



European Union

EXTERNAL ACTION



DIVERSITY & INCLUSION AGENDA

IN THE EEAS

2023-2025



LAUNCH!



FOREWORD

Equality and non-discrimination are principles enshrined in the EU Treaties and in the Charter of Fundamental Rights. From the start, the strength of the European Union has derived from its commitment to promote ‘unity in diversity’ and stand up for universal human rights.

We know this is an on-going challenge. In the world today, core principles such as democracy, human rights and fundamental freedoms are under growing threat. Too often, we see worrying trends such as a shrinking space for civil society, a backlash against gender equality and disinformation campaigns targeting, among others, LGBTIQ+ persons.

As a value-based organisation, we are committed to uphold these core principles inside the European Union and to promote and protect the universality of human rights around the world. That is why we use all available tools – diplomatic, financial and other - and why we mobilise partnerships at bilateral and multilateral levels. In an increasingly competitive and fractured world, we must be firm in our commitment to this agenda and agile in our approach, to get the best results.

This EEAS Agenda for diversity and inclusion spells out the ‘what’, our central aim: to ensure a greater mainstreaming of equality, diversity and inclusion throughout EU external actions. It reiterates our commitment to combat discrimination on any ground. And it sets out the ‘how’: by being pro-active, persistent and vocal. The agenda rightly underlines that we must maximise our global leverage, and use our diplomatic network to build effective global alliances. The Agenda also makes clear that all of this cannot be achieved if, at the same time, we do not make our own organization more diverse and inclusive. This too is an objective that requires an ongoing effort.

I am pleased to hereby present the EEAS Agenda for diversity and inclusion, as a sign of commitment and source of inspiration. We should all recognise that promoting equality, diversity and inclusion is a matter of human rights - but also a matter of peace and security, social justice and economic progress.



Josep Borrell Fontelles

INTRODUCTION

Non-discrimination is one of the European Union's fundamental principles¹ and a main strand of action, be it internally or beyond the EU borders. In its external action, the EU continues to mainstream equality and non-discrimination, with a view to combating all forms of discrimination on any ground. Particular attention is given to multiple and intersecting forms of discrimination, including but not limited to discrimination on the basis of sex, race², colour, ethnic or social origin, language, religion or belief, political or any other opinion, disability, age, sexual orientation and gender identity.

As regards the internal human resources policy of the European External Action Service (EEAS), the principles of equality and inclusion are enshrined in Article 1d of the Staff Regulations. Mainstreaming equality and non-discrimination is a continuous commitment within our organisation.

Research indicates that diverse and inclusive teams consistently perform better than homogeneous teams. Diversity, if harnessed effectively, increases not only staff well-being, but also productivity, creativity and awareness, thanks to staff collectively having a broader range of skills, experiences and perspectives. As the EU's diplomatic service, with access to highly talented staff from different EU institutions and 27 Member States, we are in a unique position to multiply the strengths of this diversity for the benefit of all.

The EEAS's April 2022 mission statement expresses our commitment:

*“We strive to be a dynamic, efficient and **inclusive service**. Valuing talent and the professional excellence of our staff, we are committed to building an organisation where **gender equality and respect for diversity are core values**. We work to create a common European diplomatic culture. Results-oriented, we generate ideas and initiatives that meet the requirements of an evolving diplomacy, and act upon them.”*

As we promote diversity and non-discrimination, the EU's global credibility will continue to rely on our ability to ‘practice what we preach’. The talents, perspectives, insights, links and heritage of a diverse workforce cannot but enhance our effectiveness in outreach and policy development and implementation and, ultimately, our influence in the world.

With this Agenda for Diversity and Inclusion in the EEAS, we want to take this work one step further.

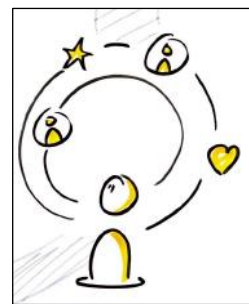
¹ Article 2 of the Treaty on European Union: “The Union is founded on the values of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities. These values are common to the Member States in a society in which pluralism, non-discrimination, tolerance, justice, solidarity and equality between women and men prevail.” and Article 10 of the Treaty on the Functioning of the European Union: “In defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.”

² The use of the term ‘racial origin’ does not imply an acceptance of theories that attempt to determine the existence of separate human races.

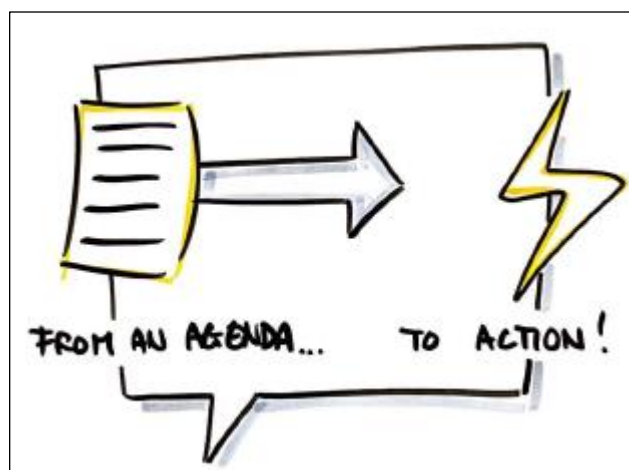
OUR VISION

Coherence and consistency between our external engagement on the one hand and our internal work on diversity and inclusion on the other make the EEAS a credible actor in combating non-discrimination and promoting diversity and inclusion worldwide.

The EEAS is a gender-balanced, diverse and inclusive European diplomatic service, where we maintain a respectful, safe and inclusive working environment for all staff members.



Beyond the borders of the EU, we are recognised for our leadership in promoting and protecting human rights and for the support we provide to civil society groups, including human rights defenders, women's organisations, LGBTIQ+ communities, indigenous peoples, youth movements, people with disabilities, racial, ethnic and religious minorities and socio-economically disadvantaged groups. We stand by these groups in their struggle for fundamental rights and freedoms, and for the respect of their dignity.



OUR AGENDA

The EEAS is the European Union's diplomatic service. Since 2011, the EEAS has implemented the EU's common foreign and security policy to promote peace, prosperity, security and the interests of Europeans across the globe. In coordination with the other EU institutions, the EEAS addresses EU foreign policy priorities all over the world, including civilian and military planning and crisis response. To do so, it relies on its network of 145 delegations, as well as the work of EU special representatives, CSDP Missions and envoys.



Diversity and inclusion at the EEAS

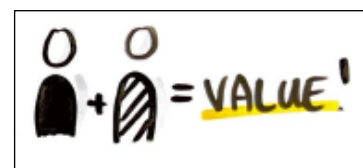
In EU external action, we promote diversity and inclusion through the principle of non-discrimination as established by human rights standards and in line with EU law³ and policy, as well as by emphasising participation and inclusion as guiding principles. The human rights aspects of the EU's external relations are handled in the Council Working Party on Human Rights (COHOM).



Internal and external policies on diversity and inclusion are developed within the EEAS by the Directorate General for Resource Management and the Directorate for Global Issues respectively, in close collaboration with the Ambassador for Gender and Diversity and her team. Their work is supported by the Committee on Diversity and Inclusion (CODI, formerly COPEC), as well as the Staff Committee. Staff associations such as Diversité, Égalité and ASDEC are also important partners in the development and implementation of diversity and inclusion actions.

For this agenda, we use the following definitions:

- **Diversity** – Refers to the differences found in people, covering a range of features, backgrounds or personal characteristics, including but not limited to sex, race or ethnicity, colour, gender, language, religion or belief, political or any other opinion, membership of a national minority, disability, socio-economic background, geographical origin, cognitive makeup, age and sexual orientation and gender identity.



³ Article 19 of the Treaty on the Functioning of the European Union formalises six main grounds of discrimination, namely sex, racial or ethnic origin, religion or belief, disability, age and sexual orientation. Article 21 of the Charter of Fundamental Rights of the EU, made binding on the EU through article 6 of the Treaty on the European Union, lists a further ten grounds of discrimination – colour, social origin, genetic characteristics, language, political or other opinions, belonging to a national minority, fortune and birth.

- **Inclusion** – Feeling by individuals that their uniqueness is accepted, valued and welcomed and that they can bring their full selves to the workplace, leading to an experience of feeling included and belonging to the group. This means actively involving all everyone’s ideas, knowledge, experiences, perspectives, approaches and styles to achieve the maximum benefit to the organisation.



These definitions are similar to those laid out in the Diversity and Inclusion Action Plan of the European Commission.⁴

Overall objective



With the implementation of this agenda, we commit to further strengthening existing mechanisms and enhancing the awareness and skills of staff when it comes to diversity and inclusion. This should result in the greater mainstreaming of equality, diversity and inclusion throughout our internal and external actions. Externally, our aim is to increase the political visibility and amplify the voices of those who defend and promote human rights, including gender equality, diversity and inclusion. Internally, we intend to go well beyond ensuring compliance with equality rules; we will actively promote diversity within the EEAS, and ensure inclusion by combating discrimination, including harassment and unconscious bias, in all situations.



⁴ In the Diversity and inclusion in the workplace Action plan 2023 – 2024, the European Commission, diversity is defined as referring to ‘the differences found in people (candidates or staff), covering a range of features, backgrounds or personal characteristics, including but not limited to sex, race or ethnicity, colour, gender, language, religion or belief, political or any other opinion, disability, socioeconomic background, geographical origin, cognitive makeup, age and sexual orientation. Inclusion is defined as ‘Feeling by individuals that their uniqueness is accepted, valued and welcomed and that they can bring their full selves to the workplace, leading to an experience of feeling included and belonging to the group. This means actively involving all people’s ideas, knowledge, experiences, perspectives, approaches and styles to achieve the maximum benefit to the organisation.

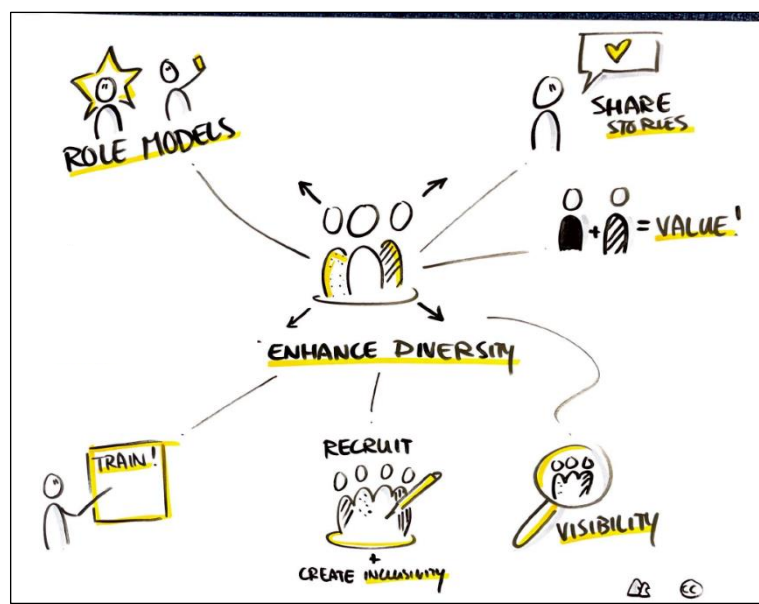
MAIN OBJECTIVES AND STRANDS OF ACTION

1. MAINSTREAMING NON-DISCRIMINATION

Objective: Systematically integrate non-discrimination into all our internal and external actions, including external policy and instruments



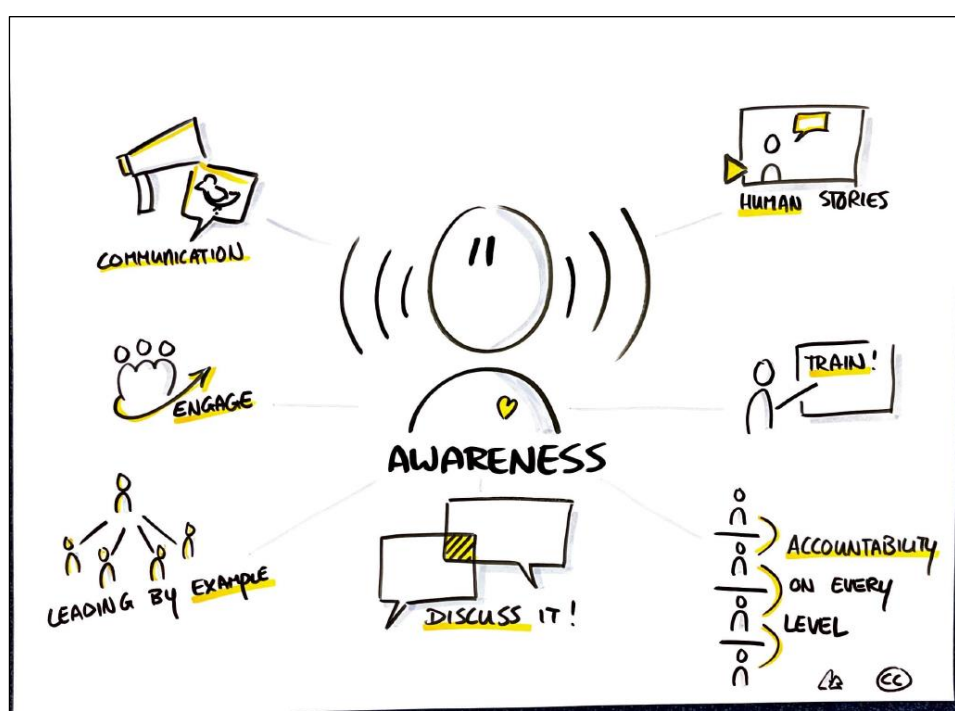
- 1.1. Within the workforce, we will strengthen our Respect at Work policy and continue promoting and defending zero tolerance of harassment, including sexual harassment, and all forms of discrimination, be it during the recruitment process or in the workplace.
- 1.2. Staff associations will continue to be regularly involved in the development, implementation and evaluation of actions to promote diversity and inclusion, in addition to the joint equality body (CODI).
- 1.3. We will continue our active engagement on non-discrimination issues and the promotion of universal human rights in all relevant multilateral fora in which the EU and its Member States play an active role.
- 1.4. In bilateral actions, EU delegations will continue to follow discrimination-related issues in partner countries, report on them as part of general political and dedicated human rights reporting, and raise them within political and human rights dialogues.
- 1.5. We will enhance efforts to ensure that non-discrimination, participation and inclusion are mainstreamed throughout all policy areas, including our internal human resources policy, in line with the EU's human rights and gender equality frameworks, including by strengthening the capacity of staff and focal point structures.



2. COMMUNICATION AND AWARENESS-RAISING

Objective: Embed diversity and inclusion in all aspects of communication, in order to raise collective awareness and foster an institutional cultural change

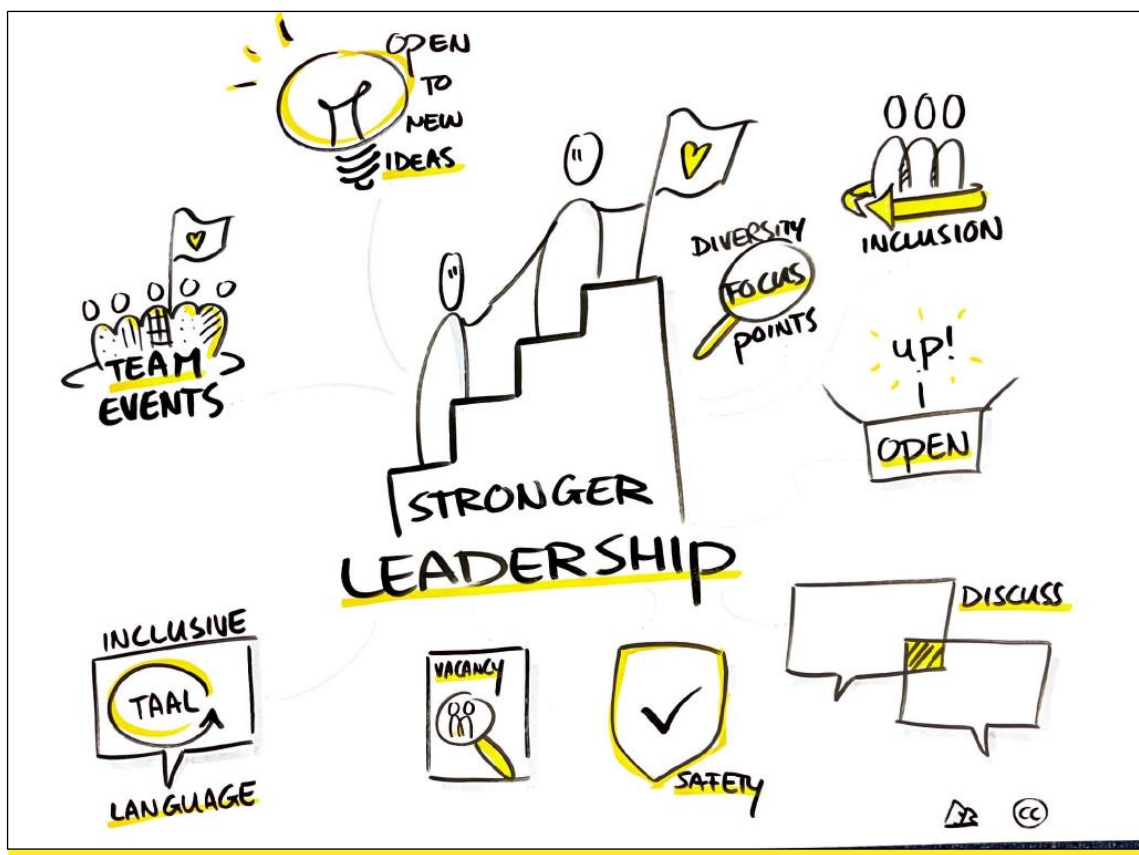
- 2.1. We will fight discrimination, and counter bias and stereotypes, including by recognizing existing inequalities, through EEAS outreach and communication actions. Additionally, we will ensure that diversity aspects are systematically taken into account in EEAS outreach and communication, such as by using inclusive language and images.
- 2.2. We will increase awareness and generate visibility around diversity and inclusion actions, such as celebrating international days in both delegations and headquarters, including through more centralised and coordinated initiatives.
- 2.3. We will systematically take balanced representation into account in communications materials, and when planning and setting up visits, conferences and panels.



- 2.4. We will continue to enhance the promotion of the principle of non-discrimination as established by human rights standards. This includes promoting the participation of diverse individuals and groups in decision-making processes, to ensure their involvement in decisions affecting the societies and official institutions of which they form part.
- 2.5. We will improve understanding of various aspects of diversity through training and awareness campaigns and activities, such as on non-discrimination and cultural sensitivity, thus fostering an inclusive work environment.
- 2.6. We will raise awareness about patterns of inequalities and discrimination (whether on the six grounds for discrimination, or any other ground). This also includes raising awareness about the impact of biases, micro-aggressions and the stereotypes that uphold them, to ensure that these are addressed through internal and external actions.

3. STRONGER LEADERSHIP

Objective: Strengthen leaders' role in fostering and promoting equality, diversity and inclusion

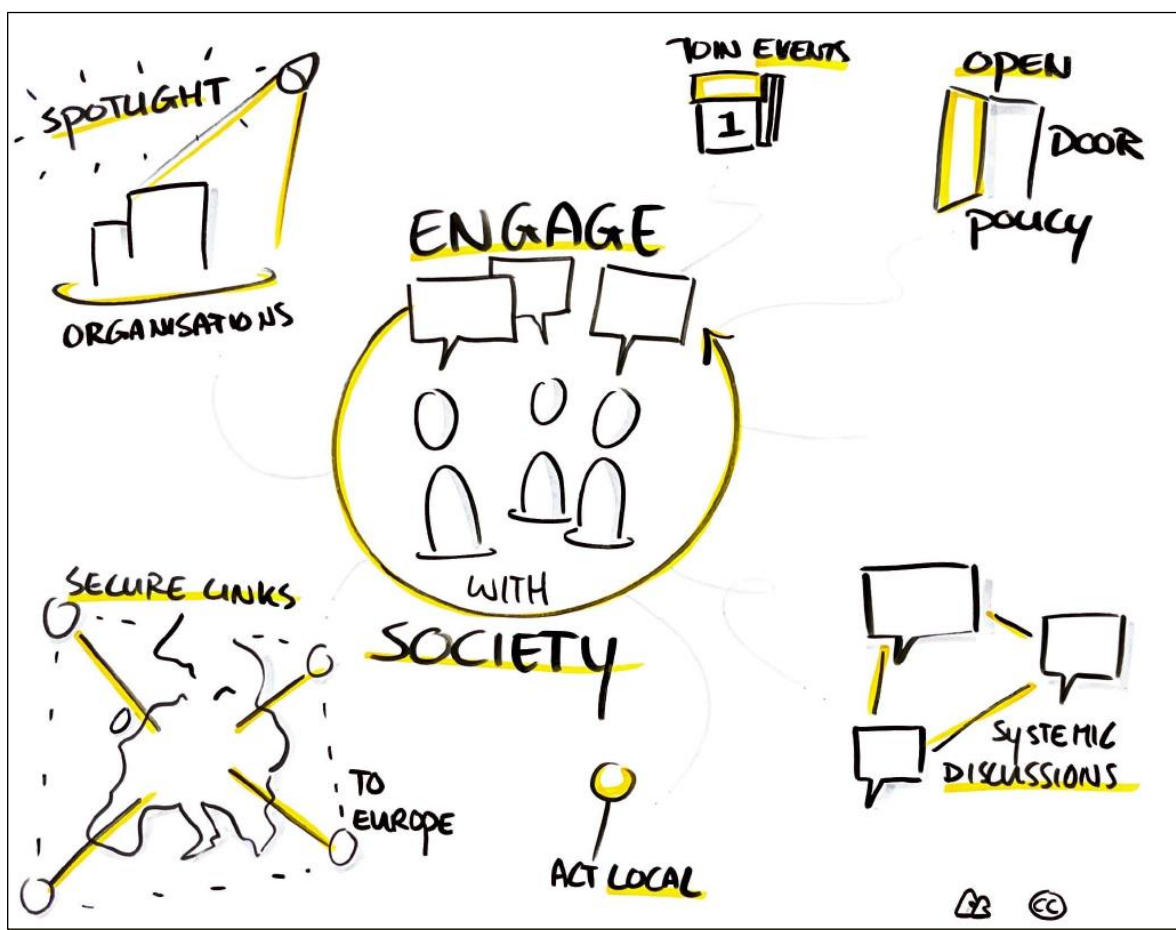


- 3.1. We will enhance managers' awareness of inequality, and their capacity to address it, by making more training available on topics related to diversity and inclusion, including non-discrimination, unconscious bias and psychological safety.
- 3.2. New accountability mechanisms related to equality, diversity and inclusion objectives will be proposed.
- 3.3. We will pursue efforts to improve the gender balance and increase overall diversity among the EEAS management, in line with existing commitments and in continued collaboration with Member States.
- 3.4. EU managers, including heads of delegation, heads of mission, commanders, and special representatives and envoys, will be encouraged (by EEAS senior management) to pro-actively promote non-discrimination, equality, diversity and inclusion in their internal and external engagement.

4. ENGAGEMENT WITH CIVIL SOCIETY

Objective: Further mobilise support among staff for engagement with civil society groups promoting equality and diversity

- 4.1. We will enhance staff awareness and capacity to ensure that broad participation and inclusion are guiding principles in our outreach and dialogue efforts, including in civil society engagement.
- 4.2. We will continue to support, through demarches or other actions, those whose voices and participation are hindered and those who are excluded, such as human rights defenders, women's organisations, LGBTIQ+ communities, representatives of indigenous peoples, youth groups, people with disabilities, ethnic and religious minorities, and other people in vulnerable and marginalised situations.
- 4.3. We will continue to build support, including together with EU Member States and other partners, to combat violence, hate speech, disinformation and threats against the freedom of assembly and freedom of speech (online and offline) of civil society groups and individuals that promote human rights and the rule of law.



5. TALENT OUTREACH, SELECTION AND RECRUITMENT

Objective: Promote staff diversity through outreach, selection and recruitment, reducing any obstacles or bias that might work against this objective

5.1. We will continue engaging with EPSO and Member States on merit-based recruitment in order to achieve our objectives on gender balance, as well as to explore the possibility of creating a more diverse pool of candidates. Particular attention will also be given to the visibility of EU careers so as to reach out to a wider European audience, with a focus on tertiary education.



5.2. We will enhance training and career development opportunities for all staff and implement other actions to promote equal opportunities.

5.3. We will include a diversity dimension to the curriculum of the new European Diplomatic Academy, including training elements around non-discrimination and cultural sensitivity. We will also seek to ensure diversity among participants.

5.4. We will reinforce collaboration with relevant EU institutions and agencies in the area of diversity and inclusion, with the aim of developing synergies and learning from others' best practices.



6. TARGETED ACTIONS TO COMBAT DISCRIMINATION AND ENHANCE DIVERSITY IN THE EEAS

Objective: Pursue actions in six key areas that contribute to diversity in our organisation



6.1. **GENDER:** We will strive to reach gender equality by reinforcing our gender mainstreaming efforts. This also includes achieving gender balance at all levels of management by the end of 2025 by supporting the underrepresented gender and monitoring factors that might contribute to an imbalance.

6.2. **DISABILITIES:** We will boost the recruitment, effective employment, and career prospects of staff with visible and invisible disabilities and create inclusive work environments, from accessibility and reasonable accommodation to support from managers. This will also include combating stigma and discrimination against neuro-diverse staff.



6.3. **RACIAL AND ETHNIC ORIGIN:** We will enhance the representation of staff from racial and ethnic minority backgrounds, taking the results of the 2021 diversity and inclusion survey as a starting point. Necessary follow-up actions should cover the entire career journey of colleagues, from selection and recruitment to career development at all levels, including the transition to management. Additionally, we will raise awareness among staff about racial and ethnic discrimination and how to combat it.

6.4. **LGBTIQ+:** We will strive for a fully inclusive working environment, providing targeted support and guidance for LGBTIQ+ staff and adapting administrative processes to ensure they enjoy the same rights and inclusion as all other staff members.



6.5. **RELIGION & BELIEF:** We will promote an inclusive environment where colleagues feel they are welcome and safe and where everyone can enjoy the same privileges, regardless of their religion or belief system, by raising awareness among staff about religious discrimination and how to combat it.

6.6. **AGE:** We will promote an inclusive environment and attractive workplace in which colleagues feel they are valued, respected, and supported in their career journey regardless of their age, including through inter-generational learning and cooperation.



OTHER GROUNDS:

The EEAS will take an intersectional approach, acknowledging the combination of multiple characteristics and identities, and take into account that these might contribute to unequal treatment or exclusion. We also aim to address discrimination based on any other grounds, and to promote an inclusive, safe and respectful work culture, where all staff feel comfortable regardless of their individual situation, including for example, caregiving and single parenting.

ANNEX 1: EXISTING FRAMEWORKS FOR EXTERNAL ACTIONS

a. EU Action Plan on Human Rights and Democracy (2020-2024)⁵

The EEAS will continue to implement the EU Action Plan on Human Rights and Democracy (2020-2024), as well as the 2012 Strategic Framework on Human Rights and Democracy, which contains an explicit commitment to external-internal coherence. The EU therein committed to stepping up action to combat all forms of discrimination. The specific objective of promoting the accessibility of technologies for persons with disabilities is of particular relevance in the context of this agenda.

The 13 sets of **EU human rights guidelines**⁶, also adopted at ministerial level, sending a strong political signal that they are priorities for the EU and its Member States, comprise horizontal guidelines which are particularly relevant to this agenda, including on non-discrimination in external action, on the promotion and protection of the enjoyment of all human rights by LGBTI persons, and on violence against women and girls and combating all forms of discrimination against them.

The EU works in multilateral fora and bilateral settings to combat discrimination and promote diversity and inclusion. For instance, human rights dialogues are an important means for the EU to promote diversity and inclusion with partner countries.

The EU also uses multiple avenues and tools to raise awareness of challenges and disseminate information on its concerns, policies and actions in this field. Celebrating international days provides for communication opportunities to share HRVP statements and social media material to amplify the EU message through delegations and headquarters.

b. EU Gender Action Plan III⁷

The 2021-2025 action plan on gender equality and women's empowerment in EU external action, known as GAP III, aims to accelerate progress on empowering women and girls worldwide and safeguard gains made on gender equality in the 25 years since the adoption of the Beijing Declaration and its Platform for Action.

GAP III provides the EU with a policy framework with five pillars of action for accelerating progress towards meeting international commitments and building a world in which everyone can thrive. It makes the promotion of gender equality a priority of all external policies and actions, offers a roadmap for working together with stakeholders at national, regional and multilateral level, steps up action in

⁵ https://www.eeas.europa.eu/sites/default/files/eu_action_plan_on_human_rights_and_democracy_2020-2024.pdf

⁶ https://www.eeas.europa.eu/eeas/eu-human-rights-guidelines_en

⁷ https://international-partnerships.ec.europa.eu/system/files/2021-01/join-2020-17-final_en.pdf

strategic thematic areas, calls for the EU institutions to lead by example, and guarantees the transparency of the results.

GAP III promotes a transformative and intersectional approach, mainstreaming gender in all policies and actions. It aims to address structural causes of gender inequality and gender-based discrimination, including by actively engaging men and boys in challenging harmful gender norms and stereotypes. Finally, to leave no one behind, the action plan seeks to tackle all intersecting dimensions of discrimination, paying particular attention for example to women with disabilities, migrant women, and discrimination based on age, racial or ethnic origin, religion or belief or sexual orientation.

It calls for the European Union to lead by example, including by establishing gender-responsive and gender-balanced leadership at top political and management levels.

c. EU LGBTIQ Strategy⁸

The EEAS supports the implementation of the European Commission's LGBTIQ strategy, the first-ever strategy that aims to combat discrimination against LGBTIQ people within the European Commission, within the EU and globally. It presents the key actions and objectives for the period 2020-2025 around four pillars, namely:

- discrimination against LGBTIQ people,
- the safety of LGBTIQ people
- building LGBTIQ-inclusive societies, and
- leading the call for LGBTIQ equality around the world.

The LGBTIQ strategy aims to ensure equal opportunities for LGBTIQ people by improving legal protection against discrimination while actively promoting diversity and inclusion policies.

It contributes to the development of legislation to cover all spheres of life, and to addressing all forms of discrimination through policy-making and sharing of best practices. An example of such discrimination would be bullying and stereotyping in schools towards those who are perceived as different.

Combating anti-LGBTIQ hatred or violence, including through the extension of the list of 'EU crimes' in Article 83 of the Treaty on the Functioning of the European Union to cover hate crime and hate speech (including against LGBTIQ people), is at the core of the strategy.

d. EU anti-racism action plan (2020-2025)

Discrimination on the grounds of racial or ethnic origin is prohibited in the EU, yet such discrimination persists in our society and over half of Europeans believe that discrimination is widespread in their country. According to the EU Agency for Fundamental Rights (FRA), 45% of people of North African descent, 41% of Roma and 39% of people of sub-Saharan African descent have faced such discrimination. 11% of Jews have felt discriminated against because of being Jewish.

In her 2020 [State of the Union address](#), President von der Leyen announced a new [EU anti-racism action plan](#) setting out a series of measures for the following five years. Among other things, the Commission will ensure that Member States fully implement relevant EU law and further strengthen

⁸ https://commission.europa.eu/system/files/2020-11/lgbtiq_strategy_2020-2025_en.pdf

the legal framework, if necessary. This could happen in particular in the areas not yet covered by non-discrimination legislation, such as law enforcement.

The action plan makes reference to measures to be taken by Member States and includes a commitment to increase the diversity of EU staff. Measures mentioned in the action plan include awareness raising and addressing racial and ethnic stereotypes through media, education, culture and sport and improved collection of data disaggregated by ethnic or racial origin. Such actions could also be replicated by EU delegations, taking into account local contexts and sensitivities.

e. Youth Action Plan (YAP) in EU external action 2022-2027

The Youth Action Plan is the EU's 'operational roadmap' for engaging young people in EU external action, and is meant to improve how the EU works with and for young people worldwide. The main priorities are to shape external action in partnership with young people and to ensure their ownership, and hence accelerate progress towards meeting international commitments such as the 2030 Agenda for Sustainable Development, the Paris climate agreement and the UN YPS Agenda.

The YAP has three pillars of action, aligned with the three core areas of the EU Youth Strategy:

- Engage: Increase young people's voices in policy- and decision-making at all levels
- Empower: Fight inequalities and provide young people with the skills and resources they need to prosper and fulfil their potential
- Connect: Foster opportunities for young people to network and exchange with their peers.

Regarding implementation, the YAP includes objectives and actions that will be integrated in programming and funds under NDICI-Global Europe and the IPA, as well as in political and policy dialogues. EU Member States, youth organisations and other youth stakeholders will be involved to ensure successful implementation. In addition, the Youth Sounding Board for EU International Partnerships and EU delegations' youth advisory structures will play a key role in implementing the YAP at country and regional level.

f. Strategy for the Rights of Persons with Disabilities 2021-2030

The Strategy for the Rights of Persons with Disabilities 2021-2030 builds on the 2010-2020 strategy, which paved the way to a Europe free of barriers for people with disabilities. Since people with disabilities still face major challenges, the 2021-2030 strategy aims to push further and tackle forms of discrimination that persist. The strategy is also a key part of President von der Leyen's aim to build a Union of Equality and deliver on the European Pillar of Social Rights.

The strategy aims to make progress in all areas of the United Nations Convention on the Rights of Persons with Disabilities, at both EU and Member State level. The overarching objective is to guarantee that people with disabilities in Europe, regardless of their sex, racial or ethnic origin, religion or belief, age or sexual orientation:

- enjoy their human rights,
- have equal opportunities,
- have equal access to participate in society and the economy,
- are able to decide where, how and with whom they live,
- can move freely in the EU regardless of their support needs,

- no longer experience discrimination.

In addition to promoting a strong intersectional perspective, the strategy also supports the green and digital transition and a healthy Europe. It thus also plays a key role in building a sustainable, resilient, innovative and fair Union. Furthermore, it is an important tool to strengthen the EU's role as a global partner in addressing inequalities, achieving the UN Sustainable Development Goals and promoting human rights.

g. EU Roma Strategic Framework for equality, inclusion and participation 2020-2030

This Strategic Framework focuses on seven key areas: equality, inclusion, participation, education, employment, health and housing. New recommendations and targets for Member States accompany each area. Externally, the EU aims to promote equality, inclusion and participation beyond the EU. This should happen under the EU and Member States' enlargement, neighbourhood, development and humanitarian policies. Additionally, the EU promotes non-discrimination and equality through the EU Action Plans on Human Rights and Democracy (2020-2024), and the EU Gender Action Plans, and covers Roma issues in the implementation of the 2019 EU guidelines on non-discrimination in external action. The Strategic Framework also calls for increased support to civil society, a more active engagement on Roma equality in multilateral fora, and enhanced inclusion of Roma equality in human rights and political dialogues with partner countries.

h. Stakeholder contacts and supporting civil society organisations (CSOs)

In the 2017 Council conclusions on EU engagement with civil society in external relations, the Council reaffirmed that “*EU support to Civil Society Organisations (CSOs) should feature more prominently in all partnerships and a more strategic engagement with CSOs should be mainstreamed in all external instruments and programmes and in all areas of cooperation, in particular in EU Development Policy, the European Neighbourhood Policy and the EU Enlargement Policy*”. Engagement with civil society is also indispensable for the EU's strategic approach to resilience in its external action.

Civil society, including workers' and employers' organisations, and organisations and institutions representing individuals and groups experiencing discrimination, plays a vital role in the promotion of non-discrimination at local, national, regional and international level. It is therefore also important to ensure that attention is paid to organisations fighting discrimination and/or representing individuals and groups affected by discrimination in the civil society roadmaps drawn up by the EU as mentioned in the abovementioned Council conclusions, as well as the related 2012 Commission communication and Council conclusions.

In its engagement with civil society, the EU should include dialogues on combating all forms of discrimination and promoting diversity and inclusion.

As part of a multi-stakeholder approach to policy development and implementation, the EU will continue to make use of its stakeholders within the institutions and geographically within the EU, as well as in the target countries and regions. The EU should also reach out to business actors and media outlets in order to promote respect for human rights and promote diversity, non-discrimination and inclusion.

ANNEX 2: EXISTING

FRAMEWORKS FOR INTERNAL

ACTIONS

Gender

a. EEAS Gender and Equal Opportunity Strategy 2018-2023

This strategy highlighted the EEAS's vision for how to achieve gender balance and equal opportunities for all its staff in line with common European values and objectives, echoing similar visions developed across the EU institutions. It was articulated around three major axes:

- equality between women and men (gender equality) in the EEAS,
- fostering an open, inclusive working environment, respectful of diversity, and
- achieving work-life balance through result-oriented and flexible working conditions.

This strategy has already yielded significant results, including the creation of COPEC, the Joint Committee on Equal Opportunities, with members from the administration and from among staff representatives, the setting up of the Inter-Institutional Network For Equal Opportunity Advisors, which exchanges best practices and works on joint actions for diversity and inclusion, and the EEAS Gender Parity Action Plan 2021-2024.

b. EEAS Gender Parity Action Plan 2021-2024

This action plan was launched by the Secretary General, following the pledge by the HRVP to reach 40% women managers by 2024. It was an intermediate step between the 2018-2023 strategy and this agenda. It was articulated around the following axes:

- raising awareness amongst women of management opportunities, and motivating potential candidates to put themselves forward for management posts;
- further developing tailored incentives for training and development; upskilling women in particular, and providing work-life balance solutions for their specific needs, it being understood that those measures would benefit both men and women, in a world of changing personal priorities and work patterns;
- reinforcing selection and pre-selection procedures to encourage women to apply for management posts; securing a sustainable internal policy that would improve gender balance and diversity within the institution;
- improving managerial culture and organisational processes.

c. EU Gender Action Plan III

See Annex I

Disability

a. EEAS Roadmap for Action on Disability

This roadmap serves as the guide for our future work and sets out actions that we will focus on implementing in the coming years, while also assessing the implications and feasibility of, and timeframe for, possible further actions.

The roadmap was endorsed by the EEAS Secretary General on 29 June 2020. In order to follow progress, the roadmap has been updated three times. The latest update has been published on the intranet.

The roadmap focuses on four main areas:

- provision of reasonable accommodation for people with disabilities (including guidelines/information),
- accessibility of buildings, the work environment and information,
- awareness-raising about disabilities and available structures,
- facilitation of the occupational integration of people with disabilities.

Actions are categorised as short-term, medium-term, long-term and ‘upon request’. Actions are also ranked in terms of feasibility as ‘feasible’ or ‘desirable’.

The actions listed in this document refer to general guidelines and processes to be implemented, aiming to improve the EEAS working environment.

b. Decision on the Provision of Reasonable Accommodation for Officials, Temporary Agents and Contract Staff with a Disability (ADMIN(2021)260)

In November 2021, in its efforts to combat discrimination and to become a more inclusive and efficient institution for its staff, and to promote the full and effective participation of people with disabilities within the service, the EEAS adopted provisions implementing Article 1d (4) of the Staff Regulations and setting out a coherent framework for providing reasonable accommodation to EEAS staff with a disability.

While some requests for reasonable accommodation require careful analysis, other requests may be fast-tracked when they concern a simple technical solution linked to a specific type of disability, mostly for people with physical and sensory impairments – this will ensure a proportionate approach that allows for efficient and speedy handling of the more straightforward and most common requests. It covers officials, temporary and contract staff. Support measures can be requested through the mailbox REASONABLE-ACCOMMODATION@eeas.europa.eu.

c. UN Convention on the Rights of Persons with Disabilities (UNCRPD)

The Convention on the Rights of Persons with Disabilities and its optional protocol were adopted on 13 December 2006 at the United Nations headquarters in New York.

The UNCRPD is the first international legally binding instrument setting minimum standards as regards the rights of people with disabilities, and the first human rights convention to which the EU has become a party. The convention states that people with disabilities have the same rights as everyone else. It also sets out how countries can protect those rights.

For the EU, the convention entered into force on 22 January 2011. All EU Member States have signed and ratified the convention. So far, 22 EU countries have also signed and ratified its optional protocol, which establishes an individual complaints mechanism for the convention.

This means that every EU country must protect the rights of people with disabilities. The European Commission coordinates the implementation of the convention at EU level. The EU's Strategy for the Rights of Persons with Disabilities 2021-2030 covers all areas of the UN Convention.

d. Guidelines for the Implementation of Support to Persons with a Disability (ADMIN(2021)6)

In March 2021, the EEAS adopted new guidelines to allow for 100% reimbursement of non-medical costs, including for schooling, for dependent children with disabilities of staff members.

Within the available appropriations, financial support can be given to staff members or their dependent family members who have a disability. The amount of these appropriations is determined annually. The appropriations intended to support people with a disability are to be used in accordance with the conditions set out in these guidelines, once support has been claimed under national schemes and other provisions of the Staff Regulations and Conditions of Employment of Other Servants of the European Union. The decision to grant support is taken by the Appointing Authority, which manages the budget for support for people with a disability.

e. Guide on inclusive communication

In November 2020, to combat stereotypes and prejudices, the EEAS published a short guide in English and French on communication when referring to people with disabilities. This document provides guidelines on inclusive communication for everybody, for work situations and day-to-day life. It offers some tips on how to approach interactions with a person with a disability, as well as some dos and don'ts for managers and those involved in recruitment.