

## Where are the EU's Women Leaders in Foreign Affairs? One year on 8 March 2016

On the occasion of the 2016 International Women's Day, the European Peacebuilding Liaison Office (EPLO) has assessed the EU's performance in promoting gender balance in leadership positions in the European External Action Service (EEAS).

In October 2014, EPLO published a statement entitled '[Where are the EU's Women Leaders in Foreign Affairs?](#)' in which it highlighted the significant gender imbalance in the senior management of the EEAS and called for concrete steps to address it. The purpose of this updated statement is to present some of the achievements of the past eighteen months and to make concrete recommendations for moving forward.

In a statement issued on the occasion of the 2015 International Women's Day, the EU High Representative for Foreign Affairs and Security Policy / Vice-President of the European Commission (HR/VP) Federica Mogherini and six other Commissioners declared that: 'The EU is and remains at the forefront of those advancing gender equality – inside the Commission and the European External Action Service, inside the European Union and in our relations with third countries.'<sup>1</sup>

EPLO welcomes the steps taken to move from rhetoric to practice, including the increase in the number of women appointed as heads of EU delegations (EUDs)<sup>2</sup> and the appointments of Pia Stjernvall as Head of the European Union Police Mission in Afghanistan (EUPOL Afghanistan), Natalina Cea as Head of the European Union Border Assistance Mission for the Rafah Crossing Point (EUBAM Rafah), and Mara Marinaki as the first EEAS Principal Advisor on Gender and the Implementation of UNSCR 1325.

Despite these positive developments, it is important to note that there are currently no women in senior management positions in the EEAS' CSDP structures and only two female heads of CSDP missions. There are also currently no female EU Special Representatives (EUSRs), despite the fact that four EUSRs were appointed in 2015.

Furthermore, women continue to be under-represented throughout the EEAS' senior management. For example, at the end of 2014, women accounted for just 22% of EEAS Officials and Temporary Agents at the AD13 and AD14 grade levels, and only 18% at the AD15 and AD16 levels.<sup>3</sup> Although there has been some improvement (at the end of September 2011, women occupied 17% of the AD13 and AD14 posts and 16% of the AD15

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<sup>1</sup> See [http://europa.eu/rapid/press-release\\_STATEMENT-15-4573\\_en.htm](http://europa.eu/rapid/press-release_STATEMENT-15-4573_en.htm)

<sup>2</sup> In November 2015, there were 30 female heads of EU delegations. In November 2009, there were '10 women in management posts in the EU Delegations'.

(See [http://www.consilium.europa.eu/uedocs/cms\\_data/docs/pressdata/EN/foraff/130274.pdf](http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/EN/foraff/130274.pdf), p. 2)

<sup>3</sup> See [http://eeas.europa.eu/background/docs/hr\\_report\\_2014\\_final\\_en.pdf](http://eeas.europa.eu/background/docs/hr_report_2014_final_en.pdf), p. 48

and AD16 posts),<sup>4</sup> it has been very slow. If progress continues at the current rate, it will take almost 17 years for parity to be reached at the AD13 and AD14 levels and 48 years at the AD15 and AD16 levels.

Addressing the gender imbalance in the EEAS' senior management is important for a number of reasons, including effectiveness, credibility and fair representation. Regarding the CSDP, the presence of male-dominated or exclusively male missions and operations poses particular challenges in terms of credibility and effectiveness: What legitimacy does the EU have to promote standards and principles in its partner countries, which it does not apply at home? Furthermore, male-dominated missions can contribute to reinforcing some of the patriarchal power structures of the local contexts. This is particularly true for countries in situations of fragility where gender disparities may be a cause of conflict and violence.

The responsibility for addressing this challenge lies not only with the EEAS itself but also with EU Member States. When it was launched in 2011, the EEAS inherited a predominantly male workforce from the European Commission and the General Secretariat of the Council of the EU. Despite the efforts taken to date, the gender imbalance has still not been rectified. Since the choice of candidates for senior EEAS positions is determined by a combination of merit and geographic balance, the EU Member States also need to redouble their efforts.

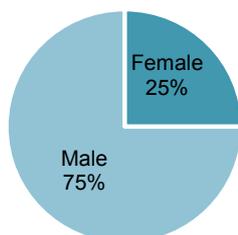
### **Recommendations**

- **The EEAS should adopt an action plan aimed at ensuring that more women are appointed to senior management positions.**
- **EU Member States and the HR/VP should ensure that women are included on all interview panels for senior-level positions in the EEAS.**
- **The European Parliament should continue to monitor and reject imbalances in senior-level appointments in all EU institutions.**
- **EU Member States should nominate more women to serve in both civilian and military CSDP missions and operations, particularly in senior-level positions.**
- **In the medium term, the EEAS should put in place a system (e.g. a mentoring scheme) to provide women within the EEAS structures with support for reaching senior management positions.**

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<sup>4</sup> Based on information received from the European External Action Service in October 2015.

## EU Top Jobs



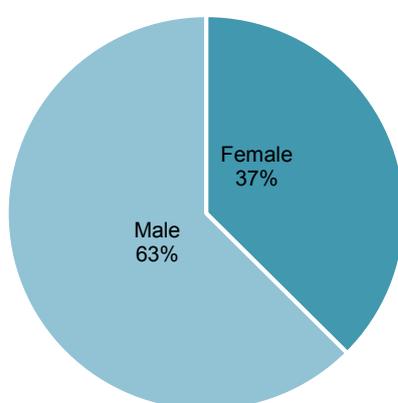
Federica Mogherini  
(High Representative for Foreign Affairs and Security Policy)

Donald Tusk  
(President of the European Council)

Jean-Claude Juncker  
(President of the European Commission)

Martin Schulz  
(President of the European Parliament)

## Commissioners in the 'Europe in the World' Project Group



Federica Mogherini (Vice-President)

Cecilia Malmström (Trade)

Violeta Bulc (Transport)

Johannes Hahn (European Neighbourhood Policy & Enlargement Negotiations)

Neven Mimica (International Cooperation & Development)

Christos Stylianides (Humanitarian Aid & Crisis Management)

Miguel Arias Cañete (Climate Action & Energy)

Dimitris Avramopoulos (Migration, Home Affairs and Citizenship)

## Overview of the gender balance at senior management level in the EEAS<sup>5</sup>

	Male	%	Female	%	Total
High Representative for Foreign Affairs and Security Policy	0	0%	1	100%	1
Secretary General	1	100%	0	0%	1
Deputy Secretary Generals	2	67%	1	33%	3
Managing Directors <sup>6</sup>	5	83%	1	17%	6
Director General EU Military Staff	1	100%	0	0%	1
Directors / Deputy Managing Directors <sup>7</sup>	9	82%	2	18%	11
EU Special Representatives	9	100%	0	0%	9
Heads of CSDP Missions & Operations	15	88%	2	12%	17
Heads of EU Delegations <sup>8</sup>	109	78%	30	22%	139
<b>Total</b>	<b>151</b>	<b>(80%)</b>	<b>37</b>	<b>(20%)</b>	<b>188</b>

<sup>5</sup> Figures are based on the [Official Directory of the European Union: EEAS – European External Action Service](#) as of 29 February 2016 and the [European External Action Service HQ Organisation Chart](#) as of 1 February 2016.

<sup>6</sup> This does not include the Budget and Administration Managing Director.

<sup>7</sup> This does not include the Budget and Administration Directors or the EU Military Staff.

<sup>8</sup> The number of heads of EU delegations (EUDs) includes chargés d'affaires ad interim. The heads of four EUDs (Afghanistan, Iraq, Papua New Guinea and Ukraine) are not listed in the Official Directory so the information about them was taken from the respective EUD websites.