

## Consent for participation in Survey

Gender and career within the High Authority of the ECSC and the European Commission administration  
1952-2000

I agree to participate in the research project conduct by Aude Foucoin, funded by the European University Institute (EUI) in Florence, Italy.

1. I have received sufficient information about this research project and understand my role in it. The purpose of my participation in this project and the future processing of my personal data has been explained to me in a comprehensive manner.
2. My participation in this project is completely voluntary. There is no explicit or implicit coercion whatsoever to participate.
3. I understand that I have the right to refuse and decline from answering questions.
4. I understand that I am fully entitled to withdraw my consent and discontinue the survey at any point.
5. I understand that I have the right to ask for the data collected prior to the withdrawal to be deleted, as long as it is not yet anonymized, and it is technically feasible to identify my research interview responses.
6. I have been explained in detail how the researcher will use my personal data and I

agree ☐

do not agree ☐

to be identified by my former function and position within the administration in any of the outputs of this project using information obtained from this research interview.

7. I understand that all personal data will be processed in full compliance with the EUI Data Protection Policy.
8. I understand that this research project has been reviewed and approved by 2025 and by the EUI Ethics Committee. The EUI Ethics Committee may be contacted [ethics@eui.eu] for any questions concerning research ethics. For any questions concerning data protection, the DPO of the EUI may be contacted [data\_protection\_officer@eui.eu].
9. I have carefully read and fully understood the statements in this form. All my questions have been answered to my satisfaction, and I voluntarily agree to participate in this study.
10. I have obtained a copy of this consent form co-signed by the interviewer.

In accordance with data protection regulations in force at the EUI and for further information on the EUI's Data Protection Policy, you may consult the following link:  
Data protection web page: [Data Protection at the EUI](#).

\_\_\_\_\_  
Signature of the participant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of the researcher

\_\_\_\_\_  
Date

# Privacy Statement for Aude Foucoin

7th May 2025

## 1. Description of the processing operations.

With your informed consent, the questionnaire will be digitised, and the paper version destroyed.

The files will be stored in a password-encrypted file on my personal EUI OneDrive space and backed up on a local server accessible only to the data controller. The digitised survey and transcripts will not be adapted or altered in any way. The digitised survey and transcripts will only be used for the purposes of this research. You have the right to withdraw your consent at any time by emailing the data controller and the files will be deleted.

## 2. What personal information do we collect, for what purpose(s), and through which technical means?

We will collect the following information about you in order to contact you:

- personal data: name, address, e-mail address, telephone number

We may store the following personal information about you if it arises in the course of the interview:

- sensitive data: political opinions, activist commitment, experience or opinion relating to reprehensible behaviour of a sexist or sexual nature

## 3. Who has access to your information and to whom is it disclosed?

The digitised survey and transcripts will not be disclosed, transmitted, disseminated or otherwise made available to a third party. The information will only be accessible to the data controller.

## 4. How do we protect and safeguard your information?

Your name will not be revealed at any point in the digitised survey transcription or in any published material.

Pseudonyms (a reversible coding system so that participants can be recontacted if necessary) will be used in all documentation, and any additional information that might reveal your identity will be masked in publication. The information will be redacted in such a way that the audience would have to go to considerable effort to find out the person identified, and in any case I will not publish any information that could be damaging.

Any residual information that could lead to your identification at the end of the project will be destroyed. This procedure will be clearly explained to participants during the recruitment process.

## 5. How long do we keep your data?

Personal data will be retained for a period of three years after publication of the dissertation/article, approximately 2029, and will be securely deleted at the end of the retention period.

## 6. How can you verify, modify, or delete your information?

If you wish to verify which personal data are stored, or you wish to access, correct, or delete your personal data, please contact the Data Controller at [aude.foucoin@eui.eu](mailto:aude.foucoin@eui.eu). You will receive a reply within 30 working days of receipt of the request.

Remarks concerning this Privacy Statement can be addressed to [data\\_protection\\_officer@eui.eu](mailto:data_protection_officer@eui.eu).

## 7. Right of recourse

If you consider that your rights under the EUI Data Protection Policy have been infringed as a result of the processing of your personal data, you have the right to request a review according to Article 27 of the EUI's Data Protection Policy.

Such requests should be addressed to the Data Controller, who shall reply within 30 working days:

Aude Foucoin

([aude.foucoin@eui.eu](mailto:aude.foucoin@eui.eu))

Any request should be sent at the same time to [data\\_protection\\_officer@eui.eu](mailto:data_protection_officer@eui.eu).

# Survey

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**Gender and Career within the High Authority of the ECSC and the European Commission administration**

**1952-2000**

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**1. What is your nationality?**

**2. What is your gender?**

- ☐ Male
- ☐ Female
- ☐ Other

**3. When are you born?**

mm	d d	yyyy
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**4. Can you describe your education and familial background?**

Parents' work, place of birth, etc.

**5. Can you describe your marital and family situation when you joined the administration?**

Were you married or had the responsibility of a parent or a child? Could you briefly describe your marital and family development?

**6. Have you completed a higher education course?**

Please give us an overall view of your higher education journey.

**7. What was your professional experience before joining the European administration?**

**8. When did you join the European administration?**

mm	dd	yyyy
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## 9. Can you describe your career within the European administration?

Year, Category/Grade/Step, Assignment, Title of post

[illegible]

## 10. In which professional category were you recruited?

☐ A ☐ B ☐ C ☐ LC ☐ D

Please answer the following questions according to your previous answer.

If your answer is

A: 10-11      B: 12-13      C: 14-15      LC: 16-17      D: 18-19

Then jump directly to the question number 20.

## 11. Did you begin your career in the European administration in Category A?

Please tell us more about your perspective on the categorisation scheme. Were you satisfied with your administrative rank? Did you take part in a competitive exam?

## 12. What was your function? Has your function changed in any way during your career?

**13. Did you begin your career in the European administration in Category B?**

Please tell us more about your perspective on the categorisation scheme. Were you satisfied with your administrative rank? Did you take part in a competitive exam?

**14. What was your function? Has your function changed in any way during your career?**



**15. What was your employment status when you started working for the European administration? Have you had the same contract status throughout your career?**

Feel free to add some comments about your personal situation and your opinion on the categorisation scheme.

**16. What was your function? Has your function changed in any way during your career?**

**17. In which function did you start your career in the Linguistic Service?**

Please provide details of your first years within the administration. Were you satisfied with your classification, assignment (language team), and colleagues?

**18. Have you had the opportunity to move into a hierarchical role?**

Please give us details on the hierarchical structure of your service and professional relationship.

**19. What was your function within the European Administration? Did you move into another function during your career within the administration?**

Please provide us with as much detail as possible.

**20. What was your classification and employment status? Has it changed in any way during your career?**

## **21. In which DG/Service were you employed?**

Please, tell us more about your different assignments, transfers. Have you spent your entire career in the same DG/Service ?

Were your transfers the result of your personal choice? Or were they imposed by the administration?

## **22. In your opinion, did your function/position within the administration correspond to your skills, education, and professional experience?**

**23. What characteristic do you think the European administration has most valued in women of your generation?**

Please select a maximum of 3 characteristics.

- |                                     |                                       |
|-------------------------------------|---------------------------------------|
| <input type="checkbox"/> Discreet   | <input type="checkbox"/> Intelligent  |
| <input type="checkbox"/> Immaculate | <input type="checkbox"/> Multilingual |
| <input type="checkbox"/> Competent  | <input type="checkbox"/> Dynamic      |
| <input type="checkbox"/> Available  | <input type="checkbox"/> Smiley       |

**24. In your personal experience, which of your characteristics were valued by the administration?**

**25. Can you describe your relationship with your colleagues at the time?**

Please tell us about your experiences with the professional hierarchy and working processes with both male and female colleagues.

**26. During your career, have you attended any training courses organised by the Administration?**

☐ Yes

☐ No

**27. If yes, which courses did you attend to?**

Can you describe in what way the course(s) did or did not have a role to play in your career progression?

Did you observe any gender assignment or segregation in the numerous training courses organised by the administration?

**28. If not, can you describe why you have never attended the training courses organised by the administration?**

Did you observe any gender assignment or segregation in the numerous training courses organised by the administration?

**28. Have you faced any challenges in your career, particularly as a woman in the European administration?**

**29. Have you ever competed for a promotion or internal competition alongside men? If so, what is your perception of this experience?**

For instance, did you have to justify specific aspects like your family commitments? Do you think the administration gave equal consideration to both male and female candidates?

**30. What influence did your family responsibility have on your career advancement?**

**31. How did you balance your work and childcare responsibilities?**

**32. Did you use any of the services provided by the administration, such as crèche, allo bobo, or any activity propose by the CASS (Conseil d'Administration pour les Problèmes Sociaux?**



**33. Have you been a member of any staff representation bodies, including Comité du Personnel and trade unions?**

**34. What is your opinion of their actions in relation to your function/position/category and women's work as a whole?**

**35. Have you participated in any meetings or actions organised by informal organisations within the European Commission, such as *Egalité, Réseau Informel des Femmes, groupe des secrétaires*?**

Please provide details of your involvement, including the nature of the meetings/activities and your role within them.

**36. Have you received any benefits from the Positive Action Programme initiated by the administration?**

In your opinion, your function/position/category where enough take into consideration by this program.

**37. In your opinion, would your time in the European institutions have been different if you had been a member of another generation?**

**38. What types of discrimination do you think have affected the careers of women of your generation in the EU administration?**

☐

Discriminatory exclusion (prejudice, stereotyping),

☐

Sexual and moral harassment

☐

Structural problems (career framework, work organisation, classification within professional categories A, B, C, D, LB)

☐

Lack of network

☐

Lack of opportunities

Other

**39. Would you like to comment on this?**

**40. Have you ever faced comments about your physical appearance during your professional career?**

**41. Have you ever faced comments about your personal life during your professional career?**

Regarding your marital situation and family choices, for example.

**42. How would you describe your working relationship with your male colleagues?**

**43. How would you describe your working relationship with your women colleagues?**

#### **44. Have you ever felt a generation gap with your older or younger colleagues?**

Can you describe your relationship with older and younger colleagues and distinguish between your male and female colleagues?

#### **45. Would you like to provide any additional comments or suggestions?**

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**Thank you for your time!**

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