



To
Ms. Federica Mogherini
High Representative/Vice President of the European Commission

Brussels, 27 September 2019

Dear Ms. Mogherini,

First of all, and since the end of your mandate as High Representative is approaching, we would like to thank you for the work you have done during the past five years and your efforts to keep regular contacts with the European Parliament.

We are writing you regarding your letter to the Foreign Affairs Committee of 24 June 2019, in which you shared your decisions concerning the appointments to posts of Heads of European Union Delegations. In this letter you communicated the appointment of 47 new Heads of Delegation. We believe that promoting gender equality in the appointments of high-level officials is an objective that we all share, that is why we are particularly surprised to see that out of this 47 new Heads of Delegation, only 11 are women (23%).

The principle of gender equality is a core value of the EU and is enshrined in the EU Treaties and the Charter of Fundamental Rights. However, the number of women in middle-management positions and senior management positions in the EEAS does not reflect the correct implementation of this principle. We are particularly concerned by the fact that in middle-management positions in the EEAS, men represent 75% and women 25%, while at the level of senior management, men account for 87%, while women account for 13% of the workforce¹. This proportion is also reflected in the number of Heads of Delegation, where parity with male EU ambassadors remains a far off objective.

As stressed in the EEAS Gender and Equal Opportunities Strategy 2018-2023, gender imbalance is particularly pronounced in the EEAS and EU Delegations, that is why we urge you to take the following actions:

¹ EEAS Gender and Equal Opportunities, Strategy 2018-2023, November 2017

- to take a written commitment that appointments of high-level officials will be guided by the principles and the objectives of gender equality and will not contribute to perpetuate the situation of inequality and misrepresentation of women;
- to provide the European Parliament with an update on the degree of implementation of the EEAS Gender and Equal Opportunities Strategy;
- to update the EEAS Gender and Equal Opportunities Strategy in order to include concrete and binding goals regarding the presence of women in management positions, including the target of 50% women as Heads of Delegations by 2024.

Thank you again for your work and we wish you all the best in your future endeavours.

Yours faithfully,

Reinhard Bütikofer, AFET Coordinator of the Greens/EFA Group
Alice Bah Kuhnke, FEMM Coordinator of the Greens/EFA Group
Saskia Bricmont, Greens/EFA Member of the European Parliament
Gwendoline Delbos-Corfield, Greens/EFA Member of the European Parliament
Alexandra Geese, Greens/EFA Member of the European Parliament
Sergey Lagodinsky, Greens/EFA Member of the European Parliament
Katrin Langensiepen, Greens/EFA Member of the European Parliament
Hannah Neumann, Greens/EFA Member of the European Parliament
Terry Reintke, Greens/EFA Member of the European Parliament
Diana Riba, Greens/EFA Member of the European Parliament
Mounir Satouri, Greens/EFA Member of the European Parliament
Ernest Urtasun, Greens/EFA Member of the European Parliament
Viola von Cramon-Taubadel, Greens/EFA Member of the European Parliament
Salima Yenbou, Greens/EFA Member of the European Parliament
Monika Vana, Greens/EFA Member of the European Parliament