68 | 8.50% |
| **ES** | 74 | 8.77% |  | **FR** | 67 | 8.40% |
| **EL** | 41 | 4.86% |  | **EL** | 39 | 4.90% |
| **PT** | 38 | 4.50% |  | **PT** | 39 | 4.90% |
| **PL** | 25 | 2.96% |  | **PL** | 24 | 3.00% |
| **UK** | 11 | 1.30% |  | **RO** | 11 | 1.40% |
| **RO** | 10 | 1.18% |  | **UK** | 7 | 0.90% |
| **DE** | 5 | 0.59% |  | **FI** | 5 | 0.60% |
| **IE** | 5 | 0.59% |  | **IE** | 5 | 0.60% |
| **FI** | 4 | 0.47% |  | **DE** | 4 | 0.50% |
| **HU** | 4 | 0.47% |  | **HU** | 3 | 0.40% |
| **NL** | 4 | 0.47% |  | **NL** | 3 | 0.40% |
| **BG** | 2 | 0.24% |  | **SI** | 3 | 0.40% |
| **CZ** | 2 | 0.24% |  | **BG** | 2 | 0.30% |
| **DK** | 2 | 0.24% |  | **CZ** | 2 | 0.30% |
| **EE** | 2 | 0.24% |  | **DK** | 2 | 0.30% |
| **LU** | 2 | 0.24% |  | **EE** | 2 | 0.30% |
| **LV** | 2 | 0.24% |  | **LV** | 2 | 0.30% |
| **SK** | 2 | 0.24% |  | **LU** | 2 | 0.30% |
| **SI** | 2 | 0.24% |  | **SK** | 2 | 0.30% |
| **CY** | 1 | 0.12% |  | **HR** | 1 | 0.10% |
| **HR** | 1 | 0.12% |  | **CY** | 1 | 0.10% |
| **LT** | 1 | 0.12% |  | **LT** | 1 | 0.10% |
| **MT** | 1 | 0.12% |  | **MT** | 1 | 0.10% |
| **SE** | 1 | 0.12% |  | **AT** | 0 | 0.00% |
| **AT** | 0 | 0.00% |  | **SE** | 0 | 0.00% |
| **Other** | 0 | 0.00% |  | **TOTAL** | **798** | **100%** |
| **TOTAL** | **844** | **100.00%** |  |  |  |  |

**Annex 12: Function groups and grades of contract agents**

|  |  |  |
| --- | --- | --- |
| **Function group** | **Grade** | **Tasks** |
| **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. |

**Annex 13: Grades and profiles open to contract agents in the 2016 and 2018 competitions**

|  |  |  |  |
| --- | --- | --- | --- |
| **2016** | | | |
| **Grade** | **Domain** | **Contract agents - laureates** | **Total Laureates** |
| **AD 6** | European Public Administration | 28 | 35 |
| **AST 2** | Administrative and technical assistance | 19 | 20 |
| **AST/SC2** | Administrative support | 32 | 38 |

|  |  |  |  |
| --- | --- | --- | --- |
| **2018** | | | |
| **Grade** | **Domain** | **Contract agents - laureates** | **Total Laureates** |
| **AD 6** | European Public Administration | 14 | 34 |
| Development and cooperation | 16 | 23 |
| Research | 14 | 23 |
| **AST 2** | Administrative and technical assistance | 15 | 23 |
| **AST/SC2** | Administrative support | 14 | 30 |

**Annex 14: Promotions 2014 – 2019 “première filière”**

**Annex 14.1: Promotions “première filière” – European Commission**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 7,43% | 7,91% | 3,83% | 3,37% | 3,05% | 2,41% |
| **AST** | **AST09 --> AST10** | SA | 7,55% | 7,30% | 7,84% | 7,16% | 7,56% | 5,75% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.2: Promotions “première filière” – European Parliament**

N/A

**Annex 14.3: Promotions “première filière” – Council**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2014** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 15.43% | 2.16% | 1.84% | 10.05% | 6.35% | 8.51% |
| **AST** | **AST09 --> AST10** | SA | 8.70% | 8.93% | 8.96% | 9.76% | 7.92% | 8.13% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.4: Promotions “première filière” – Court of Justice**

N/A

**Annex 14.5: Promotions “première filière” – Court of Auditors**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 9.62% | 0.00% | 0.00% | 10.71% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 18.18% | 0.00% | 0.00% | 15.79% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.6: Promotions “première filière” – European External Action Service**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** |  | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE |  |  |  |  |  |  |  |
| **AST** | **AST09 --> AST10** | SA |  | 2.38% | 7.81% | 6.15% | 7.46% | 0.00% | 7.14% |
|  |  |  |  |  |  |  |  |  |  |

**Annex 14.7 Promotions “première filière” – European Economic and Social Committee**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 16.67% | 0.00% | 8.33% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.8: Promotions “première filière” –Committee of the Regions**

N/A

**Annex 14.9: Promotions “première filière” – European Ombudsman**

N/A

**Annex 14.10: Promotions “première filière” – European Data Protection Supervisor**

**N/A**

**Annex 14.11: Promotions “première filière” – Single Resolution Board**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE |  |  |  | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA |  |  |  | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.12: Promotions “première filière” – Sesar Joint Undertaking**

N/A

**Annex 14.13: Promotions “première filière” – Shift2Rail Joint Undertaking**

N/A

**Annex 14.14: Promotions “première filière” – Innovative Medicine Initiative Joint Undertaking**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.15: Promotions “première filière” – European GNSS Agency**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE |  |  |  |  | 50.00% |  | 50.00% |
| **AST** | **AST09 --> AST10** | SA |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |

**Annex 14.16: Promotions “première filière” – Frontex**

N/A

**Annex 14.17: Promotions “première filière” –European Union Agency for Fundamental Rights**

N/A

**Annex 14.18: Promotions “première filière” –** **Fuel Cells and Hydrogen Joint Undertaking**

N/A

**Annex 14.19: Promotions “première filière” –** **Fusion for Energy (ITER)**

N/A

**Annex 14.20: Promotions “première filière” –** **Europol**

N/A

**Annex 14.21: Promotions “première filière” –** **Eurojust**

N/A

**Annex 14.22: Promotions “première filière” –** **Eurofund - (Temporary Agents)**

N/A

**Annex 14.23: Promotions “première filière” –** **Eurofund - (Officials)**

N/A

**Annex 14.24: Promotions “première filière” –** **European Agency for Safety and Health at Work**

N/A

**Annex 14.25: Promotions “première filière” – European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (EU Lisa)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.26: Promotions “première filière” – European Union Intellectual Property Office – Temporary Agents**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.27: Promotions “première filière” – European Union Intellectual Property Office – Officials**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 11.76% | 7.69% | 11.76% | 3.77% | 5.17% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.28: Promotions “première filière” – European Training Foundation**

N/A

**Annex 14.29: Promotions “première filière” – European Securities and Markets Authority**

N/A

**Annex 14.30: Promotions “première filière” – European Union Agency for Railways**

N/A

**Annex 14.31: Promotions “première filière” – The European Union Agency for Cybersecurity (ENISA)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.32: Promotions “première filière” – European Maritime Safety Agency (EMSA) – Temporary Agents**

N/A

**Annex 14.33: Promotions “première filière” – European Maritime Safety Agency (EMSA) – Officials**

N/A

**Annex 14.34: Promotions “première filière” – European Monitoring Centre for Drugs and Drug Addiction – Temporary Agents**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.35: Promotions “première filière” – European Monitoring Centre for Drugs and Drug Addiction – Officials**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.36: Promotions “première filière” – European Medicines Agency**

N/A

**Annex 14.37: Promotions “première filière” – European Institute of Innovation & Technology**

N/A

**Annex 14.38: Promotions “première filière” – European Insurance and Occupational Pensions Authority**

N/A

**Annex 14.39: Promotions “première filière” – European Institute for Gender Equality**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.40: Promotions “première filière” –European Food Safety Authority – Temporary Agents**

N/A

**Annex 14.41: Promotions “première filière” –European Food Safety Authority – Officials**

N/A

**Annex 14.42: Promotions “première filière” –** **European Fisheries Control Agency**

N/A

**Annex 14.43: Promotions “première filière” –** **European Environment Agency – Temporary Agents**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0 | 0 | 0 | 0 | 0 | 0 |
| **AST** | **AST09 --> AST10** | SA | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |

**Annex 14.44: Promotions “première filière” –** **European Environment Agency – Officials**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0 | 0 | 0 | 0 | 0 | 0 |
| **AST** | **AST09 --> AST10** | SA | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |

**Annex 14.45: Promotions “première filière” –** **Electronic Components and Systems for European Leadership Joint Undertaking**

N/A

**Annex 14.46: Promotions “première filière” – European Chemicals Agency**

N/A

**Annex 14.47: Promotions “première filière” – European Centre for Disease Prevention and Control**

N/A

**Annex 14.48: Promotions “première filière” – European Banking Authority**

N/A

**Annex 14.49: Promotions “première filière” – European Asylum Support Office**

N/A

**Annex 14.50: Promotions “première filière” – European Union Aviation Safety Agency**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.51: Promotions “première filière” – Clean Sky Joint Undertaking**

N/A

**Annex 14.52: Promotions “première filière” – Community Plant Variety Office – Temporary Agents**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 16.67% | 16.67% | 40.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.53: Promotions “première filière” – Community Plant Variety Office – Officials**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0 | 0 | 0 | 0 | 0 | 0 |
| **AST** | **AST09 --> AST10** | SA | 0 | 0 | 0 | 0 | 0 | 0 |
|  |  |  |  |  |  |  |  |  |

**Annex 14.54: Promotions “première filière” – European Centre for the Development of Vocational Training – Temporary Agents**

N/A

**Annex 14.55: Promotions “première filière” – European Centre for the Development of Vocational Training – Officials**

N/A

**Annex 14.56: Promotions “première filière” – Translation Centre – Temporary Agents**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.57: Promotions “première filière” – Translation Centre – Officials**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 14.58: Promotions “première filière” – Body of European Regulators for Electronic Communications**

N/A

**Annex 14.59: Promotions “première filière” – Bio-Based Industries Joint Undertaking**

N/A

**Annex 14.60: Promotions “première filière” – Agency for the Cooperation of Energy Regulators**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **FCT** | **GRADE** | **TYPE** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **AD** | **AD12 --> AD13** | SE | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| **AST** | **AST09 --> AST10** | SA | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
|  |  |  |  |  |  |  |  |  |

**Annex 15: Promotions “deuxième filière”**

**Annex 15.1: Promotions “deuxième filière” – European Commission**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 4,11% | 2,12% | 3,43% | 3,30% | 4,68% | 5,08% | 5,29% |
| **15%** |  |  | AD12 | 25,54% | 1,96% | 2,60% | 2,60% | 2,70% | 3,15% | 2,56% |
| **25%** |  |  | AD11 | 34,63% | 23,35% | 22,50% | 23,72% | 23,93% | 24,23% | 26,25% |
| **25%** |  |  | AD10 | 25,49% | 25,35% | 27,37% | 27,31% | 27,67% | 25,57% | 25,13% |
| **25%** |  |  | AD09 | 28,01% | 23,32% | 24,31% | 24,96% | 24,74% | 24,80% | 25,22% |
| **33%** |  |  | AD08 | 32,61% | 31,37% | 31,42% | 32,60% | 33,29% | 32,28% | 32,91% |
| **36%** |  |  | AD07 | 30,30% | 33,28% | 35,83% | 34,79% | 35,92% | 35,83% | 37,89% |
| **36%** |  |  | AD06 | 33,50% | 34,04% | 36,45% | 37,30% | 39,66% | 41,47% | 39,25% |
| **36%** |  |  | AD05 | 41,49% | 38,95% | 44,76% | 43,75% | 41,78% | 47,82% | 46,99% |
| **20%** | **AST** | **AST** | AST10 | 8,92% | 12,41% | 9,55% | 13,00% | 13,06% | 19,39% | 11,27% |
| **8%** |  |  | AST09 | 17,66% |  |  |  |  |  |  |
| **25%** |  |  | AST08 | 22,74% | 22,92% | 21,50% | 22,09% | 20,16% | 20,59% | 22,91% |
| **25%** |  |  | AST07 | 26,17% | 26,64% | 25,70% | 24,09% | 23,44% | 22,70% | 25,57% |
| **25%** |  |  | AST06 | 25,28% | 25,07% | 24,06% | 24,96% | 24,66% | 24,12% | 25,18% |
| **25%** |  |  | AST05 | 25,96% | 26,45% | 25,84% | 25,22% | 24,63% | 24,40% | 25,81% |
| **33%** |  |  | AST04 | 36,21% | 32,22% | 33,60% | 31,98% | 33,91% | 34,07% | 33,12% |
| **33%** |  |  | AST03 | 33,78% | 30,23% | 34,02% | 32,78% | 36,13% | 36,88% | 40,19% |
| **33%** |  |  | AST02 | 34,29% | 32,72% | 34,88% | 34,73% | 39,82% | 46,86% | 54,17% |
| **33%** |  |  | AST01 | 41,85% | 32,86% | 41,10% | 53,85% | 73,49% | 36,36% | 27,27% |
| **10%** |  | **AST/D** | AST04/D | 12,18% | 17,24% | 18,89% | 27,14% | 26,00% | 37,14% | 54,55% |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  | 4,00% | 11,63% | 16,24% |
| **25%** |  |  | SC01 |  |  |  |  | 8,93% | 9,27% | 22,02% |

**Annex 15.2: Promotions “deuxième filière” – European Parliament**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 7,80% | 1,80% | 5,74% | 3,00% | 6,03% | 4,04% | 2,81% |
| **15%** |  |  | AD12 | 34,48% | 0,58% | 4,07% | 4,81% | 3,05% | 2,91% | 3,99% |
| **25%** |  |  | AD11 | 22,64% | 19,11% | 18,18% | 32,75% | 36,16% | 32,28% | 20,88% |
| **25%** |  |  | AD10 | 40,49% | 29,01% | 30,08% | 25,32% | 26,73% | 25,50% | 15,33% |
| **25%** |  |  | AD09 | 18,56% | 18,70% | 24,03% | 26,69% | 17,84% | 21,02% | 18,85% |
| **33%** |  |  | AD08 | 30,27% | 20,81% | 29,23% | 35,85% | 35,43% | 44,44% | 36,59% |
| **36%** |  |  | AD07 | 35,63% | 27,49% | 42,89% | 38,59% | 41,06% | 35,94% | 26,82% |
| **36%** |  |  | AD06 | 47,00% | 52,07% | 37,72% | 38,34% | 45,77% | 47,02% | 28,95% |
| **36%** |  |  | AD05 | 22,94% | 35,00% | 35,48% | 32,45% | 34,71% | 40,50% | 18,35% |
| **20%** | **AST** | **AST** | AST10 | 10,20% | 7,94% | 6,15% | 12,00% | 22,62% | 14,04% | 5,62% |
| **8%** |  |  | AST09 | 11,83% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 18,00% | 22,66% | 24,21% | 41,19% | 23,10% | 23,05% | 24,19% |
| **25%** |  |  | AST07 | 20,97% | 27,27% | 24,23% | 25,14% | 29,37% | 26,65% | 28,52% |
| **25%** |  |  | AST06 | 27,05% | 39,07% | 31,19% | 36,30% | 24,13% | 24,25% | 25,59% |
| **25%** |  |  | AST05 | 25,25% | 24,55% | 30,80% | 31,63% | 22,13% | 18,27% | 18,02% |
| **33%** |  |  | AST04 | 37,64% | 18,36% | 27,61% | 36,00% | 36,46% | 41,46% | 36,72% |
| **33%** |  |  | AST03 | 30,73% | 41,62% | 37,06% | 33,53% | 27,73% | 41,44% | 28,03% |
| **33%** |  |  | AST02 | 60,99% | 34,31% | 43,26% | 52,07% | 36,52% | 60,34% | 17,57% |
| **33%** |  |  | AST01 | 37,91% | 68,62% | 46,58% | 72,73% | 14,48% | 8,82% | 1,09% |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  | 4,92% |
| **25%** |  |  | SC01 |  |  |  |  |  | 13,51% | 27,84% |

**Annex 15.3: Promotions “deuxième filière” – Council**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 20,41% | 15,15% | 3,61% | 3,40% | 4,58% | 5,00% | 5,79% |
| **15%** |  |  | AD12 | 25,40% | 15,43% | 2,16% | 1,84% | 1,67% | 2,65% | 3,19% |
| **25%** |  |  | AD11 | 22,07% | 25,64% | 26,04% | 27,50% | 27,63% | 28,38% | 26,03% |
| **25%** |  |  | AD10 | 25,37% | 25,30% | 28,05% | 25,58% | 25,00% | 25,00% | 25,24% |
| **25%** |  |  | AD09 | 25,58% | 25,56% | 27,55% | 25,00% | 25,56% | 25,49% | 25,28% |
| **33%** |  |  | AD08 | 33,72% | 33,67% | 36,84% | 38,85% | 33,53% | 33,51% | 36,18% |
| **36%** |  |  | AD07 | 33,10% | 36,05% | 38,42% | 40,00% | 38,55% | 36,05% | 38,97% |
| **36%** |  |  | AD06 | 33,12% | 36,64% | 38,79% | 41,88% | 40,17% | 36,67% | 40,16% |
| **36%** |  |  | AD05 | 33,33% | 36,44% | 29,41% | 35,14% | 37,41% | 34,43% | 36,59% |
| **20%** | **AST** | **AST** | AST10 | 26,09% | 22,22% | 22,22% | 23,53% | 22,22% | 22,73% | 20,83% |
| **8%** |  |  | AST09 | 20,93% | n/a | n/a | n/a | n/a | n/a | n/a |
| **25%** |  |  | AST08 | 25,29% | 25,00% | 25,77% | 25,00% | 25,16% | 25,15% | 25,52% |
| **25%** |  |  | AST07 | 20,51% | 25,10% | 25,31% | 25,00% | 25,74% | 13,57% | 14,50% |
| **25%** |  |  | AST06 | 21,71% | 25,23% | 25,27% | 25,48% | 25,34% | 25,53% | 25,34% |
| **25%** |  |  | AST05 | 20,41% | 25,31% | 24,84% | 25,00% | 25,43% | 25,00% | 23,56% |
| **33%** |  |  | AST04 | 28,97% | 33,55% | 33,14% | 33,52% | 33,00% | 33,33% | 33,64% |
| **33%** |  |  | AST03 | 32,37% | 33,33% | 33,18% | 33,04% | 33,04% | 33,04% | 33,97% |
| **33%** |  |  | AST02 | 33,33% | 33,33% | 33,52% | 33,55% | 33,62% | 35,14% | 33,33% |
| **33%** |  |  | AST01 | 33,33% | 33,57% | 32,95% | 33,33% | 26,67% | 50,00% | 25,00% |
| **10%** |  | **AST/D** | AST04/D | 12,50% | 11,76% | 14,29% | 20,00% | 25,00% | 25,00% | 0,00% |
| **12%** | **SC** | **SC** | SC05 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **15%** |  |  | SC04 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **17%** |  |  | SC03 | n/a | n/a | n/a | n/a | n/a | n/a | 0,00% |
| **20%** |  |  | SC02 | n/a | n/a | n/a | n/a | 0,00% | 16,67% | 22,73% |
| **25%** |  |  | SC01 | n/a | n/a | n/a | n/a | 0,00% | 13,48% | 25,29% |

**Annex 15.4: Promotions “deuxième filière” – Court of Justice**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 17,58% | 2,86% | 9,35% | 10,68% | 11,90% | 6,85% | 3% |
| **15%** |  |  | AD12 | 23,21% | 2,00% | 3,37% | 3,51% | 2,61% | 4,39% | 2% |
| **25%** |  |  | AD11 | 27,78% | 33,33% | 31,82% | 16,22% | 21,74% | 15,00% | 21,21% |
| **25%** |  |  | AD10 | 22,22% | 25,93% | 12,28% | 30,26% | 25,00% | 26,71% | 15,63% |
| **25%** |  |  | AD09 | 32,08% | 13,86% | 34,94% | 20,38% | 27,27% | 28,33% | 14,20% |
| **33%** |  |  | AD08 | 19,90% | 44,67% | 26,71% | 36,43% | 32,23% | 25,00% | 35,20% |
| **36%** |  |  | AD07 | 41,38% | 40,00% | 32,20% | 34,78% | 43,36% | 28,93% | 38,30% |
| **36%** |  |  | AD06 | 9,52% | 65,22% | 16,67% | 54,84% | 21,43% | 22,22% | 60,00% |
| **36%** |  |  | AD05 | 65,22% | 55,17% | 23,81% | 0,00% | 66,67% | 33,33% | 50,00% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 27,27% | 21,43% | 11,11% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 32,14% | 0,00% | 0,00% | 0,00% | 6,67% | 13,51% | 0,00% |
| **25%** |  |  | AST08 | 14,81% | 23,33% | 22,86% | 18,42% | 39,39% | 22,22% | 12,50% |
| **25%** |  |  | AST07 | 26,98% | 18,46% | 14,04% | 25,45% | 17,31% | 30,65% | 17,78% |
| **25%** |  |  | AST06 | 22,41% | 25,00% | 34,15% | 13,73% | 20,00% | 29,90% | 25,97% |
| **25%** |  |  | AST05 | 29,55% | 25,00% | 22,34% | 18,37% | 24,74% | 29,84% | 17,65% |
| **33%** |  |  | AST04 | 38,75% | 29,07% | 27,38% | 23,16% | 42,00% | 17,91% | 26,42% |
| **33%** |  |  | AST03 | 35,79% | 26,96% | 40,48% | 30,33% | 32,56% | 40,00% | 44,44% |
| **33%** |  |  | AST02 | 32,14% | 35,94% | 21,15% | 24,24% | 25,00% | 0,00% | 28,57% |
| **33%** |  |  | AST01 | 50,00% | 12,20% | 20,83% | 26,19% | 33,33% | 0,00% | 12,50% |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | SC04 |  | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **17%** |  |  | SC03 |  | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **20%** |  |  | SC02 |  | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | SC01 |  | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 25,00% |

**Annex 15.5: Promotions “deuxième filière” – Court of Auditors**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 16,00% | 13,89% | 12,50% | 20,69% | 15,38% | 8,00% | 9,52% |
| **15%** |  |  | AD12 | 30,30% | 7,14% | 7,27% | 11,54% | 3,17% | 3,57% | 14,29% |
| **25%** |  |  | AD11 | 40,00% | 16,13% | 20,45% | 18,60% | 8,93% | 18,46% | 21,82% |
| **25%** |  |  | AD10 | 21,31% | 27,94% | 33,33% | 27,27% | 36,11% | 44,00% | 22,22% |
| **25%** |  |  | AD09 | 45,24% | 26,47% | 38,71% | 17,24% | 9,30% | 17,65% | 23,88% |
| **33%** |  |  | AD08 | 31,58% | 26,67% | 22,45% | 46,94% | 28,72% | 32,69% | 40,00% |
| **36%** |  |  | AD07 | 25,35% | 30,21% | 30,91% | 40,91% | 50,68% | 40,00% | 31,75% |
| **36%** |  |  | AD06 | 33,03% | 47,13% | 41,27% | 30,36% | 39,66% | 39,13% | 34,88% |
| **36%** |  |  | AD05 | 44,64% | 46,51% | 47,83% | 46,43% | 37,04% | 72,00% | 9,52% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 12,50% | 28,57% | 16,67% | 25,00% | 33,33% | 0,00% |
| **8%** |  |  | AST09 | 30,00% | 0,00% | 0,00% | 18,18% | 0,00% | 0,00% | 15,79% |
| **25%** |  |  | AST08 | 15,79% | 15,79% | 21,05% | 16,67% | 30,00% | 27,78% | 23,53% |
| **25%** |  |  | AST07 | 41,18% | 24,00% | 25,00% | 12,00% | 19,23% | 23,81% | 36,84% |
| **25%** |  |  | AST06 | 24,14% | 34,62% | 34,78% | 21,74% | 16,67% | 21,74% | 27,27% |
| **25%** |  |  | AST05 | 28,00% | 27,27% | 34,78% | 9,09% | 22,58% | 13,16% | 26,32% |
| **33%** |  |  | AST04 | 31,25% | 26,09% | 31,03% | 33,33% | 32,50% | 27,78% | 50,00% |
| **33%** |  |  | AST03 | 28,95% | 30,61% | 31,82% | 43,59% | 52,38% | 42,86% | 50,00% |
| **33%** |  |  | AST02 | 55,00% | 45,45% | 70,00% | 30,77% | 37,50% | 22,22% | 66,67% |
| **33%** |  |  | AST01 | 58,33% | 25,00% | 71,43% | 7,14% | 71,43% | 50,00% | 0,00% |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  | 0,00% |

**Annex 15.6: Promotions “deuxième filière” – European External Action Service**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 7,86% | 11,11% | 9,89% | 14,37% | 17,65% | 15,09% | 12,70% |
| **15%** |  |  | AD12 | 27,37% | 5,63% | 4,42% | 10,17% | 23,08% | 14,81% | 16,67% |
| **25%** |  |  | AD11 | 36,17% | 26,53% | 36,36% | 25,00% | 25,00% | 25,00% | 29,63% |
| **25%** |  |  | AD10 | 37,70% | 30,77% | 36,36% | 30,00% | 16,67% | 32,50% | 25,00% |
| **25%** |  |  | AD09 | 28,89% | 35,14% | 34,38% | 28,95% | 25,00% | 28,00% | 29,09% |
| **33%** |  |  | AD08 | 25,00% | 53,33% | 30,30% | 38,71% | 36,36% | 36,84% | 34,15% |
| **36%** |  |  | AD07 | 45,00% | 37,04% | 53,85% | 41,67% | 38,46% | 32,36% | 28,00% |
| **36%** |  |  | AD06 | 27,27% | 54,29% | 35,90% | 21,05% | 55,56% | 33,33% | 50,00% |
| **36%** |  |  | AD05 | 46,67% | 11,76% | 66,67% | 40,00% | 63,63% | 36,36% | 40,00% |
| **20%** | **AST** | **AST** | AST10 | 12,50% | 23,81% | 11,54% | 20,00% | 20,00% | 12,50% | 17,65% |
| **8%** |  |  | AST09 | 16,95% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 20,45% | 19,61% | 28,85% | 25,00% | 22,45% | 25,00% | 25,00% |
| **25%** |  |  | AST07 | 16,67% | 15,58% | 15,38% | 15,66% | 22,62% | 23,33% | 28,57% |
| **25%** |  |  | AST06 | 24,18% | 31,03% | 25,61% | 27,27% | 27,63% | 28,21% | 23,08% |
| **25%** |  |  | AST05 | 26,88% | 25,53% | 28,40% | 24,72% | 26,44% | 29,76% | 24,71% |
| **33%** |  |  | AST04 | 27,54% | 48,15% | 36,11% | 30,99% | 33,33% | 32,98% | 34,74% |
| **33%** |  |  | AST03 | 42,62% | 29,58% | 42,47% | 34,52% | 29,76% | 35,71% | 31,25% |
| **33%** |  |  | AST02 | 35,00% | 41,07% | 27,69% | 38,89% | 36,73% | 35,71% | 25,00% |
| **33%** |  |  | AST01 | 60,53% | 20,83% | 32,61% | 34,29% | 27,78% | 14,29% | 0,00% |
| **10%** |  | **AST/D** | AST04/D | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **12%** | **SC** | **SC** | SC05 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | SC04 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **17%** |  |  | SC03 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **20%** |  |  | SC02 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 20,00% | 22,22% |
| **25%** |  |  | SC01 | 0,00% | 0,00% | 0,00% | 0,00% | 37,50% | 25,00% | 30,77% |

**Annex 15.7: Promotions “deuxième filière” – European Economic and Social Committee**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 13,89% | 7,69% | 5,56% | 3,03% | 13,33% | 14,81% | 13,04% |
| **15%** |  |  | AD12 | 22,50% | 37,50% | 7,89% | 5,13% | 2,63% | 0,00% | 2,17% |
| **25%** |  |  | AD11 | 26,09% | 30,00% | 30,00% | 27,78% | 27,78% | 33,33% | 27,78% |
| **25%** |  |  | AD10 | 22,73% | 33,33% | 31,58% | 29,41% | 33,33% | 25,00% | 20,00% |
| **25%** |  |  | AD09 | 35,71% | 26,67% | 27,27% | 14,81% | 19,57% | 27,45% | 26,92% |
| **33%** |  |  | AD08 | 24,00% | 30,30% | 25,53% | 39,22% | 26,53% | 25,45% | 34,69% |
| **36%** |  |  | AD07 | 25,00% | 36,84% | 38,18% | 36,96% | 47,50% | 44,44% | 54,55% |
| **36%** |  |  | AD06 | 36,07% | 36,00% | 43,18% | 50,00% | 33,33% | 36,84% | 30,43% |
| **36%** |  |  | AD05 | 46,88% | 44,44% | 43,75% | 36,84% | 28,57% | 64,71% | 50,00% |
| **20%** | **AST** | **AST** | AST10 | 20,00% | 11,11% | 16,67% | 20,00% | 40,00% | 0,00% | 33,33% |
| **8%** |  |  | AST09 | 25,00% |  |  |  |  |  |  |
| **25%** |  |  | AST08 | 20,00% | 25,00% | 16,67% | 17,39% | 26,09% | 12,50% | 24,14% |
| **25%** |  |  | AST07 | 24,24% | 25,81% | 25,00% | 21,21% | 20,00% | 24,32% | 19,35% |
| **25%** |  |  | AST06 | 25,00% | 26,83% | 20,51% | 27,50% | 22,73% | 11,36% | 13,21% |
| **25%** |  |  | AST05 | 23,91% | 25,53% | 22,45% | 27,78% | 21,82% | 29,31% | 28,57% |
| **33%** |  |  | AST04 | 29,55% | 32,00% | 33,33% | 29,17% | 29,79% | 32,08% | 31,37% |
| **33%** |  |  | AST03 | 34,62% | 33,96% | 32,69% | 34,00% | 47,92% | 38,24% | 44,12% |
| **33%** |  |  | AST02 | 32,43% | 36,67% | 44,00% | 25,00% | 35,00% | 75,00% | 75,00% |
| **33%** |  |  | AST01 | 33,33% | 36,36% | 61,71% | 100,00% | 50,00% | 0,00% | 0,00% |
| **10%** |  | **AST/D** | AST04/D | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **12%** | **SC** | **SC** | SC05 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | SC04 | 0% | 0% | 0% | 0% | 0,00% | 0,00% | 0,00% |
| **17%** |  |  | SC03 | 0% | 0% | 0% | 0% | 0,00% | 0,00% | 0,00% |
| **20%** |  |  | SC02 | 0% | 0% | 0% | 0% | 0,00% | 0,00% | 66,67% |
| **25%** |  |  | SC01 | 0% | 0% | 0% | 0% | 0,00% | 0,00% | 36,36% |

**Annex 15.8: Promotions “deuxième filière” –Committee of the Regions**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | |  | |  | | **2013** | | **2014** | | **2015** | | **2016** | | **2017** | | **2018** | | **2019** | |
| **Annex IB** | **FCT** | | **CAT** | | **GRADE** | | **Promoted over active population on 01/01/2012** | | **Promoted over active population on 01/01/2013** | | **Promoted over active population on 01/01/2014** | | **Promoted over active population on 01/01/2015** | | **Promoted over active population on 01/01/2016** | | **Promoted over active population on 01/01/2017** | | **Promoted over active population on 01/01/2018** | |
| **15%** | | **AD** | | **AD** | | AD13 | | 20,00% | | 8,33% | | 12,50% | | 10,00% | | 5,56% | | 26,67% | | 14,29% |
| **15%** | |  | |  | | AD12 | | 31,58% | | 11,11% | | 5,00% | | 8,70% | | 3,57% | | 11,11% | | 7,69% |
| **25%** | |  | |  | | AD11 | | 21,05% | | 27,78% | | 23,53% | | 38,89% | | 9,09% | | 36,36% | | 16,67% |
| **25%** | |  | |  | | AD10 | | 23,08% | | 33,33% | | 33,33% | | 27,27% | | 21,43% | | 29,41% | | 12,50% |
| **25%** | |  | |  | | AD09 | | 22,22% | | 33,33% | | 23,81% | | 23,08% | | 23,53% | | 31,58% | | 21,95% |
| **33%** | |  | |  | | AD08 | | 17,65% | | 44,83% | | 32,26% | | 33,33% | | 27,66% | | 39,53% | | 33,33% |
| **36%** | |  | |  | | AD07 | | 32,65% | | 25,86% | | 36,76% | | 37,04% | | 30,00% | | 34,38% | | 34,48% |
| **36%** | |  | |  | | AD06 | | 40,58% | | 50,00% | | 35,48% | | 36,36% | | 36,67% | | 32,00% | | 37,50% |
| **36%** | |  | |  | | AD05 | | 42,86% | | 38,46% | | 46,43% | | 47,62% | | 50,00% | | 63,64% | | 7,69% |
| **20%** | | **AST** | | **AST** | | AST10 | | 33,33% | | 33,33% | | 0,00% | | 0,00% | | 100,00% | | - | | - |
| **8%** | |  | |  | | AST09 | | 25,00% | | - | | - | | - | | - | | - | | - |
| **25%** | |  | |  | | AST08 | | 20,00% | | 28,57% | | 12,50% | | 50,00% | | 14,29% | | 27,27% | | 25,00% |
| **25%** | |  | |  | | AST07 | | 44,44% | | 18,18% | | 12,50% | | 18,75% | | 26,32% | | 19,05% | | 22,73% |
| **25%** | |  | |  | | AST06 | | 25,00% | | 40,00% | | 18,18% | | 26,09% | | 28,00% | | 28,00% | | 33,33% |
| **25%** | |  | |  | | AST05 | | 28,00% | | 33,33% | | 23,08% | | 27,27% | | 25,00% | | 28,13% | | 31,43% |
| **33%** | |  | |  | | AST04 | | 37,93% | | 34,48% | | 43,75% | | 28,57% | | 31,43% | | 35,48% | | 35,48% |
| **33%** | |  | |  | | AST03 | | 35,00% | | 31,58% | | 35,14% | | 37,84% | | 30,00% | | 39,29% | | 32,00% |
| **33%** | |  | |  | | AST02 | | 35,71% | | 41,67% | | 64,29% | | 30,77% | | 50,00% | | 75,00% | |  |
| **33%** | |  | |  | | AST01 | | 33,33% | | 23,08% | | 62,50% | | 25,00% | | 0,00% | | 50,00% | | 0,00% |
| **10%** | |  | | **AST/D** | | AST04/D | | - | | - | | - | | - | | - | | - | | - |
| **12%** | | **SC** | | **SC** | | SC05 | | - | | - | | - | | - | | - | | - | | - |
| **15%** | |  | |  | | SC04 | | - | | - | | - | | - | | - | | - | | - |
| **17%** | |  | |  | | SC03 | | - | | - | | - | | - | | - | | - | | - |
| **20%** | |  | |  | | SC02 | | - | | - | | - | | - | | - | | - | | - |
| **25%** | |  | |  | | SC01 | | - | | - | | - | | - | | - | | 0,00% | | 25,00% |

**Annex 15.9: Promotions “deuxième filière” – European Ombudsman**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  | 100,00% |
| **25%** |  |  | AD11 |  |  |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  | 14,28% |
| **25%** |  |  | AD09 |  |  | 33,33% |  | 66,66% |  |  |
| **33%** |  |  | AD08 | 50,00% |  |  |  | 50,00% |  |  |
| **36%** |  |  | AD07 |  |  | 25,00% | 50,00% | 50,00% |  | 100,00% |
| **36%** |  |  | AD06 |  |  |  | 50,00% | 33,33% | 16,66% | 50,00% |
| **36%** |  |  | AD05 | 25,00% | 20,00% | 50,00% | 37,50% | 20,00% | 33,33% | 50,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **20%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  | 16,66% | 40,00% |  |
| **25%** |  |  | AST05 |  |  | 40,00% | 60,00% |  |  | 50,00% |
| **33%** |  |  | AST04 |  |  | 50,00% | 50,00% |  |  | 100,00% |
| **33%** |  |  | AST03 | 100,00% |  |  | 100,00% |  | 33,33% |  |
| **33%** |  |  | AST02 |  |  |  |  | 40,00% | 40,00% | 33,33% |
| **33%** |  |  | AST01 |  |  | 80,00% | 20,00% |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  | 100,00% |  |  |

**Annex 15.10: Promotions “deuxième filière” – European Data Protection Supervisor**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | - | - | - | 50,000% | 0,00% | 0,00% | 100,00% |
| **15%** |  |  | AD12 | 0,00% | 50,00% | 33,33% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 50,00% | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 50,00% |
| **25%** |  |  | AD10 | - | 100,00% | 0,00% | 50,00% | 66,67% | 16,67% | 0,00% |
| **25%** |  |  | AD09 | 0,00% | 60,00% | 28,57% | 0,00% | 0,00% | 100,00% | 40,00% |
| **33%** |  |  | AD08 | 0,00% | 0,00% | 100,00% | 75,00% | 11,11% | 28,57% | 20,00% |
| **36%** |  |  | AD07 | 0,00% | 77,78% | 18,18% | 20,00% | 0,00% | 60,00% | 28,57% |
| **36%** |  |  | AD06 | 0,00% | 0,00% | 66,67% | 0,00% | 0,00% | 0,00% | 0,00% |
| **36%** |  |  | AD05 | 0,00% | 0,00% | - | - | - | - | - |
| **20%** | **AST** | **AST** | AST10 | - | - | - | - | - | - | - |
| **20%** |  |  | AST09 | - | - | - | - | - | - | - |
| **25%** |  |  | AST08 | - | - | - | - | - | - | 100,00% |
| **25%** |  |  | AST07 | - | - | - | 100,00% | 0,00% | 0,00% | - |
| **25%** |  |  | AST06 | 100,00% | 0,00% | 0,00% | - | 100,00% | 100,00% | - |
| **25%** |  |  | AST05 | - | - | 100,00% | 25,00% | 33,33% | 33,33% | 25,00% |
| **33%** |  |  | AST04 | 66,67% | 0,00% | 0,00% | 50,00% | 66,67% | 0,00% | 0,00% |
| **33%** |  |  | AST03 | 0,00% | 100,00% | 0,00% | 0,00% | 100,00% | 50,00% | 0,00% |
| **33%** |  |  | AST02 | 25,00% | 0,00% | 100,00% | 0,00% | 0,00% | - | - |
| **33%** |  |  | AST01 | 0,00% | 0,00% | - | - | - | - | - |
| **10%** |  | **AST/D** | AST04/D | - | - | - | - | - | - | - |
| **12%** | **SC** | **SC** | SC05 | - | - | - | - | - | - | - |
| **15%** |  |  | SC04 | - | - | - | - | - | - | - |
| **17%** |  |  | SC03 | - | - | - | - | - | - | 100,00% |
| **20%** |  |  | SC02 | - | - | - | - | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | SC01 | - | - | - | - | 0,00% | 0,00% | - |

**Annex 15.11: Promotions “deuxième filière” – Single Resolution Board**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | AD12 | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD10 | 0,00% | 25,00% | 18,00% |
| **25%** |  |  | AD09 | 100,00% | 0,00% | 0,00% |
| **33%** |  |  | AD08 | 24,00% | 17,00% | 23,00% |
| **36%** |  |  | AD07 | 0,00% | 0,00% | 9,00% |
| **36%** |  |  | AD06 | 28,00% | 28,00% | 27,00% |
| **36%** |  |  | AD05 | 0,00% | 43,00% | 24,00% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST07 | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST06 | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST05 | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST04 | 0,00% | 0,00% | 16,00% |
| **33%** |  |  | AST03 | 40,00% | 26,00% | 21,00% |
| **33%** |  |  | AST02 | 0,00% | 100,00% | 0,00% |
| **33%** |  |  | AST01 | 0,00% | 20,00% | 20,00% |
| **10%** |  | **AST/D** | AST04/D | 0,00% | 0,00% | 0,00% |
| **12%** | **SC** | **SC** | SC05 | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | SC04 | 0,00% | 0,00% | 0,00% |
| **17%** |  |  | SC03 | 0,00% | 0,00% | 0,00% |
| **20%** |  |  | SC02 | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | SC01 | 0,00% | 0,00% | 18,00% |

**Annex 15.12: Promotions “deuxième filière” – Sesar Joint Undertaking**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | N/A | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | AD12 | N/A | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | N/A | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD10 | N/A | 0,00% | 25,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD09 | N/A | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AD08 | N/A | 25,00% | 0,00% | 25,00% | 0,00% | 50,00% | 16.67% |
| **36%** |  |  | AD07 | N/A | 25,00% | 25,00% | 33,33% | 20,00% | 16.66% | 50,00% |
| **36%** |  |  | AD06 | N/A | 0,00% | 75,00% | 0,00% | 75,00% | 18.18% | 25,00% |
| **36%** |  |  | AD05 | N/A | 14.29% | 28,57% | 50,00% | 16.16% | 0,00% | 0,00% |
| **20%** | **AST** | **AST** | AST10 | N/A | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | N/A | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | N/A | 0,00% | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% |
| **25%** |  |  | AST07 | N/A | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST06 | N/A | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% |
| **25%** |  |  | AST05 | N/A | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST04 | N/A | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST03 | N/A | 0,00% | 0,00% | 0,00% | 0,00% | 50,00% | 50,00% |
| **33%** |  |  | AST02 | N/A | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST01 | N/A | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **10%** |  | **AST/D** | AST04/D | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **12%** | **SC** | **SC** | SC05 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **15%** |  |  | SC04 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **17%** |  |  | SC03 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **20%** |  |  | SC02 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **25%** |  |  | SC01 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

**Annex 15.13: Promotions “deuxième filière” – Shift2Rail Joint Undertaking**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  |  |  |  |  |
| **33%** |  |  | AD08 |  |  |  |  |  |  |  |
| **36%** |  |  | AD07 |  |  |  |  |  |  |  |
| **36%** |  |  | AD06 |  |  |  |  |  |  |  |
| **36%** |  |  | AD05 |  |  |  |  |  |  | 100% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  |  |  |  |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.14: Promotions “deuxième filière” – Innovative Medicine Initiative Joint Undertaking**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  |  |  |  |  |
| **33%** |  |  | AD08 |  |  |  |  |  | 16,60% | 33,33% |
| **36%** |  |  | AD07 |  |  |  |  | 16,60% | 20,00% |  |
| **36%** |  |  | AD06 |  |  |  |  |  |  |  |
| **36%** |  |  | AD05 |  |  |  |  |  | 20,00% | 30,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  |  |  |  |
| **33%** |  |  | AST03 |  |  |  |  | 20,00% | 33,33% |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.15: Promotions “deuxième filière” – European GNSS Agency**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  | 50,00% |  | 50,00% |
| **25%** |  |  | AD11 |  | 33,33% |  | 50,00% |  |  | 20,00% |
| **25%** |  |  | AD10 |  |  |  |  |  | 33,33% |  |
| **25%** |  |  | AD09 | 20,00% |  | 16,67% | 12,50% | 15,38% | 14,29% | 6,25% |
| **33%** |  |  | AD08 |  |  | 14,29% | 17,65% | 18,18% | 12,00% | 18,52% |
| **36%** |  |  | AD07 | 12,50% | 25,00% | 4,35% | 18,75% | 8,11% | 18,42% | 21,62% |
| **36%** |  |  | AD06 |  | 33,33% |  | 10,00% | 14,29% | 28,57% | 20,00% |
| **36%** |  |  | AD05 |  | 50,00% | 33,33% |  |  |  | 25,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  | 50,00% |
| **33%** |  |  | AST04 |  | 100,00% |  |  | 100,00% |  |  |
| **33%** |  |  | AST03 |  |  |  |  | 50,00% |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.16: Promotions “deuxième filière” – Frontex**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 25,00% | 20,00% | 17,00% |  |
| **15%** |  | AD12 | 0,00% | 10,00% | 0,00% | 8,00% | 18,00% | 43,00% |  |
| **25%** |  | AD11 | 0,00% | 13,00% | 0,00% | 17,00% | 60,00% | 25,00% |  |
| **25%** |  | AD10 | 0,00% | 0,00% | 20,00% | 0,00% | 30,00% | 29,00% |  |
| **25%** |  | AD09 | 0,00% | 9,00% | 50,00% | 24,00% | 22,00% | 25,00% |  |
| **33%** |  | AD08 | 12,00% | 9,00% | 3,00% | 13,00% | 14,00% | 6,00% |  |
| **36%** |  | AD07 | 0,00% | 0,00% | 20,00% | 8,00% | 38,00% | 16,00% |  |
| **36%** |  | AD06 | 29,00% | 33,00% | 0,00% | 67,00% | 0,00% | 38,00% |  |
| **36%** |  | AD05 | 0,00% | 100,00% | 50,00% | 0,00% | 0,00% | 0,00% |  |
| **20%** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  | AST08 | 0,00% | 17,00% | 0,00% | 0,00% | 29,00% | 12,00% |  |
| **25%** |  | AST07 | 9,00% | 18,00% | 10,00% | 27,00% | 18,00% | 27,00% |  |
| **25%** |  | AST06 | 0,00% | 21,00% | 20,00% | 36,00% | 25,00% | 0,00% |  |
| **25%** |  | AST05 | 11,00% | 25,00% | 25,00% | 14,00% | 0,00% | 14,00% |  |
| **33%** |  | AST04 | 25,00% | 0,00% | 0,00% | 33,00% | 0,00% | 33,00% |  |
| **33%** |  | AST03 | 0,00% | 0,00% | 0,00% | 50,00% | 0,00% | 0,00% |  |
| **33%** |  | AST02 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |  |
| **33%** |  | AST01 | 0,00% | 0,00% | 0,00% | 0,00% |  |  |  |
| **10%** |  | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.17: Promotions “deuxième filière” –European Union Agency for Fundamental Rights**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | AD12 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 0,00% | 50,00% | 16,67% | 20,00% | 0,00% | 0,00% |
| **25%** |  |  | AD10 | 50,00% | 0,00% | 50,00% | 0,00% | 0,00% | 0,00% | 20,00% |
| **25%** |  |  | AD09 | 20,00% | 0,00% | 60,00% | 20,00% | 0,00% | 0,00% | 57,14% |
| **33%** |  |  | AD08 | 0,00% | 40,00% | 12,50% | 22,22% | 22,22% | 25,00% | 0,00% |
| **36%** |  |  | AD07 | 18,75% | 12,50% | 13,33% | 46,67% | 7,14% | 0,00% | 0,00% |
| **36%** |  |  | AD06 | 14,29% | 50,00% | 42,86% | 14,29% | 14,29% | 0,00% | 0,00% |
| **36%** |  |  | AD05 | 0,00% | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 0,00% | 0,00% | 33,33% | 0,00% | 33,33% | 33,33% | 0,00% |
| **25%** |  |  | AST07 | 0,00% | 0,00% | 0,00% | 0,00% | 75,00% | 0,00% | 0,00% |
| **25%** |  |  | AST06 | 0,00% | 0,00% | 0,00% | 0,00% | 33,33% | 0,00% | 12,50% |
| **25%** |  |  | AST05 | 25,00% | 12,50% | 28,57% | 22,22% | 25,00% | 0,00% | 42,86% |
| **33%** |  |  | AST04 | 14,29% | 27,27% | 20,00% | 37,50% | 28,57% | 0,00% | 0,00% |
| **33%** |  |  | AST03 | 0,00% | 0,00% | 50,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST02 | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST01 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **10%** |  | **AST/D** | AST04/D | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **12%** | **SC** | **SC** | SC05 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **15%** |  |  | SC04 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **17%** |  |  | SC03 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **20%** |  |  | SC02 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **25%** |  |  | SC01 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |

**Annex 15.18: Promotions “deuxième filière” –** **Fuel Cells and Hydrogen Joint Undertaking**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  |  |  |  |  |
| **33%** |  |  | AD08 |  |  | 33,33% | 100,00% |  |  |  |
| **36%** |  |  | AD07 |  |  |  | 100,00% |  |  |  |
| **36%** |  |  | AD06 |  |  |  |  |  |  |  |
| **36%** |  |  | AD05 |  |  |  |  | 25,00% | 66,66% | 100,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  | 50,00% |  | 100,00% |  |  |
| **25%** |  |  | AST06 |  |  |  |  | 100,00% |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  |  | 33,33% |  |
| **33%** |  |  | AST03 |  |  |  | 50,00% | 50,00% | 100,00% |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.19: Promotions “deuxième filière” –** **Fusion for Energy (ITER)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population\* on 01/01/2012** | **Promoted over active population\* on 01/01/2013** | **Promoted over active population\* on 01/01/2014** | **Promoted over active population\* on 01/01/2015** | **Promoted over active population\* on 01/01/2016** | **Promoted over active population\* on 01/01/2017** | **Promoted over active population\* on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% |  | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | AD12 | 0,00% | 0,00% | 0,00% | 0,00% | 100,00% |  | 0,00% |
| **25%** |  |  | AD11 |  |  | 0,00% | 0,00% | 0,00% | 19,05% | 23,81% |
| **25%** |  |  | AD10 | 0,00% | 16,67% | 16,00% | 30,77% | 18,18% | 29,41% | 30,00% |
| **25%** |  |  | AD09 | 13,51% | 21,43% | 27,78% | 11,76% | 3,45% | 17,65% | 18,37% |
| **33%** |  |  | AD08 | 0,00% | 22,22% | 8,33% | 31,58% | 15,38% | 40,38% | 39,02% |
| **36%** |  |  | AD07 | 40,00% | 39,53% | 34,00% | 41,03% | 44,44% | 41,67% | 38,89% |
| **36%** |  |  | AD06 | 18,75% | 48,21% | 28,21% | 36,36% | 17,65% | 10,81% | 22,86% |
| **36%** |  |  | AD05 | 0,00% |  |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  | 0,00% |
| **25%** |  |  | AST06 |  |  |  |  | 0,00% | 50,00% | 0,00% |
| **25%** |  |  | AST05 |  |  | 0,00% | 20,00% | 11,11% | 0,00% | 30,77% |
| **33%** |  |  | AST04 | 0,00% | 14,29% | 28,57% | 50,00% | 44,44% | 28,57% | 20,00% |
| **33%** |  |  | AST03 | 20,00% | 50,00% | 20,00% | 20,00% | 33,33% | 10,00% | 27,27% |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |

**Annex 15.20: Promotions “deuxième filière” –** **Europol**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | N.A. |  |  |  |  |  |  |
| **15%** |  |  | AD12 | N.A. | 33% | 0% | 0% | 0% | 0% |  |
| **25%** |  |  | AD11 | N.A. | 10% | 6% | 7% | 8% | 10% | 0% |
| **25%** |  |  | AD10 | N.A. | 0% | 0% | 0% | 11% | 0% | 0% |
| **25%** |  |  | AD09 | N.A. | 10% | 10% | 4% | 6% | 12% | 6% |
| **33%** |  |  | AD08 | N.A. | 16% | 12% | 4% | 1% | 3% | 4% |
| **36%** |  |  | AD07 | N.A. | 16% | 20% | 8% | 5% | 9% | 5% |
| **36%** |  |  | AD06 | N.A. | 30% | 17% | 10% | 7% | 9% | 8% |
| **36%** |  |  | AD05 | N.A. | 15% | 5% | 6% | 33% | 0% | 0% |
| **20%** | **AST** | **AST** | AST10 | N.A. | N.A | N.A | N.A | N.A | N.A | N.A |
| **8%** |  |  | AST09 | N.A. | N.A | N.A | N.A | N.A | N.A | N.A |
| **25%** |  |  | AST08 | N.A. | N.A | N.A | N.A | N.A | N.A | N.A |
| **25%** |  |  | AST07 | N.A. | 0% | 0% | 0% | 0% | 0% | 0% |
| **25%** |  |  | AST06 | N.A. | 8% | 14% | 0% | 0% | 0% | 0% |
| **25%** |  |  | AST05 | N.A. | 25% | 0% | 0% | 0% | 14% | 0% |
| **33%** |  |  | AST04 | N.A. | 8% | 12% | 7% | 11% | 10% | 11% |
| **33%** |  |  | AST03 | N.A. | 0% | 100% | 33% | 0% | 0% | 0% |
| **33%** |  |  | AST02 | N.A. | 25% | 20% | 0% | 0% | 0% | 0% |
| **33%** |  |  | AST01 | N.A. | N.A | N.A | N.A | N.A | N.A | N.A |
| **10%** |  | **AST/D** | AST04/D | N.A. | N.A | N.A | N.A | N.A | N.A | N.A |
| **12%** | **SC** | **SC** | SC05 | N.A. | N.A | N.A | N.A | N.A | N.A | N.A |
| **15%** |  |  | SC04 | N.A. | N.A | N.A | N.A | N.A | N.A | N.A |
| **17%** |  |  | SC03 | N.A. | N.A | N.A | N.A | N.A | N.A | N.A |
| **20%** |  |  | SC02 | N.A. | N.A | N.A | N.A | N.A | N.A | N.A |
| **25%** |  |  | SC01 | N.A. | N.A | N.A | N.A | N.A | N.A | N.A |

**Annex 15.21: Promotions “deuxième filière” –** **Eurojust**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | AD12 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD10 | 0,00% | 0,00% | 33,33% | 0,00% | 50,00% | 0,00% | 25,00% |
| **25%** |  |  | AD09 | 0,00% | 0,00% | 20,00% | 0,00% | 16,67% | 0,00% | 0,00% |
| **33%** |  |  | AD08 | 16,67% | 0,00% | 6,67% | 33,33% | 6,25% | 22,22% | 17,65% |
| **36%** |  |  | AD07 | 50,00% | 12,50% | 27,27% | 36,36% | 36,36% | 22,22% | 11,11% |
| **36%** |  |  | AD06 | 23,81% | 8,00% | 3,70% | 15,38% | 41,67% | 12,00% | 9,68% |
| **36%** |  |  | AD05 | 0,00% | 0,00% | 40,00% | 25,00% | 0,00% | 0,00% | 66,67% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST07 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST06 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST05 | 0,00% | 0,00% | 50,00% | 0,00% | 0,00% | 22,22% | 44,44% |
| **33%** |  |  | AST04 | 25,00% | 0,00% | 0,00% | 38,10% | 32,26% | 21,43% | 21,43% |
| **33%** |  |  | AST03 | 20,00% | 22,03% | 18,97% | 7,14% | 20,41% | 13,16% | 9,76% |
| **33%** |  |  | AST02 | 7,14% | 8,33% | 13,33% | 4,44% | 30,23% | 27,27% | 6,06% |
| **33%** |  |  | AST01 | 2,33% | 3,23% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **10%** |  | **AST/D** | AST04/D | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **12%** | **SC** | **SC** | SC05 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | SC04 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **17%** |  |  | SC03 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **20%** |  |  | SC02 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | SC01 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |

**Annex 15.22: Promotions “deuxième filière” –** **Eurofund - (Temporary Agents)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  | 50,00% |  |  |  |  |  |
| **25%** |  |  | AD11 | 20,00% | 33,33% | 20,00% |  |  | 25,00% | 66,67% |
| **25%** |  |  | AD10 | 50,00% | 100,00% |  |  |  |  | 100,00% |
| **25%** |  |  | AD09 |  | 50,00% |  |  |  |  | 40,00% |
| **33%** |  |  | AD08 |  | 28,57% | 40,00% |  | 20,00% | 16,67% | 16,67% |
| **36%** |  |  | AD07 | 40,00% |  | 25,00% | 20,00% | 28,57% | 25,00% | 22,22% |
| **36%** |  |  | AD06 | 33,33% | 44,44% | 42,86% | 33,33% | 16,67% | 42,86% | 28,57% |
| **36%** |  |  | AD05 | 22,22% |  | 33,33% |  | 50,00% | 75,00% |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 | 33,33% |  |  |  |  |  |  |
| **25%** |  |  | AST08 | 33,33% |  |  |  |  | 25,00% | 100,00% |
| **25%** |  |  | AST07 | 40,00% |  | 33,33% |  |  |  | 25,00% |
| **25%** |  |  | AST06 | 50,00% | 16,67% | 16,67% |  |  | 40,00% | 66,67% |
| **25%** |  |  | AST05 |  | 20,00% |  | 20,00% |  |  | 20,00% |
| **33%** |  |  | AST04 | 50,00% |  | 33,33% | 20,00% | 40,00% | 25,00% | 25,00% |
| **33%** |  |  | AST03 | 50,00% | 33,33% | 33,33% | 50,00% | 33,33% | 66,67% |  |
| **33%** |  |  | AST02 |  |  |  |  | 25,00% | 66,67% | 100,00% |
| **33%** |  |  | AST01 | 75,00% | 25,00% | 50,00% |  |  | 100,00% |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.23: Promotions “deuxième filière” –** **Eurofund - (Officials)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  | 50,00% |  |  | 100,00% |  |  |
| **25%** |  |  | AD10 | 100,00% |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  |  |  |  |  |
| **33%** |  |  | AD08 |  |  |  |  |  | 50,00% |  |
| **36%** |  |  | AD07 |  |  | 50,00% |  | 100,00% |  |  |
| **36%** |  |  | AD06 |  |  |  |  |  |  |  |
| **36%** |  |  | AD05 |  |  |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  | 100,00% |  |
| **25%** |  |  | AST05 | 100,00% |  | 33,33% |  |  | 33,33% | 100,00% |
| **33%** |  |  | AST04 |  |  | 100,00% |  |  |  |  |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.24: Promotions “deuxième filière” –** **European Agency for Safety and Health at Work**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  | 100,00% |  |  |  |  |
| **25%** |  |  | AD11 |  |  | 100,00% |  |  |  |  |
| **25%** |  |  | AD10 |  |  | 50,00% |  |  | 50,00% | 100,00% |
| **25%** |  |  | AD09 |  | 50,00% |  | 100,00% |  |  |  |
| **33%** |  |  | AD08 |  |  |  | 20,00% | 50,00% | 28,57% | 16,67% |
| **36%** |  |  | AD07 | 16,67% | 20,00% | 20,00% | 16,67% | 50,00% | 33,33% | 33,33% |
| **36%** |  |  | AD06 | 14,29% | 33,33% | 14,29% | 20,00% | 50,00% |  |  |
| **36%** |  |  | AD05 |  |  |  |  | 0,00% |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  | 50,00% | 33,33% |
| **25%** |  |  | AST05 |  | 50,00% | 25,00% |  |  | 25,00% |  |
| **33%** |  |  | AST04 | 16,67% |  | 14,29% | 75,00% |  | 50,00% | 100,00% |
| **33%** |  |  | AST03 | 60,00% | 20,00% |  | 100,00% |  |  | 66,67% |
| **33%** |  |  | AST02 | 100,00% |  |  | 50,00% | 100,00% |  |  |
| **33%** |  |  | AST01 |  | 50,00% |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.25: Promotions “deuxième filière” – European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (EU Lisa)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  | 0,00% | 0,00% | 50,00% |
| **15%** |  |  | AD12 |  | 0,00% | 50,00% | 50,00% |  | 0,00% | 0,00% |
| **25%** |  |  | AD11 |  |  |  | 0,00% | 20,00% | 60,00% | 0,00% |
| **25%** |  |  | AD10 |  | 33,33% | 20,00% | 50,00% | 25,00% | 0,00% | 33,33% |
| **25%** |  |  | AD09 |  | 0,00% | 16,67% | 16,67% | 20,00% | 25,00% | 33,33% |
| **33%** |  |  | AD08 |  |  | 0,00% | 12,50% | 26,67% | 14,29% | 25,00% |
| **36%** |  |  | AD07 |  | 22,22% | 20,83% | 38,89% | 33,33% | 0,00% | 31,25% |
| **36%** |  |  | AD06 |  |  |  | 14,29% | 33,33% | 53,33% | 33,33% |
| **36%** |  |  | AD05 |  | 20,00% | 36,36% | 29,17% | 22,22% | 25,00% | 25,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **8%** |  |  | AST08 |  |  |  |  | 0,00% | 0,00% | 50,00% |
| **25%** |  |  | AST07 |  |  | 0,00% | 100,00% |  | 0,00% | 100,00% |
| **25%** |  |  | AST06 |  |  |  | 50,00% | 0,00% | 42,86% | 14,29% |
| **25%** |  |  | AST05 |  | 25,00% | 26,67% | 21,43% | 10,00% | 22,22% | 0,00% |
| **33%** |  |  | AST04 |  | 0,00% | 50,00% | 0,00% | 25,00% | 26,67% | 15,38% |
| **33%** |  |  | AST03 |  | 0,00% | 34,78% | 10,53% | 27,27% | 11,11% | 33,33% |
| **33%** |  |  | AST02 |  |  | 0,00% | 0,00% | 100,00% |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.26: Promotions “deuxième filière” – European Union Intellectual Property Office – Temporary Agents**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 0,00% | 20,00% | 0,00% | 25,00% |
| **15%** |  |  | AD12 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 11,11% | 23,08% | 0,00% | 12,50% | 0,00% | 28,57% |
| **25%** |  |  | AD10 | 30,77% | 10,00% | 66,67% | 16,67% | 66,67% | 0,00% | 12,50% |
| **25%** |  |  | AD09 | 0,00% | 12,50% | 18,18% | 28,57% | 10,00% | 42,86% | 22,22% |
| **33%** |  |  | AD08 | 0,00% | 0,00% | 57,14% | 30,00% | 22,22% | 10,00% | 30,00% |
| **36%** |  |  | AD07 | 25,00% | 18,18% | 15,38% | 37,50% | 23,08% | 22,22% | 15,38% |
| **36%** |  |  | AD06 | 18,18% | 19,44% | 11,11% | 53,57% | 23,08% | 22,22% | 13,04% |
| **36%** |  |  | AD05 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 16,67% | 20,00% | 0,00% | 75,00% | 0,00% | 0,00% | 40,00% |
| **25%** |  |  | AST07 | 28,57% | 0,00% | 40,00% | 0,00% | 0,00% | 75,00% | 0,00% |
| **25%** |  |  | AST06 | 25,00% | 66,67% | 0,00% | 0,00% | 22,22% | 0,00% | 31,82% |
| **25%** |  |  | AST05 | 0,00% | 4,55% | 25,81% | 36,67% | 26,09% | 8,33% | 8,33% |
| **33%** |  |  | AST04 | 38,10% | 16,67% | 14,29% | 33,33% | 37,50% | 17,86% | 19,23% |
| **33%** |  |  | AST03 | 12,50% | 13,21% | 28,26% | 27,50% | 36,23% | 22,73% | 3,03% |
| **33%** |  |  | AST02 | 18,06% | 26,09% | 21,88% | 33,33% | 20,00% | 16,67% | 0,00% |
| **33%** |  |  | AST01 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **10%** |  | **AST/D** | AST04/D | - | - | - | - | - | - | - |
| **12%** | **SC** | **SC** | SC05 | - | - | - | - | - | - | - |
| **15%** |  |  | SC04 | - | - | - | - | - | - | - |
| **17%** |  |  | SC03 | - | - | - | - | - | - | - |
| **20%** |  |  | SC02 | - | - | - | - | - | - | - |
| **25%** |  |  | SC01 | - | - | - | - | - | - | - |

**Annex 15.27: Promotions “deuxième filière” – European Union Intellectual Property Office – Officials**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 7,69% | 0,00% | 0,00% | 8,33% | 5,00% | 16,00% | 16,67% |
| **15%** |  |  | AD12 | 17,14% | 0,00% | 10,71% | 18,52% | 17,24% | 7,14% | 12,00% |
| **25%** |  |  | AD11 | 28,57% | 20,00% | 21,43% | 28,57% | 30,77% | 25,00% | 44,44% |
| **25%** |  |  | AD10 | 38,46% | 14,29% | 33,33% | 33,33% | 20,00% | 28,57% | 0,00% |
| **25%** |  |  | AD09 | 0,00% | 25,00% | 20,00% | 0,00% | 44,44% | 20,00% | 41,67% |
| **33%** |  |  | AD08 | 0,00% | 40,00% | 60,00% | 75,00% | 0,00% | 33,33% | 40,00% |
| **36%** |  |  | AD07 | 0,00% | 100,00% | 16,67% | 33,33% | 100,00% | 78,26% | 12,90% |
| **36%** |  |  | AD06 | 50,00% | 0,00% | 0,00% | 65,63% | 8,82% | 47,06% | 33,33% |
| **36%** |  |  | AD05 | 0,00% | 0,00% | 0,00% | 0,00% | 50,00% | 100,00% | 0,00% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 14,29% | 0,00% | 12,50% | 8,33% | 0,00% | 5,56% |
| **8%** |  |  | AST09 | 9,68% | 0,00% | 15,79% | 7,84% | 11,54% | 3,92% | 5,66% |
| **25%** |  |  | AST08 | 36,67% | 13,79% | 38,24% | 15,38% | 18,42% | 24,32% | 32,50% |
| **25%** |  |  | AST07 | 30,00% | 26,00% | 17,07% | 16,98% | 13,11% | 20,00% | 21,54% |
| **25%** |  |  | AST06 | 17,31% | 25,86% | 23,94% | 20,73% | 20,00% | 18,52% | 35,21% |
| **25%** |  |  | AST05 | 23,66% | 19,35% | 30,59% | 28,85% | 42,86% | 28,57% | 38,10% |
| **33%** |  |  | AST04 | 34,09% | 14,71% | 38,46% | 13,33% | 40,00% | 37,50% | 12,20% |
| **33%** |  |  | AST03 | 46,15% | 12,50% | 100,00% | 53,13% | 27,50% | 38,46% | 38,10% |
| **33%** |  |  | AST02 | 0,00% | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% |
| **33%** |  |  | AST01 | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **10%** |  | **AST/D** | AST04/D | - | - | - | - | - | - | - |
| **12%** | **SC** | **SC** | SC05 | - | - | - | - | - | - | - |
| **15%** |  |  | SC04 | - | - | - | - | - | - | - |
| **17%** |  |  | SC03 | - | - | - | - | - | - | - |
| **20%** |  |  | SC02 | - | - | - | - | - | - | - |
| **25%** |  |  | SC01 | - | - | - | - | - | - | - |

**Annex 15.28: Promotions “deuxième filière” – European Training Foundation**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  | 25,00% | 12,50% |  |
| **25%** |  |  | AD11 |  | 27,27% |  |  | 11,11% |  |  |
| **25%** |  |  | AD10 |  |  | 33,33% |  |  | 14,29% | 28,57% |
| **25%** |  |  | AD09 | 20,00% | 16,67% | 7,69% | 15,38% |  | 45,45% | 13,33% |
| **33%** |  |  | AD08 | 16,67% | 40,00% |  | 16,67% | 50,00% | 20,00% | 37,50% |
| **36%** |  |  | AD07 | 25,00% |  | 14,29% | 28,57% | 25,00% | 25,00% | 33,33% |
| **36%** |  |  | AD06 |  |  |  |  | 50,00% | 50,00% |  |
| **36%** |  |  | AD05 |  | 33,33% | 50,00% |  |  |  | 100,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  | 100,00% |  |
| **8%** |  |  | AST09 | 16,67% |  |  |  |  |  |  |
| **25%** |  |  | AST08 | 50,00% | 20,00% | 33,33% | 20,00% | 25,00% |  |  |
| **25%** |  |  | AST07 |  | 50,00% |  | 75,00% | 20,00% | 75,00% |  |
| **25%** |  |  | AST06 |  |  | 33,33% | 50,00% |  |  | 33,33% |
| **25%** |  |  | AST05 | 33,33% | 33,33% |  | 33,33% | 25,00% |  | 40,00% |
| **33%** |  |  | AST04 | 33,33% | 33,33% | 25,00% | 33,33% | 33,33% | 20,00% |  |
| **33%** |  |  | AST03 | 40,00% |  | 25,00% | 60,00% | 25,00% |  |  |
| **33%** |  |  | AST02 |  | 100,00% |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.29: Promotions “deuxième filière” – European Securities and Markets Authority**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **15%** |  |  | AD12 | 0,0% | 0,0% | 50,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **25%** |  |  | AD11 | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 100,0% | 0,0% |
| **25%** |  |  | AD10 | 0,0% | 67,0% | 25,0% | 0,0% | 100,0% | 0,0% | 0,0% |
| **25%** |  |  | AD09 | 0,0% | 0,0% | 0,0% | 35,7% | 20,0% | 7,1% | 8,7% |
| **33%** |  |  | AD08 | 33,3% | 0,0% | 23,5% | 9,1% | 33,3% | 15,6% | 38,5% |
| **36%** |  |  | AD07 | 25,0% | 23,1% | 25,0% | 25,9% | 22,2% | 36,7% | 23,3% |
| **36%** |  |  | AD06 | 75,0% | 33,3% | 31,3% | 26,3% | 14,3% | 40,0% | 33,3% |
| **36%** |  |  | AD05 | 33,3% | 37,5% | 31,6% | 23,8% | 11,8% | 38,5% | 36,4% |
| **20%** | **AST** | **AST** | AST10 | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **8%** |  |  | AST09 | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **25%** |  |  | AST08 | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **25%** |  |  | AST07 | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **25%** |  |  | AST06 | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **25%** |  |  | AST05 | 0,0% | 0,0% | 0,0% | 0,0% | 50,0% | 0,0% | 0,0% |
| **33%** |  |  | AST04 | 0,0% | 33,0% | 0,0% | 0,0% | 100,0% | 33,3% | 20,0% |
| **33%** |  |  | AST03 | 0,0% | 0,0% | 0,0% | 66,7% | 0,0% | 50,0% | 50,0% |
| **33%** |  |  | AST02 | 0,0% | 0,0% | 0,0% | 100,0% | 0,0% | 0,0% | 0,0% |
| **33%** |  |  | AST01 | 33,3% | 0,0% | 33,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **10%** |  | **AST/D** | AST04/D | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **12%** | **SC** | **SC** | SC05 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **15%** |  |  | SC04 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **17%** |  |  | SC03 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **20%** |  |  | SC02 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| **25%** |  |  | SC01 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |

**Annex 15.30: Promotions “deuxième filière” – European Union Agency for Railways**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  | 2,00% | 1,07% |  |  |  | 1,03% |
| **25%** |  |  | AD10 | 2,00% | 5,00% | 4,3% |  | 1,03% |  | 1,03% |
| **25%** |  |  | AD09 | 6,2% | 3,00% | 6,45% |  | 1,03% | 3,25% | 1,03% |
| **33%** |  |  | AD08 |  |  |  |  | 3,1% | 4,3% | 4,12% |
| **36%** |  |  | AD07 | 3,1% | 10,2% | 8,7% |  | 1,03% | 5,4% | 3,1% |
| **36%** |  |  | AD06 | 1,00% | 1,00% |  | 5,1% | 6,2% | 1,07% | 3,1% |
| **36%** |  |  | AD05 |  |  |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  | 4,1% |  |  |  |
| **8%** |  |  | AST09 |  | 2,4% | 2,5% |  |  |  |  |
| **25%** |  |  | AST08 |  | 2,4% |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  | 2,5% |  |  |  |  |
| **25%** |  |  | AST06 | 2,4% | 2,4% | 2,5% |  | 2,8% | 2,86% |  |
| **25%** |  |  | AST05 | 2,4% | 2,4% | 7,5% | 5,6% |  | 2,85% | 5,7% |
| **33%** |  |  | AST04 | 4,8% | 4,2% | 7,5% |  | 2,8% | 14,3% |  |
| **33%** |  |  | AST03 | 2,4% | 10,3% | 10,00% |  |  | 2,85% | 5,7% |
| **33%** |  |  | AST02 | 4,8% | 8,3% | 2,5% |  | 2,8% | 8,6% | 5,7% |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.31: Promotions “deuxième filière” – The European Union Agency for Cybersecurity (ENISA)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 | 100,00% |  |  |  | 100,00% |  |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  |  |
| **25%** |  |  | AD09 | 16,60% | 33,00% |  |  |  |  | 33,00% |
| **33%** |  |  | AD08 |  | 33,00% |  |  | 25,00% |  | 12,50% |
| **36%** |  |  | AD07 | 25,00% |  | 25,00% | 16,60% | 50,00% |  |  |
| **36%** |  |  | AD06 |  | 100,00% |  | 16,60% | 7,70% | 20,00% | 20,00% |
| **36%** |  |  | AD05 |  |  | 100,00% |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  | 100,00% |  |  |
| **25%** |  |  | AST05 | 100,00% |  |  | 33,00% | 33,00% |  | 33,00% |
| **33%** |  |  | AST04 | 25,00% |  |  |  |  | 16,60% | 20,00% |
| **33%** |  |  | AST03 |  | 25,00% |  |  | 14,30% | 9,00% | 33,00% |
| **33%** |  |  | AST02 |  | 50,00% | 25,00% | 33,00% | 100,00% |  |  |
| **33%** |  |  | AST01 |  | 100,00% |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 | No AST/SC at ENISA | |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.32: Promotions “deuxième filière” – European Maritime Safety Agency (EMSA) – Temporary Agents**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 50,00% | 0,00% | 0,00% | 0,00% | 0,00% | 25,00% |
| **15%** |  |  | AD12 | 0,00% | 16,67% | 0,00% | 16,67% | 0,00% | 40,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 0,00% | 50,00% | 0,00% | 0,00% | 15,38% | 28,57% |
| **25%** |  |  | AD10 | 0,00% | 14,29% | 18,75% | 31,25% | 17,65% | 26,67% | 18,75% |
| **25%** |  |  | AD09 | 16,67% | 10,53% | 14,81% | 14,29% | 3,45% | 12,82% | 26,47% |
| **33%** |  |  | AD08 | 19,23% | 25,00% | 17,24% | 25,81% | 42,86% | 9,52% | 40,91% |
| **36%** |  |  | AD07 | 25,93% | 16,00% | 36,84% | 33,33% | 31,25% | 20,00% | 28,00% |
| **36%** |  |  | AD06 | 6,67% | 33,33% | 15,79% | 27,27% | 45,00% | 50,00% | 42,86% |
| **36%** |  |  | AD05 | 20,00% | 28,57% | 54,55% | 50,00% | 33,33% | 0,00% | 14,29% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 |  |  |  |  |  |  | 0,00% |
| **25%** |  |  | AST07 |  |  | 0,00% | 0,00% | 0,00% | 50,00% | 0,00% |
| **25%** |  |  | AST06 | 0,00% | 50,00% | 33,33% | 0,00% | 0,00% | 9,09% | 28,57% |
| **25%** |  |  | AST05 | 14,29% | 8,33% | 20,00% | 29,41% | 6,25% | 20,00% | 23,81% |
| **33%** |  |  | AST04 | 12,50% | 29,41% | 18,75% | 26,32% | 33,33% | 31,25% | 35,71% |
| **33%** |  |  | AST03 | 0,00% | 28,57% | 27,27% | 26,67% | 33,33% | 33,33% | 28,57% |
| **33%** |  |  | AST02 | 33,33% | 25,00% | 33,33% | 25,00% | 100,00% |  |  |
| **33%** |  |  | AST01 | 50,00% | 33,33% |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.33: Promotions “deuxième filière” – European Maritime Safety Agency (EMSA) – Officials**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 50,00% | 0,00% |  |  |  | 0,00% |
| **25%** |  |  | AD10 |  |  | 0,00% | 0,00% | 0,00% | 100,00% |  |
| **25%** |  |  | AD09 | 0,00% | 100,00% |  |  |  |  |  |
| **33%** |  |  | AD08 |  |  |  |  |  |  |  |
| **36%** |  |  | AD07 |  |  |  |  | 0,00% | 0,00% | 100,00% |
| **36%** |  |  | AD06 |  |  | 0,00% | 100,00% |  |  |  |
| **36%** |  |  | AD05 |  | 100,00% |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 | 0,00% |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  |  |  |  |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.34: Promotions “deuxième filière” – European Monitoring Centre for Drugs and Drug Addiction – Temporary Agents**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  | 12,50% |  |  |  |  |
| **25%** |  |  | AD11 | 20,00% | 25,00% |  |  |  | 14,28% |  |
| **25%** |  |  | AD10 |  | 28,57% | 40,00% | 33,33% | 50,00% |  | 50,00% |
| **25%** |  |  | AD09 |  |  |  |  |  |  | 20,00% |
| **33%** |  |  | AD08 |  | 16,66% | 20,00% | 22,22% | 12,50% | 36,36% |  |
| **36%** |  |  | AD07 | 20,00% | 10,00% | 45,45% | 25,00% | 50,00% |  | 33,33% |
| **36%** |  |  | AD06 | 25,00% | 28,57% | 40,00% | 50,00% | 50,00% | 100,00% |  |
| **36%** |  |  | AD05 |  |  |  |  |  |  | 100,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  | 100,00% |  |
| **8%** |  |  | AST09 | 33,33% |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  | 100,00% |  |  |  |  |
| **25%** |  |  | AST07 |  |  | 33,33% |  |  | 25,00% |  |
| **25%** |  |  | AST06 |  | 33,33% |  |  | 33,33% | 16,66% |  |
| **25%** |  |  | AST05 | 22,22% |  | 22,22% | 50,00% |  | 33,33% | 25,00% |
| **33%** |  |  | AST04 | 33,33% | 25,00% | 33,33% | 100,00% |  |  |  |
| **33%** |  |  | AST03 | 100,00% |  |  | 100,00% |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.35: Promotions “deuxième filière” – European Monitoring Centre for Drugs and Drug Addiction – Officials**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  | 25,00% |  |  |  |  |
| **25%** |  |  | AD11 | 50,00% | 100,00% |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  |  |  |  | 50,00% |
| **33%** |  |  | AD08 |  |  |  |  | 100,00% |  |  |
| **36%** |  |  | AD07 |  |  |  |  |  |  |  |
| **36%** |  |  | AD06 |  |  |  |  |  |  |  |
| **36%** |  |  | AD05 |  |  |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 | 50,00% |  | 50,00% |  |  | 100,00% |  |
| **25%** |  |  | AST06 |  | 100,00% |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  | 100,00% |  |  |  | 100,00% |
| **33%** |  |  | AST04 |  | 100,00% |  |  |  |  |  |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  | 100,00% |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.36: Promotions “deuxième filière” – European Medicines Agency**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 0,00% | 10,00% | 11,11% | 0,00% |
| **15%** |  |  | AD12 | 0,00% | 6,06% | 6,67% | 0,00% | 3,70% | 8,33% | 16,00% |
| **25%** |  |  | AD11 | 4,17% | 0,00% | 0,00% | 13,64% | 4,00% | 10,34% | 6,06% |
| **25%** |  |  | AD10 | 0,00% | 3,70% | 6,45% | 18,18% | 22,58% | 28,00% | 11,54% |
| **25%** |  |  | AD09 | 13,33% | 17,86% | 3,45% | 12,12% | 5,88% | 21,05% | 26,83% |
| **33%** |  |  | AD08 | 7,89% | 13,95% | 12,00% | 13,73% | 11,54% | 18,33% | 6,35% |
| **36%** |  |  | AD07 | 13,64% | 15,56% | 11,11% | 13,46% | 24,56% | 25,93% | 22,41% |
| **36%** |  |  | AD06 | 11,29% | 12,86% | 17,14% | 21,43% | 19,40% | 25,35% | 27,27% |
| **36%** |  |  | AD05 | 12,12% | 23,53% | 41,38% | 26,67% | 46,67% | 11,11% | 37,50% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 0% | 0,00% | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 0,00% | 50,00% | 50,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 0,00% | 11,11% | 14,29% | 14,29% | 50,00% | 0,00% | 20,00% |
| **25%** |  |  | AST07 | 10,00% | 0,00% | 7,14% | 0,00% | 7,69% | 7,69% | 12,50% |
| **25%** |  |  | AST06 | 20,00% | 13,33% | 6,25% | 0,00% | 9,09% | 21,05% | 4,55% |
| **25%** |  |  | AST05 | 12,50% | 18,75% | 15,15% | 9,09% | 0,00% | 22,22% | 15,79% |
| **33%** |  |  | AST04 | 18,75% | 25,00% | 15,63% | 6,06% | 20,00% | 22,22% | 14,29% |
| **33%** |  |  | AST03 | 5,26% | 14,00% | 12,50% | 7,94% | 26,09% | 21,88% | 28,81% |
| **33%** |  |  | AST02 | 17,50% | 18,60% | 16,22% | 29,41% | 17,14% | 27,27% | 22,58% |
| **33%** |  |  | AST01 | 20,34% | 7,41% | 10,34% | 21,15% | 13,33% | 33,33% | 37,50% |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.37: Promotions “deuxième filière” – European Institute of Innovation & Technology**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  | 100,00% |  |
| **25%** |  |  | AD10 |  |  |  | 0,00% |  |
| **25%** |  |  | AD09 |  |  |  | 25,00% |  |
| **33%** |  |  | AD08 | 14,00% | 40,00% | 60,00% | 33,00% | 22,00% |
| **36%** |  |  | AD07 |  | 20,00% | 50,00% | 25,00% | 29,00% |
| **36%** |  |  | AD06 | 31,00% | 40,00% | 31,00% | 18,00% | 30,00% |
| **36%** |  |  | AD05 |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |
| **33%** |  |  | AST04 | 50,00% |  |  |  | 50,00% |
| **33%** |  |  | AST03 |  | 67,00% |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |

**Annex 15.38: Promotions “deuxième filière” – European Insurance and Occupational Pensions Authority**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  |  | 12,50% |  |  |  |
| **25%** |  |  | AD09 |  | 14,29% | 11,11% | 11,11% |  | 16,67% | 13,33% |
| **33%** |  |  | AD08 | 16,67% | 10,00% | 18,18% | 9,09% |  | 25,00% |  |
| **36%** |  |  | AD07 | 25,00% | 10,00% | 8,33% | 8,33% | 8,33% | 8,33% | 18,18% |
| **36%** |  |  | AD06 |  | 14,29% | 25,00% | 11,11% | 30,00% |  | 33,33% |
| **36%** |  |  | AD05 | 28,57% | 37,50% | 12,50% | 10,00% | 60,00% |  | 100,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  |  | 150,00% |  |
| **33%** |  |  | AST03 |  | 100,00% | 33,33% |  |  |  |  |
| **33%** |  |  | AST02 | 33,33% | 100,00% |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.39: Promotions “deuxième filière” – European Institute for Gender Equality**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  | 0,50% |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  |  |  | 0,50% |  |
| **33%** |  |  | AD08 |  |  | 0,25% |  |  | 0,50% |  |
| **36%** |  |  | AD07 |  |  | 0,20% |  |  |  |  |
| **36%** |  |  | AD06 |  |  |  | 0,33% | 0,14% | 0,14% | 0,38% |
| **36%** |  |  | AD05 |  | 0,13% | 0,13% | 0,13% | 0,20% |  | 1,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  | 1,00% |  |
| **25%** |  |  | AST06 |  | 0,50% |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  | 0,25% | 0,33% |
| **33%** |  |  | AST04 |  | 0,40% | 0,40% | 0,25% |  |  |  |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.40: Promotions “deuxième filière” –European Food Safety Authority – Temporary Agents**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **15%** |  |  | AD12 | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 16,7% | 0,0% |
| **25%** |  |  | AD11 | 18,2% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **25%** |  |  | AD10 | 0,0% | 0,0% | 12,5% | 0,0% | 0,0% | 0,0% | 0,0% |
| **25%** |  |  | AD09 | 0,0% | 0,0% | 0,0% | 6,9% | 7,7% | 3,7% | 4,0% |
| **33%** |  |  | AD08 | 2,2% | 4,8% | 10,2% | 5,2% | 1,7% | 7,4% | 7,0% |
| **36%** |  |  | AD07 | 2,5% | 7,1% | 7,5% | 7,0% | 4,3% | 6,5% | 13,5% |
| **36%** |  |  | AD06 | 10,3% | 9,8% | 8,0% | 8,9% | 15,9% | 11,6% | 11,4% |
| **36%** |  |  | AD05 | 22,2% | 0,0% | 6,3% | 26,7% | 0,0% | 18,2% | 9,1% |
| **20%** | **AST** | **AST** | AST10 | na | na | na | na | na | na | na |
| **8%** |  |  | AST09 | na | na | na | na | na | na | na |
| **25%** |  |  | AST08 | na | na | na | na | na | na | na |
| **25%** |  |  | AST07 | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% | 0,0% |
| **25%** |  |  | AST06 | na | na | na | na | 0,0% | 50,0% | 0,0% |
| **25%** |  |  | AST05 | 0,0% | 0,0% | 0,0% | 7,7% | 6,7% | 6,7% | 13,3% |
| **33%** |  |  | AST04 | 4,7% | 12,8% | 5,9% | 5,3% | 5,7% | 10,0% | 13,9% |
| **33%** |  |  | AST03 | 0,0% | 5,0% | 10,5% | 27,8% | 5,3% | 17,6% | 18,2% |
| **33%** |  |  | AST02 | 0,0% | 2,1% | 7,1% | 7,7% | 20,0% | 13,8% | 4,8% |
| **33%** |  |  | AST01 | 18,2% | 0,0% | 28,6% | 0,0% | 0,0% | 33,3% | 33,3% |
| **10%** |  | **AST/D** | AST04/D | na | na | na | na | na | na | na |
| **12%** | **SC** | **SC** | SC05 | na | na | na | na | na | na | na |
| **15%** |  |  | SC04 | na | na | na | na | na | na | na |
| **17%** |  |  | SC03 | na | na | na | na | na | na | na |
| **20%** |  |  | SC02 | na | na | na | na | na | na | na |
| **25%** |  |  | SC01 | na | na | na | na | na | na | na |

**Annex 15.41: Promotions “deuxième filière” –European Food Safety Authority – Officials**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | na | na | na | na | na | na | na |
| **15%** |  |  | AD12 | na | na | na | na | na | na | na |
| **25%** |  |  | AD11 | na | na | na | na | na | na | na |
| **25%** |  |  | AD10 | na | na | na | na | na | na | na |
| **25%** |  |  | AD09 | na | na | na | na | na | na | na |
| **33%** |  |  | AD08 | na | na | na | na | na | na | na |
| **36%** |  |  | AD07 | na | na | na | na | na | 20% | 20% |
| **36%** |  |  | AD06 | na | na | na | na | 20% | na | na |
| **36%** |  |  | AD05 | 20% | na | na | na | na | na | na |
| **20%** | **AST** | **AST** | AST10 | na | na | na | na | na | na | na |
| **8%** |  |  | AST09 | na | na | na | na | na | na | na |
| **25%** |  |  | AST08 | na | na | na | na | na | na | na |
| **25%** |  |  | AST07 | na | na | na | na | na | na | na |
| **25%** |  |  | AST06 | na | na | na | na | na | na | na |
| **25%** |  |  | AST05 | na | na | na | na | na | na | na |
| **33%** |  |  | AST04 | na | na | na | na | na | na | na |
| **33%** |  |  | AST03 | na | na | na | na | na | na | na |
| **33%** |  |  | AST02 | na | na | na | na | na | na | na |
| **33%** |  |  | AST01 | na | na | na | na | na | na | na |
| **10%** |  | **AST/D** | AST04/D | na | na | na | na | na | na | na |
| **12%** | **SC** | **SC** | SC05 | na | na | na | na | na | na | na |
| **15%** |  |  | SC04 | na | na | na | na | na | na | na |
| **17%** |  |  | SC03 | na | na | na | na | na | na | na |
| **20%** |  |  | SC02 | na | na | na | na | na | na | na |
| **25%** |  |  | SC01 | na | na | na | na | na | na | na |

**Annex 15.42: Promotions “deuxième filière” –** **European Fisheries Control Agency**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 50,00% |
| **15%** |  |  | AD12 | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD10 | 0,00% | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% |
| **25%** |  |  | AD09 | 33,30% | 0,00% | 0,00% | 0,00% | 28,50% | 16,60% | 16,60% |
| **33%** |  |  | AD08 | 25,00% | 12,50% | 12,50% | 50,00% | 20,00% | 16,60% | 0,00% |
| **36%** |  |  | AD07 | 66,60% | 0,00% | 0,00% | 25,00% | 50,00% | 0,00% | 9,00% |
| **36%** |  |  | AD06 | 0,00% | 33,30% | 0,00% | 50,00% | 100,00% | 0,00% | 0,00% |
| **36%** |  |  | AD05 | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 40,00% | 20,00% | 25,00% | 0,00% | 50,00% | 0,00% | 20,00% |
| **25%** |  |  | AST07 | 66,60% | 0,00% | 0,00% | 25,00% | 66,60% | 100,00% | 0,00% |
| **25%** |  |  | AST06 | 66,60% | 50,00% | 0,00% | 0,00% | 0,00% | 60,00% | 33,30% |
| **25%** |  |  | AST05 | 12,50% | 16,60% | 40,00% | 0,00% | 25,00% | 20,00% | 33,30% |
| **33%** |  |  | AST04 | 0,00% | 20,00% | 33,30% | 0,00% | 28,50% | 33,30% | 20,00% |
| **33%** |  |  | AST03 | 0,00% | 0,00% | 50,00% | 100,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.43: Promotions “deuxième filière” –** **European Environment Agency – Temporary Agents**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 | 9,09% |  |  |  |  |  | 12,50% |
| **25%** |  |  | AD11 |  |  |  | 11,11% | 11,11% |  | 12,50% |
| **25%** |  |  | AD10 | 28,57% |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  | 16,67% | 28,57% | 25,00% |  | 22,22% |
| **33%** |  |  | AD08 | 14,29% | 25,00% | 11,11% | 22,22% | 20,00% | 25,00% | 12,50% |
| **36%** |  |  | AD07 | 18,18% | 22,22% | 33,33% | 16,67% | 20,00% | 33,33% | 11,11% |
| **36%** |  |  | AD06 | 20,00% | 23,08% | 25,00% | 27,27% |  |  | 33,33% |
| **36%** |  |  | AD05 |  |  |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  | 33,33% | 11,11% |
| **25%** |  |  | AST07 | 10,00% |  | 22,22% | 11,11% | 11,11% | 14,29% |  |
| **25%** |  |  | AST06 | 16,67% |  | 25,00% | 14,29% |  |  | 22,22% |
| **25%** |  |  | AST05 | 20,00% |  | 11,11% | 11,11% | 27,27% | 10,00% | 20,00% |
| **33%** |  |  | AST04 | 23,08% |  | 42,86% | 11,11% | 15,38% | 9,09% | 9,09% |
| **33%** |  |  | AST03 | 8,33% | 15,38% | 42,86% | 14,29% | 28,57% |  | 33,33% |
| **33%** |  |  | AST02 |  | 50,00% |  | 28,57% | 40,00% | 50,00% |  |
| **33%** |  |  | AST01 | 28,57% | 57,14% |  | 100,00% |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.44: Promotions “deuxième filière” –** **European Environment Agency – Officials**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  |  |  |  |  |
| **33%** |  |  | AD08 |  |  |  |  |  |  |  |
| **36%** |  |  | AD07 |  |  |  |  |  |  |  |
| **36%** |  |  | AD06 |  |  |  |  |  |  |  |
| **36%** |  |  | AD05 |  |  |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  | 33,33% |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  |  |  |  |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.45: Promotions “deuxième filière” –** **Electronic Components and Systems for European Leadership Joint Undertaking**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  | 25,00% | 33,33% | 50,00% |
| **25%** |  |  | AD10 |  |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  |  |  |  | 20,00% |
| **33%** |  |  | AD08 |  |  | 22,22% | 16,67% | 20,00% | 25,00% | 50,00% |
| **36%** |  |  | AD07 |  |  |  |  |  | 100,00% |  |
| **36%** |  |  | AD06 |  |  |  |  |  |  |  |
| **36%** |  |  | AD05 |  |  |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  |  |  |  |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.46: Promotions “deuxième filière” – European Chemicals Agency**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0% | 25% | 0% | 14% | 14% | 0% | 0% |
| **15%** |  |  | AD12 | 7% | 14% | 7% | 8% | 17% | 0% | 8% |
| **25%** |  |  | AD11 | 5% | 25% | 0% | 0% | 11% | 5% | 0% |
| **25%** |  |  | AD10 | 4% | 4% | 8% | 14% | 15% | 5% | 10% |
| **25%** |  |  | AD09 | 6% | 9% | 4% | 9% | 7% | 20% | 16% |
| **33%** |  |  | AD08 | 29% | 16% | 2% | 14% | 18% | 15% | 15% |
| **36%** |  |  | AD07 | 25% | 22% | 28% | 9% | 16% | 14% | 17% |
| **36%** |  |  | AD06 | 11% | 20% | 29% | 22% | 23% | 26% | 20% |
| **36%** |  |  | AD05 | 29% | 24% | 15% | 30% | 11% | 29% | 12% |
| **20%** | **AST** | **AST** | AST10 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **8%** |  |  | AST09 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **25%** |  |  | AST08 | 0% | 33% | 0% | 0% | 0% | 0% | 0% |
| **25%** |  |  | AST07 | 0% | 50% | 0% | 0% | 20% | 20% | 0% |
| **25%** |  |  | AST06 | 10% | 18% | 0% | 0% | 18% | 18% | 15% |
| **25%** |  |  | AST05 | 28% | 5% | 4% | 7% | 8% | 17% | 13% |
| **33%** |  |  | AST04 | 22% | 20% | 42% | 5% | 14% | 15% | 22% |
| **33%** |  |  | AST03 | 18% | 21% | 16% | 26% | 23% | 12% | 22% |
| **33%** |  |  | AST02 | 23% | 31% | 20% | 18% | 33% | 29% | 14% |
| **33%** |  |  | AST01 | 17% | 14% | 50% | 0% | 0% | 0% | N/A |
| **10%** |  | **AST/D** | AST04/D | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **12%** | **SC** | **SC** | SC05 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **15%** |  |  | SC04 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **17%** |  |  | SC03 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **20%** |  |  | SC02 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **25%** |  |  | SC01 | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

**Annex 15.47: Promotions “deuxième filière” – European Centre for Disease Prevention and Control**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | AD12 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 20,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 0,00% | 0,00% | 0,00% | 25,00% | 0,00% | 25,00% |
| **25%** |  |  | AD10 | 14,29% | 0,00% | 0,00% | 0,00% | 0,00% | 11,11% | 11,11% |
| **25%** |  |  | AD09 | 9,09% | 7,69% | 9,09% | 0,00% | 16,67% | 18,18% | 0,00% |
| **33%** |  |  | AD08 | 0,00% | 7,89% | 7,69% | 5,88% | 6,67% | 14,81% | 10,00% |
| **36%** |  |  | AD07 | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% | 7,69% |
| **36%** |  |  | AD06 | 12,50% | 0,00% | 0,00% | 4,76% | 29,17% | 30,00% | 8,33% |
| **36%** |  |  | AD05 | 10,87% | 11,63% | 8,89% | 14,71% | 25,00% | 4,55% | 25,00% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST07 | 0,00% | 0,00% | 0,00% | 25,00% | 33,33% | 0,00% | 33,33% |
| **25%** |  |  | AST06 | 0,00% | 66,67% | 0,00% | 0,00% | 0,00% | 20,00% | 0,00% |
| **25%** |  |  | AST05 | 12,50% | 0,00% | 18,18% | 8,33% | 6,25% | 18,75% | 14,29% |
| **33%** |  |  | AST04 | 9,09% | 5,56% | 6,67% | 17,86% | 9,52% | 44,44% | 0,00% |
| **33%** |  |  | AST03 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST02 | 0,00% | 0,00% | 0,00% | 0,00% | 33,33% | 33,33% | 0,00% |
| **33%** |  |  | AST01 | 15,38% | 15,38% | 10,00% | 0,00% | 0,00% | 16,67% | 0,00% |
| **10%** |  | **AST/D** | AST04/D | n/a | n/a | n/a | n/a | n/a | n/a | 0,00% |
| **12%** | **SC** | **SC** | SC05 | n/a | n/a | n/a | n/a | n/a | n/a | 0,00% |
| **15%** |  |  | SC04 | n/a | n/a | n/a | n/a | n/a | n/a | 0,00% |
| **17%** |  |  | SC03 | n/a | n/a | n/a | n/a | n/a | n/a | 0,00% |
| **20%** |  |  | SC02 | n/a | n/a | n/a | n/a | n/a | n/a | 0,00% |
| **25%** |  |  | SC01 | n/a | n/a | n/a | n/a | n/a | n/a | 0,00% |

**Annex 15.48: Promotions “deuxième filière” – European Banking Authority**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% |
| **15%** |  |  | AD12 | 50,00% | 0,00% | 0,00% | 0,00% | 0,00% | 50,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 0,00% | 40,00% | 0,00% | 33,33% | 50,00% | 28,57% |
| **25%** |  |  | AD10 | 0,00% | 0,00% | 14,29% | 33,33% | 22,22% | 22,22% | 16,67% |
| **25%** |  |  | AD09 | 0,00% | 0,00% | 6,67% | 21,43% | 35,71% | 25,00% | 7,14% |
| **33%** |  |  | AD08 | 57,14% | 7,69% | 6,67% | 27,78% | 11,11% | 13,33% | 40,00% |
| **36%** |  |  | AD07 | 0,00% | 16,67% | 7,14% | 11,76% | 24,00% | 25,93% | 23,33% |
| **36%** |  |  | AD06 | 20,00% | 0,00% | 16,67% | 16,67% | 35,00% | 20,83% | 28,57% |
| **36%** |  |  | AD05 | 50,00% | 22,22% | 30,00% | 25,00% | 33,33% | 12,50% | 22,22% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST05 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 33,33% |
| **33%** |  |  | AST04 | 67,00% | 33,33% | 0,00% | 0,00% | 50,00% | 0,00% | 66,67% |
| **33%** |  |  | AST03 | 0,00% | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% |
| **33%** |  |  | AST02 | 0,00% | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST01 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.49: Promotions “deuxième filière” – European Asylum Support Office**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | AD12 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD10 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 9,10% |
| **25%** |  |  | AD09 | 0,00% | 0,00% | 33,20% | 33,30% | 0,00% | 0,00% | 12,50% |
| **33%** |  |  | AD08 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 13,30% |
| **36%** |  |  | AD07 | 0,00% | 0,00% | 0,00% | 22,20% | 7,10% | 4,80% | 6,80% |
| **36%** |  |  | AD06 | 0,00% | 0,00% | 50,00% | 0,00% | 0,00% | 9,00% | 31,30% |
| **36%** |  |  | AD05 | 0,00% | 0,00% | 14,30% | 16,60% | 11,10% | 4,00% | 15,80% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST07 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST06 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST05 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST04 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 8,30% |
| **33%** |  |  | AST03 | 0,00% | 0,00% | 0,00% | 16,60% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST02 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AST01 | 0,00% | 0,00% | 0,00% | 0,00% | 60,00% | 0,00% | 0,00% |
| **10%** |  | **AST/D** | AST04/D | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **12%** | **SC** | **SC** | SC05 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | SC04 | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| **17%** |  |  | SC03 | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| **20%** |  |  | SC02 | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| **25%** |  |  | SC01 | 0% | 0% | 0% | 0% | 0% | 0% | 0% |

**Annex 15.50: Promotions “deuxième filière” – European Union Aviation Safety Agency**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 55,56% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | AD12 | 4,76% | 0,00% | 0,00% | 5,88% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 18,75% | 0,00% | 3,33% | 6,67% | 0,00% | 2,22% | 0,00% |
| **25%** |  |  | AD10 | 17,91% | 17,39% | 1,39% | 10,00% | 18,06% | 1,43% | 12,86% |
| **25%** |  |  | AD09 | 22,37% | 13,89% | 3,37% | 10,64% | 8,25% | 9,35% | 12,40% |
| **33%** |  |  | AD08 | 15,48% | 24,42% | 12,50% | 13,59% | 12,78% | 19,15% | 22,63% |
| **36%** |  |  | AD07 | 16,98% | 14,15% | 25,20% | 24,56% | 26,00% | 32,94% | 18,67% |
| **36%** |  |  | AD06 | 5,13% | 13,41% | 16,67% | 29,03% | 33,33% | 37,50% | 23,81% |
| **36%** |  |  | AD05 | 0,00% | 23,53% | 14,29% | 25,00% | 36,36% | 9,52% | 21,74% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST07 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 50,00% |
| **25%** |  |  | AST06 | 100,00% | 0,00% | 16,67% | 0,00% | 0,00% | 12,50% | 9,09% |
| **25%** |  |  | AST05 | 20,00% | 20,00% | 14,29% | 5,56% | 4,55% | 13,33% | 13,89% |
| **33%** |  |  | AST04 | 43,48% | 26,09% | 18,75% | 14,29% | 14,29% | 27,78% | 29,41% |
| **33%** |  |  | AST03 | 17,65% | 19,23% | 23,40% | 22,50% | 33,33% | 30,77% | 28,57% |
| **33%** |  |  | AST02 | 12,50% | 15,15% | 15,38% | 13,64% | 20,83% | 23,53% | 38,46% |
| **33%** |  |  | AST01 | 0,00% | 18,75% | 20,00% | 22,22% | 100,00% | 66,67% | 100,00% |
| **10%** |  | **AST/D** | AST04/D | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **12%** | **SC** | **SC** | SC05 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | SC04 | 0% | 0% | 0% | 0% | 0,00% | 0,00% | 0,00% |
| **17%** |  |  | SC03 | 0% | 0% | 0% | 0% | 0,00% | 0,00% | 0,00% |
| **20%** |  |  | SC02 | 0% | 0% | 0% | 0% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | SC01 | 0% | 0% | 0% | 0% | 0,00% | 0,00% | 0,00% |

**Annex 15.51: Promotions “deuxième filière” – Clean Sky Joint Undertaking**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  |  | 33,00% |  | 33,00% | 33,00% |
| **25%** |  |  | AD09 |  |  | 12,50% | 20,00% |  |  | 16,00% |
| **33%** |  |  | AD08 |  |  | 100,00% |  |  |  | 100,00% |
| **36%** |  |  | AD07 |  |  | 25,00% | 50,00% |  | 50,00% |  |
| **36%** |  |  | AD06 |  |  |  |  | 10,00% | 22,00% | 33,00% |
| **36%** |  |  | AD05 |  |  |  |  |  |  | 40,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  | 100,00% |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  |  | 66,00% |  |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.52: Promotions “deuxième filière” – Community Plant Variety Office – Temporary Agents**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | AD12 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 100,00% |
| **25%** |  |  | AD10 | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD09 | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% | 0,00% |
| **33%** |  |  | AD08 | 0,00% | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% |
| **36%** |  |  | AD07 | 0,00% | 50,00% | 0,00% | 0,00% | 33,00% | 50,00% | 100,00% |
| **36%** |  |  | AD06 | 0,00% | 50,00% | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **36%** |  |  | AD05 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **20%** | **AST** | **AST** | AST10 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **8%** |  |  | AST09 | 100,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 0,00% | 25,00% | 66,00% | 100,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST07 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 50,00% | 50,00% |
| **25%** |  |  | AST06 | 0,00% | 50,00% | 0,00% | 25,00% | 0,00% | 14,00% | 29,00% |
| **25%** |  |  | AST05 | 0,00% | 0,00% | 38,00% | 0,00% | 29,00% | 13,00% | 14,00% |
| **33%** |  |  | AST04 | 38,00% | 0,00% | 17,00% | 50,00% | 100,00% | 0,00% | 0,00% |
| **33%** |  |  | AST03 | 60,00% | 50,00% | 50,00% | 0,00% | 0,00% | 100,00% | 0,00% |
| **33%** |  |  | AST02 | 0,00% | 50,00% | 0,00% | 100,00% | 0,00% | 100,00% | 0,00% |
| **33%** |  |  | AST01 | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% | 0,00% |
| **10%** |  | **AST/D** | AST04/D | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **12%** | **SC** | **SC** | SC05 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | SC04 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **17%** |  |  | SC03 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **20%** |  |  | SC02 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | SC01 | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |

**Annex 15.53: Promotions “deuxième filière” – Community Plant Variety Office – Officials**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  | 25,00% |
| **25%** |  |  | AD09 |  |  |  | 33,00% | 50,00% |  |  |
| **33%** |  |  | AD08 |  |  |  |  |  |  |  |
| **36%** |  |  | AD07 |  |  |  | 100,00% |  |  |  |
| **36%** |  |  | AD06 |  |  |  |  |  | 11,00% |  |
| **36%** |  |  | AD05 |  |  |  | 22,00% | 14,00% | 14,00% |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  | 25,00% | 100,00% |  |  |
| **33%** |  |  | AST03 |  |  |  | 25,00% |  | 16,00% |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.54: Promotions “deuxième filière” – European Centre for the Development of Vocational Training – Temporary Agents**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  | 33% |  |  |  |
| **25%** |  |  | AD11 |  |  |  | 25% | 17% | 33% | 17% |
| **25%** |  |  | AD10 |  |  | 50% |  | 20% | 33% |  |
| **25%** |  |  | AD09 | 67% |  | 25% |  | 50% |  | 50% |
| **33%** |  |  | AD08 | 29% | 17% |  | 20% |  | 25% | 33% |
| **36%** |  |  | AD07 | 20% |  | 40% | 20% | 20% | 60% | 17% |
| **36%** |  |  | AD06 |  | 17% | 40% | 17% | 13% | 57% | 29% |
| **36%** |  |  | AD05 |  |  | 30% | 38% | 20% | 80% |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 | 100% |  |  |  |  |  | 20% |
| **25%** |  |  | AST07 |  |  | 20% | 50% | 100% |  |  |
| **25%** |  |  | AST06 | 50% | 50% |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  | 13% | 25% |  |
| **33%** |  |  | AST04 |  | 20% | 25% | 8% | 43% | 56% | 75% |
| **33%** |  |  | AST03 | 14% | 13% | 33% | 50% | 20% | 25% | 75% |
| **33%** |  |  | AST02 |  | 25% |  | 67% |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.55: Promotions “deuxième filière” – European Centre for the Development of Vocational Training – Officials**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  | 50% |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  |  |  |  |  |
| **33%** |  |  | AD08 |  |  |  |  |  |  |  |
| **36%** |  |  | AD07 |  |  |  |  |  |  |  |
| **36%** |  |  | AD06 |  |  |  |  |  |  |  |
| **36%** |  |  | AD05 |  |  |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 | 100% |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  | 100% |  |  |  |  | 50% |
| **25%** |  |  | AST06 |  |  | 33% | 50% |  |  | 17% |
| **25%** |  |  | AST05 | 25% |  |  | 20% | 60% |  |  |
| **33%** |  |  | AST04 | 25% | 67% |  | 100% |  |  |  |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.56: Promotions “deuxième filière” – Translation Centre – Temporary Agents**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 | 0,00% | 12,50% | 25,00% | 14,29% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 0,00% | 16,67% | 0,00% | 16,67% | 20,00% | 25,00% |
| **25%** |  |  | AD10 | 0,00% | 16,67% | 0,00% | 0,00% | 0,00% | 0,00% | 33,33% |
| **25%** |  |  | AD09 | 11,11% | 12,50% | 25,00% | 0,00% | 28,57% | 0,00% | 50,00% |
| **33%** |  |  | AD08 | 5,56% | 10,00% | 10,00% | 25,00% | 33,33% | 0,00% | 14,29% |
| **36%** |  |  | AD07 | 13,33% | 27,27% | 7,69% | 17,65% | 26,32% | 6,25% | 21,43% |
| **36%** |  |  | AD06 | 13,64% | 23,08% | 24,14% | 29,17% | 18,18% | 83,33% | 28,00% |
| **36%** |  |  | AD05 | 0,00% | 0,00% | 0,00% | 0,00% | 23,81% | 20,00% | 36,36% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 | 0,00% | 0,00% | 33,33% | 33,33% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST07 | 0,00% | 0,00% | 0,00% | 50,00% | 0,00% | 0,00% | 50,00% |
| **25%** |  |  | AST06 | 0,00% | 0,00% | 16,67% | 0,00% | 0,00% | 0,00% | 25,00% |
| **25%** |  |  | AST05 | 25,00% | 27,27% | 16,67% | 14,29% | 20,00% | 9,09% | 25,00% |
| **33%** |  |  | AST04 | 15,00% | 23,81% | 22,22% | 25,00% | 25,00% | 12,50% | 30,77% |
| **33%** |  |  | AST03 | 16,67% | 0,00% | 0,00% | 40,00% | 18,18% | 18,18% | 18,18% |
| **33%** |  |  | AST02 | 14,29% | 25,00% | 66,67% | 0,00% | 42,86% | 20,00% | 0,00% |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 | 0% | 0% | 0% | 0% | 0,00% | 0,00% | 100,00% |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.57: Promotions “deuxième filière” – Translation Centre – Officials**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 | 0,00% | 0,00% | 0,00% | 25,00% | 0,00% | 0,00% | 0,00% |
| **15%** |  |  | AD12 | 0,00% | 20,00% | 0,00% | 22,22% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AD11 | 0,00% | 25,00% | 22,22% | 28,57% | 18,18% | 0,00% | 33,33% |
| **25%** |  |  | AD10 | 33,33% | 0,00% | 100,00% | 33,33% | 28,57% | 16,67% | 0,00% |
| **25%** |  |  | AD09 | 0,00% | 25,00% | 16,67% | 20,00% | 0,00% | 40,00% | 20,00% |
| **33%** |  |  | AD08 | 22,22% | 50,00% | 33,33% | 0,00% | 8,33% | 20,00% | 22,22% |
| **36%** |  |  | AD07 | 0,00% | 0,00% | 25,00% | 20,00% | 0,00% | 0,00% | 0,00% |
| **36%** |  |  | AD06 | 0,00% | 0,00% | 0,00% | 0,00% | 25,00% | 25,00% | 33,33% |
| **36%** |  |  | AD05 | 50,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% | 0,00% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 | 0,00% | 20,00% | 20,00% | 25,00% | 0,00% | 0,00% | 0,00% |
| **25%** |  |  | AST08 | 0,00% | 0,00% | 50,00% | 0,00% | 25,00% | 0,00% | 100,00% |
| **25%** |  |  | AST07 | 50,00% | 0,00% | 50,00% | 0,00% | 0,00% | 0,00% | 50,00% |
| **25%** |  |  | AST06 | 0,00% | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% | 0,00% |
| **25%** |  |  | AST05 | 33,33% | 0,00% | 0,00% | 0,00% | 0,00% | 100,00% | 0,00% |
| **33%** |  |  | AST04 | 40,00% | 33,33% | 0,00% | 0,00% | 33,33% | 0,00% | 100,00% |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.58: Promotions “deuxième filière” – Body of European Regulators for Electronic Communications**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  |  |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  | 50,00% |  |  |  |
| **33%** |  |  | AD08 |  |  |  |  |  |  |  |
| **36%** |  |  | AD07 |  |  |  | 66,67% |  | 100,00% |  |
| **36%** |  |  | AD06 |  |  |  |  |  |  |  |
| **36%** |  |  | AD05 |  |  | 40,00% | 20,00% | 66,67% | 50,00% |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  |  | 100,00% |  |
| **33%** |  |  | AST03 |  |  | 50,00% |  |  |  | 50,00% |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.59: Promotions “deuxième filière” – Bio-Based Industries Joint Undertaking**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  |  |  |  |  |  | \*50% |
| **25%** |  |  | AD10 |  |  |  |  |  |  |  |
| **25%** |  |  | AD09 |  |  |  |  |  |  |  |
| **33%** |  |  | AD08 |  |  |  |  |  |  |  |
| **36%** |  |  | AD07 |  |  |  |  |  | 40,00% | 20,00% |
| **36%** |  |  | AD06 |  |  |  |  |  | \*100% |  |
| **36%** |  |  | AD05 |  |  |  |  |  |  |  |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  |  |  |  |
| **33%** |  |  | AST03 |  |  |  |  |  |  |  |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D | |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 15.60: Promotions “deuxième filière” – Agency for the Cooperation of Energy Regulators**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** |
| **Annex IB** | **FCT** | **CAT** | **GRADE** | **Promoted over active population on 01/01/2012** | **Promoted over active population on 01/01/2013** | **Promoted over active population on 01/01/2014** | **Promoted over active population on 01/01/2015** | **Promoted over active population on 01/01/2016** | **Promoted over active population on 01/01/2017** | **Promoted over active population on 01/01/2018** |
| **15%** | **AD** | **AD** | AD13 |  |  |  |  |  |  |  |
| **15%** |  |  | AD12 |  |  |  |  |  |  |  |
| **25%** |  |  | AD11 |  | 25,00% | 50,00% |  | 100,00% |  |  |
| **25%** |  |  | AD10 |  |  |  |  |  |  | 100,00% |
| **25%** |  |  | AD09 |  | 50,00% | 50,00% |  |  |  | 50,00% |
| **33%** |  |  | AD08 |  | 60,00% | 14,30% |  | 50,00% | 10,00% |  |
| **36%** |  |  | AD07 |  | 25,00% | 20,00% | 25,00% | 33,30% | 16,70% | 28,60% |
| **36%** |  |  | AD06 |  | 50,00% |  | 28,60% | 25,00% | 10,00% | 37,50% |
| **36%** |  |  | AD05 | 37,50% | 18,20% | 20,20% | 9,10% | 9,10% | 54,50% | 14,30% |
| **20%** | **AST** | **AST** | AST10 |  |  |  |  |  |  |  |
| **8%** |  |  | AST09 |  |  |  |  |  |  |  |
| **25%** |  |  | AST08 |  |  |  |  |  |  |  |
| **25%** |  |  | AST07 |  |  |  |  |  |  |  |
| **25%** |  |  | AST06 |  |  |  |  |  |  |  |
| **25%** |  |  | AST05 |  |  |  |  |  |  |  |
| **33%** |  |  | AST04 |  |  |  |  | 20,00% |  |  |
| **33%** |  |  | AST03 | 9,10% | 16,70% | 16,70% |  | 25,00% | 11,10% | 14,30% |
| **33%** |  |  | AST02 |  |  |  |  |  |  |  |
| **33%** |  |  | AST01 |  |  |  |  |  |  |  |
| **10%** |  | **AST/D** | AST04/D |  |  |  |  |  |  |  |
| **12%** | **SC** | **SC** | SC05 |  |  |  |  |  |  |  |
| **15%** |  |  | SC04 |  |  |  |  |  |  |  |
| **17%** |  |  | SC03 |  |  |  |  |  |  |  |
| **20%** |  |  | SC02 |  |  |  |  |  |  |  |
| **25%** |  |  | SC01 |  |  |  |  |  |  |  |

**Annex 16: Types of posts in transition**

|  |  |  |  |
| --- | --- | --- | --- |
| Grade | AST (ex-B, attested, recruited after 1/5/2004) | AST ex-C | AST ex-D |
| 11 | Senior Assistant in transition |  |  |
| 10 |
| 9 | Assistant in  transition |
| 8 |
| 7 | Administrative  Assistant in  transition |
| 6 |
| 5 | Support  Agent in  transition |
| 4 |
| 3 |
| 2 |
| 1 |

**Annex 17: Evolution of AST and AST/SC staff**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Type of post | Senior Assistant in transition  (AST10 – AST 11) | | Assistant in transition  (AST1 – AST9) | | Administrative Assistant in transition  (AST1 – AST7) | | Support Agent in transition  (AST1 – AST5) | |
|  | Staff on 01/01/2014 | Staff on 01/01/2020 | Staff on 01/01/2014 | Staff on 01/01/2020 | Staff on 01/01/2014 | Staff on 01/01/2020 | Staff on 01/01/2014 | Staff on 01/01/2020 |
| Commission | 529 | 124 | 8.217 | 4.626 | 1.320 | 559 | 257 | 146 |
| European Parliament | 108 | 41 | 2629 | 1431 | 63 | 13 | 6 | 2 |
| Council | 34 | 12 | 1181 | 664 | 238 | 100 | 26 | 10 |
| Court of Justice | 9 | 11 | 504 | 463 | 26 | 14 | 38 | 12 |
| Court of Auditors | 11 | 5 | 229 | 134 | 10 | 3 | 11 | 2 |
| Committee of the Regions | 4 | 3 | 161 | 113 | 7 | 3 | 1 | 1 |
| European Economic and Social Committee | 8 | 3 | 286 | 180 | 13 | 3 |  | 3 |
| EEAS | 42 | 5 | 501 | 156 | 108 | 26 | 13 | 4 |
| European Data Protection Supervisor |  |  | 12 | 13 |  |  |  |  |
| Agencies\* | 19 | 10 | 1206 | 821 | 195 | 106 | 15 | 10 |

**Annex 18: Commission decisions applied by analogy and those for which the Commission gave an *ex-ante* agreement not to apply them by analogy (opt-out) or to adopt rules which are different from those of the Commission**

|  |  |
| --- | --- |
| **Commission Decisions notified** | **Number of Commission decisions notified** |
| Commission Decisions notified to agencies under Article 110(2) SR | 44[[58]](#footnote-58) |
| Commission Decisions applied by analogy (no model available) | 21 |
| Commission Decisions from which the Commission agreed to derogate :   * by ex-ante agreement to a model decision)[[59]](#footnote-59) * Opt-out * Different rules * By individual agreement | 16  6 |

**Annex 19: Commissions agreements to adopt rules on subjects other than those covered by the rules notified by the Commission**

|  |  |
| --- | --- |
| **Rules on other subjects** | **Number** |
| Ex ante agreements to model decisions on subjects other than those covered by the rules notified by the Commission | 9 |
| Individual agreements to agencies' individual requests | 48[[60]](#footnote-60) |

**Annex 20: Meetings with staff representatives**

**Annex 21: Meetings of the Staff Regulations Committee**

**Annex 22: Judicial review**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Topic** | **Date** | **Reference** | | **Result** | **Comment** |
| **Consultation of the staff representatives** | 15/09/2016 | *T-17/14*  *U4U and others v Parliament and Council* | | **Rejected** | Staff representatives brought direct actions against Regulation 1023/2013, which were mainly based on an alleged breach of the rules on social dialogue in the context of the negotiations on the reform of the Staff Regulations.  The Court of First Instance dismissed the actions and confirmed that the rules on consultation of the Staff Regulations Committee (Article 10 of the Staff Regulations) and on the concertation procedure provided for in the Council Decision of 23 June 1981 were respected in this case. |
| 16/11/2017 | *T-75/14*  *USFSPEI v Parliament and Council* | |
| **Leave in the interest of the service** | 08/05/2019 | *T-170/17*  *RW v Commission* | | **Upheld** | The appointing authority had placed the applicant on leave in the interests of the service. At the same time - because he had reached the pensionable age - he was compulsorily retired.  The Court quashed the Commission’s decision on the grounds that Art. 42, paragraph c of the Staff Regulations is not applicable to staff who have already reached the pensionable age. More in particular, the Court concluded that, if the leave in the interest of the service must have a certain duration, it is not possible in one single decision to place an official on leave in the interests of the service and at the same time to compulsorily retire him or her. |
| **Limitations on careers** | 14/12/2018 | *T-525/16*  *GQ a.o. / Commission* | | **Rejected** | The 2014 reform of the Staff Regulations modified the career structure by limiting promotions beyond grade AD 12 for Administrators and grade AST 9 for Assistants to those officials appointed to a post with special responsibilities, following a competitive procedure with a vacancy notice.  In four cases, officials belonging to grades AD12 or AD13 and to grade AST9 challenged the legality of Article 45 of and Annex I to the Staff Regulations, which set up this new system. The arguments were based notably on an alleged breach of the principle of equal treatment, the protection of legitimate expectations as regards official’s career prospect and respect for acquired rights. These were all dismissed by the Court, which confirmed the legality of the statutory provisions, improving the link between responsibility and grade of staff members. |
| *T-526/16*  *FZ a.o. / Commission* | |
| *T-539/16*  *GM / Commission* | |
| *T-540/16*  *FZ a.o. / Commission* | |
| **Annual leave rights/travel allowance** |  | *T-514/16 Tsilikas /Commission* | *T-515/16*  *Kanellou /Council* | **Rejected** | In several cases, applicants challenged the legality of Article 7 of Annex V and/or Article 8 of Annex VII to the Staff Regulations, as amended by Regulation No 1023/2013. The reform abolished the right to leave for travelling time and the flat-rate reimbursement of annual travel expenses to the place of origin for officials and other servants who did not receive the expatriation or foreign residence allowance, and amended it for those whose place of origin had been fixed outside the Union, who are reimbursed the annual travel expenses to the capital of the Member State of which they are nationals.  The Court rejected these applications and recalled notably the settled case-law according to which an official may not rely on the principle of the protection of legitimate expectations in order to call into question the legality of a new regulatory provision, especially in a field whose subject-matter involves constant adaptation in the light of changes in the economic situation. In addition, it emphasised that staff members are not entitled to the maintenance of the Staff Regulations as it existed at the time of their recruitment. |
| *T-516/16 Alvarez y Bejarano a.o./ Commission* | *T-521/16*  *Bergallou /Council* |
| *T-522/16*  *Huynh Duong Vi Nguyen /Council* | *T-523/16*  *Ardalic a.o. /Council* |
| *T-524/16*  *Aresu /Commission)* | *T-531/16*  *Dumitrescu a.o. /Commission* |
| *T-532/16*  *Perez Asinari a.o. /Commission* | *T-533/16*  *Fillon a.o./Commission* |
| *T-536/16 Alvarez y Bejarano a.o./ Commission* | *T-537/16*  *Aycinena a.o. /Commission* |
| *T-538/16 Schaffrin / Commission* | *T-541/16*  *Guillen Lazo / Parliament* |
| *T-542/16 Ardalic a.o. / Council* | *T-545/16*  *Torrens et Maraite / Court of Justice* |
| *T-547/16*  *Miranda Garcia / Court of Justice* | |
| **Annual leave applicable to officials posted in a third country** | 04/12/2018 | *T-518/16*  *Carreras Sequeros and Others v Commission* | | **Rejected** | The applicants, assigned to third countries before 1 January 2014, were granted for the year 2014, in accordance with the first indent of the new Article 6(2) of Annex X to the Staff Regulations, 36 days of annual leave instead of the 42 days of the previous year.  They raised a plea of illegality against Article 6 of Annex X to the Staff Regulations and asked for the annulment of the decisions reducing their annual leave with effect from 2014. The General Court annulled the decisions reducing the annual leave granted to the applicants for the year 2014. However, in appeal the Court annulled the Court’s judgment thereby upholding the co-legislator’s margin of manoeuver when amending non-acquired rights. |
| 08/09/2020 | *C-119/19 P.*  *European Commission v Francisco Carreras Sequeros and Others* | |
| **Correction coefficient for Luxembourg** | 04/10/2018 | *T-546/16*  *Tataram v Commission* | | **Inadmissible** | In the 2014 Staff Regulations reform, the co-legislator maintained the long-standing provisions as regards the absence of a correction coefficient applicable to the remuneration of staff in Brussels and Luxembourg, having regard to the special referential role of those places of employment as principal and original seats of most of the institutions.  A case was lodged before the Court raising a plea of illegality against Articles 64, 65 and 65a of the Staff Regulations and Annex XI thereto, that is to say, the provisions relating to correction coefficients and their adjustment. However, this request was dismissed as inadmissible and the legislative solution was confirmed as long as the Staff Regulations as amended in 2013 remain into force. |
| **The limitations on salary adjustments for years 2011 and 2012** | 13/12/2018 | *T-530/16*  *Schubert and Others v Commission* | | **Rejected** | By judgment of 19 November 2013 in Case C-63/12, Commission v. Council, the Court of Justice ruled that the assessment of the existence of a serious and sudden deterioration in the economic and social situation that would trigger a limitation of salary adjustments was a matter for the Council and not for the Commission. Pursuant to that judgment, the Council and the European Parliament fixed the adjustment of remuneration for the years 2011 and 2012 on the basis of the exception clause provided for in Article 10 of Annex XI to the former Staff Regulations. Those Regulations provided for an adjustment of 0% for 2011 and 0.8% for 2012 respectively.  Staff members contested these limited adjustments that were made part of the 2014 reform of the Staff Regulations. The Court dismissed the applicant’s arguments and confirmed that the EU legislator could derogate from the applicable rules on salary updates to take into account the overall economic context. |
| **Reintroduction of the tax levy** | 12/12/2019 | *T‑527/16*  *Margarita Tàpias*  *v*  *Council of the European Union* | | **Rejected** | As a counterpart to the "Method" for updating remuneration and pensions, the 2013 reform of the Staff Regulations reintroduced a 'solidarity levy' applicable as of 2014 replacing earlier and similar levies. The rate was set at 6% (7% for officials at grade AD 15, step 2, and above).  Staff members contested the reintroduction of this levy arguing notably that the implementation of the levy while the method of salary adjustments is suspended would be contrary to the principle of parallelism of the evolution of purchasing power of EU staff and national officials in central governments. The Court recalled that in the exercise of its wide discretion, the legislator could provide, in Regulation No 1023/2013, that the solidarity levy would apply during a period in which the application of the method for adjusting remuneration was suspended, even if in the past the practice was different. |
| **Institution’s language regime** | 09/09/2020 | *T-437/16*  *Italy v Commission* | | **Pending** | In its judgments of 9 September 2020 in Case T-437/16, Italy v Commission and in joined Cases T-401/16, Spain v Commission and T-443/16, Italy v Commission, the General Court annulled three Notices of Competition published by EPSO in 2016 for the recruitment of specialists (auditors and OLAF investigators) for the Commission and other institutions.  The General Court found, first, that the requirement to indicate only English, French and German both as the second language in which certain tests have to be taken and as the language of communication with EPSO during competition procedures was discriminatory and, second, that there is no evidence of interests of the service that can justify such linguistic restriction.  The Commission decided to lodge an appeal against the judgments of the General Court of 9 September 2020, which, in its opinion, is contrary to some principles established by the Court of Justice in the same matter. |
| *Joined Cases*  *T-401/16*  *Spain v Commission*  *and*  *T-443/16*  *Italy v Commission* | |

1. Article 6 of the SR concerning Annex IB and AST/SC and AST staff in transition. [↑](#footnote-ref-1)
2. The Commission regularly makes authorisation decisions subject to conditions (such as the prohibition to work on specific cases, which the staff member dealt with in the Commission). An outside occupational activity that involves lobbying and advocacy directed at the Commission and which could lead to the existence, or possibility, of a conflict with the Commission’s legitimate interests must be refused. The Commission performs approximately 700 conflict of interest checks a year in relation to intended outside occupational activities during leave on personal grounds. [↑](#footnote-ref-2)
3. In June 2018, the Commission adopted the Commission decision C(2018) 4048 on outside activities and assignments and on occupational activities after leaving the Service, with the aim of providing greater clarity on what criteria are used by the Commission to assess activities during and after the service. In addition, new and updated Social Media Guidelines were also adopted in 2019, to reflect the changes in the social media context and provide indications, guidance and rules for staff members engaging on such platforms in their personal capacity. [↑](#footnote-ref-3)
4. Report to the European Parliament and the Council pursuant to Article 27 of the SR of Officials and to Article 12 of the Conditions of Employment of Other Servants of the European Union (Geographical balance) on 15 June 2018 and a technical corrigendum on 24 August 2018 (COM(2018)377/2 final). [↑](#footnote-ref-4)
5. Denmark, Germany, Ireland, France, Luxembourg, the Netherlands, Austria, Portugal, Finland and Sweden. [↑](#footnote-ref-5)
6. Special Report 23/2020 of the Court of Auditors: “The European Personnel Selection Office: Time to adapt the selection process to changing recruitment needs”, available [here](https://www.eca.europa.eu/Lists/ECADocuments/SR20_23/SR_EPSO_EN.pdf). [↑](#footnote-ref-6)
7. This is due in part to the fact that a large share of the candidates are already employed in an EU institution (one third) and the fact that they seem to perform better at the tests. [↑](#footnote-ref-7)
8. Reports COM(2016) 832 final, COM(2017) 96 final, COM(2018) 38 final, COM(2019) 217 final, COM(2020) 634 final, COM(2021) 204 final. [↑](#footnote-ref-8)
9. In the Commission, standby duty allowances are mainly used in the fields of security and safety, technical installations and IT services and 24/7 assistance for Member States (see Annex 2). [↑](#footnote-ref-9)
10. This allowance is mostly used at the Joint Research Centres, DG Energy and the Office for Infrastructures and Logistic (OIB). The use of this allowance is connected with the safety of the individuals, the difficult place and nature of work (see Annex 3). [↑](#footnote-ref-10)
11. This increase in the use of shift work allowances is due to the opening of the new Council Europa building in 2016 and the decision by the Parliament to entitle security and prevention staff to the allowance for shift work in order to avoid overtime compensation that would have had an higher budgetary impact. [↑](#footnote-ref-11)
12. Report from the Commission to the European Parliament and the Council pursuant to Article 77 of the Staff Regulations – COM(2021) 94 final. [↑](#footnote-ref-12)
13. Report from the Commission to the European Parliament and the Council on the application of Annex XI to the Staff Regulations and Article 66a thereof - COM(2018) 830 final. [↑](#footnote-ref-13)
14. Report from the Commission to the European Parliament and the Council on the application of Annex XII to the Staff Regulations - COM(2018) 829 final. [↑](#footnote-ref-14)
15. This was confirmed by the European Court of Auditors in the Special report no 15/2019: *Implementation of the 2014 staff reform package at the Commission - Big savings but not without consequences for staff*. [↑](#footnote-ref-15)
16. Commission 2009-2015 report on the financial situation of the unemployment benefit scheme for former members of the temporary or contract staff and accredited parliamentary assistants who are unemployed after the termination of their service in a European Union institution – COM(2016) 754 final; and, Commission 2013-2018 report on the financial situation of the unemployment insurance scheme for former members of the temporary or contract staff and parliamentary assistants who are unemployed after the termination of their service in a European Union institution. [↑](#footnote-ref-16)
17. The fund reserve fell from EUR 16 million in 2009 to only EUR 2 million in 2015. [↑](#footnote-ref-17)
18. The fund reserve reached EUR 28 million at the end of 2018. [↑](#footnote-ref-18)
19. Commission Decision of 16.10.2017 on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Articles 3a and 3b thereof - C(2017) 6760. [↑](#footnote-ref-19)
20. Under Article 13, paragraph 1 of Commission Decision C(2017) 6760 “in application of Article 87(4) of the CEOS, a CA 3a shall advance to a higher function group by taking part in a general selection procedure”. [↑](#footnote-ref-20)
21. In Luxembourg in the 2019 exercise, 25 contract agents performing tasks corresponding to a higher function group were moved to the appropriate function group. These changes took place across all the function groups. A similar exercise was launched in 2020 to specifically address the situation of educational coordinators at the Office for Infrastructure and Logistics in Luxembourg, to ensure that their function group corresponds to the tasks actually performed. A further exercise limited to profiles in function group I is about to be launched for the Office for Infrastructure and Logistics in Brussels and in Luxembourg. [↑](#footnote-ref-21)
22. The figures displayed in Annexes 14 and 15 present the promotion rates. In general, for grades with a stable population and having reached a cruising speed, there is a relation between these rates and the time spent in the grade. [↑](#footnote-ref-22)
23. With a positive or negative variation of maximum 2%. [↑](#footnote-ref-23)
24. With the sole exception of year 2019. [↑](#footnote-ref-24)
25. Report to the European Parliament and the Council, Equivalence between old and new career structures, 30.03.2011, COM(2011) 171 final. [↑](#footnote-ref-25)
26. The 2014 reform of the SR limited the access to the last two grades of the non-management career (AD 13-AD 14) to senior experts and advisers. [↑](#footnote-ref-26)
27. A description of the types of posts in transition is set forth in Annex 16. [↑](#footnote-ref-27)
28. Article 13(3) of Annex VII to the SR provides for a biannual review by means of a delegated act of the reimbursement rates of mission expenses, i.e. daily subsistence allowance and hotel ceilings. [↑](#footnote-ref-28)
29. Annexed to the Interinstitutional agreement on Better Law-Making signed on 13 April 2016. [↑](#footnote-ref-29)
30. Commission delegated regulation (EU) 2016/1611 of 7 July 2016 on reviewing the scale for missions by officials and other servants of the European Union in the Member States. [↑](#footnote-ref-30)
31. Regulation (EU, Euratom) No 1023/2013 of the European Parliament and of the Council of 22 October 2013 amended the review mechanism by providing for a delegated act (article 111 and 112 of the SR). [↑](#footnote-ref-31)
32. The last review were made by means of Council Regulations in 2006 (for the EU-25 Member States). [↑](#footnote-ref-32)
33. As reported in section 3.1.4, the Commission considered in 2017 a limited increase in the contributions to the unemployment insurance scheme by means of a delegated act, in accordance with Article 28a(11) and Article 96(11) of the CEOS, in order to ensure the scheme’s financial equilibrium. [↑](#footnote-ref-33)
34. A number of mechanisms are in place to ensure a uniform application of the SR and the CEOS across institutions and agencies such as the use of rules adopted by agreement between institutions, the possibility to empower one institution to adopt general implementing provisions applicable to all of them, the mandatory consultation of the Staff Regulations Committee, specific mechanisms applicable to agencies. [↑](#footnote-ref-34)
35. Report from the Commission to the European Parliament and the Council on the rules adopted by the appointing authority of each institution to give effect to the Staff Regulations – COM(2021) 258. [↑](#footnote-ref-35)
36. For further reference, see the Communication C(2014) 6543 final of 26 September 2014 from Vice-President Šefčovič to the Commission on the guidelines on the implementation of Article 110(2) of the SR with regard to the implementing rules applicable in the agencies, and the Commission Decision C(2014) 7229 final of 8 October 2014 on the exercise of certain powers in respect of the agreement to be given by the Commission to the agencies before the adoption of implementing rules giving effect to the Staff Regulations in accordance with Article 110(2) thereof. See as well the Commission report on the rules adopted by the appointing authority of each institution to give effect to the Staff Regulations – COM(2016) 632 final. [↑](#footnote-ref-36)
37. This mechanism has been used for the adoption of implementing rules on the engagement of temporary agents under Article 2(f) of the CEOS. [↑](#footnote-ref-37)
38. In addition, in October 2020 the European Court of Auditors adopted Special report 23/2020 “*The European Personnel Selection Office: Time to adapt the selection process to changing recruitment needs*” and a Special Report 22/2020 “*Future of EU agencies – Potential for more flexibility and cooperation*”. . [↑](#footnote-ref-38)
39. In 2017, the European Court of Auditors adopted a Rapid case review of the 5% staff posts cut which falls outside of the scope of this report. [↑](#footnote-ref-39)
40. The Ombudsman’s status and duties were spelt out by Parliament in a decision of 9 March 1994 taken after consulting the Commission and with the approval of the Council. The European Ombudsman aims to improve the protection of citizens in connection with cases of maladministration by European Union institutions, bodies, offices or agencies; and thereby enhance openness and democratic accountability in the decision-making and administration of the EU’s institutions. [↑](#footnote-ref-40)
41. https://www.ombudsman.europa.eu/en/correspondence/en/119782. [↑](#footnote-ref-41)
42. Following the recommendations in the 2018 discharge to strengthen gender equality in managerial positions, the Commission adopted on 5 March 2020 the Commission Communication “A Union of Equality: Gender Equality Strategy 2020-2025” - [COM(2020) 152 final](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN). In the same manner, the recommendation to provide adequate protection to whistle-blowers, confidentiality and anonymity of whistle-blowers was addressed by the Commission Decision (EU) [2019/165](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32019D0165&from=EN) concerning the processing of personal data in the context of administrative inquiries, pre-disciplinary, disciplinary and suspension proceedings. [↑](#footnote-ref-42)
43. Council Document 7515/00 + COR 1. [↑](#footnote-ref-43)
44. Conclusions adopted by the Council express a political position on a topic related to the European Union's areas of activity. Such conclusions are not foreseen under the Treaties. Therefore, they are not legally binding. They inform the other institutions on the Council’s political position. [↑](#footnote-ref-44)
45. European Court of Auditors' Special Report No 13/2019 entitled "The ethical frameworks of the audited EU institutions: scope for improvement" and Special Report No 15/2019 entitled ‘Implementation of the 2014 staff reform package at the Commission - Big savings but not without consequences for staff’. Other Council conclusions were adopted following the publication by Eurostat of a study on the long-term budgetary implications of pension costs. [↑](#footnote-ref-45)
46. Council conclusions on the European Court of Auditors' Special Report No 13/2019 entitled ''The ethical frameworks of the audited EU institutions: scope for improvement'. [↑](#footnote-ref-46)
47. Council conclusions on the Special Report No 15/2019 of the European Court of Auditors, entitled ‘Implementation of the 2014 staff reform package at the Commission - Big savings but not without consequences for staff’. [↑](#footnote-ref-47)
48. Council conclusions on the Eurostat study on the long-term budgetary implications of EU pension costs. [↑](#footnote-ref-48)
49. Laid down under Article 4, paragraph 3 of the TEU. [↑](#footnote-ref-49)
50. Regulation (EU, Euratom) No 1023/2013 of the European Parliament and of the Council of 22 October 2013 amending the Staff Regulations of officials of the European Union and the Conditions of Employment of other servants of the European Union (OJ L 287, 29.10.2013, p. 15). [↑](#footnote-ref-50)
51. Article 263 TFEU. [↑](#footnote-ref-51)
52. Names of former managers are mentioned, but no application of ban of lobbying under Article 16 (3). [↑](#footnote-ref-52)
53. One name of former senior manager is mentioned, but no application of ban of lobbying under Article 16 (3). [↑](#footnote-ref-53)
54. One name of former senior manager is mentioned, but no application of ban of lobbying under Article 16 (3). [↑](#footnote-ref-54)
55. Names of former managers are mentioned, but no application of ban of lobbying under Article 16 (3). [↑](#footnote-ref-55)
56. Names of former managers are mentioned, but no application of ban of lobbying under Article 16 (3). [↑](#footnote-ref-56)
57. Names of former managers are mentioned, but no application of ban of lobbying under Article 16 (3). [↑](#footnote-ref-57)
58. Out of 44 Commission Decisions, 19 are applied by analogy, in 16 areas the agencies have choice between the model decision provided for by the *ex ante* Commission agreement and the Commission’s rules, 5 Commission Decisions were repealed by a new Commission Decision on the same matter, for 2 Commission Decisions there are requests for derogation pending and 1 will be replied by the *ex ante* agreement. [↑](#footnote-ref-58)
59. In some cases, one Commission Decision was adapted into more than one model decision addressed to different categories of agencies/JU. [↑](#footnote-ref-59)
60. 25 of those individual agreements where given to rules covering two topics for which a template is used allowing very similar rules by different agencies. [↑](#footnote-ref-60)