



Women on boards - Factsheet 4

Gender equality in the European Commission

1. Gender equality in the European Commission

- Thanks to President Barroso's insistence on female candidates in 2009, 1/3 (33%) of the Commissioners are today women. **This is the best gender balance yet – up from 5.6% in 1994/1995.**
- In December 2010, the Commission adopted a Strategy on equal opportunities for women and men within the Commission (2010-2014), **setting targets for gender balance** in senior management as well as in other posts (middle management and non-management policy level).
- By 1 October 2012, the percentage of women in management positions had increased to the extent that the Commission **has met or is on course to meet all three targets for 2012¹**. It has been so successful in recruiting women in top jobs that on 1 October 2012 it had already **exceeded its target for women in senior management** for 2014.

European Commission	Current rate	Target 2012	Target 2014
Senior management	27.2%	24.8%	25%
Middle management	28.7%	27.7%	30%
AD non-management	42.4%	42.7%	43%

- In McKinsey's recent 'Women Matter 5' survey, presented on International Women's Day 2012, the **European Commission was commended as a "virtuous organisation"** according to a matrix designed to assess gender equality in the workplace.
- This means the Commission is **performing better than other European organisations** both in terms of women's representation in management and in terms of actual measures in place to promote diversity (such as programmes for women's development).

¹ In 2010, the European Commission has defined its internal policy for gender equality and has defined targets and timelines for reaching them in its Communication on "The strategy on equal opportunities for women and men within the European Commission (2010-2014)".

http://ec.europa.eu/civil_service/docs/equal_opp/strategie_1554_en.pdf

- In the Commission as a whole, women make up **52.4% of staff** (12 463), men account for 47.6% (11 331).

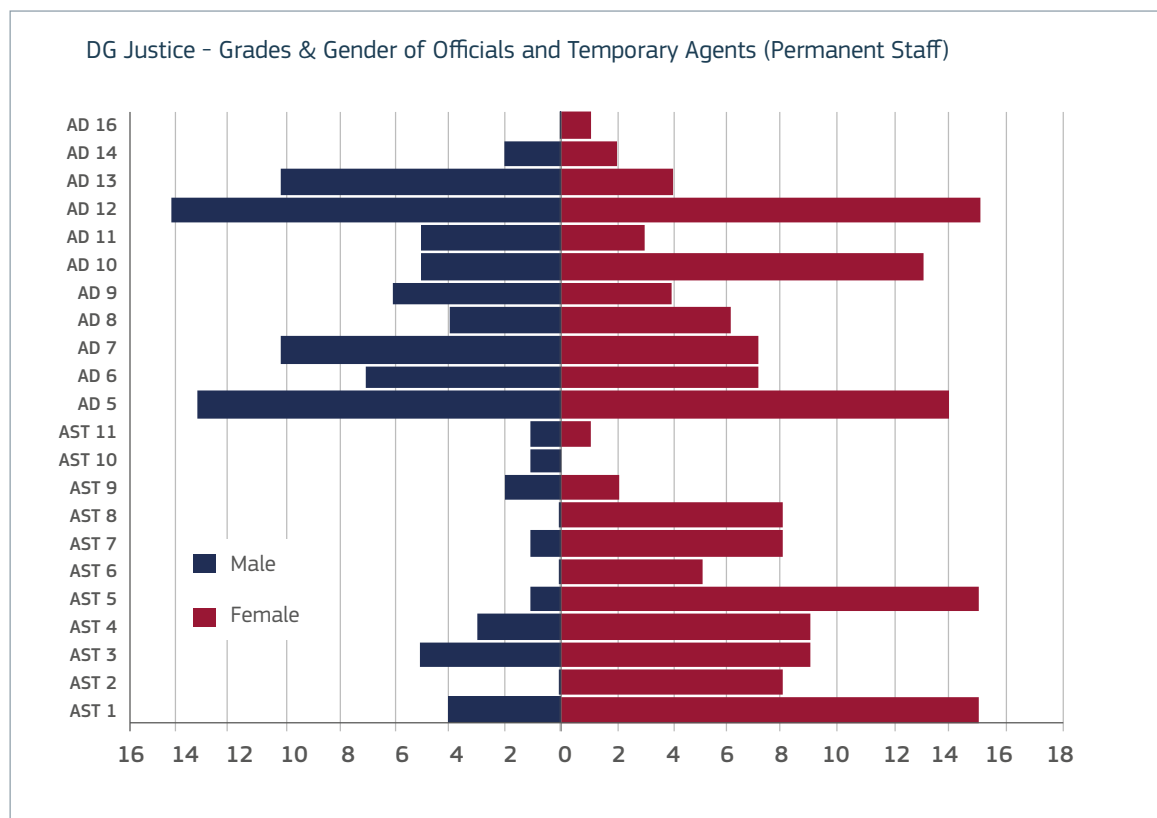
Gender distribution in the European Commission (all staff):

	AD				AD	AST				AST	Total	%
	F		M			# pers.	F		M			
	# pers.	%	# pers.	%	Total		# pers.	%	# pers.	%		
COLLÈGE	80	16.5 %	119	24.6 %	199	240	49.6 %	45	9.3 %	285	484	2.0 %
SG	96	20.5 %	115	24.6 %	211	190	40.6 %	67	14.3 %	257	468	2.0 %
SJ	92	23.5 %	142	36.3 %	234	134	34.3 %	23	5.9 %	157	391	1.6 %
COMM	128	21.9 %	147	25.1 %	275	218	37.3 %	92	15.7 %	310	585	2.5 %
BEPA	6	18.2 %	14	42.4 %	20	12	36.4 %	1	3.0 %	13	33	0.1 %
ECFIN	116	19.2 %	274	45.4 %	390	141	23.4 %	72	11.9 %	213	603	2.5 %
ENTR	168	21.9 %	276	35.9 %	444	253	32.9 %	71	9.2 %	324	768	3.2 %
COMP	196	27.1 %	239	33.1 %	435	224	31.0 %	64	8.9 %	288	723	3.0 %
EMPL	135	23.3 %	180	31.1 %	315	197	34.0 %	67	11.6 %	264	579	2.4 %
AGRI	194	20.2 %	314	32.7 %	508	306	31.9 %	146	15.2 %	452	960	4.0 %
MOVE	72	16.4 %	155	35.4 %	227	136	31.1 %	75	17.1 %	211	438	1.8 %
ENER	59	12.0 %	176	35.9 %	235	122	24.9 %	133	27.1 %	255	490	2.1 %
ENV	111	23.8 %	168	36.0 %	279	153	32.8 %	35	7.5 %	188	467	2.0 %
CLIMA	41	31.1 %	62	47.0 %	103	26	19.7 %	3	2.3 %	29	132	0.6 %
CNECT	136	16.8 %	302	37.4 %	438	281	34.8 %	89	11.0 %	370	808	3.4 %
RTD	220	18.7 %	443	37.7 %	663	386	32.9 %	126	10.7 %	512	1175	4.9 %
JRC	179	9.9 %	648	36.0 %	827	389	21.6 %	583	32.4 %	972	1799	7.6 %
MARE	59	20.6 %	111	38.8 %	170	78	27.3 %	38	13.3 %	116	286	1.2 %
MARKT	127	27.4 %	174	37.5 %	301	131	28.2 %	32	6.9 %	163	464	2.0 %
REGIO	132	22.8 %	191	33.0 %	323	180	31.1 %	76	13.1 %	256	579	2.4 %
TAXUD	85	20.2 %	141	33.6 %	226	134	31.9 %	60	14.3 %	194	420	1.8 %
EAC	112	23.2 %	113	23.4 %	225	192	39.8 %	65	13.5 %	257	482	2.0 %
SANCO	192	25.3 %	262	34.6 %	454	245	32.3 %	59	7.8 %	304	758	3.2 %
HOME	83	32.0 %	86	33.2 %	169	62	23.9 %	28	10.8 %	90	259	1.1 %
JUST	94	29.9 %	81	25.8 %	175	103	32.8 %	36	11.5 %	139	314	1.3 %
FPI	15	20.8 %	18	25.0 %	33	26	36.1 %	13	18.1 %	39	72	0.3 %
TRADE	108	20.5 %	220	41.8 %	328	144	27.4 %	54	10.3 %	198	526	2.2 %
ELARG	53	18.6 %	117	41.1 %	170	82	28.8 %	33	11.6 %	115	285	1.2 %
DEVCO	186	15.7 %	522	44.1 %	708	326	27.5 %	150	12.7 %	476	1184	5.0 %
ECHO	33	16.0 %	64	31.1 %	97	82	39.8 %	27	13.1 %	109	206	0.9 %
ESTAT	106	17.3 %	192	31.3 %	298	204	33.2 %	112	18.2 %	316	614	2.6 %
HR	67	10.9 %	110	17.9 %	177	294	47.8 %	144	23.4 %	438	615	2.6 %
DIGIT	23	5.3 %	130	29.7 %	153	115	26.3 %	169	38.7 %	284	437	1.8 %
BUDG	64	16.1 %	103	25.9 %	167	145	36.4 %	86	21.6 %	231	398	1.7 %
IAS	29	28.7 %	42	41.6 %	71	21	20.8 %	9	8.9 %	30	101	0.4 %
OLAF	56	16.0 %	118	33.8 %	174	100	28.7 %	75	21.5 %	175	349	1.5 %
SCIC	414	54.3 %	207	27.2 %	621	90	11.8 %	51	6.7 %	141	762	3.2 %
DGT	1128	49.0 %	658	28.6 %	1786	403	17.5 %	112	4.9 %	515	2301	9.7 %
OP	33	5.1 %	71	11.0 %	104	303	47.0 %	238	36.9 %	541	645	2.7 %
OIB	20	5.2 %	42	11.0 %	62	89	23.4 %	230	60.4 %	319	381	1.6 %
PMO	10	5.9 %	19	11.2 %	29	97	57.4 %	43	25.4 %	140	169	0.7 %
OIL	13	9.8 %	13	9.8 %	26	33	24.8 %	74	55.6 %	107	133	0.6 %
EPSO	14	12.3 %	10	8.8 %	24	73	64.0 %	17	14.9 %	90	114	0.5 %
CdP-OSP	5	13.5 %	14	37.8 %	19	13	35.1 %	5	13.5 %	18	37	0.2 %
Total	5290	22.2 %	7603	32.0 %	12893	7173	30.1 %	3728	15.7 %	10901	23794	100%

2. Gender Equality in DG Justice

DG Justice – the Commission department responsible for gender equality – scores very highly within the Commission. Over 55% of the middle management positions are held by women (the highest rate for a Commission DG). At the head of DG Justice is Director-General Françoise Le Bail, a woman appointed by Vice-President Reding in July 2010. Out of 4 directors, 2 are female.

DG Justice	Current rate	Target 2012	Target 2014
Senior management	50%	24.8%	25%
Middle management	55.6%	27.7%	30%
AD non-management	52.7%	42.7%	43%



2011 Female representation at middle management level across the Commission services

Representation targets at middle management level were set for each Commission DG and service.

DG Justice has the highest level of women in the Commission and has already surpassed its target.

DG	F				Actual population	M			
	Actual population	Representation rate	Target Current Year (2011)	Final Target (2014)		Representation rate	Target Current Year (2011)	Final Target (2014)	
ALLCOM	317	27.10%	26.10%	30.70%	853	72.90%	73.90%	69.30%	
AGRI	15	29.40%	25.90%	29.60%	36	70.60%	74.10%	70.40%	
BEPA	1	100.00%	100.00%	100.00%		0.00%	0.00%	0.00%	
BUDG	5	20.80%	24.00%	28.00%	19	79.20%	76.00%	72.00%	
CLIMA	4	40.00%	42.90%	42.90%	6	60.00%	57.10%	57.10%	
COMM	8	22.90%	25.00%	33.30%	27	77.10%	75.00%	66.70%	
COMP	13	32.50%	28.60%	31.00%	27	67.50%	71.40%	69.00%	
DEVCO	9	19.60%	22.20%	29.00%	37	80.40%	77.8%	71%	
DGT	37	37.80%	42.30%	45.40%	61	62.20%	57.70%	54.60%	
DIGIT	2	13.30%	13.30%	20.00%	13	86.70%	86.70%	80.00%	
EAC	9	32.10%	31.00%	31.00%	19	67.90%	69.00%	69.00%	
ECFIN	11	25.60%	23.70%	26.30%	32	74.40%	76.30%	73.70%	
ECHO	4	30.80%	23.10%	30.80%	9	69.20%	76.90%	69.20%	
ELARG	6	33.30%	27.80%	27.80%	12	66.70%	72.20%	72.20%	
EMPL	8	24.20%	19.40%	25.80%	25	75.80%	80.60%	74.20%	
ENER	4	23.50%	25.00%	30.00%	13	76.50%	75.00%	70.00%	
ENTR	8	20.00%	17.90%	23.10%	32	80.00%	82.10%	76.90%	
ENV	3	12.50%	16.70%	25.00%	21	87.50%	83.30%	75.00%	
EPSO	1	20.00%	20.00%	20.00%	4	80.00%	80.00%	80.00%	
ESTAT	16	38.10%	28.90%	36.80%	26	61.90%	71.10%	63.20%	
FPI	1	25.00%	25.00%	25.00%	3	75.00%	75.00%	75.00%	
HOME	2	15.40%	21.40%	28.60%	11	84.60%	78.60%	71.40%	
HR	8	26.70%	27.60%	31.00%	22	73.30%	72.40%	69.00%	
IAS	3	37.50%	37.50%	37.50%	5	62.50%	62.50%	62.50%	
INFSO	9	18.00%	18.80%	25.00%	41	82.00%	81.30%	75.00%	
JRC	10	14.90%	16.40%	21.30%	57	85.10%	83.60%	78.70%	
JUST	10	55.60%	53.80%	53.80%	8	44.40%	46.20%	46.20%	
MARE	8	38.10%	22.70%	31.80%	13	61.90%	77.30%	68.20%	
MARKT	6	21.40%	22.60%	25.80%	22	78.60%	77.40%	74.20%	
MOVE	8	30.80%	22.70%	27.30%	18	69.20%	77.30%	72.70%	
OIB	4	28.60%	20.00%	30.00%	10	71.40%	80.00%	70.00%	
OIL	1	16.70%	16.70%	33.30%	5	83.30%	83.30%	66.70%	
OLAF	4	20.00%	21.10%	26.30%	16	80.00%	78.90%	73.70%	
OP	4	22.20%	17.60%	29.40%	14	77.80%	82.40%	70.60%	
PMO	3	42.90%	14.30%	14.30%	4	57.10%	85.70%	85.70%	
REGIO	12	32.40%	33.30%	36.10%	25	67.60%	66.70%	63.90%	
RTD	14	21.20%	20.90%	28.40%	52	78.80%	79.10%	71.60%	
SANCO	12	30.00%	27.00%	29.70%	28	70.00%	73.00%	70.30%	
SCIC	15	45.50%	41.90%	41.90%	18	54.50%	58.10%	58.10%	
SG	8	28.60%	26.90%	30.80%	20	71.40%	73.10%	69.20%	
SJ		0.00%	0.00%	0.00%	1	100.00%	100.00%	100.00%	
TAXUD	5	21.70%	23.80%	28.60%	18	78.30%	76.20%	71.40%	
TRADE	6	20.70%	22.20%	29.60%	23	79.30%	77.80%	70.40%	

36 DGs have developed an action plan for implementing the Commission's Gender Equality Strategy. 4 DGs (DEVCO, ENV, CLIMA and ECFIN) have still to submit their adopted Action Plans.