

Committee on Employment and Social Affairs
The 1st Vice-Chair

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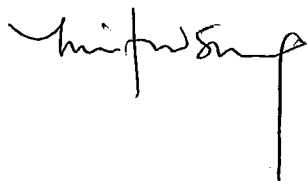
Ms Vilija Blinkevičiūtė
Chair of the FEMM Committee
ASP 14G305

Subject: Gender mainstreaming action plan of the EMPL Committee

Dear Ms Blinkevičiūtė,

I hereby wish to inform you that on 26 April the Coordinators of the EMPL Committee adopted the attached gender mainstreaming action plan of the Committee, in accordance with the European Parliament resolution of 8 March 2016 on Gender Mainstreaming in the work of the European Parliament. Please find attached for your information the EMPL action plan.

Yours sincerely,



Marita ULVSKOG
EMPL 1st Vice-Chair, Acting Chair

Annex: EMPL gender mainstreaming action plan

Copy: Mr Thomas Händel, Chair of the EMPL Committee

Action Plan on Gender Mainstreaming of the Committee on Employment and Social Affairs (EMPL)

Whereas Article 8 of the Treaty on the Functioning of the European Union lays down the principle of gender mainstreaming, stating that the Union shall in all its activities aim to eliminate inequalities, and to promote equality, between men and women.

With regards to the Commission communication entitled "Incorporating equal opportunities for women and men into all Community policies and activities" (COM(96)0067) from 1996 which established the principle of gender mainstreaming, the European Parliament resolution of 8 March 2016 on Gender Mainstreaming in the work of the European Parliament (2015/2230(INI)), the Committee on Employment and Social Affairs will take the following measures to adopt a gender mainstreaming approach in its work:

Organisation of the committee's work:

Training. Since the purpose of gender mainstreaming is to incorporate its approach into all areas of the Committee's work a basic training should be mandatory for the members of the staff working for the Committee's secretariat. Additional training could be offered to members, political groups staff and assistants related to the Committee on Employment and Social Affairs. A more comprehensive training could be offered to the gender mainstreaming responsible within the Committee's secretariat.

Gender neutral language. The Committee should achieve a gender neutral language within all its work and documents. Special attention should be paid to Committee reports and opinions and studies commissioned by the Committee.

Hearings, workshops and events related to the Committee. Whenever the Committee is organizing an event where external speakers/experts/guests are invited additional measures need to be taken in order to ensure invitations based on gender balance. According to the principle decision taken by the groups' coordinators every political group should already nominate two candidates to each hearing/conference/seminar.

Ensuring gender balance. The political groups of the committee should strive for an equal balance between female and male members when it comes to appointments and distribution of reports and opinions, as well as when determining the composition of delegations and missions.

In the area of policies:

Studies. Whenever considered necessary the Committee on Employment and Social Affairs should conduct or order surveys and studies to measure the effect of the ongoing policies based on a perspective of gender equality through impact assessments, in order to ensure that the policies from the Committee do not have an adverse effect on either gender.

Hearings and exchanges of views. In order to ensure that gender mainstreaming is maintained and implemented in the work of the Committee, experts from different fields of policy should be invited to the Committee on certain occasions. As to share best practices and experiences from working with gender mainstreaming on all levels of the society relevant actors could share their views on topics and discuss additional measures.

Reports and opinions. Having regard to the Committee's work which impacts people's everyday life in a greater scale, the work needs to consider how to diminish structural discrimination and stereotypes. This perspective needs to be implemented in all reports and opinions to guarantee that decisions taken by the Committee does not affect neither women nor men in a negative manner.

Follow up. As to make sure that the above mentioned measures are implemented and incorporated into the work of the Committee, the secretariat of the Committee could conduct surveys with special regards to gender mainstreaming.

The secretariat could prepare a statistical overview of how reports and opinions are distributed based on a perspective of gender balance

The Policy department could also be consulted to analyse if mentioned reports or opinions have an explicit perspective of gender equality.