

# Working towards better gender balance on the boards of EU agencies



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EU agencies are an important part of the European Union that work on a variety of matters affecting the daily lives of both women and men — such as food safety, transport, gender equality and many more.

Each agency is governed by a management board, responsible for ensuring that the agency fulfils its mandate. Board members are usually representatives of the Member States, European Commission and European Parliament, or other agencies.

Despite the EU's commitment to gender equality in decision-making, the management boards of EU agencies are seriously lacking in gender balance. Only one in three boards are chaired by a woman, and when it comes to members, the ratio of women to men is even lower.

Members of management boards are nominated primarily by Member States, followed by the European Commission and the European Parliament. In 2015, out of the management board members nominated by the Member States, only 30% were women. The European Commission and the European Parliament nominated 20% and 40% women, respectively.

**Gender Equality Glossary and Thesaurus**  
**Parity threshold**  
 In achieving the goal of equal participation of women and men, a 50% participation rate is generally considered as the parity objective. A minimum participation rate of 40% for both women and men is considered by the Council of Europe as the parity threshold.  
<http://eige.europa.eu/glossary>

**Figure 1 - Women nominated/appointed to boards by Member States**

Year	Percentage of women
2004	10
2005	12
2006	14
2007	16
2008	18
2009	20
2010	22
2011	24
2012	26
2013	28
2014	30
2015	32
2016	34
2017	36
2018	38
2019	40
2020	42
2021	44
2022	46
2023	48
2024	50

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