



Council of the European Union
General Secretariat
Directorate-General Administration
Equal Opportunities Office

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Equal Opportunities Officer

EQUAL OPPORTUNITIES in the GSC

2018

Equal opportunities at work: equal treatment and non-discrimination



- Equal Opportunities Policy
- Equal Opportunities Officer
- EO Strategy 2017-2020 (CP 11/17)

- **Ensure equality between men and women**
- **Combat discrimination**

It's the law.

It's the fair thing to do.

It makes the GSC a good place to work.



Equal Opportunities Strategy 2017-2020: equality, diversity and inclusion

Aims to :

- ensure **equality** of opportunity for all categories of staff;
- promote a working culture that values **diversity**, is **inclusive** and **respectful**;
- support a management culture that empowers individuals to contribute to their fullest **potential**;
- foster an environment that preserves a healthy **work-life balance**, based on flexibility and trust.



Standing up for equality and inclusion

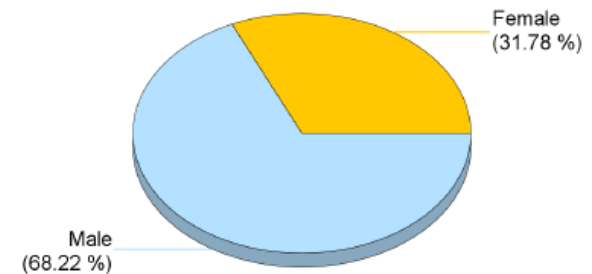


1. Equality between men and women in working life

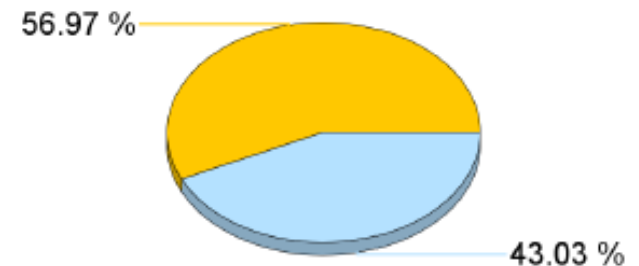
- **Balanced representation of men and women in *management* posts**
- **Elimination of gender stereotypes and sexism at the workplace**
- **VIDEO: [Timeline 1957-2017](#)**



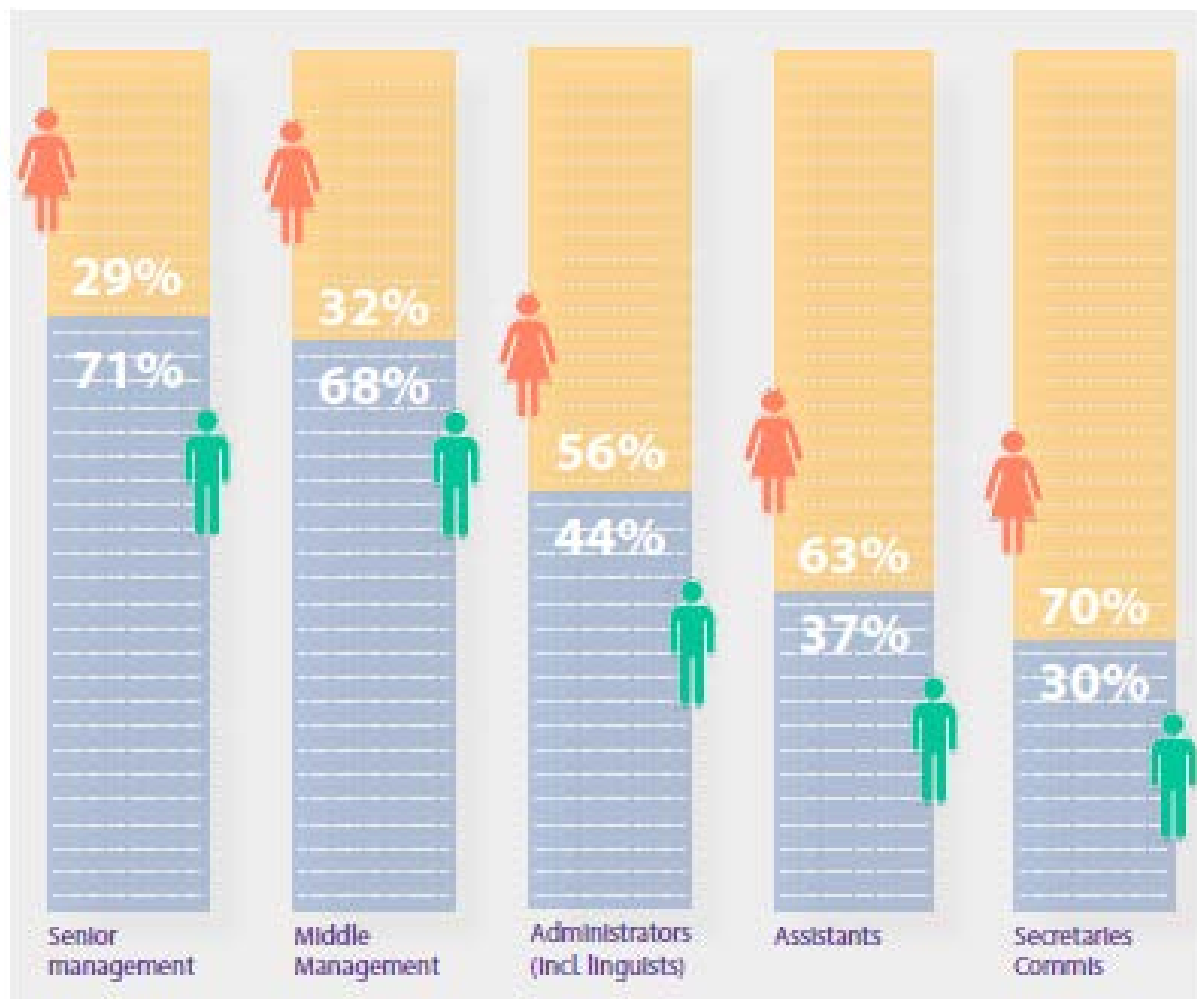
Gender balance : Senior and middle management



SGC : Répartition du personnel par sexe



GSC: Officials and Temporary Agents by gender (January 2018)



2. Persons with disabilities

EUROPEAN DAY OF PEOPLE WITH DISABILITIES
DEFINITELY ABLE



- Adopting a human rights-based approach to disability (UNCRPD)
- Seeking to employ more persons with disabilities
- Improving accessibility both to the built environment and to communications and information

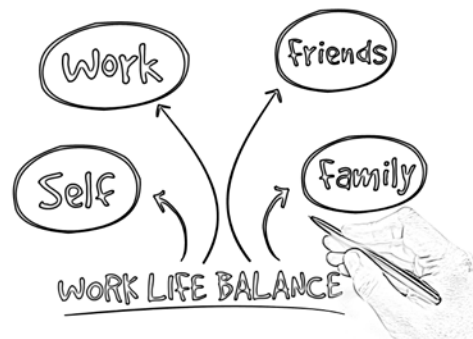
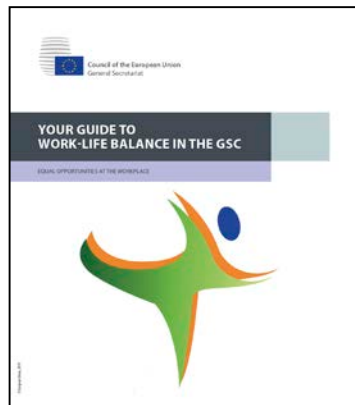


– [CP 13/18](#) Accessibility for Persons with Reduced Mobility (PRM)

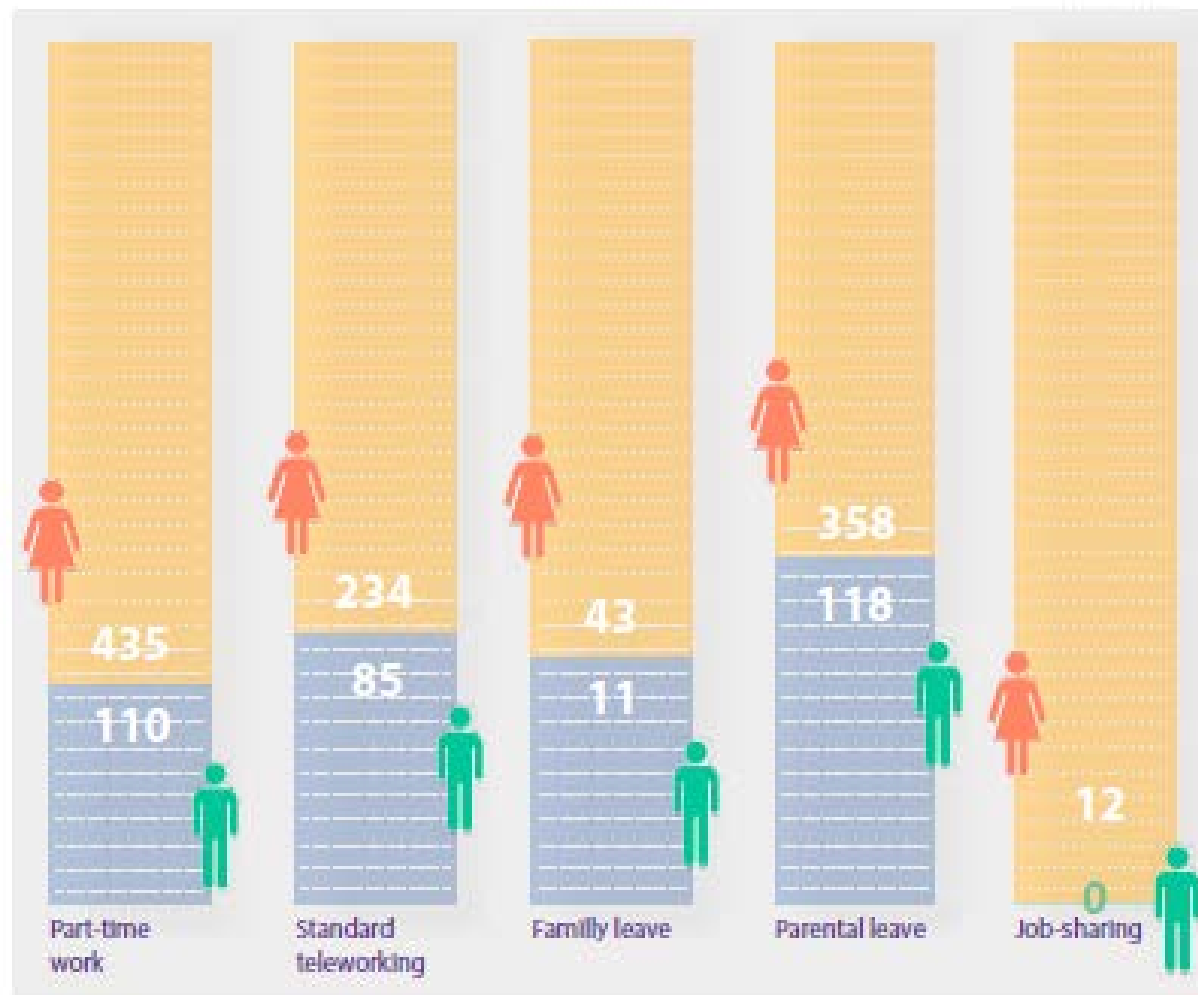


3. Work-life balance in a results-oriented work environment

- Flexible working options and practices
- Right to disconnect (CP 12/18)



GSC: Flexible working options by gender (2017) (in absolute numbers)



4. Greater diversity of workforce

Gender, age, sexual orientation, disability, ethnic origin, religion, ...



Inclusive and respectful working culture

All staff should feel they can be who they are

- **Working environment free from discrimination and harassment**

The GSC has a **zero-tolerance policy** towards any behaviour which might be considered to be psychological or sexual harassment.

Group of anti-harassment counsellors (see CP14/15)

HARCELEMENT@consilium.europa.eu




Communication as a driver for inclusion



Inclusive communication

Welcome to the **GSC's inclusive communication site!**

So what is inclusive communication? Do you want to find out?

| | |
|---|--|
|  | <p>The GSC's inclusive communication guidance was produced in English by the Opportunities Office and localised into the other 23 official languages by the Service.</p> <p>The guidance gives you practical tips on how to communicate in a way that includes everyone and eschews stereotypes. All language versions are available below.</p> <p>For further reading on the subject, you can also take a look at our multilingual resources corner!</p> |
|---|--|



"IN THE EUROPEAN UNION, we are turning our common ideals into reality: for us, the individual is paramount. **His** dignity is inviolable. **His** rights are inalienable. **Women and men enjoy equal rights.**"

Declaration on the occasion of the 50th anniversary of the signature of the Treaties of Rome, 2007

VIDEO: [Words At Work](#)



LGBTI

GSC LGBTI group

e-mail: LGBTI@consilium.europa.eu



EGALITE

for LGBTI+ staff of the EU Institutions

<http://egalite-online.eu/>

VIDEO: You don't act gay! - [Coming out](#)



Equal Opportunities Network

Information and advice on workplace equality issues in your DG



| | | | | | | |
|--|--|---|--|---|--|--|
| DG Administration  C. Galach - en  Orlin Garj - en  Nicolas Benard - en  Maria Paula Depasse - en  Hedi Bechtold - en  Elan Fleganov - en | | | | | | |
| DG Administration  Ivan Lj Popovic - en  Helena Szorai - en  Gerardo March - en  Tereza Parbo - en  Jolanda Bruyneel - en  Dimitris Christopoulos - en  Nora Terzia - en | | | | | | |
| DG Agriculture, Fisheries, Social Affairs and Health  Jean Macé  Zita Georgieva | | DG Foreign Affairs, Enlargement and Civil Protection  Alda Almeida Reis  Kieran O'Connor | | DG Justice and Home Affairs  Laetitia Bell  Rory Spellman | | |
| DG Environment, Education and Energy  Maria Marotta  Malina Korkara | | | | DG Communication and Information  Sandra Beesaert  Philippe Crapanzano  Caroline Stebbel | | |
| DG Economic Affairs and Competitiveness  Carmen Ragione  Douse Chantal | | Legal Service  Kristien Michoel  Ulrika Welschitz | | GIP  Simonetta Cook | Cabinet of the SG Internal Audit  Doris MURESAN | |

EQUAL OPPORTUNITIES NETWORK

The representative(s) in your DG can help you with questions on:

- Equality of opportunity for men and women
- Disability and reduced mobility
- Work-life balance (flexible working arrangements)
- Discrimination (sexism, racism, homophobia, ageism, etc)

For more information: Equal Opportunities Office: JL 01 FG 14 - egalite-des-chances@consilium.europa.eu
 Domus > Support & Services > Working conditions > Equal Opportunities

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Activities

Mainstreaming equality, diversity and inclusion

Raising awareness

- **Articles on DOMUS intranet;
*News and Views***
- **Conferences:**
 - **Women's Day (March)**
 - **Day against Homo- and Transphobia (May)**
 - **Day of Persons with Disabilities (December)**
- **Training courses:**
 - **Equal Opportunities**
 - **Dealing with persons with disabilities**
 - **Intercultural competence**



For more information

- ✓ Visit the [Equal Opportunities Web site](#)
DOMUS > HR & ADMIN > Working conditions > Equal Opportunities
 - Watch the [Equal Opportunities Video](#)
- ✓ e-mail: DGA1 EGALITE DES CHANCES
egalite-des-chances@consilium.europa.eu
- ✓ Secretariat: JL 01 40 FG 14
tel. 3595 and 8333

