



Women in the European Parliament

International
Women's Day,
8 March 2016



Unless otherwise stated:

■ women ■ men

Data sources

- European Parliament and its bodies: www.europarl.eu, as of 5 January 2016
- Photos: European Parliament

An initiative of the Equality and Diversity Unit

DG Personnel

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A word from the President

The European Union had many challenges to face in 2015, not the least of which were respect for, and the promotion of, women's rights.

I am happy that Parliament is able to blaze the trail. Within our institution, 43.5% of committee chairs are held by women. Six out of the fourteen Vice-Presidents' posts are held by women. Out of the eight political groups, three have women as sole or joint leaders. Women now make up 37% of the membership, compared with an average of 28.5% in the parliaments of the Member States, and they hold 27.3% of delegation chairs. That said, the figures may be rising, but they are still not enough. We must keep working to change attitudes. Equality has to become a matter of course.

That is why the European Parliament is continuing to affirm its commitment beyond all doubt and that is what it will continue to do. In 2015 it thus took further steps in support of full gender equality. One example was its resolution on the EU strategy for equality between women and men post-2015, in which it urged the Commission to intensify its efforts in the priority areas – now more relevant than ever – such as violence against women and gender-based violence, work-life balance, and women's participation in decision-making and entrepreneurship.

It follows that women's participation at every level of responsibility and the narrowing of gender pay gaps are central goals within the values underlying the Union and its institutions. It is my belief that these ambitions are fully shared by all of the groups and parties – European and national – represented in our institution. What is at stake here is nothing less than the credibility of our common body of values.

Europe is proud to celebrate women's rights day and to recall what it has done to encourage moves towards equality and further advances in the battle for political awareness. It has a responsibility to ensure that equality between men and women – a fundamental right – is fully respected.

Martin Schulz

Foreword by Dimitrios PAPADIMOULIS

Vice-President of the European Parliament



The European Parliament, as a political institution, is duty-bound to champion the values of gender equality and promoting diversity in all of the forms listed in the Treaties and the Charter of Fundamental Rights. Our institution has long been committed to combating the glass ceiling that is limiting women's access to decision-making positions. That ambition was the starting point for the current Parliament, in which 37% of the Members are women, an all-time record. The membership of Parliament's political bodies reflects this trend. There are now eight women serving in the Bureau, the body comprising the President, the Vice-Presidents, and the Quaestors, compared with the previous figure of five. Committee, delegation, and political group chairs have also been opened up more widely to our women colleagues; I am very pleased about that fact, as it demonstrates the cultural shift taking place within the political groups and their member parties.

As the Vice-President of Parliament responsible for gender equality and diversity, and the Chair of the Bureau's High-Level Group that oversees Parliament's policies, I have secured the approval of my Bureau colleagues for the group's revised terms of reference. Promoting the values of equality, non-discrimination, and diversity in Parliament's administration is strongly emphasised, the object being to turn the Secretariat, as far as possible, into a mirror of European society as a whole. A number of priorities have accordingly been charted for gender equality, for instance promoting full equality in every

aspect of working life or fostering an open, inclusive working environment for women and men alike.

The High-Level Group on Gender Equality and Diversity has reaffirmed the importance of laying down and implementing rules on gender-neutral language.

Women's access to positions of responsibility has been a European imperative since the Women's Charter was adopted in 2010, and Parliament is keen to apply this principle first and foremost to itself, be it at the political level – as has been described above – or within its administration. The gender equality and diversity action plan for the Secretariat, adopted by the Bureau, thus calls for 'balanced distribution of responsibilities between women and men' to be encouraged 'at all levels'. Training is therefore central to the ambitious gender equality policy. Following on from the initiatives already taken and the specific training programmes set up, discussions are currently taking place with a view to offering a range of courses that perfectly match the expectations of the target group.

It is time to put an end to sex-based discrimination once and for all and make full gender equality part of individual consciousness and routine practice. The path is a long one, but I am particularly committed and determined to follow it. Women's Day is an effective way to highlight the issues, the achievements, the stakeholders, and the challenges to be tackled.

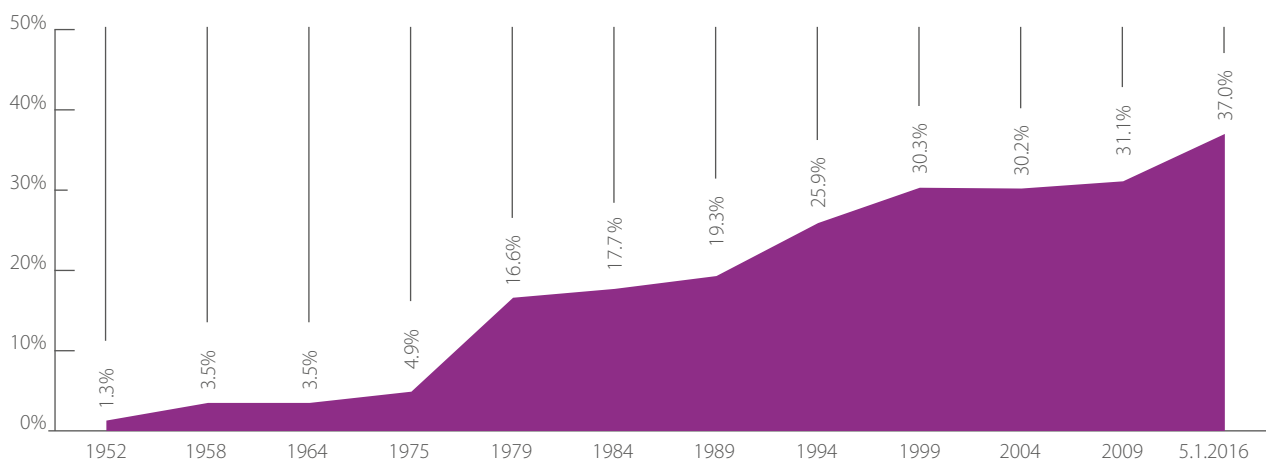
Members

At 37%, the percentage of women is very slightly higher than in 2015 and 1.2 points up on 2014 before the elections (35.8%). Greater representation of women in the European Parliament increases the level of democratic representation of EU citizens and helps Parliament to achieve gender mainstreaming more effectively, whether in the context of EU-wide legislation and policies or within its own internal structures and bodies, including its Secretariat.

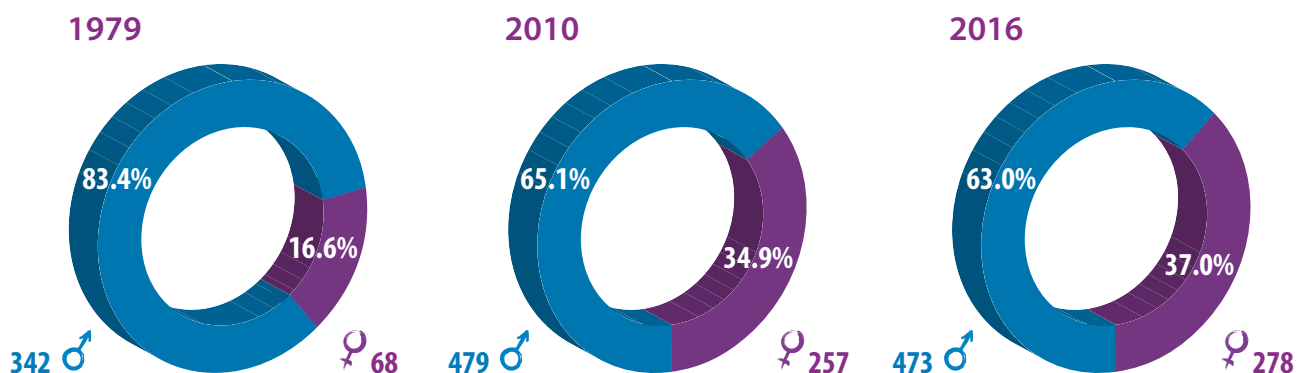
As well as the increased percentage of women elected to the EP, there have been a number of developments

regarding the number of women in decision-making posts in the eighth term compared with the seventh. The number of female Vice-Presidents has risen from three in the previous parliamentary term to the present six, out of a total of 14 (there were five women Vice-Presidents in 2015). Eight women chaired a committee or subcommittee during the seventh term; there were ten female chairs in the first half of the seventh term (out of 24 in all), as there are now, out of a total of 23. The number of women political group leaders has increased to one Chair and two co-chairs.

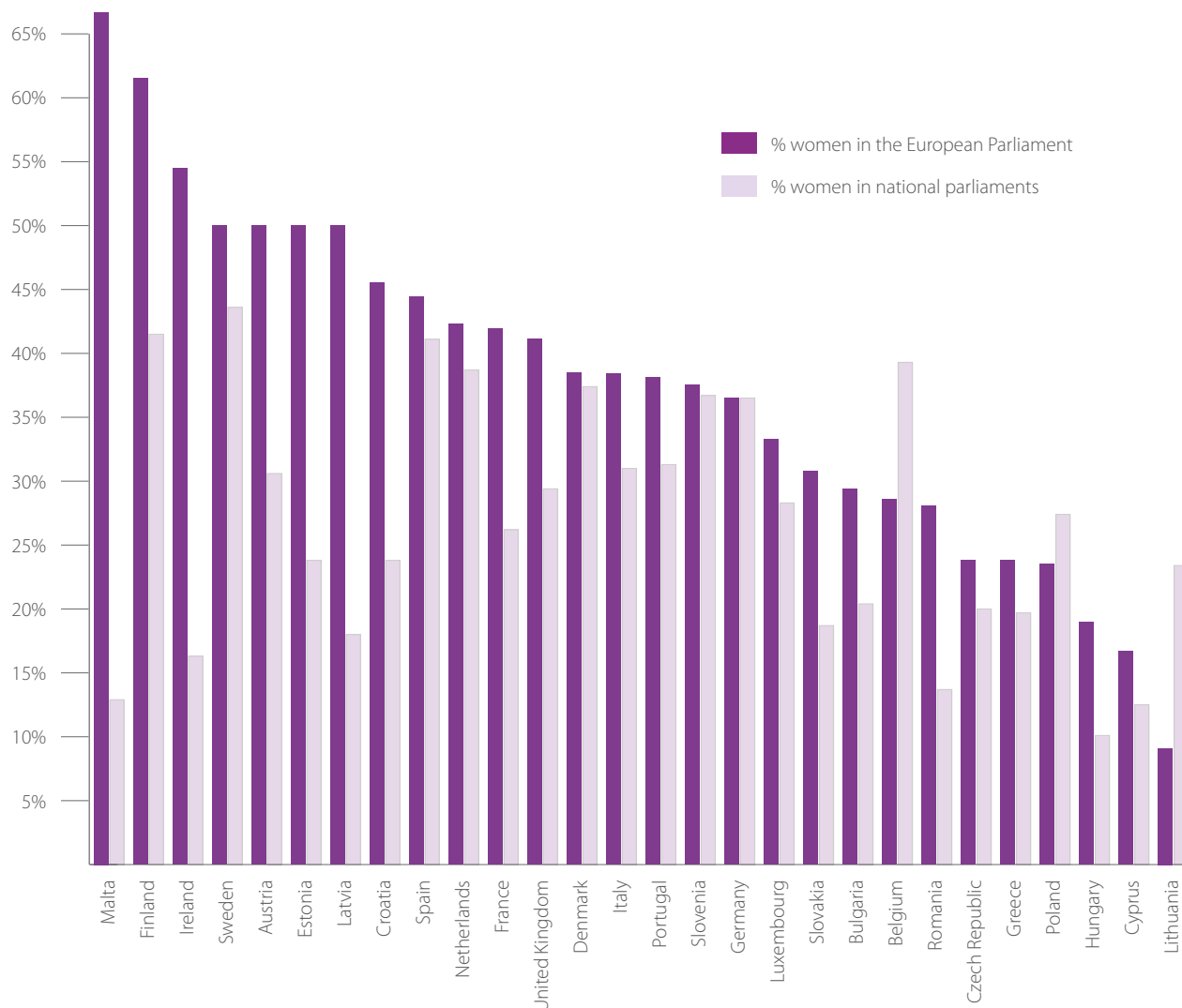
Members of the European Parliament 1952-2016



MEPs



Representation of women in the European Parliament and in national parliaments, by Member State¹



Women make up more than half of the world population. Their participation and their contribution to the political process are both significant and necessary, not to say a fundamental right.

Following the 2014 elections, the percentage of women in the European Parliament increased once more. Malta, Finland, and Ireland have more female MEPs than male MEPs. The numbers for Austria, Estonia, Latvia, and

Sweden are exactly equal. In the Member States, the percentage of women in the European Parliament is now higher than in their national parliaments, with the exceptions of Germany, Belgium, Poland, and Lithuania.

With 37% of women MEPs in the eighth term, the representation of women in the European Parliament is more than 14 points above the world average in national parliaments, which currently stands at 22.9%.

¹ National parliament data based on the number of women elected to the lower House.
Source: www.ipu.org as at 1 November 2015.

The Bureau

The Bureau is made up of the President of Parliament, the 14 Vice-Presidents, and the 5 Quaestors, who have observer status. It is elected by Parliament to serve for two-and-a-half years and may be re-elected. The Bureau

guides Parliament's internal operation, including budget estimates, and all administrative, organisational, and personnel matters.

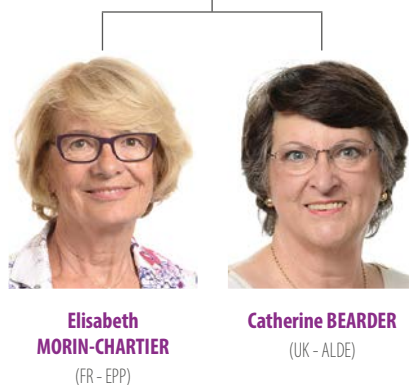
6 women Vice-Presidents

57.1% ♂ 8 6 ♀ 42.9%

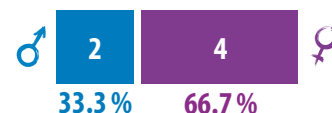


2 women Quaestors

60.0% ♂ 3 2 ♀ 40.0%



High-Level Group on Gender Equality and Diversity



Dimitrios PAPADIMOULIS
Chair
(EL – GUE/NGL)



Adina-Ioana VĂLEAN
(RO – EPP)



Ulrike LUNACEK
(AT – Greens/EFA)



Catherine BEARDER
(UK – ALDE)



Iratxe GARCÍA PÉREZ
(ES – S&D)



Pier Antonio PANZERI
(IT – S&D)

The High-Level Group (HLG) was established by the Bureau in 2004 as a follow-up to Parliament's resolution of 13 March 2003 on gender mainstreaming in the European Parliament. It was created primarily to promote and implement gender mainstreaming within Parliament's activities, structures, and bodies. To enable the promotion of diversity in general to be encompassed within the group's remit, the Bureau, in November 2007, renamed the group 'High-Level Group on Gender Equality and Diversity'.

The HLG is a horizontal body that cooperates closely with other Parliament bodies, in particular the conferences of committee and delegation chairs and the Committee on Women's Rights and Gender Equality. In previous parliamentary terms the HLG set up a network of MEPs and committee and interparliamentary delegation staff to implement gender mainstreaming; it adopted guidelines on the use of gender-neutral language in parliamentary documents and for the purposes of communication and information; and it encouraged gender budgeting within Parliament.

Regarding the employment and inclusion of persons with disabilities, the HLG has stressed the need to implement the concept of 'reasonable accommodation' when providing facilities for the disabled. It has also pointed to the importance of good communication for raising awareness of this issue among Members and staff, including by means of a fully accessible website.

Part of the HLG's remit is to implement the 2014-2019 action plan for the promotion of gender equality and diversity in Parliament's Secretariat, which, as regards the essential ideas, is modelled on its predecessor. The

HLG has to ensure that the necessary administrative structures are in place to mainstream gender into Parliament's activities (procedures and policies). It also seeks to foster better work-life balance, provide for reasonable accommodation for people with disabilities on Parliament's premises, and ensure that all issues relating to discrimination at work, including measures to combat homophobia and transphobia, are taken into consideration. It promotes communication initiatives on these matters, in particular through exchanges of views with the Bureau's working group on information and communication.

The HLG is chaired by Dimitrios Papadimoulis, the Vice-President responsible for gender equality and diversity, and is currently composed of:

- Adina-Ioana Vălean, Vice-President;
- Ulrike Lunacek, Vice-President;
- Catherine Bearder, Quaestor;
- Iratxe García Pérez, Chair of the Committee on Women's Rights and Gender Equality;
- Pier Antonio Panzeri, Chair of the Conference of Delegation Chairs.

In 2015 the HLG dealt with gender equality on every tier of the establishment plan, in particular as regards middle management, an area in which Parliament is still falling short of its own targets, and it explored new initiatives to encourage women to apply for head of unit posts. The employment and integration of people with disabilities was another issue to be examined, as was that of promoting a non-discriminatory recruitment policy, especially in the LGBT field.

Political groups

In the European Parliament, Members form groups on the basis of political affiliation rather than nationality. There are currently eight political groups in Parliament, and these are led by a Chair (or two co-chairs). The Confederal Group of the European United Left – Nordic Green Left is chaired by a woman, Gabriele Zimmer; the Group of the Greens/European/Free Alliance is co-chaired by Rebecca Harms, and the Europe of Nations and Freedom Group, by Marine Le Pen. Members who do not belong to a political group have a secretariat and are classed as 'Non-attached'.

Political group chairs and co-chairs



Rebecca HARMS
(DE – Greens/EFA)

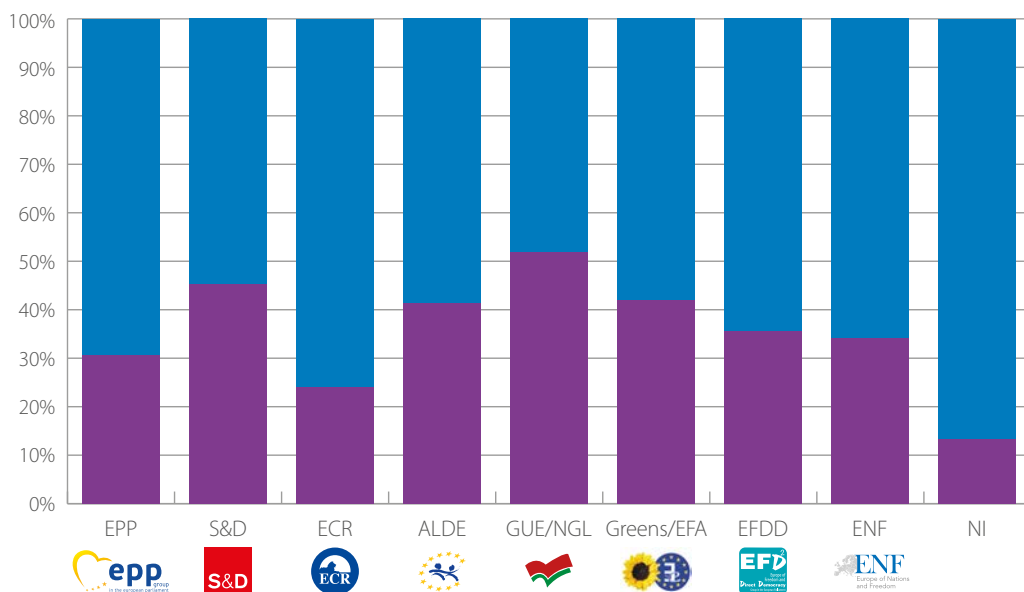


Gabriele ZIMMER
(DE – GUE/NGL)



Marine LE PEN
(FR – ENF)

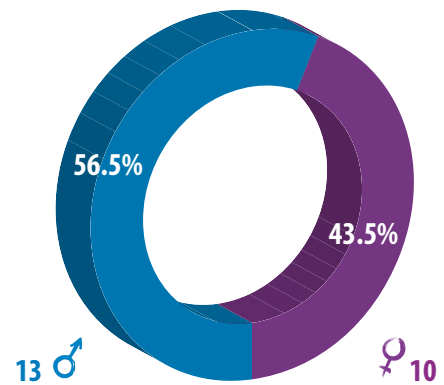
Gender breakdown in the political groups



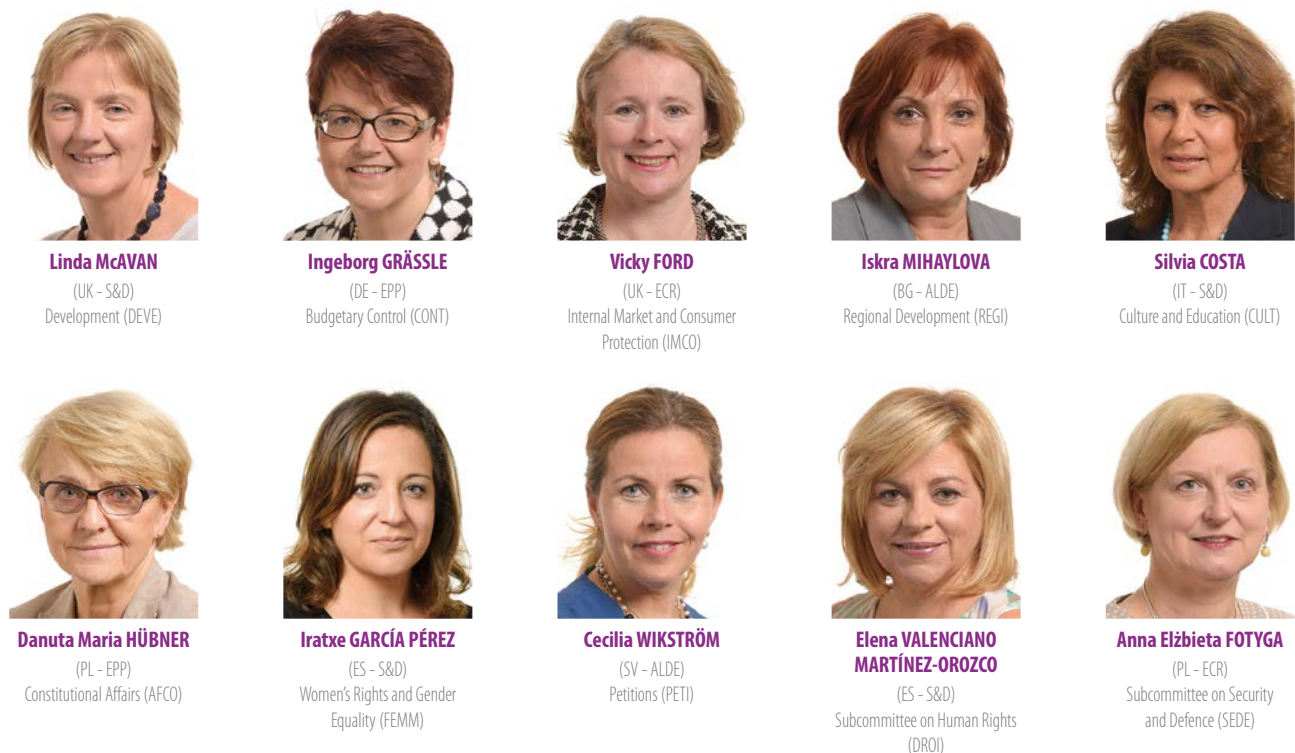
	EPP	Group of the European People's Party (Christian Democrats)
	S&D	Group of the Progressive Alliance of Socialists and Democrats in the European Parliament
	ECR	European Conservatives and Reformists Group
	ALDE	Group of the Alliance of Liberals and Democrats for Europe
	GUE/NGL	Confederal Group of the European United Left – Nordic Green Left
	Greens/EFA	Group of the Greens/European Free Alliance
	EFDD	Europe of Freedom and Direct Democracy Group
	ENF	Europe of Nations and Freedom Group
	NI	Non-attached Members

Parliamentary committees

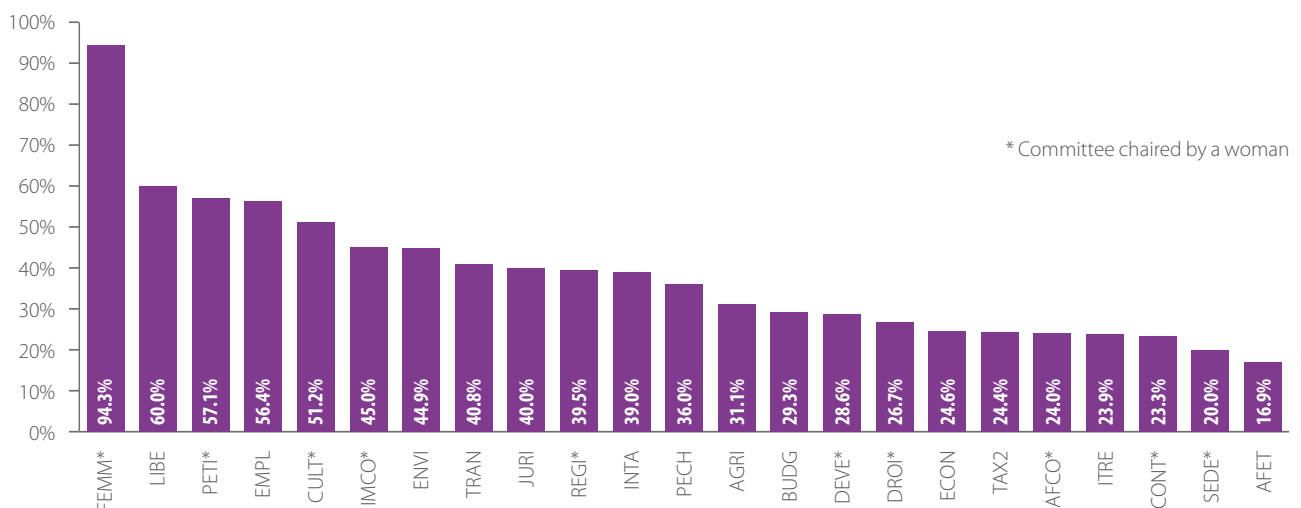
There are 20 standing committees, two subcommittees, and one special committee operating in the eighth EP parliamentary term. By drawing up reports on legislative proposals and own-initiative reports, the committees prepare the business of Parliament's plenary sittings. The committee chairs coordinate committee proceedings in the Conference of Committee Chairs. Ten of the 23 committees are currently chaired by a woman.



Conference of Committee Chairs – 10 female committee chairs



Women in parliamentary committees



Committee on Women's Rights and Gender Equality

The Committee on Women's Rights and Gender Equality (FEMM) is the committee responsible for monitoring, and legislating on, issues related to women's rights, gender equality, and the elimination of all forms of gender-based violence and discrimination.

It arose out of an ad hoc committee on women's rights and equal opportunities set up by Parliament in 1979, at a time when women's rights and equality were becoming increasingly important on the international stage, that being the year in which the United Nations adopted the Convention on the Elimination of All Forms of Discrimination against Women. In 1984 it acquired the status of a standing committee and since then has been the political body in the EP principally responsible for advancing gender equality and women's rights.

The remit of the Committee, which is chaired by Iratxe García Pérez, covers the following: 'the definition, promotion and protection of women's rights in the Union and related measures; the promotion of women's rights in third countries, equal opportunities policy, including gender equality with regard to employment opportunities and working conditions; the elimination of all forms of gender-based discrimination, the implementation and further development of gender mainstreaming in all policy sectors; the follow-up and implementation of international agreements and conventions involving the rights of women; and information policy on issues relating to women'.

The committee's programme of activities for 2016 focuses on several key areas. The Committee is aiming to do its utmost to ensure that the EU legislative proposal on women's membership of boards of directors is taken forward and adopted in the near future.

In keeping with the tradition of celebrating International Women's Day each year by holding an interparliamentary committee meeting, Members of the European Parliament and national parliaments came together on 3 March 2016

to discuss the topic of women refugees and asylum-seekers in the EU.

This is the subject of a FEMM Committee own-initiative report drawn up at the beginning of 2016 and, in a symbolic gesture, adopted in plenary on 8 March 2016. Also related to this subject are three delegation visits to reception centres for refugees in Germany, Belgium, and Greece.

The FEMM Committee will, in addition, be working on other subjects related to the internal and external dimensions of Union policies. As regards the internal dimension, it will be seeking further improvements in work-life balance, along the lines set out in the Commission road map, and addressing itself to parental leave and gender differences in work, health, and leisure. It will also be looking at gender equality and tax policies in the EU; a European strategy to avert gender pension gaps; women and their role in rural areas; European funds for gender equality; and the promotion of gender equality in mental health and clinical research. As far as the external dimension is concerned, the committee will be focusing specifically on women's rights in Eastern Partnership and other neighbouring countries; gender equality in EU trade agreements; and women, gender equality, and climate justice. Finally, the FEMM Committee will be seeking to mainstream gender into Parliament's proceedings; it will review the implementation of the directive on human trafficking and, within the working group set up for that purpose, continue its work to eliminate violence against women.

FEMM Committee delegations will be going to New York (USA), in March 2016, to attend the meeting of the UN Commission on the Status of Women, to Istanbul, in May 2016, on the occasion of the World Humanitarian Summit, and to Warsaw, in June 2016, to attend the Global Summit of Women.



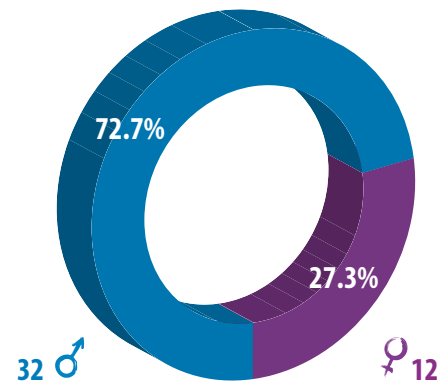
Iratxe GARCÍA PÉREZ

Chair
(ES – S&D)

<http://www.europarl.europa.eu/activities/committees/homeCom.do?language=EN&body=FEMM>

Parliamentary delegations

Delegations maintain and develop Parliament's international contacts. Their activities are intended to maintain and enhance contacts with parliaments of the EU's traditional partners and, as regards non-EU countries, help to promote the values on which the EU is founded. There are currently 39 delegations and five multilateral assemblies. In the eighth parliamentary term, 10 out of the 39 delegation chairs are women, and two out of the five multilateral assemblies have women presidents.



Conference of Delegation Chairs – 12 delegations chaired by a woman



Teresa JIMÉNEZ-BECERRIL BARRIO
(ES - EPP)
Mexico (D-MX)



Constanze KREHL
(DE - S&D)
Chile (D-CL)



Monica MACOVEI
(RO - EPP)
Albania (D-AL)



Anneliese DODDS
(UK - S&D)
Montenegro (D-ME)



Martina ANDERSON
(UK - GUE/NGL)
Palestinian Legislative Council (DPLC)



Marisa MATIAS
(PT - GUE/NGL)
Mashreq (DMAS)



Michèle ALLIOT-MARIE
(FR - EPP)
Arab Peninsula (DARF)



Sofia SAKORAFI
(EL - GUE/NGL)
Central America (DCAM)



Jean LAMBERT
(UK - Greens/EFA)
South Asia (DSAS)



Iveta GRIGULE
(LV - ALDE)
Kazakhstan, Kyrgyzstan, Uzbekistan, Tajikistan, Turkmenistan and Mongolia (DCAS)

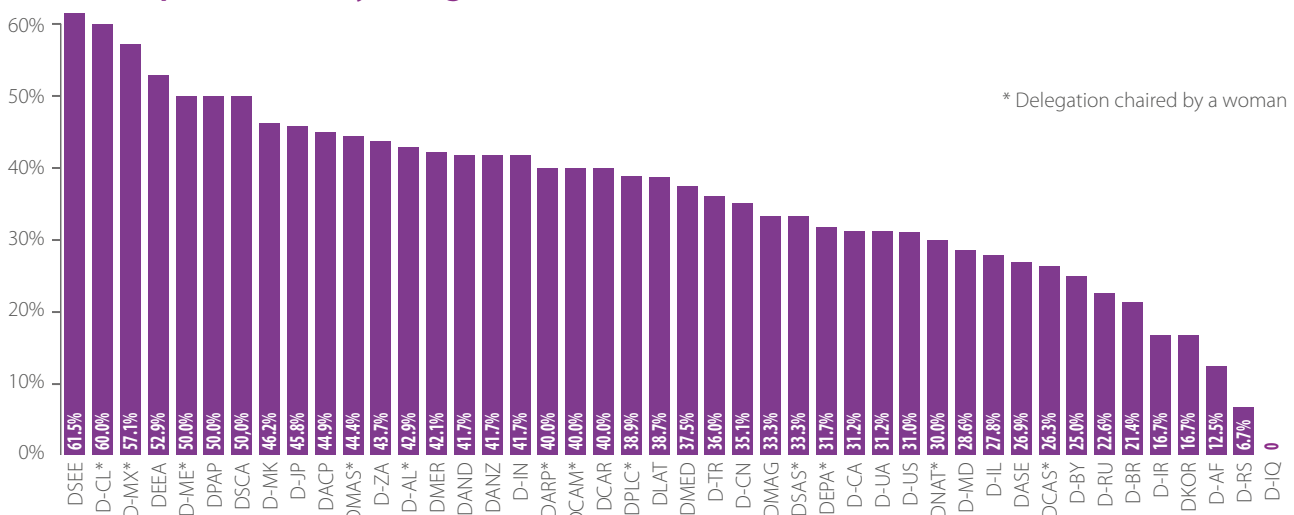


Heidi HAUTALA
(FI - Greens/EFA)
Euronest (DEPA)



Eva KAILI
(EL - S&D)
NATO Parliamentary Assembly (DNAT)

Women in parliamentary delegations



EU gender equality directives

1975	Directive 75/117/EEC on equal pay Provides that gender-based discrimination in respect of all aspects of pay should be eliminated (repealed by recast Directive 2006/54/EC).
1976	Directive 76/207/EEC on equal treatment Provides that there should be no direct or indirect gender discrimination, for example by reference to marital or family status regarding access to employment, training, and promotion or regarding working conditions and dismissal (repealed by recast Directive 2006/54/EC).
1978	Directive 79/7/EEC on social security Requires gender equality in statutory schemes for protection against sickness, invalidity, old age, accidents at work, occupational diseases, and unemployment.
1986	Directive 86/378/EEC on occupational social security schemes Designed to implement gender equality in occupational social security schemes (repealed by recast Directive 2006/54/EC).
1986	Directive 86/613/EEC on equal treatment of self-employed workers Designed to give further effect to the principle of equal treatment, including gender equality, for persons engaged in an activity, including agriculture, in a self-employed capacity, and their helping spouses. The directive also seeks to provide maternity protection for these workers. It was applicable until 5 August 2012, the date on which it was to be replaced by the new Directive 2010/41/EU.
1992	Directive 92/85/EEC on pregnant workers Requires minimum measures to improve safety and health at work for pregnant women and women who have recently given birth or are breast-feeding, including a statutory maternity leave entitlement of at least 14 weeks.
1996	Directive 96/34/EC on parental leave Provides for all parents of children up to a given age laid down by Member States to be given at least three months' parental leave and for persons to take time off when a dependant is ill or injured (repealed by Directive 2010/18/EU).
1996	Directive 96/97/EEC on occupational social security schemes Intended to clarify the substance of the former Article 119 TEC (new Article 157 TFEU) and the scope of, and the manner of giving effect to, the principle of equal treatment between men and women in occupational social security schemes.

1997	<p>Directive 97/80/EC on the burden of proof in cases of discrimination based on sex</p> <p>Requires changes in Member States' legal systems so that the burden of proof is shared more fairly in cases where workers have made complaints of sex discrimination against their employers (repealed by recast Directive 2006/54/EC).</p>
1997	<p>Directive 97/81/EC concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC</p> <p>Intended to implement the agreement concluded between EU employers and trade unions with a view to eliminating all forms of discrimination against part-time workers and improving the quality of part-time work, which in the EU is done mostly by women (source: Eurostat).</p>
2002	<p>Directive 2002/73/EC on equal treatment in employment</p> <p>Amends the 1976 directive on equal treatment by adding definitions of indirect discrimination, harassment, and sexual harassment and requiring Member States to set up equality bodies to promote, analyse, monitor, and support equal treatment between women and men (repealed by recast Directive 2006/54/EC).</p>
2004	<p>Directive 2004/113/EC on goods and services</p> <p>Extends gender equality legislation beyond the employment field for the first time. Article 5(2) has been void since 21 December 2012.</p>
2006	<p>Directive 2006/54/EC (recast) on equal treatment in employment and occupation</p> <p>To make the law more transparent, clearer, and more coherent this directive combines the existing provisions on equal pay, occupational schemes, and the burden of proof in a single text.</p>
2010	<p>Directive 2010/18/EU on parental leave (repealing Directive 96/34/EC)</p> <p>Entitles men and women to a minimum of four months' parental leave. Seeks to improve work-life balance for working parents and gender equality regarding labour market opportunities and working conditions.</p>
2010	<p>Directive 2010/41/EU on equal treatment between men and women engaged in an activity in a self-employed capacity</p> <p>Applies the principle of gender equality to self-employed workers. Brings greater recognition to work carried out by spouses and sets out new provisions regarding measures to combat discrimination and concerning business creation, welfare benefits, and maternity.</p>



Women in the European Parliament

International
Women's Day,
8 March 2016



Unless otherwise stated:

■ women ■ men

Data sources

- European Parliament Secretariat: Streamline, as of 5 January 2016
- Photos: European Parliament

An initiative of the **Equality and Diversity Unit**

DG Personnel

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A word from the Secretary-General

The European Parliament's values as an employer reflect its values as a political institution. The promotion of an open and inclusive working environment thus finds its expression in affirming gender equality at all levels and in non-discrimination – the Bureau having adopted a declaration of principles in this regard in 2006. The administration has also adopted a new action plan running until 2019 for promoting gender equality and diversity, thereby demonstrating that this subject remains of key importance and that tools and initiatives are being developed accordingly.

The priorities are thus diverse. It is about making sure that men and women have equal opportunities for access to positions of responsibility and, therefore, to decision-making; the proportion of women in senior management is currently 30%. Promoting access to professional training and developing initiatives, while being responsive to the needs that have been expressed, are constantly on our minds, as is acting to ensure a good work-life balance in order to encourage talents to be expressed at all levels of responsibility.

The administration thus continues to take efforts to ensure that the European Parliament is a model employer which puts its effectiveness at the service of Members.

Klaus WELLE

A word from the Deputy Secretary-General

Twenty years ago, the Fourth World Conference on Women adopted the 1995 Beijing Declaration and Platform for Action which identified twelve critical areas of concern for women's empowerment. To mark this anniversary, world leaders convened at the United Nations last September, personally committed to ending discrimination against women by launching the initiative 'Step it up! - a Planet 50-50 by 2030'.

In these past 20 years, much has indeed been accomplished but more must still be done. In fact, during the past years, there has even been a certain slowdown in the enjoyment of human rights by women, stemming notably from the worldwide multifaceted crisis.

Women have fallen victim to the economic and social crisis, which has hit them disproportionately and endangered the progress already made in past decades. Linked with the increased unemployment and deprivation, the rise of violence against women and girls still represents one of the most pervasive human rights violations of our time, and a problem of pandemic dimensions. In this regard, the dramatic migration crisis is also taking a heavy toll on vulnerable female migrants.

Women are therefore at a high risk of violence, whether in refugee camps or on the route to Europe. In addition, the living conditions of women left behind at their places of origin, which have been devastated by war, are seriously degraded.

Against this background, the European Parliament is more active and engaged than ever to strengthen the protection of women's rights and the respect of gender equality. We, the women in the administration, must also do our utmost to assist our Members in their resolve to fight for the defence of our rights and for equal opportunities for us all.

Having made considerable progress in our Secretariat-General to attain gender balance, we are even more responsible in making our Institution a global champion of one of the most serious challenges that we face. Our political authorities must know that they can count on each and all of us to *Step it up!*

Francesca R. RATTI



Foreword by Herwig KAISER,

Director-General for Personnel

Gender equality policy within Parliament's Secretariat as implemented by DG Personnel

As an employer, the European Parliament is committed to defending and promoting the values of equality, diversity and non-discrimination. It is the responsibility of DG Personnel (DG PERS) to transpose them across all strands of staff policy.

Many advances have been made, and significant progress has already taken place. 2015 has therefore seen the proportion of women in middle management positions increase (32.1%), proving that the initiatives that have been in place for several years are bearing fruit. However, DG PERS remains mobilised to ensure a better gender balance at all levels of the Secretariat.

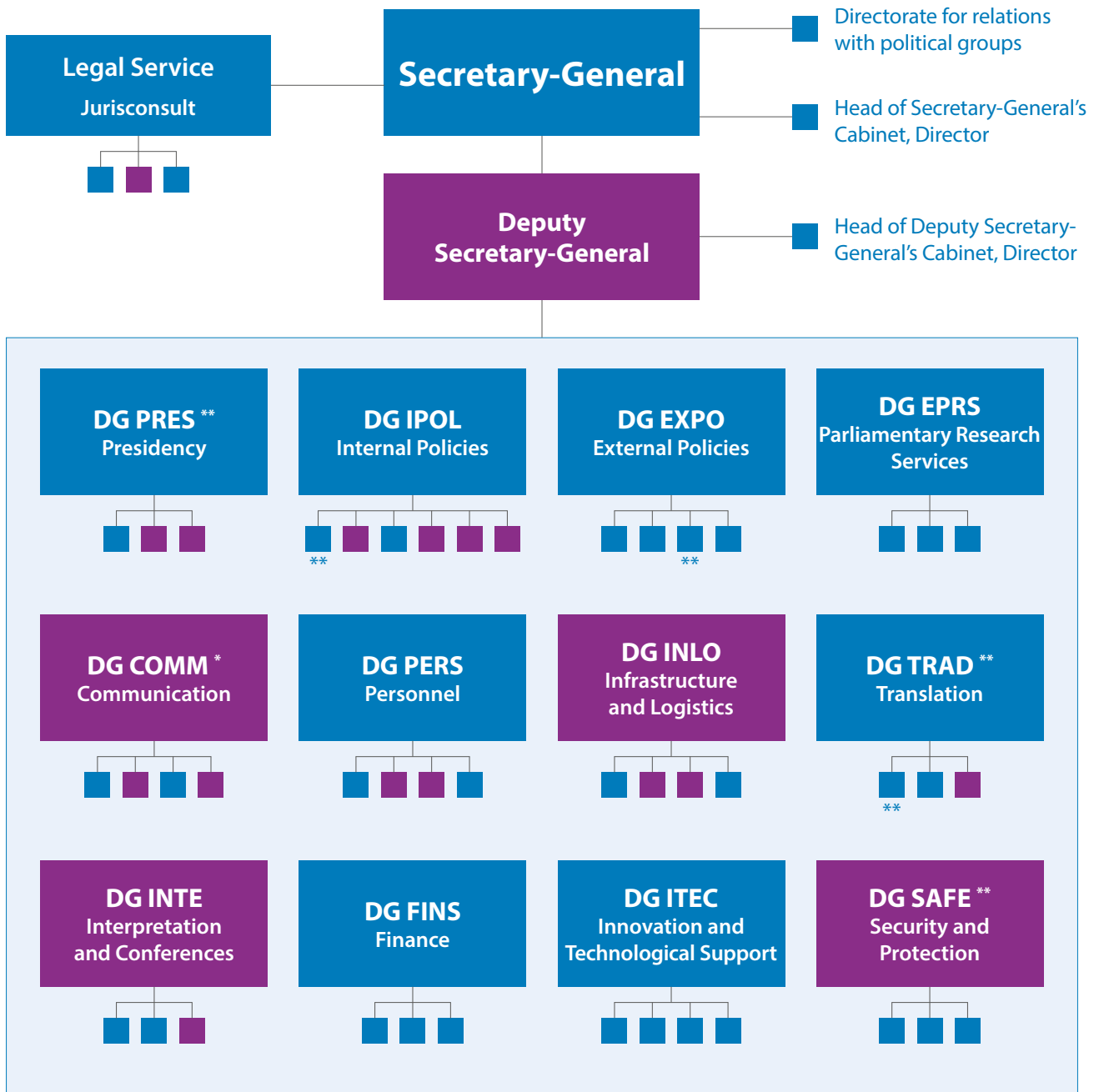
The organisation of a round table meeting on 8 March 2016 for potential female Heads of Units will be an opportunity to take stock of the existing possibilities, in order to encourage female applications for middle management positions, and to come forward with other initiatives, particularly as regards development and professional training. In a similar spirit to the event of 8 March, and following on from the actions and measures already taken, new arrangements and other initiatives will be launched.

DG PERS continues to work tirelessly for gender equality within the Secretariat of our Institution.



European Parliament Secretariat Establishment plan

Directors-General and Directors



* Washington office: male director

** acting

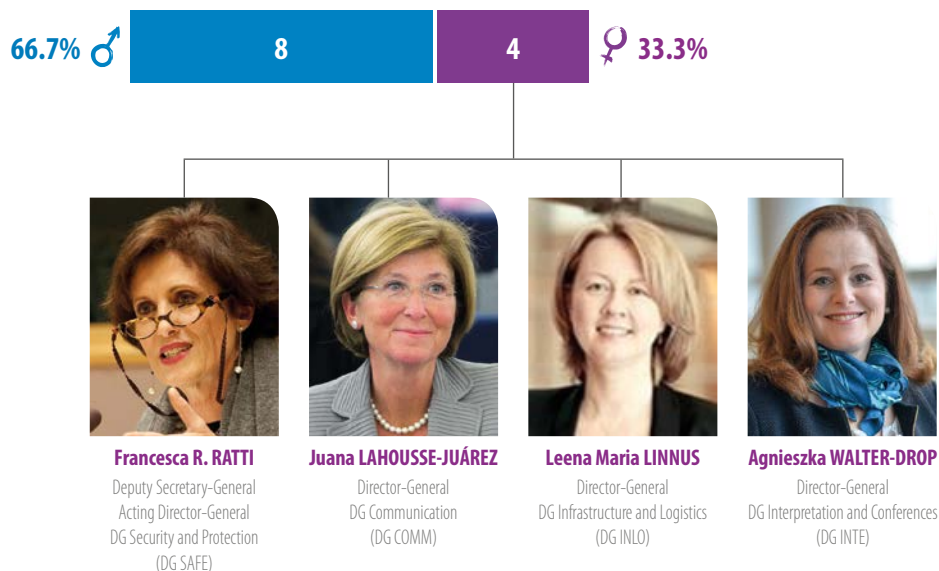
Key

■ Women

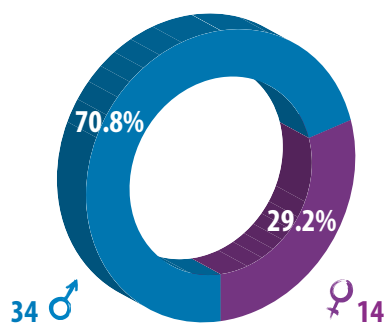
■ Men

Management posts held by women: statistics*

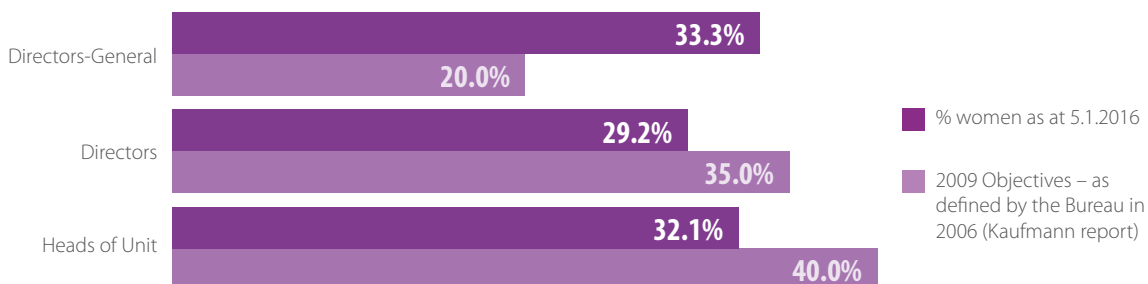
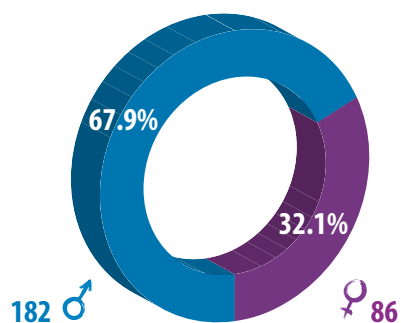
Deputy Secretary-General and Directors-General



Directors

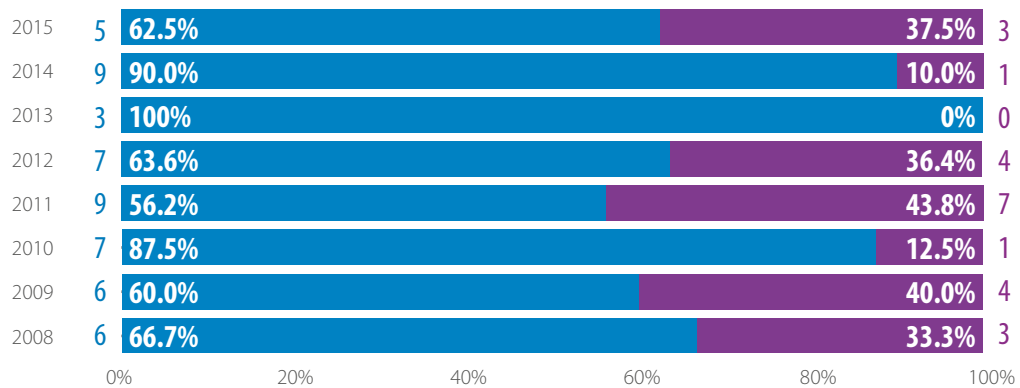


Heads of Unit

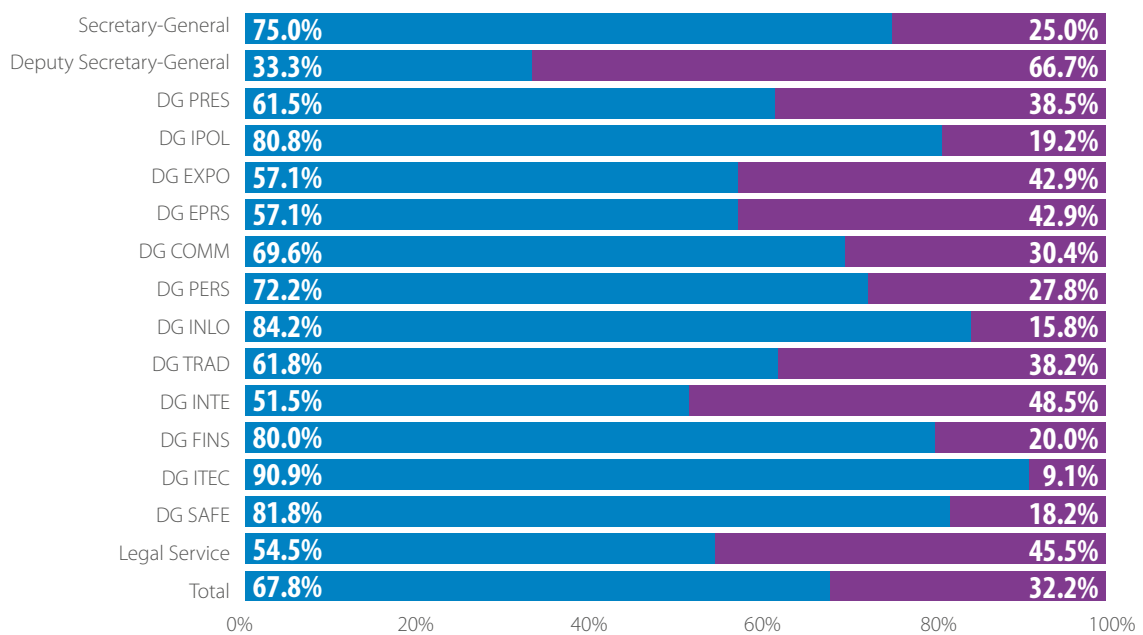


* 'acting' not included

Senior management appointments – Directors-General and Directors (1.1.2015 to 31.12.2015)



Heads of Unit by gender and DG



Selection of Heads of Unit – 2015

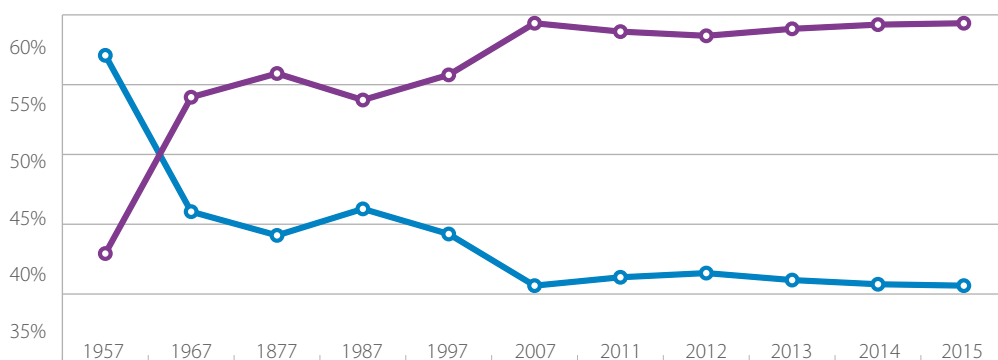


EP Secretariat, political group secretariats and accredited parliamentary assistants: statistics

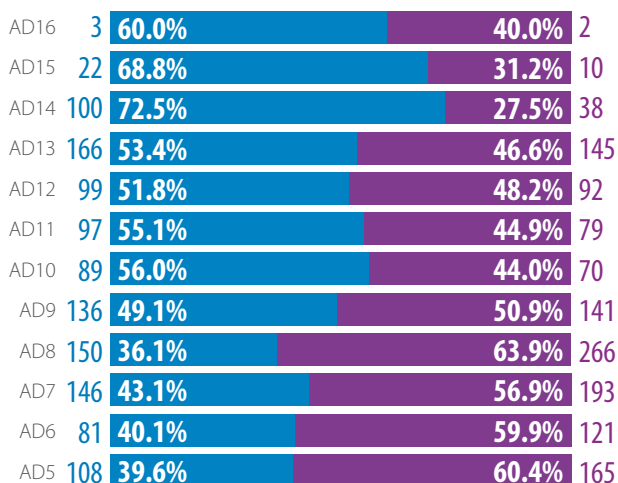
EP Secretariat staff



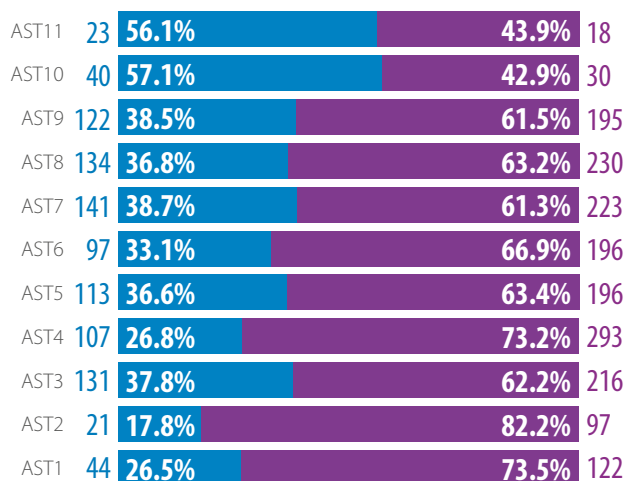
EP Secretariat staff (1957-2015)



AD staff



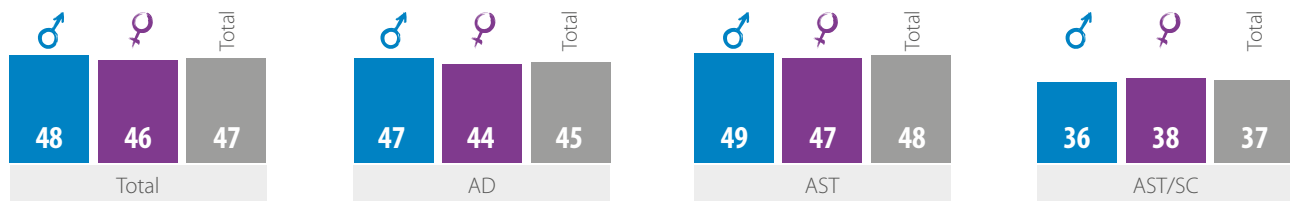
AST staff



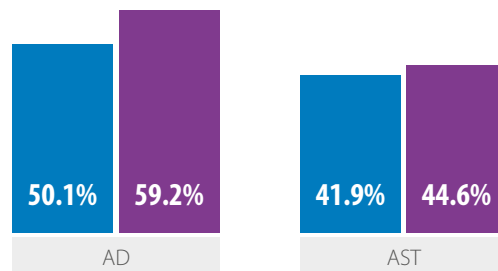
AST/SC staff



Average age by gender

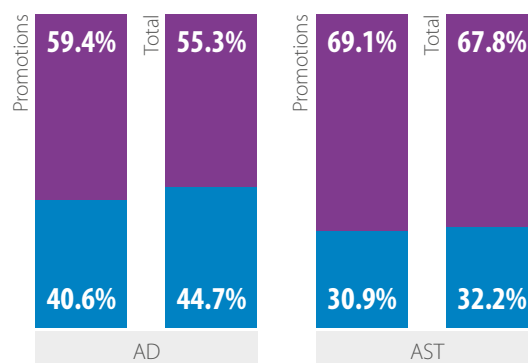


Percentage of staff promoted among those eligible by gender and function group (2015)



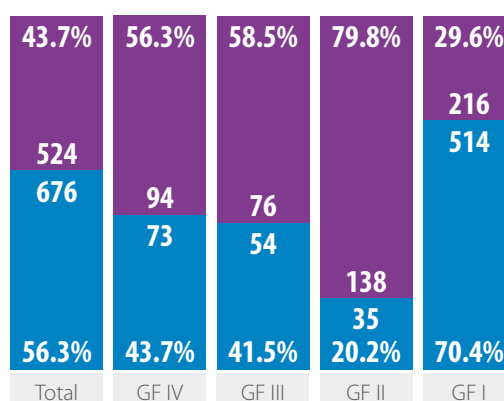
Example: in 2015, 59.2% of female ADs eligible for promotion were promoted

Promotions (m/f) by gender and function group (2015)

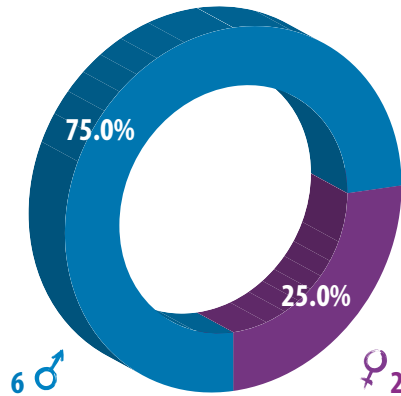


Example: in 2015, 69.1% of assistants promoted were women (the total m+f always being equal to 100), with women accounting for 67.8% of AST staff eligible for promotion in 2014

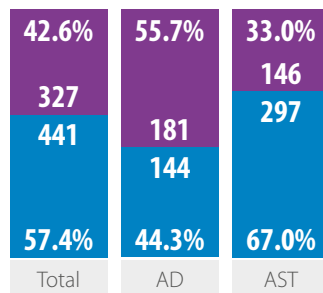
Contract staff by gender and function group



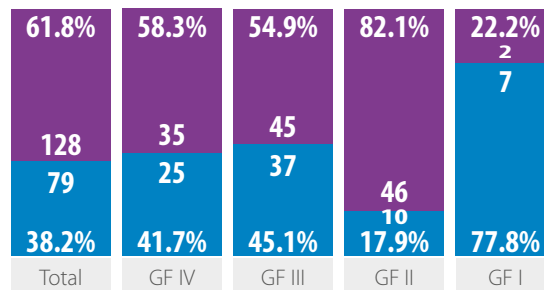
Secretaries-General of political groups



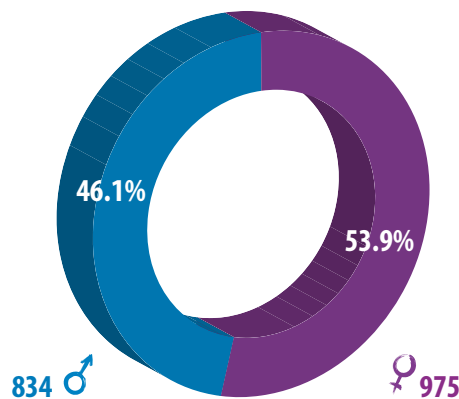
Political group staff (officials and temporary staff)



Contract staff in the political groups



Accredited parliamentary assistants

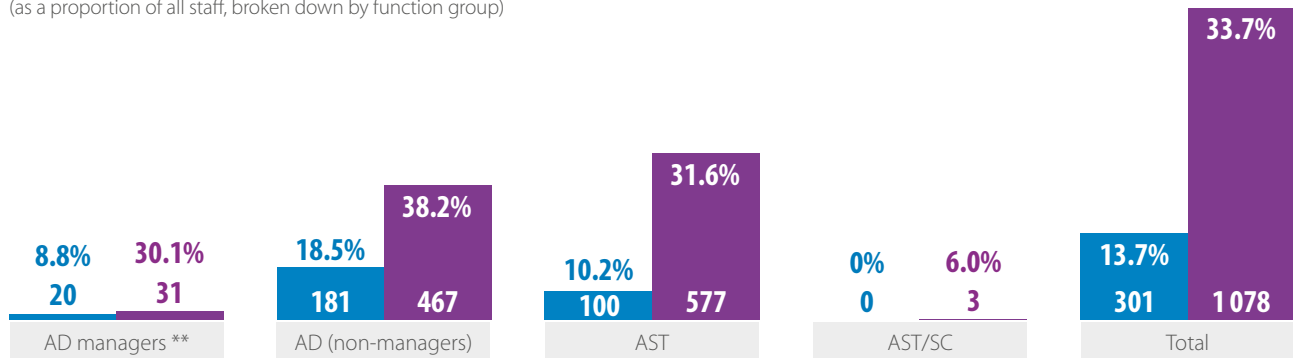


Work-life balance: statistics

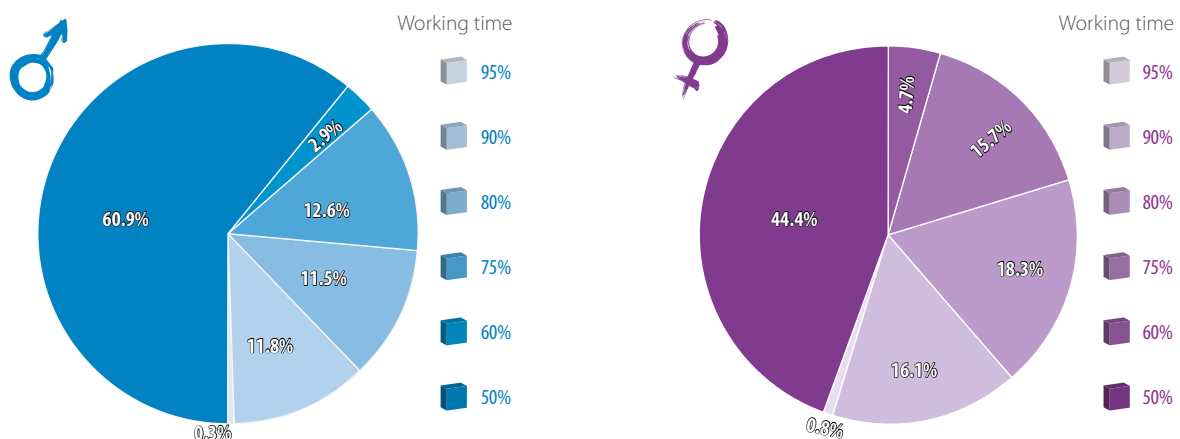
(January – December 2015)*

Staff working part-time

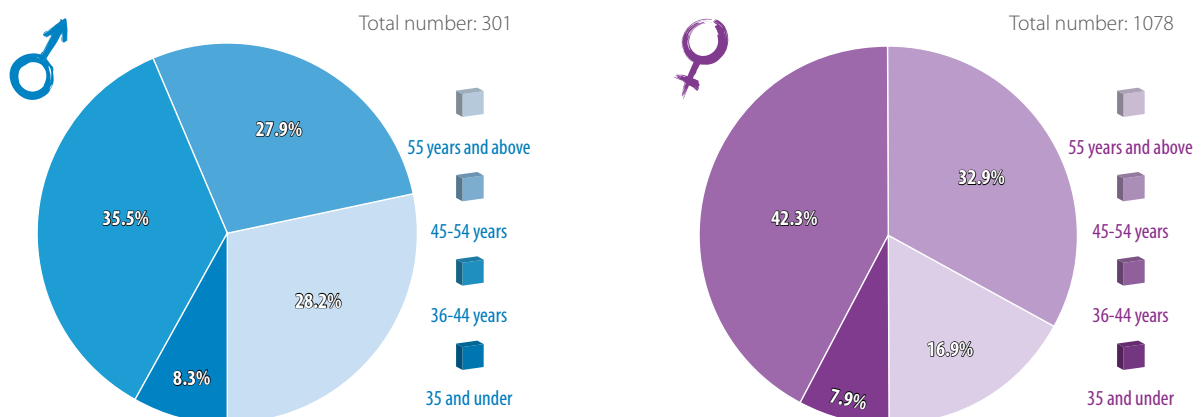
(as a proportion of all staff, broken down by function group)



Staff working part-time, by working time option ***



Staff working part-time, by age group

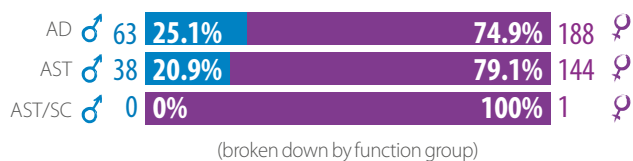


* 'all staff' means officials and temporary staff (political groups not included) as at 31 December 2015.

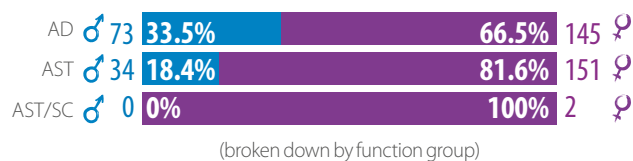
** Directors-General, Directors, Heads of Unit

*** Members of staff who changed their working time arrangements during 2015 are counted in each category of working time for which they opted..

Staff on full-time parental leave



Staff on half-time parental leave



Staff on full-time family leave*



Staff on half-time family leave*

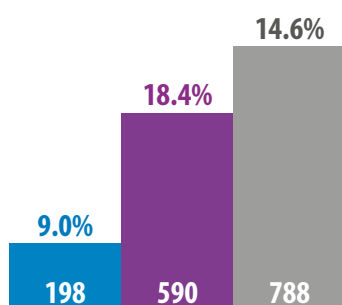


Staff on leave on personal grounds*

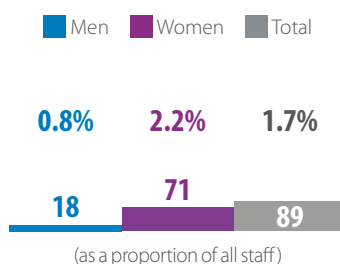


* As no one in the AST/SC function group made use of family leave or leave for personal reasons, no mention is made of that function group.

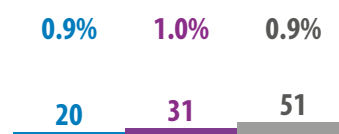
Staff on parental leave



Staff on family leave



Staff on leave on personal grounds



As a proportion of all staff, 25.6% worked part-time in 2015. This represents a slight rise, compared with 23.3% for the previous year, and confirms the trend of the previous years. Part-time working is still essentially an option chosen by women, who account for 78.2% of users in 2015. It is noteworthy that the use of part-time work has grown among women managers, of whom 30.1% took it in 2015, compared with 22.2% in 2014. As regards family leave, women accounted for 79.8% of users. The situation is slightly more balanced for staff members who took parental leave, with women accounting for 74.9% of beneficiaries.

Gender equality structures

There are a number of bodies and structures within Parliament's administration that deal with gender equality. Although they have different tasks, it is vital that they work closely together in order to take Parliament forward as an equal opportunities employer and to achieve tangible results.



Equality and Diversity Unit (EDU)

Alberto ROSSETTI

Head of Unit

The Equality and Diversity Unit reports to the Director-General for Personnel. It is responsible for devising, implementing and monitoring the progress of equality and diversity policies within Parliament's Secretariat. It plays a key role in carrying out the following tasks:

- ▶ Following up and implementing equality and diversity policy as formulated by Parliament's Bureau.
- ▶ Ensuring that Parliament's human resources policies reflect the principles of equal opportunities and respect for diversity; encouraging gender mainstreaming in all aspects of human resources policy.
- ▶ Devising and coordinating projects and measures to promote the full participation and inclusion of people with disabilities in line with Article 1d(4) of the Staff Regulations.
- ▶ Drawing up studies and reports; collecting and analysing data from a gender perspective; preventing and eliminating all discrimination in accordance with Article 1d of the Staff Regulations.
- ▶ Fostering the creation of an open and inclusive working environment; devising and coordinating projects that make it possible to achieve a good work-life balance; participating in the development and implementation of policies designed to ensure dignity at work, with a view to preventing and eliminating all forms of harassment in the workplace.
- ▶ Organising awareness-raising events and training activities; providing assistance to staff on equality and diversity issues.

The Equality and Diversity Unit provides support and assistance to the Vice-President responsible for gender equality and diversity, who chairs the High-Level Group. It also advises and assists the Appointing Authority (AIPN), the Committee on Equal Opportunities and Diversity (COPEC) and other internal bodies on issues relating to the advancement of equality and diversity within Parliament's Secretariat. It also coordinates the group of Equality and Diversity Coordinators from the various directorates-general and encourages the exchange of information and good practices with its partners in other institutions.

Equality and Diversity Coordinators

Each Director-General appoints two Equality and Diversity Coordinators whose task it is to help implement the EP Secretariat's equality and diversity policy within their respective Directorates-General. The coordinators provide expert advice to management and to other colleagues on equality and diversity issues, and undertake to prevent and tackle all forms of discrimination by establishing dialogue and raising awareness with a view to promoting an open, inclusive working environment.

The coordinators work closely with the EDU. The Equality and Diversity Coordination Group (made up of the coordinators and the EDU) may draw up documents, notes and proposals, for the attention of the Secretary-General and Directors-General, on important issues and matters of general interest falling within its areas of responsibility. The EDU coordinates the group and acts as its secretariat.



Committee on Equal Opportunities and Diversity (COPEC)

Chiara MALASOMMA

COPEC Chair

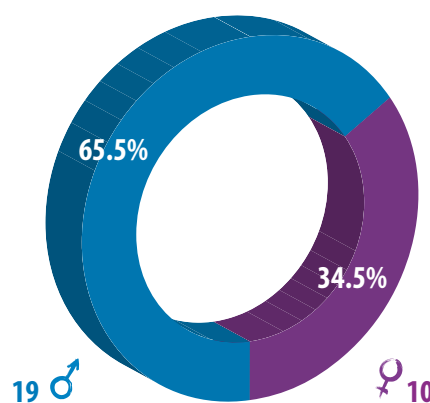
COPEC was established as an advisory committee in 1987. It is made up of four members appointed by the Appointing Authority, four members appointed by the Staff Committee, and its chair. COPEC's main aim is to promote a tolerant and inclusive working environment at Parliament. COPEC therefore: proposes action to ensure non-discrimination; issues opinions on rules stemming from the Staff Regulations; monitors that measures taken are implemented properly, in particular by sitting as observers on various advisory committees.



Staff Committee

Stefano GUCCIONE

Chair of the Staff Committee



The Staff Committee represents the interests of staff vis-à-vis Parliament's administration, in particular as regards career issues, working conditions, salaries and social security, disciplinary issues and appeals. It maintains continuous contact between Parliament and its staff and contributes to the smooth running of Parliament's departments. It sends representatives to internal advisory committees, and to interinstitutional committees and bodies that require staff representation. The Staff Committee is also represented in Parliament's profession-specific delegations.

The Staff Committee elections of November 2013 maintained the satisfactory gender balance on the committee.