

Political posts



WOMEN IN THE EUROPEAN PARLIAMENT

EN

International Women's Day,
8 March 2018



Unless otherwise stated:

■ women ■ men

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Editorial committee chairs:

Alberto Rossetti (Head of the Equality and Diversity Unit)

Petra Metzmeier-Weiss

European Parliament, GEOS building,

22-24, rue Edward Steichen, L-2540 Luxembourg

Tel: +352 4300 24397

email: egaliteetdiversite@ep.europa.eu

Intranet: <https://epintranet.in.ep.europa.eu/home/browse-as/human-resources/equality-diversity/gender-equality.html>

Disclaimer: the opinions expressed in this publication do not necessarily reflect the official position of the European Parliament

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A word from the President



As President of the European Parliament, I am proud to lead an institution that continues to champion the values of our founding Treaty of Rome sixty years ago, and specifically, the principle that women and men must be treated equally.

Six decades on, we are rightly proud of the leading role women continue to play in the European Parliament as decision-makers, drivers of change and meaningful contributors to the European project. We must not forget that all society benefits when women fully participate in parliamentary life. It is why it is essential to highlight that there are more women to the European Parliament, as a percentage of its overall membership, than the vast majority of national assemblies across the EU. By the same token, the percentage of women is 59.4% and the percentage of men is 40.6% when it comes to staff.

This strong grounding allows the European Parliament to speak with a strong voice on gender equality. This is accomplished not only by backing the guiding principles of our Union among Member States, but also by raising awareness, protecting the rights of women and girls across the EU.

In 2017, Parliament called for the full ratification by all EU Member States of the Istanbul Convention. Members established dialogue with countries regarding their concerns on the Convention, to encourage its swift ratification and to support broader adoption in the Council. Parliament is also working with Member States on the proper enforcement of the Convention, including the financial and human resources necessary to prevent gender-based violence. Tackling violence against women is of the utmost importance to our institution and the actions we take clearly signal our commitment to women's rights, as well as our ability to deliver a positive impact on the daily life of our citizens. This is why I imposed sanctions unprecedented in severity to a member who displayed contempt for our most fundamental values during a debate in the plenary. I will never tolerate any behavior that attacks the dignity of women.

In fact, following a topical and passionate debate in October, Parliament overwhelmingly adopted a resolution condemning sexual harassment. The European Parliament operates a zero-tolerance policy when it comes to the latter and I am determined to fight it unflinchingly, more specifically through support for our Advisory Committee on Harassment, chaired by Ms Elisabeth Morin-Chartier.

We must not stop here as there is still progress to be made. International Women's Day highlights the issues around gender equality, but we must not forget that all 365 days of the year are women's days: the fight for their rights continues all year round and we must all commit to equality if we are to succeed.

The debates we hold, the legislation we pass and the work of our delegations have a global resonance. It is therefore imperative that we continue to emphasise the importance of gender equality as a true value and reflection of the kind of society we want to live in: women's rights are human rights.

Antonio Tajani



INTERVIEW WITH DIMITRIOS PAPADIMOULIS

Vice-President of the European Parliament

How do you see your role as the Vice-President responsible for gender equality and diversity and as the Chair of the Bureau's High Level Group on this subject?

It is a pleasure and a privilege to steer Parliament's policies in the fields of gender equality and diversity. Equal access to opportunity and non-discrimination are integral values of the European Parliament, both as a political organisation and as an employer, and we strive to be at the forefront of efforts addressing the conceptual and behavioural shifts required to achieve full equality.

On International Women's Day 2018 we reflect on the progress we have made, and on the challenges left to tackle. This event is about raising awareness of discrimination, highlighting the stakeholders involved, and committing ourselves to equality. I am proud to strengthen our democratic values through the pursuit of justice, fairness, and equality at the heart of the European Parliament.

What in your view is the main success in 2017?

At the start of 2017, on behalf of the High-Level Group on Gender Equality and Diversity, I presented a report entitled 'Gender Equality in the European Parliament Secretariat - state of play and the way forward 2017-2019', which the Bureau adopted unanimously in January 2017. From this, we drew up a roadmap to implement the report's recommendations.

This roadmap adopts a three year timetable - 2017-2019 - with quantifiable actions for each year, and give us a concrete framework within which to achieve our targets. Our policies for promoting female career development (including professional training and access to management), for awareness-raising, for monitoring gender balance, and for pursuing greater work-life balance measures are built upon each year. Thus, we can continue to move towards gender balance in the European Parliament Secretariat.

In which areas do you think further progress is needed?

Though we are making clear progress, I believe that more innovation could help us reach full equality in employment. It is for this reason that we are currently consulting the Administrations of National Parliaments. The set of twelve questions that we have sent them seeks information on their best practice in five key areas: recruitment processes, unconscious bias and gender stereotypes, organisational culture, work-life balance, and general equality issues.

What is more, the High-Level Group heard from the private sector in its November meeting to gather information on successful actions in global private practice. We hope that these insights and supplementary expertise will help us to develop our approach to gender equality.

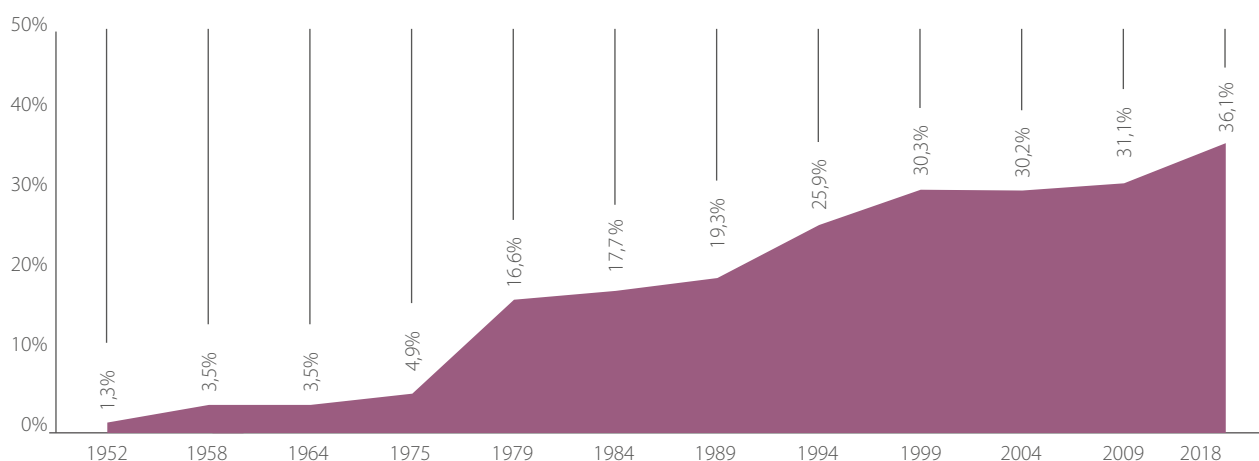
Ending sex discrimination is a long task, and will come with widespread attitudinal shifts. Gender equality concerns us all, whether male or female, and I am proud that the European Parliament continues to undertake constructive action in the pursuit of equality, fairness, and social justice.

MEMBERS

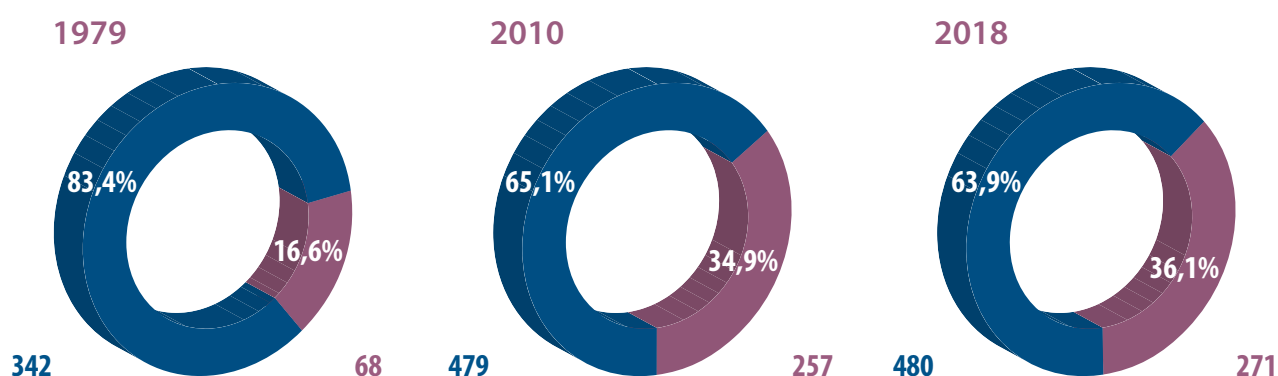
At 36.1%, the percentage of women MEPs has risen slightly since the 2014 elections, when it was 35.8%. Greater representation of women in the European Parliament increases the level of democratic representation of EU citizens and helps Parliament to achieve gender mainstreaming more effectively, whether in the context of EU-wide legislation and policies or within its own internal structures and bodies, including its Secretariat.

There have also 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. Eight women chaired a committee or subcommittee during the seventh term; there are now 12 out of 24.

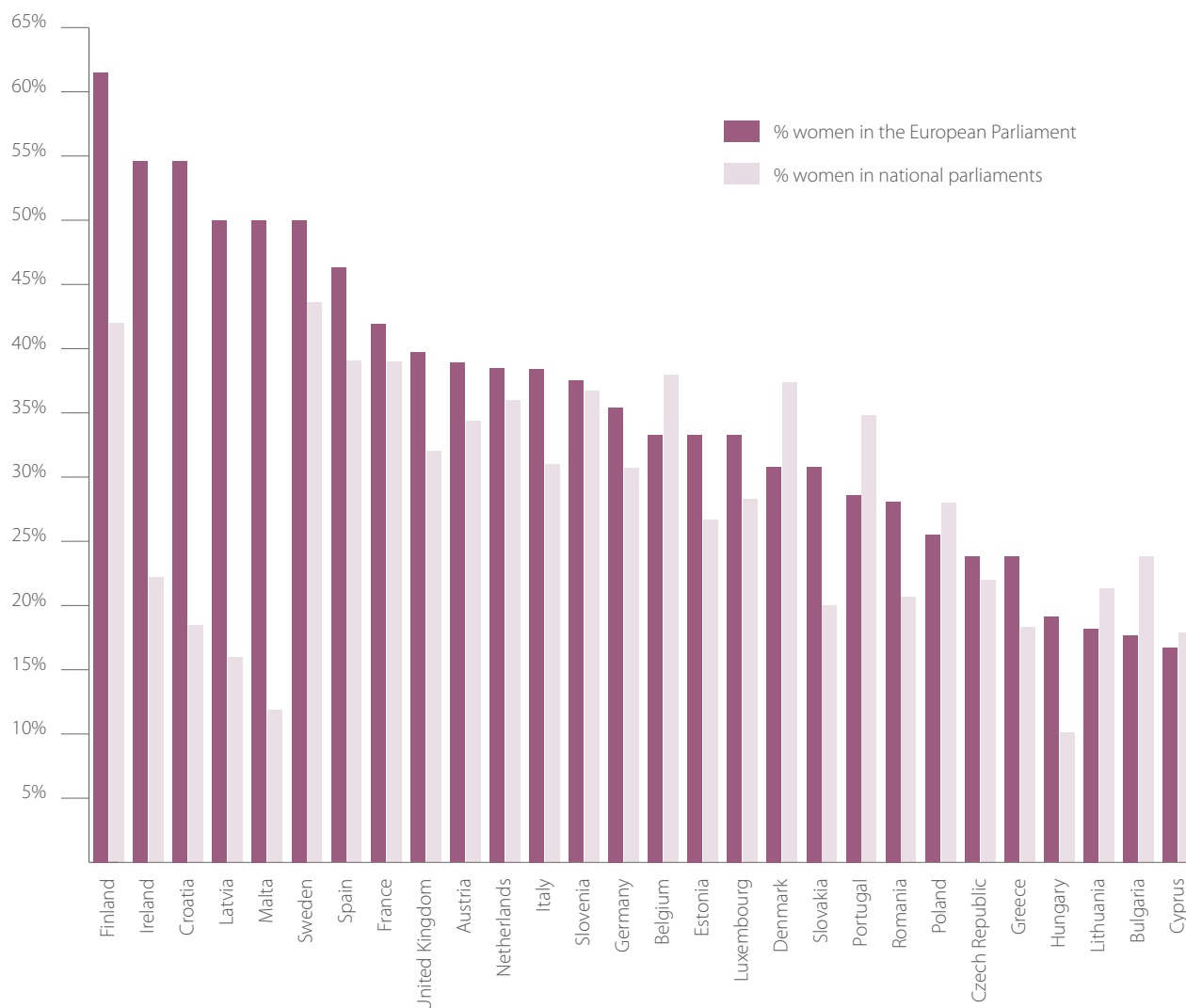
Members of the European Parliament 1952-2018



MEPs



REPRESENTATION OF WOMEN IN THE EUROPEAN PARLIAMENT AND IN NATIONAL PARLIAMENTS, BY MEMBER STATE¹



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

Finland, Ireland and Croatia have more female MEPs than male MEPs, and Malta, Latvia and Sweden have equal numbers of female and male MEPs. The percentage of women in the European Parliament is now higher than that in Member States' national parliaments, with the exceptions of Belgium, Bulgaria, Cyprus, Denmark, Lithuania, Poland and Portugal.

With the proportion of women MEPs at 36.1% in the fourth year of its eighth term, the European Parliament has a level of female representation almost 12,5 points above the world average for national parliaments, which is currently 23.6%.²

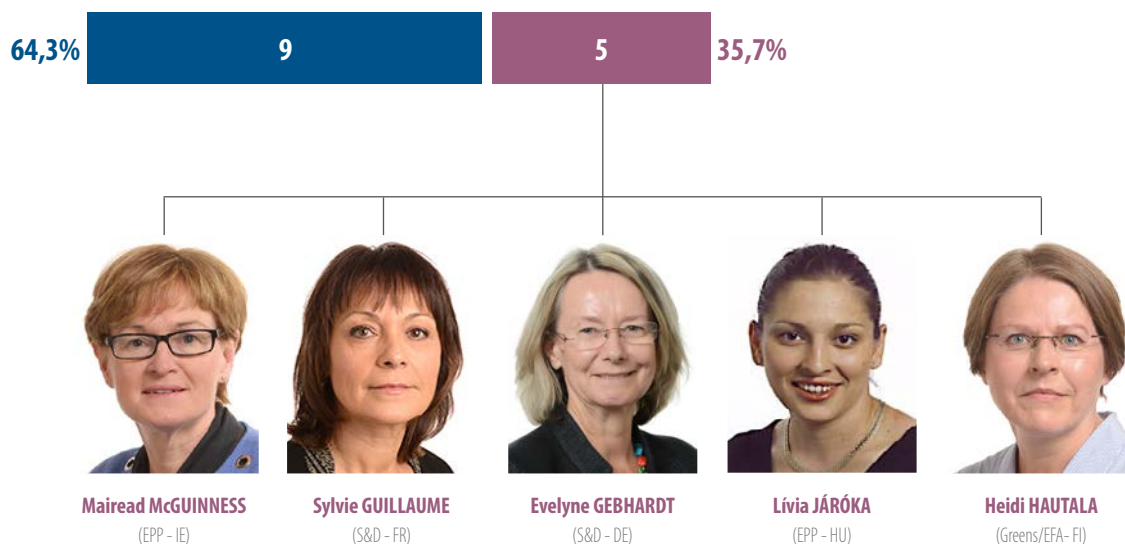
¹ National parliament data based on the number of women elected to the Lower House. Source: www.ipu.org on 01/12/2017

² Data based on the number of women elected to the Lower House. Source: <http://archive.ipu.org/wmn-e/world.htm> on 01/12/2017

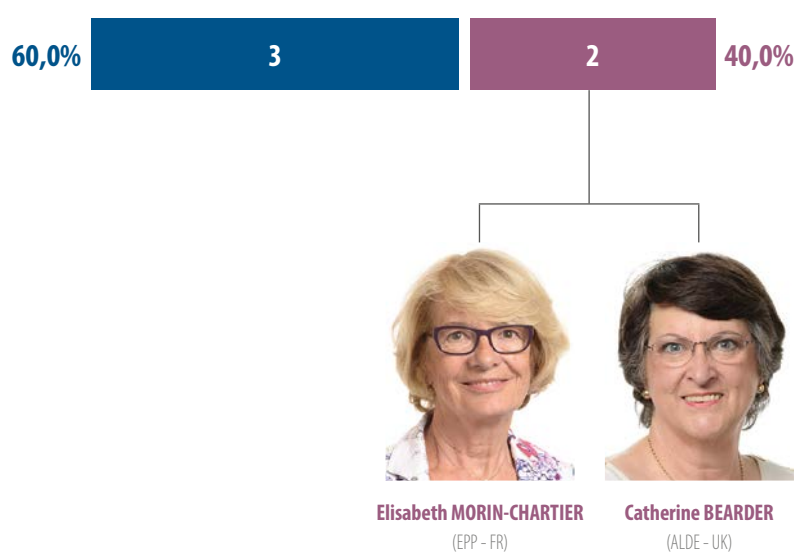
THE BUREAU

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 operations, including budget estimates, and all administrative, organisational and personnel matters.

5 women Vice-Presidents



2 women Quaestors



HIGH LEVEL GROUP ON GENDER EQUALITY AND DIVERSITY



DIMITRIOS PAPADIMOULIS

Chair

(GUE/NGL – EL)

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. It was created primarily to encourage and implement gender mainstreaming within Parliament's activities, structures, and bodies, and to promote the values of equality and non-discrimination in Parliament's administration. Its main focus concerns equality between men and women in all aspects of working life, equality of opportunity for people with disabilities, and the fostering of an open, inclusive, and discrimination-free working environment for all. To enable the promotion of diversity in general to be encompassed within the group's remit, it was renamed 'High-Level Group on Gender Equality and Diversity' by the Bureau in November 2007.

The HLG is a horizontal body that closely cooperates with other parliamentary bodies, in particular the Committee on Women's Rights and Gender Equality (FEMM Committee) and the Conference of Committee and Conference of Delegation Chairs. Some of the HLG's previous activities in the field of gender have included setting up a network of MEPs, committee and inter-parliamentary delegation staff to implement gender mainstreaming; adopting guidelines on the use of gender-neutral language in parliamentary communications; and encouraging gender budgeting within Parliament.

Dimitrios Papadimoulis, the Vice-President responsible for gender equality and diversity, chairs the HLG. Currently, its members comprise:



Evelyne GEBHARDT
(S&D – DE)



Lívia JÁRÓKA
(EPP – HU)



Heidi HAUTALA
(Greens/EFA – FI)



Catherine BEARDER
(ALDE – UK)

Furthermore, the permanently invited members are:



Cecilia WIKSTRÖM
(ALDE – SV)



Rebecca HARMS
(Greens/EFA – DE)



Vilija BLINKEVIČIŪTĖ
(S&D – LT)



Angelika MLINAR
(ALDE – AT)

In January 2017, the Bureau adopted the HLG's report on 'Gender Equality in the European Parliament Secretariat - state of play and the way forward 2017-2019' and its accompanying roadmap, drawn up to implement the report's recommendations. This roadmap, a development of the HLG's current Action Plan, tackles the question of gender balance in the European Parliament's Secretariat over the fixed time period of 2017-2019. Through the roadmap, the HLG decided to address this issue by ensuring

better female representation in managerial posts, an objective to be achieved through a set of specific measures implemented over a defined period of time, rather than through a declaration of principles. Also reflected is the HLG's recognition of the importance of a long-term approach to creating a more inclusive working environment.

The roadmap's clear timetable provides a concrete framework for the implementation of measures in five key areas: management recruitment process, professional training, awareness-raising events, work-life balance, and statistical monitoring. In outlining specific actions in each of these areas for the years 2017, 2018, and 2019, the roadmap allows Parliament's Secretariat to move closer to the targets for gender balance set out in the Papadimoulis report.

The measures foreseen by the roadmap for 2017 have all successfully been implemented. A few examples of these include: a workshop on International Women's Day 2017 on gender-specific communication and negotiation styles, a workshop for HR services regarding gender-sensitive drafting of vacancy notices, and a statistical update of the situation regarding gender equality in the European Parliament as of 30 June 2017. The expected outcomes of such measures are improved access to opportunity for women in Parliament, and heightened awareness of gender issues.

The publication of relevant statistical data on gender equality in both the HLG's June 2017 Observatory and in this report facilitates the tracking of advancements being made. Indeed, all of the measures outlined in the report and accompanying roadmap need to be monitored by the HLG to ensure effective implementation. The June statistics showed that progress was still necessary in order to reach the targets for female management set out in the Papadimoulis report and adopted by the Bureau, and for this reason the HLG agreed that it would be useful to consult private companies and the Administrations of National Parliaments of the EU Member States (ANP) on their best practices.

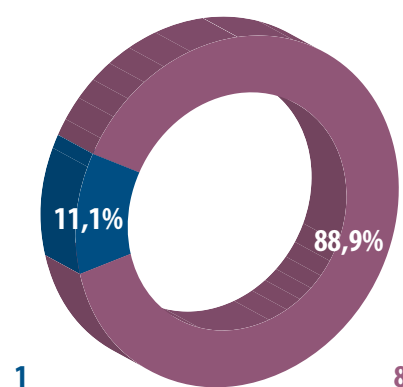
To this end, a questionnaire was sent to the Administrations of National Parliaments seeking information on their innovative actions and recommended best practice in the area of gender equality. The questionnaire, comprising twelve questions, is divided into five different domains: recruitment process, unconscious bias, organisational culture, work-life balance, and general issues. The questions represent a list of the areas in which the ANP's best practices can have a positive impact on gender work at the Parliament's Secretariat, through providing supplementary expertise, suggesting better implementation methods, or even proposing new measures.

We received a number of interesting responses from the National Parliaments. Measures currently in place in various Member States provide flexible working arrangements, parliamentary-approved Plans to address inequality, and address gender-sensitive vacancy advertising. As regards recommendations, transparency in the recruitment process, strong statistical gathering, and practicing positive discrimination were all advised.

Further, the HLG heard from the private sector in its November 2017 meeting to gather information on successful global initiatives in private practice. Representatives from Google, IKEA, Telefonica, Daimler, and the University of Vienna shared their actions, expertise, and recommendations with the Group. The importance of having a safe working environment for women, of combatting gender stereotypes and biases, and of implicating men in the battle for gender equality were all highlighted over the course of this hearing. The insights gleaned from these companies at the forefront of gender equality promotion will help us craft measures which ultimately ensure a global change of culture.

Looking to 2018, our next task is to see how the information gleaned from private practice and public administration consultations can be brought to life in the Secretariat General to continue our progress in the sphere of gender equality at work.

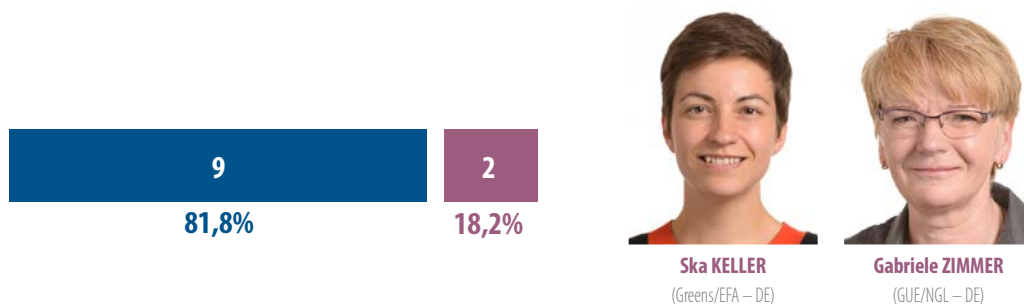
Much has been done in Parliament's administration to promote gender equality but there is still work to do. A shift in perspective is now necessary: what we need to achieve is a cultural evolution, or even more radically, a cultural revolution.



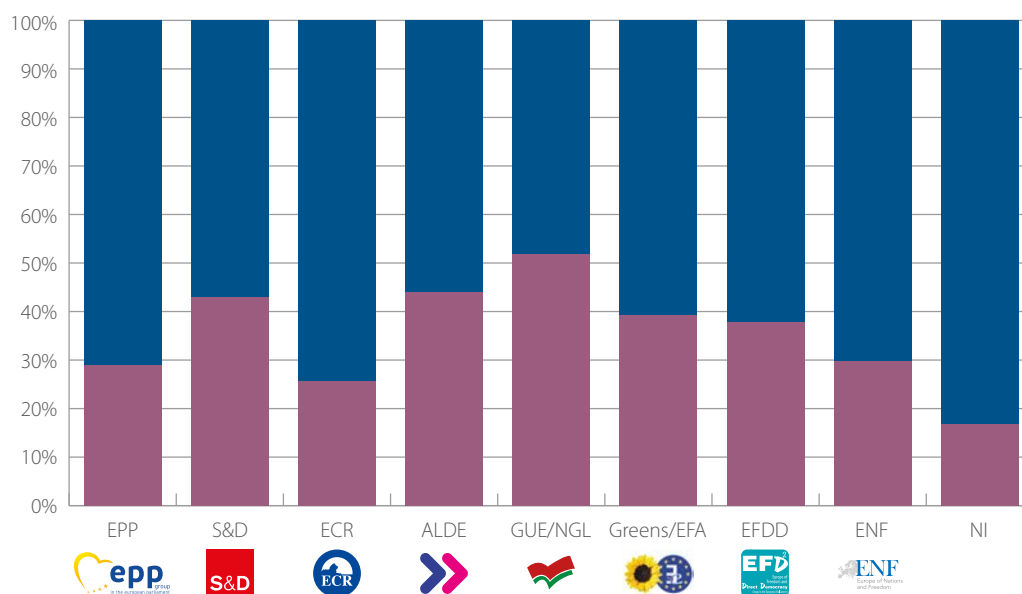
POLITICAL GROUPS

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 Ms Gabriele Zimmer; the Group of the Greens/European Free Alliance is co-chaired by Ms Ska Keller. Members who do not belong to a political group have a secretariat and are classed as 'Non-attached'.

Political group chairs and co-chairs



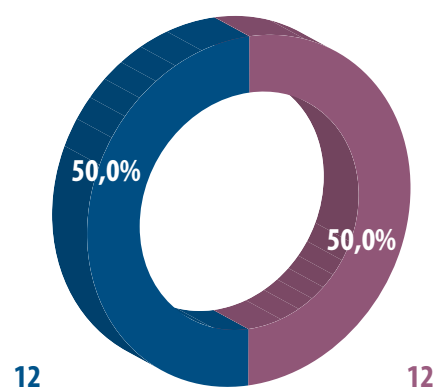
Gender breakdown in the political groups



	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
	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

COMMITTEES

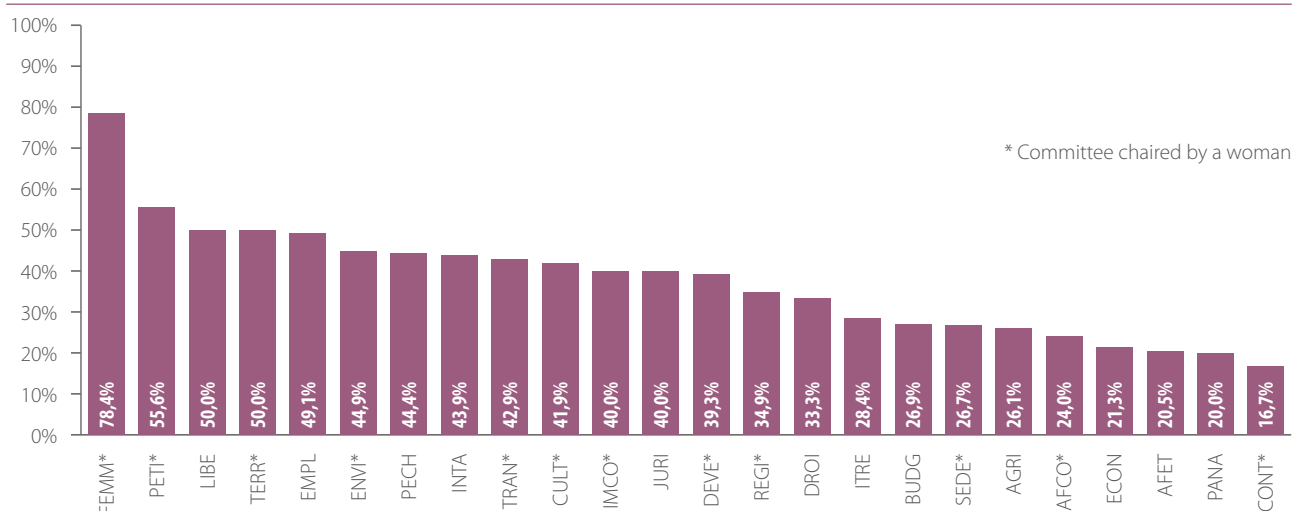
There are 20 standing committees, two subcommittees, one special committee and one committee of inquiry operating in January 2018. By drawing up reports on legislative proposals and adopting own-initiative reports, the committees prepare the business of Parliament's plenary sittings. The committee chairs coordinate committee proceedings in the Conference of Committee Chairs. Twelve 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



INTERVIEW WITH VILIJĄ BLINKĖVIČIŪTĖ

Chair
(S&D - LT)

What is the role of the FEMM Committee?

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.

The Committee's remit covers: the definition, promotion and protection of women's rights in the Union; the promotion of women's rights in third countries; equal opportunities policy; the elimination of all forms of gender-based discrimination; the implementation and development of gender mainstreaming; the follow-up and implementation of international agreements and conventions involving women's rights; and informing policy on issues relating to women.

What are the main achievements of the FEMM COMMITTEE in 2017?

In 2017, the FEMM Committee adopted reports related to a broad array of topics such as EU funds for gender equality, women and their roles in rural areas, women's economic empowerment in the private and public sectors, the gender pension gap, and climate justice.

The Committee continued to work intensely on a topic that has featured on its agenda for a number of years: EU accession to the Council of Europe Convention on preventing and combating violence against women and domestic violence. The Committee welcomed the signing of the EU's accession to the Istanbul Convention on 13 June 2017 and addressed recommendations on the scope of the EU's accession and the implementation of the Convention.

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. Two other delegations looked into the situation of women in Poland and Portugal respectively.

When forward looking to 2018, which main aims you wish or need to tackle?

The FEMM Committee's programme of activities for 2018 focuses on several key areas. The Committee will continue its work on work-life balance measures, which comprises legislative and non-legislative measures on areas including maternity, paternity, parental leave and leave for carers.

In keeping with the tradition of celebrating International Women's Day by holding an inter-parliamentary committee meeting, MEPs and national parliaments will meet on 8 March 2018 to discuss the topic of "Empowering Women and Girls in ICT and Media: Key for the Future". This is also the review theme for the 62nd session of the United Nations Commission on the Status of Women, to which the FEMM Committee will send a delegation of MEPs. The same topic will partly be addressed early in 2018 in a FEMM Committee own-initiative report on Gender Equality in the media sector in the EU.

The FEMM Committee will also address gender equality in a range of areas including taxation policies, mobbing, the situation and rights of women with disabilities, EU strategy against women's cancers, and sexual harassment at the workplace, in public spaces and political life in the EU.

As far as the external dimension is concerned, the committee will be focusing specifically on EU trade agreements and the EU Gender Action Plan for the period 2016-2020. Members of the Committee will also travel to Hungary, Romania and Sweden to look into the situation of women in these countries.

<http://www.europarl.europa.eu/committees/en/FEMM/home.html>



INTERVIEW WITH ANGELIKA MLINAR

Permanent Rapporteur on Gender Mainstreaming
(ALDE - AT)

Is there any news about the progress and the follow up as regards your 2016 report on Gender Mainstreaming in the work of the European Parliament? Are there any major improvements or ongoing stumbling blocks?

In January 2017, the Bureau adopted the Papadimoulis Report on Gender Equality in the European Parliament - State of play and the way forward 2017-2019. I consider the Papadimoulis Report and its roadmap a very important step forward. The last Bureau report on gender equality, the KAUFMANN Report, was approved in 2006, though its targets set to improve gender balance at senior and middle management level were not reached by the 2009 deadline, nor have they been achieved to date!

The Papadimoulis Report and its roadmap followed the recommendations on improving gender balance contained in Parliament's report on Gender Mainstreaming in the work of the European Parliament, adopted on 8 March 2016, for which I was Rapporteur. My report recalled that female representation in Parliament's key decision-making positions at political and administrative level remains low and that, in order to improve the quality of decisions made, Parliament needs to ensure that the allocation of decision-making positions is evenly spread between genders. Parliament therefore called for effective, corrective and far-reaching measures so as to reach these gender equality targets within the shortest possible timeframe. All of these concerns were taken on board in the Papadimoulis Report.

The initiative by the European Parliament's High-Level Group on Gender Equality and Diversity to organise a hearing in November 2017 on "Best practices and innovative actions to promote gender equality in Parliament's Secretariat", was another clear indication of the rising awareness of the importance of promoting gender balance in the workplace.

The European Parliament resolution adopted in October 2017 on Combating sexual harassment and abuse in the EU demonstrated that inequality comes in many different forms. Parliament's response, both at political and administrative level, clearly showed that our institution is able to adapt and respond to challenges of different natures.

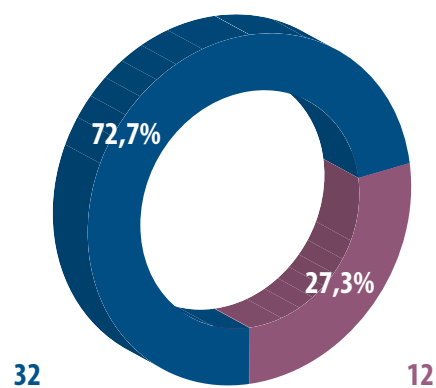
The other EU institutions are also following the trend. I hope in the future that inter-institutional cooperation will be enhanced since we are facing similar challenges, and together we can target them in a more efficient manner!

Thus far I have only discussed gender representation, but gender mainstreaming also requires integrating a gender perspective in the different policies. Both dimensions – gender representation and gender responsive content - need to be taken into consideration in all phases of the policy-making process.

So while I warmly welcome Parliament's measures to improve gender representation in its Secretariat, I want to stress that we also need a mind shift in the political area in order to effectively mainstream gender in Parliament's policies. Soon I will deliver the second Report on Gender mainstreaming in the work of the European Parliament for this legislature. This follow-up will be extremely important to evaluate the progress also made in the decision-making sphere. I look forward to working with my colleagues responsible for gender mainstreaming in every committee, with a view to delivering a text that holds concrete suggestions for concrete results. I strongly believe that the European Parliament, as an employer and as a political institution representing EU citizens, should practice the values it preaches by taking decisive steps in support of full gender equality.

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, to help to promote the values on which the EU is founded. There are currently 39 delegations and five multilateral assemblies. In January 2018, ten out of the 39 delegation chairs are women, and two out of the five multilateral assemblies have women presidents. Furthermore, the Conference of Delegation Chairs (CDC), which is the political body in the European Parliament that coordinates the work of the House's 44 standing delegations, is chaired by a Member of the Group of the Progressive Alliance of Socialists and Democrats: Ms Inés Ayala Sender.



Conference of Delegation Chairs – 12 delegations chaired by a woman



Inés AYALA SENDER

(S&D – ES) Maghreb and Arab
Maghreb Union (DMAG); CDC



Monica MACOVEI

(ECR – RO)
Albania (D-AL)



Constanze KREHL

(S&D – DE)
Chile (D-CL)



**Teresa JIMÉNEZ-
BECERRIL BARRIO**

(EPP – ES) Mexico (D-MX)



Michèle ALLIOT-MARIE

(EPP – FR)
Arab Peninsula (DARP)



Sofia SAKORAFÁ

(GUE/NGL – EL)
Central America (DCAM)



Iveta GRIGULE-PĒTERSE

(ALDE – LV) Kazakhstan, Kyrgyzstan,
Uzbekistan, Tajikistan, Turkmenistan
and Mongolia (DCAS)



Rebecca HARMS

(Greens/EFA – DE)
Euronest (DEPA)



Marisa MATIAS

(GUE/NGL – PT)
Mashreq (DMAS)



Ulrike MÜLLER

(ALDE – DE)
Australia and New Zealand
(DANZ)



Eva KAILI

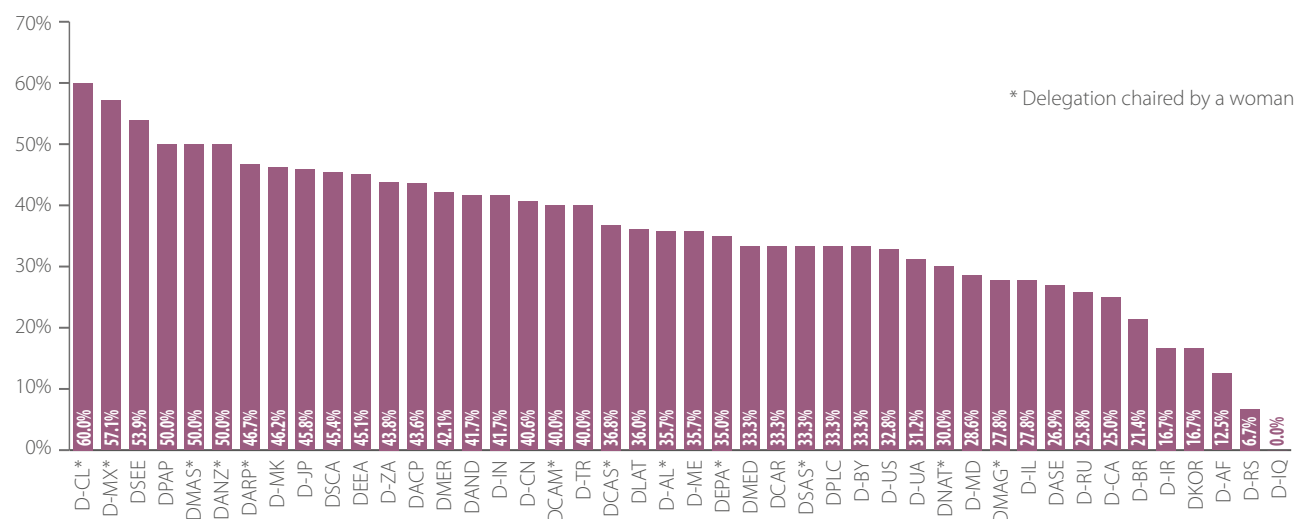
(S&D – EL)
NATO Parliamentary
Assembly (DNAT)



Jean LAMBERT

(Greens/EFA – UK)
South Asia (DSAS)

Women in parliamentary delegations



Administrative posts

WOMEN IN THE EUROPEAN PARLIAMENT

EN

International Women's Day,
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- ▶ European Parliament Secretariat: Streamline as of 5 January 2018, unless otherwise stated
- ▶ Photographs: European Parliament

An initiative of the Equality and Diversity Unit - DG Personnel

Editorial committee chairs:

Alberto Rossetti (Head of the Equality and Diversity Unit)

Petra Metzmeier-Weiss

European Parliament, GEOS building,

22-24, rue Edward Steichen, L-2540 Luxembourg

Tel: +352 4300 24397

email: egaliteetdiversite@ep.europa.eu

Intranet: <https://epintranet.in.ep.europa.eu/home/browse-as/human-resources/equality-diversity/gender-equality.html>

Disclaimer: the opinions expressed in this publication do not necessarily reflect the official position of the European Parliament

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A word from the Secretary-General



Gender equality in the European Parliament Secretariat is important to me and is at the heart of the policies that we pursue. Ensuring the equal treatment of men and women, and promoting equal access to opportunity, are essential to Parliament's successful functioning. Fostering all staff members' talents and nurturing diversity at all levels of the administration enables us to serve Members more effectively. It is with this in mind that we strive to improve gender balance in the Secretariat. Vice-President Papadimoulis' report of January 2017 on gender equality in Parliament's administration¹ highlighted the need to increase the representation of women in middle and senior management, revising upwards the targets for the share of women in these positions. The report's respective roadmap, with its timetable of actions to implement from 2017 to 2019, outlined how this should be done. I am pleased to note that the percentage of middle management posts occupied by women across the Secretariat increased to 35.6% in 2017.

To strengthen the Secretariat's commitment to women's professional advancement, I called on all Directors-General last year to consider gender in their procedures for appointing new Heads of Unit. Shortlists for all middle management appointments must now include three candidates, if available, and at least one of these candidates must be of the under-represented gender. I also recommended that in the event of two candidates being otherwise equal, the under-represented gender should be preferred. Notably, if these requirements are not fulfilled, I reserve the right to close the procedure and re-advertise the post. I am sure that these measures will help us on our way to achieving the targets outlined in the Vice-President Papadimoulis' report.

Further, we have sought to raise the profile of the Equality and Diversity Coordination Group. With a view to enhancing the visibility of the Group, I decided that the Heads of the resources service of each DG should be members ex officio. Under this new configuration, the Group will liaise with the Human Resources Inter-DG Steering Group in order to pool resources and achieve synergies. These developments reflect the importance accorded to gender equality in the Secretariat.

Through our continued efforts to achieve gender balance, Parliament is reinforcing its commitment to the women employed here, and to our future female colleagues. I look forward to seeing how our workplace will grow as we enhance their participation in Parliamentary life.

Klaus Welle

* Please note that DG INTE was renamed and became the Directorate-General for Logistics and Interpretation for Conferences (DG LINC) on 1st February 2018.

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).



INTERVIEW WITH KRISTIAN KNUDSEN

Acting Director-General for Personnel

What did DG PERS do in 2017 in order to implement the gender equality policy in Parliament's Secretariat?

The promotion of equality and diversity in our institution is one of our core tasks in DG PERS. We are constantly working together with the political leadership and the management level of the House to create an inclusive and motivating work environment with broad career opportunities for all staff members, irrespective of gender. The report drawn up by Vice President Papadimoulis and approved by the Bureau has been instrumental to our work in this regard.

In 2017, we completed our training programme for women with leadership potential, in order to encourage more women to put themselves forward for middle management positions. We organised our yearly event on the occasion of the International Women's Day and also organised workshops for the Human Resources Units on gender-sensitive drafting of vacancy notices and regular training courses on "unconscious bias". When it comes to DG PERS itself, we are among the DGs that still have to make progress to reach equality among women and men at Head of Unit level, but I am happy that during 2017 we increased the share of female heads of units to almost 30% (29,4%), as it is the goal set by the Papadimoulis report for each DG to reach by 2019 (with 40% for the Secretariat as a whole).

Could you please tell us about the training programmes that DG PERS offers to promote gender equality?

Gender equality at management level can be assured only if both genders are equally represented in the pool of eligible candidates. This is our general philosophy on the topic, and this is where our training programme comes into play.

First of all, we offer a Talent Management Programme for different categories of staff. These include programmes like "Emerging Talent", "Aspiring Manager" for ADs or "AST Team Leaders". In my view, we have to reach gender balance among participants in that training to raise the number of future female candidates for management posts. We are not yet there but it is very promising that among the participants in that training, women are in the majority when it comes to those who were appointed Heads of Unit after the training. I have already mentioned that we completed our 2017 training programme for women with leadership potential last year. The programme's purpose was to increase the number of women in managerial positions and was targeted specifically at female colleagues. 84 women from across all DGs participated. It included a development needs analysis with a professional coach, and a mentoring scheme with experienced managers of both genders. We have to continue our efforts to find the most effective way to ensure state-of-the-art training to promote the professional development of female colleagues in the management area.



INTERVIEW WITH ERIKA LANDI

Director for HR Support and Social Services, DG PERS

Being in charge of gender equality and diversity since October 2017, what are the key issues for you to further move towards a gender-balanced and inclusive working environment?

Creating a gender-balanced and inclusive working environment is not about either gender; rather it is about adapting our workplace to people, both women and men. Only through removing barriers and undue advantages to equality of opportunity will we be able to best support the European decision-making process. As Director of DG PERS' HR Support and Social Services Directorate, I am honoured to oversee our progress towards becoming a gender-balanced and inclusive workplace.

Women today juggle multiple roles: while achieving their career aspirations, they still tend to take on more caregiving and household responsibilities than men. On the other hand, men generally have less access to family-friendly policies. For this reason, strong work-life balance measures are essential for establishing a culture of inclusivity and an egalitarian environment in the Secretariat. These measures go beyond the realm of gender balance and are essential for the well-being of all staff members.

The 2017 Papadimoulis Report outlined a number of ways to improve participation of women in management in the EP Secretariat, and its accompanying roadmap established concrete actions regarding work-life balance for staff that we are taking from 2017-2019. Last year, for example, we encouraged Directors-General to hold meetings within the opening hours of childcare facilities, and have made a similar recommendation to the Secretaries-General of the political groups. In 2018, we envisage playing a greater role in advocating for men to use work-life balance measures, and are seeking to further develop our teleworking scheme. The restructuring of DG PERS in October 2017 brought closer two units in my Directorate that are critical for promotion of work-life balance: the Equality and Diversity Unit and the Working Time and Childcare Facilities Unit. We have more work to do in this domain, and with the synergy of these two units, I am confident that we will continue to progress towards creating an inclusive and gender-balanced working environment, for all of us.

INTERVIEWS WITH LEENA MARIA LINNUS AND AGNIESZKA WALTER-DROP

Could you tell us about a recent specific action undertaken in your DG in order to work towards a gender-balanced and inclusive workplace?



LEENA MARIA LINNUS

Director-General for Infrastructure and Logistics

DG INLO (Infrastructure and Logistics) is a highly technical part of Parliament's administration and traditionally has a high percentage of men in different services. To find a better gender balance, a lot has been done over the past years by my predecessors as well as by my fellow colleagues. Today, the whole senior and middle management of DG INLO is committed to gender equality, simply because no intelligent organisation in the world would not profit from the possibility to use the intellectual talent of both genders. We simply can no longer afford to ignore the potential of all our colleagues, be they men or women. Equality is actually quite a simple and constructive principle to follow - it is inequality that complicates our professional life, creating prejudices and false expectations.

It is from this perspective that we in DG INLO aim at advancing gender equality, slowly but surely - and this perspective all our colleagues know. Considerable progress has been achieved in terms of women's presence in management positions in recent years. Between 2011 and 2017, the amount of female ADs in DG INLO rose from 19% to 30% and the amount of female Heads of Units from 7% to 31,3%.

Naturally, change takes time - gender equality has always been a generational as well as a cultural question. But change is there in all areas: the principle of equality is there when we choose the formal attire to colleagues wearing uniforms; it is there when we organise our daily work and meeting routines; and it is there when we reflect on staff and management appointments. We have recently embarked on an area which had been neglected in the past: gender balance is now part of the appointments for evaluation committees relating to public procurement procedures. 2017 was the year when the world spoke of sexual harassment, and so did we in Parliament. In DG INLO, all colleagues were informed of the procedures that exist to protect staff and it was made very clear that any kind of harassment, including sexual, is not tolerated. Sexism and inequality together hinder men and women from bringing forward their best professional talents.



AGNIESZKA WALTER-DROP

Director-General for Interpretation and Conferences

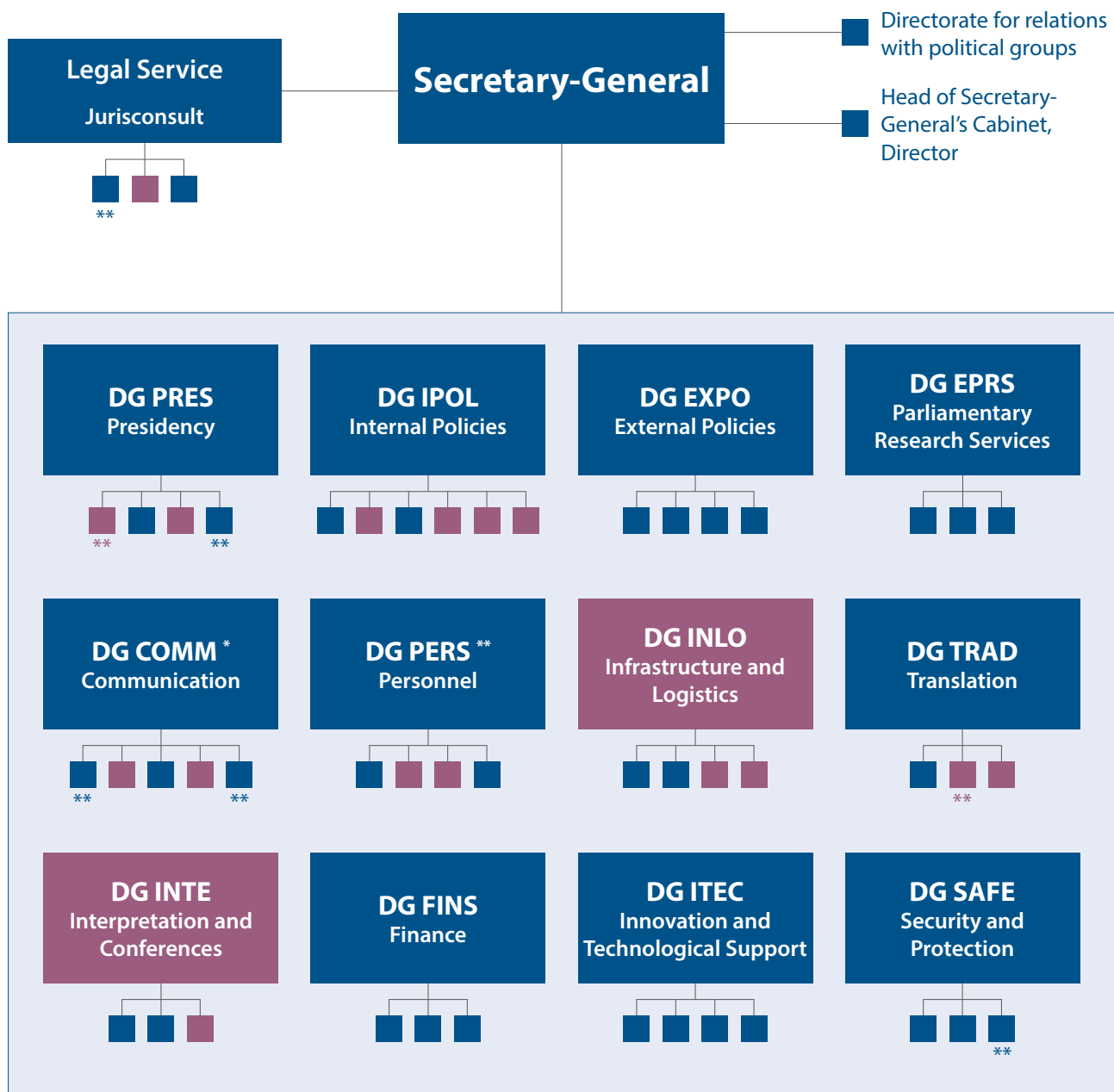
I believe that mixed and balanced teams at every level, including within the management, are necessary for our societies and institutions to thrive. Since we have an unequal participation of women at different levels, including at management level, I consider gender mainstreaming to be an important tool, in strategic decision-making as well as in the day-to-day running of different teams, to change the culture of the organisation, develop an inclusive work environment and to take good decisions. We also need to lead by example and by individual behaviour: to step in where gender sensitivity is at stake and to ensure balanced representation around the discussion and decisions-making tables.

It is no longer enough to aim at gender equality - for both men and women! - through informed and unbiased hiring. We need to be attentive, so that our staff develop within their roles and beyond, but create different processes such as training and career development, taking into account some of the specific challenges that women can face in their professional paths. One of the recurring challenges is a disparity in jobs that women apply for (often due to a lack of confidence) or are offered. As managers, not only do we need to be proactive, encouraging our colleagues to apply for these posts to enter male-dominated fields, but we also need to look out for gender-bias in decision-making. We, as managers, may want to be more purposeful in engaging our teams equally, making them more gender neutral, based on different and new skills and abilities. Women in DG INTE (DG LINC as of February 2018) successfully make their way into "traditionally" male professional roles. We have women working as conference technicians, conference ushers, business analysts and webmasters. They bring their unique talents to the table, making the teams more versatile and complete. All colleagues can be sure that they will be judged on their merit when they apply for different posts regardless of the nature of the post.

It is a mistake, however, to think that gender balancing means using the same old criteria, which were often defined according to the male expectations, needs or management style. This balancing has to start with a redefinition of these criteria, and a better understanding of what women's expectations from the workplace are. Only then can we create a truly balanced and inclusive environment for all of our people. Modern organisations already recognise that, and the European Parliament is building on these efforts through talent development programmes for women, teleworking or part-time schemes that make women and men equally equipped to progress in today's demanding environment.

EUROPEAN PARLIAMENT SECRETARIAT ESTABLISHMENT PLAN

Directors-General and Directors



* Washington office: male director

** acting

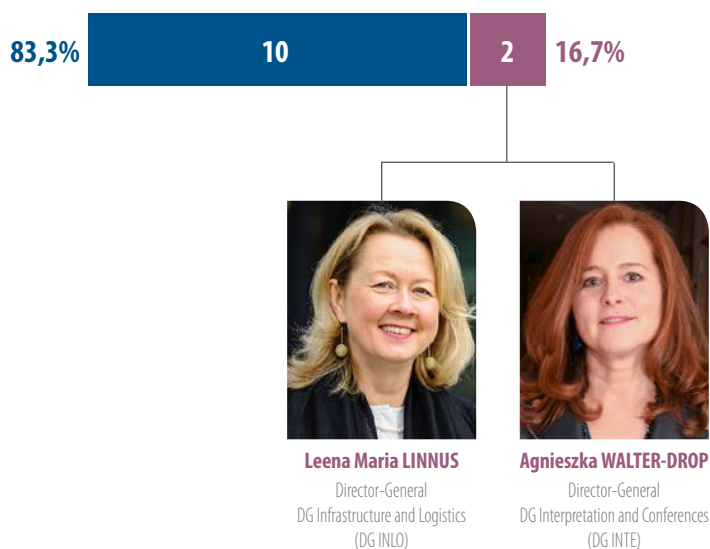
Key

■ Women

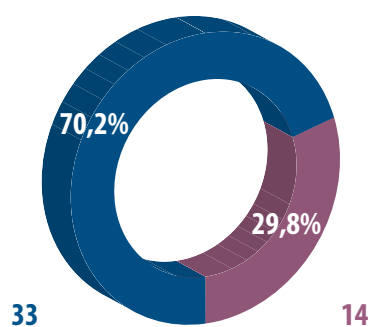
■ Men

MANAGEMENT POSTS HELD BY WOMEN : STATISTICS*

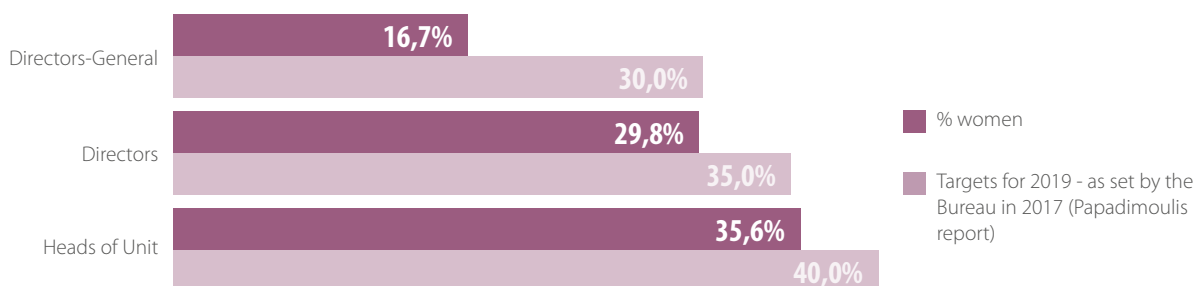
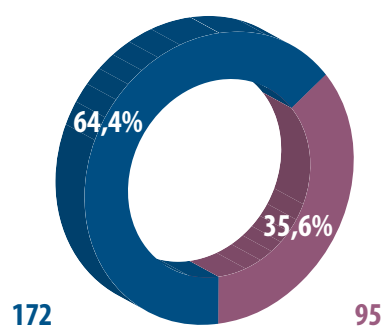
Deputy Secretary-General and Directors-General



Directors

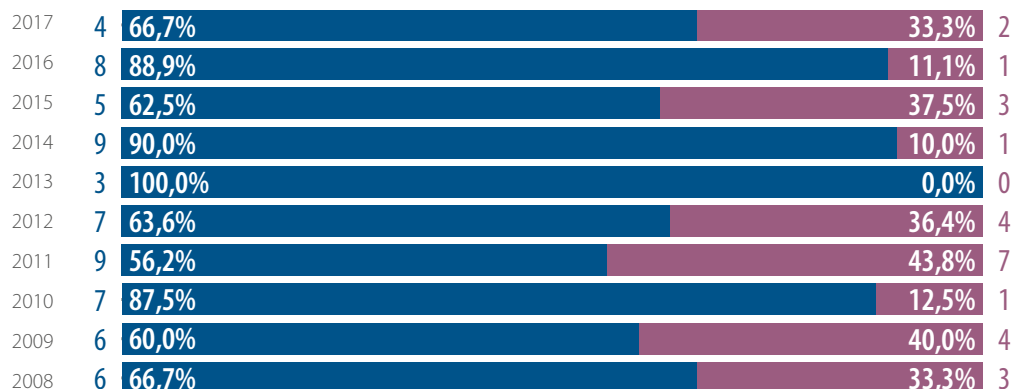


Heads of Unit

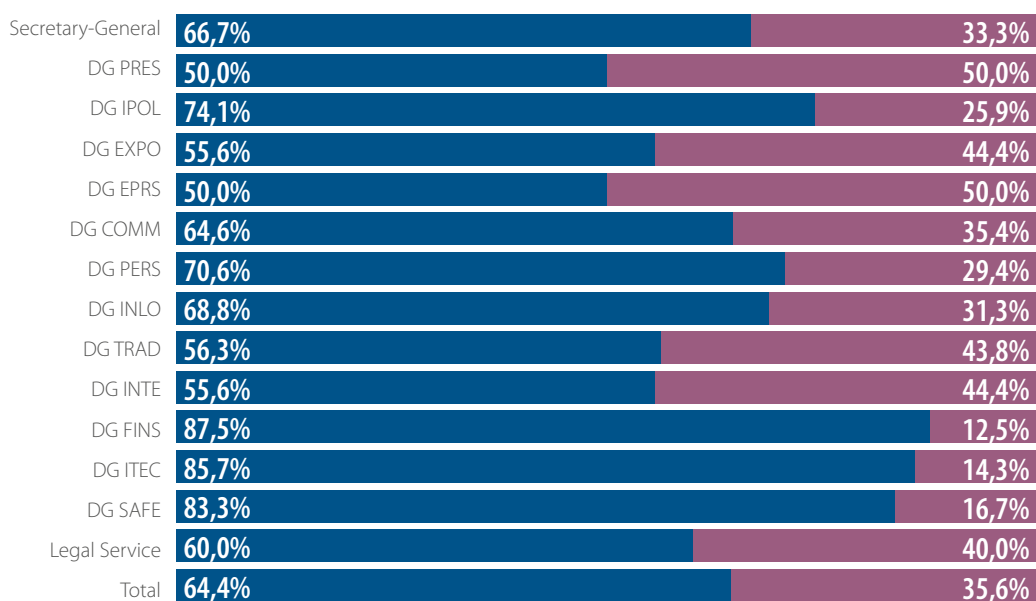


* 'acting' not included

Senior management appointments - Directors-General and Directors (1 January 2017 to 31 December 2017)



Heads of Unit by gender and DG

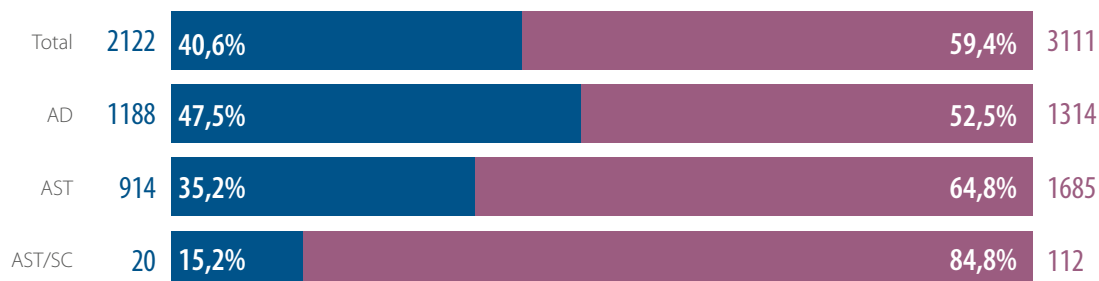


Selection of Heads of Unit - 2017

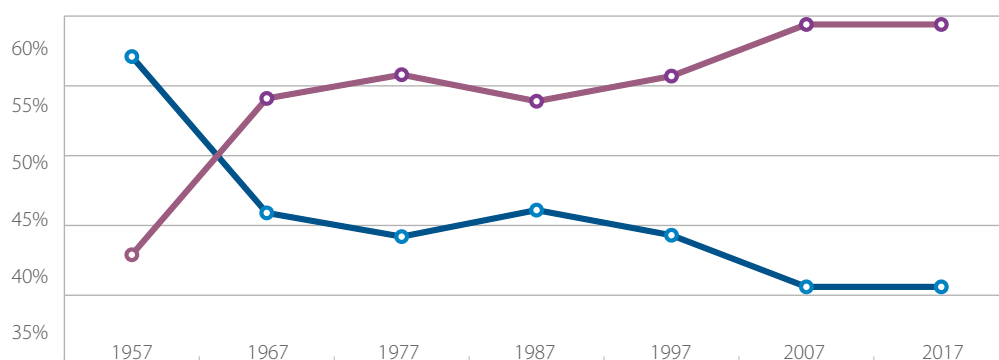


EP SECRETARIAT, POLITICAL GROUP SECRETARIATS AND ACCREDITED PARLIAMENTARY ASSISTANTS: STATISTICS

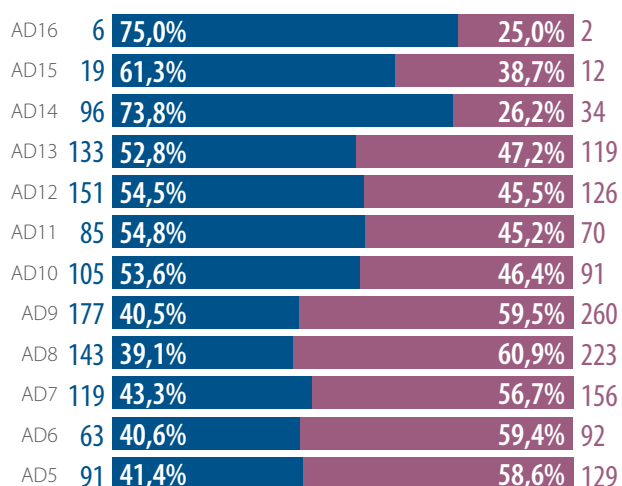
EP Secretariat staff



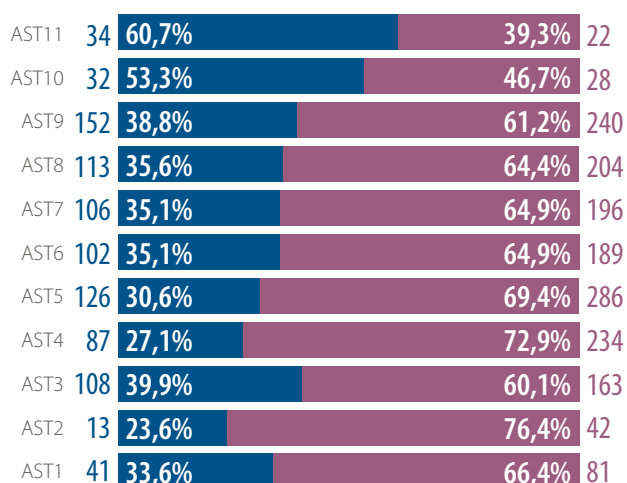
EP Secretariat staff (1957-2017)



AD staff



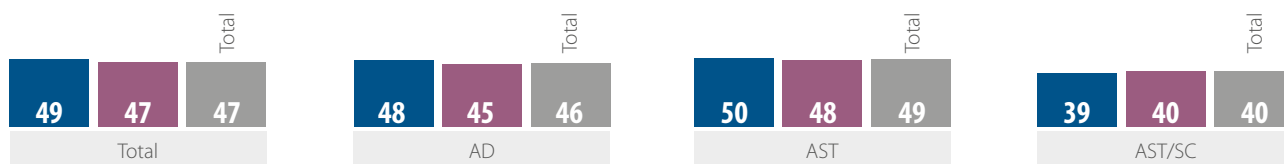
AST staff



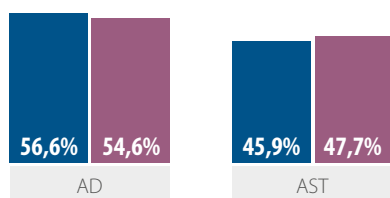
AST/SC staff



Average age by gender

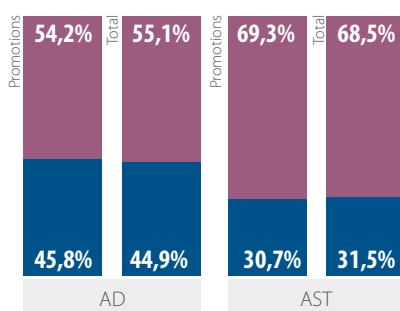


Percentage of staff promoted among those eligible, by gender and function group (2017)



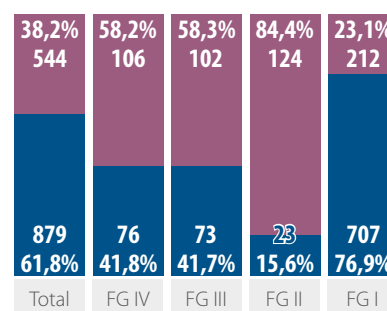
Example: in 2017, 54,6% of female ADs eligible for promotion were promoted

Promotions (m/f) by gender and function group (2017)

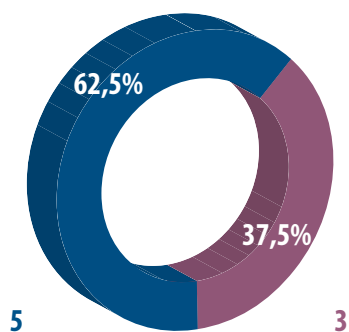


Example: in 2017, 69,3% of assistants promoted were women (the total m+f always being equal to 100), with women accounting for 68,5% of AST staff eligible for promotion in 2017

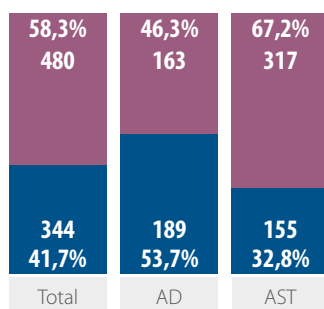
Contract staff by gender and function group



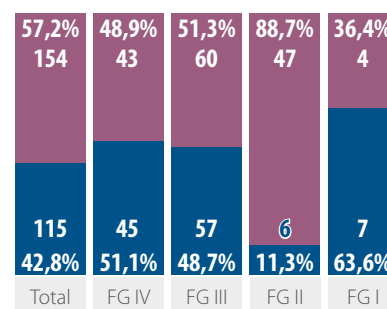
Secretaries-General of political groups



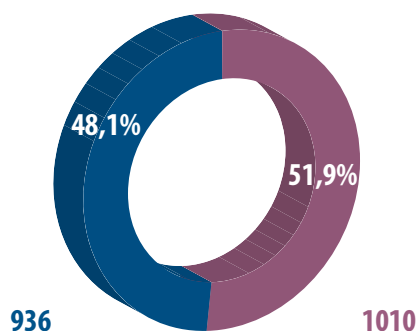
Political group staff (officials and temporary staff)



Contract staff in the political groups



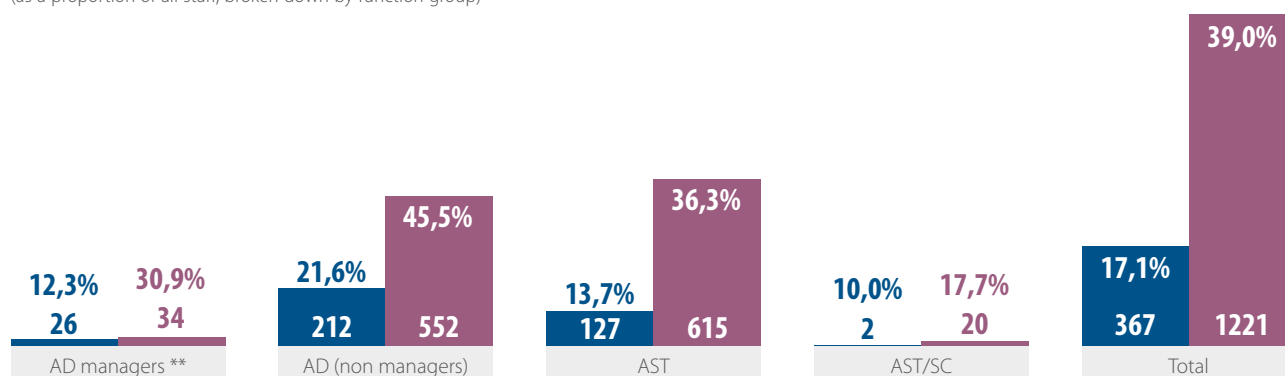
Accredited parliamentary assistants



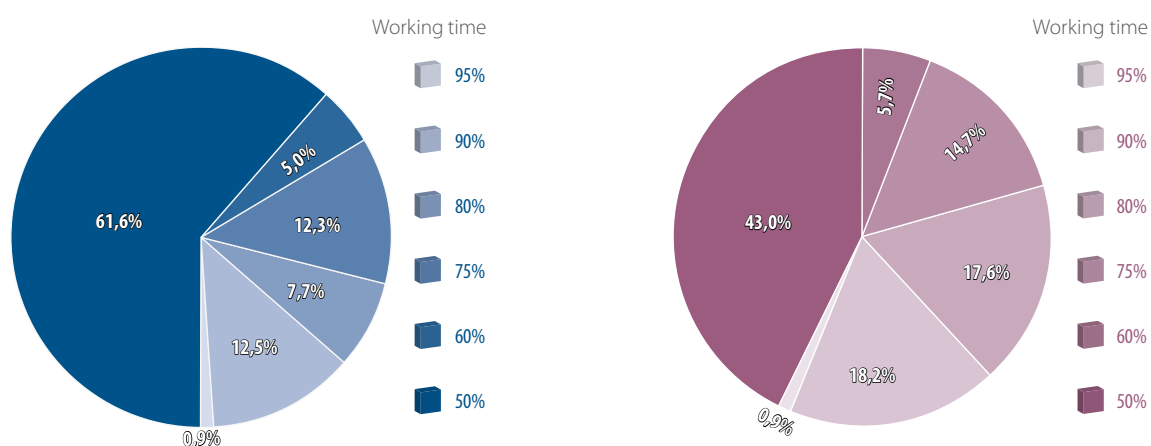
WORK-LIFE BALANCE: STATISTICS (JANUARY-DECEMBER 2017)*

Staff working part-time

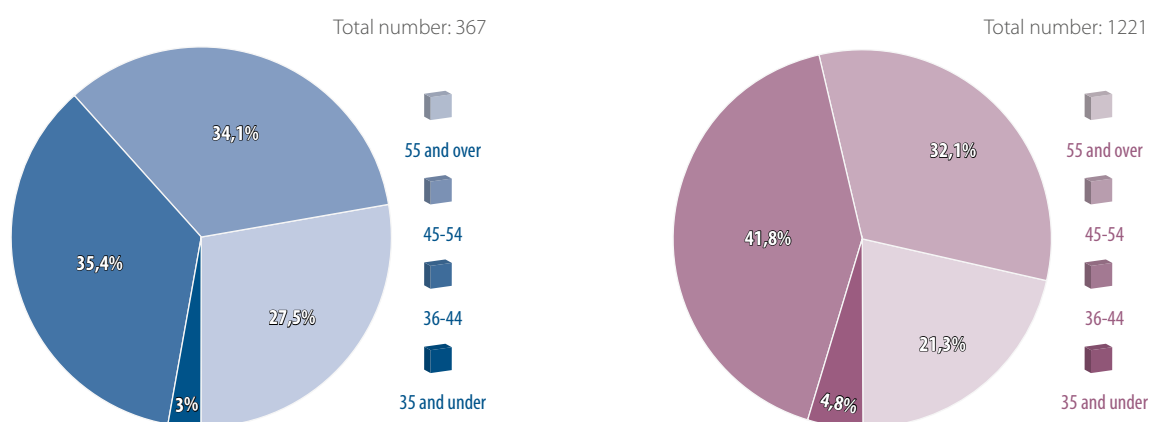
(as a proportion of all staff, broken down by function group)



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



Staff working part-time, by age group

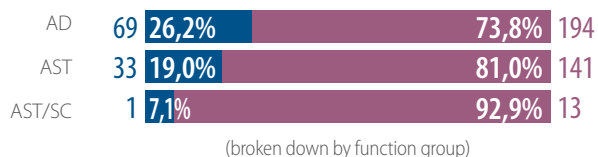


* 'All staff' means officials and temporary staff (political groups not included) as of 31 December 2017.

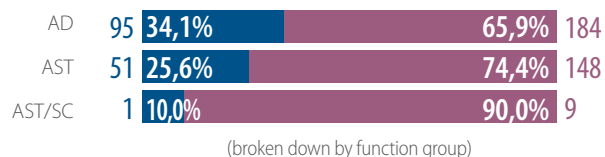
** Directors-General, Directors, Heads of Unit

*** Members of staff who changed their working time arrangements in the course of 2017 are counted in each category of working time for which they opted.

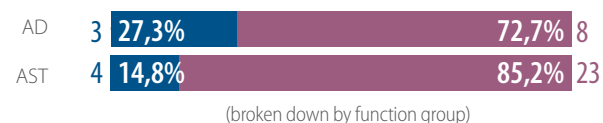
Staff on full-time parental leave



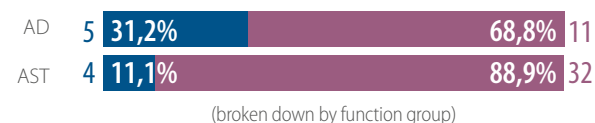
Staff on half-time parental leave



Staff on full-time family leave*

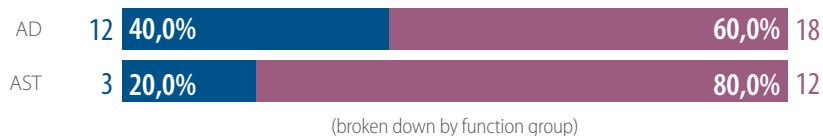


Staff on half-time family leave*

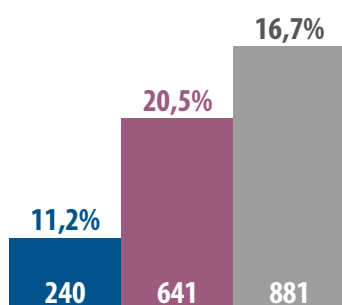


Staff on leave on personal grounds*

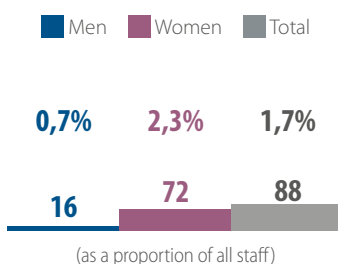
* As no one in the AST/SC function group made use of family leave or leave for personal reasons, no mention is made of that function group.



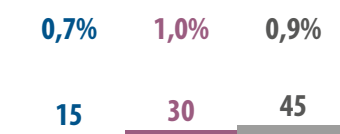
Staff on parental leave



Staff on family leave



Staff on leave on personal grounds



The proportion of all staff who worked part-time in 2017 was 30.1 %, as against 28 % in 2016 and 25.6 % in 2015. The figures confirm the trend, apparent for several years now, of a gradual increase in the number of staff working part-time. All work-life balance measures continue to be used mainly by women. In 2017 women accounted for 76.9 % of all part-time workers, 81.8 % of the users of family leave and 72.8 % of staff members taking parental leave.

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

Until the reorganisation of DG Personnel on 1 October 2017, the Equality and Diversity Unit reported to the Director-General for Personnel. Now, the Equality and Diversity Unit is part of Directorate C – HR Support and Social Services. There were no changes in tasks linked to this reorganisation; the unit is still 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; acting against all discrimination in accordance with Article 1d of the Staff Regulations.
- ▶ Fostering the creation of a good, 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.
- ▶ Raising awareness about respectful working environments, including the prevention and proper follow-up of harassment cases.

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 coordinates the group of Equality and Diversity Coordinators from the various Directorates-General. Further, it will liaise with the Human Resources Inter-DG Steering Group and it encourages the exchange of information and good practices with its partners in other institutions.

Equality and Diversity Coordinators

As it stands, 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.

With a view to enhancing the importance and visibility of the Group, the heads of the resources unit/service of each DG shall be members *ex officio* of the Group. Furthermore, the group will liaise with the Human Resources Inter-DG Steering Group in order to pool resources and achieve synergies.



Committee on Equal Opportunities and Diversity (COPEC)

Chiara MALASOMMA

Chair

COPEC was established as an advisory committee in 1986. It is made up of eight members and its chair, appointed by the Appointing Authority. Four members and the chair are proposed by the Director-General for Personnel while the other four members are proposed by the Staff Committee. In 2017, its composition respected a complete gender balance.

COPEC's main aim is to promote a tolerant and inclusive working environment in Parliament, through participation in awareness raising events among other activities. COPEC therefore proposes actions 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

It is a pleasure for me to contribute with a few words to the 2018 edition of the Women in the European Parliament brochure, as the recently elected Chair of Parliament's Staff Committee.

Women have always played an important role in Parliament. Of late, discussion has tended to focus on numbers and/or grades. Although it is of vital importance that women should be on an equal footing with men, I do not believe discussion should be limited to that.

A respectful approach to working women, on the part of men and women alike, requires a constant and deliberate educational effort from the institution and its staff. The ultimate objective is that there should come a time when the subject itself becomes obsolete and outdated. We need to reach the stage where gender is irrelevant.

I have great faith in the younger generations, but all of us must be vigilant to ensure that there is no regression on acquired rights or mentalities. Our institution should be a leader in this field, precisely because it is the European Parliament and will be judged on the weight of its commitment and on its coherence with our public political statements regarding what we expect from others.