

Question for written answer E-003067/2024
to the Vice-President of the Commission / High Representative of the Union for Foreign Affairs and Security Policy
Rule 144
Michał Dworczyk (ECR)

Subject: The need to work towards achieving a geographical and nationality balance among staff in the European External Action Service

The report on human resources in the European External Action Service (EEAS) for 2023¹ once again reveals a persistent lack of adequate representation of staff from Member States that, like Poland, joined the EU in 2004. This imbalance is particularly apparent in the top posts of the EEAS. Parliament has repeatedly called for full geographical balance in EU diplomacy. In addition, the rules governing the functioning of and the recruitment of staff to the EEAS impose an obligation on the EEAS to strive to achieve this balance²³.

Especially now, with a war being waged in Ukraine, the voices of representatives of countries bordering the front line, such as Poland, are invaluable in view of their geographical proximity to and historical experience with Russia. Such insights are essential for effective European policy-making in the current climate and are also important for the functioning of the EEAS and EU diplomacy.

1. What specific steps does the Vice-President/High Representative of the EU plan to take in order to effectively address these imbalances which, despite 20 years of EU enlargement, remain unresolved, in particular at management levels and among heads of EU delegations and offices?
2. Does the Vice-President/High Representative feel that the national composition of selection boards may influence the recruitment process by favouring certain nationalities?
3. Is this process subject to any scrutiny? If not, does the Vice-President/High Representative plan to take action to ensure adequate nationality representation on EEAS selection boards?

Submitted: 19.12.2024

¹

https://www.eeas.europa.eu/sites/default/files/documents/2024/HR%20Report%202023_FINAL%20with%20cover.pdf

² <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32010D0427>

³ <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:01962R0031-20140501>