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EUROPEAN EXTERNAL ACTION SERVICE AS THE EUROPEAN UNION'S DIPLOMATIC SERVICE AND REPRESENTATION OF INDIVIDUAL MEMBER STATES WITHIN ITS STAFF. THE CASES OF SLOVAKIA, CZECHIA, HUNGARY AND POLAND¹

Erik Pajtinka*

ABSTRACT

The study analytically evaluates the status quo and the development of the representation of Slovakia and the other Visegrad Group countries – Czechia, Hungary and Poland – in the staff of the European External Action Service in the period from 2012–2016. Within this evaluation, we focus on the representation of these countries in the EEAS AD Staff, AST Staff and Contract Agents as the three most important categories of the EEAS Staff. The study aims especially to find an answer to the question of the extent to which the representation of the individual states in the EEAS is adequate, with the basic method of evaluation being a comparison of the given state's percentage of the EU's overall population versus its percentage of the overall number of EEAS officials in any particular category. The evaluation leads to the conclusion that Czechia and Hungary have the relatively best representation from among the Visegrad Group states within the EEAS Staff. On the contrary, Slovakia and Poland have the relatively worst representation within the EEAS Staff from among the Visegrad Group states.

Key words: European External Action Service, staffing of the European External Action Service, nationality structure of the European External Action Service staff, diplomacy of the European Union, Visegrad Group states

Introduction

From a purely legal point of view, the examination of the issue of the

* PhDr. Erik Pajtinka, PhD. is assistant professor at the Department of International Relations and Diplomacy, Faculty of Political Science and International Relations, Matej Bel University in Banská Bystrica, Kuzmányho 1, 974 01 Banská Bystrica, Slovakia, e-mail: erik.pajtinka@umb.sk.

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individual EU member states' representation within the EEAS Staff may seem little substantiated or even irrelevant. This is due to the fact that pursuant to EU law all EEAS officials, regardless of their nationality, "shall carry out their duties and conduct themselves solely with the interests of the Union in mind" and "shall neither seek nor take instructions from any government" (Council Decision..., 2010). Nevertheless, in practice the issue of EU member states' representation within the EEAS Staff is granted quite a degree of attention in political discussions, both by the individual EU member states and the EEAS itself. From the viewpoint of the EU member states, the issue of their representation in the EEAS is likely to be important especially due to the reason that several of them perceive – and admittedly this perception is to a great extent justified – their "presence" in the EEAS as a basic prerequisite for them to secure a certain informal degree of influence in this EU institution.² Nor can the EEAS itself remain wholly indifferent to the issue of individual EU member states' representation within its staff. The truth is that if this institution wishes to gain the trust of EU member states, which is, *inter alia*, an indispensable condition for its efficient cooperation with their national diplomatic services, all member states must perceive it as "their own". This may only be achieved in practice when and if, by words of **E. Kukan** (2013), all the EU member states have "their people" in it. Hence, it clearly follows that the issue of member state representation within the EEAS Staff may be considered a relevant topic, which deserves adequate attention not only as part of political discussions but also in theoretical research.

Academic literature offers a rather large number of studies and other works dedicated to the EEAS issue, but only a small part of them deal in particular with the issue of EU member states' representation within the EEAS Staff. One of the most comprehensive works so far, dedicated to this matter, is the study by **S. Duke** and **S. Lange** from the beginning of 2013, which analysed the development of the geographical balance in the EEAS Staff in the first two years of the institution's operation. From the works by authors from the Visegrad Group States (V4 States) which have dealt in more detail with the issue of EU member states' representation in the EEAS Staff let us mention the publications

² This was expressed very openly e.g. by the Foreign Affairs Committee of the House of Commons, which in one of its reports justified the need for stronger British representation in EU institutions by stating that the (British) officials working in the EU institutions represented a "channel of (UK's) influence" in the EU (The UK Staff Presence..., 2013).

of the Polish authors **R. Formuszewicz** and **D. Liszczyk** (2013) and **R. Formuszewicz** and **J. Kumoch** (2010). The former examines EU member states' representation within the EEAS Staff in the context of the EEAS staffing policy and the latter analyses the practice of appointing Heads of EU Delegations and its possible impacts on the geographical balance within this category of EEAS Staff. Overall, however, we have to admit that little attention has been granted to this topic in the academic literature from the V4 States. The ambition of this work is to fill this national gap, at least partially.

The purpose of this study is to evaluate the developmental trends and the current status quo in the representation of Slovakia and the other V4 states – Czechia, Hungary and Poland – within the EEAS Staff and its selected categories, that being especially from the viewpoint of its adequacy.

The subject of the analysis is the five-year period from 2012–2016. We intentionally excluded from our analysis the year 2011, which practically speaking was the first year of the EEAS' operation. This was especially due to the reason that the then form of the structure of the EEAS Staff was at that time still, to a great extent, a result of the *en bloc* transfer of officials from other EU institutions pursuant to the Council Decision (2010) and the data for this year thus may be rather distorting. The last year of the period studied in our analysis is the year 2016 as this year was the most recent one for which complete data was available at the time of our analysis³.

Given the limited amount of currently available secondary sources, but also in the interest of the greatest possible authenticity of the used data, in this study we especially draw on primary sources, mainly the relevant statistical, analytical and legislative documents of the EU. A certain part of the data provided in the study was also obtained through the author's own calculations for which the abovementioned primary sources supplied the input data.

The study consists of six sections. The first section deals with the explanation of the methodology that we used in our work to evaluate the adequateness of the EU member states' representation in the EEAS. The second section of the study is dedicated to a brief characterisation of the individual categories of the EEAS Staff and the basic differences between them. In the other four sections of the study, we focus on the representation of each of the V4 states – Slovakia, Czechia, Hungary and Poland – within the EEAS Staff

³ EEAS usually publishes the key statistical document *Human Resources Report* for the particular year in May of the following year or later.

and its individual categories. In each of these four sections dedicated to the individual states we first describe the current state of the representation of the particular state in the EEAS as at the end of the observed period, the development and the trends detected during the observed period 2012–2016 as a whole, and, finally, we assess the status of the representation of each state within the EEAS Staff from the viewpoint of its adequacy on the basis of the comparison of the factual state of affairs with the selected reference values. In the conclusion of the work, we subsequently compare the development and the status of representation in the EEAS Staff in the individual V4 states.

1 Methodology

In choosing the methodology for the evaluation of the individual EU member states' representation within the EEAS Staff we must first and foremost take into account the fact that for objective reasons in contemporary practice it is impossible to reach a state in which all EU member states would have the same staff numbers within EEAS. If one applied the rule of equal representation of all EU member states within the EEAS Staff, several small EU member states probably would not be able – given their diplomatic staff capacities and taking into account the current size of the EEAS Staff – to “supply” the EEAS with the required number of employees. Implicitly, this means that it is not possible to objectively evaluate the “success rate” of the particular EU member state in filling the positions within the EEAS, that is the adequateness of its representation within the EEAS Staff, purely on the basis of a simple comparison of the absolute numbers of EEAS Staff from a given member state in comparison with other EU member states. Instead, we have to choose a methodology of evaluation that will take into account the objectively different possibilities of individual EU member states to “supply” the EEAS with staff. In this regard, in the EEAS analytical and statistical documents we may quite often encounter a methodology which is based on the comparison of the percentage of EEAS Staff from a particular EU member state in relation to the overall EEAS Staff numbers, with the percentage of the particular EU member state's population in relation to the overall EU population. The basic principle of this methodology will also be used in this work. For every individual EU member state analysed we shall first establish – on the basis of its percentage of the EU

population – the so-called hypothetical national quota (h. n. q.)⁴ of staff, the value of which shall represent the “ideal state” for the representation of the particular EU member state within EEAS Staff. The value of the hypothetical national quota for the particular EU member state – within the individual EEAS Staff categories, as well as within the EEAS Staff on the whole – will be calculated according to the formula:

$$\text{h. n. q.} = \% \text{ of total EU population of a Member State} \times \frac{\text{Total Number of EEAS Staff}}{100}$$

The result of the calculation will be rounded to a whole number⁵.

For the purposes of our analysis, the hypothetical national quota calculated in this way shall represent the optimal number of positions of the given EU member state within the EEAS, or within a particular category of the EEAS Staff. When evaluating the adequateness of the EU member state’s representation within the EEAS Staff we shall examine to what extent the particular member state has filled, or exceeded, its hypothetical national quota in the individual categories of the EEAS Staff or within the EEAS as a whole.

When evaluating the EU member states’ representation in the EEAS Staff we shall also use, as an auxiliary parameter, the value of the particular state’s percentage of the overall number of the EEAS Staff in an individual category and on the whole. We will then compare this with the value of the particular member state’s percentage of the whole population of the EU. When assessing the developmental trends of the member state’s representation in the EEAS we will compare, besides its percentage of EEAS Staff, also the absolute number of staff for the individual years, evaluating the overall increase or decrease of the number of positions filled by the particular state in the EEAS for the observed period.

2 EEAS Staff and Its Categories

The EEAS Staff falls into two basic groups, those being statutory staff and non-statutory staff. EEAS statutory staff is further divided into *administrators*

⁴ In fact, when filling positions in the EEAS no national quotas are applied for individual EU member states. We only use the denomination *hypothetical national quota* in this text as a theoretical notion.

⁵ The values of the particular EU member state’s hypothetical national quota in the individual categories of the EEAS Staff shall be calculated analogically.

(AD Staff), *assistants* (AST Staff), *Contract Agents* and *Local Agents*. The EEAS non-statutory staff comprises *Stagiaires*, *Junior Professionals in Delegations*, *Seconded National Experts*, who are employed by the national administrations of the EU member states, and *external staff*, contracted by private companies or job agencies to deliver specialised services or carry out short-term duties for EEAS.

The actual performance of EU diplomacy is provided particularly by the first mentioned group of EEAS Staff – the statutory staff. From the viewpoint of the bureaucratic hierarchy and significance of the tasks performed, within this group of EEAS workers it is the officials that belong to the *AD Staff* category that occupy the highest positions. They perform “managerial, conceptual and analytical duties” (Regulation No. 31...). In practice, these EEAS officials mostly carry out tasks, which in the national diplomatic services are usually performed by diplomats. That is also why the EEAS AD Staff tend sometimes to be informally denoted as the EEAS “diplomatic staff”.

Another category comprises *AST Staff* and *AST/SC Staff*, which stand lower in the bureaucratic hierarchy of the EEAS statutory staff. The EEAS officials that belong to the *AST Staff* or *AST/SC Staff* categories usually fulfil “executive and technical duties”, or “clerical and secretarial duties” (Regulation No. 31...). In practice, this means that they are the officials who tend to carry out administrative and/or technical tasks or assist in the performance of the *AD Staff*’s duties.

The third category in the bureaucratic hierarchy of EEAS statutory staff is formed by *Contract Agents*. Officials falling into this staff category “carry out manual or administrative support service tasks” or perform duties in place of temporarily absent EEAS Staff members (EEAS Human Resources Annual Report..., 2017). An important characteristic feature of this category of officials is that they work for the EEAS on the basis of a fixed-term contract, and thus – unlike officials belonging to the *AD Staff* and *AST Staff* or *AST/SC Staff* categories – they do not work for the EEAS permanently.

The last category of EEAS statutory staff is represented by *Local Agents*, who mostly fulfil “manual or service duties” (EEAS Human Resources Annual Report..., 2017). This type of EEAS Staff – unlike all the preceding categories of EEAS Staff – do not work at the EEAS Headquarters in Brussels, but are only found at the “foreign” representations of the EU. Another specific feature of *Local Agents* is that positions within this category of EEAS Staff are not occupied by EU citizens but instead by citizens of third countries – as a rule

these are citizens of the country in which the particular EU representation operates.

When examining EU member state representation within EEAS Staff, both in the analytical and statistical documents of EU institutions and academic publications, the categories of the EEAS AD Staff, AST Staff and Contract Agents are, as a rule, the most closely “observed” ones. It is these three categories of EEAS Staff that in practice – from the viewpoint of their position within the EEAS bureaucratic hierarchy, as well as from the viewpoint of the importance of the duties performed – that exert, relatively speaking, the strongest influence on the workings of the EEAS and the operation of EU diplomacy itself. This is why, in our analysis, we shall focus on the development of the EU member states’ representation in these three categories of EEAS Staff.

3 Representation of Slovakia in EEAS Staff

3.1 Status Quo

With approximately 5.4 million inhabitants, Slovakia has a share of about 1.1 % of the overall EU population. Converted to the number of positions within the EEAS, an adequate representation, that is the hypothetical national quota, would correspond to 10 positions in the AD Staff category, 7 positions in the AST Staff category and 4 positions in the Contract Agent category. Converted to the overall number of EEAS Staff, Slovakia’s hypothetical national quota would represent altogether 22 positions⁶. In reality, as of the end of 2016 Slovakia’s representation in the EEAS Staff comprised 5 positions within the AD Staff, 4 positions within the AST Staff and 4 Contract Agent positions, which is 13 positions altogether. Expressed in a percentage, Slovak EEAS Staff represented 0.5 % of the overall AD Staff, 0.6 % of the overall AST Staff and 1 % of the overall number of EEAS Contract Agents.

On the basis of the abovementioned data it is possible to affirm that as of the end of 2016 Slovakia achieved adequate representation within the EEAS, corresponding to its hypothetical national quota, in only one staff category, that

⁶ The discrepancy between Slovakia’s hypothetical national quota (as established) for the whole EEAS Staff (22 positions) and the sum of the established hypothetical national quotas of Slovakia for the individual categories of the EEAS Staff (10+7+4=21 positions) is due to the fact that the calculated hypothetical national quotas are mathematically rounded.

of Contract Agents. On the contrary, within AD Staff and AST Staff Slovakia did not have adequate representation as of the end of 2016, whereby in these two staff categories it achieved representation corresponding to as little as 50 % (AD Staff) and 57 % (AST Staff) of its hypothetical national quota. Similarly, taking into account the overall number of Slovak staff in all three EEAS Staff categories, we cannot speak about adequate representation, as the number achieved represented only about 59 % of its hypothetical national quota.

Table 1: EEAS staff from Slovakia: numbers and proportion of total EEAS staff in respective category in 2012-2016.

	Year	2012	2013	2014	2015	2016	2016 <i>h.n.g.</i>
AD Staff		8	7	5	4	5	10*
% of EEAS AD Staff		0.9	0.7	0.5	0.4	0.5	1.1
AST Staff		2	4	4	5	4	7*
% of EEAS AST Staff		0.3	0.6	0.6	0.8	0.6	1.1
Contract Agents (CA)		3	3	4	4	4	4*
% of EEAS Contract Agents		0.9	0.9	1.2	1.1	1.0	1.1
AD Staff + AST Staff + CA		13	14	13	13	13	22*
% of EEAS AD Staff + AST Staff + CA		0.7	0.7	0.7	0.7	0.6	1.1

Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017. Note: * rounded number

From the viewpoint of the structure of Slovakia's positions within the EEAS AD Staff from the overall number of 5 positions, at the end of 2016, 3 positions were at the EEAS Headquarters in Brussels and the other 2 positions were at EU Delegations in third countries or at international organisations. Expressed as a percentage, Slovakia's staff represented 0.5 % of AD Staff at the EEAS Headquarters and the same percentage of AD Staff at EU Delegations.

From this data it follows that at the end of 2016 Slovakia did not have adequate representation within EEAS AD Staff, either at the EEAS Headquarters or at EU Delegations. In both cases, the number of Slovakia's positions only reached about 50 % of its hypothetical national quota.

Table 2: EEAS AD staff from Slovakia at the EEAS headquarters and in the EU delegations in 2012-2016

	Year	2012	2013	2014	2015	2016	2016 <i>h.n.g.</i>
AD Staff in Headquarters		5	n.a.	3	2	3	6*
% of EEAS AD Staff in Headquarters		0.9	n.a.	0.5	0.4	0.5	1.1
AD Staff in the EU Delegations		3	n.a.	2	2	2	4*
% of EEAS AD Staff in EU Delegations		0.9	n.a.	0.5	0.5	0.5	1.1
AD Staff from Slovakia in the EEAS		8	7	5	4	5	10*
% of total EEAS AD Staff		0.9	0.7	0.5	0.4	0.5	1.1

Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017. Note: * rounded number

From the viewpoint of the hierarchical positions of AD Staff members from Slovakia in the EEAS structure it is necessary to state that none of the 5 EEAS AD Staff positions which Slovakia had at the end of 2016 was a managerial position. Therefore, as of the end of 2016, Slovakia did not have any representation at managerial level (hierarchically higher) of the EEAS AD Staff. The situation was similar in Slovakia's representation in the Heads of EU Delegations, where not a single one of the overall number of over 130 Heads of EU Delegations was from Slovakia.

Table 3: EEAS AD management staff from Slovakia: numbers and proportion of total EEAS AD management Staff in 2012-2016

	Year	2012	2013	2014	2015	2016
EEAS AD Management Staff from Slovakia		2	1	0	0	0
EEAS AD Management Staff (total number)		252	262	256	257	259
% of EEAS AD Management Staff from Slovakia		0.8	0.4	0.0	0.0	0.0

Source: Author's own elaboration based on: EEAS Human Resources Annual Report 2016, 2017

Table 4: Heads of EU Delegation from Slovakia: numbers and proportion of all Heads of EU Delegation in 2012-2016

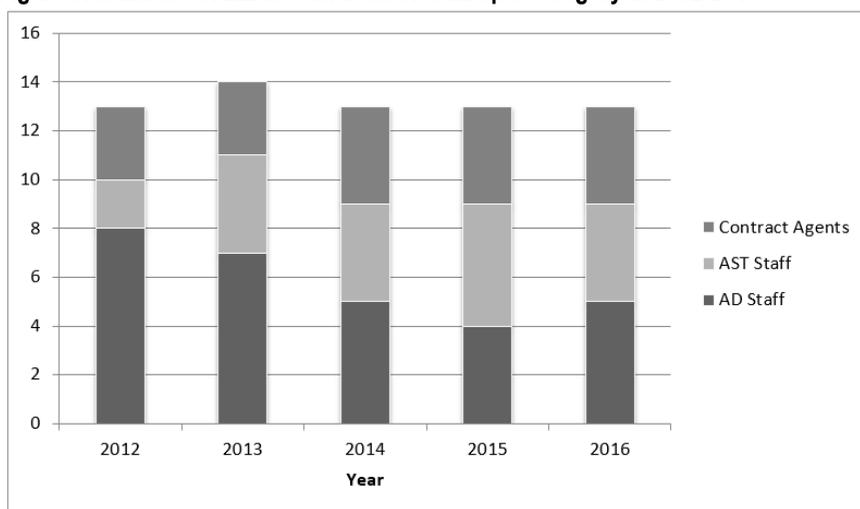
	Year	2012	2013	2014	2015	2016
Heads of EU Delegation from Slovakia		1	0	0	0	0
% of all Heads of EU Delegation		0.7	0.0	0.0	0.0	0.0

Source: Author's own elaboration based on: EEAS Human Resources Annual Report 2016, 2017

3.2 Development and Trends in 2012-2016

Over the course of the entire observed period, Slovakia maintained a very stable representation within EEAS Staff, which remained at 13 positions (with the exception 2016, when it reached 14). However, if we view the development of Slovakia’s representation within the individual categories of EEAS Staff, we can observe two different developmental trends. Whereas within the AD Staff category Slovakia’s EEAS representation recorded an overall net decrease of 3 positions – from 8 in 2012 to 5 in 2016 – in the AST Staff category, we can, on the contrary, observe a boost in Slovakia’s representation by 2 positions – from 2 in 2012 to 4 in 2016. Relatively speaking, it was Slovakia’s representation in the Contract Agent category that experienced the least dynamic development; it oscillated between 3 and 4 positions, recording only a very minor growth of 1 position over the whole period observed.

Figure 1: Numbers of EEAS staff from Slovakia per category in 2012-2016

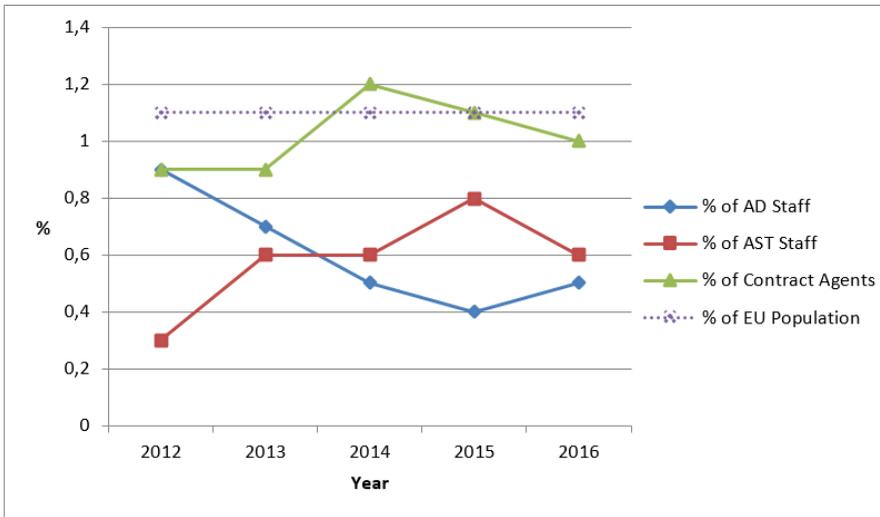


Source: Author’s own elaboration based on: O’Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

When looking at the development of Slovakia’s representation within the EEAS AD Management Staff an overall decrease in positions of 2 over the period observed is apparent. In addition, this decrease is important as it is a fall

to zero, i.e. no representation in the given staff category at all. A similar development may also be detected when viewing Slovakia's representation among the Heads of EU Delegations, where during the period observed there was an overall decrease from one position in 2012 to none in 2016. This decrease took place as early as 2013, which means that for the following four years of the observed period (2013–2016) no Head of EU Delegation was from Slovakia.

Figure 2: EEAS AD Staff, AST Staff and Contract Agents from Slovakia as a proportion of total EEAS staff in the respective category compared with Slovakia's proportion of EU population, evolution in 2012-2016



Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

3.3 Evaluation

In the observed period of 2012–2016, Slovakia was only adequately represented within the Contract Agent category of EEAS Staff and that only from 2014 onwards. On the contrary, in the key category of AD Staff, as well as AST Staff, Slovakia did not manage to achieve adequate representation within EEAS Staff, not once over the whole period observed. During the final four years of the period observed, the number of positions held by Slovakia within

the AD Staff and AST Staff ranged from only 50 to 60 % of the hypothetical national quota, which means that it did not even approximate to the optimal status. Likewise, in the long run Slovakia had very low representation in managerial positions in the EEAS AD Staff, where not even once did it reach the number of positions corresponding to the hypothetical national quota over the whole period observed. In addition, in the final three years of the period observed it had no representation at all in EEAS AD Managerial Staff. The low level of representation in the years 2012–2016 is also illustrated by the fact that during this whole period Slovakia only had a single representative among the Heads of EU Delegations (and even he prematurely resigned from his position). From 2014 to 2016, no Head of EU Delegation came from Slovakia.

4. Representation of Czechia in EEAS Staff

4.1 Status Quo

Czechia has approximately 10.5 million inhabitants, which represents about 2.1 % of the overall population of the EU. Converted to a number of positions within the EEAS this percentage of inhabitants would correspond to the hypothetical national quota of 20 positions in the AD Staff category, 14 positions in the AST Staff category and 7 positions in the Contract Agent Category. Converted to the overall number of EEAS Staff, Czechia's hypothetical national quota would represent 42 positions altogether. In reality, as of the end of 2016, Czechia's representation in the EEAS Staff was 23 positions within AD Staff, 15 positions within AST Staff and 3 positions of Contract Agents. Thus, on the whole, Czechia filled 41 positions within the EEAS. Expressed as a percentage, staff from Czechia represented approximately 2.4 % of the overall number of AD Staff, 2.3 % of AST Staff and 0.8 % of Contract Agents.

From the abovementioned data it clearly follows that at the end of 2016 Czechia reached or even exceeded its hypothetical national quota in two categories EEAS Staff, those being AD Staff and AST Staff. The number of Czechia's positions in these categories of EEAS Staff corresponded to the fulfilment of its hypothetical national quota at a level of 115 % in the case of AD Staff and 107 % in the case of AST Staff. On the contrary, in the Contract Agent category Czechia did not achieve adequate representation at the end of 2016 (fulfilment of hypothetical national quota at only approximately 43 %). Czechia's lower representation in the Contract Agent category, however, was

compensated for by its higher representation in the relatively more important category of the AD Staff, and also partially in the AST Staff category. Overall, the number of Czechia's positions in all the three categories of EEAS Staff almost achieved the hypothetical national quota (about 98 %).

Table 5: EEAS staff from Czechia: numbers and proportion of total EEAS staff in respective category in 2012-2016

	Year	2012	2013	2014	2015	2016	2016 <i>h.n.q.</i>
AD Staff		22	23	22	23	23	20*
% of EEAS AD Staff		2.5	2.5	2.3	2.5	2.4	2.1
AST Staff		11	13	14	15	15	14*
% of EEAS AST Staff		1.7	2.0	2.1	2.3	2.3	2.1
Contract Agents (CA)		2	2	5	3	3	7*
% of EEAS Contract Agents		0.6	0.6	1.4	0.8	0.8	2.1
AD Staff + AST Staff + CA		35	38	41	41	41	42*
% of EEAS AD Staff + AST Staff + CA		1.9	2.0	2.1	2.1	2.0	2.1

Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017. Note: * rounded number

From the viewpoint of the structure of Czechia's positions within EEAS AD Staff, we may state that at the end of 2016, out of an overall number of 23 positions, 13 positions were at the EEAS Headquarters and the other 10 positions were at EU Delegations in third countries or with international organisations. Expressed as a percentage, Czechia's staff represented 2.3 % of the overall number of AD Staff at the EEAS Headquarters and 2.6 % of AD Staff at EU Delegations.

Hence it follows that at the end of 2016, Czechia was sufficiently represented within EEAS AD Staff – both at the EEAS Headquarters and EU Delegations – with AD Staff at the EEAS Headquarters from Czechia achieving a number of positions at 108 % of its hypothetical national quota, whereas for AD Staff at EU Delegations it was as high as 125 % of its hypothetical national quota.

Table 6: EEAS AD staff from Czechia at the EEAS headquarters and in the EU delegations in 2012-2016

	Year	2012	2013	2014	2015	2016	2016 <i>h.n.g.</i>
AD Staff in Headquarters		9	n.a.	10	11	13	12*
% of EEAS AD Staff in Headquarters		1.7	n.a.	1.8	2.0	2.3	2.1
AD Staff in the EU Delegations		13	n.a.	12	12	10	8*
% of EEAS AD Staff in EU Delegations		3.8	n.a.	3.1	3.1	2.6	2.1
AD Staff from Czechia in total		22	23	22	23	23	20*
% of total EEAS AD Staff		2.5	2.5	2.3	2.5	2.4	2.1

Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017. Note: * rounded number

As far as the hierarchical positions of AD Staff members in the EEAS structure from Czechia are concerned, from the statistical data we discover that out of Czechia's overall 13 positions within the EEAS AD Staff, 3 positions were managerial. This represents 1.2 % of the overall number of managerial positions in EEAS AD Staff and corresponded to 60 % of Czechia's hypothetical national quota in this staff category. If we take a look specifically at Czechia's representation among the Heads of EU Delegations, the situation was similar: At the end of 2016 two Heads of EU Delegations came from Czechia, which corresponds to approximately 67 % of its hypothetical national quota. Based on the abovementioned we may conclude that although as of the end of 2016 Czechia had sufficient representation within the overall EEAS AD Staff, it was nevertheless not adequately represented in the higher hierarchy of managerial positions in the EEAS AD Staff.

Table 7: EEAS AD management staff from Czechia: numbers and proportion of total EEAS AD management Staff in 2012-2016

	Year	2012	2013	2014	2015	2016
EEAS AD Management Staff from Czechia		6	6	4	3	3
EEAS AD Management Staff (total number)		252	262	256	257	259
% of EEAS AD Management Staff from Czechia		2.4	2.3	1.6	1.2	1.2

Source: Author's own elaboration based on: EEAS Human Resources Annual Report 2016, 2017

Table 8: Heads of EU Delegation from Czechia: numbers and proportion of all Heads of EU Delegation in 2012-2016

	Year	2012	2013	2014	2015	2016
Heads of EU Delegation from Czechia		4	4	4	3	2
% of all Heads of EU Delegation		2.9	2.9	2.9	2.2	1.4

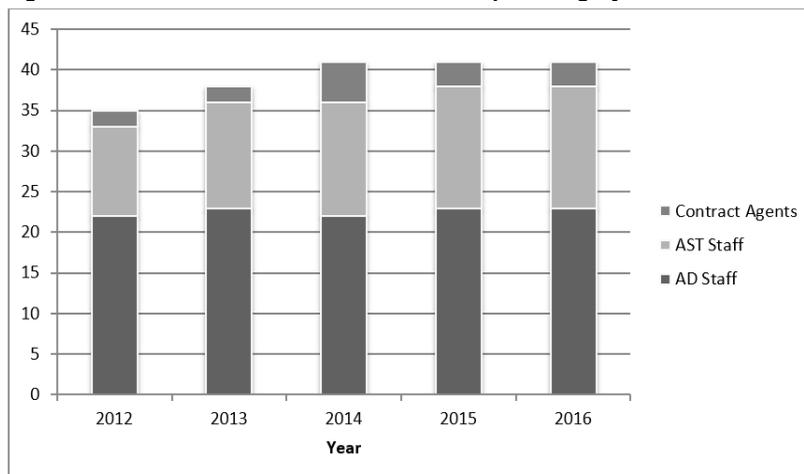
Source: Author's own elaboration based on: EEAS Human Resources Annual Report 2016, 2017

4.2 Developments and Trends in 2012–2016

During the whole observed period of 2012–2016, Czechia recorded an increase in the overall number of its staff in the EEAS by 6 positions – from 35 in 2012 to 41 in 2016 – which, expressed as a percentage, represents a growth of about 17 %. This growth was recorded during the first three years of the period observed (2012–2014), with Czechia maintaining the same overall number of positions within the EEAS from 2014 onwards (41). If we look at the development of Czechia's representation in the individual categories of EEAS Staff, in all of them we may observe an overall increase in the number of positions, but with a slightly different dynamic of development. Whereas over the period observed Czechia maintained a very stable representation of 22 to 23 positions within the AD Staff category, only recording a very slight increase of 1 position, within AST Staff a relatively more dramatic boost of its representation was observed by 4 positions – from 11 in 2012 to 15 in 2016. Relatively speaking, the greatest changes were recorded in the development of Czechia's representation in the Contract Agent category, where the number of Czechia's positions ranged from 2 (in 2012) to 5 (in 2014), before finally stabilising at 3 towards the end of the period observed, which represented an overall net increase of 1 position.

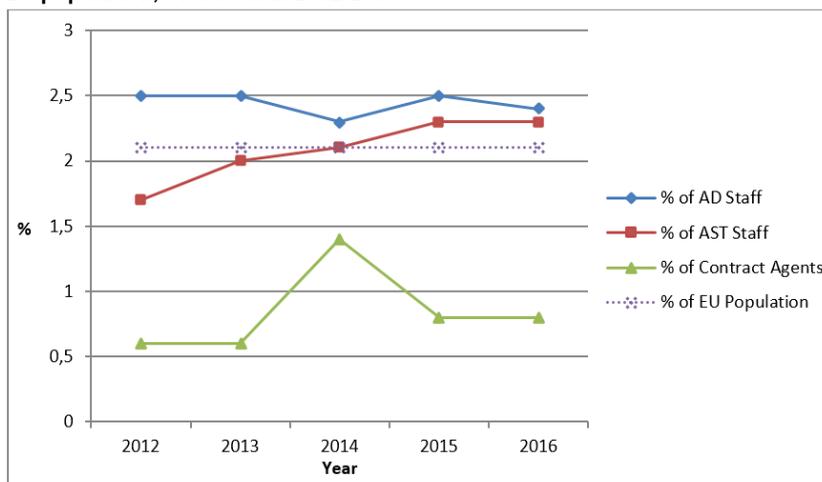
When looking at the development of Czechia's representation within the EEAS AD Management Staff we may observe an overall decrease in positions from 6 in 2012 to 3 in 2016. As far as the number of Heads of EU Delegations from Czechia is concerned, over the course of the whole period observed this also amounted to a net decrease from 4 in 2012 to 2 in 2016, however, importantly, this decrease occurred only in the last two years of the period observed (2015–2016). In 2012–2014 Czechia's representation among the Heads of EU Delegations remained at relatively high levels.

Figure 3: Numbers of EEAS staff from Czechia per category in 2012-2016.



Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

Figure 4: EEAS AD staff, AST staff and Contract Agents from Czechia as a proportion of total EEAS staff in the respective category compared with Czechia's proportion of EU population, evolution in 2012-2016



Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

4.3 Evaluation

During the whole period observed from 2012–2016, Czechia was very well represented in the EEAS AD Staff, its representation over the long term exceeding its hypothetical national quota in terms of the number of positions in this staff category. On the other hand, if we look at Czechia's representation within (hierarchically higher) managerial positions in this category of EEAS Staff, the situation was not as favourable. For the last three years of the observed period Czechia's representation only ranged from 60 to 80 % of its hypothetical national quota. This lower level of representation in managerial positions of the EEAS AD Staff was, however, to a certain degree "compensated for" by the rather high number of Heads of EU Delegations coming from Czechia in 2012–2015 (over this period Czechia had as many as 4 Heads of EU Delegations, whereas only 3 would correspond to their hypothetical national quota). As far as other staff categories are concerned, within the EEAS AST Staff Czechia managed to maintain adequate representation from 2014 through to the end of the observed period. Relatively speaking, Czechia had the lowest representation within EEAS Staff in the Contract Agent category, in which its representation over the whole period observed (with the exception of 2014) only reached less than 50 % of its hypothetical national quota.

5 Representation of Hungary in EEAS Staff

5.1 Status Quo

At the end of 2016, with about 9.9 million inhabitants Hungary represented approximately 1.9 % of the overall population of the EU. After the conversion of this percentage to the number of positions within the EEAS, this would correspond to the hypothetical national quota of 18 positions within AD Staff, 13 positions within AST Staff and 8 positions of Contract Agents. After conversion to the overall number of the EEAS Staff, Hungary's hypothetical national quota would come to 38 positions in total. In reality, at the end of 2016, Hungary's representation in EEAS Staff comprised 24 positions within AD Staff, 12 within AST Staff and 2 Contract Agent positions. Expressed as a percentage, EEAS Staff from Hungary represented 2.5 % of the overall number of AD Staff, 1.8 % of the overall number of AST Staff, and 0.5 % of the overall number of Contract Agents.

Based on this data we may state that at the end of 2016 Hungary had a total number of positions within the EEAS Staff that exactly corresponded to its hypothetical national quota. Within the individual categories of EEAS Staff, however, the level of Hungary's representation was quite varied. If we look at Hungary's representation within the EEAS AD Staff, the number positions markedly exceeded the level of its hypothetical national quota, being at about 133 %. On the contrary, within the AST Staff the number of positions was just below its hypothetical national quota – 92 %. Hungary reached a perceptibly different (lower) level of representation within the Contract Agent category, where it fulfilled its hypothetical national quota at the rate of only 25 %.

Table 9: EEAS staff from Hungary: numbers and proportion of total EEAS staff in respective category in 2012-2016

	Year	2012	2013	2014	2015	2016	2016 _{n.n.q.}
AD Staff		15	21	23	21	24	18
% of EEAS AD Staff		1.7	2.2	2.4	2.2	2.5	1.9
AST Staff		9	10	11	11	12	13
% of EEAS AST Staff		1.4	1.5	1.7	1.7	1.8	1.9
Contract Agents (CA)		2	2	1	1	2	8
% of EEAS Contract Agents		0.6	0.6	0.3	0.3	0.5	1.9
AD Staff + AST Staff + CA		26	33	35	33	38	38
% of EEAS AD Staff + AST Staff + CA		1.4	1.7	1.8	1.7	1.9	1.9

Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

Concerning the structure of Hungary's positions within the EEAS Staff, out of the overall number of 24 positions, 15 were at the EEAS Headquarters and the other 9 at EU Delegations. Expressed as a percentage, staff from Hungary represented about 2.7 % of the overall number of AD Staff at the EEAS Headquarters, and 2.3 % of the overall number of AD Staff at EU Delegations.

Hence, it follows that within the EEAS AD Staff Hungary was over-represented both at the EEAS Headquarters and at the EU Delegations. The number of Hungary's positions in the AD Staff reached as high as 136 % of its hypothetical national quota within the EEAS Headquarters and as much as 129 % within EU Delegations.

Table 10: EEAS AD Staff from Hungary at the EEAS headquarters and in the EU delegations in 2012-2016

	Year	2012	2013	2014	2015	2016	2016 <i>h.n.g.</i>
AD Staff in Headquarters		7	n.a.	17	15	15	11
% of EEAS AD Staff in Headquarters		1.3	n.a.	3.0	2.7	2.7	1.9
AD Staff in the EU Delegations		8	n.a.	6	6	9	7
% of EEAS AD Staff in EU Delegations		2.3	n.a.	1.6	1.6	2.3	1.9
AD Staff from Hungary in total		15	21	23	21	24	18
% of total EEAS AD Staff		1.7	2.2	2.4	2.2	2.5	1.9

Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017. Note: * rounded number

As far as Hungary's representation within EEAS AD Management Staff is concerned, according to statistical data from the end of 2016, out of the overall number of 18 positions filled by Hungary within the EEAS AD Staff, 3 were managerial positions. This number represented 1.2 % of the overall number of managerial positions within EEAS AD Staff and corresponded to 60 % of Hungary's hypothetical national quota in this particular staff category. If we take a look at Hungary's representation, especially among the Heads of EU Delegations, from the statistical data we can see that at the end of 2016, 2 Heads of EU Delegations came from Hungary, which corresponded to about 67 % of the hypothetical national quota. We may thus say that whereas the overall number of positions within the EEAS AD Staff exceeds its hypothetical national quota, the number of the hierarchically higher managerial positions in the EEAS AD Staff does not reach the level of adequate representation.

Table 11: EEAS AD management staff from Hungary: numbers and proportion of total EEAS AD management Staff in 2012-2016

	Year	2012	2013	2014	2015	2016
EEAS AD Management Staff from Hungary		6	5	6	5	3
EEAS AD Management Staff (total number)		252	262	256	257	259
% of EEAS AD Management Staff from Hungary		2.4	1.9	2.3	1.9	1.2

Source: Author's own elaboration based on: EEAS Human Resources Annual Report 2016, 2017

Table 12: Heads of EU Delegation from Hungary: numbers and proportion of all Heads of EU Delegation in 2012-2016

	Year	2012	2013	2014	2015	2016
Heads of EU Delegation from Hungary		2	1	2	2	2
% of all Heads of EU Delegation		1.4	0.7	1.4	1.4	1.4

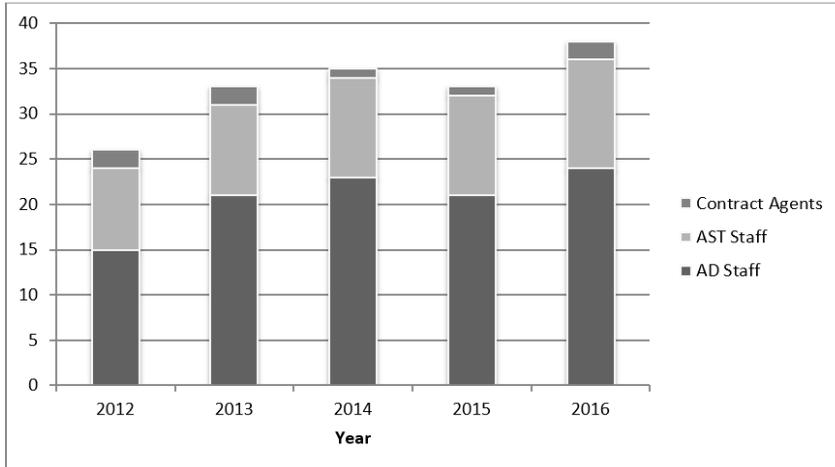
Source: Author's own elaboration based on: EEAS Human Resources Annual Report 2016, 2017

5.2 Developments and Trends in 2012–2016

Over the whole period observed, from 2012–2016, Hungary recorded an increase in the overall number of EEAS Staff of 12 positions – from 26 in 2012 to 38 in 2016 – which represents overall growth of about 46 %. This increase mostly occurred at the beginning of the period observed. If we look at the development of Hungary's representation within individual categories of EEAS Staff, it is obvious that the relatively steepest increase in representation, by as much as 60 % – from 15 positions in 2012 to 24 in 2016 – occurred within AD Staff. Over the period of 2012–2016 Hungary also boosted its representation within the AST Staff category, by about 33 % – from 9 in 2012 to 12 in 2016. In the case of the Contract Agent category we may, unlike the preceding two categories, observe a very stable level of representation during the whole period observed, with 0 % overall change in the number of positions between 2012 and 2016.

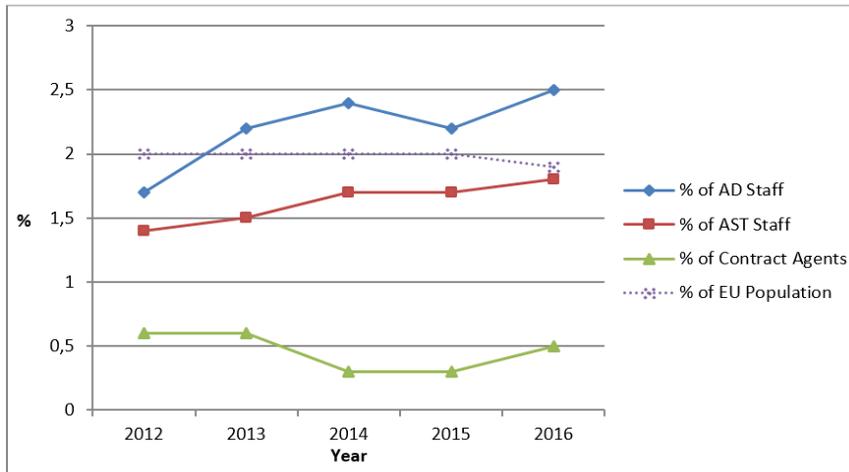
If we look at Hungary's representation within EEAS AD Management Staff, we can observe an overall decrease in positions from 6 in 2012 to 3 in 2016. In this case, however, it is important to note that between 2012 and 2015 the number of positions in this staff category was at a level equal to, or even above its hypothetical national quota. As far as Hungary's representation among Heads of EU Delegations is concerned, the data reveals a relatively stable number of positions (1 to 2) during the whole period observed, which was however, below the level of its hypothetical national quota.

Figure 5: Numbers of EEAS staff from Hungary per category in 2012-2016



Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

Figure 6: EEAS AD staff, AST staff and Contract Agents from Hungary as a proportion of total EEAS staff in the respective category compared with Hungary's proportion of EU population, evolution in 2012-2016



Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

5.3 Evaluation

In the period observed from 2012–2016 Hungary recorded a marked increase in the overall number of positions in the EEAS, by as much as 46 %. At the same time, Hungary managed to maintain rather strong representation within EEAS AD Staff, which from as early as 2013 ranged above the level of its hypothetical national quota. In this respect, let us also mention the fact that within this category of EEAS Staff Hungary managed to increase the number of its positions by as much as 60 % between 2012 and 2016. For the better part of the observed period, Hungary also maintained adequate representation in the hierarchically higher managerial positions in EEAS AD Staff. On the contrary, Hungary had rather low representation in the Contract Agent category, in which it did not manage, even once, to reach its hypothetical national quota over the whole period observed; it also failed to record any growth in the number of positions in this category over these years. Hungary also had lower representation among the Heads of EU Delegations, where it never reached more than 67 % of its hypothetical national quota.

6 Representation of Poland in EEAS Staff

6.1 Status Quo

With approximately 38 million inhabitants, Poland represents about 7.5 % of the overall EU population. After conversion to the number of positions within the EEAS, this would correspond to adequate representation (hypothetical national quota) of 71 positions in the AD Staff category, 50 in the AST Staff category and 30 in the Contract Agent category. Converted to the overall number of EEAS Staff Poland's hypothetical national quota would constitute 150 positions in total. The real status of Poland's representation within EEAS Staff at the end of 2016 was 39 positions within AD Staff, 30 within AST Staff and 15 within Contract Agents, which is 84 positions altogether. Compared to the overall number of EEAS Staff, the staff from Poland represented 4.1 % of the overall number of AD Staff, 4.5 % of the overall number of AST Staff and 3.8 % of the overall number of EEAS Contract Agents.

Based on the abovementioned data we may state that at the end of 2016 Poland did not achieve adequate representation in any of the three categories of EEAS Staff. In the case of AD Staff, the number of positions was only about 55 % of its hypothetical national quota, in the case of AST Staff it was 60 % and

in the case of Contract Agents 50 %. The overall number of Poland's positions within the EEAS reached 56% of the hypothetical national quota.

Table 13: EEAS staff from Poland: numbers and proportion of total EEAS staff in respective category in 2012-2016

	Year	2012	2013	2014	2015	2016	2016 _{h.n.q}
AD Staff		36	37	37	39	39	71*
% of EEAS AD Staff		4.1	4.0	3.9	4.2	4.1	7.5
AST Staff		21	24	28	29	30	50*
% of EEAS AST Staff		3.3	3.6	4.2	4.5	4.5	7.5
Contract Agents (CA)		3	4	8	13	15	30*
% of EEAS Contract Agents		0.9	1.3	2.3	3.6	3.8	7.5
AD Staff + AST Staff + CA		60	65	73	81	84	150*
% of EEAS AD Staff + AST Staff + CA		3.2	3.4	3.7	4.2	4.2	7.5

Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017. Note: * rounded number

Table 14: EEAS AD staff from Poland at the EEAS headquarters and in the EU delegations in 2012-2016

	Year	2012	2013	2014	2015	2016	2017 _{h.n.q}
AD Staff in Headquarters		27	n.a.	23	24	23	42*
% of EEAS AD Staff in Headquarters		5.0	n.a.	4.1	4.4	4.1	7.5
AD Staff in the EU Delegations		9	n.a.	14	15	16	29*
% of EEAS AD Staff in EU Delegations		2.6	n.a.	3.6	3.9	4.1	7.5
AD Staff from Poland in total		36	37	37	39	39	71*
% of total EEAS AD Staff		4.1	4.0	3.9	4.2	4.1	7.5

Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017. Note: * rounded number

In respect of the structure of positions within the EEAS AD Staff, Poland's hypothetical national quota would correspond to 42 positions at the EEAS

Headquarters and 29 positions at EU Delegations. In fact, at the end of 2016, within the EEAS AD Staff, Poland had 23 positions at the EEAS Headquarters and 16 positions at EU Delegations, which in both cases corresponds to about 55% of its hypothetical national quota. From the abovementioned data it follows that at the end of 2016 Poland did not have adequate representation within EEAS AD Staff – neither at the EEAS Headquarters nor at EU Delegations.

If we look at the hierarchical structure of EEAS AD Staff from Poland, it is apparent that at the end of 2016 this EU member state was represented by a total of 7 management positions, which corresponds to roughly 37 % of its hypothetical national quota. Against this background we therefore cannot assess Poland's representation within the EEAS AD Management Staff as adequate. Similarly, Poland's representation among Heads of EU Delegations, with a total number of 5 positions, represented only about 50 % of its hypothetical national quota, i.e. likewise not adequate.

Table 15: EEAS AD management staff from Poland: numbers and proportion of total EEAS AD management Staff in 2012-2016

	Year	2012	2013	2014	2015	2016
EEAS AD Management Staff from Poland		7	7	7	6	7
EEAS AD Management Staff (total number)		252	262	256	257	259
% of EEAS AD Management Staff from Poland		2.8	2.7	2.7	2.3	2.7

Source: Author's own elaboration based on: EEAS Human Resources Annual Report 2016, 2017

Table 16: Heads of EU Delegation from Poland: numbers and proportion of all Heads of EU Delegation in 2012-2016

	Year	2012	2013	2014	2015	2016
Heads of EU Delegation from Poland		4	4	4	4	5
% of all Heads of EU Delegation		2.9	2.9	2.9	2.9	3.6

Source: Author's own elaboration based on: EEAS Human Resources Annual Report 2016, 2017

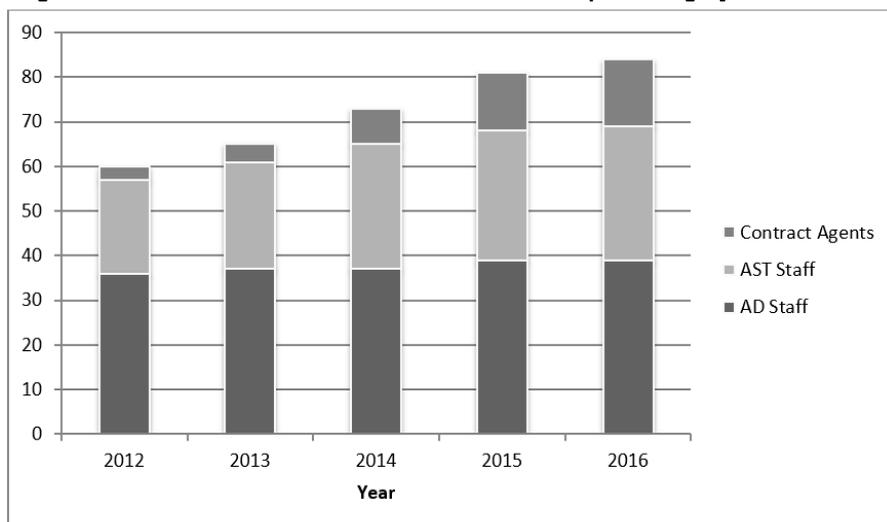
6.2 Developments and Trends in 2012–2016

During the whole period observed, i.e. in 2012–2016, Poland recorded a net increase in the overall number of positions in the EEAS by 24 – from 60 in 2012 to 84 in 2016 – which, expressed as a percentage, represents a 40 % growth. This overall growth may be observed in the number of positions over the course

of the whole period in question. If we look at the development of Poland's representation within individual categories of EEAS Staff, we can observe a net increase of the number of positions within AD Staff, AST Staff and also Contract Agents. At the same time, however, we can observe a rather different dynamic in the increase of the number of staff in the individual categories. The most dramatic, fivefold increase occurred in the Contract Agent category, whereas only a relatively modest increase (by 3 positions) was observed within AD Staff.

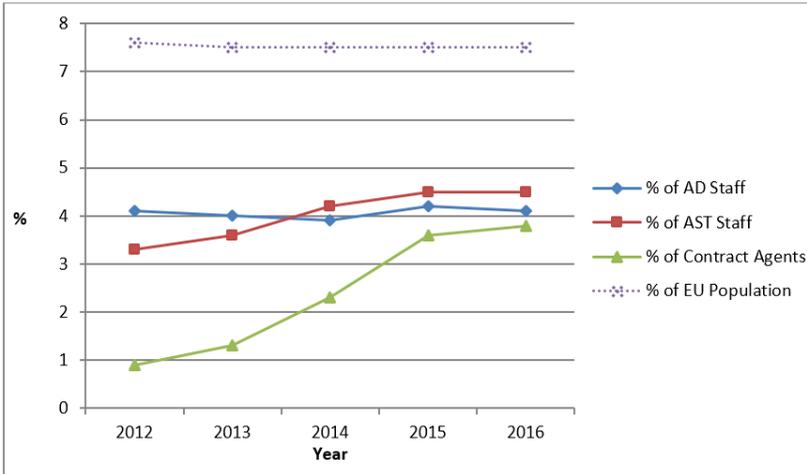
If we take a look at the development of Poland's representation within EEAS AD Management Staff, we can see that the number of positions remained stable over the course of the whole period observed, ranging between 6 and 7. As far as the development of Poland's representation among Heads of EU Delegations is concerned, the number of positions held over the entire relevant period remained stable, between 4 and 5.

Figure 7: Numbers of EEAS staff from Poland per category in 2012-2016.



Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

Figure 8: EEAS AD staff, AST staff and Contract Agents from Poland as a proportion of total EEAS staff in the respective category compared with Poland's proportion of EU population, evolution in 2012-2016



Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

6.3 Evaluation

Over the whole period observed 2012–2016, Poland did not manage to achieve adequate representation in any of the three categories of EEAS Staff. The number of positions reached a maximum of 55 % of the level of its hypothetical national quota within AD Staff, a maximum of 60 % in the AST Staff category and a maximum of 50 % in the Contract Agent category. On the other hand, admittedly, during the whole period observed Poland recorded a dramatic increase in the number of positions in all three categories of EEAS Staff, with the overall number of Poland's positions within the EEAS increasing by as much as 40 % during the period 2012–2016. It is also notable that an increase in Poland's positions may be observed in every year of the period in question; we may thus speak of an unequivocal trend in the strengthening of its representation. Additionally, such boost is visible in all of the EEAS Staff categories (although not to the same degree in all categories). A different trend may be observed when looking at the development of Poland's representation within EEAS AD Management Staff, where the number of positions over the

whole period observed remained at a level of only about 37 % of its hypothetical national quota. Likewise, the number of positions among Heads of EU Delegations remained at only 40 % of its hypothetical national quota during the better part of the observed period, although in the last year (2016) it increased slightly.

Conclusion: Representation of Slovakia, Czechia, Hungary and Poland in the EEAS Staff in Comparison

When looking at the EU member states of the so-called Visegrad 4 we may say that the countries with the best relative representation within EEAS Staff at the end of 2016 were Czechia and Hungary. This is evidenced by the fact that these two countries achieved quite strong representation, exceeding the level of their hypothetical national quotas within EEAS AD Staff that is within the most important category of EEAS Staff. In the case of both these states, the overall numbers of EEAS Staff also ranged around the levels of their hypothetical national quotas. Finally, both these states also had quite strong representation, ranging above or just under the level of their hypothetical national quotas, within EEAS AST Staff.

On the contrary, at the end of 2016, Slovakia and Poland had relatively the worst representation of the V4 states within EEAS Staff. This statement is supported by the fact that both these states recorded quite low representation, only reaching just over half of their hypothetical national quotas in the most important EEAS Staff category – AD Staff. At the same time, the overall numbers of staff from both these states in the EEAS, as well as the number of staff within EEAS AST Staff, oscillated around just over half of their hypothetical national quotas.

Table 17: Numbers of EEAS AD staff from Slovakia, Hungary, Poland and Czechia in 2012-2016, with an indication of values (in bold) equal to or greater than hypothetical national quota

	Year	2012	2013	2014	2015	2016
Slovakia		8	7	5	4	5
Czechia		22	23	22	23	23
Hungary		15	21	23	21	24
Poland		36	37	37	39	39

Source: Author's own elaboration based on data in: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

Table 18: Numbers of EEAS AST staff from Slovakia, Hungary, Poland and Czechia in 2012-2016, with an indication of values (in bold) equal to or greater than hypothetical national quota

	Year	2012	2013	2014	2015	2016
Slovakia		2	4	4	5	4
Czechia		11	13	14	15	15
Hungary		9	10	11	11	12
Poland		21	24	28	29	30

Source: Author's own elaboration based on data in: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

Table 19: Numbers of EEAS Contract Agents from Slovakia, Hungary, Poland and Czechia in 2012-2016, with an indication of values (in bold) equal to or greater than hypothetical national quota

	Year	2012	2013	2014	2015	2016
Slovakia		3	3	4	4	4
Czechia		2	2	5	3	3
Hungary		2	2	1	1	2
Poland		3	4	8	13	15

Source: Author's own elaboration based on data in: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

Table 20: Numbers of total EEAS Staff (AD Staff + AST Staff + Contract Agents) from Slovakia, Hungary, Poland and Czechia in 2012-2016, with an indication of values (in bold) equal to or greater than hypothetical national quota

	Year	2012	2013	2014	2015	2016
Slovakia		13	14	13	13	13
Czechia		35	38	41	41	41
Hungary		26	33	35	33	38
Poland		60	65	73	81	84

Source: Author's own elaboration based on data in: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

When viewing statistical data from the end of 2016, we may also say that the common denominator for all of the Visegrad 4 states under comparison was the relatively low level of representation within EEAS AD management staff, as well

as among Heads of EU Delegations, that is, generally speaking, in the hierarchically higher positions of the EEAS. Slovakia may be defined as the state with the worst representation within EEAS AD management staff at the end of 2016, as it was the only state among the V4 countries to have no representation at all within EEAS AD management staff, having at the same time not a single position among the Heads of EU Delegations.

Table 21: EEAS Staff from Slovakia, Czechia, Hungary and Poland: rate of hypothetical national quota fulfilment in 2016 (as of December)

	AD Staff % of h.n.q.	AST Staff % of h.n.q.	Contract Agents % of h.n.q.	EEAS Staff AD+AST+C ontr. A. % of h.n.q.	AD Manag. Staff % of h.n.q.	Heads of EU Deleg. % of h.n.q.
Slovakia	50%	57%	100%	59%	0%	0%
Czechia	115%	107%	43%	98%	60%	67%
Hungary	133%	92%	25%	100%	60%	67%
Poland	55%	60%	50%	56%	37%	50%

Source: Author's own elaboration based on: O'Sullivan, 2012; EEAS Review, 2013; EEAS Human Resources Report 2014, 2015; EEAS Human Resources Report 2015, 2016; EEAS Human Resources Annual Report 2016, 2017

From the viewpoint of the development of the V4 states' representation within EEAS Staff over the period 2012–2016 we may say that the state with the absolutely highest growth in staff numbers during the observed period was Poland. At the same time, this country was the only one of the V4 countries to record an annual increase in staff numbers, in addition, that occurred in all three of the principal categories. A notable result was also achieved by Hungary, which over the observed period recorded the highest relative increase (percentage growth) of staff in the EEAS. Slovakia was, on the contrary, the only V4 state, which over the observed period recorded a decrease in absolute staff numbers, specifically within EEAS AD Staff.

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