



2019 CHAIR OF THE JHA AGENCIES NETWORK

07.10.19	#1067254
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RECOMMENDATIONS

JHA EXPERT GROUP ON DIVERSITY AND INCLUSION

5 JULY 2019

1. Background:

In their meeting of 28 November 2018, the Heads of JHA Agencies agreed on the need for the JHA agencies to step up the efforts to mainstream gender in their internal structures, procedures and core activities. They encouraged the adoption of gender equality and diversity action plans; called for the JHA agencies to intensify their cooperation in mainstreaming gender into the areas of freedom, security and justice; and recommended exploring possibilities for inter-agency actions on the matter.

Building on their recommendations, Europol selected 'diversity and inclusion' (D&I) as one of the priorities for its 2019 chairmanship of the JHA Agency Network. The objective was to identify concrete steps to achieve the recommendations from 2018 while opening the reflexion to other aspects of diversity relevant to JHA agencies (e.g. sexual orientation; disabilities; age; cultural background).

A JHA expert group was convened on 5 July 2019 to reflect on possible measures for the implementation of the 2019 priority on D&I and formulate recommendations to the attention of the heads of JHA agencies.

8 JHA Agencies participated in the expert group: Cefpol, EASO, EIGE, eu-LISA, Eurojust, Europol, FRA, Frontex.

The discussions focussed on two main points:

- How to foster diversity and inclusion into the internal structures and procedures of the JHA Agencies (building on the results of a survey on the diversity and inclusion activities of the JHA Agencies¹);
- How to mainstream gender and diversity into the areas of freedom, justice and security (through integration in the core products and services of the JHA Agencies).

More information on those discussions can be found in the attached Expert Group Discussion paper (#1051379) and outcomes report (#1060318).

¹ See attached survey report (#1047723).

2. Recommendations:

As a result of its discussions the expert group established a list of six recommendations for actions to foster diversity and inclusion in the JHA Agencies. As such, these recommendations do not create any obligations or commitments for the agencies; their aim is to serve as input for consideration by the Heads of JHA Agencies.

1. The reflexion of diversity and inclusion in JHA agencies shall be broadened in line with the Diversity & Inclusion Strategy for EU Commission staff published in July 2017². JHA agencies should follow a *'pro-active approach'* aiming to *'create a diverse working environment and an inclusive culture in which everyone feels valued and can live up to their full potential in the workplace'*³. Efforts for gender mainstreaming and gender equality will therefore need to be stepped up. JHA agencies should also reflect on other aspects of diversity relevant to their work and to the composition of their staff; this may include sexual orientation, age or disability as well as other aspects linked to the specificities of each agency.

2. Building an inclusive corporate culture requires the development of dedicated action plans and strategies, the implementation of which must be monitored and supported by the top managers of the agencies. Specific attention should be given to raising staff awareness on diversity and inclusion matters and to ensuring transparent recruitment and appraisal processes as well as inclusive practices in daily proceedings. Trainings (e.g. unconscious bias; inclusive communication) should notably be encouraged in particular for management (all levels) and members of selection committees.

3. JHA agencies should consider adopting processes ensuring that gender and diversity perspectives and needs are systematically considered when developing or reviewing internal policies and procedures. Such a process is crucial to tackle structural inequalities and ensure equal opportunities within the agencies; it should always be followed irrelevant of the subject matter.

4. Diversity and inclusion should be upheld as organisational core values reflected in the internal code of conducts of the JHA agencies and leveraged in the competency framework and performance appraisals of their staff. It should also be reflected upon in the 360° feedback for management development exercise. Necessary processes should be developed to address suspected and identified misconducts.

5. A joint statement on diversity and inclusion should be signed by the Heads of JHA Agencies to confirm the agencies commitment to step-up their efforts in building inclusive work environments and mainstreaming gender and diversity into the areas of freedom, justice and security.

6. JHA agencies agreed on the need for more systematic exchange on diversity and inclusion matters to balance the lack of resources and avoid duplication of efforts. An informal working group bringing together the diversity contact points of all JHA agencies should therefore be created to pursue common reflexion and encourage the development of joint activities. An online platform (i.e. SharePoint) shall be created to facilitate the exchange of resources (e.g. training material; toolkits; internal strategies).

² C(2017)5300 final – A better workplace for all: from equal opportunities towards diversity and inclusion.

³ *ibid*