



# ATA

Reunião de 24 de julho de 2024, das 9.00 às 12.30

SPINELLI (1E-2)

BRUXELAS

A reunião tem início às 9.05 de quarta-feira, 24 de julho de 2024, sob a presidência de Carmen Crespo Díaz (presidente).

**24 de julho de 2024, das 9.00 às 10.30 (reunião de coordenadores)**

**\*\*\* À porta fechada \*\*\***

**1. Reunião dos coordenadores**

**24 de julho de 2024, das 10.30 às 12.30**

**2. Aprovação da ordem do dia**

**Decisão:** O projeto de ordem do dia é aprovado.

**3. Comunicações da presidência**

A presidente pede que se faça um minuto de silêncio em memória dos nove pescadores, muitos dos quais espanhóis, que perderam a vida no naufrágio do navio de pesca Argos Georgia, em 22 de julho, ao largo das Ilhas Malvinas, no Atlântico Sul.

**4. Alteração do Regulamento (UE) 2023/2124 relativo a determinadas disposições aplicáveis à pesca na zona do Acordo da Comissão Geral das Pescas do Mediterrâneo (CGPM)**

PECH/10/00379

\*\*\*I 2024/0098(COD) COM(2024)0183 – C10-0006/2024

Fundo:

PECH

- Apresentação pela Comissão

**Intervenções:** Carmen Crespo Díaz, Giuseppe Milazzo, Thomas Bajada, Sander Smit, Emma Wiesner, Isabella Lövin, Stelios Mitolidis (diretor, DG MARE).

**5. Acordo entre a União Europeia, a Islândia, o Principado do Listenstaine e o Reino da Noruega sobre um mecanismo financeiro do EEE para o período compreendido entre maio de 2021 e abril de 2028, Acordo entre o Reino da Noruega e a União Europeia sobre um mecanismo financeiro da Noruega para o período compreendido entre maio de 2021 e abril de 2028, Protocolo Adicional do Acordo entre a Comunidade Económica Europeia e o Reino da Noruega e Protocolo Adicional do Acordo entre a Comunidade Económica Europeia e a Islândia**

PECH/10/00361

\*\*\* 2024/0052(NLE) COM(2024)0097

Fundo:

INTA

- Apresentação pela Comissão

**Intervenções:** Carmen Crespo Díaz, Sander Smit, André Rodrigues, Francisco José Millán Mon, Emma Wiesner, Asger Christensen, Anja Hazekamp, Isabelle Le Callennec, Gabriel Mato, Thomas Le Vaillant (DG TRADE), Eva Carballeira (DG MARE).

· Apenas diz respeito aos anexos III + IV (= protocolos bilaterais sobre o comércio de produtos da pesca)

**6. Orçamento geral da União Europeia para o exercício de 2025 – todas as secções**

PECH/10/00481

2024/0176(BUD)

Relatora de parecer:

Carmen Crespo Díaz (PPE)

PA – PE761.147v01-00

AM – PE762.948v01-00

Fundo:

BUDG – Victor Negrescu (S&D)

- Apreciação do projeto de parecer
- Fixação do prazo para apresentação de alterações. A presidente recorda que existem dois prazos para a apresentação das alterações:

- **Segunda-feira, 29 de julho, às 17.00 para as alterações ao parecer.**
- **Terça-feira, 30 de julho, às 12.00 para as alterações orçamentais.**

Este duplo prazo permitirá aprovar o parecer em 4 de setembro e, ao mesmo tempo, respeitar o calendário extremamente exigente da Comissão BUDG.

**Intervenções:** Carmen Crespo Díaz, André Rodrigues, Emma Wiesner, Isabella Lövin, Luke Ming Flanagan, Paulo Do Nascimento Cabral, Sander Smit, Isabelle Le Callennec, Asger Christensen, Thomas Bajada, Sakis Arnaoutoglou, Jürgen Müller (diretor, DG MARE).

## **7. Diversos**

Nada a assinalar

## **8. Data da próxima reunião**

- 4 de setembro de 2024, das 9.00 às 12.30 (Bruxelas)

A reunião é encerrada às 12.26.

## **RECOMMENDATIONS adopted by Coordinators**

**Wednesday 24 July 2024 from 09.00 - 10.30 (in camera)**  
**SPINELLI 1E2**

### **1. Welcome & Chair's announcements**

Coordinators fully endorsed the Chair's proposal for a minutes' silence at the beginning of the PECH meeting, in respect of the shipwreck of the fishing vessel "Argos Georgia" in Falklands' waters in the southern Atlantic, with the loss of nine seamen.

### **2. Overall Guidelines**

#### **2.1.1 Agenda & Attendees to Coordinators' meetings**

**Decision: Coordinators agreed by large majority to invite Vice-Chairs to attend Coordinators' meetings in a consultative role, as well as to allow for one APA for Chair/Coordinator to be present if needed.**

#### **2.1.2 Allocation of files: system to be applied**

**Item postponed**

#### **2.1.3 Approval of Coordinators' Recommendations**

**It is reminded that Coordinators decide by consensus, or if a vote is taken, a decision must cover at least a "large majority" (Rule 220(2)) defined in PECH at 2/3 of PECH Members (= 18/27). Coordinators' Recommendations shall become formal decisions only after their endorsement by the PECH Committee. For this purpose, draft Recommendations adopted are circulated to Members and Group Advisors by the Secretariat after each meeting (EN only). At the end of the Committee meeting or by a later deadline, if no objections are raised, they are deemed adopted by the full Committee.**

### **3. Decisions on procedure**

#### **3.1 Pending files of 9th term ("unfinished business": Rule 250 RoP)**

**Item postponed**

### 3.2 Reports (new referrals received)

**Item postponed**

### 3.3 Opinions (new referrals received)

**Item postponed except 3.3.2**

#### 3.3.2 **General Budget** of the European Union for the **Financial Year 2025** - all sections - (2024/xxxx(BUD))

Every year PECH submits an opinion to the General Budget which, due to the tight schedule imposed by the budgetary procedure, needs to be adopted in early September. To meet the deadline in this election year with its specific calendar, the Chair proposed a draft Budget opinion discussed in PECH Committee on 24 July.

**Decision: Coordinators agreed to the amendment deadlines below:**

- Amendments to the draft opinion to be tabled by **29 July at 17.00**.
- Budgetary amendments to be tabled by **30 July at 12.00**.
- Both the draft opinion and the budgetary amendments will be voted in PECH Committee on **4 September**.

### 4. Documents received for information

**No comments to items below, except 4.6 and 4.7, which the Chair will put on the agenda of a future PECH meeting for presentations by the Commission.**

4.1 Commission Report on the **application** of Council Regulation 1005/2008 (**IUU Regulation**) - COM(2024)0171

4.2 Proposal for a Council Regulation amending and correcting Regulation 2024/257 **fixing for 2024, 2025 and 2026 the fishing opportunities** for certain fish stocks applicable in Union waters and, for Union fishing vessels, in certain non-Union waters and Regulation (EU) 2023/194 fixing for 2023 such fishing opportunities - COM(2024)0213

4.3 Commission Working Document: „Implementing the strategic guidelines for **EU aquaculture** regulatory and administrative framework for aquaculture“ SWD(2024)0095

4.4 Commission Working Document: “Evaluation to the Protocol on the Sustainable Fisheries Partnership Agreement (SFPA) between the European Union and the Government of **Greenland** and the Government of Denmark” - SWD(2024) 128+129

4.5 Recommendation for a Council Decision authorising the opening of negotiations on behalf of the EU for the conclusion of an Implementing Protocol to the Sustainable Fisheries Partnership Agreement between the EU and the Government of **Greenland** and the Government of Denmark - COM(2024)199

- 4.6 Commission Communication: “Guidelines for the analysis of the **balance between fishing capacity and fishing opportunities** for fleet segments consisting of vessels <12 metres in length in the **outermost regions** according to Article 22 of Regulation 1380/2013 on the Common Fisheries Policy” - COM(2024) 223
- 4.7 Commission Communication: “**Sustainable fishing in the EU**: state of play and orientations for 2025 - SWD(2024)139 - COM(2024)235
- 4.8 Proposal for a Council Regulation on the **allocation of fishing opportunities** under the Implementing Protocol (2024-2029) to the Fisheries Partnership Agreement between the EU and the Republic of **Cabo Verde** - COM(2024)234 - 2024/0132 (NLE)
- 4.9 Proposal for a Council Regulation amending Council Regulation (EU) 2021/2061 on the **allocation of fishing opportunities** under the Protocol on the implementation of the Sustainable Fisheries Partnership Agreement between the European Union and the **Islamic Republic of Mauritania** - COM(2024)247 - 2024/0140 (NLE)
- 4.10 Council Decision (EU) 2024/... of ... authorising the opening of negotiations with the Government of Greenland and the Government of Denmark for a new implementing protocol to the **Sustainable Fisheries Partnership Agreement** between the European Union and the Government of **Greenland** and the Government of Denmark
- 4.11. Recommendation for a Council Decision authorising the **opening of negotiations** on behalf of the EU on a new implementing protocol to the Fisheries Partnership Agreement with the **Democratic Republic of São Tomé and Príncipe**, and possible amendments to the Fisheries Partnership Agreement or a new text of a Sustainable Fisheries Partnership Agreement COM(2024)295

## 5. Confirmation Hearing of Commissioner-designate

The procedure and timeline for the confirmation hearing of the Commissioner-designate will be communicated in September.

## 6. Delegated and implementing acts

6.1. We have received four Delegated Acts for scrutiny:

- Commission Delegated Regulation (EU) .../... of 28.05.2024 on the implementation of the Union's international obligations, as referred to in Article 15(2) of Regulation (EU) No 1380/2013 under the **General Fisheries Commission for the Mediterranean (GFCM)**  
C(2024) 3398 - **Deadline to react: 18 September 2024**

- Commission Delegated Regulation of 19.06.2024 amending Regulation (EU) 2023/2053 of 13.09.2023 establishing a multiannual management plan for Bluefin tuna in the eastern Atlantic and the Mediterranean, amending Regulations (EC) 1936/2001, (EU) 2017/2107, and (EU) 2019/833 and repealing Regulations (EU) 2016/1627 and (EU) 2023/2833 establishing a **catch documentation programme for Bluefin tuna** C(2024) 3943 - **Deadline to react: 18 September 2024**
- Commission Delegated Regulation of 12.07.2024 on the implementation of the Union's international obligations, as referred to in Article 15(2) of Regulation 1380/2013, under the Trade and Cooperation Agreement between the European Union and the United Kingdom, as regards **picked dogfish** C(2024) 4812 - **Deadline to react: 18 September 2024**
- Commission Delegated Regulation of 19.07.2024 amending Regulation (EU) 2019/1241 as regards a derogation from restrictions on **fishing for sprat in ICES division 4b** C(2024) 5023 - **Deadline to react: 22 September 2024**

Technical Notes were circulated by the secretariat.

**Decision: In view of the summer recess, Coordinators endorsed the Chair's suggestion to request extension by two months (until 18 November and 22 November) for all four Delegated Acts, to allow for a proper scrutiny time.**

## 6.2. Implementing acts under preparation

The list of the implementing acts under preparation was circulated.

## 7. Missions

The Conference of Presidents will adopt new implementing provisions on EP missions; in the meantime committee missions to international conferences may be requested ad hoc.

### 7.1 Missions in the 2nd half of 2024

#### 7.1.1. GFCM Annual Meeting - Rome (FAO HQ), 4-6 November 2024

PECH Committee participates every year with 3-4 Members included in the official EU delegation attending the Annual Meeting of the General Fisheries Commission for the Mediterranean (GFCM).

#### 7.1.2 ICCAT Annual Meeting - Limassol, Cyprus, 14-17 November 2024

PECH Committee participates every year with 3-4 Members included in the official EU delegation attending the Annual Meeting of the International Commission for the Conservation of Atlantic Tunas (ICCAT).

**Decision: Coordinators agreed to send a delegation of 4 Members (including Chair) to the GFCM & ICCAT Annual Conferences scheduled in November. Groups should nominate participating Members by 27 September to allow for timely accreditation.**

## 7.2 Missions & Delegations in the 1st half of 2025

**Decision: Requests for missions for the 1st semester 2025 will have to be submitted to the CCC probably in October: Coordinators are invited to submit mission proposals by 27 September 2024.**

## 8. Public Hearings

**Decision: Suggestions for a public hearing in the December PECH meeting will have to be submitted by 27 September 2024. A list of hearing subjects for 2025 could be established later.**

## 9. Any other business

### 9.1. Voting lists

Votes in Committee take usually place on Tuesdays or Wednesdays, and draft voting lists are circulated by the secretariat to Group advisors as early as possible, as agreed with the Rapporteur, allowing for a reasonable deadline for comments. In PECH, final voting lists - including compromise amendments and rapporteur's indications (if available) - were so far circulated by the secretariat no later than 48 hours before the vote (= Friday 09.00 for Tuesday votes, Monday 09.00 for Wednesday votes).

**Decision: Coordinators agreed to continue with this procedure.**

### 9.2. Appointment of a "Standing Rapporteur" for EU-UK TCA

In the past term, PECH had appointed a Member as "Standing Rapporteur" to follow Brexit-related issues and the implementation of the fisheries chapter in the EU-UK Trade & Cooperation Agreement (TCA).

**Item postponed**

### 9.3. Appointment of EP Representative to the EFCA Board

The new Fisheries Control Regulation includes an amendment to Art. 33 of the EFCA Regulation (EU) 2019/473, stating that the European Parliament shall appoint one representative (plus one alternate) to the EFCA Administrative Board.

**Item postponed**



#### 9.4. **Petitions**

Coordinators may consider appointing a Member responsible for contacts with the Petitions committee network and, if needed, report on petitions submitted to PECH for information or opinion.

**Item postponed**

#### 9.5. **Gender balance**

Coordinators may consider appointing a Member to oversee issues related to gender balance in committee activities.

**Item postponed**

#### 9.6. **Calendar of meetings in 2024**

**Coordinators took note of the PECH meetings calendar for 2024 (Annex) as established by the Calendar unit, complaining about the presence of mostly Monday p.m. slots in September and October, which is often not compatible with travel from remote constituencies. The Secretariat was mandated to try to obtain some alternative slots on Tue/Wed.**

**An extraordinary Coordinators' meeting will be requested for Monday 16 September from 19.00-21.00 in Strasbourg (TBC).**

#### 9.7. **Ethics & Committee business** *(for information)*

Coordinators are invited to remind Members of their Groups of the obligation for all committee office holders (Chairs, Vice-Chairs, Rapporteurs, Shadow-Rapporteurs) as well as participants to missions or inter-institutional negotiations, to comply with the rules on conflicts of interest (DACI declaration).

#### 9.8. **Note on IOTC Annual meeting** *(for information)*

Coordinators received a note on the outcome of the 2024 Annual meeting of the Indian Ocean Tuna Commission (IOTC) held in May, in previous years attended by PECH members as part of the EU Delegation.

**ПРИСЪСТВЕН ЛИСТ/LISTA DE ASISTENCIA/PREZENČNÍ LISTINA/DELTAGERLISTE/  
ANWESENHEITSLISTE/KOHALOLIJATE NIMEKIRI/KATAΣΤΑΣΗ ΠΑΡΟΝΤΩΝ/RECORD OF ATTENDANCE/  
LISTE DE PRÉSENCE/POPIS NAZOČNIH/ELENCO DI PRESENZA/APMEKLĒJUMU REĢISTRŠ/DALYVIŲ SAŖAŠAS/  
JELENĹĒTI ÍV/REGĪSTRU TA' ATTENDENZA/PRESENTIELIJST/LISTA OBECNOŠCI/LISTA DE PRESENÇAS/  
LISTĂ DE PREZENȚĂ/PREZENČNĂ LISTINA/SEZNAM NAVZOČIH/LÄSNÄOLOLISTA/NÄRVAROLISTA**

<p>Бюро/Mesa/Předsednictvo/Formandskabet/Vorstand/Juhatus/Προεδρείο/Bureau/Predsjedništvo/Ufficio di presidenza/Prezidijs/ Biuras/Elnökség/Prezidium/Birou/Predsednictvo/Predsedstvo/Puheenjohtajisto/Presidiet (*)</p>
<p>Carmen Crespo Díaz, Sander Smit, Giuseppe Milazzo, Jessica Polfjärd</p>
<p>Членове/Diputados/Poslanci/Medlemmer/Mitglieder/Parlamendiliikmed/Βουλευτές/Members/Députés/Zastupnici/Deputati/Deputāti/ Nariai/Képviselek/Membri/Leden/Posłowie/Deputados/Deputați/Jäsenet/Ledamöter</p>
<p>Sakis Arnaoutoglou, Thomas Bajada, Stephen Nikola Bartulica, Asger Christensen, Ton Diepeveen, Paulo Do Nascimento Cabral, Siegbert Frank Droese, Emma Fourreau, Nicolás González Casares, Anja Hazekamp, France Jamet, Isabelle Le Callennec, Isabella Lövin, Giuseppe Lupo, Francisco José Millán Mon, André Rodrigues, Emma Wiesner</p>
<p>Заместници/Suplentes/Náhradníci/Stedfortrædere/Stellvertreter/Asendusliikmed/Αναπληρωτές/Substitutes/Suppléants/Zamjenici/ Supplenti/Aizstājēji/Pavaduojantysnariai/Pötagok/Sostituti/Plaatsvervangers/Zastępcy/Membros suplentes/Supleanți/Náhradníci/ Namestniki/Varajäsenet/Suppleanter</p>
<p>Oihane Agirregoitia Martínez, Mélissa Camara, Marco Falcone, Luke Ming Flanagan, Karin Karlsbro, Gabriel Mato, Rasmus Nordqvist, Eric Sargiacomo</p>

216 (7)
222 (3)
<p>57 (8) (Точка от дневния ред/Punto del orden del día/Bod pořadu jednání (OJ)/Punkt på dagsordenen/Tagesordnungspunkt/ Päevakorra punkt/Σημείο της ημερήσιας διάταξης/Agenda item/Point OJ/Τοčka dnevnoĝ reda/Punto all'ordine del giorno/Darba kārtības punkts/Darbotvarkēs punktas/Napirendi pont/Punt Agenda/Agendapunt/Punkt porządku dziennego/Ponto OD/Punct de pe ordinea de zi/Bod programu schôdze/Τοčka UL/Esityslistan kohta/Punkt på föredragningslistan)</p>

По покана на председателя/Por invitación del presidente/Na pozvání předsedy/Efter indbydelse fra formanden/Auf Einladung des Vorsitzenden/Esimehe kutsel/Με πρόσκληση του Προέδρου/At the invitation of the Chair/Sur l'invitation du président/ Na poziv predsednika/Su invito del presidente/Pēc priekšsēdētāja uzaicinājuma/Pirmininkui pakvietus/Az elnök meghívására/ Fuq stedina tač-'Chairman'/Op uitnodiging van de voorzitter/Na zaproszenie Przewodniczącego/A convite do Presidente/La invitația președintelui/ Na pozvanie predsedu/Na povabilo predsednika/Puheenjohtajan kutsusta/På ordförandens inbjudan

Съвет/Consejo/Rada/Rådet/Rat/Nðukogu/Συμβούλιο/Council/Conseil/Vijeće/Consiglio/Padome/Taryba/Tanács/Kunsill/Raad/ Conselho/Consiliu/Svet/Neuvosto/Rådet (\*)

Комисия/Comisión/Komise/Kommissionen/Kommission/Komisjon/Επιτροπή/Commission/Komisija/Commissione/Bizottság/ Kummissjoni/Commissie/Komisja/Comissão/Comisie/Komisia/Komissio/Kommissionen (\*)

Stelios Mitolidis (Director, DG MARE), Thomas Le Vaillant (DG TRADE), Eva Carbalreira (DG MARE), Jürgen Müller (Director, DG MARE).

Други институции и органи/Otras instituciones y organismos/Ostatní orgány a instituce/Andre institutioner og organer/Andere Organe und Einrichtungen/Muud institutsioonid ja organid/Λοιπά θεσμικά όργανα και οργανισμοί/Other institutions and bodies/Autres institutions et organes/Druge institucije i tijela/Altre istituzioni e altri organi/Citas iestādes un struktūras/Kitos institucijos ir įstaigos/ Más intézmények és szervek/Istituzjonijiet u korpi ohra/Andere instellingen en organen/Inne instytucje i organy/Outras instituições e outros órgãos/Alte instituții și organe/Iné inštitúcie a orgány/Muut toimeelimet ja elimet/Andra institutioner och organ

<p>Секретариат на политическите групи/Secretaría de los Grupos políticos/Sekretariát politických skupin/Gruppenes sekretariat/          Sekretariat der Fraktionen/Fraktsioonide sekretariaat/Γραμματεία των Πολιτικών Ομάδων/Sekretariats of political groups/Secrétariat          des groupes politiques/Tajništva klubova zastupnika/Segreteria gruppi politici/Politisko grupu sekretariāts/Frakciju sekretoriai/          Képviseletcsoportok titkársága/Segretarjat gruppi politiçi/Fractiesekretariaten/Sekretariat Grup Politycznych/Sekretariado dos grupos          políticos/Secretariate grupuri politice/Sekretariát politických skupin/Sekretariat političnih skupin/Poliittisten ryhmien sihteeristö/          De politiska grupernas sekretariat</p>	
<p>PPE          S&amp;D          PflE          ECR          Renew          Verts/ALE          The Left          ESN          NI</p>	

<p>Кабинет на председателя/Gabinete del Presidente/Kancelář předsedy/Formandens Kabinet/Kabinet des Präsidenten/Presidendi          kantseleri/Γραφείο του Προέδρου/President's Office/Cabinet du Président/Ured predsednika/Gabinetto del Presidente/Priekšsēdētāja          kabinets/Pirmininko kabinetas/Elnöki hivatal/Kabinett tal-President/Kabinet van de Voorzitter/Gabinet Przewodniczącego/Gabinete do          Presidente/Cabinet Preşedinte/Kancelária predsedu/Urad predsednika/Puhemiehen kabinetti/Talmannens kansli</p>	
<p>Кабинет на генералния секретар/Gabinete del Secretario General/Kancelář generálního tajemníka/Generalsekretærens Kabinet/          Kabinett des Generalsekretärs/Peasekretäri büroo/Γραφείο του Γενικού Γραμματέα/Secretary-General's Office/Cabinet du secrétaire          général/Ured glavnog tajnika/Gabinetto del Segretario generale/Generalsekretära kabinets/Generalinio sekretoriaus kabinetas/          Főtitkári hivatal/Kabinett tas-Segretarju Ġenerali/Kabinet van de secretaris-generaal/Gabinet Sekretarza Generalnego/Gabinete do          Secretário-Geral/Cabinet Secretar General/Kancelária generálneho tajomníka/Urad generalnega sekretarja/Pääsihteerin kabinetti/          Generalsekreterarens kansli</p>	
<p>Генерална дирекция/Dirección General/Generální ředitelství/Generaldirektorat/Generaldirektion/Peadirektoraat/Γενική Διεύθυνση/          Directorate-General/Direction générale/Glavna uprava/Direzione generale/Generāldirektorāts/Generalinis direktoratas/Főigazgatóság/          Direktorat Ġenerali/Direktoraten-generaal/Dyrekcja Generalna/Direcção-Geral/Direcții Generale/Generálne riaditeľstvo/Generalni          direktorat/Pääosasto/Generaldirektorat</p>	
<p>DG PRES          DG IPOL          DG EXPO          DG EPRS          DG COMM          DG PART          DG PERS          DG INLO          DG TRAD          DG LINC          DG FINS          DG ITEC          DG SAFE          Legal Service</p>	

- \* (P) = Председател/Presidente/Předseda/Formand/Vorsitzender/Esimees/Πρόεδρος/Chair/Président/Predsjednik/Priekšsēdētājs/  
Pirmininkas/Elnök/Chairman/Voorzitter/Przewodniczący/Preşedinte/Predseda/Predsednik/Puheenjohtaja/Ordförande
- (VP) = Заместник-председател/Vicepresidente/Místopředseda/Næstformand/Stellvertretender Vorsitzender/Aseesimees/Αντιπρόεδρος/  
Vice-Chair/Potpredsjednik/Vice-Président/Potpredsjednik/Priekšsēdētāja vietnieks/Pirmininko pavaduotojas/Alelnök/ Vīci  
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Varapuheenjohtaja/Vice ordförande
- (M) = Член/Miembro/Člen/Medlem/Mitglied/Parlamendiliige/Βουλευτής/Member/Membre/Član/Membro/Deputāts/Narys/Képviselő/  
Membru/Lid/Członek/Membro/Membru/Člen/Poslanec/Jäsen/Ledamot
- (F) = Длъжностно лице/Funcionario/Úředník/Tjenestemand/Beamter/Ametnik/Υπάλληλος/Official/Fonctionnaire/Dužnosnik/  
Funzionario/Ierēdnis/Pareigūnas/Tisztviselő/Ufficial/Ambtenaar/UrządNIK/Funcionário/Funcionar/Úradník/Úradnik/Virkamies/  
Tjänsteman