



**AS/RuI (2026) 02**

26 January 2026

## Committee on Rules, Ethics and Immunities

# Increasing members' active participation in the work of the Parliamentary Assembly

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## Summary of the responses to the questionnaire sent on 20 June 2024 to all PACE members<sup>1</sup>

### Information note

Extract from the Information Memorandum *AS/Pro (2024) 04*

#### I. Introduction

1. On 20 June 2022, the Committee on Rules, Ethics and Immunities was seized with a report on *Increasing members' active participation in the work of the Parliamentary Assembly*.
2. To try to better understand what motivates members' participation, but also what may hinder it, an online questionnaire (appendix 1) was sent on 20 June 2024 to all members of the Assembly. By the deadline for responses, 12 July 2024, 87 members of the Assembly had responded.
3. The questions were mostly of a quantitative nature, with given answers to choose from as a shorter questionnaire with multiple choice questions ensures a higher rate of answers and facilitates the evaluation of the responses. Nonetheless, a few open questions were included in the interest of collecting influencing factors that might otherwise be overlooked.

#### II. Results of the questionnaire

4. **87** of the 612 representatives and substitutes of the Assembly answered the questionnaire. The reduced sample size may limit the statistical significance; however, the survey can still provide valuable insights and suggest trends.

##### a. General information

5. 53% of respondents were male and 46% female. The majority of respondents (88%) were born between 1950 and 1989. Only a small percentage (6%) was born after 1990. 77% of respondents were representatives at PACE and 54% were part of small national delegations (4-8 members). 51% of the respondents were in the SOC group, 17% EPP/CD, 17% ALDE, 8% EC/DA, 4% UEL and 3% NR. 54% were part of the government in their national Parliament.

6. Only 16% of respondents had been a member of their national parliament for less than 2 years, while 46% had been in parliament for a period between 2 and 10 years, and the rest of the respondents (37%) had been in Parliament for more than 10 years. 66% of the respondents had been a member of PACE between 1 and 5 years.

##### b. Before Sessions

7. In order to become a member of their national delegation to PACE, 51% had **applied to be part of the delegation to PACE**. For a small percentage (4%) it was a mandatory part of their role in national parliament. Answers varied depending on the size of the delegation. Overall, for large and medium size delegations (10 to

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<sup>1</sup> Declassified by decision of the Committee on Rules, Ethics and Immunities at its meeting on 29 January 2026

36 members) the majority applied to be in the delegation, while for the small delegations they were mostly asked to join (53% of the respondents from small delegations). When asked **whether they found it difficult to become a member of their national delegation to PACE**, around 20% declared that it was “hard” or “very hard”. It seems to be slightly easier for members of the current government (36% of the respondents from government vs. 23% of respondents from opposition) and of medium delegations (43% of the respondents from medium delegations) to become members, as opposed to members of small (26%) and large delegations (17%).

8. When asked what **possible obstacles exist to become part of a national delegation**, 26 respondents replied “political affiliation”, and 24 replied that it is too time-consuming. Other issues brought up several times are language barrier, lack of experience and knowledge, not knowing the right contacts, and gender. It is interesting to note that to the open question about whether there might be other obstacles, the most common response was the limited amount of seats and rules on fair representation (seats per party, chamber and gender).

9. **The number of hours per month allocated to PACE-work** was a difficult question to answer, as the amount of work varied immensely. It depends on whether there is a session, the workload in their national parliament and on the responsibilities of the parliamentarian in their national parliament and in PACE. Sometimes the work in the national parliament and for PACE overlaps. Most respondents nevertheless tried to guess their average, resulting in 9% answering that they allocated less than 5 hours a month to PACE work, 7% more than 40 hours a month and 37% that they dedicated between 11 and 20 hours a month to PACE work.

10. When asked about the **Council of Europe’s reputation in their home countries**, most respondents (54%) replied that it has a “great” or “fair” reputation, 41% replied that the work of the Council and PACE is not well known, aside by experts. Only 5% considered that the Council has a bad reputation.

11. According to 23% of respondents, **the technical tools (i.e. PACE-apps)** are not easy to use.

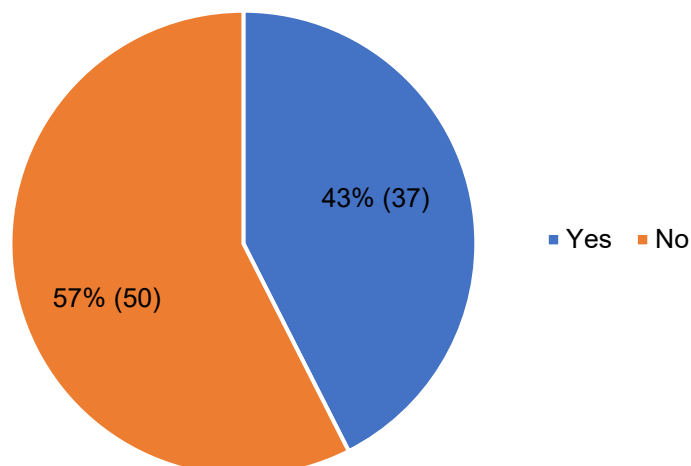
12. 31% of the respondents find it hard to **access information before the session**. It is interesting to note that members who have joined the Assembly more recently seem to have less difficulties in accessing to information (56% of the respondents who have been members for 1-5 years consider it easy).

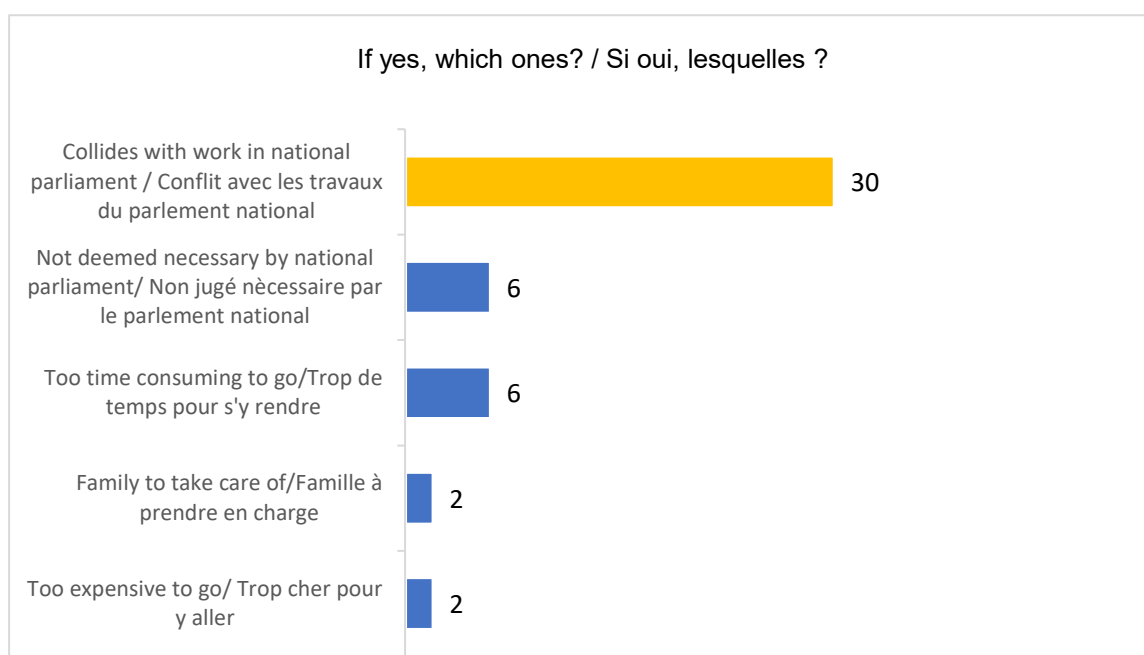
### c. During Sessions

13. 63% of respondents said they **attend all 4 sessions of PACE**, and 69% of respondents said they attend **at least 4 days of the plenary session**. Given that the statistics on the level of participation of national delegations for the four 2023 part-sessions show that the overall average level of participation of the members of the 46 delegations was 44.80%, we can expect the subset of Parliamentarians who replied to the survey to be on average more involved with the work of PACE.

14. 43% said they face **obstacles in attending part-sessions**. In particular most of the respondents from medium sized delegation stated that they faced obstacles. When asked about the nature of the obstacles, the most common response was that the part-sessions clash with the national parliament’s work. In the following open question on whether there could be other obstacles, the majority mentioned the difficulty in accessing Strasbourg by public transport. Two suggestions to counter the obstacles were also made: to issue the dates and agendas for the part-sessions earlier in order to allow for better planning and to set up a rotating schedule

Are there any obstacles to your attendance at the sessions? /  
Y a-t-il des obstacles à votre participation aux sessions ?

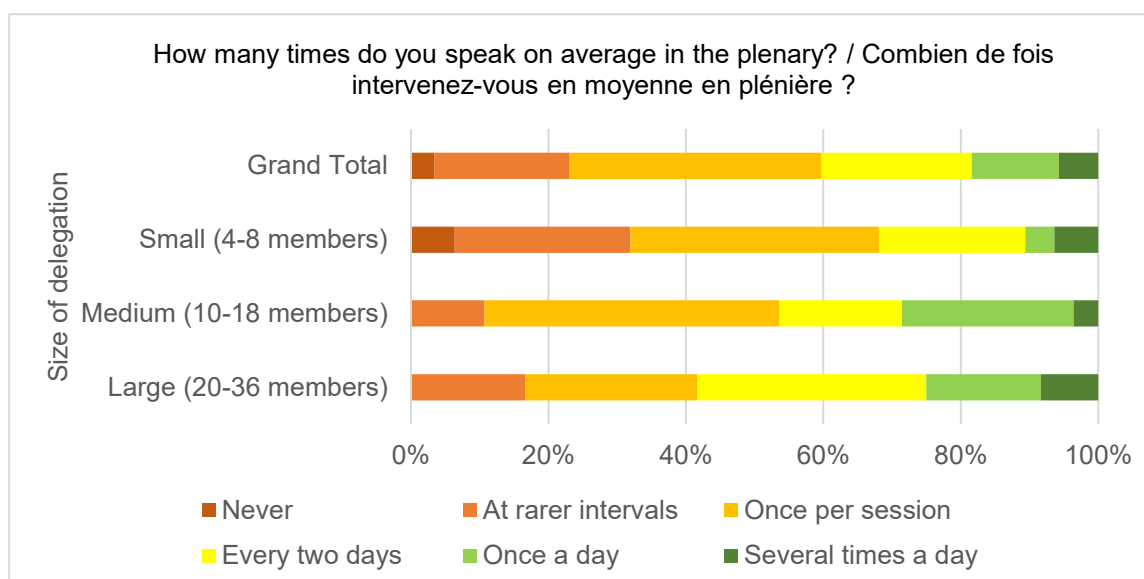




for committee meetings to avoid having always the same committees clashing with national parliaments sessions.

15. **40% stated they would attend more part-sessions if they took place 5-6 times a year and were only three days long**, while 30% did not think it would have a positive impact on their attendance.

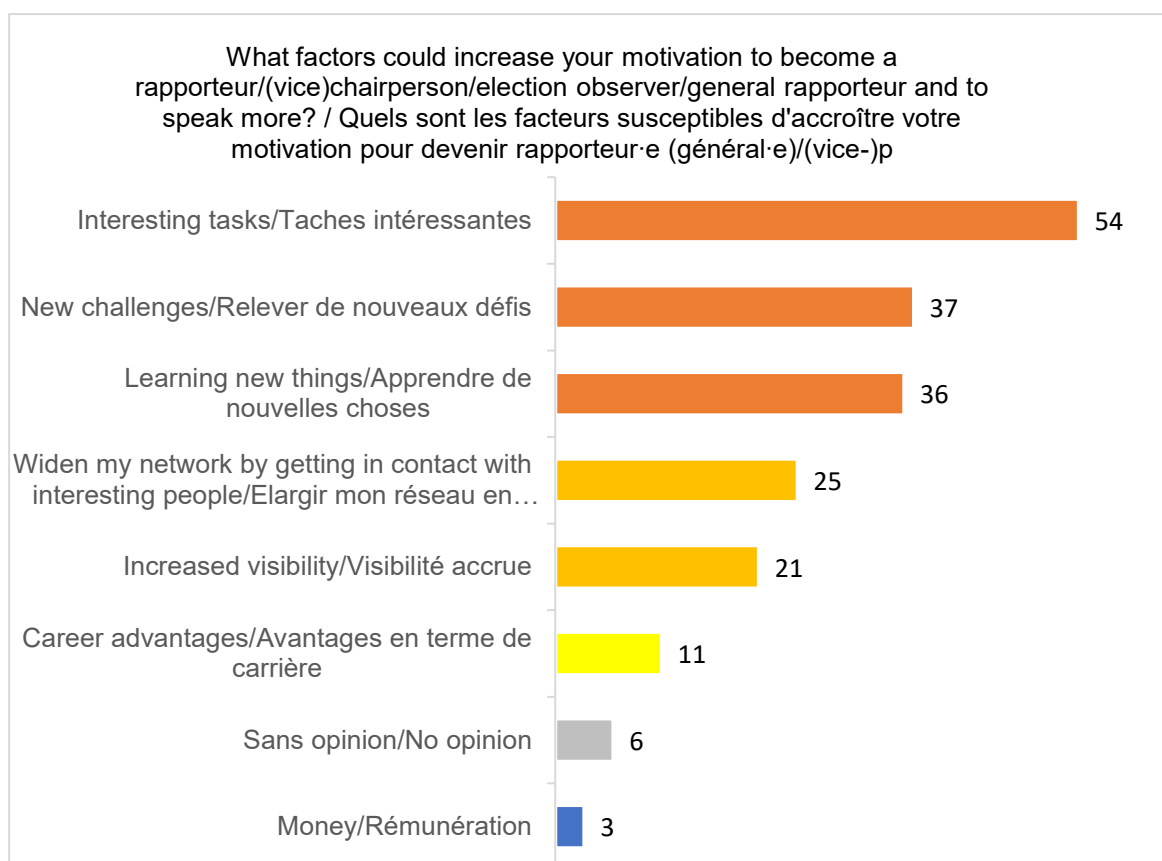
16. When asked **how often they speak on average in the plenary** only 3% answered “never”, while a relative majority of 37% replied “once per session”. All of the respondents that answered “never” were from



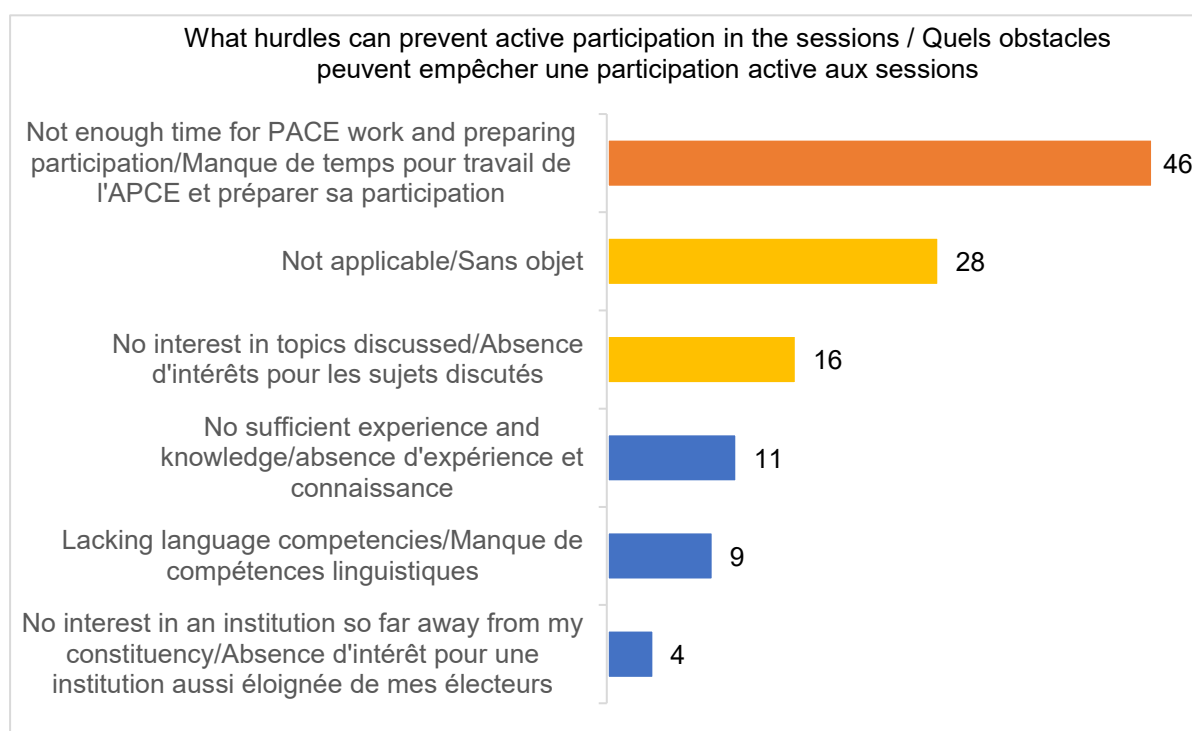
small delegations. Members that have been in PACE for 6 to 10 years are the most active, speaking on average more than once per part-session. They are the ones that are more likely to speak several times a day.

17. Half of respondents (43 people) had **never previously been a rapporteur/(vice)chairperson/election observer or general rapporteur**, while 15 had had such a role more than 6 times – 2 of them more than 15 times. It is however not for lack of motivation, as only 3% said they were not motivated. 54 replied that motivation could be even further increased through interesting tasks. New challenges and learning new things were also brought up frequently, while money and career advantages seemed to play only a minor role. When asked about other **possible factors for motivation**, the range of responses included more support, information and transparency about the process, being able to influence the agenda and taking on highly political issues. The work being too time-consuming was the most frequently mentioned hurdle (mentioned by 34 respondents), while 28 people did not see any hurdle to taking on a role in PACE. In the open question,

hurdles such as being a substitute, not being from the governmental fraction, being from a small delegation and discomfort in promoting oneself for a role were mentioned.



18. **Active participation in the part-sessions** is hindered by a lack of time for PACE work and preparing one's participation, according to 46 respondents. 26 answered that the question was not applicable to them while 4 did not have an interest in an institution so far away from their constituents. Other hurdles mentioned in the open question were the limited time for the whole list of speakers, a lack of priority by national parliament and overlapping sessions with work in national parliament.



19. 21% of respondents stated that they were **not aware of the procedures to become a rapporteur, (vice)chairperson, election observer and general rapporteur** and 17% that they were not aware of their **roles and tasks**. The majority of those who were not aware of the procedures and tasks were from smaller delegations. Regarding the procedures, those who answered that they are not aware had only been members of the Assembly for 1-5 years. 43% considered that information about the procedures and tasks is not sufficiently clear and accessible – this negative opinion coming mostly from members of small and medium delegations and newer members. The most common proposals to improve this, were to circulate a short information brochure and to set up a mentor programme.

20. 12 respondents (14%) did not have **access to the resources necessary for their active participation**, 6 of them because they are not made visible or accessible enough.

21. The **mediabox** has never been used by 46% of the respondents and only used once a day or more by 16%. Women on average use it less than men, with 55% of the female respondents stating that they never use it. When asked about whether the **information on how to use it** is sufficiently accessible, the answers were more balanced, with 53% finding it not sufficiently accessible and 47% seeming content.

22. The majority of the respondents to the open question on what other services they would like to see for members of PACE answered that they wished for PACE apps to be improved and for improved media coverage.

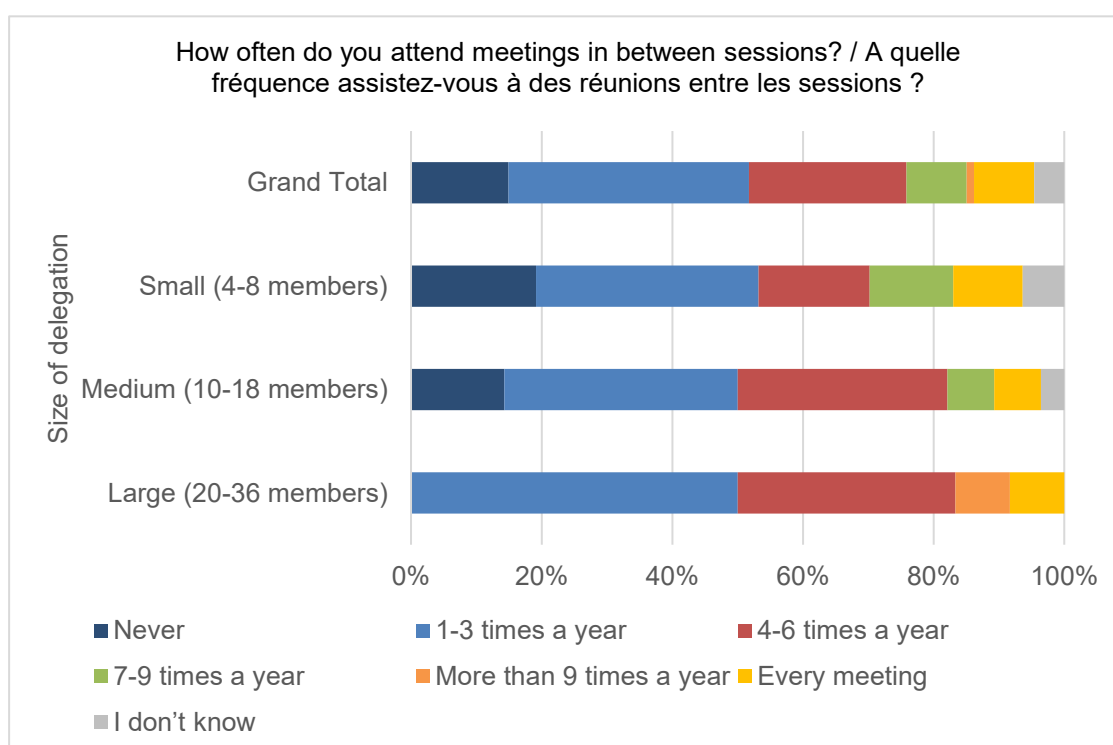
23. 78% felt like **their voice is heard and their opinion communicated in a satisfactory manner**. All members from ALDE, NR and UEL said they felt heard. EC/DA had the highest rate (43% of their respondents) of negative answers. On average, members of opposition feel less heard (35% of respondents from opposition vs. 11% of respondents from government).

24. 88% declared that **personal contact with peer MPs** was an important, “fairly” or “highly” important factor of motivation for their attendance in the meetings.

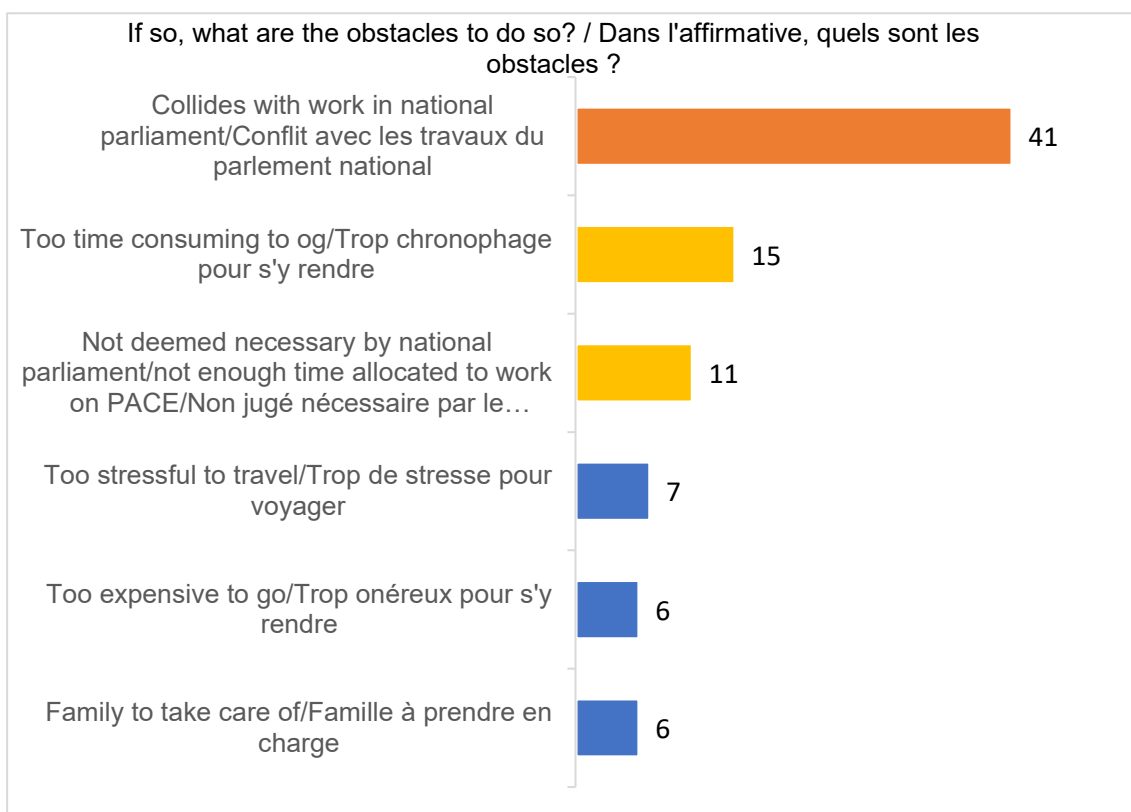
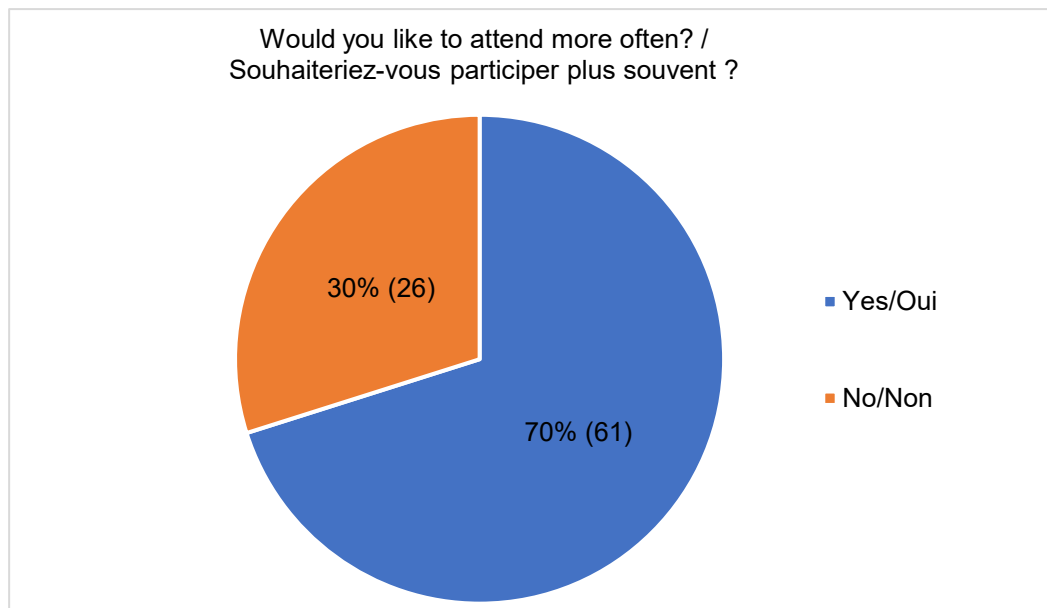
#### d. About committee meetings

25. Only 2% of respondents are currently not members of any (sub-)committees, 8% are sitting in more than 5 (sub-)committees and most (39%) are currently members of 2.

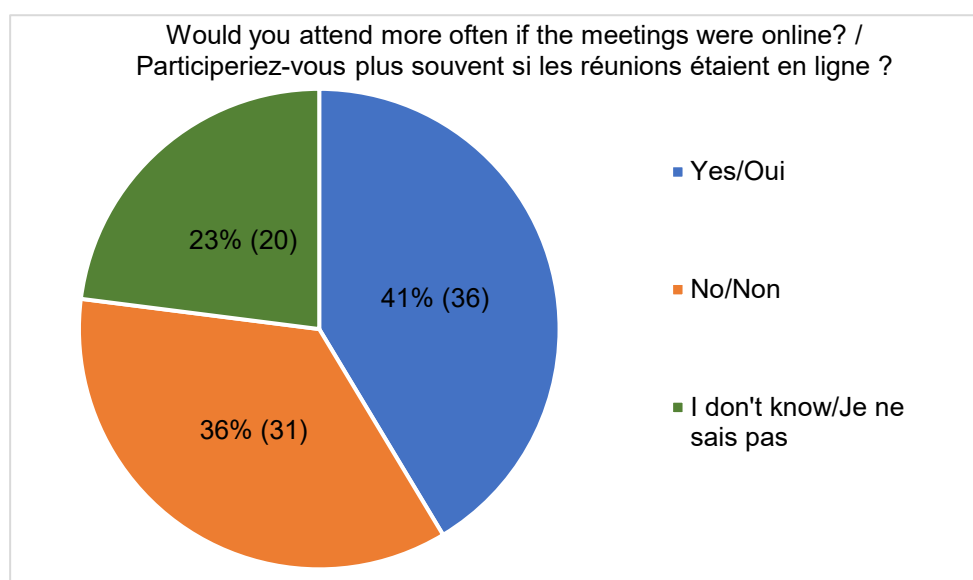
26. Most respondents participate frequently in **committee meetings during the session**, with 31% answering that they attend all meetings. The meetings between the part-sessions are less attended – 37% declared only attending 1-3 times a year, while 15% never attend. Members from large delegations seem to attend on average more meetings both during and in between sessions (with none of the respondents answering “never”) than members from medium and small delegations.



27. 30% answered that they did not wish to **attend more often**. For those who would like to attend more often, the fact that the meetings collide with work in national parliaments is the biggest obstacle (mentioned 46 times), followed by it being too time consuming (mentioned 15 times) and not deemed necessary by national parliament (mentioned 11 times). In the subsequent open question, belonging to a small national parliament, being a substitute and not belonging to the government faction were identified as further **limiting factors**. The reasons for not wanting to attend more meetings were mostly a lack of time, work in national parliament or that they thought there were enough meetings.



28. 41% declared that they would attend more often if the meetings were **online**, while 23% did not know whether it would change anything. 76% had the impression that their voice is heard in (sub-)committee meetings. When asked whether they would change anything about the way the committees work, the most recurring responses were to have less or only online meetings in between part-sessions, not have colliding committee meetings during sessions, have more effective chairing and fewer reports on the agenda.

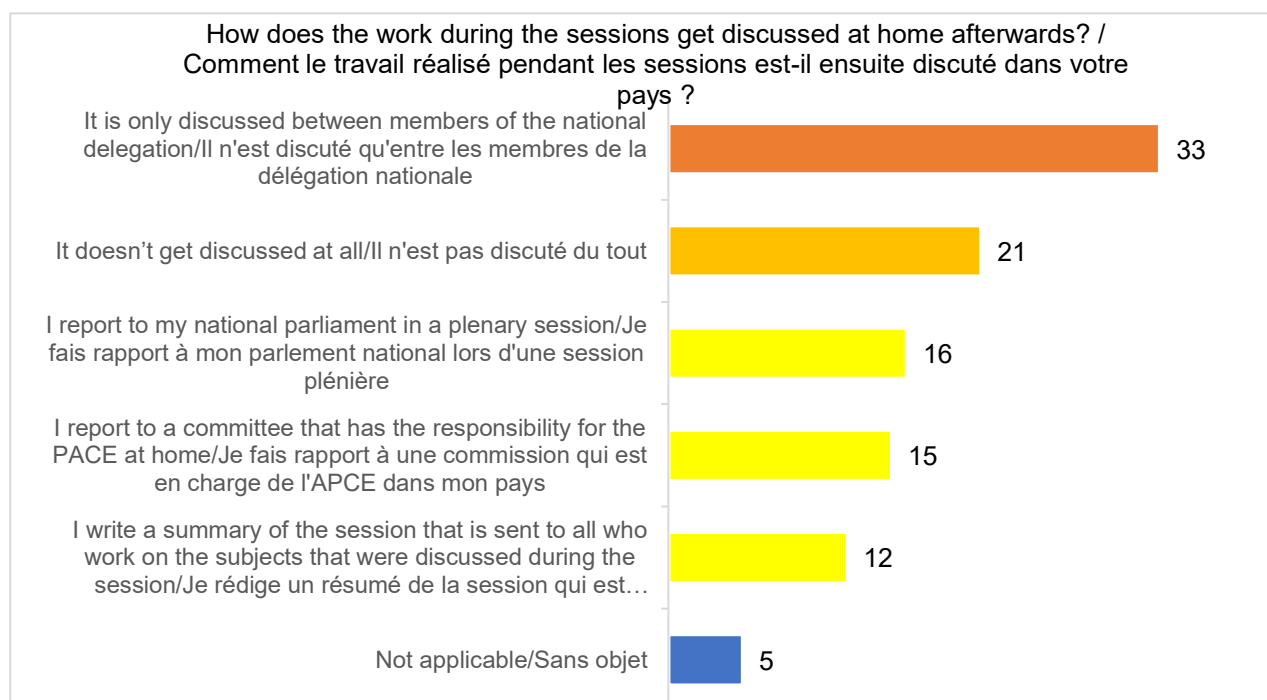


29. The most popular (sub-)committees were the Committee on Political Affairs and Democracy and the Committee on Equality and Non-Discrimination (both mentioned 13 times), followed by the Committee on Legal Affairs and Human Rights and the Committee on Culture, Science, Education and Media (both mentioned 10 times). The most common reasons identified for why a (sub-)committee is one's favourite, were personal interest or political relevance and relevance for PACE's decision-making, both mentioned more than 20 times. Some other reasons cited were the interest in a committee's subcommittees, the (sub-)committee corresponding to work in the national parliament, being qualified, getting to meet experts and the good atmosphere of the (sub-)committee.

#### e. After sessions

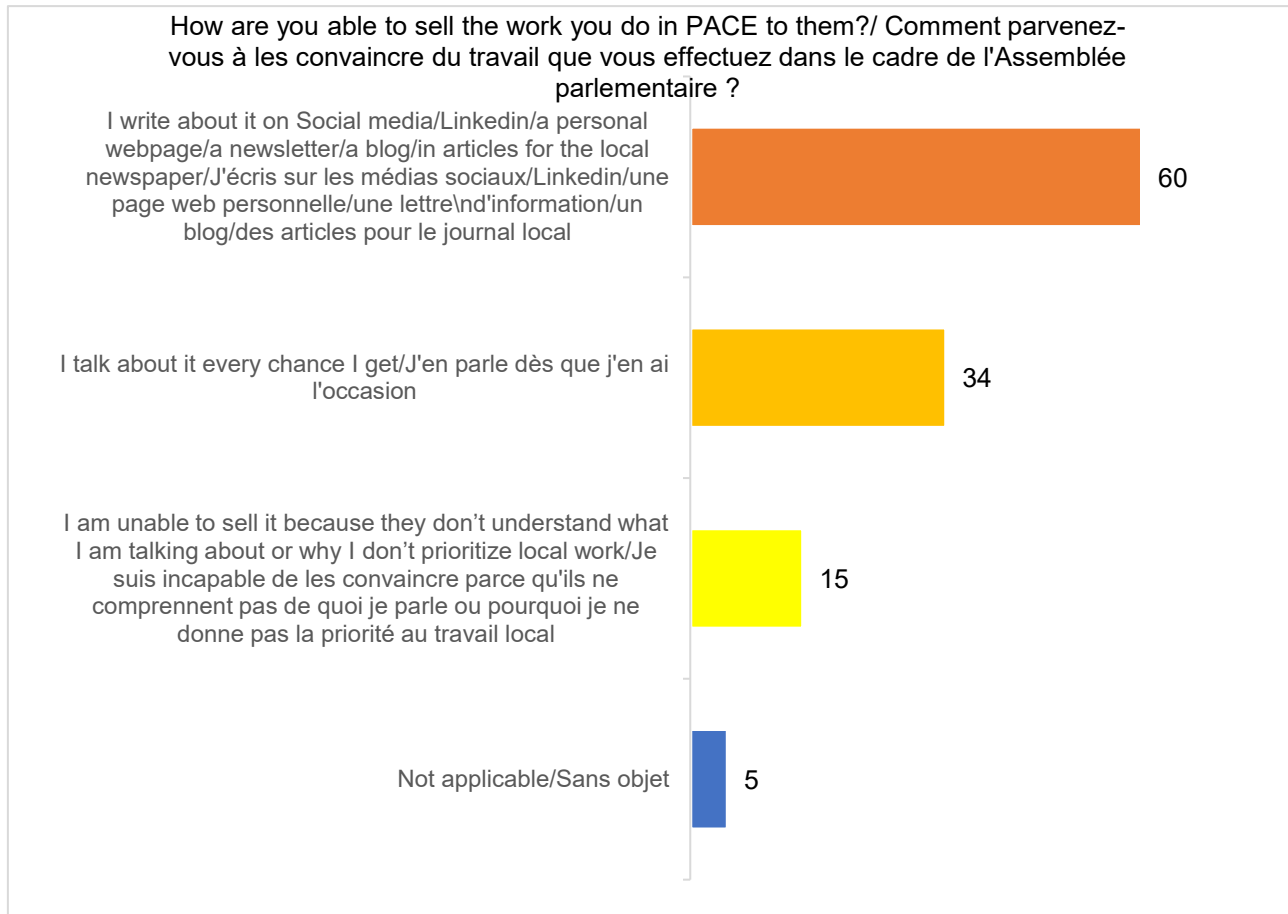
30. The answers to whether their **work in the Assembly is sufficiently acknowledged** were balanced: 29% disagreed with the statement and 33% agreed. According to 60% of respondents their participation as a member of PACE meets their expectations. Elements that could help better meet their expectations include improved visibility in the media and in their own parliament, more time for PACE and more online meetings.

31. 33 people responded that work during part-sessions only gets discussed within the national delegation afterwards and 21 that it does not get discussed at all. When reporting outside of the national delegation, it was most common to report to the national parliament in plenary session (16 answers), followed by the relevant committee (15 responses). Other means to **discuss PACE work** were through (social) media and within the parliamentary party group.





32. Only 12 respondents declared that the work of the Council of Europe and PACE is the subject of regular news reports, while 32 stated it is sometimes reported on, when it is relevant for their home country. According to 36 people, no one in their countries apart from texperts know about the Council of Europe and PACE. The answers were more balanced on **whether the constituents are aware of the work their MPs do in PACE**, with 49% of the respondents answering yes and 37% no. Members from government felt that their constituents are more aware (60% of them answering “yes”) than members of opposition (38%). The preferred method to inform their constituents about their work in PACE was by writing about it on social media, in local newspapers or other similar platforms (according to 60 respondents).



33. 43% either “agreed” or “strongly agreed” with the statement that **working in PACE is perceived, on a national and local level, as an added value**. 25% “disagreed” or “strongly disagreed”.

34. The most frequently mentioned comment was a wish for a **better media strategy**, for **increased visibility** of the work of the Council of Europe and PACE (distinguishing them from the EU) and for help with reaching constituents. Some respondents also expressed an interest in better organised part-sessions and closer coordination with the Committee of Ministers.

### III. Main conclusions from the questionnaire

35. One issue that transcended several questions, was the issue of not having enough time to allocate to PACE work, as it comes on top of the work in national parliaments. Sometimes meetings in PACE collide with meetings in the national parliament. Some suggestions put forward by the respondents to solve this issue, are worth noting. One of the respondents suggested that “it could be interesting to have a general agreement with all member countries so that the extra work done in PACE should count as work done back in one’s country (less committees, for example)”. To address the problem of colliding meetings, another suggested having a rotating scheme for committee meetings during part-sessions, so that they do not always fall on the same day such that the same MPs are hindered in attending the committee meetings every time. Obviously, the committee slots depend largely on the presentation of debates in the plenary, for which committees have to take position on amendments, which limits the possibility for timetabling. It was suggested that attendance to committee meetings between part-sessions could be improved by having online meetings. On this particular issue, our committee constantly underlined the importance of meetings in person as an inherent quality of



PACE exchanges. Furthermore, some members also expressed the wish for fewer meetings in between sessions, as they need to prioritise their work in the national parliaments.

36. Travelling to Strasbourg was difficult and remained a challenge to attendance.

37. The visibility issue is a very important aspect of the work of Assembly members. Many regretted that their constituents, as well as their national parliaments, did not understand the importance of their work in PACE and that they therefore could not attend as many meetings as they would have wanted. The wish for improved media coverage and a better media strategy was repeated, even though the mediabox is not used much as a tool, especially by women. There is always room for improvement, and we will look into measures which could increase further the visibility of the work of the Assembly.

38. Access to information, and easy use of the Assembly's IT-tools is also important. The user-friendliness of PACE Apps should be assessed as well as the need for training to use it.

39. In general, trainings, information brochures, introductory seminars and mentor programmes would also help to increase the participation and involvement of new members.

40. Regarding the speaker's list, respondents expressed a lack of knowledge about the procedures to draw-up the speakers' list, which is perceived as lack in transparency. Furthermore, there is frustration about the fact that the speakers' list could regularly not be exhausted, due to a lack of time. Some suggested that the part-sessions could be organised differently, with fewer debates on the agenda and committee and political group meetings in the mornings and plenaries only during the afternoon. Whether this is what the majority wishes and would be possible to achieve, should be discussed further. We have experienced this rhythm while meeting in the premises of the European Parliament and can take this into account in our further reflections.

41. While the respondents of this survey do not lack motivation to become rapporteurs, general rapporteurs, election observers, chairpersons or vice-chairpersons, it was often mentioned, that more politically relevant issues and feeling like the work one does can influence the governments would also improve motivation.

## **APPENDIX 1: Questionnaire – Increasing PACE members' participation**

### General info

- 1. Gender**
  - a. Female
  - b. Male
  - c. Other
- 2. What age are you? Alternatively: When were you born?**
  - a. After 1990
  - b. between 1970 and 1989
  - c. between 1950 and 1969
  - d. between 1940 and 1949
  - e. before 1939
- 3. Member status**
  - a. Representative
  - b. Substitute
- 4. Size of delegation**
  - a. Small (4-8 members)
  - b. Medium (10-18 members)
  - c. Large (20-36 members)
- 5. Political group**
  - a. SOC
  - b. EPP/CD
  - c. ALDE
  - d. EC/DA
  - e. UEL
  - f. NR
- 6. Are you currently part of the opposition parties or government parties in your national parliament?**
  - a. Opposition
  - b. Government
- 7. How many years have you been a member of your national parliament?**
- 8. How many years have you been a member of PACE?**

### Before Sessions

- 9. How did you end up on the list of your national delegation to the Assembly?**
  - a. I applied for it
  - b. I was asked to join the delegation
  - c. It is a mandatory part of my role/the committee I sit in in my national parliament
  - d. Other (please specify):
- 10. How easy did it seem to you to become a member of your national delegation to the Assembly?**
  - a. Very easy
  - b. Easy
  - c. Neither nor
  - d. Difficult
  - e. Very difficult
- 11. What obstacles could exist to becoming a member of your national delegation to the Assembly?**
  - a. Gender
  - b. Religion
  - c. Sexual orientation
  - d. Political affiliation
  - e. Age
  - f. Family
  - g. Lacking language competencies
  - h. No sufficient experience and knowledge

- i. Not knowing the right contacts
- j. Harmful to career-ambitions
- k. Too time consuming (if work in PACE is not prioritized and you have to work overtime)
- l. Other (please specify):

**12. How many hours per month are you able to allocate to PACE-work?**

**13. How is the CoE and especially PACE perceived in your home country?**

- a. Great reputation
- b. Fair reputation
- c. Bad reputation
- d. Not known, aside by the experts

**14. Are the technical tools (i.e. PACE-apps) easy to use?**

- a. Very easy / strongly agree
- b. Easy / agree
- c. Neither nor / neutral
- d. Difficult / disagree
- e. Very difficult / strongly disagree

**15. Is the necessary information easy to access?**

- a. Very easy / strongly agree
- b. Easy / agree
- c. Neither nor / neutral
- d. Difficult / disagree
- e. Very difficult / strongly disagree

#### During Sessions

**16. How many sessions per year are you attending on average?**

- a. 0
- b. 1
- c. 2
- d. 3
- e. 4

**17. If you take part in a plenary session, how many days on average do you attend the meetings?**

- a. 1
- b. 2
- c. 3
- d. 4
- e. 5

**18. Are there any obstacles to your attendance at the sessions?**

- a. Yes
- b. No

**19. If yes, which ones?**

- a. Collides with work in national parliament
- b. Too expensive to go
- c. Too time consuming to go
- d. Not deemed necessary by national parliament
- e. Family to take care of
- f. Other (please specify):

- 20. Would you attend more sessions if they were shorter but more often, e.g. five or six times a year but only 3 days?**
- Definitely
  - Very Probably
  - Probably
  - Possibly
  - Probably Not
  - Definitely Not
- 21. How many times do you speak on average in the plenary?**
- Several times a day
  - Once a day
  - Every two days
  - Once per session
  - At rarer intervals
  - Never
- 22. How many times have you been a rapporteur/(vice)chairperson/election observer/general rapporteur?**
- 23. Would you be motivated to be a rapporteur/(vice)chairperson/election observer/general rapporteur and to speak more?**
- Strongly agree
  - Agree
  - Neutral
  - Disagree
  - Strongly disagree
- 24. What factors could increase your motivation?**
- Career advantages
  - Increased visibility
  - Interesting tasks
  - Learning new things
  - Widen my network by getting in contact with interesting people and institutions
  - New challenges
  - Money
  - Other (please specify):
- 25. What challenges could hold you back?**
- Family to take care of
  - Lacking language competencies
  - No sufficient experience and knowledge
  - Not knowing the right contacts
  - Harmful to career-ambitions
  - Too time consuming (if work in PACE is not prioritized and you have to work overtime)
  - Too stressful to travel (as rapporteur/general rapporteur/election observer)
  - Other (please specify):
- 26. What hurdles can prevent an active participation in the sessions?**
- No sufficient experience and knowledge
  - Lacking language competencies
  - Not enough time to work on PACE and therefore to prepare for active participation
  - No interest in the topics discussed
  - No interest in an institution that is so far away from my constituents
  - Other (please specify):
- 27. Are you aware of the procedure to become a rapporteur/(vice)chairperson/election observer/general rapporteur?**
- Yes
  - No
- 28. Are you aware of the role of and tasks of a rapporteur/(vice)chairperson/election observer/general rapporteur?**
- Yes
  - No

29. In your opinion, is the information about the procedure and the tasks of a rapporteur/(vice)chairperson/election observer/general rapporteur clear and accessible enough?
- Yes
  - No
30. *Optional question:* How could it be improved?
31. Do you have access to the material (equipment, supplies etc.) and non-material (information, support etc.) resources you need?
- Yes
  - No
32. If not, why?
- Not enough for everyone
  - Don't know where to find it
  - Not made visible/accessible enough
  - Not satisfactory
  - Other (please specify):
33. How many times on average do you use the media box during a session?
- Several times a day
  - Once a day
  - Every two days
  - Once per session
  - At rarer intervals
  - Never
34. Is the information on how to use it accessible enough?
- Yes
  - No
35. What other services would you like to see for members of PACE?
36. Do you feel like your voice is heard and your opinion communicated in a satisfactory manner?
- Yes
  - No
37. How important are personal contacts with peer MPs from other countries as motivation to attend PACE meetings?
- Very important
  - Fairly important
  - Important
  - Slightly important
  - Not important at all
  - No opinion

About committee meetings:

38. In how many (sub)committees are you currently member or substitute?
- 0
  - 1
  - 2
  - 3
  - 4
  - 5
  - More than 5
  - I don't know
39. How often do you attend meetings during sessions?
- 1-3 times a year
  - 4-6 times a year
  - 7-9 times a year
  - More than 9 times a year
  - Every meeting
  - Never
  - I don't know

**40. How often do you attend meetings in between sessions?**

- a. 1-3 times a year
- b. 4-6 times a year
- c. 7-9 times a year
- d. More than 9 times a year
- e. Every meeting
- f. Never
- g. I don't know

**41. Would you like to attend more often?**

- a. Yes
- b. No

**42. If so, what are the obstacles to do so?**

- a. Collides with work in national parliament
- b. Too expensive to go
- c. Too time consuming to go
- d. Too stressful to travel
- e. Not deemed necessary by national parliament/not enough time allocated to work on PACE
- f. Family to take care of
- g. Other (please specify):

**43. If not, why?**

**44. Would you attend more often if the meetings were online?**

- a. Yes
- b. No
- c. I don't know

**45. Is your voice heard in committee meetings?**

- a. Yes
- b. No
- c. I don't know

**46. If not, why?**

**47. If you could change working methods of the committees, what would you like to see different?**

**48. What is your favourite (sub)committee?**

- a. Committee on Political Affairs and Democracy
- b. Sub-Committee on the Middle East and the Arab World
- c. Sub-Committee on External Relations
- d. Sub-Committee on the Western Balkans
- e. Committee on Legal Affairs and Human Rights
- f. Sub-Committee on Human Rights
- g. Sub-Committee on Artificial Intelligence and Human Rights
- h. Sub-Committee on the implementation of judgments of the European Court of Human Rights
- i. Committee on Social Affairs, Health and Sustainable Development
- j. Sub-Committee on the European Social Charter
- k. Sub-Committee on Children
- l. Sub-Committee on Public Health and Sustainable Development
- m. Sub-Committee on the Europe Prize
- n. Committee on Migration, Refugees and Displaced Persons
- o. Sub-Committee on Refugee and Migrant Children and Young People
- p. Sub-Committee on Diasporas and Integration
- q. Sub-Committee on Migrant Smuggling and Trafficking in Human Beings
- r. Committee on Culture, Science, Education and Media
- s. Sub-Committee on Culture, Education and Democratic Values
- t. Sub-Committee on Youth and the Society of the Future
- u. Sub-Committee on Media and Information Society
- v. Committee on Equality and Non-Discrimination
- w. Sub-Committee on Gender Equality
- x. Sub-Committee on the Rights of Minorities
- y. Sub-Committee on Disability, Multiple and Intersectional Discrimination
- z. Committee on the Honouring of Obligations and Commitments by Member States of the Council of Europe (Monitoring Committee)

- aa. Committee on Rules of Procedure, Immunities and Institutional Affairs
- bb. Committee on the Election of Judges to the European Court of Human Rights

**49. Why is it your favourite (sub)committee?**

After Sessions

**50. In your opinion, is your work in PACE sufficiently acknowledged?**

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

**51. Are your expectations met?**

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

**52. Optional question: How could they be better met?**

**53. How does the work during the sessions get discussed at home afterwards?**

- a. I report to a committee that has the responsibility for the PACE at home
- b. I report to my national parliament in a plenary session
- c. I write a summary of the session that is sent to all who work on the subjects that were discussed during the session
- d. It is only discussed between members of the national delegation
- e. It doesn't get discussed at all
- f. Other (please specify):

**54. How visible is the work of the CoE and PACE in general in your home country?**

- a. It is the subject of regular news reports
- b. It is sometimes reported on in the news, if there is a topic related to my home country
- c. The government and national parliament release press statements informing about the work of the CoE and PACE
- d. No one apart from people working on the subject knows what the CoE and PACE are
- e. Other (please specify):

**55. Are your constituents aware of the work you do in PACE?**

- a. Yes
- b. No
- c. I don't know

**56. How are you able to sell the work you do in PACE to them?**

- a. I talk about it every chance I get
- b. I write about it on Social media/Linkedin/a personal webpage/a newsletter/a blog/in articles for the local newspaper
- c. I am not able to sell it to them because they don't understand what I am talking about or why I don't prioritize local work instead
- d. Other (please specify):

**57. Do you have the impression that working in PACE is perceived, on a national and local level, as an added value?**

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

**Any other feedback, comments, reflections or recommendations?**