

ANNEX XI

Action Plan on Gender Mainstreaming of the Committee on Fisheries (PECH)

Having regard to the European Parliament resolution from **13 March 2003** on gender mainstreaming in the European Parliament, the resolution from **March 2011** on gender mainstreaming in the work of the European Parliament, and to recommendations made by the Gender Mainstreaming Network, the Committee on Fisheries (PECH) draws up the following actions to be implemented in its work:

In the area of organization of work:

Training

A gender mainstreaming training should be proposed to Members, assistants and staff of the PECH secretariat.

Distribution of written material

Written material providing information about the most interesting and important best practices in the field of gender mainstreaming should be offered to Members, assistants and staff of the PECH secretariat.

Selection of staff

The selected staff should respect an equal representation of both genders. Moreover, a specific reference to the knowledge or experience of gender mainstreaming work as a valuable qualification should be considered as an asset in calls for staff and selection of staff of the PECH secretariat.

Gender-neutral language

The PECH committee should promote the use of a gender-neutral language in all its documents, with a particular focus on reports, opinions and commissioned studies.

Correct and equal representation of female Members

The PECH Committee should try to distribute in a more balanced way, between female and male Members, the opinions, reports and speaking time both in the Committee and Plenary debates. In addition, the committee should encourage a better gender-balanced composition of members taking part in the various missions and the delegations.

Hearings and workshops

The invited speakers and paid experts should belong, in an equal way and as far as possible, from both genders.

Differentiated statistics

A particular focus on the current situation concerning gender inequalities in the EU fisheries sector should be promoted within every commissioned study, by gathering differentiated statistics, analysing the existing causes of gender discrimination and drawing up some recommendations for improving equal participation of women in all aspect of fisheries.

Other parliamentary committees

The PECH committee should organize regular meetings with other parliamentary committees working on fisheries issues, belonging from the Member States and from other third countries, in order to favour the exchange of best practices on gender issues and technical assistance.

Greater cooperation between EP bodies working on gender issues

The PECH committee should work to promote a greater cooperation and dialogue with the Gender Mainstreaming Network, in particular by organizing some regular meetings with the representatives of such bodies.

A fair and gender-balanced employment of administrative staff and interpreters.

The PECH Committee should promote the employment of a gender-balanced administrative and translation staff.

A fair and gender-balanced representation concerning the presidency of committees and of European political groups.

The PECH committee should invite the European political groups to evaluate the possibility of proposing both a man and a woman to fulfil the role of Chair within every parliamentary committee and within the European political groups. In this perspective, one of the current women Vice-Chairs of the PECH committee should be promoted to Co-Chair.

European Ombudsman

Every year the PECH committee should request from the European Ombudsman the data concerning annual complaints about poor administration by EU institutions or EU bodies in the field of the equality of genders in European fisheries.

In the area of policies:

Reports and opinions

Reports and opinions should include an analysis on the potential impacts of the proposed policies in the report on the rights of women, possibly taking into account the position of the FEMM Committee, if available.

Hearings and exchanges of views

The committee should promote hearings and exchanges of views with representative of Member States, regions, NGOs and businesses on gender issues related to the fisheries sector, in order to favour the exchange of best practices. In addition, meetings with women NGOs and with representatives of civil society, as well as a stronger involvement of such groups during the Committee working sessions, should be encouraged.

Studies

Commissioned studies should (if relevant) take into account the situation of the rights of women related to the topic, analysing the effective impacts of the proposed policies on gender equality and proposing possible alternative policies to reduce gender inequalities and discriminations. Moreover, an overall study should be promoted on the women's situation and role in the EU fisheries field, in order to get a clearer picture of the current situation.

Policies

Every new proposed policy by the Fisheries Committee should provide better incentives to promote women's work and well-being in the fisheries sector.

Initiative report

The possibility of an initiative report on the topic of equal representation and distribution of roles between women and men in the fisheries sector should be examined.

Committee Delegations

Missions accomplished by a Committee delegation should also examine the gender equality situation and on the effective respect of LGBTI rights in the related context.

Specific auditions and written reports

The organization of a specific auditions focused on the state of integration of the gender dimension in the field of fisheries, followed by a written report, should be promoted in parallel with the drafting of the EP report on the integration of the gender dimension.

The European Institute for Gender Equality (EIGE)

The cooperation, consultation and dialogue with the European Institute for Gender Equality should be encouraged, in particular by promoting the platform for the integration of the gender dimension as well as the use of the specialist glossary and dictionary on gender equality.

Resolution

The PECH committee should promote the approval of a resolution asking the European Commission for a new regulation providing a 5% deduction of contributions to those European political groups that do not respect gender equality criteria concerning the choice of their staff and the selection of their candidates. In this perspective, the normative reference from which take inspiration could be the Italian law n.96/2012.

Interinstitutional cooperation mechanism

An interinstitutional cooperation mechanism between the different Directorates and Units within the EU institutions working on fisheries issues (the PECH committee, the Directorate-General for Maritime Affairs and Fisheries) should be created, in order to promote the integration of the gender dimension in this sector, as well as within the work and the organization of the institutions.

A fair and gender-balanced representation within the Directorate-General for Maritime Affairs and Fisheries

The Directorate-General for Maritime Affairs and Fisheries should be encouraged to evaluate the possibility of proposing both a man and a woman to fulfil the available Head of Unit positions.