

Draft amendment of the Staff Regulations: Downgrading secretarial jobs to hit women harder

The intention "to ensure full equality in practice between men and women in working life" is declared in Article 1d of the Staff Regulations. It entails an obligation for the Institutions "to prevent or compensate for disadvantages in professional careers".

The proposal no longer to recruit officials for secretarial and clerical tasks and replace them by contract staff affects jobs held predominantly by women.

[Statistics provided by the Commission](#) on the distribution of its staff (in all places of employment) by gender show that:

- The group of officials and temporary staff which corresponds almost exclusively to secretaries and clerks recruited since 2004 (Grades **AST 1 and AST 2**) is composed of **85.4%** women ;
- Its counterpart among contract staff (**FG II**) is composed of **83.8%** women.

Therefore, this amendment would, in practice, give rise to covert discrimination against women.

[The resulting difference in pay levels \(-44.6%\)](#) between the careers of officials and of contract staff would have the effect of limiting recruitment to people who already live in the place of employment, including spouses, partners and members of officials' families.

Yet another firework conceived to make an impression by the size of 'savings' at any price, even that of undermining the proper functioning of the Institutions.