



WOMEN IN THE EUROPEAN PARLIAMENT

EN

International **Women's Day**
8 March 2022



Unless otherwise stated: ■ Women ■ Men

Data sources:

- ▶ [European Parliament](http://www.europarl.eu) (www.europarl.eu) and its bodies: as of 31 January 2022, unless otherwise stated.
- ▶ European Parliament Secretariat: HRM Portal as of 6 January 2022, unless otherwise stated.
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Responsible Administrator: Chiara Tamburini.

Editorial Team: Beatriz Piris Niño, Catrina Shields, Marie-Pierre Tachet, Wanda Troszczyńska-van Genderen.

European Parliament, Adenauer building

2, rue Alcide De Gasperi, L-1615 Luxembourg

Tel: +352 4300 41735

Email: PERS-EIDU@europarl.europa.eu

Intranet: [Equality, Inclusion and Diversity](https://epintranet.in.ep.europa.eu/home/browse-as/human-resources/equality-diversity.html) (<https://epintranet.in.ep.europa.eu/home/browse-as/human-resources/equality-diversity.html>)

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

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PART 1 - POLITICAL POSTS



A word from the President

“Ours must be a Parliament that empowers. That is diverse. I know that having the first female President of this House since 1999 matters inside and outside these rooms. But it must go further. Our Institution’s commitment to having more diversity, gender equality, guaranteeing women’s rights - all our rights - must be reaffirmed. Twenty-two years ago, Nicole Fontaine was elected 20 years after Simone Veil. It will not be another two decades until the next woman is standing here.”

— President Roberta Metsola’s inaugural speech.



Gender equality has always been a priority for the European Parliament. In the past year, our parliamentary bodies and structures have continued to ensure that the pandemic would not have a negative impact on the progress we have made to ensure gender equality.

In order to achieve this goal, Parliament has actively championed and supported various EU-level initiatives, ranging from the Commission’s proposal on binding pay transparency measures through to fighting gender-based violence and actively encouraging all EU Member States to ratify the Istanbul Convention, while also paving the way for EU accession to the convention. Parliament has produced a wide range of seminal resolutions and reports to tackle numerous gender-related topics, such as empowering women entrepreneurs and investors, the gendered aspects of precarious work, the impact of COVID-19 on poverty among women, and promoting gender equality in STEM (Science, Technology, Engineering and Mathematics).

Under the guidance of the Committee on Women’s Rights and Gender Equality, Parliament has also successfully held its second Gender Equality Week, which saw committees and delegations hosting events on gender equality matters within their policy areas. These actions were possible thanks to the continued support of President Sassoli, who was crucial in pushing our institution to become a champion on gender equality. Under his guidance, our Parliament put words into action, transforming our offices in Brussels into a women’s shelter during the first COVID-19 lockdown. President Sassoli’s legacy on gender equality will live on - and it is one that I will continue to honour as his successor.

Our political structures have systematically mainstreamed gender within our internal operations, and we have taken steps to ensure gender balance at all levels and in all parliamentary bodies. We have continued to implement our zero tolerance policy towards harassment by offering targeted training sessions to Members and staff. Going forward, I would like to see more internal initiatives aimed at helping women enter into politics and mentoring them to advance in their political careers.

I am pleased that the new gender roadmap (2021-2022) contains measures which address the political structures of the Parliament for the first time. The roadmap aims to ensure a gender-balanced approach for nominating candidates for political bodies; to review the way we approach key prizes and awards; to redouble our efforts to eliminate all forms of harassment at work and to ensure our meeting patterns remain conducive to maintaining a healthy work-life balance. I believe that the implementation of all measures outlined in the roadmap will help us further advance the gender equality agenda in all areas of our activity. I therefore strongly encourage all political groups to do their utmost to achieve this goal. In this spirit, I am honoured to chair a Bureau with eight female Vice-Presidents, with gender equality also achieved among the Quaestors.

As the President of this House, I am committed to supporting and championing its work on gender equality. The fight against inequality and discrimination is one of our Parliament’s main political concerns and I am committed to ensuring that this House has all the support it requires to pursue this aim.

Roberta

Roberta Metsola

HIGH-LEVEL GROUP ON GENDER EQUALITY AND DIVERSITY



DIMITRIOS PAPADIMOULIS

Chair

(The Left – EL)

Since the start of the pandemic in early 2020, we have experienced profound changes to the ways we live and work. In record time, the European Parliament switched to remote working, while continuing to fully perform its political role. Thanks to our innovative and adaptive administration, we were able to weather this shift seamlessly and with as little disruption as possible.

The pandemic has had a significant impact on the personal and professional lives of many Europeans, and we have seen broader societal trends reflected in our own workforce. The gendered impact of the pandemic has been evident, and at the Parliament, we have seen first-hand how increased care-giving responsibilities have so often fallen to women.

Now, two years into the pandemic, and thanks to the development of vaccines and treatments, it has become clear that we have an opportunity to shape a new reality (a 'new normal') for ourselves – one that will tackle the flaws the pandemic has highlighted and make society more equitable, adaptable and innovative. During this period, Parliament has made significant advances in its gender equality agenda, such as drafting and adopting a new gender roadmap, which will guide Parliament's action on gender equality going forward. The new gender roadmap, unanimously approved by the Bureau on 26 April 2021, gives us a blueprint for all actions aimed at mainstreaming gender in Parliament. It was developed by the High-Level Group on Gender Equality and Diversity, which I am honoured to chair, in close collaboration with all its members and Parliament's administration.

The gender roadmap represents a milestone, as, for the first time, both the political and administrative sides of the House are addressed in one single text. The measures outlined in the roadmap pertain to all key areas of Parliament's activities, including, but not limited to: alignment and empowerment of structures which promote gender equality; mainstreaming gender into legislation; budget and parliamentary oversight; increasing horizontal and vertical representation on all levels; and ensuring visibility of gender equality in Parliament's communications. The roadmap contains a set of monitoring indicators that will allow for a thorough implementation of the measures.

Parliaments play a crucial role in advancing gender equality, and the European Parliament continues to be a leader in this respect, not only at a political level but also at an administrative level. For years, we have been building a strong model to ensure that gender is adequately mainstreamed and that women are represented equally throughout our managerial structures. I am particularly pleased to be able to say that among Parliament's directors, we have managed to uphold our existing gender parity, with 50% of these positions occupied by women. Nevertheless, while a lot has been accomplished, much still remains to be done, particularly at other management levels. However, I am confident that we will achieve even better results by next year.

I am personally very proud of what we have achieved with this roadmap, and I believe that its preparation and outcome represent significant and innovative steps forward. I also hope it will inspire other parliaments in the EU to follow suit and we will be glad to lead a dialogue with them.

It goes without saying that in order for the roadmap to be meaningful, it is of key importance to ensure its full and thorough implementation. I would therefore like to appeal to all political groups and all parts of Parliament's administration to do their utmost to ensure the roadmap is fully implemented throughout Parliament.

Currently, the HLG members comprise:



Dimitrios PAPADIMOULIS
Chair
(The Left – EL)



Ewa KOPACZ
Vice-Chair
(EPP – PL)



Evelyn REGNER
(S&D – AT)



Michal ŠIMEČKA
(Renew – SK)



Heidi HAUTALA
(Greens/EFA – FI)



Monika BEŇOVÁ
(S&D – SK)

Furthermore, the invited members are:



Bernd LANGE
(S&D – DE)
Conference of Committee Chairs
(CPCO)



Inma RODRÍGUEZ-PIÑERO
(S&D – ES)
Conference of Delegation
Chairs (CPDE)



Robert BIEDROŃ
(S&D – PL)
Women's Rights and Gender
Equality (FEMM)



Irène TOLLERET
(Renew – FR)
Standing Rapporteur
on Gender Mainstreaming



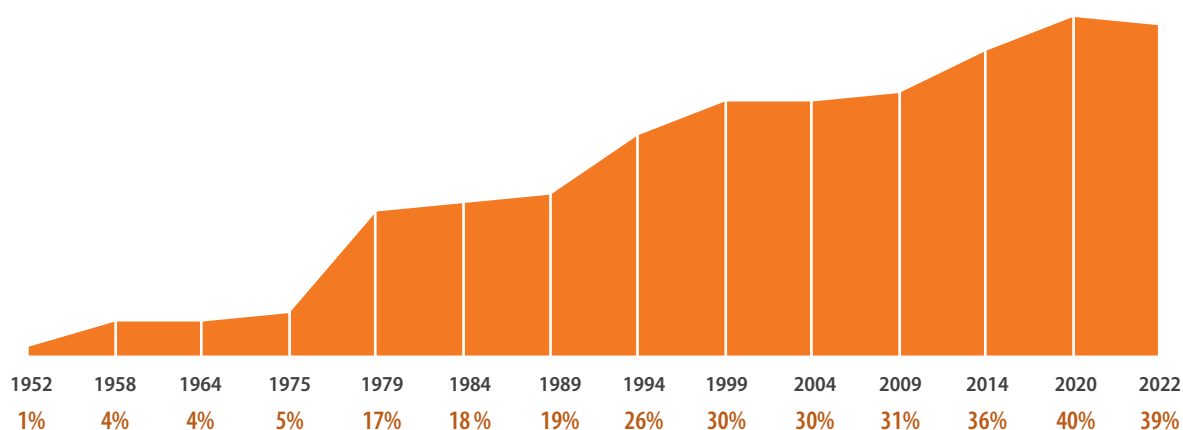
Gwendoline DELBOS-CORFIELD
(Greens/EFA – FR)
Standing Rapporteur
on Gender Mainstreaming

MEMBERS

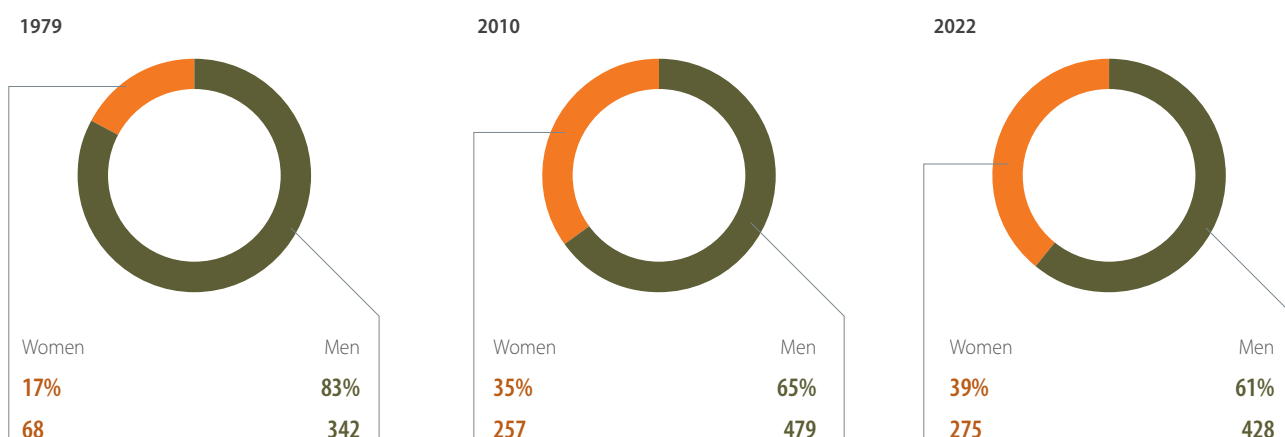
At 39%, the percentage of women MEPs in the Parliament has remained largely stable since last year. This positions the European Parliament as among one of the most gender-balanced parliaments globally. Women also continue to be highly represented among the decision-making posts within the Parliament, with a female President and 8 female Vice-Presidents out of 14.

Ensuring a high representation of women in the European Parliament increases the level of democratic representation of all EU citizens and helps Parliament to achieve gender mainstreaming more effectively, whether in the context of EU legislation and policies or within its own internal structures and bodies, including its Secretariat.

Women Members of the European Parliament 1952-2022

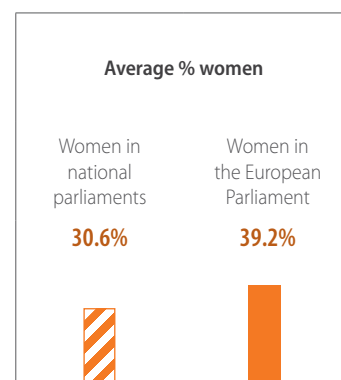


Evolution of MEPs by gender



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

Country	Women in national parliaments	Women in the European Parliament
Sweden (SE)	47.0%	57.1%
Finland (FI)	46.0%	57.1%
Denmark (DK)	39.7%	50.0%
Luxembourg (LU)	35.0%	50.0%
Latvia (LV)	29.0%	50.0%
Slovenia (SI)	26.7%	50.0%
France (FR)	39.5%	49.4%
Portugal (PT)	40.0%	47.6%
Spain (ES)	43.4%	44.1%
Netherlands (NL)	39.3%	42.9%
Austria (AT)	40.4%	42.1%
Italy (IT)	35.7%	39.5%
Germany (DE)	34.9%	38.9%
Ireland (IE)	22.5%	38.5%
Belgium (BE)	42.0%	38.1%
Hungary (HU)	13.1%	38.1%
Poland (PL)	28.3%	34.6%
Croatia (HR)	31.1%	33.3%
Czech Republic (CZ)	25.0%	33.3%
Malta (MT)	13.4%	33.3%
Bulgaria (BG)	24.6%	29.4%
Estonia (EE)	25.7%	28.6%
Lithuania (LT)	27.7%	27.3%
Greece (EL)	21.7%	23.8%
Slovakia (SK)	22.7%	21.4%
Romania (RO)	18.5%	15.2%
Cyprus (CY)	14.3%	0.0%



To be truly representative, our Parliament must reflect the diversity of Europe and its people. This includes, of course, women; with access to and involvement in the political process being not only a fundamental right, but also essential to creating equalitarian and just societies.

This year, we once again have four countries (Denmark, Luxembourg, Latvia and Slovenia) who have achieved perfect gender parity among their MEPs, and two (Finland and Sweden) who currently have more female MEPs than male.

On average, women represent 39% of the MEPs in the European Parliament, which is higher than the EU average of 31% female members within Member States' national parliaments and significantly higher than the global average for parliaments of 26%. In all but five Member States (Belgium, Cyprus, Lithuania, Romania, and Slovakia), the proportion of female MEPs is higher than the proportion of female national MPs.

We are proud to see that many of our Member States, and the Parliament itself, are leading the way globally, and we look forward to what will hopefully continue to be a positive trend towards true gender parity.

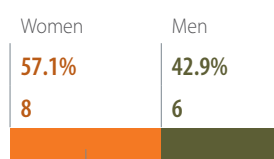
¹ National parliament data based on the number of women elected to the Lower House as of 01/11/2021. Source: [IPU Parline](https://data.ipu.org/women-ranking?month=11&year=2021). (<https://data.ipu.org/women-ranking?month=11&year=2021>)

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 the Parliament to serve for two and a half years, and may be re-elected during the second mid-term. The Bureau guides Parliament's internal operations, including budget estimates, and all administrative, organisational and personnel matters.

The number of female Vice-Presidents has risen from five in the previous parliamentary term to the present eight out of a total 14. The number of female Quaestors has also increased since the mid-term elections with three instead of two female Quaestors. Thus, the Bureau now includes slightly more women than men.

Vice-Presidents by gender



Pina PICIERNO
(S&D – IT)



Ewa KOPACZ
(EPP – PL)



Eva KAILI
(S&D – EL)



Evelyn REGNER
(S&D – AT)



Katarina BARLEY
(S&D – DE)



Dita CHARANZOVÁ
(Renew – CZ)

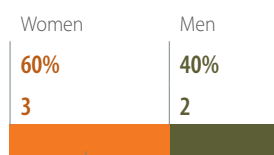


Nicola BEER
(Renew – DE)



Heidi HAUTALA
(Greens/EFA – FI)

Quaestors by gender



Anne SANDER
(EPP – FR)



Monika BEŇOVÁ
(S&D – SK)

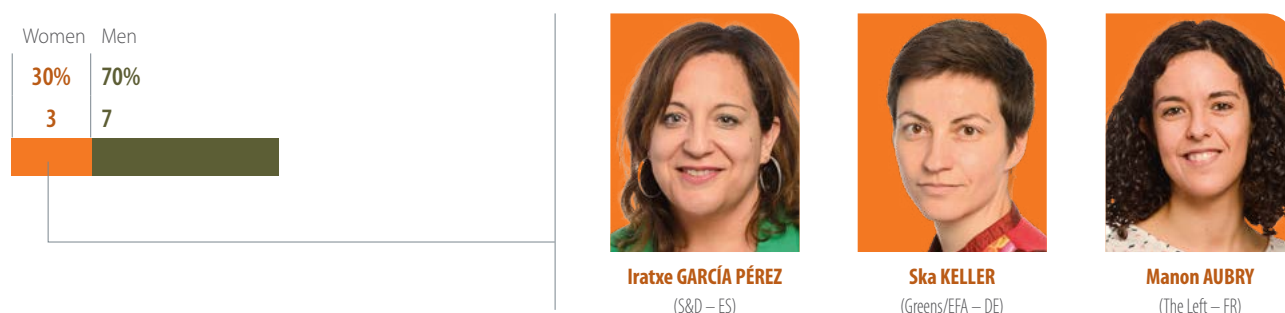


Fabienne KELLER
(Renew – FR)

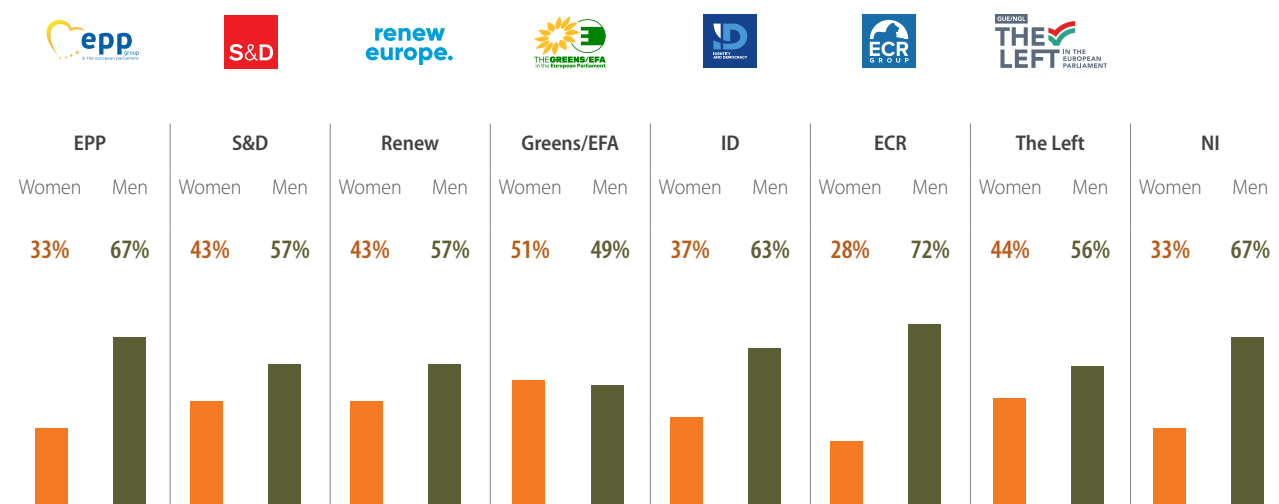
POLITICAL GROUPS

In the European Parliament, Members form groups on the basis of political affiliation. There are currently seven political groups in Parliament, each led either by a chair or by two co-chairs. Three groups have women as chairs or co-chairs: Iratxe García Pérez chairs the Group of the Progressive Alliance of Socialists and Democrats, Ska Keller co-chairs the Group of the Greens/European Free Alliance and Manon Aubry co-chairs the group of The Left in the European Parliament. Members who do not belong to a political group have a secretariat and are a part of the 'Non-attached' technical group.

Political group chairs and co-chairs by gender



Gender breakdown in the political groups

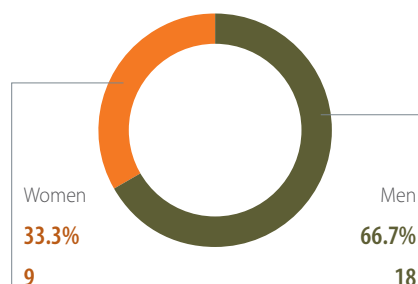


EPP: Group of the European People's Party (Christian Democrats). **S&D:** Group of the Progressive Alliance of Socialists and Democrats in the European Parliament. **RENEW:** Renew Europe Group. **Greens/EFA:** Group of the Greens/European Free Alliance. **ID:** Identity and Democracy Group. **ECR:** European Conservatives and Reformists. **The Left:** The Left in the European Parliament. **NI:** Non-attached Members

COMMITTEES

As of the beginning of 2022, the Parliament has 21 standing committees, three subcommittees, and three special committees in operation. 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. 9 of the 27 committees are currently chaired by a woman.

Committee chairs by gender



Conference of Committee Chairs 9 women committee chairs



Nathalie LOISEAU

(Renew – FR)
Subcommittee on Security and
Defence (SEDE)



Maria ARENA

(S&D – BE)
Subcommittee on Human Rights
(DROI)



Monika HOHLMEIER

(EPP – DE)
Budgetary Control (CONT)



Irene TINAGLI

(S&D – IT)
Economic and Monetary Affairs
(ECON)



Anna CAVAZZINI

(Greens/EFA – DE)
Internal Markets and Consumer
Protection (IMCO)



Karima DELLI

(Greens/EFA – FR)
Transport and Tourism (TRAN)



Sabine VERHEYEN

(EPP – DE)
Culture and Education (CULT)



Dolors MONTERRAT

(EPP – ES)
Petitions (PETI)



Tilly METZ

(Greens/EFA – LU)
Inquiry on the Protection of
Animals during Transport (ANIT)

Women in parliamentary committees

Committee	Women	
FEMM	94.6%	
EMPL	58.2%	
LIBE	49.3%	
ENVI	48.9%	
DEVE	46.2%	
BECA	45.5%	
CULT*	45.2%	
IMCO*	44.4%	
ANIT*	43.3%	
AIDA	41.2%	
ITRE	41.0%	
TRAN*	40.8%	
REGI	39.5%	
PECH	39.3%	
AGRI	37.5%	
INGE	35.3%	
PETI*	34.3%	
DROI*	33.3%	
INTA	32.6%	
JURI	28.0%	
AFET	27.8%	
CONT*	26.7%	
ECON*	26.2%	
BUDG	24.4%	
FISC	23.3%	
SEDE*	23.3%	
AFCO	14.3%	

Committees with asterisks (*) are chaired by a woman



Robert BIEDROŃ
(S&D – PL)

A WORD FROM **ROBERT BIEDROŃ**

Chair of the Committee on Women's Rights and Gender Equality

I am honoured to have been nominated as the new Chair of the Committee on Women's Rights and Gender Equality (FEMM), and look forward to continuing our vital work on gender equality throughout the EU.

This is no easy task, as we have witnessed an unfortunate backslide on the rights of women and minority groups across the EU in recent years. The pandemic has exacerbated existing inequalities and as we now look towards recovery, equality must be at the forefront. We must also look beyond the pandemic and tackle other issues that plague our society. First, we must continue our efforts to end gender-based violence. The FEMM Committee has continually called for a dedicated directive to make gender-based violence a crime under EU law, and we must continue to push for comprehensive protection for women in public, at home and online.

We must also strengthen the position of women in society, support their economic independence and ensure shared power and responsibilities in all areas of life. Economic independence not only affords women equal employment opportunities, but also enhances self-determination and autonomy. It is therefore an essential prerequisite for achieving gender equality.

Finally, we will also stand strong against the concerning backlash to our work, and the blatantly discriminatory actions happening in some Member States. The EU cannot allow Member States to actively discriminate against women, the LGBTIQ+ community or any other vulnerable group. This goes against core EU values and must be penalised. It is crucial that, as an institution, we stand firmly united for our values and beliefs in the face of opposition. Gender inequality not only impacts women, but is detrimental to everyone/we need to get boys and men on board and I plan to use my tenure as Chair to demonstrate to other men the important role we must play as allies and defenders.

The European Parliament has always championed human rights, and it is crucial that we keep fighting for what we believe in. We must not allow the pandemic to reverse the progress we have fought so hard to achieve. I look forward to working with my fellow MEPs on the committee, the High-Level Group on Gender Equality and Diversity and throughout Parliament to protect everybody's rights.



Gwendoline Delbos-Corfield
(Greens/EFA – FR)

A WORD FROM **GWENDOLINE DELBOS-CORFIELD AND IRÈNE TOLLERET**

Standing Rapporteurs on Gender Mainstreaming

2021 has been a positive year for gender mainstreaming in the European Parliament. A new roadmap for the implementation of the gender action plan approved by the Bureau outlines fixed milestones at both political and administrative levels to be achieved by the end of 2021 and 2022. All Parliamentary committees have adopted their own gender action plan and are starting to monitor their implementation. Additionally, an own initiative report has been drafted on gender mainstreaming in the European Parliament.

However, owing to the fragmented implementation of gender mainstreaming across policy areas and EU institutions, there is still a lot of room for improvement. Many legislative proposals presented recently are gender blind owing to the lack of a gender impact assessment; gender mainstreaming has not yet been applied across the EU budget; gender balance in the internal organisation of the European Parliament and its political groups is far from being achieved; internal policies on work-life balance need to be revised in the light of recent lessons learned; and anti-harassment policies have to be improved.

This is why we must continue to promote women's rights and gender equality and implement gender mainstreaming in the European Parliament in 2022. We have high expectations that the recommendations proposed in the own initiative report on gender mainstreaming in the European Parliament will be effectively implemented. The time has come for a paradigm shift in our internal functioning. The European Parliament must act as a role model for our society.

[Committee on Women's Rights and Gender Equality](https://www.europarl.europa.eu/committees/en/femm/home)

(<https://www.europarl.europa.eu/committees/en/femm/home>)

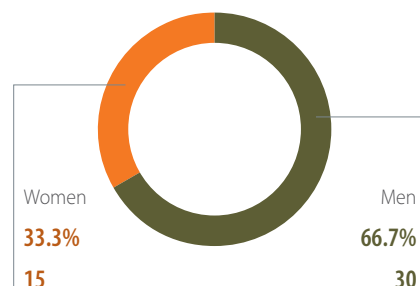


Irène Tolleret
(Renew – FR)

DELEGATIONS

Delegations maintain and develop the Parliament's international contacts at the political level. Their activities are intended to enhance contact with the EU's partner parliaments and with non-EU countries to help promote the values upon which the EU was founded. There are currently 45 delegations, with 15 female chairs out of 45. Furthermore, the Conference of Delegation Chairs (CPDE), which is the political body in the European Parliament that coordinates the work of the 45 standing delegations, is chaired by Inma Rodríguez-Piñero.

Delegation chairs by gender



Conference of Delegation Chairs 15 delegations chaired by a woman



Inma RODRÍGUEZ-PIÑERO
(S&D – ES)
Chile (D-CL); CPDE



Stéphanie YON-COURTIN
(Renew – FR)
Canada (D-CA)



Sara SKYTTEDEL
(EPP – SE)
Iraq (D-IQ)



Cornelia ERNST
(The Left – DE)
Iran (D-IR)



Tanja FAJON
(S&D – SI)
Serbia (D-RS)



Pilar del CASTILLO VERA
(EPP – ES)
Andean Community (DAND)



Ulrike MÜLLER
(Renew – DE)
Australia and New Zealand (DANZ)



Hannah NEUMANN
(Greens/EFA – DE)
Arab Peninsula (DARP)



Tilly METZ
(Greens/EFA – LU)
Central America (DCAM)



Isabel SANTOS
(S&D – PT)
Mashreq countries (DMAS)



Magdalena ADAMOWICZ
(EPP – PL)
South Africa (D – ZA)



María Soraya RODRÍGUEZ RAMOS
(Renew – ES)
Pan-African Parliament (DPAP)



Marina KALJURAND
(S&D – EE)
EU-Armenia Parliamentary Partnership Committee, the EU-Azerbaijan Parliamentary Cooperation Committee and the EU-Georgia Parliamentary Association (DSCA)



Christel SCHALDEMOSE
(S&D – DK)
Japan (D-JP)



Nathalie LOISEAU
(Renew – FR)
EU-UK Parliamentary Partnership (D-UK)

Women in parliamentary delegations

Delegations Women

D-IL	72.2%
DSCA*	61.1%
DPAP*	58.3%
D-AF	57.1%
D-CN	56.8%
DPAL	55.6%
D-BY	54.5%
DSAS	50.0%
DCAM*	46.7%
D-ZA*	46.7%
DACP	45.9%
DMED	45.5%
DMAS*	44.4%
D-BR	42.9%
D-IQ*	42.9%
D-MX	42.9%
DLAT	42.5%
DAND*	41.7%
DEPA	38.6%
D-MK	38.5%
DEEA	37.5%
D-ME	35.7%
D-JP*	34.8%
DASE	34.6%
D-UK*	34.3%
D-US	33.9%
DANZ*	33.3%
D-RS*	33.3%
D-TR	32.0%
DMER	31.6%
DCAR	30.8%
DSEE	30.8%
D-IN	30.4%
DNAT	30.0%
D-CL*	28.6%
DKOR	25.0%
D-UA	25.0%
DCAS	23.5%
DMAG	23.5%
D-AL	23.1%
D-CA*	21.4%
D-MD	21.4%
DARP*	20.0%
D-IR*	20.0%
D-RU	16.7%

Delegations with asterisks (*) are chaired by a woman

PART 2 - ADMINISTRATIVE POSTS



A word from the Secretary-General



Two years after the start of the pandemic, the 'new normal' has come to define the way we operate in both professional and private realms. The pandemic has taken a devastating toll on individuals, families, societies and economies. It has, in particular, affected many women who had to take over a prime share of caring responsibilities, without neglecting the professional ones.

For the staff of the European Parliament, the 'new normal' has manifested itself as a hybrid way of working, aimed at achieving the most appropriate balance between remote and office-based work. Together, we have done our utmost to ensure nobody is left behind and that colleagues receive the necessary support to work in the appropriate conditions. My aim has been, and continues to be, to enable a good balance of professional and private responsibilities for all Parliament staff and particularly our female colleagues. Staff satisfaction surveys unanimously indicate that a resounding majority of staff - regardless of their gender - find the hybrid way of working conducive to achieving a better work-life balance.

In addition, I am pleased to report that the gender balance statistics for this year demonstrate that we have continued to improve the presence of women in management roles at the Parliament: the percentage of women among Heads of Units currently stands at almost 42%, while we have maintained gender parity at the Director level with 50% female Directors. We still have work to do at the Director-General level where the percentage of female Directors-General is 23.1%. Nonetheless, I am optimistic that we will meet the target of gender parity in mid-management by the end of the legislative term and will also advance to reach our goals for the senior management level. It is of paramount importance that we foster female talent at the mid-management level in order to create a gender-balanced pool for future senior-level appointments. It is also my belief that the implementation of the new gender roadmap, unanimously adopted by the Bureau on 26 April 2021, will help us to advance on this front.

I am proud of what we have achieved this year to render the European Parliament a gender-sensitive workplace. This gives me strength and hope to look forward to achieving full gender equality in the future. I remain confident that the whole administration is committed to working together to uphold this key European value.

A handwritten signature in black ink, appearing to read 'K. Welle', written in a cursive style.

Klaus Welle



INTERVIEW WITH KRISTIAN KNUDSEN

Director-General for Personnel

How do you evaluate the impact of our new ways of working on gender dynamics in the Secretariat of the European Parliament?

On 1 September 2021, the Secretary-General introduced a new flexible teleworking scheme. These rules are a significant step up from Parliament's initial teleworking opportunities. They were drafted with the positive experience of remote working during 2020 in mind, and were the starting point for our new hybrid way of working.

In my contribution to last year's brochure, I underlined that we would need to ensure that the use of teleworking remains gender-balanced in a hybrid workplace and that colleagues who work from home do not become invisible in contrast to those coming to the office. I am pleased to be able to say that statistics from the first months of the new teleworking regime show that it is being adopted by women and men in a very balanced manner. This is very reassuring and shows that the crisis situation opened men's eyes to the possibilities that teleworking offers, such as the ability to balance work and private life.

However, we need to stay vigilant and make sure that we do not fall back into bad habits as hybrid working is developed further. Under the Strategic Execution Framework for 2022-24, our sustainable hybrid working project will review and assess the current working arrangements and propose new working practices. The project aims to ensure equality among staff, regardless of the way they work, and ensure that our working arrangements are accessible, inclusive and sustainable. We will also foster a management culture that focuses on results rather than presence, so that no man or woman becomes invisible when they take advantage of positive developments in hybrid working options.



INTERVIEW WITH ERIKA LANDI

Director for HR Support and Social Services, DG PERS

How has your field of work changed over the past year with regard to gender?

Recent extraordinary changes to our working lives have highlighted the need for Parliament to remain caring and inclusive towards its staff. While these changes have significantly affected us all, I can say from the vantage point of my Directorate that the area in which I see a clear gender impact is the situation of parents and caregivers, particularly parents of children with disabilities. With frequent school closures due to COVID-19 and the resulting periods of e-learning, many parents struggle to balance their full-time roles as workers, caregivers, teachers, and sometimes also coaches and therapists. As women constitute almost 60% of Parliament's workforce and frequently take on the lion's share of caregiving responsibilities, our support measures must respond to their needs.

DG Personnel has offered parents of children with disabilities a support package to help them thrive professionally, while respecting their work-life balance. This package includes a doubled child allowance, a reduction of working time by 5% without a salary cut and financial aid for those experiencing hardship.

We have also explicitly encouraged managers to offer understanding and flexibility to parents of children with disabilities, including flexible work arrangements and family-friendly meeting hours. I consider all parents, especially parents of children with disabilities, our quiet heroes in these testing times. I would like to let them know that we are here to support them.

INTERVIEW WITH LEENA MARIA LINNUS, MARÍA JOSÉ MARTÍNEZ IGLESIAS AND AGNIESZKA WALTER-DROP

How have the recent profound changes in the world of work influenced gender dynamics in your Directorate-General?



LEENA MARIA LINNUS

Director-General for Infrastructure and Logistics

DG INLO has historically been seen as a DG whose tasks and profiles were intrinsically masculine in nature, i.e. engineers, buildings technicians, architects, drivers, ushers and movers. Ten years ago, the distribution of responsibilities between the genders was profoundly imbalanced. In 2009, only 4 out of 36 AD posts (11%) were occupied by women, who did not have any real budgetary, organisational or operational responsibilities of their own. There were no women managers, drivers or movers.

Since the Bureau decision promoting equality and diversity was adopted in 2010, DG INLO has drawn up its own comprehensive gender equality and diversity plan. This plan has addressed all levels of inequality and involved a constant assessment of all recruitments, training programmes, cooperation with specialised universities, a communication plan, promoting women through certification and paying active attention to building up a pool of highly qualified women experts, making it easier to recruit women for management positions in this specialised DG. This equality plan has also been able to withstand the consequences of COVID-19, with several women recruited to carry out essential functions during the pandemic.

The proportion of women ADs has now jumped to 40% and they represent 30% of middle managers and 40% of senior managers. Beyond the simple comparison of percentages, several of the women managers are in charge of important sectors with significant budgetary responsibilities and have made an enormous contribution to the new working methods ensuring the business continuity of Parliament.

In the course of a single decade, with determined leadership from senior and middle management, the entire working culture of the DG has changed. This has not only raised awareness of equality, but has also gradually enhanced well-being, respect and motivation at work for all colleagues.

MARÍA JOSÉ MARTÍNEZ IGLESIAS

Director-General for Security and Safety

I cannot help but wonder if it is too early to talk about profound changes in the world of work while we are still in the midst of this exceptional situation. It is even more premature, perhaps, to predict the potential impact these changes will have on gender dynamics.

We should be conscious that the new increased flexibility in our working lives only applies to a minority of the world's workers. In DG SAFE, we are well aware of such limitations, as our mission requires the permanent presence of most of the staff and their tasks have only increased during the pandemic with the implementation of the exceptional health and safety rules.

However, it is true that the pandemic has prompted DG SAFE to reflect on the eligibility of certain staff to at least partially telework in the future, thus representing a step towards a better work-life balance for everyone, both men and women.

Flexible working is often associated with women's issues specifically, and is therefore perceived as improving gender balance. I believe this assumption could paradoxically stigmatise women, confining them to their traditional roles by looking for means to allow them to 'stay at home'.

This is not what we want to do in DG SAFE. We are trying to overcome the gender role distinction, to go beyond traditional prejudices. We are trying to achieve diversity in all positions, whether they are eligible for teleworking or not.

To conclude, only time will tell what changes will remain. But one thing is certain: together with the management of DG SAFE, I am committed to increasing women's representation in all Parliament security jobs, improving the quality of the working environment and promoting a balance between professional and family life for all DG SAFE staff.

AGNIESZKA WALTER-DROP

Director-General for Logistics and Interpretation for Conferences

When you join a remote meeting, do you expect to see a toddler sitting on their mum's lap, or their dad's? The pandemic has caused an unprecedented disruption to the way we work and live and has put the fight for gender equality to a new test. It has also shone a light on how deeply rooted traditional gender roles are.

Although we are still in the process of defining our post-pandemic working environment, we know that hybrid working is here to stay, and that it has a major impact on work-life balance. It also has a gendered dimension. But that is just part of the story.

Without the Directorate-General for Logistics and Interpretation for Conferences (DG LINC) team enabling staff to continue meeting, Parliament would not have been able to function during the COVID-19 pandemic. Remote connections created parity between MEPs – those travelling to Brussels and those not, clinically vulnerable or not – regardless of the epidemiological situation in their home countries. In addition, remote simultaneous interpretation helped us restore languages in meetings, and allowed freelance interpreters to earn their living, with the added benefit of reducing their own travel burden as well as Parliament's carbon footprint.

The benefits of hybrid working for our work-life balance will stretch beyond the pandemic. The time we save from commuting less can increase flexibility in our private lives. But how can we make sure the ability to connect from anywhere does not translate into just working more? Managers must consciously enforce the right to disconnect and lead by example to create an environment where colleagues do not feel they are underperforming when logging off after work to focus on their families. The flexibility of hybrid work can also make it easier for women to advance in their careers, regardless of their family situation. It would be a mistake not to pursue that ideal.

EUROPEAN PARLIAMENT SECRETARIAT

Directors-General and Directors: organisational plan by gender

Legal Service Jurisconsult			Secretary-General								
Women	Men	Vacant	Office of the Secretary-General*			Directorate for relations with political groups*					
1	2	0									
DG PRES Presidency			DG IPOL Internal Policies			DG EXPO External Policies			DG EPRS Parliamentary Research Services		
Women	Men	Vacant	Women	Men	Vacant	Women	Men	Vacant	Women	Men	Vacant
3	2	0	3	3	0	3	2	0	1	3	0
DG COMM Communication			DG PERS Personnel			DG INLO Infrastructure and Logistics*			DG TRAD Translation		
Women	Men	Vacant	Women	Men	Vacant	Women	Men	Vacant	Women	Men	Vacant
2	5	0	2	2	0	1	3	0	4	0	0
DG LINC Logistics and Interpretation for Conferences*			DG FINs Finance			DG ITEC Innovation and Technological Support			DG SAFE Security and Protection*		
Women	Men	Vacant	Women	Men	Vacant	Women	Men	Vacant	Women	Men	Vacant
3	1	0	1	2	0	3	2	0	0	2	2

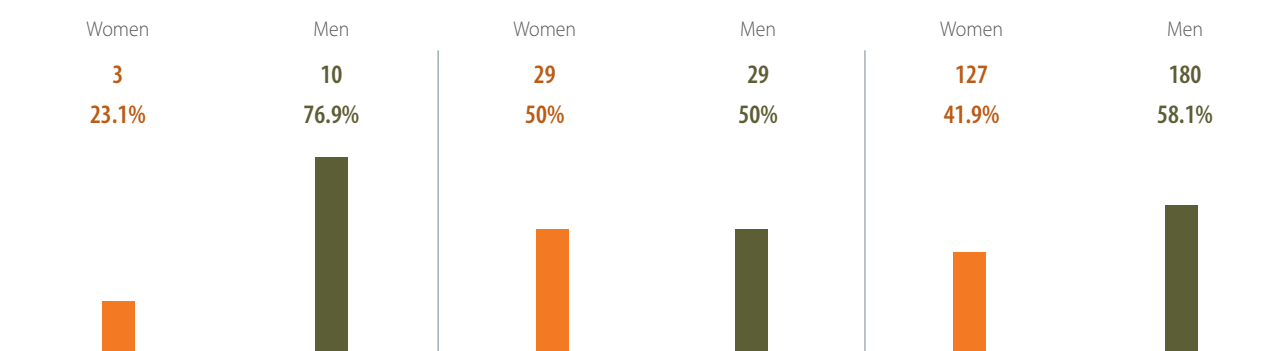
The services with an asterisks (*) are chaired by a woman

MANAGEMENT POSTS: STATISTICS BY GENDER²

Directors-General

Directors

Heads of Unit



Records

Situation as of 6 January 2022

Targets for 2024*

Directors-General

23.1%

40.0%

Directors

50.0%

50.0%

Heads of Unit

41.9%

50.0%

(*) As approved by the Bureau at its meeting of 13 January 2020

Directors by gender and DG

DGs	Women	Men
Secretary-General	100%	0,0%
DG TRAD	100%	0,0%
DG LINC	75.0%	25.0%
DG PRES	60.0%	40.0%
DG EXPO	60.0%	40.0%
DG ITEC	60.0%	40.0%
DG IPOL	50.0%	50.0%
DG PERS	50.0%	50.0%
Legal service (JURI)	33.3%	66.7%
DG FINS	33.3%	66.7%
DG COMM	28.6%	71.4%
DG EPRS	25.0%	75.0%
DG INLO	25.0%	75.0%
DG SAFE	0.0%	100%

Heads of Unit by gender and DG (as of 1 March 2022)

DGs	Women	Men
DG PRES	50.0%	50.0%
DG TRAD	48.7%	51.3%
DG LINC	48.1%	51.9%
Legal service (JURI)	45.5%	54.5%
DG IPOL	45.2%	54.8%
DG COMM	45.2%	54.8%
DG PERS	45.0%	55.0%
Secretary-General*	41.7%	58.3%
DG EPRS	40.0%	60.0%
DG INLO	39.1%	60.9%
DG FINS	30.8%	69.2%
DG SAFE	30.8%	69.2%
DG EXPO	30.0%	70.0%
DG ITEC	30.0%	70.0%

(*) Private Office and Central Services

Selection of Heads of Unit by gender - 2021

Kind of selection	Women	Men
Applicants	47.7%	52.3%
Applicants interviewed	55.9%	44.1%
Shortlisted applicants	60.0%	40.0%
Appointed	64.3%	35.7%

EP SECRETARIAT, POLITICAL GROUPS' SECRETARIATS, AND ACCREDITED PARLIAMENTARY ASSISTANTS: STATISTICS BY GENDER

EP Secretariat staff by function group

Group	Women		Men	
AST/SC	164	68.3%	31.7%	76
AST	1487	65.0%	35.0%	802
AD	1423	54.3%	45.7%	1198
All staff	3074	59.7%	40.3%	2076

AD staff

Group	Women		Men	
AD5	118	60.5%	39.5%	77
AD6	81	63.3%	36.7%	47
AD7	126	51.6%	48.4%	118
AD8	151	59.0%	41.0%	105
AD9	283	61.1%	38.9%	180
AD10	260	57.9%	42.1%	189
AD11	105	49.8%	50.2%	106
AD12	165	48.8%	51.2%	173
AD13	74	42.8%	57.2%	99
AD14	45	38.8%	61.2%	71
AD15	13	36.1%	63.9%	23
AD16	2	18.2%	81.8%	9

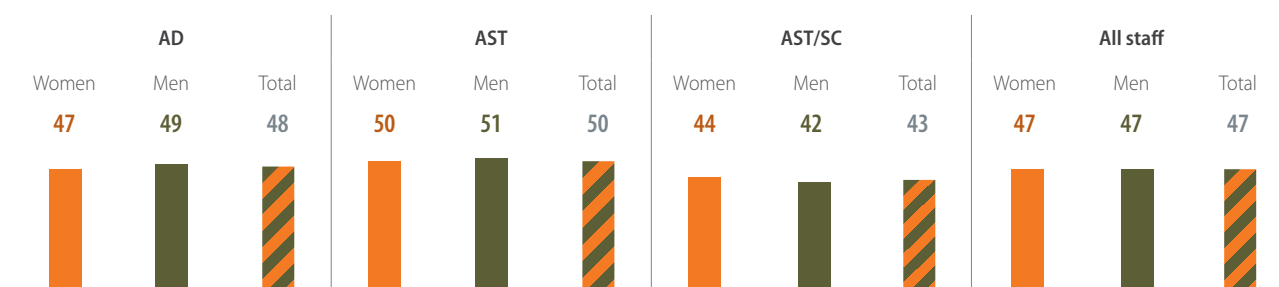
AST staff

Group	Women		Men	
AST1	65	74.7%	25.3%	22
AST2	20	74.1%	25.9%	7
AST3	102	49.5%	50.5%	104
AST4	121	66.1%	33.9%	62
AST5	267	71.2%	28.8%	108
AST6	275	71.2%	28.8%	111
AST7	179	65.6%	34.4%	94
AST8	150	64.1%	35.9%	84
AST9	247	64.0%	36.0%	139
AST10	34	44.2%	55.8%	43
AST11	27	49.1%	50.9%	28

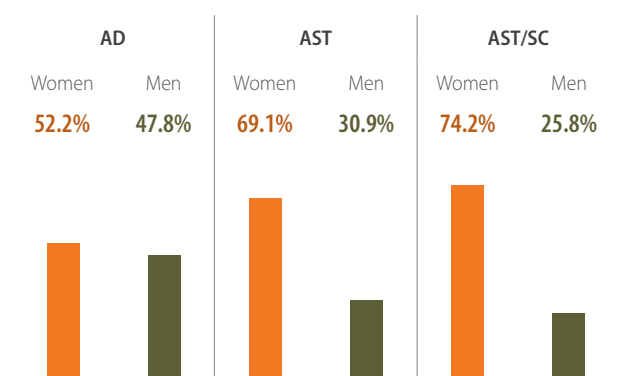
AST/SC staff

Group	Women		Men	
AST/SC3	25	80.6%	19.4%	6
AST/SC2	97	78.9%	21.1%	26
AST/SC1	42	48.8%	51.2%	44

Average age by function group

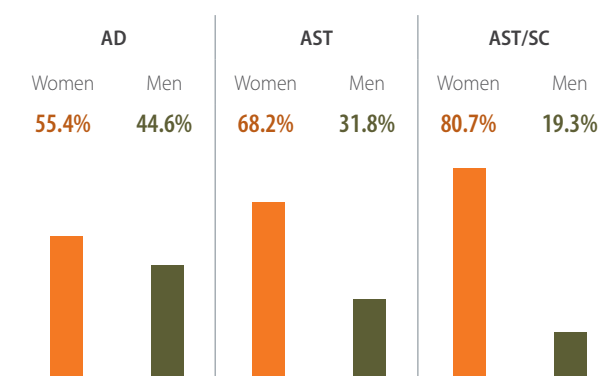


Promotions by function group (2021)



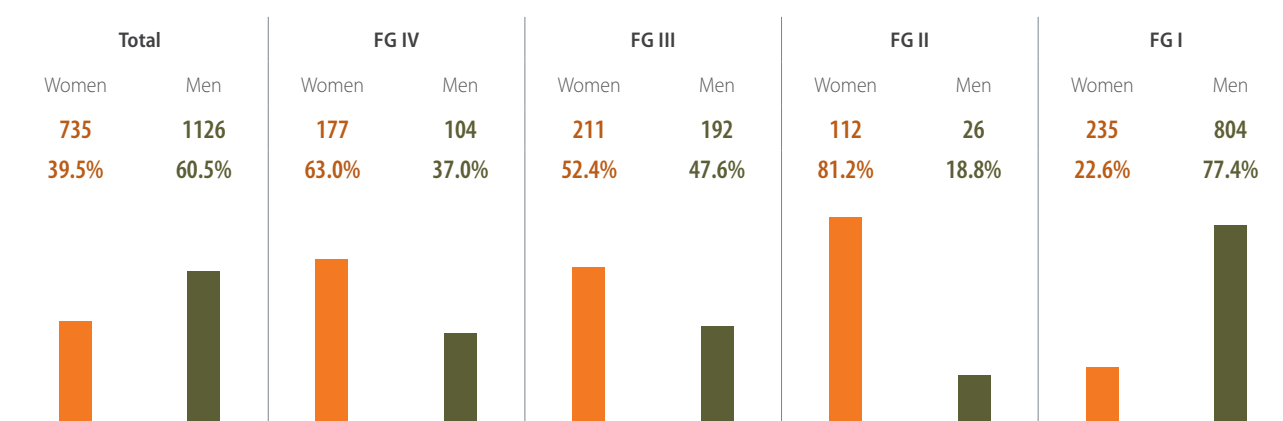
Example: In 2021, 52.2% of ADs promoted were women, and 47.8% were men.

Percentage of staff promoted amongst those eligible, by function group (2021)

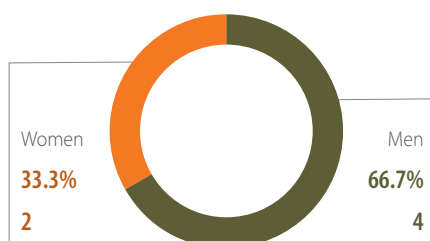


Example: In 2021, 80.7% of women AST/SCs who were eligible for promotion were promoted.

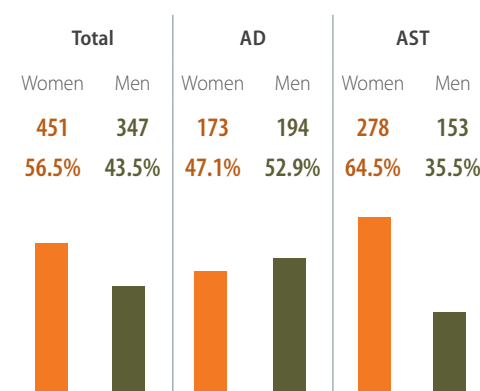
Contract staff by function group



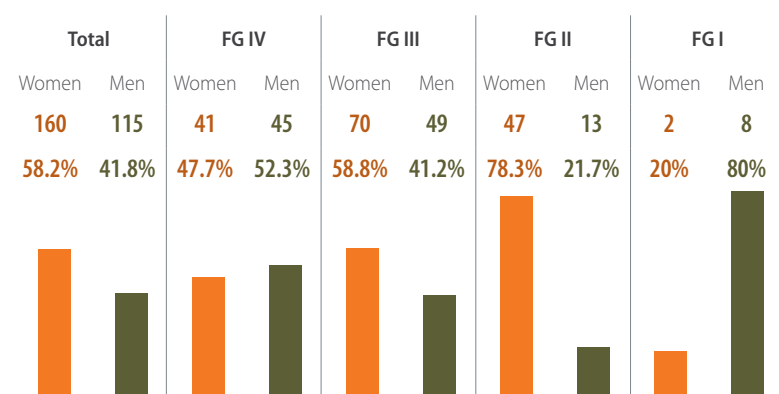
Secretaries-General of political groups



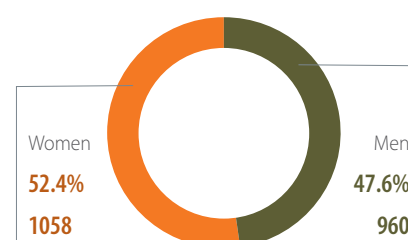
Political group staff by function group (officials and temporary staff)



Contract staff in the political groups by function group



Accredited parliamentary assistants



WORK-LIFE BALANCE: STATISTICS BY GENDER

(January 2021- January 2022)

Enabling all European Parliament staff to have a healthy work-life balance is the EP's responsibility as an employer and forms a key part of its duty of care. The EP's duty of care manifests itself through a wide range of duties, including providing and maintaining an inclusive, healthy and safe work environment.

Given the recent profound changes in the way we work, with hybrid ways of working increasingly blurring the boundaries between our professional and private lives, it has become more and more difficult to maintain a work-life balance. While many people have found it difficult to balance their professional and private lives, women have faced particular challenges, with often increasing workloads competing with caregiving responsibilities. In achieving this feat, they have not only made extraordinary contributions, but have also shown extraordinary resilience.

The EP administration has put a number of measures in place to help its staff achieve a better work-life balance, including a specific focus on teaching team managers how to become more caring and inclusive. Managers should be aware of the measures and mechanisms available to support staff striving to achieve a better work-life balance, be respectful of 'the right to disconnect', and always act as a role model for how to respect everyone's right to balance.

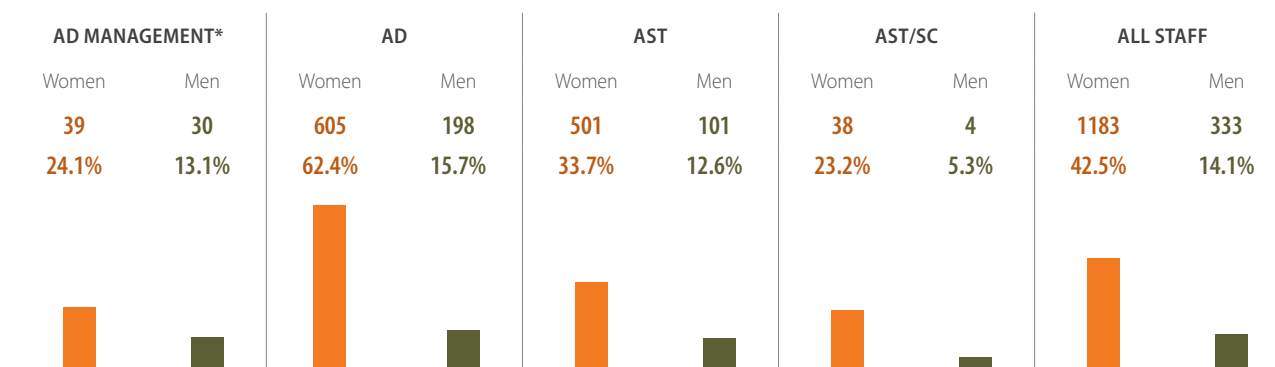
The EP has been guided in this work by the EU's Work-Life Balance Directive, which aims to make it easier for EU workers to balance paid work and their private lives by introducing, among other things, minimum standards for parental leave (including paternity leave), special leave for caregivers and flexible working arrangements for parents and caregivers.

Similarly to last year, very little change was noted in work-life balance statistical trends, as illustrated by human resource data related to staff leaving work through retirement, resignation, leave on personal grounds, transfers to other institutions or reducing their working time to move to a part-time schedule or take parental leave.

The total number of staff working part-time has decreased by 245 in 2022 across all staff groups and genders compared to 2021. The majority of staff taking part-time leave, 78%, continue to be women. Overall, 42% of female staff work part-time compared to 14% of men. The most popular category of part-time work continues to be 50%, followed by 75%.

When looking at staff on full- or half-time parental leave, similar gender divides can be seen, with 72% of ADs, 77% of ASTs and 100% of AST/SCs on full-time parental leave being female. The figures are similar for half-time parental leave as well as both forms of family leave.

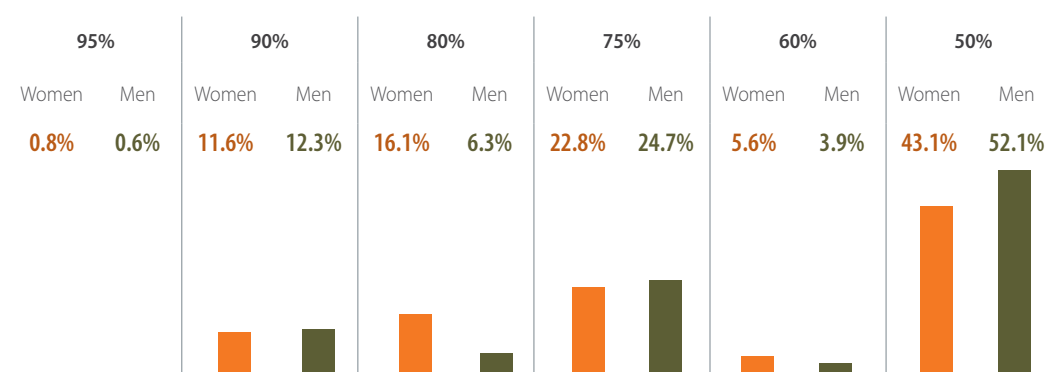
Staff working part-time by function group³



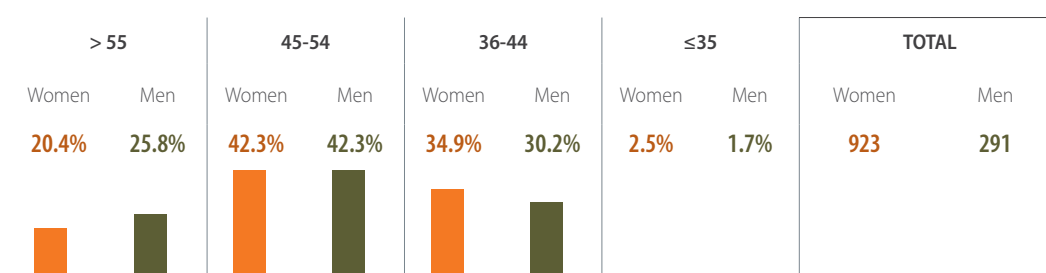
(*) Directors-General, Directors, Heads of Unit

³ 'Staff' means officials and temporary staff (political groups not included).

Staff working part-time, by working time⁴



Staff working part-time, by age group⁵



Staff on full-time parental leave by function group

Group	Women		Men	
AD	136	72%	28%	53
AST	79	76.7%	23.3%	24
AST/SC	12	100%	0.0%	0

Staff on half-time parental leave by function group

Group	Women		Men	
AD	149	69.3%	30.7%	66
AST	103	75.2%	24.8%	34
AST/SC	10	76.9%	23.1%	3

Staff on full-time family leave by function group

Group	Women		Men	
AD	16	84.2%	15.8%	3
AST	3	75%	25%	1
AST/SC	1	100%	0.0%	0

Staff on half-time family leave by function group

Group	Women		Men	
AD	5	38.5%	61.5%	8
AST	9	90%	10%	1
AST/SC	2	100%	0.0%	0

Staff on leave on personal grounds by function group

Group	Women		Men	
AD	6	75%	25%	2
AST	6	100%	0.0%	0
AST/SC	0	0.0%	0.0%	0

⁴ Members of staff who changed their working time arrangements in the course of 2021 are counted in each category of working time for which they opted.

⁵ Members of staff whose age group changed while they were working part-time are counted in both groups.

GENDER EQUALITY STRUCTURES

Equality, Inclusion and Diversity Unit (EIDU), DG PERS



INTERVIEW WITH CHIARA TAMBURINI

Head of Equality, Inclusion and Diversity Unit

Having started as Head of Unit of EIDU in 2021, what have been your first impressions of the unit's work?

I had already cooperated with this unit for many years, namely around the preparation of the gender roadmap and the yearly editions of this valuable brochure. I was nevertheless positively impressed by the agility of the team and by the positive impact of a horizontal and intersectional approach to diversity.

Gender equality has historically been the first pillar of our work, and each kind of diversity is one more piece of an enriching puzzle. I hope we manage to transmit this message in our training courses to managers and play a driving role in furthering equality, diversity and inclusion throughout all DGs and entities of the EP.

Looking ahead to 2022, we will certainly keep up the current awareness raising activities and the daily support to all staff. We will also be working on some innovative approaches, such as a podcast on intersectionality and a conference with all equality, diversity, and inclusion offices of our National Parliaments. We need to learn from each other, cooperate more intensively with our HR community and other Institutions, and together boost gender equality and diversity in our Institutions. We are grateful to the High-Level Group which leads and supports these efforts of the Administration.

Role of the Equality, Inclusion and Diversity Unit (EIDU) in the field of gender

EIDU is based within the Directorate for HR Social and Support Services in DG Personnel and has a central coordination role in ensuring the full implementation of the gender roadmap. It has assisted the High-Level Group on gender mainstreaming throughout the process of developing the roadmap, carrying out consultations with the relevant parties and preparing drafts. It organises regular meetings with the gender coordinators from across the DGs in view of the implementation of the roadmap and liaises bilaterally with key parties involved.

EIDU works closely with Vice-President of the European Parliament, Dimitrios Papadimoulis, to assist him in his numerous outreach activities and engagements related to gender equality and diversity, which are part of his responsibilities as Vice-President.

As well as its annual flagship brochure entitled 'Women in the European Parliament', EIDU also publishes a gender observatory once a year to provide an update of the key statistics at both political and administrative levels. It also organises events to mark International Women's Day each year and provides thematic training sessions to Parliament staff, including managers. It raises awareness of gender issues through articles on the intranet, Newshound and podcasts.

Equality and diversity coordinators and gender coordinators

The equality and diversity coordinators are representatives from each Directorate-General, with whom the Equality, Inclusion and Diversity Unit (EIDU) liaises on all matters related to equality, inclusion and diversity. The coordinators ensure close inter-service coordination on all thematic activities in the Secretariat of the European Parliament.

Each Directorate-General and each political group has nominated a coordinator to ensure the smooth implementation of the actions contained in the newly adopted gender roadmap.

Both networks are chaired by the EIDU.

Committee on Equal Opportunities and Diversity (COPEC)



CHIARA MALASOMMA

Chair

COPEC's eight members and Chair are proposed by the Director-General for Personnel and the Staff Committee, and are subsequently appointed by the Appointing Authority. COPEC aims to promote a tolerant and inclusive working environment, through participation in awareness raising events and other activities.

COPEC 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



SANDRA VOLANTE

Chair

The Staff Committee stands for equal opportunities for ALL staff. It is firmly committed to achieving gender equality in Parliament. We, the elected members, congratulate all colleagues appointed to middle management positions over the past year. We are pleased to note that many are women, thus resulting in a significant increase in the number of female managers.

In stark contrast with previous mandates, the current Staff Committee bureau is perfectly gender-balanced, with four women and four men.

Forty percent of the 29 elected members of the Staff Committee are women.

Parliament's administration has made great progress as regards offering more opportunities to women in-house. The administration should go even further and increase its already wide range of training opportunities for women who have the potential to become managers. The Staff Committee will actively continue to support and encourage such policies.

However, it should not be forgotten that Parliament needs to take the whole of the inclusion and diversity agenda into account. Parliament must represent ALL its citizens, both inside its own walls and across Europe.

WOMEN IN THE EUROPEAN PARLIAMENT

Edited by the Equality, Inclusion
and Diversity Unit