

Political
posts



WOMEN IN THE EUROPEAN PARLIAMENT

International
Women's Day,
8 March 2017



Unless otherwise stated:

■ women ■ men

Data sources

- ▶ European Parliament and its bodies: www.europarl.eu, as from 5 January 2017, unless otherwise stated
- ▶ Photographs: European Parliament

An initiative of the Equality and Diversity Unit DG Personnel

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A word from the President



As President of the European Parliament, I am privileged and proud to head an institution that plays a vital role and speaks with a strong voice on gender equality. It does so not only by asserting the founding values and principles of our Union but also by tabling relevant issues for debate, including some very difficult subjects, among them violence against women and the question of work-life balance.

The European Parliament's commitment here stems not just from its remit as a legislator but also from its very nature, with its political and administrative structure in which the space occupied by women is steadily expanding. We are entitled to be proud of the women working in our institution.

I would like to highlight, too, Parliament's advocacy for two measures currently under consideration, namely the Maternity Leave Directive and Member States' ratification of the Istanbul Convention, which is essential. The European Parliament is also publicly directing its attention to ways in which new technology can benefit women, to the diversification of career paths and to the role of women in the economy.

The message this House is sending out is aimed not just at the Member States and our EU fellow citizens. The debates in our Chamber, the laws we pass and the work of our parliamentary delegations have an impact beyond the borders of the EU. They send signals, loud and clear, to women all over the world, because women's rights are human rights.

But we need to sustain the effort and to go further. International Women's Day does not stop at midnight on 8 March – all 365 days of the year are women's days, because this is something that affects all of us. Men too must be visibly involved if the cause of protecting women's rights – a cause that is very dear to me – is to prevail.

Antonio Tajani

FOREWORD BY DIMITRIOS PAPADIMOULIS,

Vice-President of the European Parliament



It is my pleasure and my privilege, as the Vice-President of Parliament responsible for gender equality and diversity, and as Chair of the Bureau's High-Level Group on the subject, to continue to steer Parliament's policies in this field. Equality, diversity and non-discrimination are integral to the values of our institution and we must redouble our efforts to promote them because Europe needs an unambiguous 'Go ahead' for the conceptual and behavioural shift that gender equality requires.

The European Parliament must be seen to be 100% committed and it must be the advocate of principles and measures for making full gender equality part of individual consciousness and routine practice, in line with the EU Treaties and the Charter of Fundamental Rights.

A number of priorities have accordingly been charted for gender equality: they include promoting full equality in every aspect of working life, and fostering an open, inclusive working environment for women and men alike. In this regard, our institution has long been committed to combating the glass ceiling that limits women's access to decision-making positions. Evidence of that commitment is clear in Parliament's work as co-legislator and in how it exercises its human resources remit, with a policy of promoting access to positions of responsibility for the most highly skilled and qualified women and thereby helping to correct persistent gender imbalances.

In pursuit of that ambition and that vision, I presented, on behalf of the High-Level Group on Gender Equality and Diversity, a report entitled 'Gender Equality in the European Parliament Secretariat – state of play and the way forward 2017-2019', which the Bureau adopted on 16 January 2017. Having confirmed the need to keep in place the Kaufmann report's quantitative targets, with a modest upward revision in respect of director-general posts, the report outlines a number of measures and practical steps for implementation. It includes a timetable for that process, phased over the next three years, in accordance with the Mlinar report on gender mainstreaming in the work of the European Parliament.

I realise that putting an end to sex discrimination, once and for all, and making full gender equality part of individual consciousness and routine practice will be a long haul, requiring a new level of awareness and a process of positive decision making. The concept of equality actually needs to be taught, and to become something that we learn from our earliest years, at home, at school and at work. Gender equality must become a matter of concern to every one of us whether we are male or female.

International Women's Day is an effective means of raising awareness about this issue and highlighting the achievements, the stakeholders involved and the challenges to be tackled. Women, on a completely equal footing with men, need to make themselves indispensable to the success of the European project to fuse and strengthen our democratic foundations in order to guarantee equality, fairness and social justice.

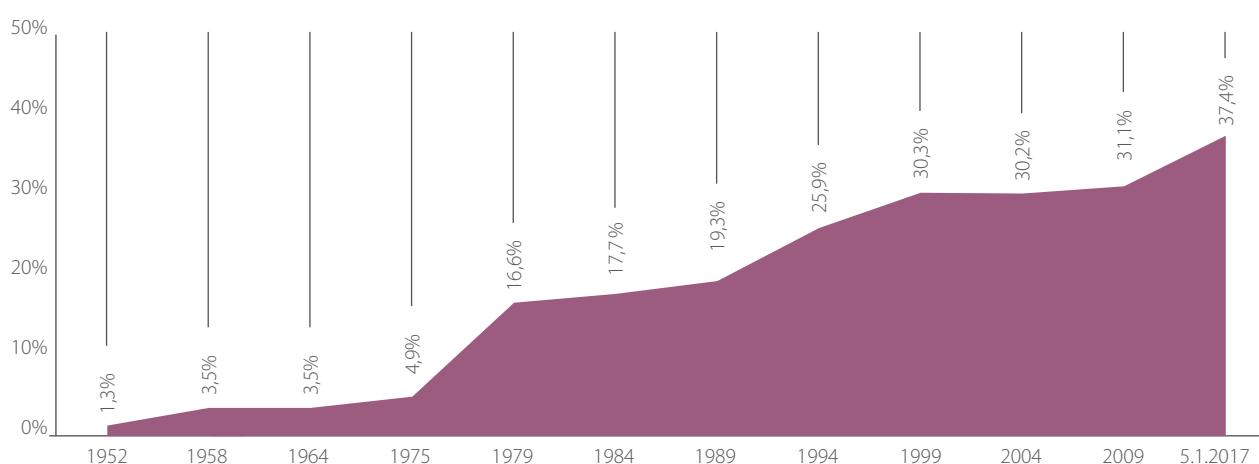
MEMBERS

At 37.4%, the percentage of women MEPs is very slightly higher than in 2016 and 1.6 points up on 2014 before the elections (when it was 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.

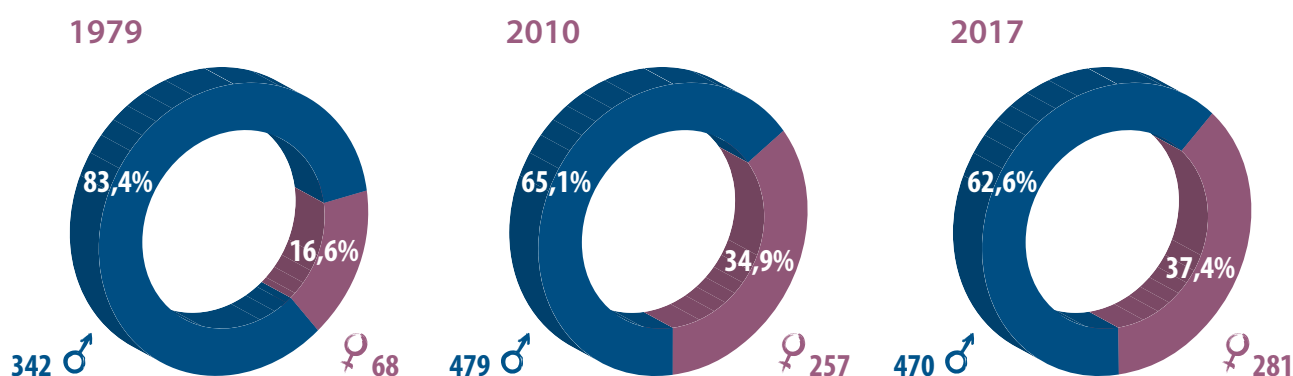
As well as the increased percentage of women elected to the EP, there have been changes regarding the number of

women in decision-making posts in the eighth parliamentary term compared with the seventh. The number of female Vice-Presidents has risen from three in the previous parliamentary term to the present five, out of a total of 14 (there were six women Vice-Presidents in 2016). Eight women chaired a committee or subcommittee during the seventh term; there were 10 female chairs in the first half of the seventh term (out of 24 in all), and there are now 12 out of 24. The number of women political group leaders is unchanged with one chair and two co-chairs.

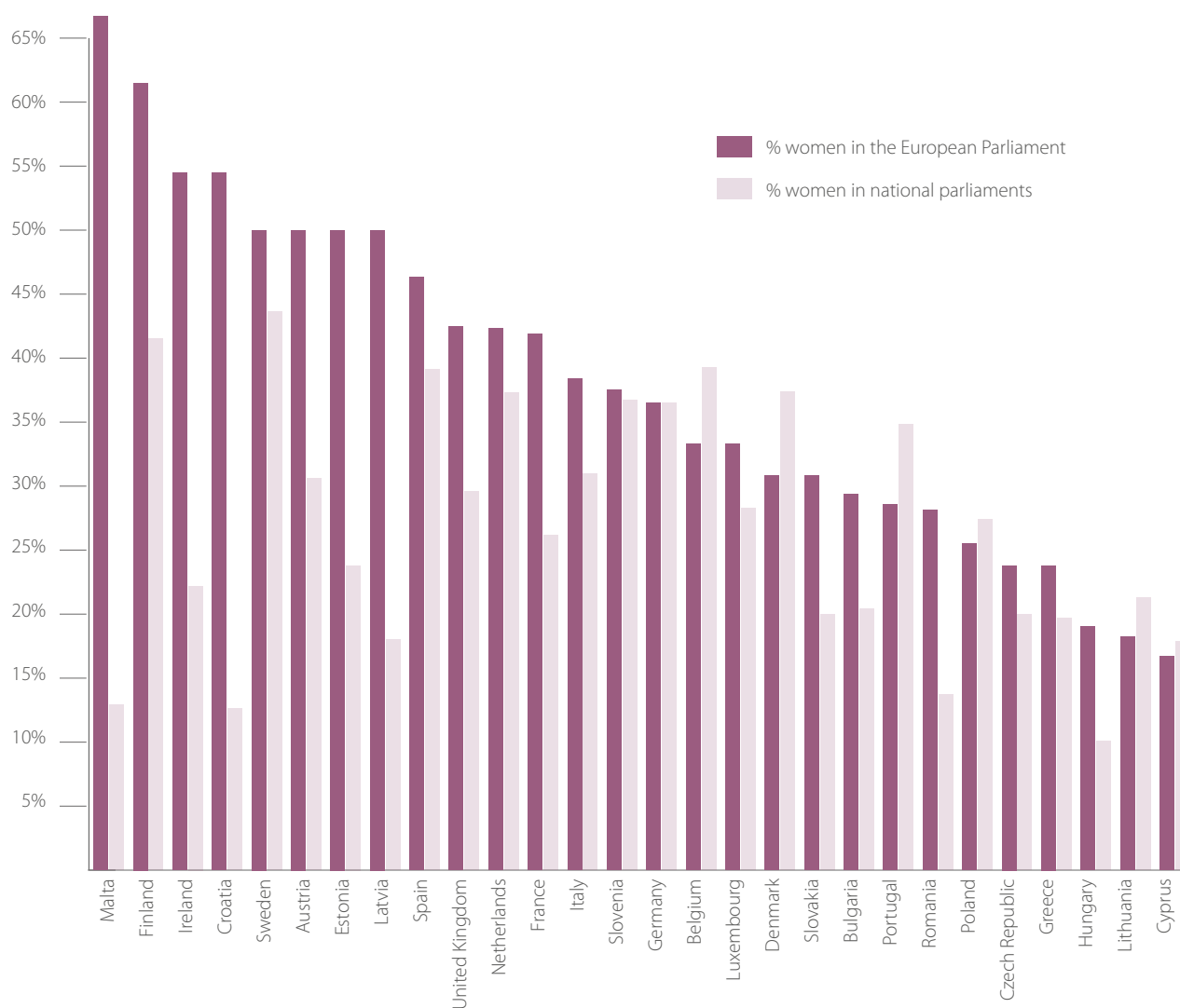
Members of the European Parliament 1952-2017



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, Ireland and Croatia 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 the national parliaments, with the exceptions of Germany, Belgium, Denmark, Portugal, Poland, Lithuania and Cyprus.

With the proportion of women MEPs at 37.4% in the third year of its eighth term, the European Parliament has a level of representation of women more than 13 points above the world average for national parliaments, which is currently 23.9%.

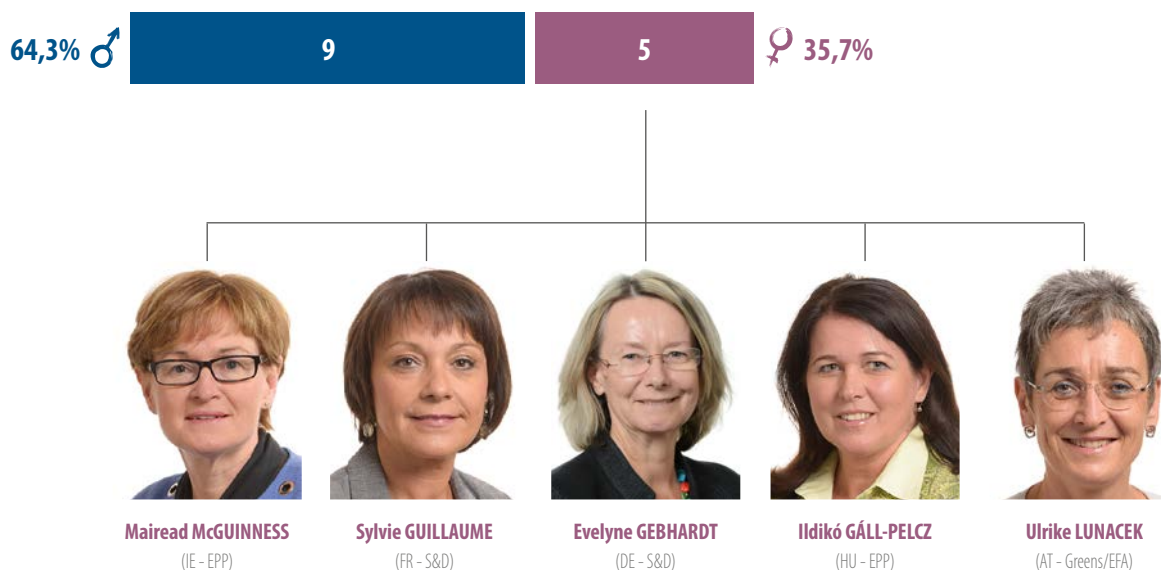
¹ National parliament data based on the number of women elected to the lower House. Source: www.ipu.org on 1 November 2016

THE BUREAU

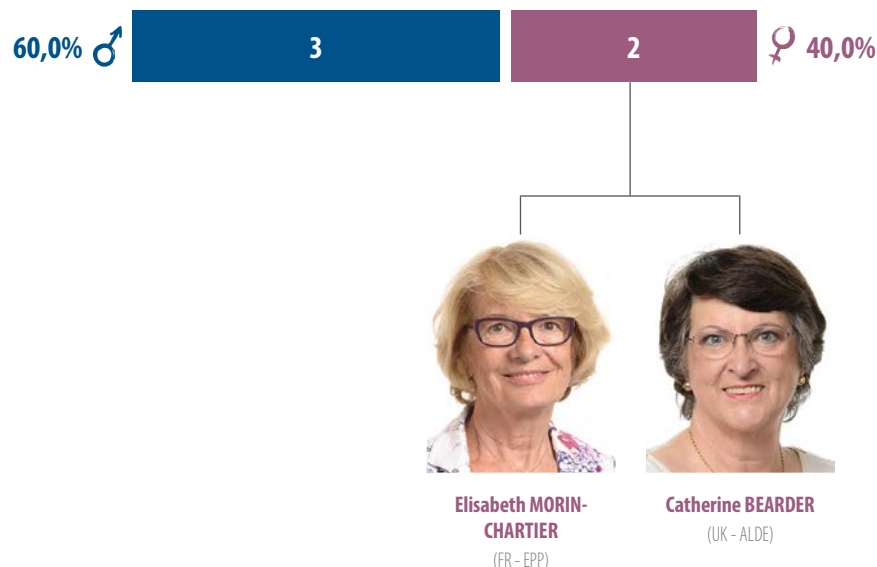
The Bureau is made up of the President of Parliament, the 14 Vice-Presidents and the five Quaestors, who have observer status. It is elected by Parliament to serve for two-and-a-half

years and may be re-elected. The Bureau guides Parliament's internal operation, including budget estimates, and all administrative, organisational and personnel matters.

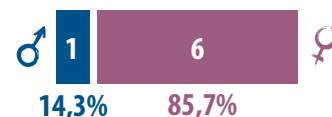
5 women Vice-Presidents (as at 1 February 2017)



2 women Quaestors



HIGH-LEVEL GROUP ON GENDER EQUALITY AND DIVERSITY



Dimitrios PAPADIMOULIS
Président
(EL – GUE/NGL)



Evelynne GEBHARDT
(DE – S&D)



Ildikó GÁLL-PELCZ
(HU – EPP)



Ulrike LUNACEK
(AT – Greens/EFA)



Catherine BEARDER
(UK – ALDE)



Vilija BLINKEVIČIŪTĖ
(LT – S&D)



Inés AYALA SENDER
(ES – 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 in Parliament's activities, structures and bodies. To enable the promotion of diversity in general to be encompassed within the group's remit, the Bureau changed its name in November 2007 to '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.

Under the terms of reference of the High-Level Group on Gender Equality and Diversity for the 8th parliamentary term (2014-2019), its work entails:

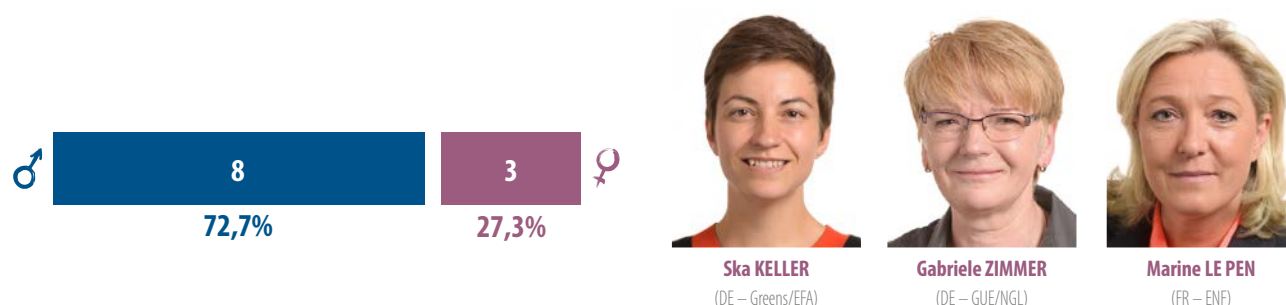
- ▶ Promoting the values of equality, non-discrimination and diversity in Parliament's administration so that Parliament's Secretariat reflects, as much as possible, overall European society;
- ▶ In order to attain these objectives, working around the following priorities:
 1. promoting full equality between women and men in all aspects of working life in the Parliament's Secretariat;
 2. guaranteeing full equality of opportunity for people with disabilities and favouring their full participation and inclusion, taking due account of the UN Convention on the Rights of Persons with Disabilities;
 3. promoting an open and inclusive working environment, namely by seeking to eliminate, from recruitment stage to career progress, any potential discrimination based on any grounds, such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, sexual orientation or gender identity;
 4. promoting diversity, where possible, through measures or actions as set out in Article 1d of the Staff Regulations;
 5. encouraging the full implementation of Article 27 of the Staff Regulations with a view to recruiting officials with the highest standard of ability, efficiency and integrity, on the broadest possible geographical basis, from among nationals of Member States of the EU;
- ▶ Adopting an Action Plan for the Promotion of Equality and Diversity in the European Parliament and ensuring its implementation, after its approval by the Bureau;
- ▶ Working in close cooperation with the Committee on Women's Rights and Gender Equality (FEMM Committee) to ensure that appropriate administrative structures are in place for mainstreaming gender equality into Parliament's activities;
- ▶ Promoting arrangements which could be of assistance to Parliament's staff in combining work and family life;
- ▶ Promoting an internal and external communication strategy to give more visibility to Parliament's commitment to the promotion of equality and diversity within its Secretariat;
- ▶ Furthering relations with other EU institutions and bodies, as well as with national parliaments, in the area of gender equality and diversity, without prejudice to the competences of Parliament's bodies under the Rules of Procedure.

POLITICAL GROUPS

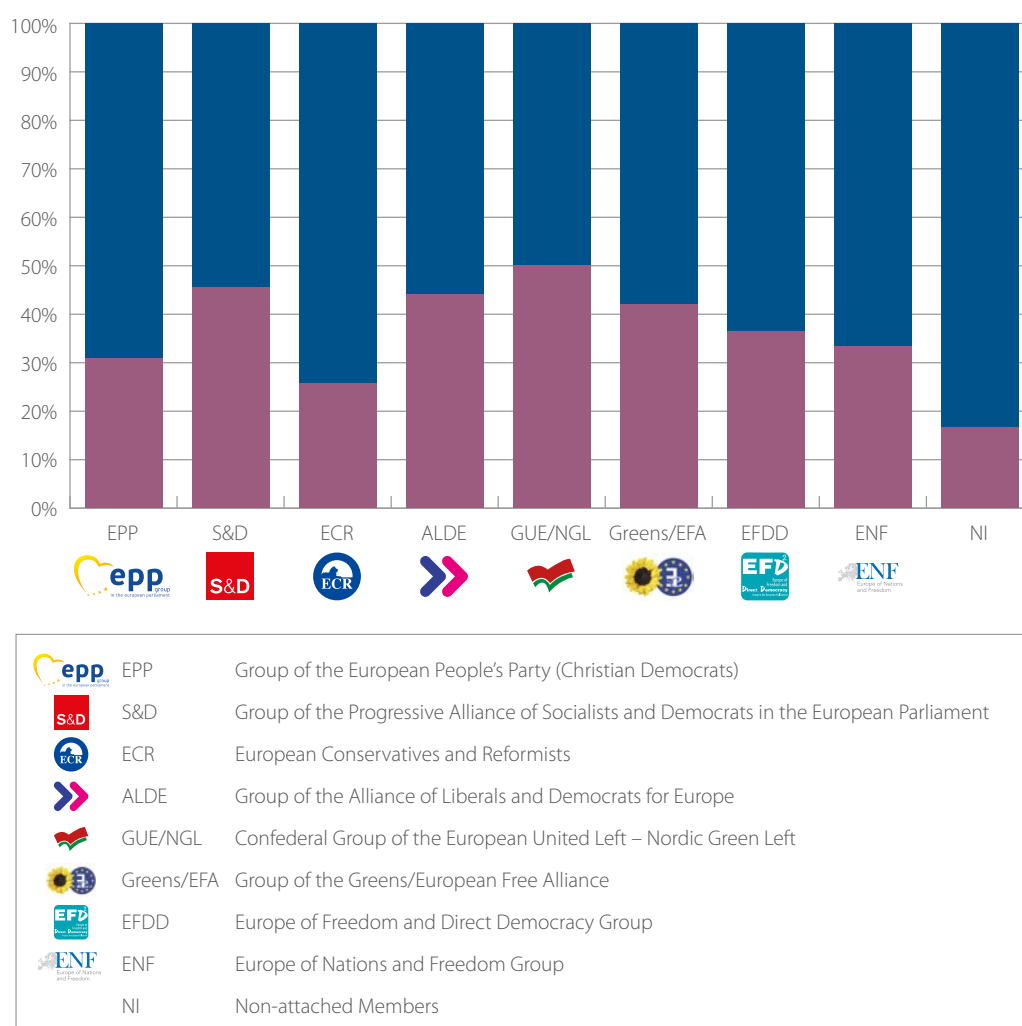
In the European Parliament, Members form groups on the basis of political affiliation rather than nationality. There are currently eight political groups in Parliament, and these are led by a chair (or two co-chairs). The Confederal Group of the European United Left – Nordic Green Left is chaired by a

woman, Gabriele Zimmer; the Group of the Greens/European/Free Alliance is co-chaired by Ska Keller, 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

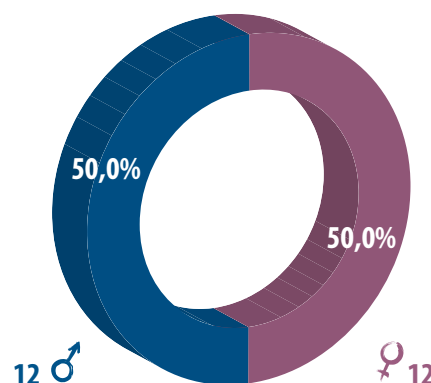


Gender breakdown in the political groups



COMMITTEES (AS AT 1 FEBRUARY 2017)

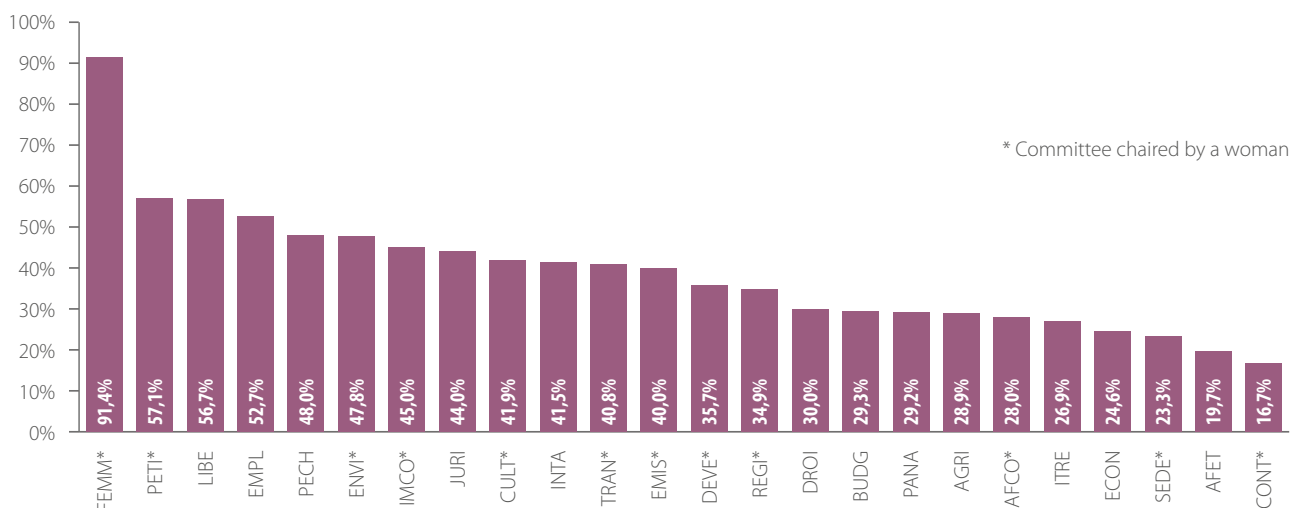
There are 20 standing committees, two subcommittees and two committees of inquiry operating in the eighth EP parliamentary term. By drawing up reports on legislative proposals and own-initiative reports, the committees prepare the business of Parliament's plenary sittings. The committee chairs coordinate committee proceedings in the Conference of Committee Chairs. The committee chairs coordinate committee proceedings in the Conference of Committee Chairs. Ten of the 24 committees are currently chaired by a woman.



Conference of Committee Chairs – 12 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 committee's remit covers: '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 FEMM Committee's programme of activities for 2017 focuses on several key areas. The committee will 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. Following the withdrawal of the proposal for revision of the Maternity Leave Directive, the FEMM Committee will consider the new package of work-life balance measures due to be published by the Commission in spring 2017 and comprising both legislative and non-legislative measures on aspects including maternity, paternity and parental leave and leave for carers.

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 will meet on 8 and 9 March 2017 to discuss the topic of joint action for women's economic empowerment. The same topic will be addressed early in 2017 in a FEMM Committee own-initiative report. It is also a priority theme for the 61st session of the United Nations Commission on the Status of Women, to be held in New York from 13 to 24 March 2017 and to which the FEMM Committee will send a delegation of MEPs. The FEMM Committee will also be working on what has been a core topic for it for a number of years now: EU accession to the Council of Europe Convention on preventing and combating violence against women and domestic violence. In addition, it will be tackling other subjects related to both the internal and external dimensions of Union policies. As regards the internal dimension, it intends to address gender equality in a range of areas including budget resources, taxation policies and the media sector. It will also be considering measures to combat sexual harassment and workplace harassment, the situation and rights of women with disabilities, a European strategy against forms of cancer affecting women, and gender equality in the EU. As far as the external dimension is concerned, the committee will be focusing specifically on gender equality and women's rights in Southern Partnership countries, in EU trade agreements and in the context of climate justice. The FEMM Committee will also be drawing up its two-yearly Report on Equality Between Women and Men in the European Union and considering the implementation of the Directive on the European Protection Order and the Directive establishing minimum standards on the rights, support and protection of victims of crime.

A delegation from the FEMM Committee went to Malta in February 2017, to take part in a conference held by the Maltese Council Presidency on violence against women, and another delegation is to travel to Poland in May 2017.



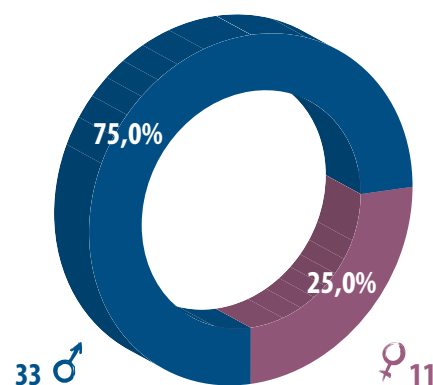
Vilija BLINKEVIČIŪTĖ

Chair
(LT – S&D)

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

PARLIAMENTARY DELEGATIONS (AS AT 1 FEBRUARY 2017)

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, to help to promote the values on which the EU is founded. There are currently 39 delegations and five multilateral assemblies. In the second half of the eighth parliamentary term, nine out of the 39 delegation chairs are women, and two out of the five multilateral assemblies have women presidents.



Conference of Delegation Chairs – 11 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)



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



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



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)

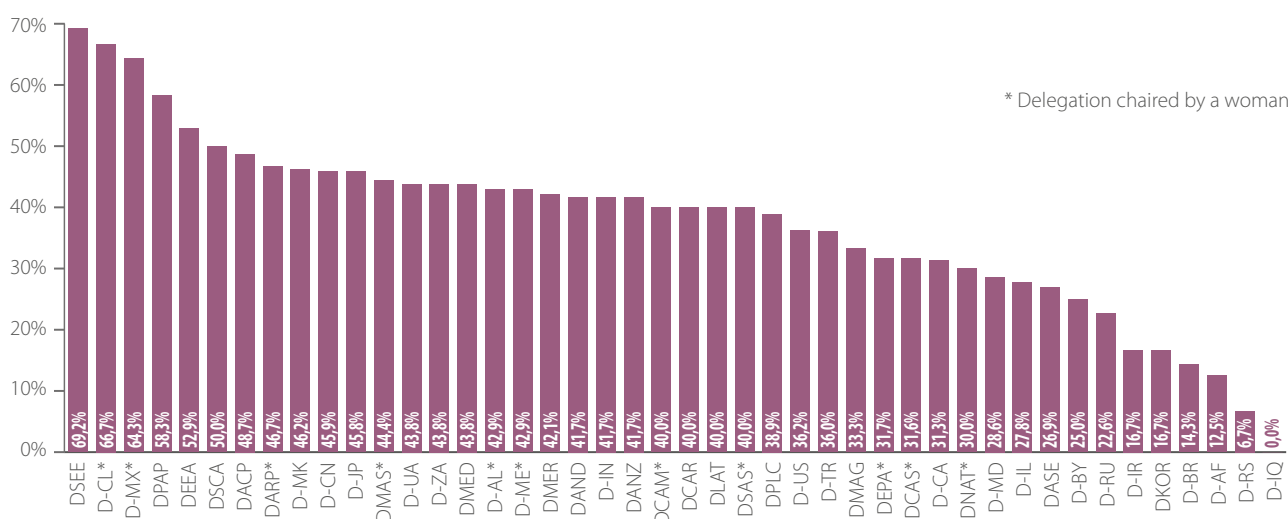


Heidi HAUTALA
(FI - Greens/EFA) Euronest (DEPA)



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

Women in parliamentary delegations



Administrative
posts



WOMEN IN THE EUROPEAN PARLIAMENT

International
Women's Day,
8 March 2017



Unless otherwise stated:

■ women ■ men

Sources used for data

- ▶ European Parliament Secretariat: Streamline, as from 5 January 2017, unless otherwise stated
- ▶ Photographs: European Parliament

Initiative by:

Equality and Diversity Unit

DG Personnel

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A word from the Secretary- General



Gender equality is a subject close to my heart and I have always striven to put it at the heart of the policies we pursue. Enabling every member of staff to develop professionally to the full is the key to ensuring that Parliament functions smoothly and serves its Members by performing its tasks effectively. So it is essential that women, as well as men, should be able to pursue careers at all levels of responsibility. That is why, in line with an ambitious report by Vice-President Papadimoulis¹ which the Bureau has adopted, the Kaufmann report's² targets for the share of women in management positions have been revised upwards in respect of director-general posts.

I welcome that decision and I would encourage all women members of staff to put themselves forward for middle-management posts so that ultimately a pool of female potential candidates for senior management will be created. Accordingly, I have made it a requirement in selection procedures for head-of-unit posts that at least one of the applicants shortlisted should be a woman. And women have been appointed to 37% of the head-of-unit posts filled since 2009, thus substantially increasing the representation of women at middle-management level in Parliament. There is a comprehensive training programme in place for women with management potential.

Apart from training provision, it is vital that an open and inclusive working environment be further embedded so that staff can achieve a full and proper work-life balance. The introduction of teleworking on an occasional basis is an important step in that direction. Members of staff are increasingly making use of parental and family leave and the various patterns of part-time working. The developments on these fronts reflect the proposals in the Mlinar report³, adopted in 2016, on gender mainstreaming in the work of the European Parliament,

By taking such initiatives, Parliament is sending a powerful, unambiguous message to its women employees, encouraging them to take on more responsibility within the institution. I am convinced that the women in Parliament will be quick to rise to the challenge – and that can only be a very healthy thing for our Secretariat.



Klaus Welle

1 'Gender equality in the European Parliament Secretariat - state of play and the way forward', report to the Bureau by Dimitrios Papadimoulis, Vice-President with responsibility for gender equality (PE 595.277/BUR).

2 'Equal opportunities at the EP Secretariat (state of play and prospects)', report to the Bureau by Sylvia-Yvonne Kaufmann, Vice-President with responsibility for gender equality (PE 380.159/BUR).

3 P8-TA(2016)0072.

FOREWORD BY KRISTIAN KNUDSEN,

Acting Director-General for Personnel

Gender equality policy in Parliament's Secretariat as implemented by the Directorate-General for Personnel



Equality and diversity policies are particularly important in the Directorate-General for Personnel. Measuring the impact of the various initiatives to implement them is not just a matter of statistics, it is also about the comprehensive inclusion of each and every member of staff.

Significant progress has been made in terms of women's presence in Parliament, and we are continuing to introduce measures to ensure that all members of staff, irrespective of gender, have the same levels of opportunity for career development. I am therefore very pleased to note that almost 120 women officials have taken part in the four training courses run for women with head-of-unit potential, and that a Talent Management programme and a new programme for women with management potential have been developed. The growing use of the work-life balance measures which are in place for all staff is another aspect of our gender equality policy.

But our endeavours should not stop here: our greatest challenge is to ensure there is a climate of equality among all sections of our workforce and to be able, when filling posts, to recruit the most talented people from a pool that we are working to establish. One of the prerequisites for this is to make equality of opportunity an integral part of our management culture. The Statement of Principles on Equality and Diversity¹, a number of reports to the Bureau including the latest one by Vice-President Papadimoulis² and two action plans³ have all been important in driving our work on that front.

As a role model for other employers, the European Parliament is thus clearly asserting its values in terms of respecting and fostering diversity, inclusion in an open working environment, recognising and cultivating talent, and sharing responsibilities between men and women. The Directorate-General for Personnel must continue doing all it can to achieve the aims outlined here, aims that are intrinsic to Parliament's character as a democratic, inclusive institution.

CONTRIBUTION BY LEENA MARIA LINNUS,

Director-General for Infrastructure and Logistics, and

AGNIESZKA WALTER-DROP,

Director-General for Interpretation and Conferences



As managers, we strive to engage all our colleagues and encourage them to develop. We believe that our perspective, gained on the way to our present positions, can be valuable for the work towards a gender balanced and an inclusive workplace. Women as managers in the modern world are called to excel in cultivating potential in employees and in changing trends towards more flexibility and a better work-life balance for a reason; it results in an improved workplace culture. This can be achieved by drawing from personal experience and taking action where needed, even on a small scale. It makes a difference when a manager can spot talent and enable the potential of the team members by encouraging and supporting their development. We can, and we should be advising our colleagues on how to achieve more, inter alia, to inspire them to dare. We need a smart and targeted talent management to encourage women to aspire to take up positions of responsibility and assure them that the level-playing field is fair. Hence, our role as female managers in breaking the glass ceiling for other women is not limited to asserting male leadership styles. We are responsible for bringing our own perspective to the table, to raise awareness for the continued need to promote gender equality, to account for it in all areas and actions undertaken.

We are proud to be able to campaign for this cause in the European Parliament; an institution at the forefront of recognising the need for a culture change in order to balance the representation of both sexes. It is not a zero-sum game; it is a win-win battle where the work based on flexible working methods and mixed, balanced teams benefits the organisation. Above all, it benefits us all. To paraphrase Jack Welch, the former CEO of General Electric: *before you are a manager, success revolves around personal growth, but when you become manager, success is all about helping others to grow, equally.*

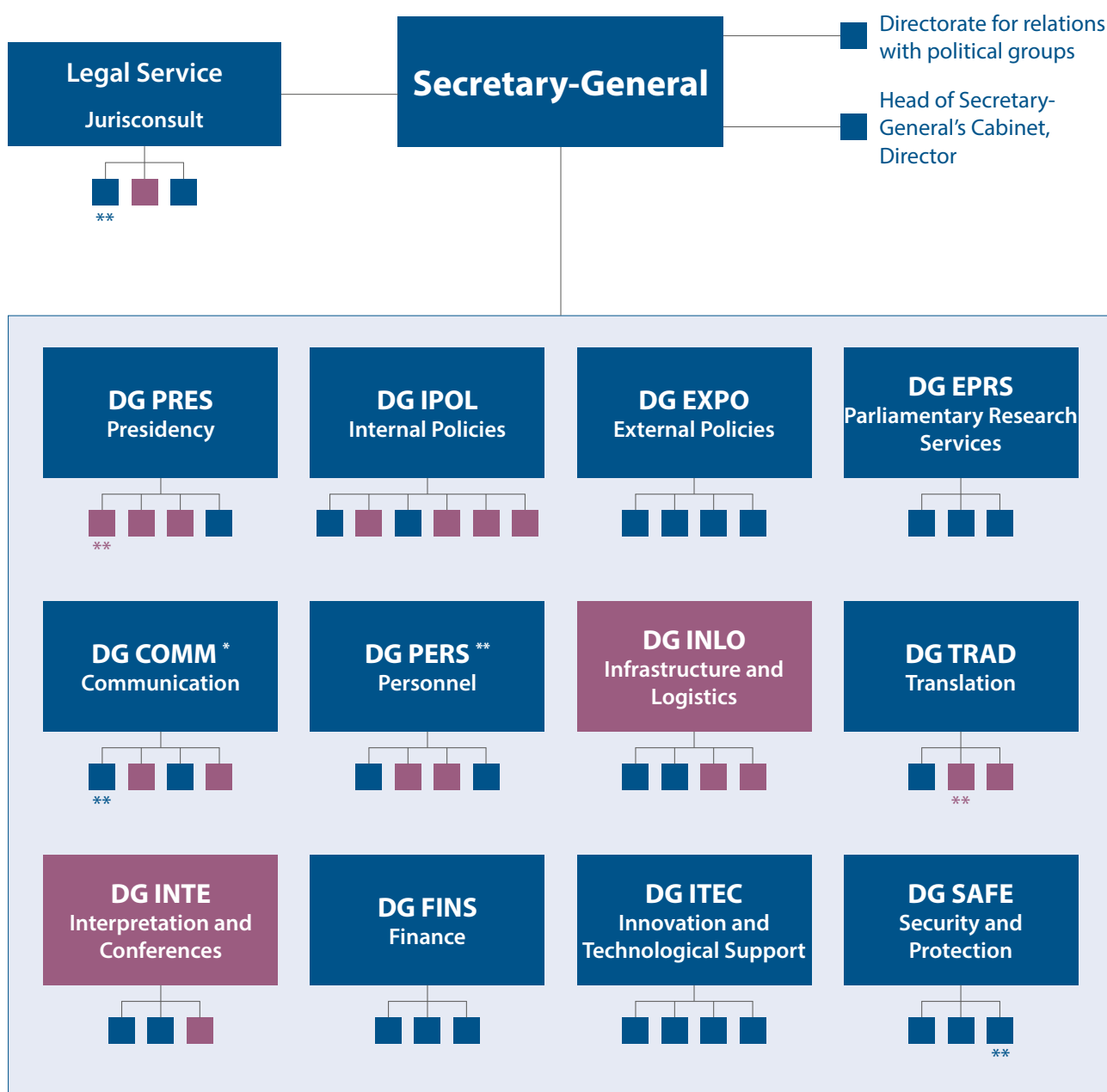
1 Adopted by the Bureau on 13 November 2006.

2 Report on Gender Equality in the European Parliament Secretariat - state of play and the way forward 2017-2019, adopted by the Bureau on 16 January 2017.

3 Adopted by the Bureau on 9 March 2009 for the period 2009-2014 and on 27 April 2015 for the period up to 2019.

EUROPEAN PARLIAMENT SECRETARIAT ESTABLISHMENT PLAN

Directors-General and Directors



* Washington office: male director

** acting

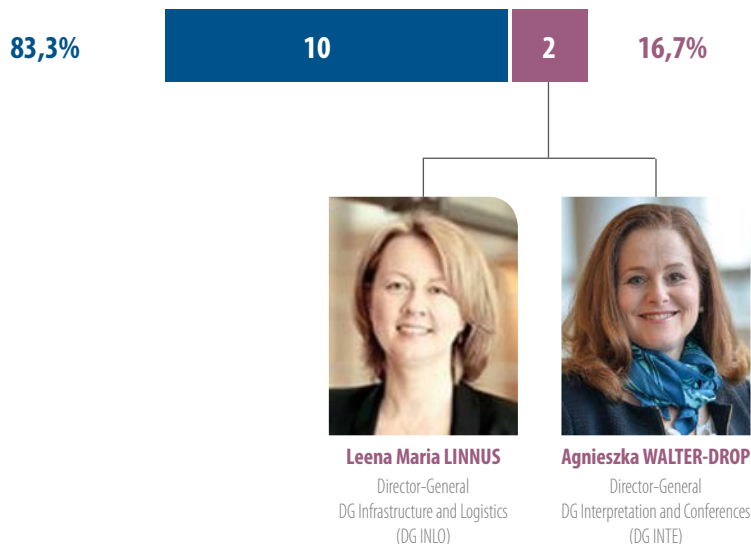
Key

■ Women

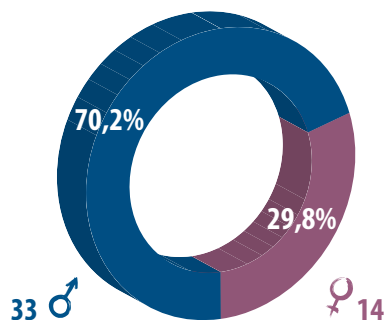
■ Men

MANAGEMENT POSTS HELD BY WOMEN: STATISTICS* (AS AT 1 FEBRUARY 2017)

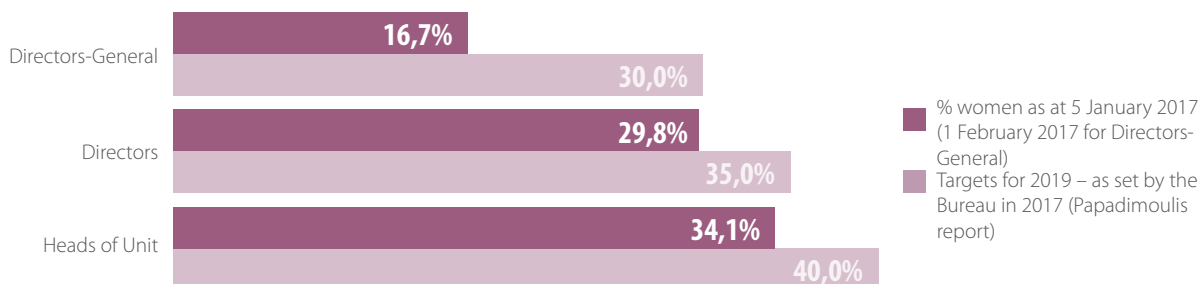
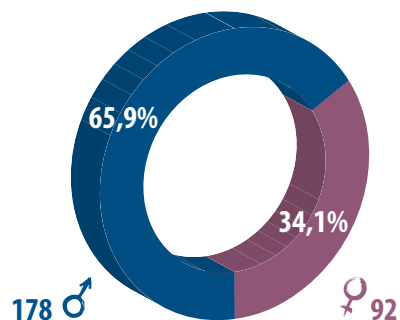
Deputy Secretary-General and Directors-General



Directors

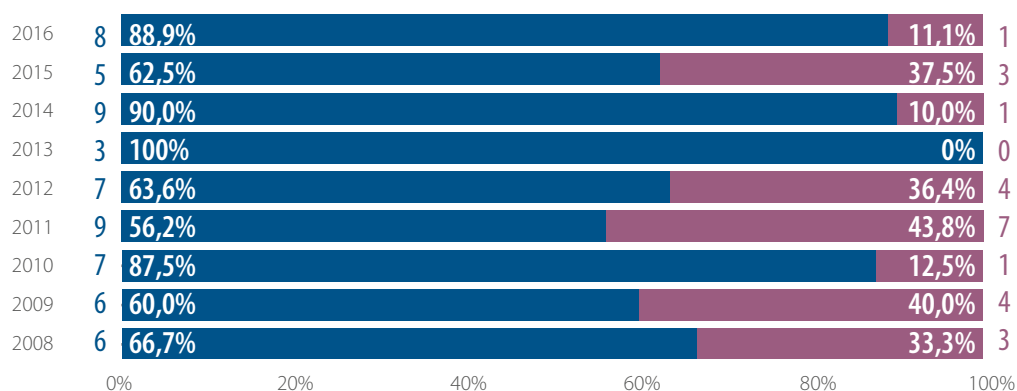


Heads of Unit

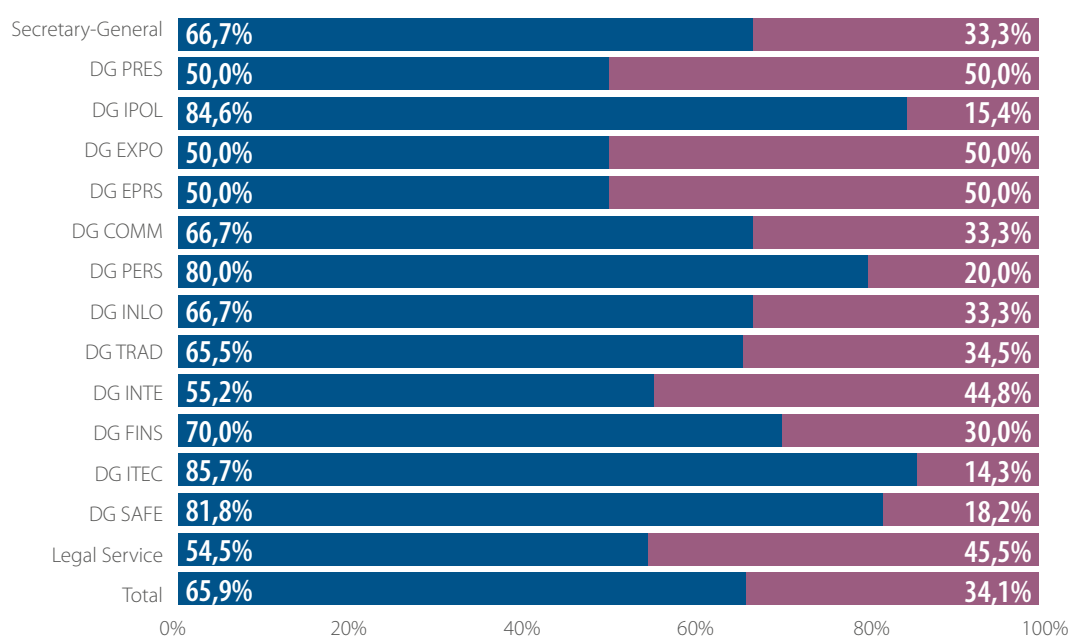


* 'acting' not included

Senior management appointments – Directors-General and Directors (1 January 2016 to 31 December 2016)



Heads of Unit by gender and DG

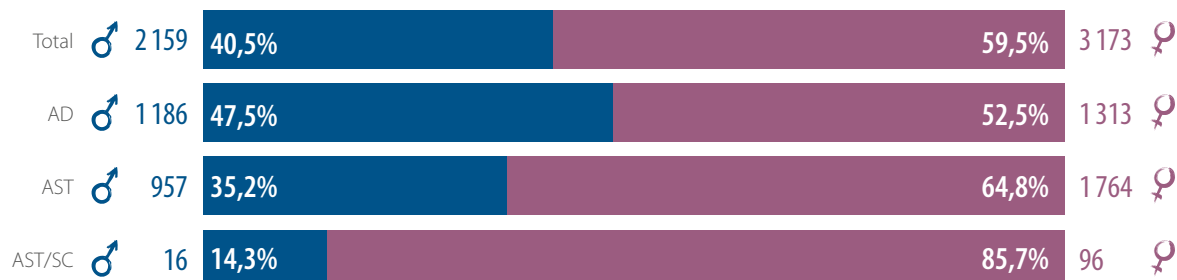


Selection of Heads of Unit – 2016

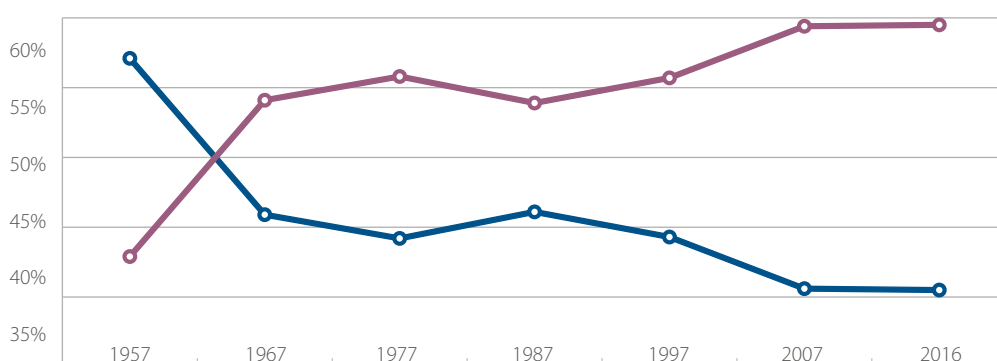


EP SECRETARIAT, POLITICAL GROUP SECRETARIATS AND ACCREDITED PARLIAMENTARY ASSISTANTS: STATISTICS

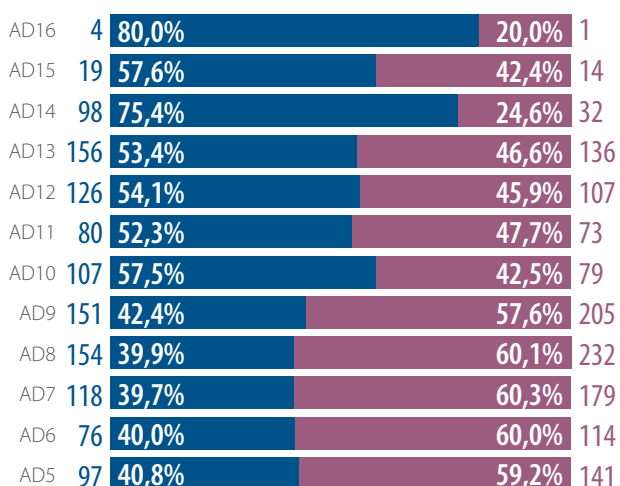
EP Secretariat staff



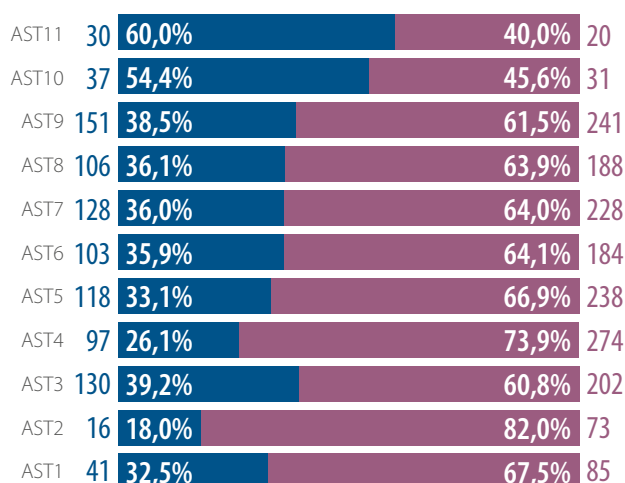
EP Secretariat staff (1957-2016)



AD staff



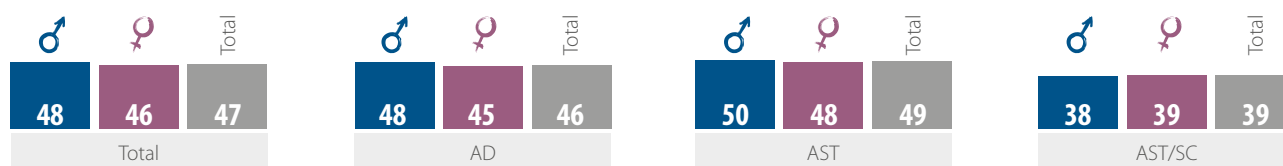
AST staff



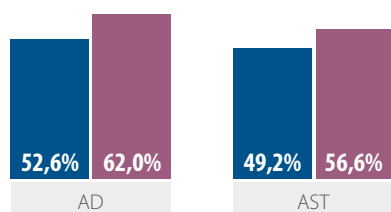
AST/SC staff



Average age by gender

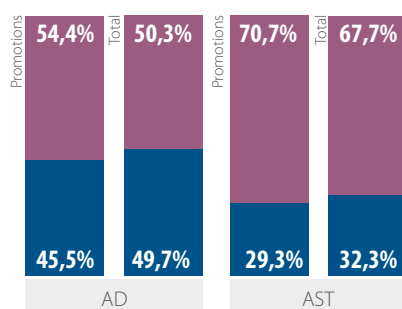


Percentage of staff promoted among those eligible, by gender and function group (2016)



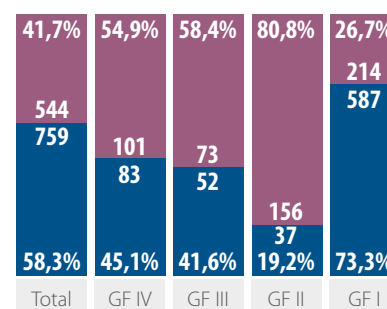
Example: in 2016, 62% of female ADs eligible for promotion were promoted

Promotions (m/f) by gender and function group (2016)

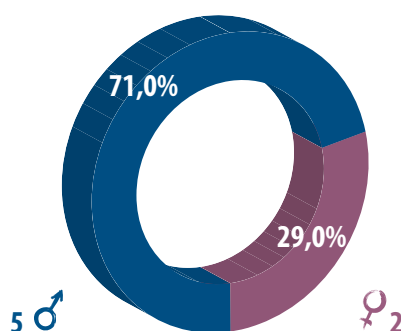


Example: in 2016, 70,7% of assistants promoted were women (the total m+f always being equal to 100), with women accounting for 67,7% of AST staff eligible for promotion in 2016

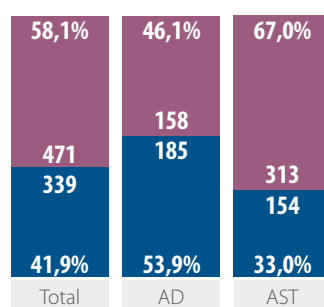
Contract staff by gender and function group



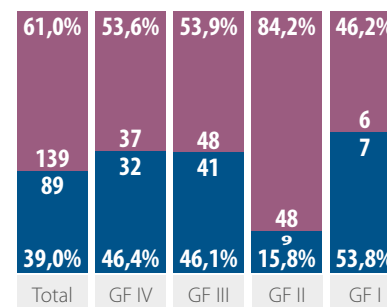
Secretaries-general of political groups



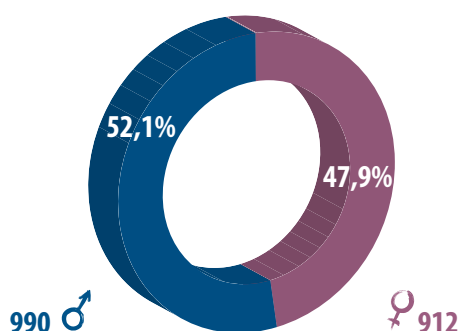
Political group staff (officials and temporary staff)



Contract staff in the political groups



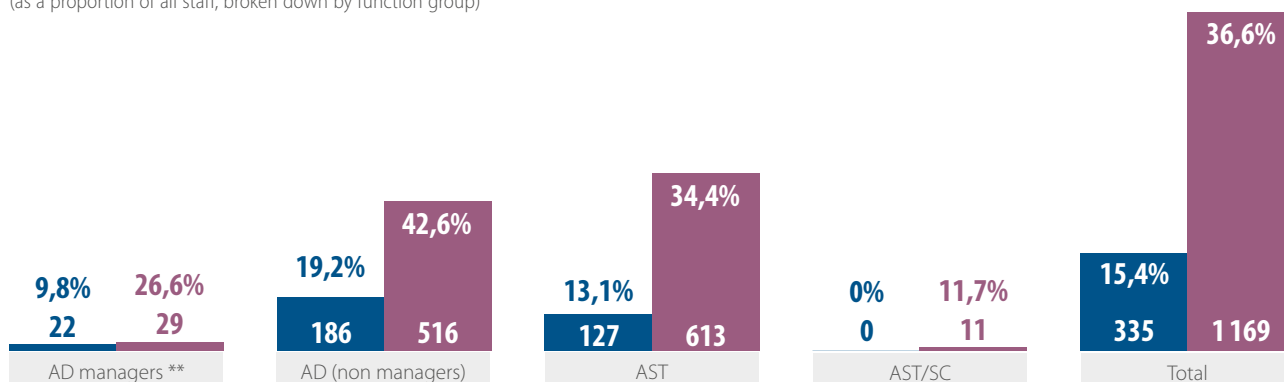
Accredited parliamentary assistants



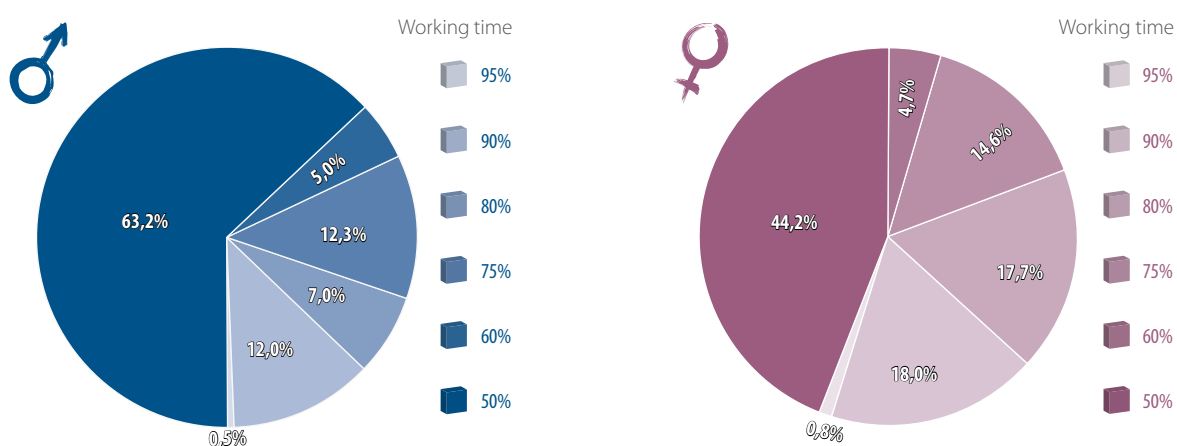
WORK-LIFE BALANCE: STATISTICS (JANUARY-DECEMBER 2016)*

Staff working part-time

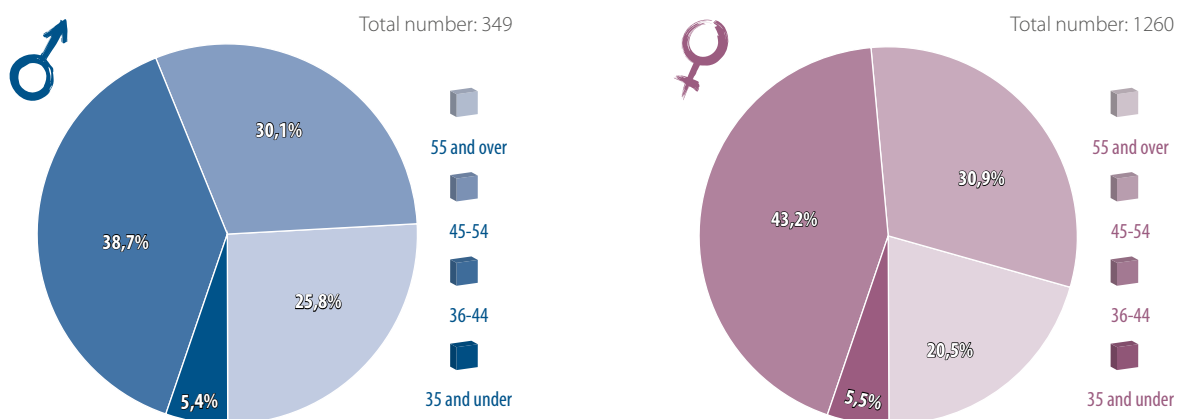
(as a proportion of all staff, broken down by function group)



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



Staff working part-time, by age group ****



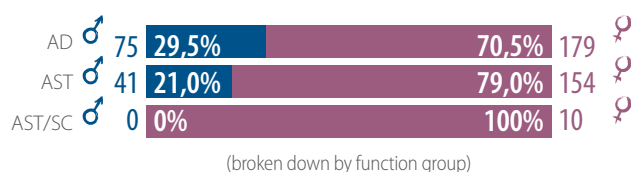
* 'All staff' means officials and temporary staff (political groups not included) as at 31 December 2016.

** Directors-General, Directors, Heads of Unit

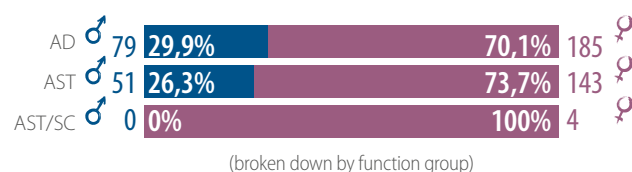
*** Members of staff who changed their working time arrangements during 2016 are counted in each category of working time for which they opted.

**** Members of staff whose age group changed while they were working part-time are counted in both groups.

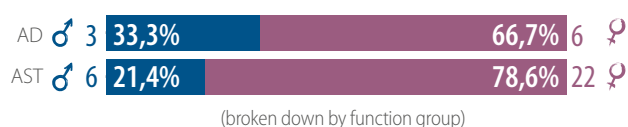
Staff on full-time parental leave



Staff on half-time parental leave



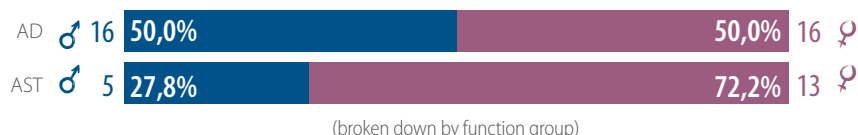
Staff on full-time family leave*



Staff on half-time family leave*

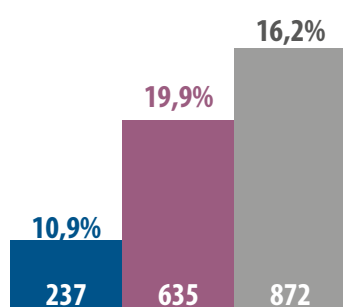


Staff on leave on personal grounds*

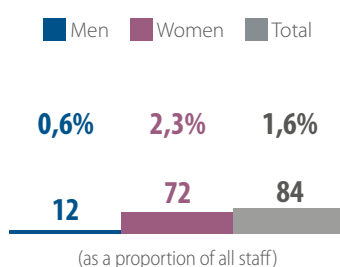


* As no one in the AST/SC function group made use of family leave or leave for personal reasons, no mention is made of that function group.

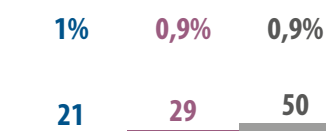
Staff on parental leave



Staff on family leave



Staff on leave on personal grounds



The proportion of all staff who worked part-time in 2016 was 28%, as against 25.6% in 2015 and 23.3% in 2014. The figures confirm the trend, apparent for several years now, of a gradual increase in the number of staff working part-time. Part-time working is still essentially an option chosen by women, who made up 77.7% of those using it in 2016. In the case of family leave, an even higher proportion – 87.8% – of users in the same period were women. The situation as regards parental leave is slightly more balanced, with women accounting for 72.8% of those using it. The percentage of members of staff who take parental leave has been growing steadily (it was 16.2% in 2016 as against 10.2% in 2011).

GENDER EQUALITY STRUCTURES

Equality and Diversity Unit (EDU)

Alberto Rossetti (Head of Unit)

The Equality and Diversity Unit reports to the Director-General for Personnel. 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;
- ▶ 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, and 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, and 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, and 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.

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 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, 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, and monitors the proper implementation of measures taken, in particular by sending observers to sit on various advisory committees.

Staff Committee

Pilar Antelo Sanchez, Chair



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 ongoing contact between the administration and the 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.