



ЕВРОПЕЙСКИ ПАРЛАМЕНТ PARLAMENTO EUROPEO EVROPSKÝ PARLAMENT EUROPA-PARLAMENTET
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High-Level Group on Gender Equality and Diversity

MODTAGET
LEDELSESSEKRETARIATEI

Hr. Thor PEDERSEN
President, Formand for Folketinget
Christiansborg

Dato 20/5-10 Kl.

DK - 1240 - COPENHAGEN

Dear Mr Pedersen,

I have the pleasure of sending you a brochure on "Women in the European Parliament 2010" - a document drawn up by Parliament's services on a yearly basis to give an overview of gender distribution among the ranks of politicians, as well as civil servants, in the European Parliament.

The European Parliament attaches great importance to equality between men and women, an objective that has not yet been reached but which we are approaching steadily. This brochure shows that we are definitely on the right path - the proportion of seats won by women has more than doubled since 1979.

As a sign of its commitment to equality, Parliament's Bureau has set up a High-Level Group on Gender Equality and Diversity, which I have chaired since the beginning of this legislature in 2009. As Chair of this group, I am committed to ensuring that the EU institutions set an example in this field, and that senior posts within the EU are accessible to both women and men.

Yours sincerely,

Silvana Koch-Mehrin
Chair of the High-Level Group on Gender Equality and Diversity

Enclosure: "Women in the European Parliament 2010"



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Women



International Women's Day

8 March

Equality and Diversity Unit



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Unless otherwise stated, throughout the brochure

- women
- men

Sources used for data

- European Parliament and its bodies: www.europarl.eu, as of 20/01/2010
- EP administration: Streamline, as of 20/01/2010

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

Foreword by Ms Silvana Koch-Mehrin Vice-President of the EP



No, we're not there yet! We have not yet achieved equality between men and women in the European Parliament. Although 53% of the population of Europe are women, they occupy only 35% of seats in Parliament. And although the majority of Parliament's staff are women, the number of women in senior management posts is still dismayingly low. Politics continue to be dominated by men, even in Europe. That is the state of affairs on International Women's Day 2010. One might be inclined to agree with Viviane Reding, Commission Vice-President, who called for International Women's

Day to be abolished two years ago on the grounds that, if we have to mark such an event, it means that we do not have equality.

However, if you pick up this brochure and read it carefully you will see why I believe that such a reaction is too pessimistic. Many things have changed for the better in the last few years. If you look at the facts you will see that the European Parliament is leading the way in terms of equality. In almost all the Member States, more women have been elected to the European Parliament than to the national parliament. And the proportion of seats won by women has more than doubled compared to 1979.

This indicates that, although the objective has not yet been reached, we are moving in the right direction. But, as always in politics, it will be a long and laborious journey.

The European Parliament places great importance on equality, which is why the Bureau set up the High-Level Group on Gender Equality and Diversity. The main concern for me, as chair of this working group, is to ensure that the EU institutions set an example in this field. They cannot decree equality and non-discrimination and then fail to comply with those principles themselves. Above all, senior posts within the EU must be as accessible for women as for men. Time will tell whether, one day, it will prove possible for women to be appointed to 50% of all such posts.

The main point is that we must not lose sight of our goal. I am convinced that we will attain it. Equality will no longer be an aspiration but a matter of course, and the International Women's Day will be a day for celebration rather than commemoration.

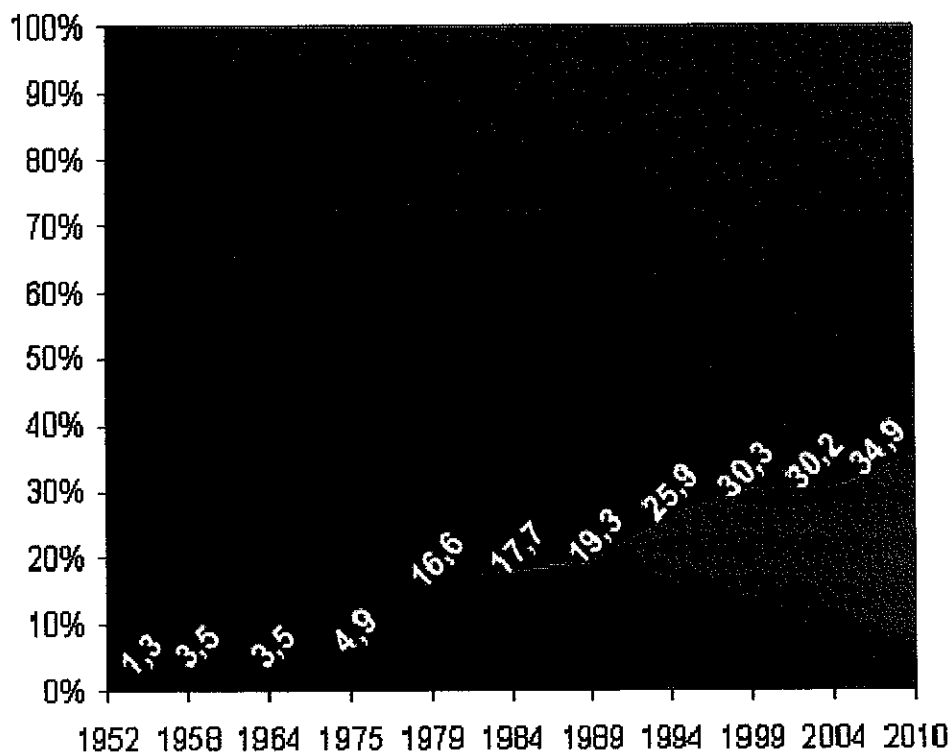


Women in the European Parliament

At 34.9%, the percentage of women in the 7th parliamentary term of the European Parliament is higher than ever before. The increased representation of women in the European Parliament raises the level of democratic representation of the citizens of the EU and helps the Parliament to better incorporate a gender perspective into all areas of its work, be it legislation and policies regarding the EU as a whole or in its own internal structures and bodies including the secretariat.

As well as an overall increase of 4.7% in the percentage of women elected to the EP, there have been several increases in the number of women in decision-making positions between the 6th and 7th parliamentary terms. The number of female Vice-Presidents has risen from 5 to 6 out of 14 whilst the number of women chairing parliamentary committees and sub-committees saw a 50% increase, rising from 6 to 9 female chairs out of 23. The number of women chairing political groups has however decreased from 3 co-chairs to 1 co-chair

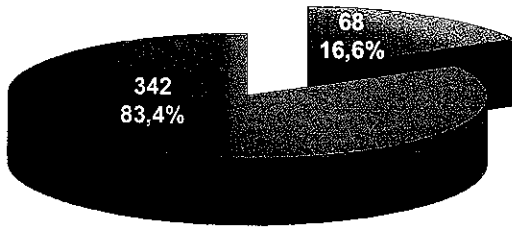
MEPs 1952-2010



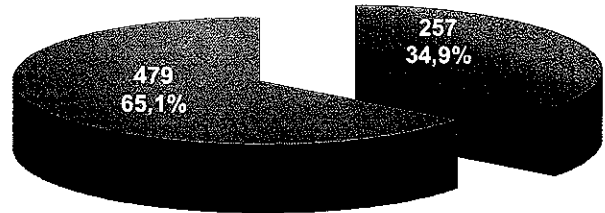
Women in the European Parliament



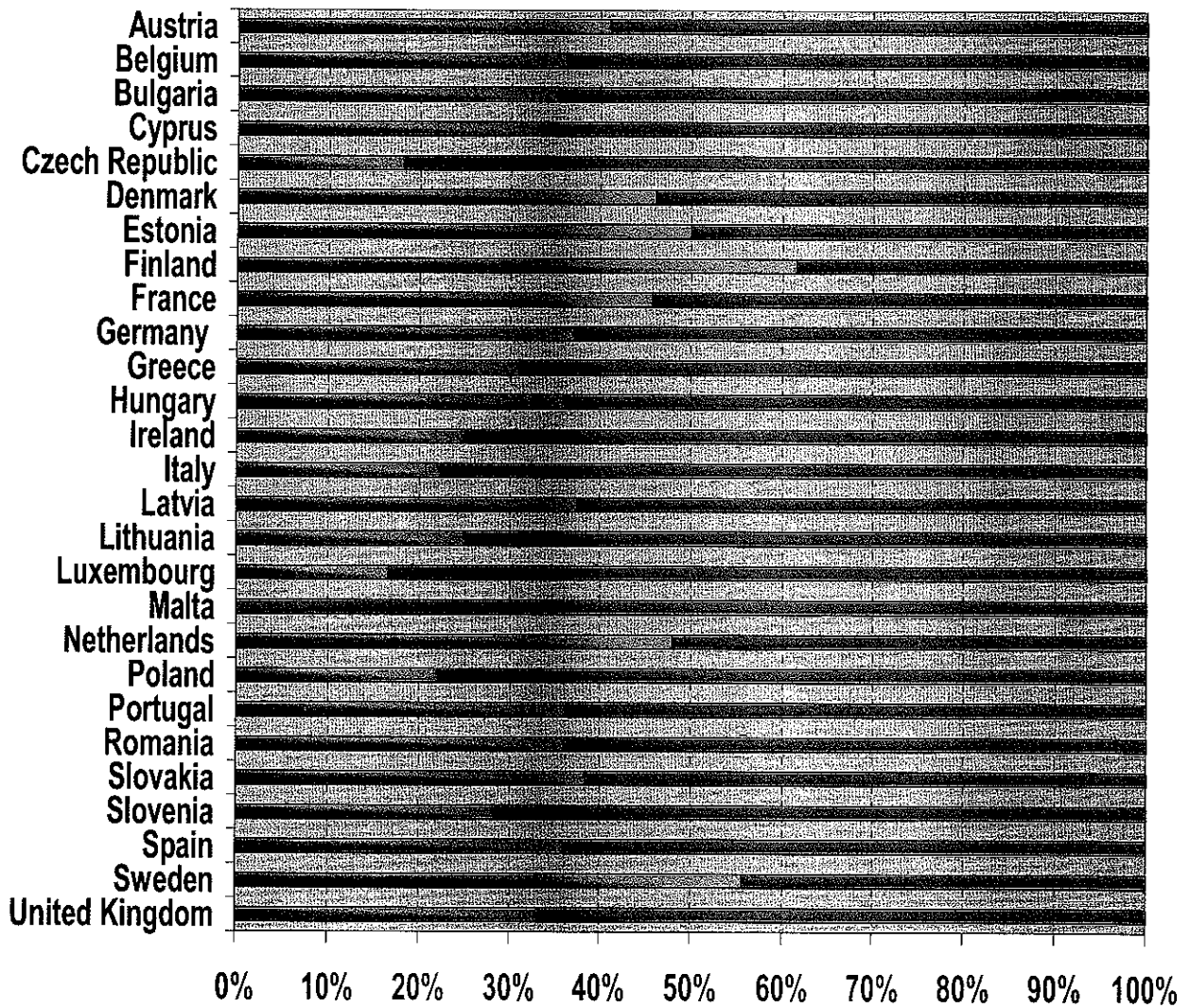
MEPs 1979



MEPs 2010



Gender Distribution of MEPs by Member State in 2010





Women in the European Parliament The Bureau

The Bureau is made up of the President of the European Parliament, the 14 Vice-Presidents and the 5 Quaestors, with observer status, elected by the assembly for a renewable period of two and a half years. The Bureau guides Parliament's internal functioning, including budget estimates, and all administrative, staff and organisational matters.

6 Vice-Presidents



Rodi KRATSA-TSAGAROPOULOU
(EL - EPP)



Dagmar ROTH-BEHRENDT
(DE - S&D)



Isabelle DURANT
(BE - Greens/EFA)



Roberta ANGELILLI
(IT - EPP)



Diana WALLIS
(UK - ALDE)



Silvana KOCH-MEHRIN
(DE - ALDE)

2 Quaestors



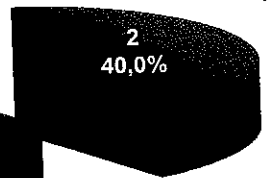
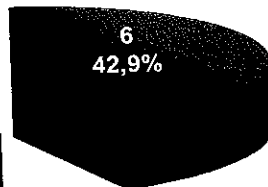
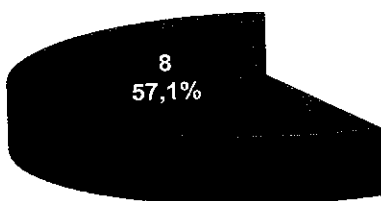
Lidia Joanna GERINGER DE OEDENBERG
(PL - S&D)



Astrid LULLING
(LU - EPP)

Vice-Presidents

Quaestors





Chair
Silvana
KOCH-MEHRIN
(DE - ALDE)



Vice-chair
Roberta
ANGELILLI
(IT - EPP)

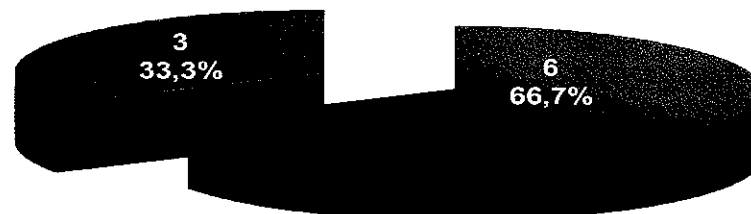
The High-Level Group (HLG) was established by the Bureau in 2004 as a follow-up to the EP resolution of 13 March 2003 on gender mainstreaming in the European Parliament, with the responsibility for promoting and implementing gender mainstreaming within Parliament's activities, structures and bodies. In keeping with the overall scope of equality and diversity policy, in November 2007, the Bureau changed the name of this working party to the High-Level Group on Gender Equality and Diversity.

The HLG acts as a horizontal, overarching body and cooperates closely with other European Parliament bodies, in particular the Conferences of Committee and Delegation Chairs and the Committee on Women's Rights and Gender Equality. During the 6th parliamentary term, the HLG reached many important goals: the establishment of networks of MEPs and EP staff in committees and delegations in order to implement gender mainstreaming, the adoption of guidelines on the use of gender-neutral language in parliamentary documents, in communication and information, and the promotion of gender budgeting. As for the employment and inclusion of persons with disabilities, the HLG stressed the necessity to implement the concept of reasonable accommodation. Equally, the Group underlined the importance of good communication, both internal and external, for raising awareness, in particular by having a fully accessible internet website.

The Group's mandate for the 7th parliamentary term was adopted in February 2010. The HLG will assure, in particular, the implementation of the Action Plan for the promotion of gender equality and diversity in the EP Secretariat (2009-2013). It will ensure that the necessary administrative structures are in place to integrate gender equality into Parliament's activities (procedures and policies). The HLG also intends to encourage a better work-life balance.

The HLG, chaired by Silvana KOCH-MEHRIN, Vice-President responsible for equality, is composed of:

- Roberta ANGELILLI, Vice-Chair of the HLG, and Vice-President in charge of Personnel and the Medical Service (in cooperation with Ms Roth-Behrendt)
- Dagmar ROTH-BEHRENDT, Vice-President in charge of Personnel and the Medical Service (in cooperation with Ms Angelilli)
- Pal SCHMITT, Vice-President
- Eva-Britt SVENSSON, Chair of the Committee on Women's Rights and Gender Equality
- Klaus-Heiner LEHNE, Chair of the Conference of Committee Chairs
- Luis YANEZ-BARNUEVO, Chair of the Conference of Delegation Chairs
- Lidia Joanna GERINGER DE OEDENBERG, Quaestor
- Astrid LULLING, Quaestor

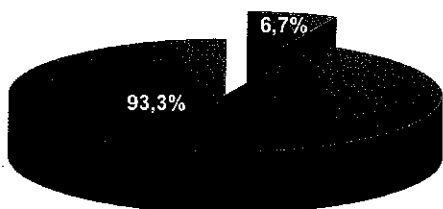




Women in the European Parliament Political Groups

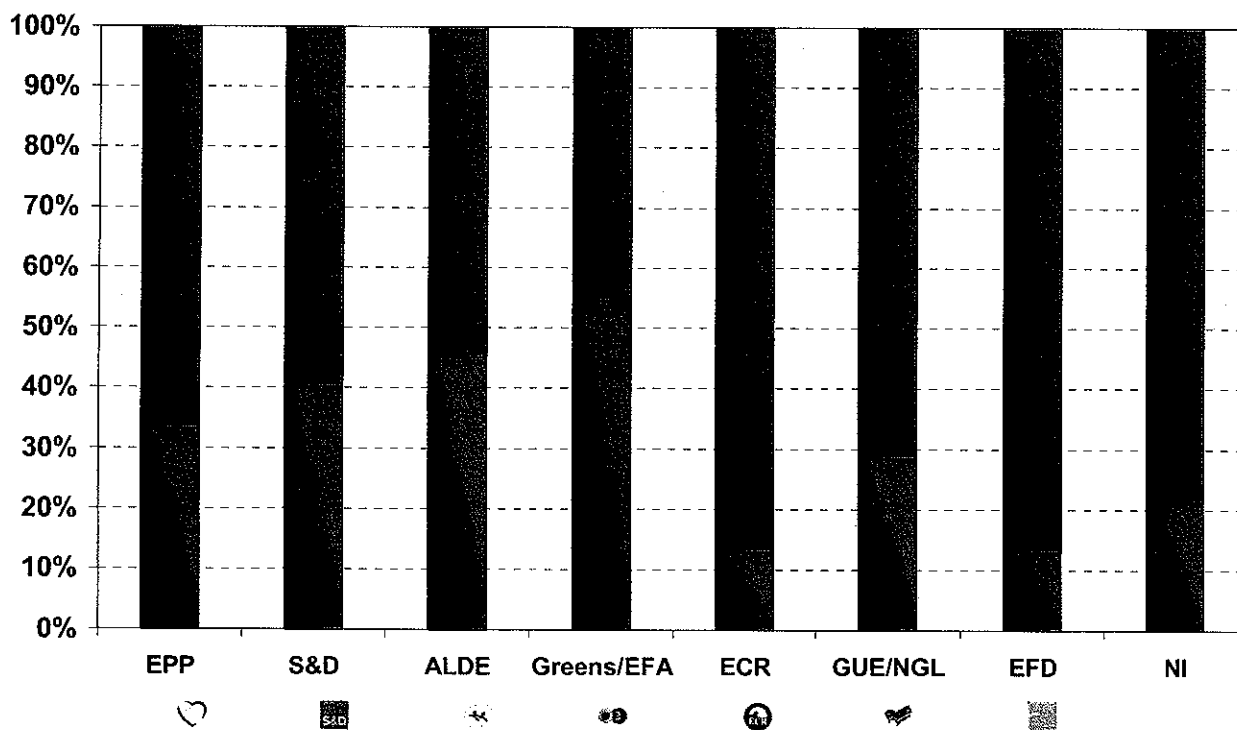
In the European Parliament, Members sit in groups based on political affiliation, not on nationality. There are currently 7 political groups in the Parliament, led by a chair (or two co-chairs). There is one female co-chair, Rebecca Harms, who represents the group of the Greens/European Free Alliance.

Chairs and Co-Chairs of Political Groups



1 Co-Chair
Rebecca HARMS
(DE - Greens/EFA)

Gender Distribution in the Political Groups



	EPP	Group of the European Peoples Party (Christian Democrats)
	S&D	Group of the Progressive Alliance of Socialist and Democrats
	ALDE	Group of the Alliance of Liberals and Democrats for Europe
	Greens/EFA	Group of the Greens/ European Free Alliance
	ECR	European Conservatives and Reformists
	GUE/NGL	Confederal Group of the European United Left – Nordic Green Left
	EFD	Europe of Freedom and Democracy Group
	NI	Non-attached Members

Women in the European Parliament Parliamentary Committees



There are 20 parliamentary committees, two sub-committees and a special committee in the 7th parliamentary term of the European Parliament. Through drawing up reports on legislative proposals and own-initiative reports, the committees prepare the work for Parliament's plenary sessions. The committee chairs coordinate the work of the committees in the Conference of Committee Chairs. Of the 23 Committees* 9 are currently chaired by a woman.

9 Committee Chairs



Eva JOLY
(FR -
Greens/EFA)
Development
(DEVE)



Sharon
BOWLES
(UK - ALDE)
Economic and
Monetary Affairs
(ECON)



Pervenche
BERÈS
(FR - S&D)
Employment and
Social Affairs
(EMPL)



Danuta Maria
HÜBNER
(PL - EPP)
Regional
Development
(REGI)



Carmen FRAGA
ESTÉVEZ
(ES - EPP)
Fisheries
(PECH)



Doris PACK
(DE - EPP)
Culture and
Education
(CULT)



Eva-Britt
SVENSSON
(SV - GUE/NGL)
Women's Rights
and Gender
Equality (FEMM)



Erminia
MAZZONI
(IT - EPP)
Petitions (PETI)



Heidi HAUTALA
(FI -
Greens/EFA)
Human Rights
Sub Com (DROI)

Committees Chairs



* including the CRIS special committee and DROI and SEDE sub-committees



FEMM

Committee on Women's Rights and Gender Equality



Chair

Eva-Britt
SVENSSON
(SV - NGL/GUE)

The Committee on Women's Rights and Gender Equality (FEMM) is the parliamentary committee responsible for monitoring, and legislating on issues related to equality between men and women and women's rights.

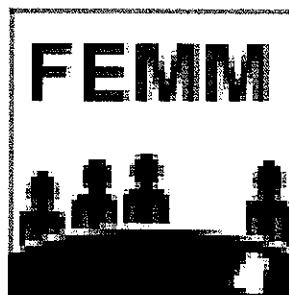
The committee originated from an ad hoc Committee on Women's Rights and Equal Opportunities created by the European Parliament in 1979, a time at which women's rights and equality were gaining increasing importance on the international stage and the year that CEDAW (the Convention on the elimination of all forms of discrimination against women) was adopted by the United Nations. In 1984 the status of the committee became that of a standing committee and since this point FEMM has been the principal body in the European Parliament for advancing gender equality and women's rights.

The remit of the Committee on Women's Rights and Gender Equality, led by Chair Eva-Britt Svensson, includes: the definition, promotion and protection of women's rights in the Union and related Community measures; the promotion of women's rights in third countries; equal opportunities policy, including equality between men and women with regard to labour market opportunities and treatment at work; the removal of all forms of discrimination based on sex; the implementation and further development of gender mainstreaming in all policy sectors; the follow-up and implementation of international agreements and conventions involving the rights of women; information policy on women.

The Committee's work programme (September 2009 - December 2010) focuses on gender mainstreaming work within the EP and includes planning the way ahead and key components of a new *EU Roadmap for Gender Equality*; leading a study and a seminar on gender perspectives on the financial and economic crisis and representing the EP at Beijing +15, UN Platform for Action on Gender Equality.

In the first five months of the 7th parliamentary term, the activities of Committee on Women's rights and Gender Equality have included: the adoption of the annual report *Equality between Women and Men in the European Union – 2009*, leading to the resolution adopted on this theme by the Plenary on 10 February 2010; the public hearing "Towards a new EU strategy for gender equality"; the consideration of amendments to the "Maternity leave directive" and the adoption of the motion for a resolution "EU measures to support gender equality in balancing work and family rights and responsibilities".

<http://www.europarl.europa.eu/activities/committees/homeCom.do?language=EN&body=FEMM>



EU Directives Gender Equality



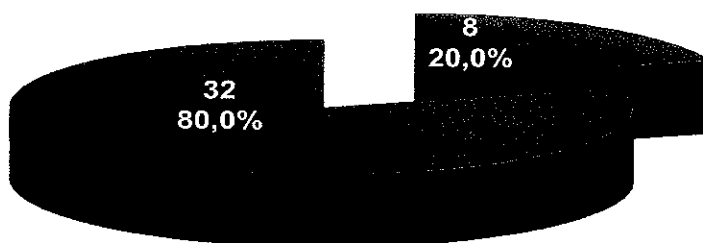
- 1975: Directive 75/117/EEC on Equal Pay**
Provides that sex discrimination in respect of all aspects of pay should be eliminated (repealed by Recast Directive 2006/54/EC).
- 1976: Directive 76/207/EEC on Equal Treatment**
Provides that there should be no sex discrimination, either direct or indirect, nor by reference to marital or family status, in access to employment, training, working conditions, promotion or dismissal.
- 1978: Directive 79/7/EEC on Social Security**
Requires equal treatment between women and men in statutory schemes for protection against sickness, invalidity, old age, accidents at work and occupational diseases and unemployment.
- 1986: Directive 86/378/EEC on Occupational Social Security**
Aimed to implement equal treatment between women and men in occupational social security schemes. Amended in 1996.
- 1986: Directive 86/613/EEC on Self-employment**
Applies the principle of equal treatment between women and men to self-employed workers, including in agriculture, and provides protection for self-employed women during pregnancy and motherhood.
- 1992: Directive 92/85/EEC on Pregnant Workers**
Requires minimum measures to improve safety and health at work of pregnant women and women who have recently given birth or are breastfeeding, including a statutory right to maternity leave of at least 14 weeks.
- 1996: Directive 96/34/EC on Parental Leave**
Provides for all parents of children up to a given age defined by Member States, to be given at least 3 months' parental leave and for individuals to take time off when a dependant is ill or injured.
- 1997: Directive 97/80/EC on Shifting the Burden of Proof in Sex Discrimination Cases**
Required changes in Member States' judicial systems so that the burden of proof is shared more fairly in cases where workers made complaints of sex discrimination against their employers.
- 2002: Directive 2002/73/EC on Equal Treatment in Employment**
Amends the 1976 Equal Treatment Directive adding definitions of indirect discrimination, harassment and sexual harassment and requiring Member States to set up equality bodies to promote, analyse, monitor and support equal treatment between women and men.
- 2004: Directive 2004/113/EC on Goods and Services**
Extends gender equality legislation outside the employment field for the first time.
- 2006: Directive 2006/54/EC (Recast) on Equal Treatment in Employment and Occupation**
To enhance the transparency, clarity and coherence of the law, this directive was puts the existing provisions on equal pay, occupational schemes and "the burden of proof" into a single text.



Women in the European Parliament Delegations

Delegations maintain and develop Parliament's international contacts. Delegation activities aim at maintaining and enhancing contacts with parliament of States that are traditionally partners of the European Union and contribute to promoting in third countries the values on which the EU is founded. There are currently 35 delegations and 5 multilateral assemblies. In the 7th parliamentary term, 8 of the 35 delegation chairs are women, but there are currently no female chairs of the multilateral assemblies.

Conference of Delegations Chairs



8 Chairs of EP Delegations



H el ene FLAUTRE
(FR - Greens/EFA)
Turkey (D-TR)



Maria MU NIZ DE URQUIZA
(ES - S&D)
Chile (D-CL)



Monica Luisa MACOVEI
(RO - EPP)
Moldova (D-MD)



Angelika NIEBLER
(DE - EPP)
Arab Peninsula (DARP)



Barbara LOCHBIHLER
(DE - Greens/EFA)
Iran (D-IR)



Emine BOZKURT
(NL - S&D)
Central America (DCAM)



Jean LAMBERT
(UK - Greens/EFA)
South Asia (DSAS)



Mara BIZZOTTO
(IT - EFD)
Australia and New Zealand (DANZ)

Women in the National Parliaments (EU27)

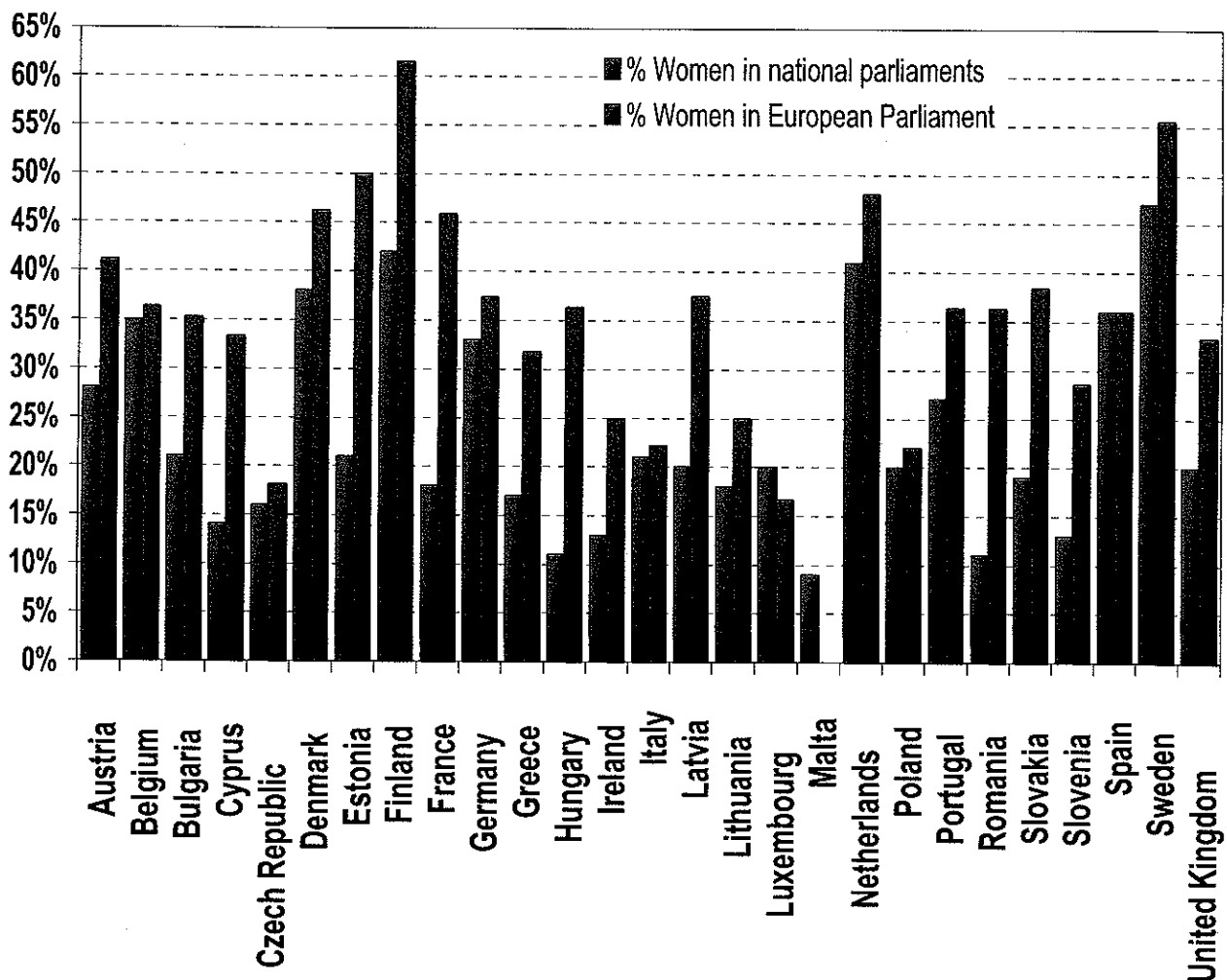


Women make up over half of the world population; their participation in and contribution to the political process are both important and necessary, and are in fact a fundamental right.

The percentage of women in the European Parliament rose once again following the 2009 elections. Across the Member States of the European Union the percentage of women holding seats in the European Parliament is now higher than that of the Member State's national parliaments, with the exceptions of Spain (same percentage) and of Malta and Luxembourg. Finland and Sweden have in fact more female than male MEPs elected to the EP.

With the percentage of women elected standing at 34.9% in the 7th parliamentary term, the representation of women in the European Parliament is almost double that of the world average for women elected to national parliaments, which currently stands at 18.6%.

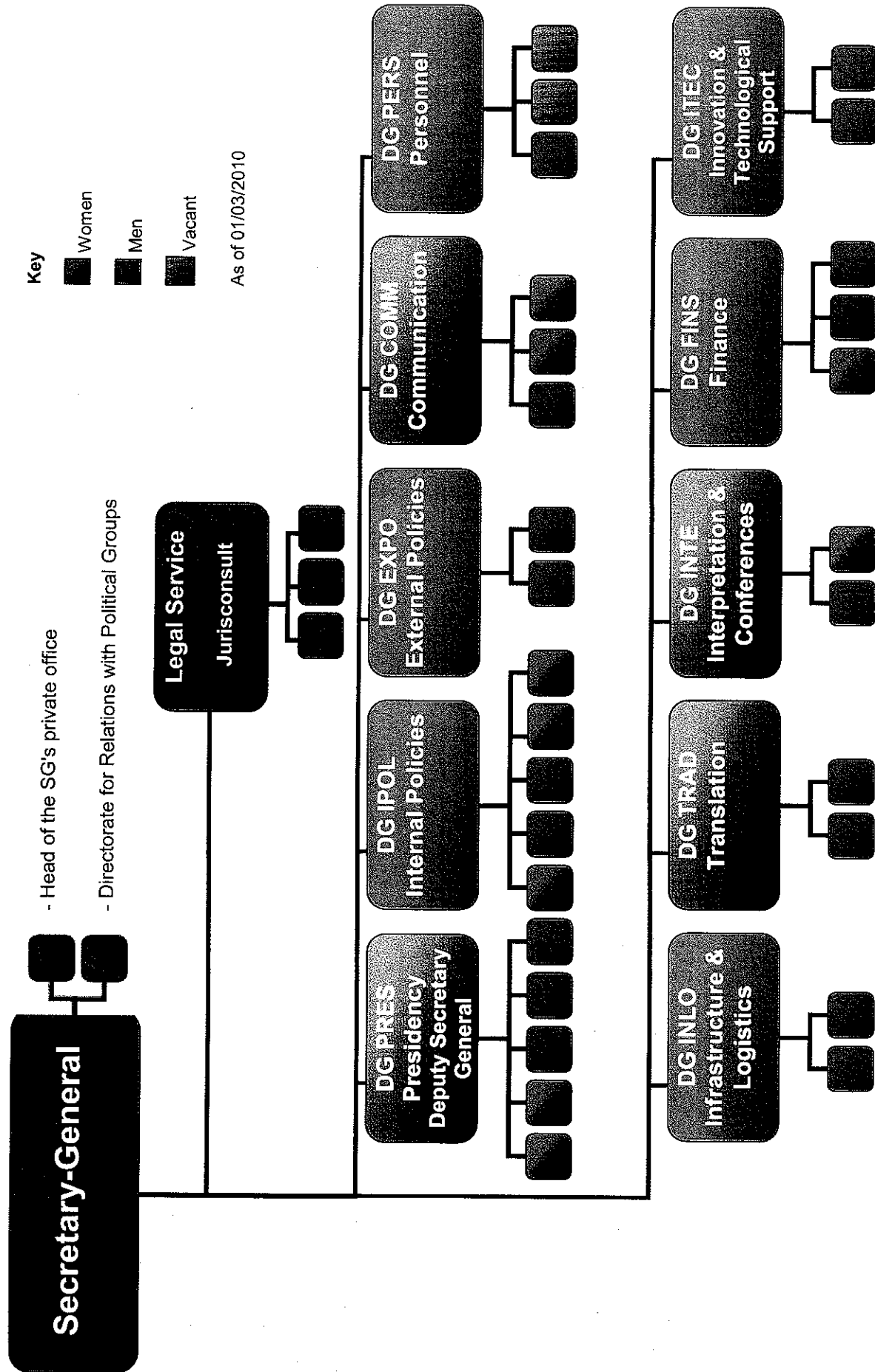
Comparison between the percentage of women in national parliaments* and in the European Parliament by Member State



* Data National Parliaments based on number of women elected to lower house. Source: www.ipu.org as of 19/01/2010



General Secretariat of the European Parliament Organisational Plan - Directors-General & Directors





Foreword by Ms Francesca R. Ratti Deputy Secretary-General



I would like to thank the Equality and Diversity Unit for giving me the opportunity to comment, in the run-up to International Women's Day, on the role of women in our institution and developments in relation to gender equality strategies. And this only a week after I took up my duties as Deputy Secretary-General of the European Parliament, thereby becoming the first woman to hold this position.

As a woman, I am conscious of the weighty responsibilities this brings with it.

Likewise, I do not underestimate the fact that the Deputy Secretary-General is also the Director-General for the Presidency, heading this very important DG (No 1 in our internal structure), in which I would advise any official keen to further his or her career to spend some time.

The trust placed in me – for which I would like to take this opportunity to thank the Bureau publicly – with my appointment to these positions of great responsibility honours me both as an official and as a woman, reinforcing my commitment to our institution, which I have had the good fortune to serve for 30 years.

The last 10 years have seen huge advances within Parliament in the field of gender equality and equal opportunities. Thanks to an unflagging joint effort by the administration and the political authorities, major milestones have been achieved, not only in terms of figures (see the latest report by the Equality and Diversity Unit, that I wish to congratulate on the quality of their work and their perseverance) but especially in terms of effecting radical changes in our institution's attitudes and culture in response to this challenge.

Today, the European Parliament is the institution that has demonstrated the greatest sensitivity and made the most tangible changes. When I was appointed director-general in 2004 I was the only woman having this function; just six years later, in 2010, there are four women directors-general. Furthermore, the recent appointments to management posts show that this trend has become more pronounced. It stems from a heightened awareness across Parliament, which is bearing fruit in day-to-day practice.

This positive trend as regards the role of women in the Secretariat reflects the changes that have taken place within our political bodies, which have seen an increase in the number of women Members of Parliament over the years.

However, these positive developments are no reason to *riposare sugli allori*.

Rather than glossing over the fact, it must be pointed out that women always have to do a bit more than their male colleagues, since – and this is their good fortune – they have to play various roles at the same time: woman, mother, official.

Only unremitting joint efforts on the part of women MEPs and officials will ensure that one day – in the near future, I hope – gender equality and equal opportunities will at last be regarded as an outdated concept in a social context in which men and women enjoy the same opportunities and are judged purely on their merits.



Women in the European Parliament The General Secretariat

Directors-General*



4 Directors-General*



Francesca RATTI
Deputy Secretary
General
DG Presidency
(DG PRES)



Juana LAHOUSSE-
JUÁREZ
DG
Communication
(DG COMM)



Janet PITT
DG Translation
(DG TRAD)

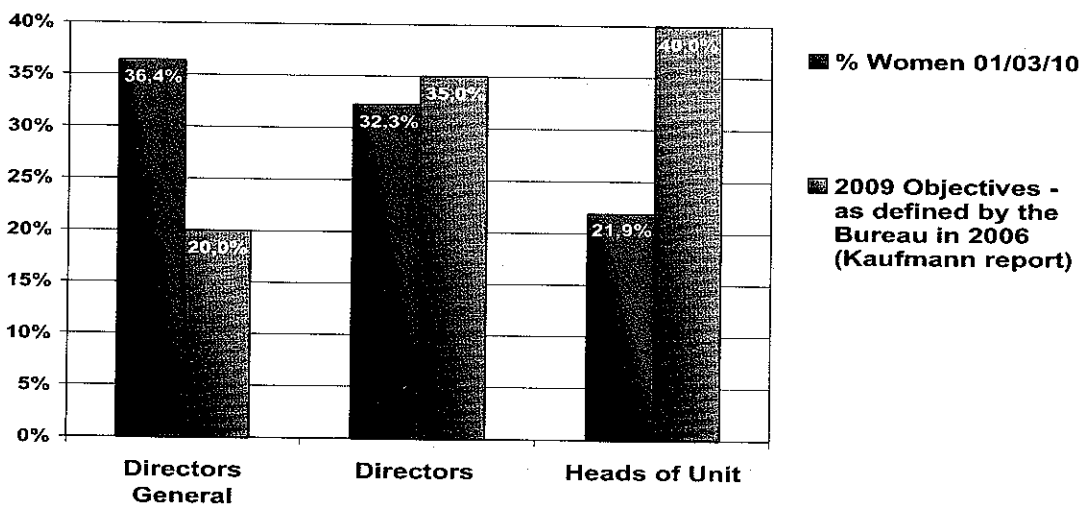
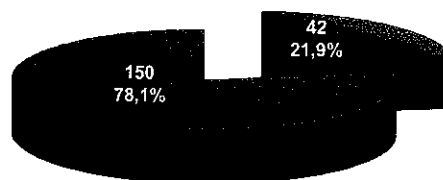


Olga COSMIDOU
DG Interpretation
and Conferences
(DG INTE)

Directors*



Heads of Unit

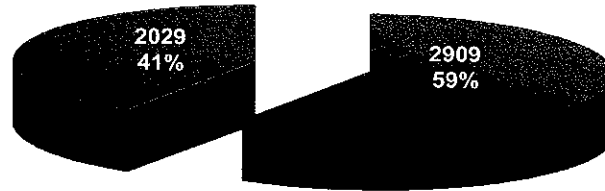


* As of 01/03/2010

Gender distribution in the European Parliament The General Secretariat



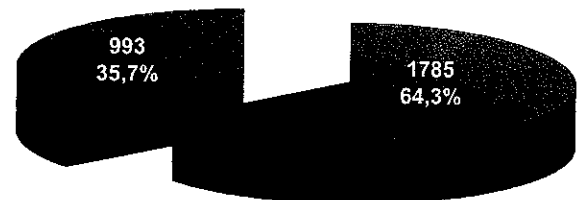
EP Staff



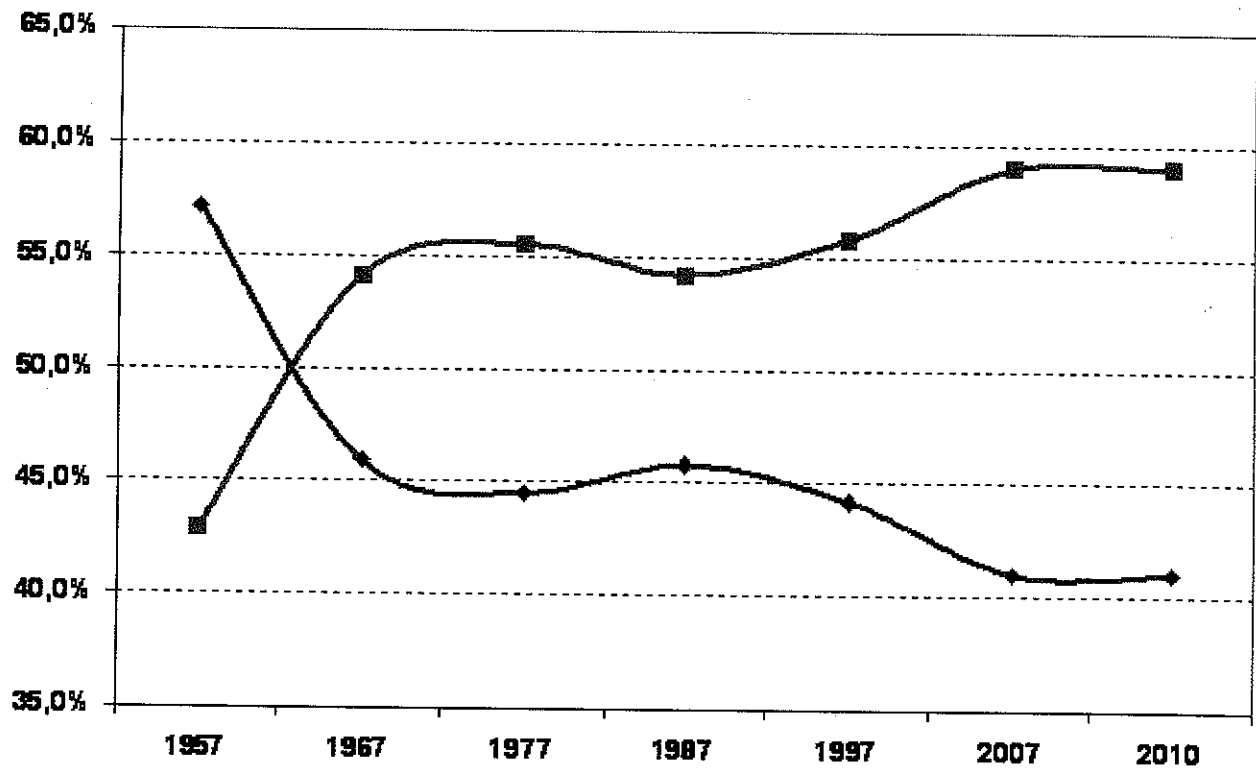
Administrators (AD)



Assistants (AST)



EP Staff 1957-2010*

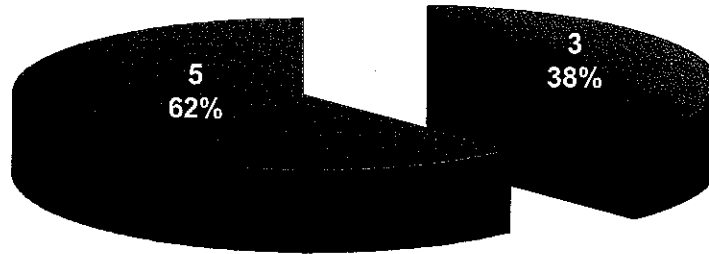


* http://persluxsweb/statistics/data/2010-1/femmes_hommes_grade.htm as of 01/02/2010



Gender distribution in the European Parliament Political Group Secretariats

Secretaries-General*



Staff in the Political Group Secretariats

Administrators (AD)



Assistants (AST)



* Including the Coordinator (Male) of the Non-attached Members

Gender Equality Policies in the EP Secretariat



Equality policies now have a firmly established place in the EP Secretariat's objectives. The Bureau reports in this area and the Statement of principles on the promotion of equality and diversity, adopted by the Bureau on 13 November 2006, provide the relevant policy framework within the overall legal context that has been strengthened by the entry into force of the Lisbon Treaty, enshrining the Charter of Fundamental Rights.

The EP Secretariat aims to achieve gender balance at all levels of its organisational plan. Since 2007, efforts have been particularly focused on middle-management where the under-representation of women is the most marked. In 2007, the Administration launched, as a positive action measure, a pilot training and motivation programme for women potential heads of unit. Three training programmes have since taken place. Guidelines on the use of gender-neutral language have been approved, both for internal and external communication. Equality and diversity training is accessible in staff's tool boxes, dependent on their job profile. Awareness-raising activities have been organised, such as the annual Equality and Diversity Awards, seminars and round tables or a series of film screenings on equality issues.

The **Action plan 2009-2013** for the promotion of gender equality and diversity in the EP Secretariat, adopted by the Bureau on 9 March 2009, is one of the key tools for ensuring that the principles of equality, diversity and non-discrimination are translated into practice in the work of the EP Secretariat during Parliament's 7th parliamentary term.

The **Action Plan** is based on the **three lines of action** set out in the statement of principles, namely:

- ensuring full equality of women and men in all aspects of professional life;
- guaranteeing full equality of opportunities for persons with disabilities and favouring their full participation and inclusion;
- removing any obstacles to recruitment and any potential discrimination on the basis of race, colour or ethnic origin.

and **two cross-cutting objectives**:

- reinforcing leadership and accountability with regard to equality and diversity;
- promoting an open and inclusive working environment.

The implementation of the Action Plan will involve, due to its horizontal and over-arching nature, all stakeholders in the EP Secretariat. Ongoing actions and those to be started in 2010 cover different equality and diversity areas: particular attention will be paid, for example, to gender balance at all levels and to gender mainstreaming into all internal policies and procedures. Priority actions will address work-life balance as well as dignity at work and respect of the individual, including policies for preventing and fighting against harassment (Art. 12a of the Staff Regulations).



ACTION PLAN for the Promotion of Gender Equality and Diversity in the EP Secretariat (2009-2013)

LINE OF ACTION I

Ensuring full equality of women and men in all aspects of professional life

SPECIFIC OBJECTIVES

MEASURES

I.1. Encourage balanced representation of women and men in all types and categories of employment (particularly targeting areas where an imbalance is seen to exist) and thus provide career development possibilities

- a. facilitate access to information and improve awareness for all staff as regards career development and mobility possibilities (horizontal and vertical) and the selection procedure, including staff members working part-time or on statutory leave (parental or family)
- b. ensure that notices of vacancy are neutral from the point of view of gender equality
- c. enhance, analyse and publish statistics broken down by gender

I.2. Encourage balanced distribution of responsibilities between women and men at all levels

- a. make all levels of management aware of their responsibilities to distribute tasks in a more balanced way in terms of gender
- b. encourage the appointment of women to middle management posts and facilitate their training to this end
- c. ensure that there is balanced M/F representation on advisory committees and statutory bodies, selection boards, etc.

I.3. Ensure balanced participation by women and men in the management of the Secretariat

- a. achieve the numerical objectives for women and men in management posts laid down by the Bureau
- b. encourage knowledge- and skills-sharing and exchange of best practice

I.4. "Gender budgeting"

- a. integrate the establishment and monitoring of "gender budgeting measures"

LINE OF ACTION II

Guaranteeing full equality of opportunity for persons with disabilities and favouring their full participation and inclusion

SPECIFIC OBJECTIVES

MEASURES

II.1. Encourage the development of the institution's culture vis-à-vis disability

- a. raise all staff's awareness of the theme of disability and make disability awareness-raising part of the training programme for managers
- b. include the disability dimension in existing training programmes (e.g. application of the Staff Regulations, organisation of meetings, human resources management, project management)
- c. organise specific one-off events on the theme of disability and incorporate this theme in communication activities wherever possible
- d. incorporate the dimension of disability in all processes involving human resources

II.2. Reinforce interinstitutional collaboration in order to achieve a proactive, coordinated attitude to disability

- a. activate interinstitutional networks for a regular exchange of views, information and best practice
- b. in collaboration with EPSO, reflect on how to promote selection of people with disabilities

II.3. Launch/pursue positive action measures to further the employment of persons with disabilities

- a. continue and adapt the programme of traineeships for persons with disabilities
- b. put in place positive action measures for the recruitment of persons with disabilities as CEOs staff
- c. study the desirability of introducing quotas or objectives for the recruitment of persons with disabilities

II.4. Facilitate entry into work and career development for persons with disabilities

- a. adopt and put in place internal rules regarding the concept of reasonable accommodation
- b. study all measures allowing staff members who have become disabled to remain in post (specialised career counselling, review of tasks, adjustment of working conditions etc.)

II.5. Ensure accessibility of buildings, work stations and information

- a. ensure that all buildings are accessible and that the principles of Design for All are automatically applied when any building is constructed or converted
- b. ensure that the development and content of the Internet (Europarl) and Intranet (Inside) sites comply with the Web Accessibility Initiative (WAI) guidelines

ACTION PLAN

for the Promotion of Gender Equality and Diversity in the EP Secretariat (2009-2013)



LINE OF ACTION III

Removing any obstacles to recruitment and any potential discrimination on the basis of race, colour or ethnic origin

SPECIFIC OBJECTIVES

MEASURES

III.1. Encourage the development of the institution's culture vis-à-vis ethnocultural diversity

a. develop awareness-raising initiatives on ethnocultural diversity, including exchange programmes between international institutions and organisations

III.2. Reinforce interinstitutional collaboration in order to achieve a proactive, coordinated attitude to ethnocultural diversity

a. activate interinstitutional networks for a regular exchange of views, information and best practice

TRANSVERSAL OBJECTIVE 1

Reinforcing leadership and accountability with regard to equality and diversity

SPECIFIC OBJECTIVES

MEASURES

1.1. Ensure that there is awareness of the issues at stake in connection with equality and diversity at all levels, particularly at management level.

a. develop training modules for managers on equality and diversity
b. give regular reminders of the main issues linked to equality and diversity at meetings at DG level
c. in each Directorate-General, add the diversity portfolio to the mandate of the equal opportunities correspondents

1.2. Make equality and diversity central values of the EP Secretariat

a. promote equality and diversity issues in the annual objectives of the Secretariat, which will then be integrated in each DG in an appropriate form
b. measure the progress made and publicise and distribute the results

1.3. Stress the responsibility of management as regards equality and diversity

a. include equality and diversity management in the range of skills of managers, and recognise the positive results achieved by managers

TRANSVERSAL OBJECTIVE 2

Promoting an open and inclusive working environment

SPECIFIC OBJECTIVES

MEASURES

2.1 Prevent any potential discrimination based on any grounds as set out in Article 1d of the Staff Regulations of Officials of the European Communities.

a. create a culture of zero tolerance vis-à-vis all forms of discrimination or harassment
b. develop a policy of preventing and combating harassment (Article 12a of the Staff Regulations) and raise staff's awareness of the competences and work of the Advisory Committee on Harassment
c. introduce and develop the use of gender-neutral and non-discriminatory language

2.2 Put in place additional measures to improve work-life balance

a. increase awareness-raising for managers at all levels as regards measures to enhance work-life balance
b. promote the use of work-life balance measures by men and women alike
c. create a working environment that is open to staff making use of work-life balance measures

2.3 Promote recruitment procedures that correspond to the three lines of action (pillars) reinforcing the EP's image as an inclusive employer

a. promote awareness and expertise on the part of selection board members with regard to equality and diversity (including gender equality, disability and ethnocultural diversity)
b. promote gender balance and diversity in the composition of selection boards
c. incorporate all aspects of equality and diversity policy into selection and recruitment procedures



Within the EP's Administration there are a number of bodies and structures dealing with gender equality. Over the past years, some of these structures have been redefined and strengthened. Although they have different roles and tasks, their increasingly close cooperation is a key factor to moving forward with the equal opportunities agenda and achieving results.

The Equality and Diversity Unit

The Equality and Diversity Unit (EDU) reports to the Director-General of Personnel. Its mandate includes devising, implementing and monitoring equality and diversity policies within the General Secretariat of the European Parliament. In particular, the unit is responsible for the following tasks:



Rosa
BRIGNONE
Head of Unit

- Follow up and implement equality and diversity policy as defined by the Bureau of Parliament, notably, the implementation of the Action Plan for the promotion of gender equality and diversity in the European Parliament Secretariat (2009-2013).
- Ensure that the human resources policies of the European Parliament reflect the principles of equal opportunities and respect for diversity; oversee the integration of gender mainstreaming into all aspects of human resources policy.
- Draw up studies and reports; collect and analyse statistics from a gender perspective; act to prevent and eliminate all discrimination, in accordance with Article 1d) of the Staff Regulations.
- Promote, coordinate and evaluate the Code of Good Practice for persons with a disability; devise and coordinate projects that favour the full participation and inclusion of persons with a disability.
- Foster the creation of an open and inclusive working environment; devise and coordinate projects that facilitate work-life balance; participate in the development and application of a dignity at work policy with a view to eliminating all forms of harassment in the workplace.
- Organise awareness-raising events and training activities; provide assistance to staff regarding questions linked to equality and diversity.

The Equality and Diversity Unit provides support and assistance to the Vice-President responsible for equality and Chair of the High-Level Group. It also provides advice and assistance to the AIPN, COPEC and other internal bodies on questions related to the advancement of equality and diversity in the EP Secretariat.

The Unit coordinates the Group of Equality and Diversity Coordinators in the Directorate-Generals and encourages the exchange of information and good practices with its inter-institutional partners.



The General Secretariat of the EP Bodies Promoting Gender Equality

Equality and Diversity Coordinators

Two Equality and Diversity Coordinators are appointed in each directorate-general by the Director-General. Their mission is to help implement the EP Secretariat's equality and diversity policy at DG level. The coordinators advise management and their colleagues and offer them their expertise on equality and diversity issues. They are committed to countering any discrimination by improving dialogue and raising awareness, so as to promote an open and inclusive working environment.

The coordinators work in close cooperation with the Equality and Diversity Unit (EDU). The Equality and Diversity Coordination Group (consisting of the coordinators and the EDU) meets on a regular basis and may draw up documents, notes and proposals for the attention of the Secretary-General and Directors-General on important subjects of general interest within its remit. The Equality and Diversity Unit assures the coordination and the secretariat of the Group.

The Advisory Committee on Equal Opportunities (COPEC)

COPEC was set up in 1987 by the Secretary-General of the European Parliament. A joint body, it is made up of a chair, four members appointed by the administration and four members designated by the staff committee.

COPEC's general tasks are to propose and monitor gender equality measures in the EP Secretariat. COPEC has observers on several committees dealing with matters relating to human resources (e.g. reports, promotions, professional development, traineeships, prevention and protection at work), and an observer on the Advisory committee on the appointment of senior officials. COPEC is regularly consulted by the administration on the rules and implementing measures stemming from the Staff Regulations concerning staff policy and delivers opinions on these matters.

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The Staff Committee

The Staff Committee represents the interests of the staff in its dealings with Parliament. It maintains permanent contact between Parliament and its staff and contributes to the smooth running of Parliament departments by enabling staff opinions to be expressed.





Equality and Diversity Unit

European Parliament, President Building, 37B avenue J.F Kennedy, L-1855 Luxembourg

Tel : 00 352 4300 23715

Email : egalitedeschances@europarl.europa.eu

Site web : <http://persluxsweb/uec>

Intranet : http://www.epintranet.ep.parl.union.eu/intranet/ep/lang/fr/content/administrative_life/personnel