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Committee on Legal Affairs  
The Chairman

D(2017)17838

Ms Vilija BLINKEVIČIŪTĖ  
Chair Committee on Women's Rights and Gender Equality  
ASP 14G305  
Brussels

D 306827 27.04.2017

**Subject: Gender Mainstreaming Action Plan for the Committee on Legal Affairs**

Dear Chair,

I have the great honour to forward you the Gender Mainstreaming Action Plan as adopted by the coordinators of the Committee on Legal Affairs.

Yours sincerely,

Pavel SVOBODA

Encl.: JURI Gender Mainstreaming Action Plan

# **Action Plan on Gender Mainstreaming of the Committee on Legal Affairs (JURI)**

*Adopted by JURI coordinators on 22 March 2017*

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

Having regard 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 resolutions of 2003, 2011 and 2016 on gender mainstreaming in the work of the European Parliament and the recommendations made by the Gender Mainstreaming Network the Committee on Legal 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 offered to all members of the staff working for the Committee's secretariat. Additional training could be offered to Members, political groups' staff and assistants. A more comprehensive training is provided by the Gender Mainstreaming Network to the staff member responsible for gender mainstreaming questions in the Committee's secretariat. Routines should be established in order to ensure that any competences gained in this area are shared within the secretariat and the Committee at large.

*Hearings, workshops and events related to the Committee.* Whenever the Committee is organizing an event where external speakers/experts/guests are invited additional efforts need to be made in order to ensure the appointment of speakers based on gender balance. The gender mainstreaming rapporteur notes that progress has been made in this respect since the beginning of the term.

*Ensuring gender balance.* When it comes to appointments and distribution of reports and opinions, the appointment of standing rapporteurs and representatives in external bodies as well as when determining the composition of delegations and missions the political groups of the Committee should strive for a balance between female and male members reflecting the existing gender composition of the groups within the Committee.

*Selection of staff.* The selection of staff should take into account the goal of equal representation of women and men on all levels. Moreover, in the recruitment of staff for the secretariat, a reference to knowledge and experience of gender mainstreaming work, particularly in the area of legal affairs, should be added as a valuable qualification.

## **In the area of policies:**

*Studies.* When preparing reports and opinions, due attention should be given to studies/surveys/analyses on gender equality carried out by the European Parliament policy departments and the Research Service, including the impact assessment units, as well as other organisations outside the European Parliament especially where the policies resulting from

the Committee's work would have an adverse effect on either gender. In the absence of existing studies and whenever considered needed, the Committee should ensure that such a study is produced. When using statistics and tables, gender disaggregated data should be included.

*Hearings and exchanges of views.* With a view to share best practices and experiences from working on gender mainstreaming relevant actors should be invited to the Committee on certain occasions to present their views on topics concerned and discuss practical measures.

*Reports and opinions.* When dealing with reports or opinions which could affect women and men differently once implemented, the Committee must make sure to maintain a gender perspective in its work and avoid, to the greatest extent possible, disadvantages based on gender. The Committee should always strive towards gender-neutral implementation of policies throughout its reports and opinions.

*Follow up.* In order to make sure that the above mentioned measures are implemented and incorporated into the work of the Committee, the Committee secretariat could conduct surveys or studies with special regards to gender mainstreaming. Particular studies could be conducted on how reports and opinions are distributed based on a perspective of gender balance, taking into account the technical possibilities within the committee and also on whether such reports or opinions are based on or include explicit gender equality perspectives.

*Missions.* Having regard to the sensitive topics and measures that fall under the responsibility of the Committee on Legal Affairs, continuing in-service training and further education are necessary tools in order to offer Members and staff relevant knowledge and insights in this field. Therefore, missions should include destinations and visits to actors working with gender equality questions within the field of legal affairs. The gender mainstreaming rapporteur welcomes that this action has already been implemented by the Committee.