

## **Equal opportunities**

The JRC takes a proactive stance with regard to promoting equal opportunities (EO) and in particular gender equality in the working environment. The JRC-wide network on "Women and Science", established in 2000, has continued to monitor gender equality in the organisation.

On the 28<sup>th</sup> of April 2004 the Commission adopted its 4th Action Programme for Equal Opportunities for women and men at the European Commission for the period 2004-2008 (SEC (2004) 447/5). It is expected to improve the position of women and it will be reinforced by giving a higher priority level to EO and by improving working practices and the reconciliation of private and professional lives. The JRC approved its EO Action Plan for 2006-2008 on 20<sup>th</sup> December 2005. The 4<sup>th</sup> Action Programme implements quantifiable measures that are to be regularly monitored and compared across DGs. The 'EO and Women and Science' group created in December 2005 is very active in promoting this policy through several actions.

Gender parity continues to improve with women making up 45.2% of visiting staff and 27% of core staff by the end of 2005.