Women in the European Parliament

International Women’s Day, 8 March 2015

Political posts

Equality and Diversity Unit
Directorate-General for Personnel
Unless otherwise stated throughout the brochure:

- women
- men

Sources used for data

- European Parliament and its bodies: www.europarl.eu, as of 5.1.2015
- Photos: European Parliament

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

4 Foreword by Dimitrios Papadimoulis, Vice-President of the European Parliament
5 Members
6 Representation of women in the European Parliament and in national parliaments, by Member State
7 The Bureau
8 The High-Level Group on Gender Equality and Diversity
9 Political groups
10 Parliamentary committees
11 Committee on Women’s Rights and Gender Equality
12 Parliamentary delegations
13 Gender equality strategy
14 EU directives on gender equality

A word from the President

In 2014, efforts to promote gender equality in the European Union produced mixed results. The newly elected European Parliament was very vocal in urging the Member States to nominate women for posts as European Commissioners. It is all the more regrettable, therefore, that the Juncker Commission should have only nine women among its ranks.

Although only 36.8 % of MEPs are women, the European Parliament can be proud of its much improved record in appointing women to senior posts: 35.7 % of the Vice-Presidents are women, as against only 21.4 % in the previous parliamentary term, and 45.5 % of parliamentary committee chairs are women, as against 36.4 % before.

Europe needs to be given a strong lead if attitudes towards gender equality are to change. Its institutions must demonstrate their unwavering commitment to greater gender equality and work to secure the adoption of more progressive legislation. In this way we can make it possible for each and every woman to play a full part in the economic, political and social life of our Union.

Martin Schulz
Women in the EUROPEAN PARLIAMENT

Foreword by Dimitrios Papadimoulis,
Vice-president of the European Parliament

I am very happy, and indeed honoured, to be contributing for the first time to the brochure ‘Women in the European Parliament’, in my capacity as Parliament’s Vice-President in charge of gender equality and diversity and as Chair of the Bureau High-Level Group that steers Parliament policy in this area. The European elections held in May 2014 resulted in a new Parliament. 36.8% of the MEPs elected by EU citizens are women, which represents progress in comparison with the previous legislative term. The composition of Parliament’s political bodies reflects this trend. Our institution must act as a role model, and has elected five women Vice-Presidents, compared with only three previously. Members and citizens alike can be pleased that female representation in most key positions within Parliament has increased: 10 of the 22 committee chairs are women, and 12 women have been elected as delegation chairs.

These figures are simply an indication that the paradigm is changing. The impetus given by the political groups in terms of promoting women within their internal structures has been essential in enabling them to take up leading positions at the institutional level. In addition, Parliament’s role as both a political institution and an employer is to push forward gender equality and diversity. 2015 will be an ideal opportunity to do this: the current gender equality strategy is to be analysed in depth, and Parliament will play an active role, within its sphere of competence, in defining the future of this strategy.

Parliament is already a key actor in the development of gender equality policy at European level. Gender equality policy should be mainstreamed in citizens’ daily lives, as equality between women and men is an issue in many areas, including those of violence against women, the gender pay gap, women’s economic independence and their role in, and influence on, decision-making processes in the public and corporate sectors.

Notwithstanding the progress already made, there is still a great deal to be achieved when it comes to breaking down barriers, implementing the tools with which to break through the glass ceiling, and creating the right conditions for work-life balance. My concern is the following: Parliament is leading the way (particularly during the current economic crisis, which is having a disproportionate impact on women), but the law does not change mentalities. Although women now have better and easier access to the highest political and corporate offices, their path has not been smooth. Sexist and discriminatory attitudes have not gone away, indicating that gender balance has not yet taken hold in people’s minds or in practice. The process of changing mentalities is a lengthy one. Equality should be taught and assimilated from birth – at school, at home and in the workplace. This calls for political awareness and affirmative decision-making.

The celebration of Women’s Day is an effective tool for heightening awareness and raising the profile of ideas, initiatives and stakeholders in the field of gender equality.

As a male Vice-President in charge of gender equality, I wish to reiterate that equality between women and men should be a matter of concern to everyone, irrespective of gender.
Members

The percentage of women MEPs for the first full year of the 8th parliamentary term is higher, at 36.8 %, than it was before the elections in 2014 (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-related legislation and policies as a whole or within its own internal structures and bodies, including its Secretariat.

The increased percentage of women elected to the European Parliament has been accompanied by a number of developments between the seventh and eighth terms regarding the number of women in decision-making posts. The number of women Vice-Presidents has risen from three to five out of a total of 14 (six women were Vice-Presidents during the first half of the preceding parliamentary term). Eight women chaired a parliamentary committee or sub-committee during the seventh term; there were ten during the first half of the seventh term (out of a total of 24) and there are now 10 out of 22. The number of women leading a political group has remained the same, with one Chair and one Co-Chair.
More than half the world’s population is made up of women. Their participation and their contribution to the political process are both significant and necessary, if not to say a fundamental right.

Following the 2014 elections, the percentage of women in the European Parliament increased once more. In the Member States, the percentage of women in the European Parliament is now higher than in their respective national parliaments, with the exception of Denmark, Germany, Belgium, Poland and Lithuania. Malta, Sweden, Ireland and Finland have more female MEPs than male MEPs. For Estonia and Latvia, the numbers are exactly equal.

With 36.8% of MEPs being women in the eighth term, the representation of women in the European Parliament is almost 15% higher than the world average in national parliaments, which is currently 22.2%.

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1 National parliament data based on the number of women elected to the lower Chamber. Source: www.ipu.org on 14.11.2014
The Bureau

The Bureau is made up of the President of the European Parliament, 14 Vice-Presidents and five Quaestors, with observer status. It is elected by the Assembly for a renewable period of two-and-a-half years. The Bureau guides Parliament’s internal operations, including budget estimates, and all administrative, organisational and staff matters.

Five women Vice-Presidents

Mairead McGUINNESS (IE - EPP)
Il dikó GÁLL-PELCZ (HU - EPP)
Adina-Ioana VĂLEAN (RO - EPP)
Sylvie GUILLAUME (FR - S&D)
Ulrike LUNACEK (AT - Greens/EFA)

Two women Quaestors

Elisabeth MORIN-CHARTIER (FR - EPP)
Catherine BEARDER (UK - ALDE)
The High-Level Group (HLG) was established by the Bureau in 2004 as a follow-up to Parliament’s resolution of 13 March 2003 on gender mainstreaming in the European Parliament. It was created primarily to promote and implement gender mainstreaming within Parliament’s activities, structures and bodies. In November 2007, the Bureau changed the name of this working group to the High-Level Group on Gender Equality and Diversity in order to reflect the extension of its remit to include protecting diversity.

The HLG acts as a horizontal, overarching body and cooperates closely with other European Parliament bodies, in particular the Conferences of Committee and Delegation Chairs and the Committee on Women’s Rights and Gender Equality. During the course of previous parliamentary terms, the HLG introduced several changes, including the establishment of a network of MEPs and EP staff in committees and interparliamentary delegations in order to implement gender mainstreaming, the adoption of guidelines on the use of gender-neutral language in parliamentary documents and for the purpose of communication and information, and the promotion of gender budgeting.

As for the employment and inclusion of persons with disabilities, the HLG has stressed the need to implement the concept of ‘reasonable accommodation’ as regards facilities for the disabled. Equally, the group has emphasised the importance of good communication for raising awareness of this issue among Members and staff, including by means of a fully accessible website.

One of the tasks under the HLG’s mandate for the preceding parliamentary term was to implement the action plan for the promotion of gender equality and diversity in Parliament’s Secretariat (2009-2013). The Group’s mandate for the current parliamentary term is along the same lines as its previous mandate. It is the HLG’s job to ensure that the necessary administrative structures are in place to achieve gender mainstreaming in the context of Parliament’s activities (procedures and policies). The HLG also seeks to strike a better work life balance, to ensure that suitable facilities are installed to accommodate disabled persons on Parliament’s premises and to ensure that all issues relating to discrimination at the workplace, including the fight against homophobia and transphobia, are taken into consideration. It promotes communication initiatives on these matters, in particular by means of exchanges of views with the Bureau’s working group on information and communication.

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

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

The HLG held its constituent meeting for the current term in October 2014, at which it discussed its new priorities. Its agenda again included gender equality at every level of the establishment plan, in particular at intermediate level, where Parliament was still to meet its own targets, and the identification of new initiatives to encourage women to apply for head of unit posts. The issue of the employment and integration of people with disabilities was also examined, as was that of promoting a non-discriminatory recruitment policy, especially in the LGBT field.
Political groups

In the European Parliament, Members sit in groups based on political affiliation rather than on nationality. There are currently seven 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 led by a woman, Gabriele Zimmer, and the Group of the Greens/European Free Alliance is co-chaired by Rebecca Harms. Members who do not belong to a political group have a secretariat and are classified as ‘Non-attached’.

Gender distribution in the political groups
Parliamentary committees

In the 8th parliamentary term, there are twenty parliamentary committees and two subcommittees in the European Parliament. By drawing up reports on legislative proposals and own initiative reports, the committees prepare the work of Parliament’s plenary sittings. The committee Chairs coordinate the work of the committees in the Conference of Committee Chairs. 10 of the 22 committees are currently chaired by a woman.

Conference of Committee Chairs – ten committees chaired by a woman

Women in parliamentary committees

* Committee chaired by a woman
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 relating to women’s rights, gender equality and the elimination of all forms of gender based violence and discrimination.

It originated from an ad hoc committee on women’s rights and equal opportunities created by the European Parliament in 1979, at a time at which women’s rights and equality were becoming increasingly important on the international stage, that being the year the United Nations adopted the Convention on the Elimination of All Forms of Discrimination against Women. In 1984 it became a permanent committee, and since then it has been the political body in the EP principally responsible for advancing gender equality and women’s rights.

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

The Committee’s programme of activities for 2015 focuses on several key areas. The Committee will do its utmost to ensure that that the EU legislative proposals on maternity leave and women’s membership of boards of directors are taken forward and adopted in the near future.

In keeping with the tradition of celebrating International Women’s Day each year by holding an inter-parliamentary committee meeting, the Members of the European Parliament and national parliaments met on 5 March 2015 to discuss the theme ‘Empowering women and girls through education’. This theme will also be the focus of the annual meeting of the United Nations Commission on the Status of Women, which will be held from 9 to 15 March 2015 in New York (and which a delegation from the FEMM Committee will attend) and form the subject of an own initiative report by the FEMM Committee in early 2015.

The work of the FEMM Committee will also cover the following topics: careers for women in science and academia and the glass ceilings they encounter; gender equality and the empowerment of women in the digital age; women domestic workers and carers in the EU; external obstacles to women’s entrepreneurship in Europe (including social entrepreneurship); poverty from a perspective of gender and children. Lastly, the FEMM Committee will work on a European strategy for equality for women and men post 2015, and will also consider the implementation of the directives on the trafficking of human beings and on parental leave.

Delegations from the FEMM Committee will travel to: Latvia and Lithuania, in January 2015, to hold discussions with the Latvian Presidency and visit the Institute for Gender Equality (EIGE); New York (USA) in March 2015, to take part in the meeting of the UN Commission on the Status of Women; Luxembourg, in June 2015, and The Hague (Netherlands) in November 2015, to hold discussions with the Presidencies that will take up their duties in the second half of 2015 and the first half of 2016, respectively.


Iratxe GARCÍA PÉREZ
Chair
(ES – S&D)
Parliamentary delegations

Delegations maintain and develop Parliament’s international contacts. Their activities are intended to maintain and enhance contacts with parliaments of the EU’s traditional partners and help promote, in non-EU countries, the values on which the EU is founded. There are currently 39 delegations and five multilateral assemblies. In the 8th legislature, 10 of the 39 delegation chairs are women, while two of the five multilateral assemblies are chaired by women.

Conference of Delegation Chairs – 12 delegations chaired by a woman

Women in parliamentary delegations

* Delegation chaired by a woman
Gender equality strategy

The implementation of the gender equality strategy stems from the 2006-2010 roadmap for equality between men and women. It is based around the priorities set out in the Women's Charter: equal economic independence; equal pay for equal work and work of equal value; equality in decision-making; dignity, integrity and an end to gender-based violence; gender equality beyond the Union; cross-cutting issues – presentation of a work programme and definition of key actions for the period 2010 to 2015.

This strategy also forms a basis for cooperation between the EU institutions, the Member States and the other stakeholders in the context of the European Pact for Gender Equality.

Maria Noichl is the author of an own initiative report of the European Parliament through which the Commission will be provided with the EP’s contribution to the new EU gender equality strategy 2015-2020. In the report she sets out the way markers for the strategy in the future and indicates how the updating of the strategy can constitute a major step forward in the field of gender equality.

The current Strategy for equality between women and men 2010-2015 will need to be renewed by the end of the year. The Commission will therefore start drafting up a new document reviewing the six priority areas of the current Strategy and evaluating the progress made.

From a European and a global point of view, this report comes at a crucial moment. In 2015, to mark the 20th anniversary of the adoption of the objectives set out in the Beijing Platform for Action, a fundamental women’s rights instrument for women and girls, and the review of the United Nations Millennium Development Goals, throughout the world assessments of various kinds will be carried out with a view to determining just how much progress has been made towards achieving the target of equality between women and men. These assessments will show once again very clearly that such progress has been very slow in all areas of society. The issues at stake for both sexes are not only the right to physical integrity and a life lived in dignity, but as well the fairer distribution of the care and remunerated work and the scope of making use of skills and qualifications of all, which in turn is a prerequisite for economic independence and economical growth.

The main aim of European gender equality policies over the next five years should be to develop effective and coherent strategies designed to eliminate all forms of discrimination against women and men. Women and men in Europe must be sure that they will not suffer discrimination on the grounds of their ethnicity, their sexual orientation, their sexual identity, a disability, their religious beliefs, their class, their nationality or their age.

The objectives which have been reiterated for decades are now being watered down as a response to the ongoing financial crisis and the need for all the Member States to cut spending. However, the EU’s economic, social and employment objectives can only be achieved on the basis of full gender equality; equality must therefore be understood as a strategically significant, universal objective. The FEMM own-initiative report will therefore serve as an important and timely input from the European Parliament towards making equality between men and women a reality in the coming five years and beyond.
## EU directives on gender equality

<table>
<thead>
<tr>
<th>Year</th>
<th>Directive</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1976</td>
<td>Directive 76/207/EEC on equal treatment</td>
<td>Provides that there should be no direct or indirect gender discrimination, for example by reference to marital or family status regarding access to employment, training, and promotion or regarding working conditions and dismissal (repealed by recast Directive 2006/54/EC).</td>
</tr>
<tr>
<td>1978</td>
<td>Directive 79/7/EEC on social security</td>
<td>Requires gender equality in statutory schemes for protection against sickness, invalidity, old age, accidents at work and occupational diseases and unemployment.</td>
</tr>
<tr>
<td>1992</td>
<td>Directive 92/85/EEC on pregnant workers</td>
<td>Requires minimum measures to improve safety and health at work for pregnant women and women who have recently given birth or are breastfeeding, including statutory right to maternity leave of at least 14 weeks.</td>
</tr>
<tr>
<td>1996</td>
<td>Directive 96/34/EC on parental leave</td>
<td>Provides for all parents of children up to a given age defined by Member States to be given at least three months’ parental leave and for individuals to take time off when a dependant is ill or injured (repealed by Directive 2010/18/EU).</td>
</tr>
<tr>
<td>1997</td>
<td>Directive 97/80/EC on the burden of proof in cases of discrimination based on sex</td>
<td>Requires changes in Member States’ judicial systems so that the burden of proof is shared more fairly in cases where workers have made complaints of sex discrimination against their employers (repealed by recast Directive 2006/54/EC).</td>
</tr>
<tr>
<td>2002</td>
<td>Directive 2002/73/EC on equal treatment in employment</td>
<td>Amends the 1976 directive on equal treatment adding definitions of indirect discrimination, harassment and sexual harassment and requiring Member States to set up equality bodies to promote, analyse, monitor and support equal treatment between women and men (repealed by recast Directive 2006/54/EC).</td>
</tr>
<tr>
<td>2004</td>
<td>Directive 2004/113/EC on goods and services</td>
<td>Extends gender equality legislation outside the employment field for the first time.</td>
</tr>
<tr>
<td>2006</td>
<td>Directive 2006/54/EC (recast) on equal treatment in employment and occupation</td>
<td>In order to enhance the transparency, clarity and coherence of the law, this directive puts the existing provisions on equal pay, occupational schemes and the ‘burden of proof’ into a single text.</td>
</tr>
<tr>
<td>2010</td>
<td>Directive 2010/18/EU on parental leave (repealing Directive 96/34/EC)</td>
<td>Entitles men and women to a minimum of four months’ parental leave. Seeks to improve the balance between work, family life and private life for parents engaged in a professional activity and gender equality regarding employment market opportunities and working conditions.</td>
</tr>
<tr>
<td>2010</td>
<td>Directive 2010/41/UE on equal treatment between men and women engaged in an activity in a self-employed capacity</td>
<td>Applies the principle of gender equality to self-employed workers. Brings greater recognition to work carried out by spouses and sets out new provisions regarding measures to combat discrimination and concerning business creation, social benefits and maternity.</td>
</tr>
</tbody>
</table>
Women in the European Parliament

International Women’s Day, 8 March 2015

Administrative posts

Equality and Diversity Unit
Directorate-General for Personnel
Unless otherwise stated:

- women
- men

Sources used for data

- European Parliament Secretariat: Streamline, as of 5.1.2015
- Photos: European Parliament

Initiative by:

Equality and Diversity Unit

DG Personnel

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TABLE OF CONTENTS

4 Foreword by Herwig Kaiser, Director-General for Personnel

5 Equality and Diversity Awards 2014: a gender equality initiative

6 EP Secretariat – Establishment plan – Directors-general and directors

7 A word from the Deputy Secretary-General

7 Management posts filled by women: statistics

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

11 Work-life balance: statistics

13 Gender equality structures

A word from the Secretary-General

Action to promote equality and diversity and to combat all forms of discrimination lies at the heart of the Secretariat’s policy considerations.

Marking International Women’s Day gives me an opportunity to highlight the many specific achievements that have been made with regard to gender equality. The ever-increasing number of women in management posts is of course one of those achievements, thanks to professional training initiatives, developments with regard to organisation, and provisions in the Staff Regulations designed to promote work-life balance. It is therefore great news that over 30% of heads of unit are now women, but much remains to be done.

Last year’s Equality and Diversity Awards were also an opportunity to highlight good practice within the Secretariat, showing just how important it is to take steps to ensure full gender equality in all aspects of administrative life.

The new action plan to promote gender equality and diversity, covering the period up to 2019, is still a source of inspiration for the Secretariat when it comes to tools and courses of action.

Klaus Welle
Foreword by Herwig KAISER, DIRECTOR-GENERAL FOR PERSONNEL

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

Equality, diversity and non-discrimination are integral to the set of values of Parliament’s Secretariat, and it is the task of the Directorate-General for Personnel (DG PERS) to ensure that they are given practical expression in staff policies. This involves applying equality initiatives across the board and involving everyone in the Secretariat to ensure that the initiatives are a success. Gender equality is the first strand of the policy of promoting equality and diversity within the Secretariat, and forms the basis for the development of a raft of measures in this area. There are a number of documents in which this is made clear, for example reports from the Bureau, the statement of principles on the policy of promoting equality and diversity, and action plans for the promotion of gender equality and diversity. The fact that a Bureau working party was set up to address these issues is a clear sign of Parliament’s commitment in this area. Much progress has been made with regard to improving the gender balance at all levels in the Secretariat, whilst positive action in favour of the under-represented sex is possible under the Staff Regulations.

2014 saw the return of the Equality and Diversity Awards, with a focus on highlighting gender equality initiatives. The Professional Training Unit, represented at the ceremony by the Head of Unit, Erika Landi, was given an award for its active participation in a number of initiatives to promote gender equality, in particular a specific positive action training programme for potential female heads of unit. The programme, developed within DG PERS, was set up in 2007. So far, around 120 women have taken part in the programme, 43 of whom have since been appointed to middle management posts. The programme has been a talking point and an eye-opener at the very highest levels of Parliament’s administration. Its success led DG PERS to include in the Talent management scheme launched in 2012 a training course aimed at women and men who show excellent potential with the aim of equipping them with the tools they need to take up management posts.

Another Equality and Diversity Award winner was Miklós Gonda, a file manager in DG IPOL, who suggested that special efforts should be made to identify male candidates on reserve lists when it came to filling AST posts, as men were under-represented in that area in his DG. This was felt to be a positive step, as having more men in AST posts helps in the development of perceptions of assistants’ work, at the same time stamping out stereotypes.

Although gender equality in management – particularly middle management – remains a concern, Parliament as an employer is committed to promoting the career opportunities it offers to all audiences. With this in mind, on International Women’s Day in 2014 an open day for female upper secondary school pupils and female technical college students was held to provide information about the career opportunities within Parliament that fitted in with their training. The success of this event was such that it is likely to take place again and be expanded in future.

Following the conclusion of the first action plan, new provisions and initiatives will be put into practice. DG PRES will continue to devise, promote and coordinate the implementation of gender equality initiatives within Parliament’s Secretariat.
Equality and Diversity Awards 2014: a gender equality initiative

The Equality and Diversity Awards honour members of staff or departments that devise and implement best practice(s) to promote equality and diversity at work. The 2014 awards focused on gender equality initiatives. A panel of judges selected the winners following a preliminary poll of staff members.

In 2014 you were selected/your Unit was selected by the Equality and Diversity Awards panel as an award winner for its activities to promote gender equality. What is the story behind your commitment to promoting gender equality? In what way did the award change your approach to gender equality?

Erika Landi (Head of the Professional Training Unit, DG PERS): In 2006, DG Personnel organised round tables for women who could potentially become Heads of unit. The administration had noticed that very few women applied for middle management posts. The Professional Training Unit received its Prize for having offered four different editions of the programme Women potential Heads of Unit. It was not just a training course, but a long lasting development programme.

Miklós Gonda (file manager, DG IPOL): First of all I would like to point out that my commitment to equality is not limited to gender equality: it covers equal treatment for everyone, at every level. In other words, I constantly strive to counter all forms of discrimination, and have done so for almost 27 years. The award backs up my approach. Something that is new is the collective awareness that equal opportunities and gender equality have to move beyond the recruitment of women to management posts. We must also focus on the careers of all ASTs, whilst also ensuring that more male colleagues are recruited in that category.

MG: Having worked in recruitment for nine years, for me the most significant impact has been the organisation of the first EPSO/AST3 competition in the area of parliamentary business. As I said at the award ceremony, I would encourage as many men as possible to apply for the competition.

Has winning the award been a boost for you, your unit or your DG?

EL: It has been an honour and pleasure for my team and me to receive it. I am proud of my Institution that it has chosen to award such a Prize to make Equality and Diversity tangible and to reward success in this field. Without being overconfident, I feel that the various training courses have helped the Institution evolve its thinking about Equality and Diversity and develop its people accordingly.

MG: I think the award has gone down very well with all my colleagues, particularly the assistants.

What impact has it had on the scope of your activities to promote gender equality?

EL: The Women potential Heads of Unit curriculum was the cradle for developing talented staff more in general. The EP started reflecting on developing its best people as a group, as one of the policies contributing to a strong management culture. Other training programmes also place emphasis on equality between women and men. On this point, mentalities have strongly evolved as well: the “women-only” groups no longer match the requirements of equality as it stands today in the EP. Finally we focused our training courses in recent years more on diversity and inclusion and we have run a number of catalogue courses accessible for all staff. This is very passionate and rewarding as it teaches us respect for each other and who would not like to promote this concretely as we do!

MG: I think the award has gone down very well with all my colleagues, particularly the assistants.

Equality and Diversity Unit – DG Personnel
European Parliament Secretariat
Establishment plan

Key
- Women
- Men

* Washington office: male director
** acting

* * Women in the EUROPEAN PARLIAMENT
International Women’s Day – 8 March 2015

Directors-general and directors

Legal Service Jurisconsult

Secretary-General

Deputy Secretary-General

DG PRES
Presidency

DG IPOL
Internal Policies

DG EXPO
External Policies

DG EPRS
Parliamentary Research Services

DG COMM
Communication

DG PERS
Personnel

DG INLO
Infrastructure and Logistics

DG TRAD
Translation

DG INTE
Interpretation and Conferences

DG FINS
Finance

DG ITEC
Innovation and Technological Support

DG SAFE
Security and Protection

Directorate for relations with political groups
Head of Secretary-General’s Cabinet
Head of Deputy Secretary-General’s Cabinet, Director

Head of Deputy Secretary-General’s Cabinet, Director
Management posts held by women: statistics*

A word from the Deputy Secretary-General

It is a pleasure to welcome you this year again, to our annual rendezvous to take stock and promote gender equality in the European Parliament.

This year’s figures reveal that we have made steady progress. Some encouraging trends include the increased number of women in middle management (30.4%), similar to the rate found in the European Commission (31.5%). However, this is still below the target set by the Bureau for 2009.

Our political authorities and all services are firmly committed to continuing to bridge existing gender gaps. With women over-represented in the Secretariat-General, our common goal should be to achieve as well their overrepresentation in management positions... We'll get there slowly but surely!

Francesca R. RATTI
Deputy Secretary-General

* ‘acting’ not included

Deputy Secretary-General and directors-general

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>72.7%</td>
<td>27.3%</td>
</tr>
</tbody>
</table>

Francesca R. RATTI
Deputy Secretary-General
Acting Director-General
DG Security and Protection (DG SAFE)

Juana LAHOUSSE-JUÁREZ
Director-General
DG Communication (DG COMM)

Agnieszka WALTER-DROP
Director-General
DG Interpretation and Conferences (DG INTE)

Directors

| Male | Female | %
|------|--------|
| 33   | 15     | 68.7% 31.3%

Heads of Unit

| Male | Female | %
|------|--------|
| 183  | 80     | 69.6% 30.4%

% women as at 5.1.2015

2009 Objectives – as defined by the Bureau in 2006 (Kaufmann report)

Equality and Diversity Unit – DG Personnel
Senior management appointments – Directors-general and directors
(1.1.2014 to 31.12.2014)

Heads of unit by gender and DG

Selection of heads of unit – 2014
EP Secretariat, political group secretariats and accredited parliamentary assistants: statistics

**EP Secretariat staff**

<table>
<thead>
<tr>
<th>Total</th>
<th>AD</th>
<th>AST</th>
<th>AST/SC</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 136</td>
<td>1 173</td>
<td>962</td>
<td>1</td>
</tr>
<tr>
<td>40.7%</td>
<td>48.0%</td>
<td>34.5%</td>
<td>11.1%</td>
</tr>
<tr>
<td>59.3%</td>
<td>52.0%</td>
<td>65.5%</td>
<td>88.9%</td>
</tr>
</tbody>
</table>

**EP Secretariat staff 1957-2014**

**AD staff**

- AD16: 4 (66.7%)
- AD15: 27 (73.0%)
- AD14: 91 (71.7%)
- AD13: 188 (54.8%)
- AD12: 92 (52.3%)
- AD11: 89 (56.7%)
- AD10: 79 (58.5%)
- AD9: 120 (50.0%)
- AD8: 124 (58.3%)
- AD7: 181 (41.4%)
- AD6: 69 (38.5%)
- AD5: 109 (38.4%)

**AST staff**

- AST1: 25 (56.8%)
- AST10: 31 (56.4%)
- AST9: 109 (40.2%)
- AST8: 135 (35.5%)
- AST7: 149 (39.7%)
- AST6: 104 (34.6%)
- AST5: 107 (37.0%)
- AST4: 109 (30.1%)
- AST3: 116 (30.4%)
- AST2: 30 (22.4%)
- AST1: 47 (23.6%)

**AST/SC1**

- 1 (11.1%)

**Total**

- AD: 3 109 (9.0%)
- AST: 1 829 (27.0%)
- AST/SC: 8 (1.0%)

EP Secretariat staff – Equality and Diversity Unit – DG Personnel
Women in the EU

**Average age by gender**

- Total: 46
- Total: 45
- Total: 48

**Percentage of staff promoted among those eligible by gender and function group (2014)**

- AD: 53.7%
- AST: 46.3%

**Promotions (m/f) by gender and function group (2014)**

- AD: 53.7%
- AST: 46.8%

**Contract staff by gender and function group**

- Total: 51.3%

Example: in 2014, 54.1% of female ADs eligible for promotion were promoted.

Example: in 2014, 67.9% of assistants promoted were women (the total m+f always being equal to 100), with women accounting for 67% of AST staff in 2014.

**Secretaries-general of political groups**

- GF I: 71.0%
- GF II: 29.0%

**Political group staff (officials and temporary staff)**

- AD: 59.5%
- AST: 45.1%

**Contract staff in the political groups**

- GF I: 45.5%
- GF II: 36.8%

**Accredited parliamentary assistants**

- Total: 47
- Total: 49

International Women’s Day – 8 March 2015
Work-life balance: statistics (January – December 2014) *

Staff working part-time
(as a proportion of all staff, broken down by function group)

<table>
<thead>
<tr>
<th>Function Group</th>
<th>Working time</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AD managers</strong></td>
<td>7.3%</td>
<td>17</td>
<td>22</td>
</tr>
<tr>
<td><strong>AD</strong></td>
<td>15.2%</td>
<td>145</td>
<td>437</td>
</tr>
<tr>
<td><strong>AST</strong></td>
<td>8.6%</td>
<td>83</td>
<td>528</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>11.4%</td>
<td>245</td>
<td>987</td>
</tr>
</tbody>
</table>

*** Members of staff who changed their working time arrangements during 2014 are counted in each category of working time for which they opted.

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

**Working time**

- Male:
  - 95% (45.6%)
  - 90% (17.2%)
  - 85% (15.5%)
  - 80% (12.7%)
  - 75% (12.7%)
  - 70% (10.5%)
  - 65% (3.2%)
  - 60% (17.2%)
  - 55% (16.8%)
  - 50% (16.3%)
  - 45% (10.9%)
  - 40% (9.5%)
  - 35% (28.6%)
  - 30% (31.4%)
  - 25% (5.0%)
  - 20% (38.3%)
  - 15% (31.4%)
  - 10% (11.4%)
  - 5% (7.5%)
  - 0% (2.2%)

- Female:
  - 95% (31.0%)
  - 90% (22.2%)
  - 85% (15.2%)
  - 80% (22.2%)
  - 75% (29.5%)
  - 70% (9.2%)
  - 65% (4.2%)
  - 60% (17.5%)
  - 55% (21.2%)
  - 50% (28.7%)
  - 45% (36.5%)
  - 40% (20.9%)
  - 35% (22.2%)
  - 30% (31.4%)
  - 25% (10.9%)
  - 20% (12.7%)
  - 15% (12.7%)
  - 10% (7.5%)
  - 5% (10.5%)
  - 0% (3.2%)

Staff working part-time, by age group

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>35 and under</strong></td>
<td>31.0%</td>
<td>40.8%</td>
</tr>
<tr>
<td><strong>36-44</strong></td>
<td>28.5%</td>
<td>31.4%</td>
</tr>
<tr>
<td><strong>45-54</strong></td>
<td>27.1%</td>
<td>31.4%</td>
</tr>
<tr>
<td><strong>55 and over</strong></td>
<td>12.7%</td>
<td>10.5%</td>
</tr>
</tbody>
</table>

* 'all staff' means officials and temporary staff (political groups not included) as at 31 December 2014. As no one in the AST/SC function group made use of work-life balance provisions, the statistics make no mention of that function group.
### Staff on full-time parental leave

<table>
<thead>
<tr>
<th>Function Group</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AD</td>
<td>59</td>
<td>73.7%</td>
<td>165</td>
</tr>
<tr>
<td>AST</td>
<td>38</td>
<td>76.2%</td>
<td>122</td>
</tr>
</tbody>
</table>

(broken down by function group)

### Staff on half-time parental leave

<table>
<thead>
<tr>
<th>Function Group</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AD</td>
<td>55</td>
<td>29.9%</td>
<td>129</td>
</tr>
<tr>
<td>AST</td>
<td>32</td>
<td>20.6%</td>
<td>123</td>
</tr>
</tbody>
</table>

(broken down by function group)

### Staff on full-time family leave

<table>
<thead>
<tr>
<th>Function Group</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AD</td>
<td>5</td>
<td>64.3%</td>
<td>9</td>
</tr>
<tr>
<td>AST</td>
<td>3</td>
<td>88.9%</td>
<td>24</td>
</tr>
</tbody>
</table>

(broken down by function group)

### Staff on half-time family leave

<table>
<thead>
<tr>
<th>Function Group</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AD</td>
<td>5</td>
<td>75.0%</td>
<td>15</td>
</tr>
<tr>
<td>AST</td>
<td>3</td>
<td>96.7%</td>
<td>29</td>
</tr>
</tbody>
</table>

(broken down by function group)

### Staff on leave on personal grounds

<table>
<thead>
<tr>
<th>Function Group</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AD</td>
<td>28</td>
<td>48.1%</td>
<td>26</td>
</tr>
<tr>
<td>AST</td>
<td>6</td>
<td>84.6%</td>
<td>33</td>
</tr>
</tbody>
</table>

(broken down by function group)

### Staff on parental leave

<table>
<thead>
<tr>
<th>Function Group</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AD</td>
<td>12</td>
<td>15.7%</td>
<td>179</td>
</tr>
<tr>
<td>AST</td>
<td>77</td>
<td>12.7%</td>
<td>493</td>
</tr>
</tbody>
</table>

(as a proportion of all staff)

### Staff on family leave

<table>
<thead>
<tr>
<th>Function Group</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AD</td>
<td>1.6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AST</td>
<td>1.9%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Staff on leave on personal grounds

<table>
<thead>
<tr>
<th>Function Group</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>AD</td>
<td>1.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AST</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As a proportion of all staff, 23.3% worked part-time in 2014. Part-time working is still essentially an option chosen by women. Women account for 80.1% of those opting for part-time working. This trend is even stronger where family leave is concerned, with women accounting for 86.5% of those opting for family leave. The situation as regards parental leave is slightly more balanced, with women accounting for 73.4%.
Gender equality structures

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

Equality and Diversity Unit (EDU)
Alberto ROSSETTI
Head of Unit

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

- Following up and implementing equality and diversity policy as formulated by Parliament’s Bureau.

- Ensuring that Parliament’s human resources policies reflect the principles of equal opportunities and respect for diversity; encouraging gender mainstreaming in all aspects of human resources policy.

- Devising and coordinating projects and measures to promote the full participation and inclusion of people with disabilities in line with Article 1d(4) of the Staff Regulations.

- Drawing up studies and reports; collecting and analysing data from a gender perspective; preventing and eliminating all discrimination in line with Article 1d of the Staff Regulations.

- Fostering the creation of an open and inclusive working environment; devising and coordinating projects that make it possible to achieve a good work-life balance; participating in the development and implementation of policies designed to ensure dignity at work, with a view to preventing and eliminating all forms of harassment in the workplace.

- Organising awareness-raising events and training activities; providing assistance to staff on equality and diversity issues.

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

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

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

Committee on Equal Opportunities and Diversity (COPEC)

Chiara MALASOMMA
COPEC Chair

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

Staff Committee

Stefano GUCCIONE
Chair of the Staff Committee

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

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