

CCPE: Opinion on Diversity and Inclusivity and Study on AI

Thomas Wahl

News

At its plenary meeting on 16/17 October 2025, the Consultative Council of European Prosecutors (CCPE) took two major decisions:

(1) It adopted [Opinion No. 20 \(2025\) on diversity and inclusivity within prosecution services](#). The Opinion aims to encourage an open approach that encompasses diversity and inclusivity for prosecutors and staff members working for prosecutors. It highlights the practical implications for human resources policies, and illustrates the benefits of diversity/inclusivity for the activities of prosecution services in relation to their effectiveness.

According to the Opinion, diversity/inclusivity have both internal and external effects. Internally, more diversity and inclusivity among prosecutors could contribute to the appraisal of situations as well as circumstances involving parties with diverse backgrounds. From an external perspective, diversity/inclusivity among prosecutors could contribute to strengthening trust in the prosecutorial system by better reflecting the different groups in society.

The Opinion makes a number of recommendations on how diversity and inclusivity could be enhanced in prosecution services. This includes the further development of equality duties, the enhancement of relevant organisational infrastructures, and the establishment of codes of conduct, or codes of ethics, or internal policies or guidelines, which include appropriate, ambitious commitments to diversity and inclusivity in employment as well as in service provision by prosecution services. In addition, recommendations refer to pro-active actions in integrating the promotion of diversity and inclusivity in educational and training systems, as well as the awareness raising of career opportunities in the prosecution services.

(2) The plenary meeting adopted a [thematic study on the use of artificial intelligence \(AI\) in the work of prosecution services](#). The study reacts to recent AI developments in the member states, the EU, and the Council of Europe, and was particularly triggered by the recent CoE Framework Convention on artificial intelligence, which aims that activities within the lifecycle of artificial intelligence systems are fully consistent with human rights, democracy and the rule of law, while being conducive to technological progress and innovation (→[eucriM 3/2024, 194-196](#)).

The CCPE's study analyses responses of CoE member states to a questionnaire on relevant national legislation, rules, guidelines and procedures, the circumstances where prosecutors use AI in their work, the design, operation and management of AI by prosecutors and other aspects of the use of AI. It concludes that, despite the regulatory momentum provided by the CoE's Framework Convention on Artificial Intelligence and the EU AI Act, the specific use of AI within prosecutorial functions remains an under-regulated area.

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Practices across jurisdictions diverge and a shared understanding on critical issues, such as accountability, transparency and the potential impact of AI on prosecutorial independence is lacking.

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