



# **Gender balance & geographical diversity**

Management Board meeting  
Parma, 14 June 2012

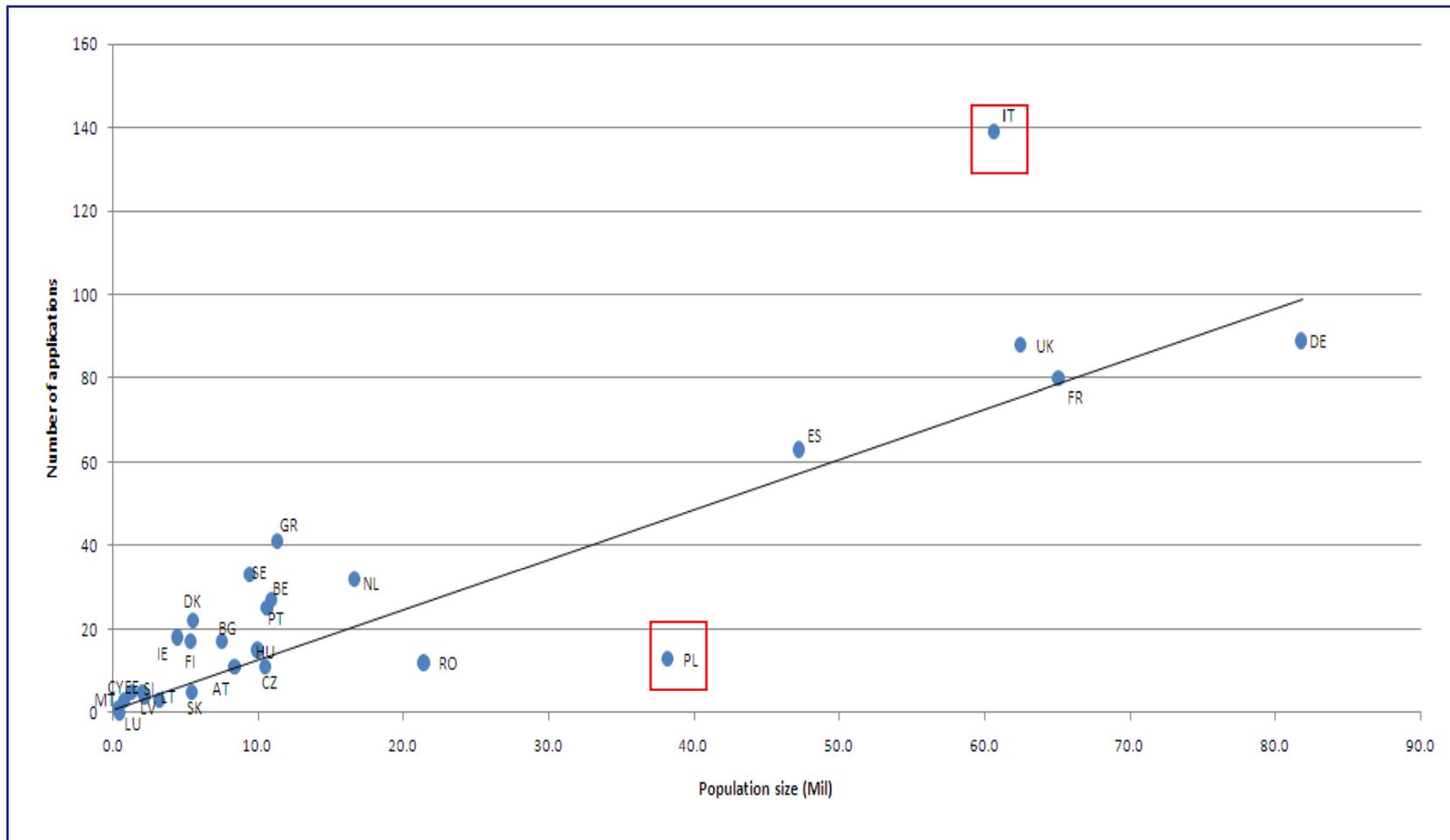
# Promotion plan to stimulate applications in EFSA calls

## Sources of information through which the applicants became aware of the call for Panel renewal

Information source	2009 (8 SP & SC)	2011 (ANS & CEF)	2012 (8 SP & SC)
EFSA Staff	30%	23%	34%
Friend /Colleague	12%	15%	15%
EFSA Website	26%	21%	17%
EFSA Newsletter	10%	24%	15%
Leading newspapers	0.6%	N/A	N/A
Other	21.4%	17%	19%

# Analysis of the Geographical Balance

## Distribution of the number of applicants by population size of the country



# Analysis of the Gender Balance

## Overview of gender distribution along the selection process

Country	Applications (% applications by country)		Non Eligible (% applications by gender)		Eligible (% applications by gender)		66 and above (% eligible by gender)		Nominated March 2012 (% nominated by country)	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Totals	66	34	6	15	94	85	62	45	75	25

**Four countries have a high ratio ( $\geq 50\%$ ) of female experts nominated for Panel membership: Denmark, Finland, Slovenia and Portugal.**

**It is proposed that the reasons for this be further investigated, with support of the Focal Points.**

- **Initiatives to increase the awareness of the call**
  1. “Interview quotes” targeted for gender and country
  2. Increase awareness of the call in targeted countries through events
- **Training** of experts is essential (**Better Training for Safer Food** initiative), preferably targeted for 14 specific countries (< 50% candidates scoring  $\geq 66$ )
- Experts to gain expertise through the **participation in working groups and joining EFSA on short term assignments (SNE, NEPT)**
- **Follow-up** with the Advisory Forum and the Focal Points.