



EUROPEAN
COURT
OF AUDITORS

Social Balance Sheet

Situation as at 31 December 2022

Contents

	Paragraph
Introduction	01
The Court's staff	02-11
Establishment plan and allocation of posts	02
Other staff	03-04
Trainees	05
Vacant posts	06
Gender balance	07-10
Nationality	11
Recruitment, mobility and staff departures	12-19
Recruitment	12-13
Internal mobility	14
Interinstitutional mobility	15-16
Staff departures	17-19
Careers	20-30
Age profile	20-22
Grade profile	23
Certification procedure	24-25
Performance appraisal system (COMPASS)	26-27
Promotions	28-29
Appointment of principal managers and directors	30
Working environment	31-45
Part-time work	31
Breastfeeding arrangements	32
Flexible working arrangements	33-36

Services for staff	37-38
Policy for ensuring a respectful and harassment-free workplace	39
Dialogue with staff	40-41
Absences due to illness	42-44
Complaints and legal action	45
Human resource development	46-53
Professional training	46-53

Introduction

01 This social balance sheet presents the staffing situation at the European Court of Auditors (ECA) as at 31 December 2022. It comprises a statistical review of the Court's staff and a study of their working conditions, and covers other topics related to human resource management.

The Court's staff

Establishment plan and allocation of posts

02 The Court's establishment plan, as included in the 2022 budget¹, contained 873 permanent and temporary posts for all function groups combined. The 20 additional posts compared to 2021 were granted by the budgetary authority on a temporary basis for the audit of the NGEU programme. **Table 1** shows the trend in the allocation of posts from 2018 to 2022.

Table 1 – ECA establishment plan, 2018-2022 (permanent and temporary posts)

	2018		2019		2020		2021		2022	
	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%	TOTAL	%
Presidency	48	5.6%	50	5.9%	53	6.2%	55	6.4%	56	6.4%
Audit Chambers	541	63.4%	534	62.6%	535	62.7%	527	61.8%	549	62.9%
Translation	135	15.8%	134	15.7%	134	15.7%	132	15.5%	130	14.9%
Administrative support	129	15.1%	135	15.8%	131	15.4%	139	16.3%	138	15.8%
Total	853	100%	853	100%	853	100%	853	100.0%	873	100.0%
Permanent posts	706	82.8%	706	82.8%	689	80.8%	687	80.5%	687	78.7%
Temporary posts	147	17.2%	147	17.2%	164	19.2%	166	19.5%	186	21.3%

¹ For further details, see Official Journal L 45/1717 of 24 February 2022, Section V, at <https://eur-lex.europa.eu/budget/data/General/2022/en/SEC05.pdf>

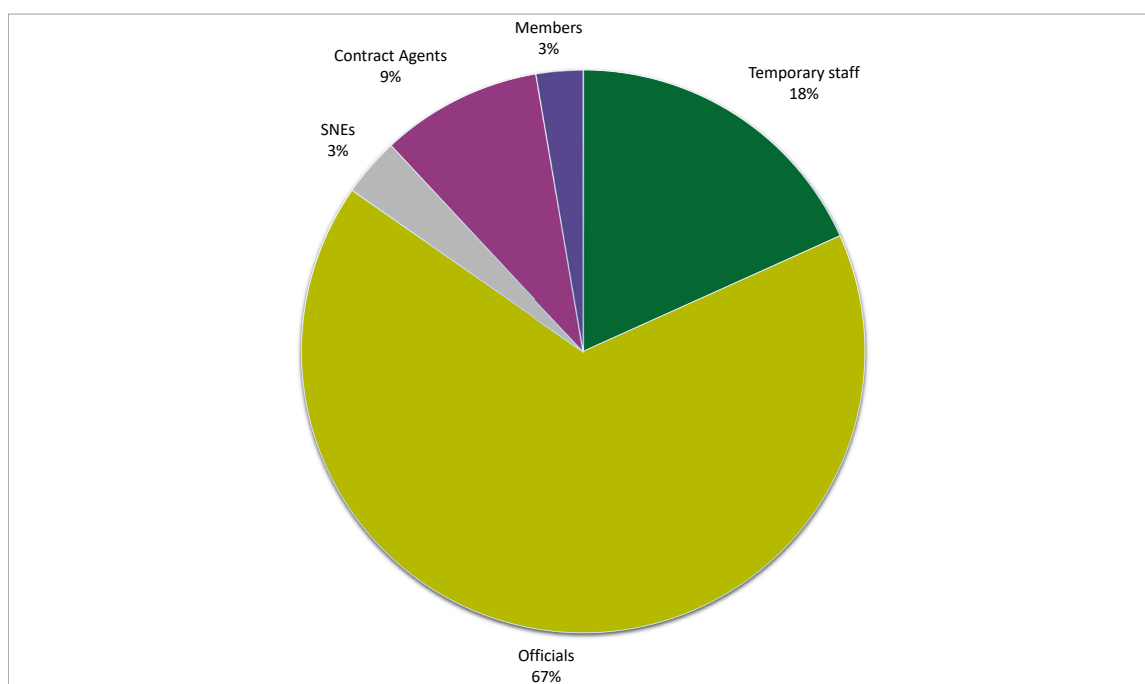
Other staff

03 In addition to officials and temporary staff, the Court employed the following staff as at 31 December 2022:

- (a) 26 Members;
- (b) 33 seconded national experts;
- (c) 91 contract staff:
 - (i) 41 in function group I, assigned to driving, security, and technical tasks²;
 - (ii) 50 in function groups II-IV, assigned mainly to secretarial tasks, audit, and translation³.

04 *Figure 1* shows the breakdown by category of staff working at the Court (officials, temporary and contract staff, seconded national experts and Members).

Figure 1 – Workforce by category as at 31.12.2022



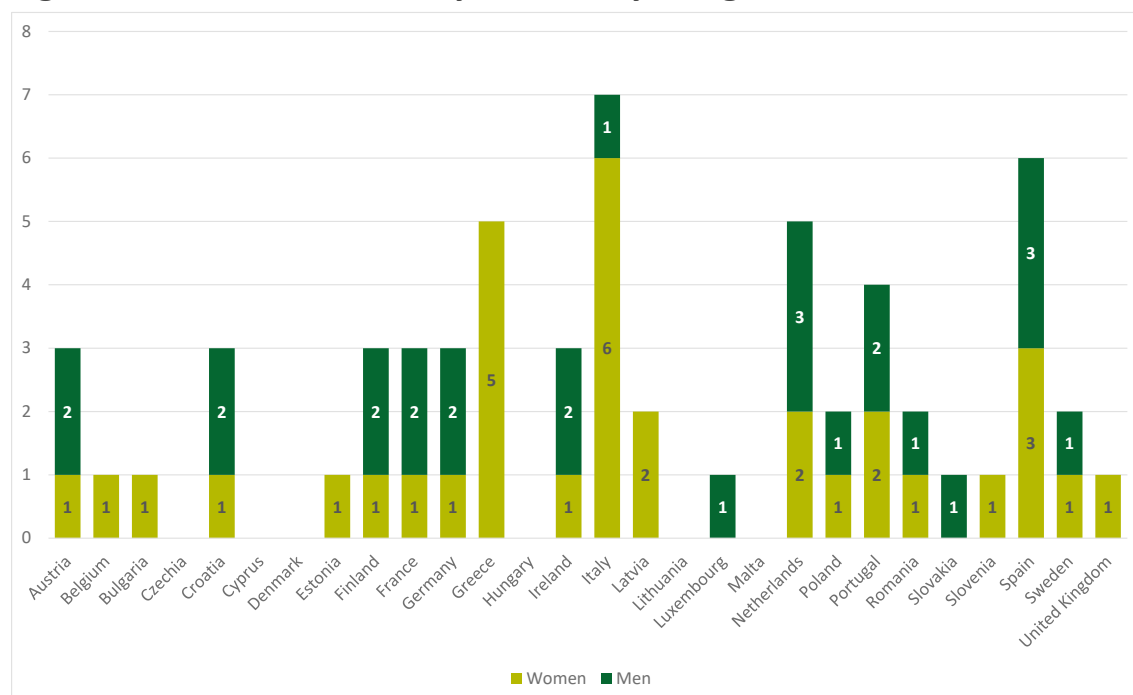
² In accordance with Article 3(a) of the Conditions of Employment of Other Servants of the European Union (CEOS).

³ In accordance with Article 3(b) CEOS.

Trainees

05 In 2022, we welcomed 60 trainees: 20 in March, 9 in May and 31 in October. Since October 2022, we have formalised the hybrid working arrangements for our trainees so that they can combine on-site and remote working in the same way as ECA staff. [Figure 2](#) shows the gender balance and nationality of our trainees.

Figure 2 – Trainees in 2022 by nationality and gender



Vacant posts

06 As at 31 December 2022, 37 (4.24%) of the 873 permanent and temporary posts at the Court were vacant, compared to a vacancy rate of 2.70% at 31 December 2021 (23 out of 853 posts).

Gender balance

07 As at 31 December 2022, 504 women were employed at the Court, out of a total of 954 staff in active service (830 officials and temporary staff, 91 contract staff and 33 seconded national experts). The gender balance at the Court has remained stable over the past five years, as shown in [Table 2](#):

Table 2 – Gender balance at the ECA, 2018-2022

	2018	2019	2020	2021	2022
Men	49%	49%	48%	48%	47%
Women	51%	51%	52%	52%	53%

08 Figure 3 shows the gender balance at the Court by function group. The proportion of women in function group AD or equivalent has increased over the years (from 39% in 2010 to 46.9% in 2022). Table 3 shows the gender balance by grade.

Figure 3 – Gender balance by function group of all staff as at 31.12.2022

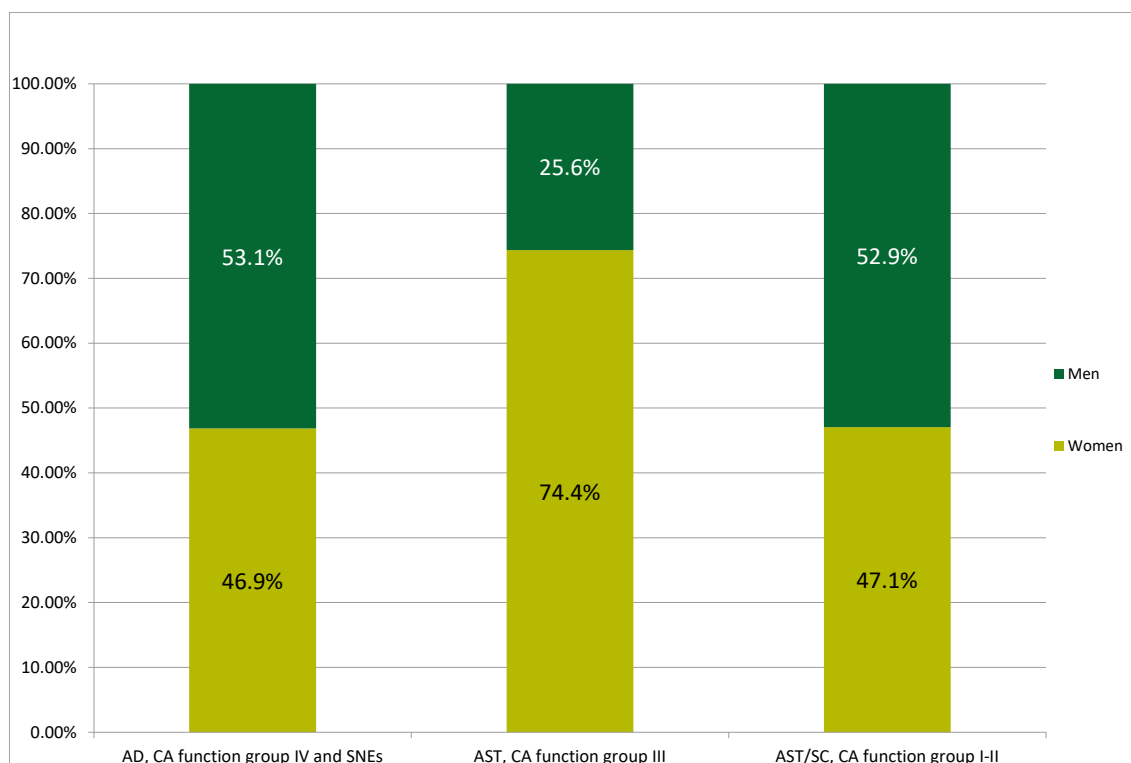


Table 3 – Gender balance by grade of all staff⁴ as at 31.12.2022

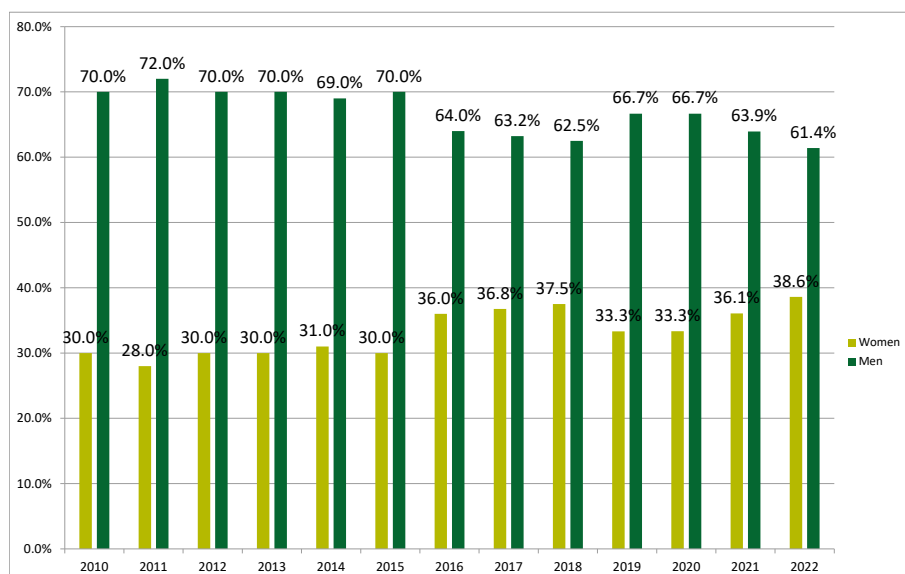
Grade	Women	Men	Total	Share women 2022
AD 16-13	30	49	79	37.97%
AD 12-9	148	199	347	42.65%
AD 8-5	108	86	194	55.67%
AST 11-10	2	3	5	40.00%
AST 9-5	110	34	144	76.39%
AST 4-1	25	9	34	73.53%
SC 6-1	20	7	27	74.07%
FG IV	16	5	21	76.19%
FG III	8	4	12	66.67%
FG II	15	2	17	88.24%
FG I	5	36	41	12.20%
Total	487	434	921	52.88%

09 Figure 4 shows the gender breakdown at management level (principal managers, directors and the Secretary-General). Women account for 38.6% of all managerial staff, with the proportion of women at management level in audit being higher than in

⁴ Officials, temporary staff and contract staff.

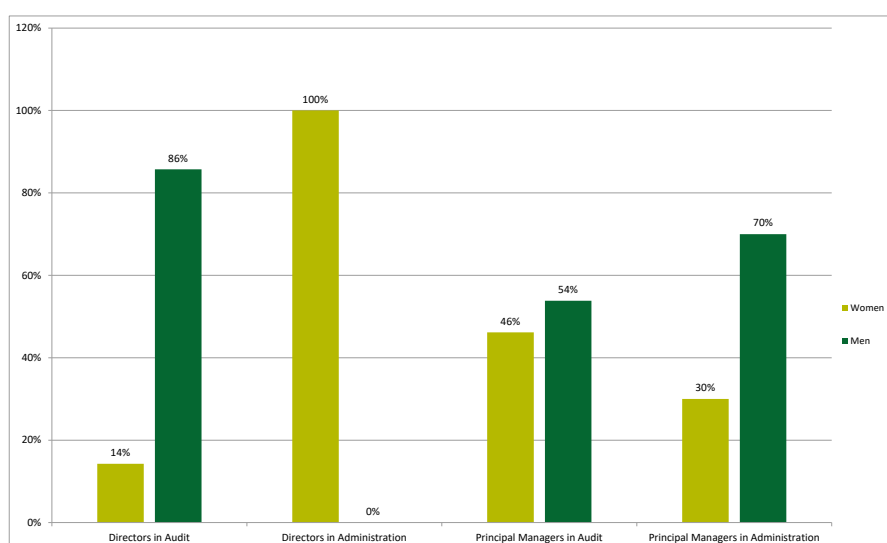
administration. There have been improvements as a result of the 2015 reform of the Court and the [Diversity and Inclusion Action Plan \(2021-2025\)](#). In the audit chambers and the Directorate of the Presidency, there is one female director out of seven, while 46% of principal managers are women, compared to 9.1% in 2015, 25% in 2017, 29% in 2019, 30.8% in 2020 and 39% in 2021. In the Secretariat-General, all three directors are women and 30% of principal managers are female, compared to 32% in 2021.

Figure 4 – Gender balance at management level, 2010-2022



10 [Figure 5](#) shows the gender breakdown at management level by area (audit⁵ or administration).

Figure 5 – Gender balance at management level by area as at 31.12.2022



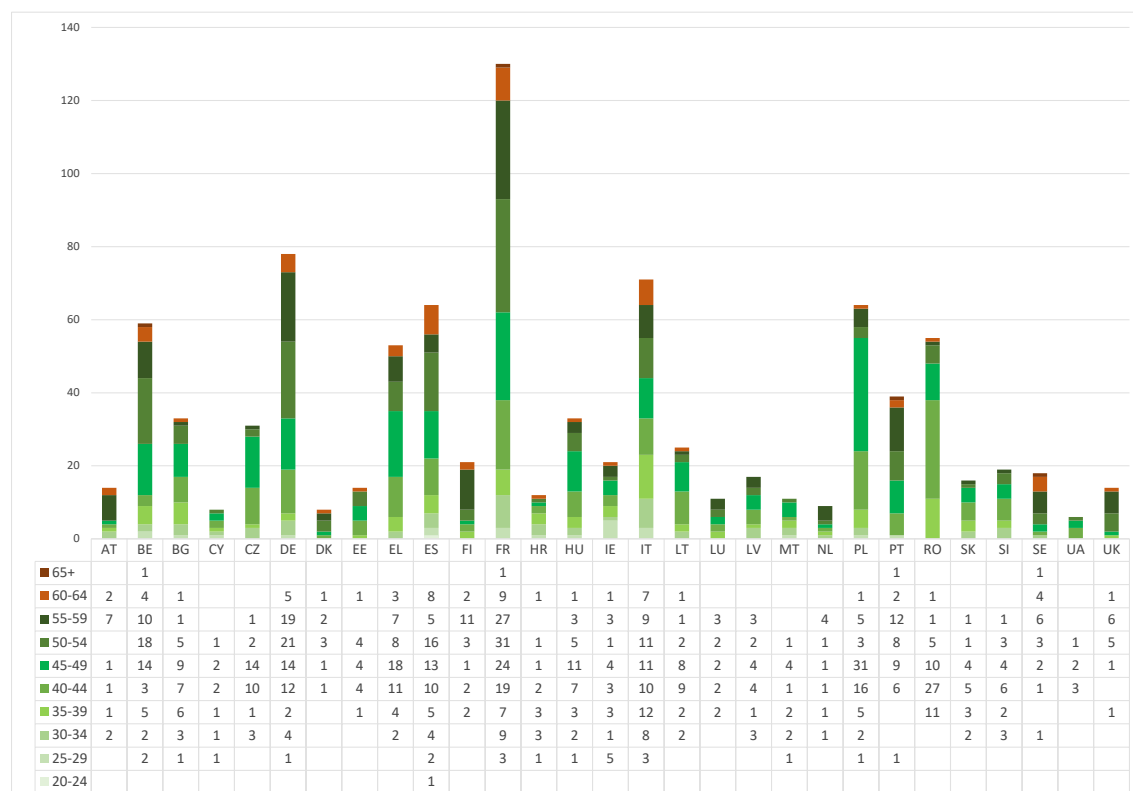
⁵ Including the Presidency.

At its meeting on 15 November 2018, the Court introduced three targets of 40% for the share of women in managerial positions (audit and non-audit middle and senior management, and head of task), to be achieved by the end of 2027⁶. The Court regularly publishes statistics on its progress towards these goals. The 2022 statistics were published in staff notices 119/22 and 021/23.

Nationality

11 Figure 6 shows the nationality of our staff by age group. The tables thereafter provide a breakdown by staff category (Table 4), gender of directors and principal managers (Table 5), managerial level (Table 6), and grade (Table 7, Table 8 and Table 9). All figures are as at 31 December 2022.

Figure 6 – Nationality of all staff by age group



⁶ See DEC 095/18.

Table 4 – Nationality of all staff by category

	Officials	Temporary staff	Contract staff	SNEs	Total staff
Austria	9	4		1	14
Belgium	44	7	8		59
Bulgaria	25	8			33
Croatia	3	5	2	2	12
Cyprus	3	4	1		8
Czechia	24	5		2	31
Denmark	6	1	1		8
Estonia	9	3	2		14
Finland	14	5	1	1	21
France	85	22	20	3	130
Germany	64	10	2	2	78
Greece	32	12	6	3	53
Hungary	24	6	3		33
Ireland	9	9	1	2	21
Italy	52	11	8		71
Latvia	10	5	1	1	17
Lithuania	14	6	5		25
Luxembourg	3	3	4	1	11
Malta	5	5	1		11
Netherlands	7	2			9
Poland	53	7	2	2	64
Portugal	24	6	9		39
Romania	42	8	2	3	55
Slovakia	9	4		3	16
Slovenia	10	6	3		19
Spain	46	9	8	1	64
Sweden	14	3		1	18
Ukraine		1		5	6
United Kingdom	11	2	1		14
Total	651	179	91	33	954

Table 5 – Nationality of directors and principal managers by gender

Country	Directors		Principal managers		Total
	Women	Men	Women	Men	
Austria		1	1		2
Belgium			2	3	5
Bulgaria			1		1
Croatia				1	1
Czechia				2	2
Denmark				1	1
Estonia				1	1
Finland			1		1
France		1		3	4
Germany		1	4	2	7
Greece	1		1	1	3
Hungary			1		1
Ireland				2	2
Italy			1	3	4
Luxembourg			1		1
Netherlands			1		1
Poland		1	2	2	5
Portugal		1	1		2
Romania	1		1		2
Slovakia				2	2
Spain	2	1		2	5
United Kingdom				3	3
Total	4	6	18	28	56

Table 6 – Nationality of managerial staff by level

Country	Member		Head of cabinet		Secretary-General	Director		Principal manager		Total 2022	
	Women	Men	Women	Men	Men	Women	Men	Women	Men	Women	Men
Austria	1		2				1	1		4	1
Belgium	1			3				2	3	3	6
Bulgaria	1		1					1		3	0
Croatia	1								1	1	1
Cyprus		1		1						0	2
Czechia		1							2	0	3
Denmark	1		1						1	2	1
Estonia		1		1					1	0	3
Finland		1		1				1		1	2
France		1		1			1		3	0	6
Germany		1	1	2			1	4	2	5	6
Greece		1			1	1		1	1	2	3
Hungary	1		2					1		4	0
Ireland		1							2	0	3
Italy		1	1					1	3	2	4
Latvia		1	1							1	1
Lithuania	1			1						1	1
Luxembourg	1							1		2	0
Malta		1								0	1
Netherlands		1		1				1		1	2
Poland		1	1				1	2	2	3	4
Portugal			1	1			1	1		2	2
Romania		1	1	1		1		1		3	2
Slovakia		1		1					2	0	4
Slovenia		1		1						0	2
Spain		1				2	1		2	2	4
Sweden	1									1	0
United Kingdom				1					3	0	4
Total	9	17	12	16	1	4	6	18	28	43	68

Table 7 – Nationality of staff in function group AD by grade

Country	AD 16-13	AD 12-9	AD 8-5	Total 2022
Austria	4	6	3	13
Belgium	7	23	7	37
Bulgaria		14	15	29
Croatia		1	5	6
Cyprus	1	2	4	7
Czechia		18	6	24
Denmark	2	2	2	6
Estonia	1	8		9
Finland	2	13	1	16
France	7	32	12	51
Germany	11	23	15	49
Greece	4	18	13	35
Hungary	2	14	7	23
Ireland	2	6	7	15
Italy	5	21	18	44
Latvia	1	7	2	10
Lithuania	1	7	4	12
Luxembourg	1	1	1	3
Malta		5	3	8
Netherlands	2	3	3	8
Poland	2	32	18	52
Portugal	4	19	3	26
Romania	3	25	17	45
Slovakia	2	7	3	12
Slovenia	1	5	6	12
Spain	5	25	15	45
Sweden	2	8	2	12
Ukraine			1	1
United Kingdom	7	2	1	10
Total	79	347	194	620

Table 8 – Nationality of staff in function groups AST and SC by grade

Country	AST 11-10	AST 9-5	AST 4-1	SC 1-6	Total 2022
Belgium		14			14
Bulgaria		2	1	1	4
Croatia		1		1	2
Czechia		3	1	1	5
Denmark		1			1
Estonia		1	1	1	3
Finland	1	1		1	3
France	1	44	9	2	56
Germany		20	4	1	25
Greece	2	3	3	1	9
Hungary		5	1	1	7
Ireland		2		1	3
Italy	1	10	1	7	19
Latvia		3	1	1	5
Lithuania		6	1	1	8
Luxembourg		2		1	3
Malta		2			2
Netherlands		1			1
Poland		6	2		8
Portugal		2	2		4
Romania		3	1	1	5
Slovakia			1		1
Slovenia			2	2	4
Spain		5	2	3	10
Sweden		4	1		5
United Kingdom		3			3
Total	5	144	34	27	210

Table 9 – Nationality of contract staff by grade

Country	FG IV	FG III	FG II	FG I	Total 2022
Belgium			3	5	8
Croatia	1			1	2
Cyprus		1			1
Denmark	1				1
Estonia		1	1		2
Finland	1				1
France	3			17	20
Germany	1			1	2
Greece	1	1	2	2	6
Hungary	1		2		3
Ireland			1		1
Italy	2	3		3	8
Latvia	1				1
Lithuania	2	1	2		5
Luxembourg				4	4
Malta	1				1
Poland	2				2
Portugal		1	1	7	9
Romania	1		1		2
Slovenia	1		2		3
Spain	1	4	2	1	8
United Kingdom	1				1
Total	21	12	17	41	91

Recruitment, mobility and staff departures

Recruitment

12 In 2022, the Court recruited 107 staff: 33 officials, 47 temporary staff, 16 contract staff and 11 seconded national experts. 64 of the 107 staff recruited were women (60%) and 26 nationalities were represented.

13 *Table 10* shows the breakdown of the new recruits by nationality and gender.

Table 10 – Nationality and gender of new recruits

Country	Contract staff		Officials		Seconded national experts		Temporary staff		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Austria				1					0	1
Belgium				1			1		1	1
Bulgaria			2	1			2	2	4	3
Croatia	1	1	1				1	1	3	2
Cyprus				1			1	1	1	2
Czechia				1		1			0	2
Denmark	1								1	0
Finland	1								1	0
France	1			1				3	1	4
Germany							2	1	2	1
Greece	2	1	3		1		2	2	8	3
Hungary	1		1	2					2	2
Ireland	1			1			2	2	3	3
Italy		1	1	1			3	3	4	5
Latvia			1				1	1	2	1
Lithuania		1	2				1	1	3	2
Luxembourg						1	1		1	1
Malta	1						2		3	0
Netherlands							2		2	0
Poland	1	1	3	1		1			4	3
Portugal			1	1					1	1
Romania			1		2		2	1	5	1
Slovakia								2	0	2
Slovenia			1				1		2	0
Spain	1		1	3			2		4	3
Ukraine					5		1		6	0
Total	11	5	18	15	8	3	27	20	64	43

Internal mobility

14 During the year, 42 staff transferred to a different Court department (37 in 2021), of which 27 transferred in the context of the mobility exercise (16 under compulsory mobility and 11 voluntarily).

Interinstitutional mobility

15 In 2022, 13 officials (11 ADs and 2 ASTs) transferred to other institutions, as in 2021. Six went to the Commission, five transferred to the Parliament and two to the Court of Justice.

16 15 officials from other institutions (14 ADs and 1 AST) transferred to the Court, compared to 10 in 2021.

Staff departures

17 In addition to the 13 staff members who transferred to other institutions, 15 retired during the year (18 in 2021), 12 resigned (5 in 2021), 1 was dismissed (2 in 2021), 8 reached the end of their contracts (11 in 2021), and 1 passed away.

18 *Table 11* shows a stable average retirement age of 61.7 for 2012-2022. However, we noted a significant increase (two years) in retirement age in 2022 compared to 2021. It remains to be seen whether this trend will continue in 2023.

Table 11 – Average retirement age for staff. 2012-2022

Year	Number of retired staff	Average retirement age
2012	15	61.1
2013	14	60.2
2014	7	60.4
2015	15	61.1
2016	18	61.8
2017	13	62.0
2018	17	62.9
2019	21	62.0
2020	10	61.6
2021	18	61.4
2022	15	63.4
Total number/overall average	163	61.7

19 *Figure 7* shows the projected percentage of staff retiring over the next five years, and *Table 12* presents the gender breakdown of staff retiring over the same period.

Figure 7 – Projected percentage of staff retiring by 2027 by category

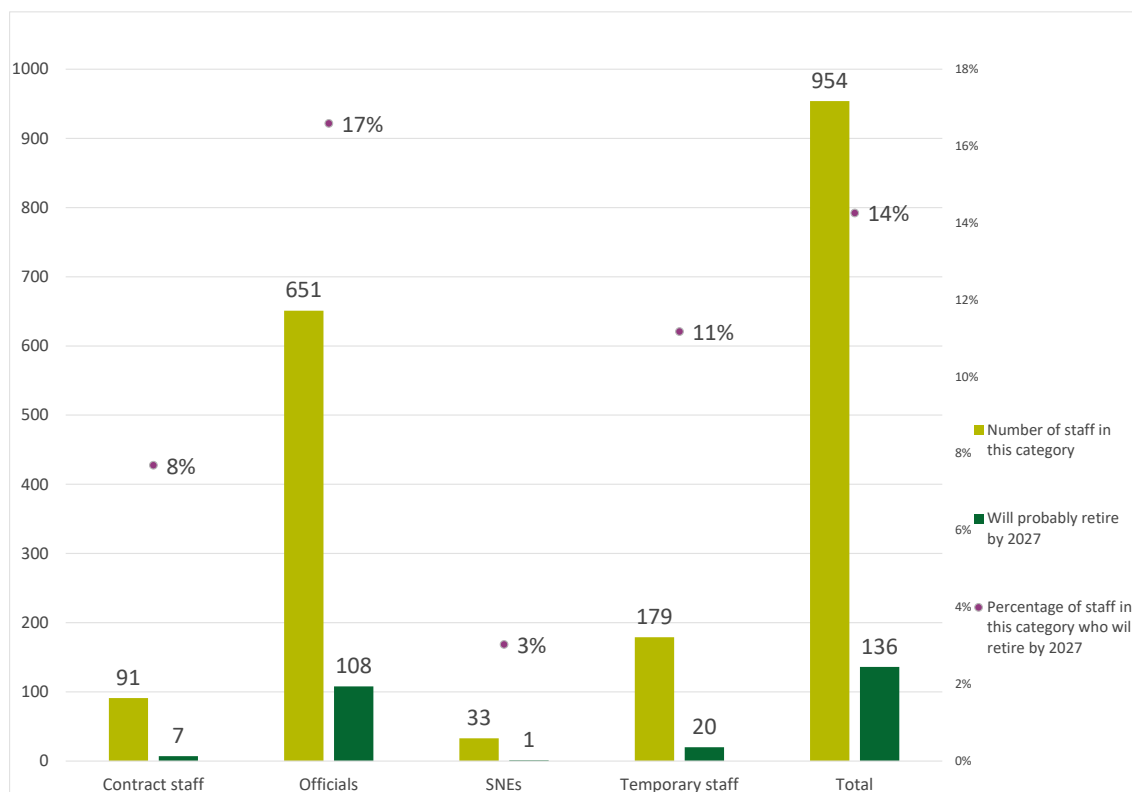


Table 12 – Projected number of staff retiring by 2027 by category and gender

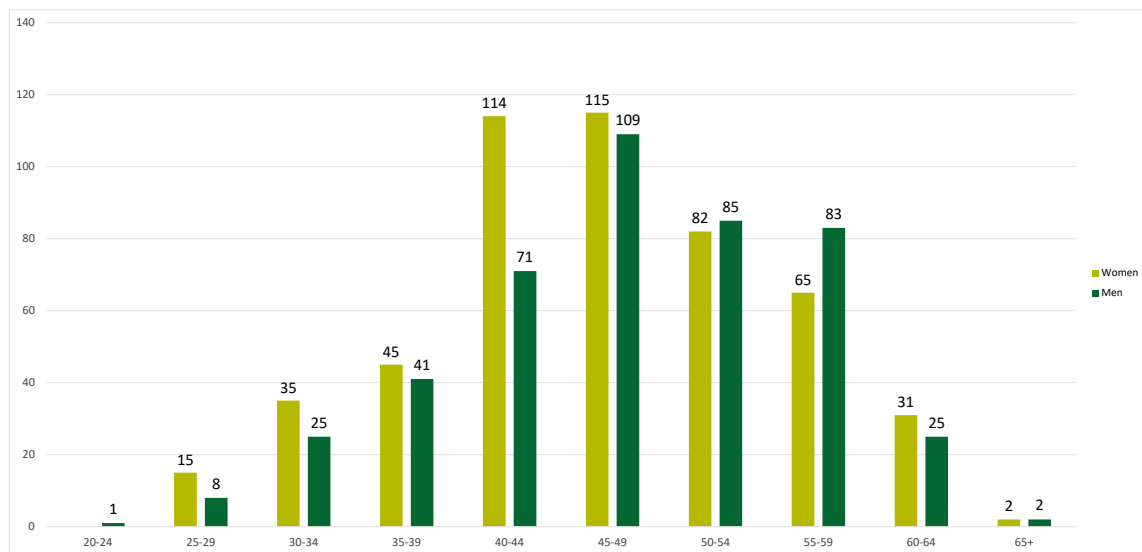
Type of contract	Number of staff in this category			Will probably retire by 2027		
	Women	Men	Total	Women	Men	Total
Contract staff	44	47	91	2	5	7
Officials	339	312	651	50	58	108
SNEs	17	16	33	0	1	1
Temporary staff	104	75	179	10	10	20
Total	504	450	954	62	74	136

Careers

Age profile

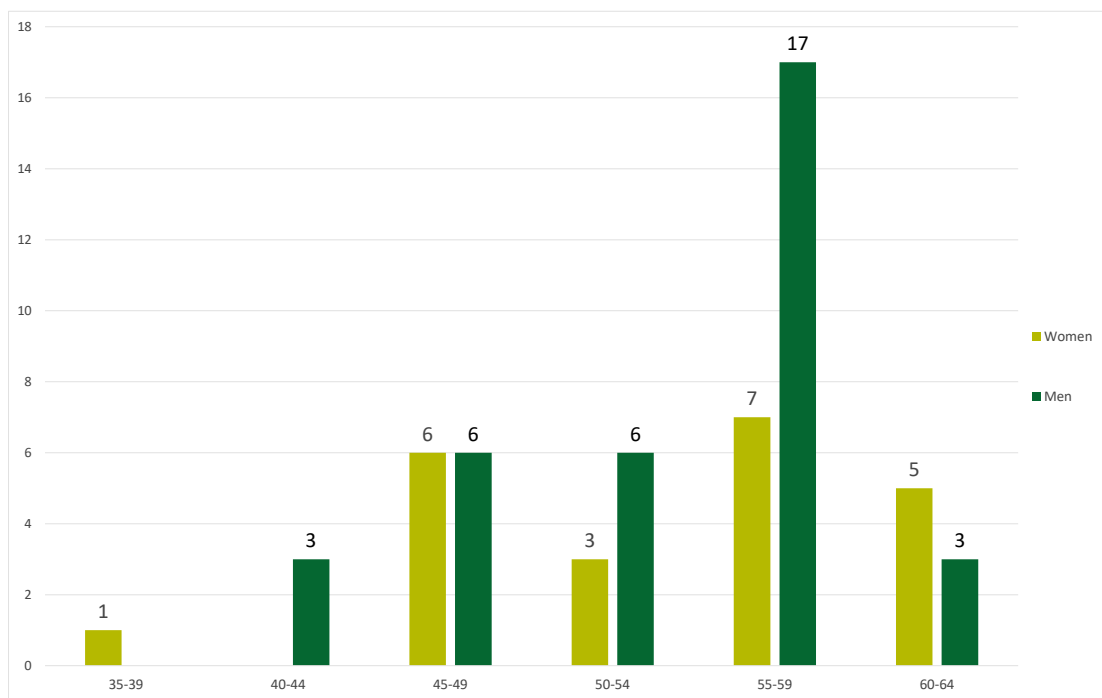
20 The age profile ([Figure 8](#)) of the 980 staff in active service at the Court as at 31 December 2022 shows that 36% are aged 44 and under (38% in 2021 and 45% in 2020). This trend, coupled with the age of new recruits (see point 22), shows that the ECA's population is ageing.

Figure 8 – ECA staff by age and gender as at 31.12.2022



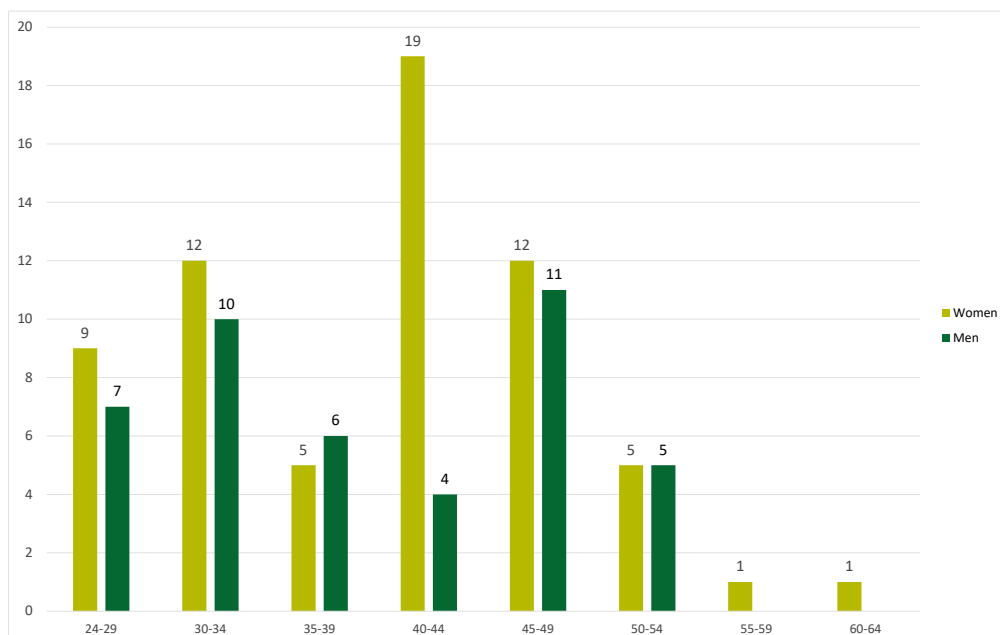
21 As shown in [Figure 9](#), 32 of the Court's 57 managers (including the Secretary-General) were aged over 55 in 2022 (33 in 2021), including 8 people over 60 (10 in 2021). This means that senior and middle management will largely be renewed over the next 5 to 10 years.

Figure 9 – ECA managers by age and gender as at 31.12.2022



22 The age profile of the 107 new recruits in 2022 ([Figure 10](#)) shows that 88.8% are aged 49 or under (87.5% in 2021).

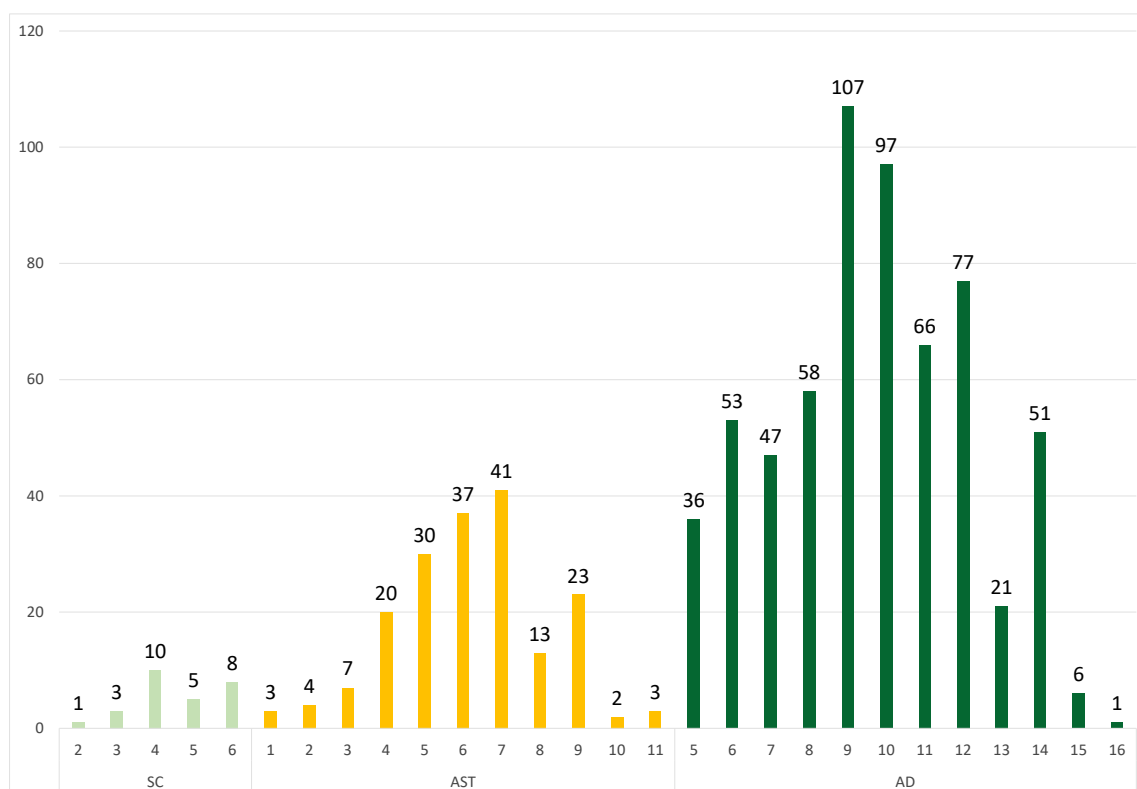
Figure 10 – New recruits in 2022 by age and gender



Grade profile

23 As [Figure 11](#) shows, 48.5% of AD staff are in grades AD 5 to AD 9 (50% in 2021, 53% in 2020). We have noted a high concentration of staff in grades AD 9 and AD 10. The gradual move towards higher grades might be explained by the recruitment of staff at a higher age (hence at a higher grade), fewer retirements than projected, and the increase in retirement age (trend to be monitored). It has also been noted that promotions from AD 5 to AD 9 are quite fast at the ECA, compared to other EU institutions.

Figure 11 – Grade profile of officials and temporary staff as at 31.12.2022



Certification procedure⁷

24 In 2022, one of the two officials admitted to the training course (one newly selected and one resitting) successfully completed the 2021-2022 certification programme. The unsuccessful candidate will resit the examinations in 2023.

⁷ Article 45a of the Staff Regulations.

25 *Table 13* shows the gender balance of the candidates selected for the certification procedure over the past five years.

Table 13 – Gender balance of candidates selected for the certification procedure over the past five years

Year	Women	Men	All
2017-2018	1	3	4
2018-2019	2	0	2
2019-2020	1	1	2
2020-2021	1	1	2
2021-2022	1	0	1
Total	6	5	11

Performance appraisal system (COMPASS)⁸

26 The appraisal period at the Court mirrors the statement of assurance calendar, running from 1 October to 30 September. The appraisal procedure starts in mid-September. The 2022 appraisal procedure was completed on time. *Table 14* shows the percentage of appraisal reports completed by 31 December 2022.

Table 14 – Appraisal reports - situation at year-end

Stages	2018	2019	2020	2021	2022
Appraisal not started by appraisee	0.13%	0.00%	0.00%	0.00%	0.00%
Self-assessment not validated by appraisee	0.00%	0.13%	0.00%	0.00%	0.13%
Evaluation not validated by appraiser	0.00%	0.00%	0.00%	0.00%	0.00%
Evaluation not validated by reviewing appraiser	0.26%	0.64%	0.50%	0.76%	0.38%
Appraisal finished	99.61%	99.2%	99.5%	99.24%	99.49%

27 In September 2022, the Court produced a guide on best practice in drafting appraisal reports, an e-learning course for performance evaluators, updated versions of best practice in conducting appraisal meetings and delivering oral feedback, and an updated version of the COMPASS guide. The main changes in the updated COMPASS guide included the introduction of a new criterion for assessing managers' ability to achieve inclusive management, and promote diversity and inclusion, and work-life balance, and the new requirement that the Staff Committee be consulted in connection

⁸ Article 43 of the Staff Regulations.

with its Chair's COMPASS appraisal. The possibility of sharing or revising annual objectives, and the nature of the independence of the Court's Internal Auditor, Data Protection Officer, and Information Security Officer were also clarified. These changes are intended to further increase the transparency and objectivity of the appraisal process.

Promotions⁹

28 In 2022, the Appointing Authority granted a total of 132 promotions, based on the proposals made by the Joint Committee on Promotions and backdated to 1 January 2022. A further three staff members were promoted to AD 13, one to AD 14 and one to AD 15.

29 After each promotion procedure, the Court publishes detailed statistics on aspects such as gender balance, the promotion rates of staff who have taken maternity/parental leave or worked part-time, and the speed of career advancement. In 2022, these statistics on promotions and equal opportunities were published in [Staff Notice 068/22](#).

Appointment of principal managers and directors

30 Two new principal managers (two men compared to four men and four women in 2021) and one new director (one in 2021) were appointed in 2022.

⁹ Article 45 of the Staff Regulations.

Working environment

Part-time work

31 In 2022, 78 staff members worked part-time under the arrangements provided for in Article 55a of the Staff Regulations. The vast majority (79%) of part-time workers were women.

Breastfeeding arrangements

32 In 2022, five mothers made use of the breastfeeding arrangements (nine in 2021).

Flexible working arrangements

33 In November 2021, the Court adopted a decision on hybrid working which entered into force on 1 January 2022. It introduced a flexible approach to working time as an essential component of human resource management allowing staff to strike a work-life balance, while taking into consideration the needs of the service, and contributing positively to gender balance and organisational efficiency.

34 In line with the decision on hybrid working, the default working arrangement at the Court in 2022 was flexitime, allowing staff a certain flexibility subject to the needs of the service.

35 In 2022, teleworking was reduced to 10 working days per month (pro rata for part-time workers) and a maximum of 10 consecutive working days. Staff were also allowed to telework from abroad for up to five days per month (up to a maximum of 30 days per year), subject to their line manager's prior approval.

36 In October 2022, we conducted a staff survey to obtain feedback on the implementation of the hybrid working decision and ascertain the level of staff satisfaction with the arrangements in place. The survey results will be published in 2023 as part of a broader assessment of the ECA's hybrid working arrangements.

Services for staff

37 As envisaged in the Secretariat-General's 2022 annual work programme, the Directorate of Human Resources, Finance and General Services introduced a series of

new procedures and projects designed to support staff, and continued with others from previous years. By way of example,

- 28 new recruits were under the ASPIRE programme, all temporary staff recruited following the Court's Junior Professional Programme (JPP) and NGEU selection procedures;
- we published a call for expressions of interest targeting external experts in 16 fields, and selected 37 candidates;
- we relaunched the selection procedure for the recruitment of a social worker;
- we monitored, amended and renewed contracts for a number of services (catering, official cars, laundry and dry cleaning, and express courier services).

In 2022, the ECA published for the first time a [D&I annual report \(2021\)](#). The aim of this report was to promote transparency in the Court's efforts towards achieving diversity and inclusion, provide information on the ECA's performance to date, and demonstrate the progress made in 2021. The D&I officer represented the Court at interinstitutional meetings related to D&I issues. The ECA continued to promote diversity and inclusion in all recruitment procedures, publishing statistics on the share of female heads of task, and remained committed to offering equal career opportunities to staff at all levels. The ECA also continued to pursue its objective of achieving geographical balance in management.

38 In 2022, the Court organised a Disabilities Awareness week for the second time to raise awareness and promote an inclusive can-do culture focusing on what people with disabilities can do in life and at work. A series of webinars, workshops and events took place during the week, all of them open to all EU institutions and agencies.

Policy for ensuring a respectful and harassment-free workplace

39 In December 2022, the Court adopted Decision No 50-2022 on the European Court of Auditors' policy for ensuring a respectful and harassment-free workplace (see [Staff Notice 3/23](#)). The new policy aims to:

- shift the focus onto prevention, through awareness-raising and training measures;
 - offer greater clarity on the support options available and the role of the various support persons;
 - set timelines and deadlines for the various procedures;
-

- o increase transparency by introducing a reporting and communication dimension.

The preparation process involved extensive consultations with relevant key stakeholders (confidential counsellors, COPEC, the Staff Committee, Legal Service, Diversity and Inclusion Officer, and Data Protection Officer), ECA managers and heads of cabinet.

Dialogue with staff

40 As required by the Staff Regulations, the Staff Committee was consulted regularly with regard to draft decisions with implications for staff. Formal meetings were held on a monthly basis, involving productive discussions with staff representatives. In addition to these formal consultations, the Secretariat-General remained in close contact with the Staff Committee on many issues.

41 Although such consultations are not required by the Staff Regulations, the Joint Committee on Equal Opportunities was consulted on decisions in the field of diversity & inclusion.

Absences due to illness

42 Absences due to illness are calculated in calendar days, meaning that if a staff member is absent from Wednesday to Monday inclusive, for example, this will count as six days. Any absence longer than three days must be justified by a medical certificate.

43 In 2022, absences due to illness averaged 12.2 days per staff member (7.9 in 2021). This includes eight staff members (four in 2021) who were absent due to prolonged illness, which is classed as lasting more than 200 days in a year. The average figure falls to 10.1 days (6.6 in 2021) if these eight staff members are excluded.

44 Of these 10.1 days per staff member, absences without a certificate averaged 1.13 days (0.77 in 2021), and absences with a certificate, 9.01 days (5.88 in 2021).

Complaints and legal action

45 In 2022, 23 complaints (9 in 2021) were lodged on the basis of Article 90(2) of the Staff Regulations (most of them related to promotions and selection procedures), and there were 11 requests (1 in 2021) based on Article 90(1) of the Staff Regulations (the majority were requests for assistance from the institution under Article 24, of which 2

were requests for assistance in cases of harassment. The conclusion in both instances was that there had been no harassment).

As mentioned above, the Court adopted a new decision for ensuring a respectful and harassment-free workplace, focusing on prevention and offering greater clarity on the support options available and the role of those whose assistance may be sought. The decision also introduces arrangements for reporting and communication.

Human resource development

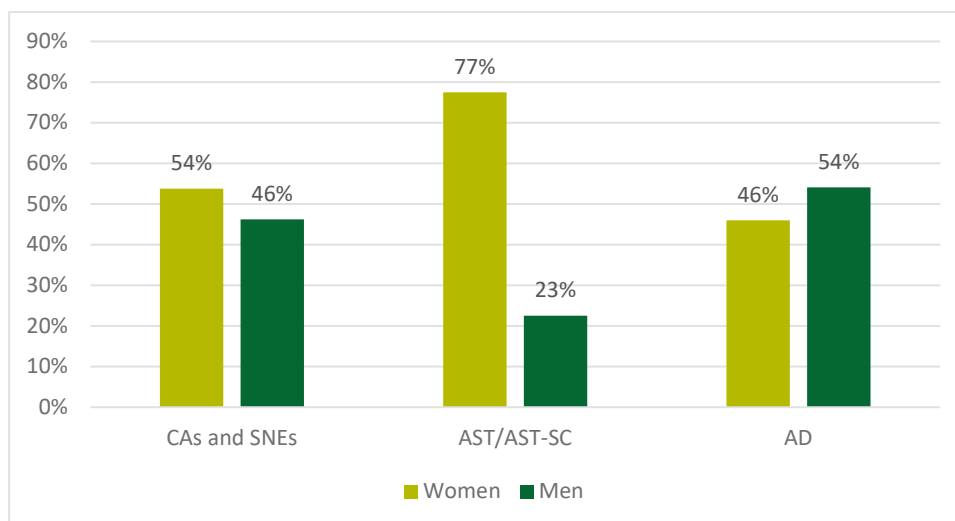
Professional training

46 Last year was marked by the transition from an online to a hybrid working environment. The predominant training format was online, but we also began organising on-site/classroom courses again. The choice of either online, on-site or hybrid training was made carefully on a case-by-case basis. We organised a record number (663) of learning activities on various topics for 16 014 participants.

47 In 2022, we again exceeded the professional training target of five days of non-language training per year for auditors and two days for non-audit staff. Our auditors attended an average of 6.9 non-language training days (8.4 in 2021). Our non-audit staff attended 3.6 training days on average (4.2 in 2021).

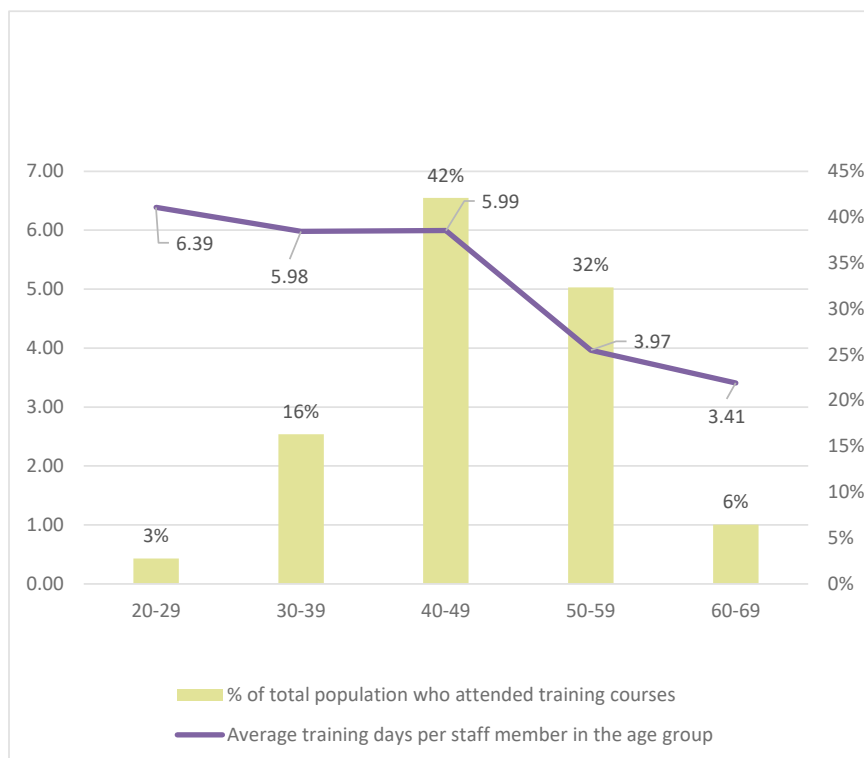
48 *Figure 12* shows the breakdown of training days (excluding language training) by gender and staff category.

Figure 12 – Percentage of (non-language) training days by gender and staff category in 2022



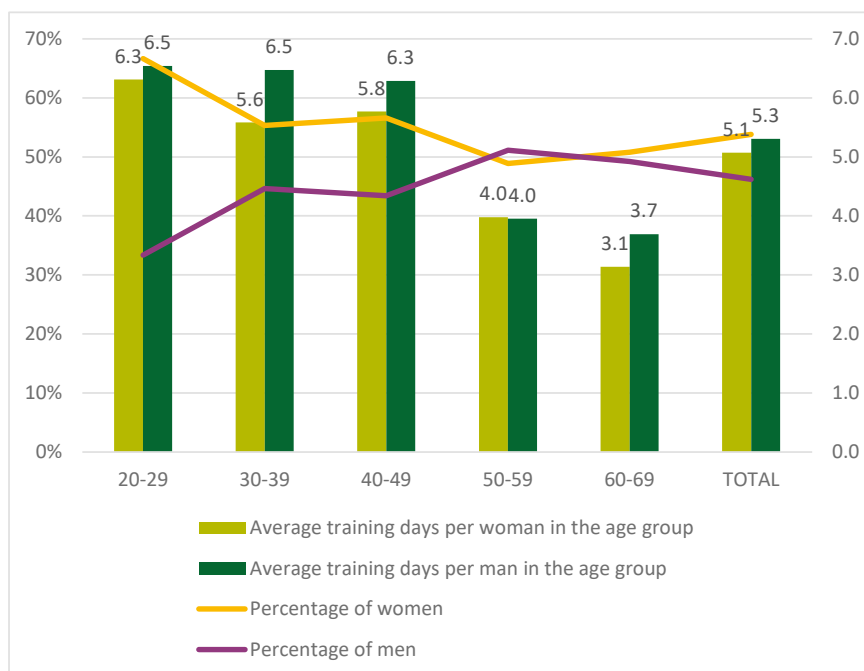
49 Figure 13 shows the breakdown by age group and the average number of training days per staff member in each age group.

Figure 13 – Average training days per staff member by age group in 2022



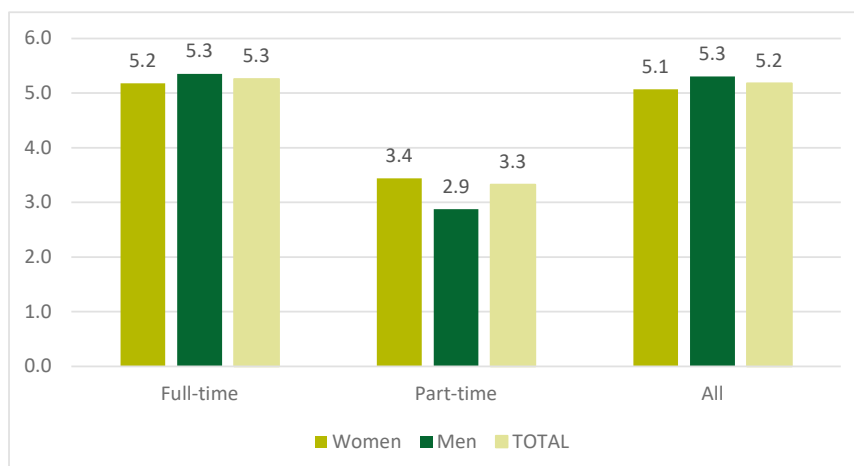
50 Figure 14 shows the average number of training days by gender and age group.

Figure 14 – Average training days by gender in each age group in 2022



51 Figure 15 shows the average number of training days by gender and work pattern (full-time and part-time).

Figure 15 – Average training days by gender and work pattern in 2022



52 Training was organised for staff and managers when the new hybrid working arrangements were introduced in April 2022, in order to help them navigate this new reality. The “Back at the office” programme ran from June to October and comprised 10 training courses. Some of the courses involved multiple sessions to provide continuous guidance. A compulsory course was organised for managers in November 2022. We organised several presentations and workshops on topics such as recognising stress and burnout in staff, interpersonal conflicts and harassment in a hybrid environment, and how to bring about more engagement and interaction during virtual training and presentations.

53 The learning and knowledge-sharing initiative “My LuXembourg: time to find out more” continued in 2022 with a series of seven events. The series aims to help Court staff learn more about Luxembourg. In order to increase the attractiveness of Luxembourg as a workplace, we amended the rules to allow Luxembourgish to be learned under the same conditions as the EU’s official languages.