



2023/2143(DEC)

12.2.2024

AMENDMENTS

1 - 3

Draft report

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(PE753.509v01-00)

2022 discharge: European Centre for the Development of Vocational Training
(Cedefop)
((2023/2143(DEC))

Amendment 1
Sándor Rónai, Hannes Heide

Motion for a resolution
Paragraph 12

Motion for a resolution

12. Notes that, as regards gender balance reported for 2022, the Centre's senior management is composed by 4 men (66,7 %) and 2 women (33,3 %); also notes the management board is composed of 78 men (53 %) and 68 women (47 %); recalls that the high number of members of the Board (156) **does not facilitate decision making and simplified** management; notes further that regarding the Centre's staff overall the gender breakdown is 44 % men (47) and 56 % women (61); welcomes from the follow-up report the Centre's commitment to geographically re-balance its staff population by making use of reserve lists of other agencies, including through joining forces with them and broadening dissemination of vacancy notices;

Amendment

12. Notes that, as regards gender balance reported for 2022, the Centre's senior management is composed by 4 men (66,7 %) and 2 women (33,3 %); also notes the management board is composed of 78 men (53 %) and 68 women (47 %); recalls **the mandate of the Centre and** that the high number of members of the Board (156) **comes from its specific composition based on the tripartite principle, thus including representatives of the national authorities and social partners; recognises that through its members the Management Board of the Foundation ensures the necessary alignment between the Centre's work and stakeholder needs and priorities;** notes further that regarding the Centre's staff overall the gender breakdown is 44 % men (47) and 56 % women (61); **recalls the importance of geographical balance and** welcomes **in this regard** from the follow-up report the Centre's commitment to geographically re-balance its staff population by making use of reserve lists of other agencies, including through joining forces with them and broadening dissemination of vacancy notices;

Or. en

Amendment 2
Sándor Rónai, Hannes Heide

Motion for a resolution
Paragraph 14

Motion for a resolution

Amendment

14. Notes that the Centre launched its regular Staff Engagement Survey (SES) in 2022, the results of which showed favourable responses from 65 % of Centre's staff (75 % response rate), whereas 10 out of 12 dimensions of analysis recorded positive changes in comparison to the 2019 survey results, despite the highly disruptive period since the last survey that year, while some areas need further attention such as workload, transparency in decision-making and internal cooperation;

14. Notes that the Centre launched its regular Staff Engagement Survey (SES) in 2022, the results of which showed favourable responses from 65 % of Centre's staff (75 % response rate), whereas 10 out of 12 dimensions of analysis recorded positive changes in comparison to the 2019 survey results, despite the highly disruptive period since the last survey that year, while some areas need further attention such as workload, transparency in decision-making and internal cooperation; ***welcomes that the results of the survey were presented to all staff in a general assembly and dedicated question-time meetings;***

Or. en

Amendment 3 **Sándor Rónai, Hannes Heide**

Motion for a resolution **Paragraph 15**

Motion for a resolution

15. **Notes** in the framework of the Centre's equal opportunities and diversity policy and as regards support to persons with disabilities, the measures taken such as trainings (on diversity and inclusion issues) and guidance (how to detect and counteract unconscious bias) provided to HR staff and selection boards, as well as accommodation to applicants with disabilities; notes lastly from the Centre's replies to Parliament written questions the Centre's plans to adopt the 'Charter on diversity and inclusion' in 2023;

Amendment

15. ***Welcomes*** in the framework of the Centre's equal opportunities and diversity policy and as regards support to persons with disabilities, the measures taken such as trainings (on diversity and inclusion issues) and guidance (how to detect and counteract unconscious bias) provided to HR staff and selection boards, as well as accommodation to applicants with disabilities; notes lastly from the Centre's replies to Parliament written questions the Centre's plans to adopt the 'Charter on diversity and inclusion' in 2023;

Or. en