



EUROPEAN CENTRAL BANK

EUROSYSTEM

2020-2026 gender strategy & EDGEplus certification

Update and key insights



28 March 2023

Directorate General Human Resources

Agenda

1. Gender balance: key objective in our D&I strategy
2. 2020-2026 gender strategy: progress update
3. 2023 EDGEplus certification: key insights
4. Next steps

1. Gender balance: key objective in our D&I strategy



Lead by example and create synergies with peer EU institutions to achieve better results together

- ✓ Collective commitment for an ever more inclusive Europe
- ✓ Launch a system-wide Equality Diversity and Inclusion Charter



Foster D&I @ECB from a holistic perspective, embracing all facets and their intersectionality

- ✓ Bring the ECB D&I Strategic Intent to life
- ✓ Roll out the measures in the dedicated Action Plan



Continue improving gender balance @ECB by implementing the 2020-2026 ECB gender strategy

- ✓ Ensure progress with the gender targets
- ✓ Continue implementing dedicated measures

2. 2020-2026 gender strategy: measures update



Enhanced outreach

(6 STEM career fairs in 2022 & 2023)

Redesigned ECB Scholarship for Women

(5 → 15 grants, additional fields & intersectional aspects)



Women's Leadership Programme

(66% of eligible population)

Development programme for staff in administrative roles

(~50 participations in tailor-made career development workshops; mentoring)

Relaunched ECB mentoring

(46% female mentors & 56% female mentees)

Guidelines on inclusive allocation of career-critical tasks



Special leave for birth & adoption of a child

(10 → 20 days)



Inclusion programme

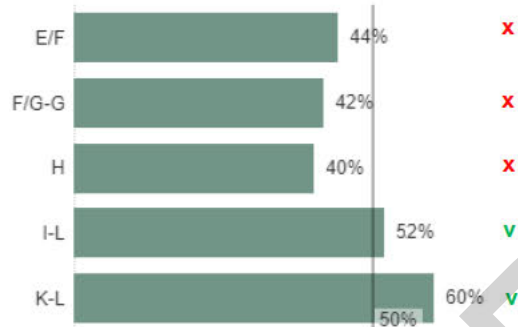
(370+ participations in Inclusive Leadership workshops; 3,300+ completed eLearning courses)

Enhanced gender scorecards

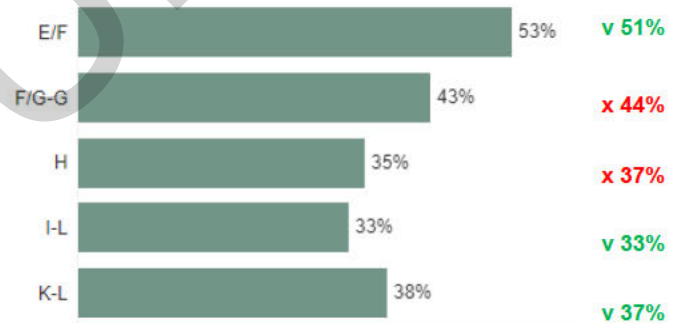
(additional data, improved accessibility, updated projections, new look & feel)

2. 2020-2026 gender strategy: targets update

Female **intake** vs target (end-2022)



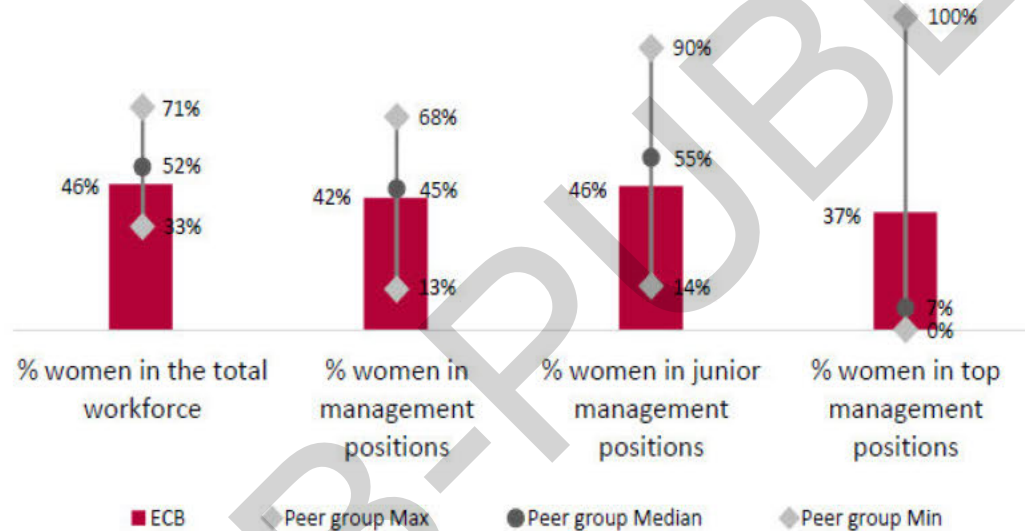
Female **share**** vs target (end-2022)



* Intake: % of women we hire and promote to relevant salary bands (groups)

** Share: % of women working in relevant salary bands (groups)

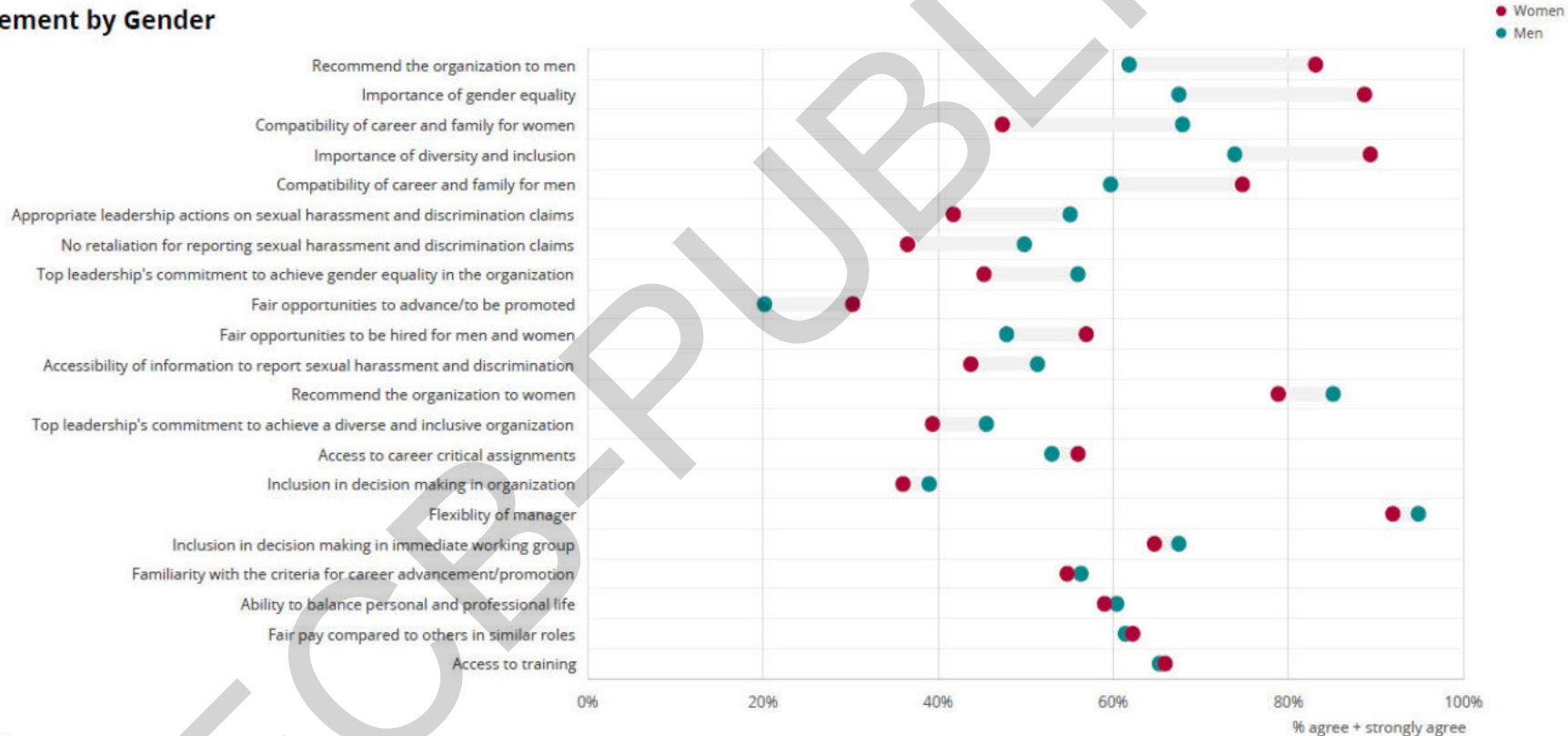
3. EDGEplus: benchmark (female representation)



Junior mgmt. positions = E/F-G band
 Top mgmt. positions = K-L band
 All mgmt. positions = E/F-G band - H band - I-J band - K-L band

3. EDGEplus: staff perceptions (by gender)

% Agreement by Gender



4. Next steps: achieving gender balance

ECB-wide: D&I Strategic Intent action plan



Attraction & recruitment

Continue female outreach efforts.



Culture & accountability

Communicate on gender strategy, monitor progress, dive deeper into data & work together to achieve the targets.



Flexible working

Enhance leave for parents and carers.

Business areas: local action plans*

Talent outreach

- Encourage women to apply
- Attend career fairs + targeted outreach to universities

Hiring & promotion

- Consider aspects for equally qualified candidates
- Focus on inclusive tools in recruitment, e.g., more behavioural than technical questions for traineeships

Learning and development

- Encourage participation in mentoring & training
- Allocate career-critical tasks
- Local mentoring options besides ECB-wide programme

Awareness raising

- Run "Inclusive Behaviours in our team" workshops
- Integrate in business area townhalls

Data monitoring and reporting

- Regularly monitor gender scorecards
- Integrate gender targets in sourcing/resource monitoring
- Co-host the ECB/BoE/Fed/BoC E,D&I research conference

Other

- Make conscious decisions when composing teams
- Specify part-time work as an option / positions can be shared
- Run pulse-checks/mentimeter-surveys to measure perceptions

*Local actions from 17 business areas: DG-C, DG-SE, D-IA, D-F, DG-M, DG-R, D-BN, DG-IS, DG-MIP, DG-HR, DG-L, CSO-GTS, DG-E, DG-MP, DG-HOL, DG-SIB, DG-SPL

**Thank you for
your
attention**

**Time for
Questions**



Annex

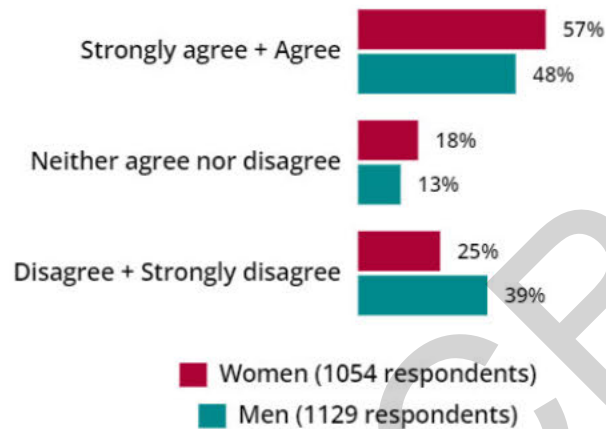
EDGEplus: staff perceptions summary

- ❑ **Widening gap in women's and men's perceptions** since last survey (2020), with men being more pessimistic
- ❑ **More women than men:**
 - believe that they are being given the same opportunities to be hired and fair opportunities to be promoted
 - feel that having a career and a family are compatible for men in the ECB (while more men than women feel that having a career and a family are compatible for women in the ECB)
 - would recommend working for the ECB to a man (while more men than women would recommend working for the ECB to a woman)
 - feel that gender equality is important for the ECB to remain competitive in the market
- ❑ **More men than women** believe that:
 - the ECB's top leadership team is committed to achieving gender equality at the ECB
 - they would not be retaliated against if they were to report a concern regarding sexual harassment and discrimination
 - the ECB's leadership will take appropriate action in response to harassment and discrimination incidents
- ❑ Share of **staff self-identifying differently than 'white' varies** between 13% at the A-E bands and 6% at the K-L bands
- ❑ There are **more staff with disabilities in support and professional functions** compared to management.
- ❑ Share of **staff self-identifying as belonging to the LGBT+ community varies** between 7% at the E/F-G bands and 4% at the I-J bands
- ❑ Staff self-identifying as being part of an **underrepresented group have less optimistic perceptions** compared with the majority groups

EDGEplus: staff perceptions (by gender)

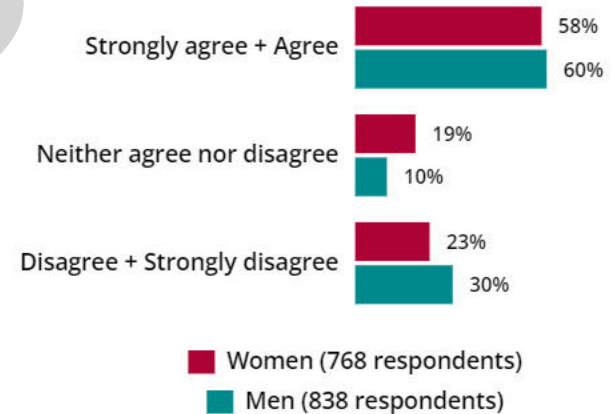
2023

I believe that women and men are given the same opportunities to be hired by this organization



2020

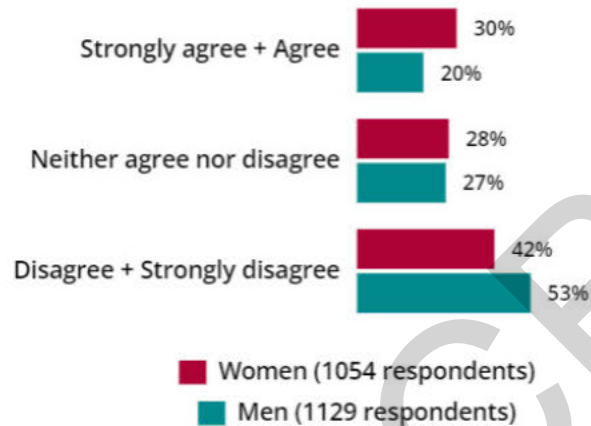
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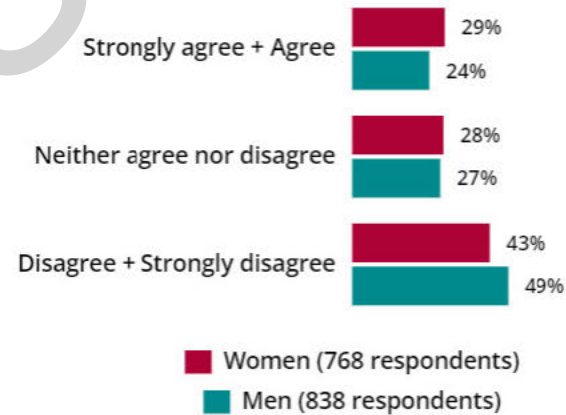
2023

I am given fair opportunities to advance/to be promoted in this organization



2020

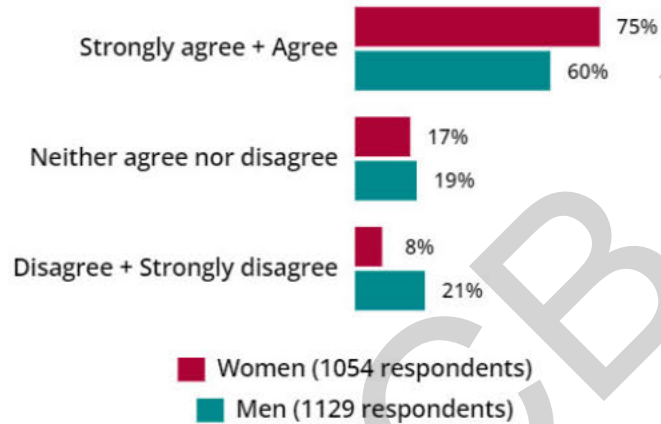
I am given fair opportunities to be promoted in this organization



EDGEplus: staff perceptions (by gender)

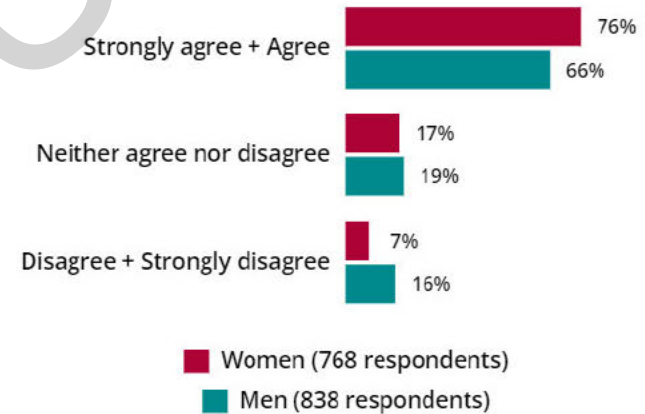
2023

I believe that having a career and a family are compatible for men in this organization



2020

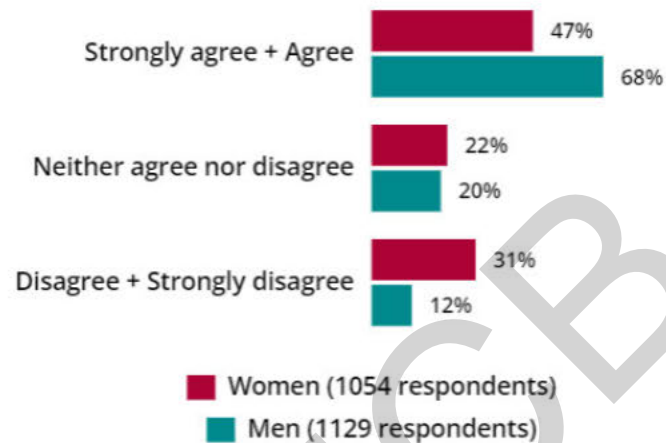
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EDGEplus: staff perceptions (by gender)

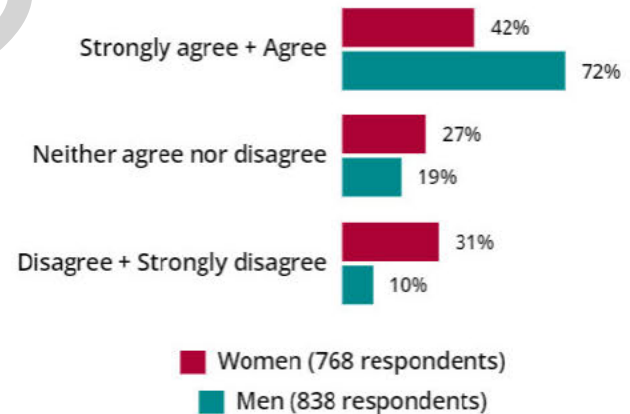
2023

I believe that having a career and a family are compatible for women in this organization



2020

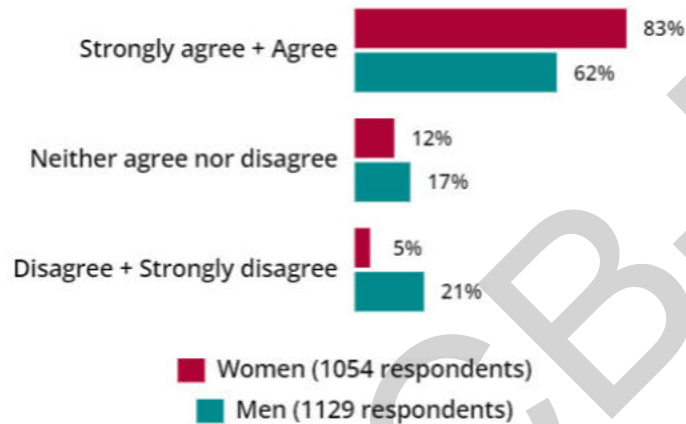
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EDGEplus: staff perceptions (by gender)

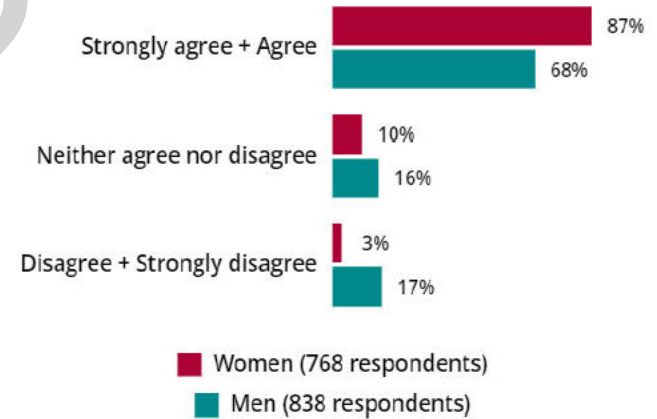
2023

I would highly recommend working for this organization to a male friend or colleague



2020

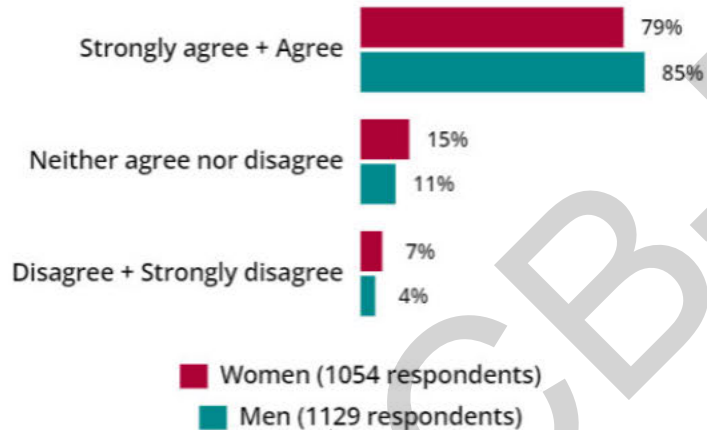
I would highly recommend working for this organization to a male friend or colleague



EDGEplus: staff perceptions (by gender)

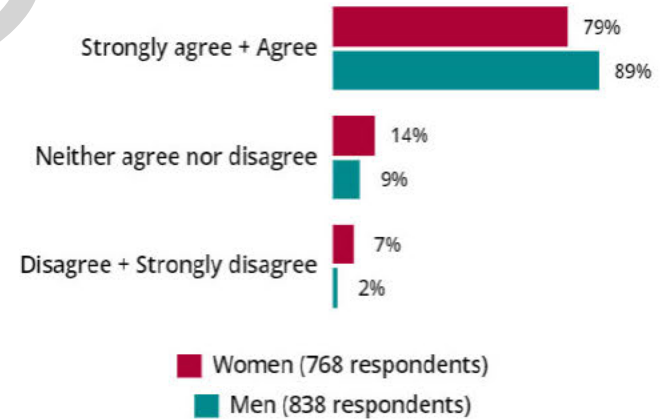
2023

I would highly recommend working for this organization to a female friend or colleague



2020

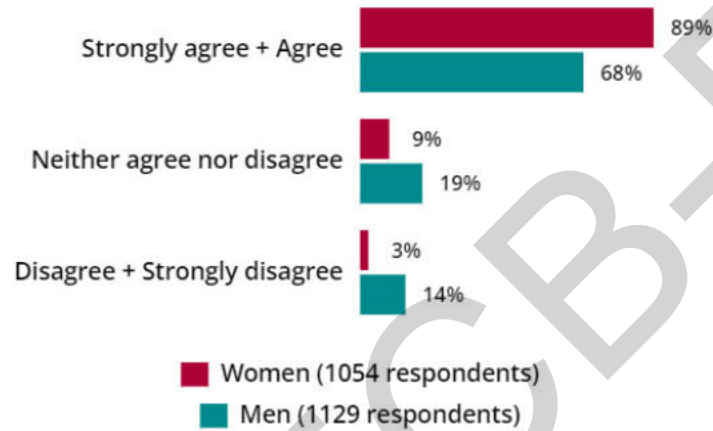
I would highly recommend working for this organization to a female friend or colleague



EDGEplus: staff perceptions (by gender)

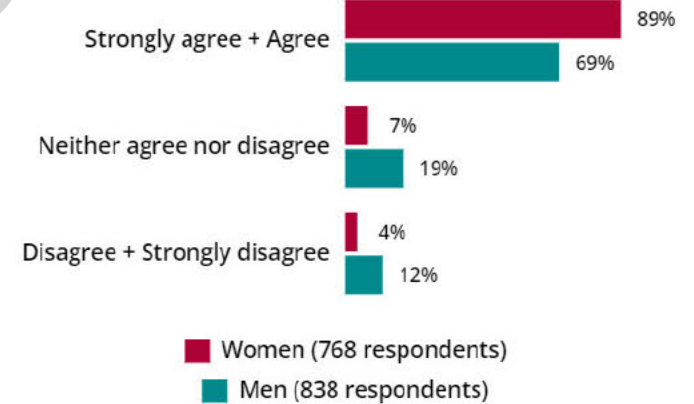
2023

I believe that gender equality is important for this organization to remain competitive in the market



2020

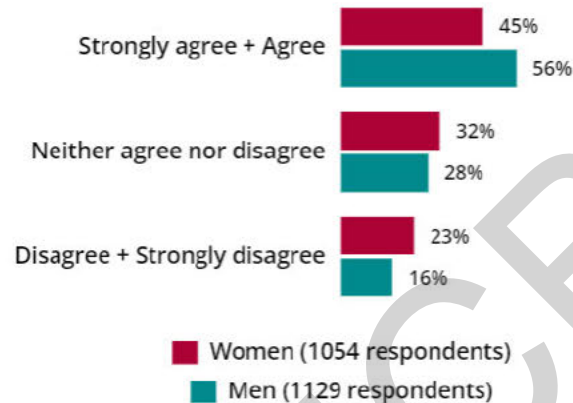
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EDGEplus: staff perceptions (by gender)

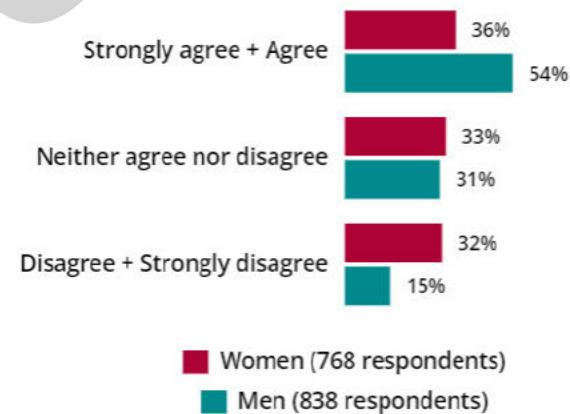
2023

I believe that all members of the top leadership team are visibly and systematically committed to achieving gender equality in this organization



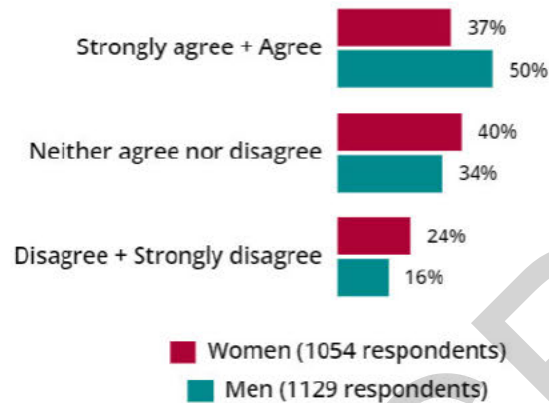
2020

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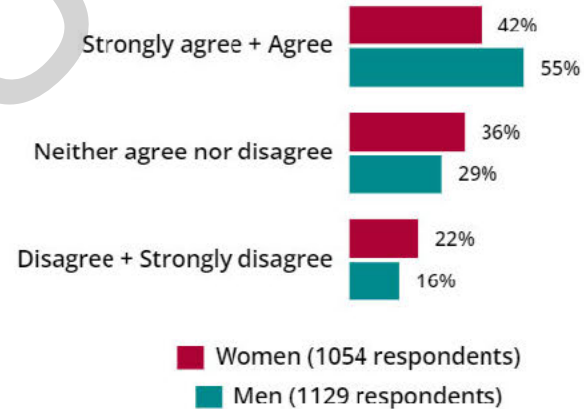


EDGEplus: staff perceptions (by gender)

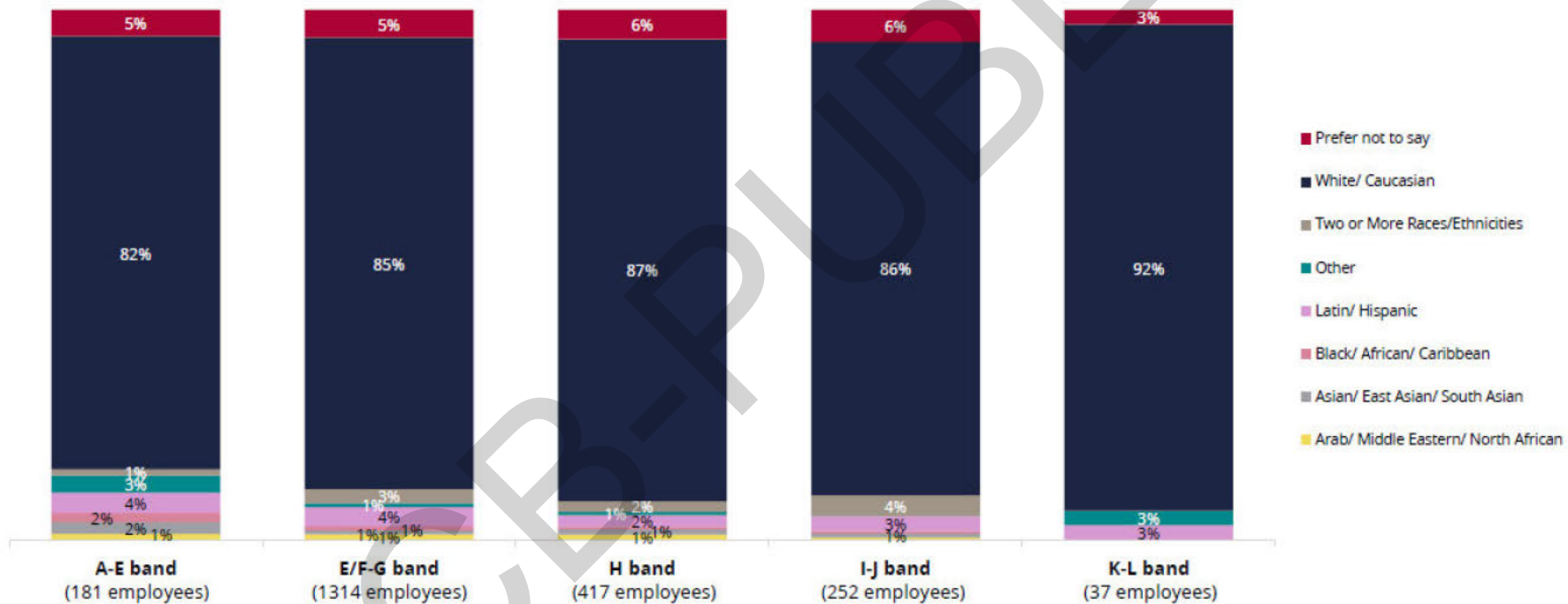
In this organization, I believe that if I were to report a concern regarding sexual harassment and discrimination, I will not be retaliated against*



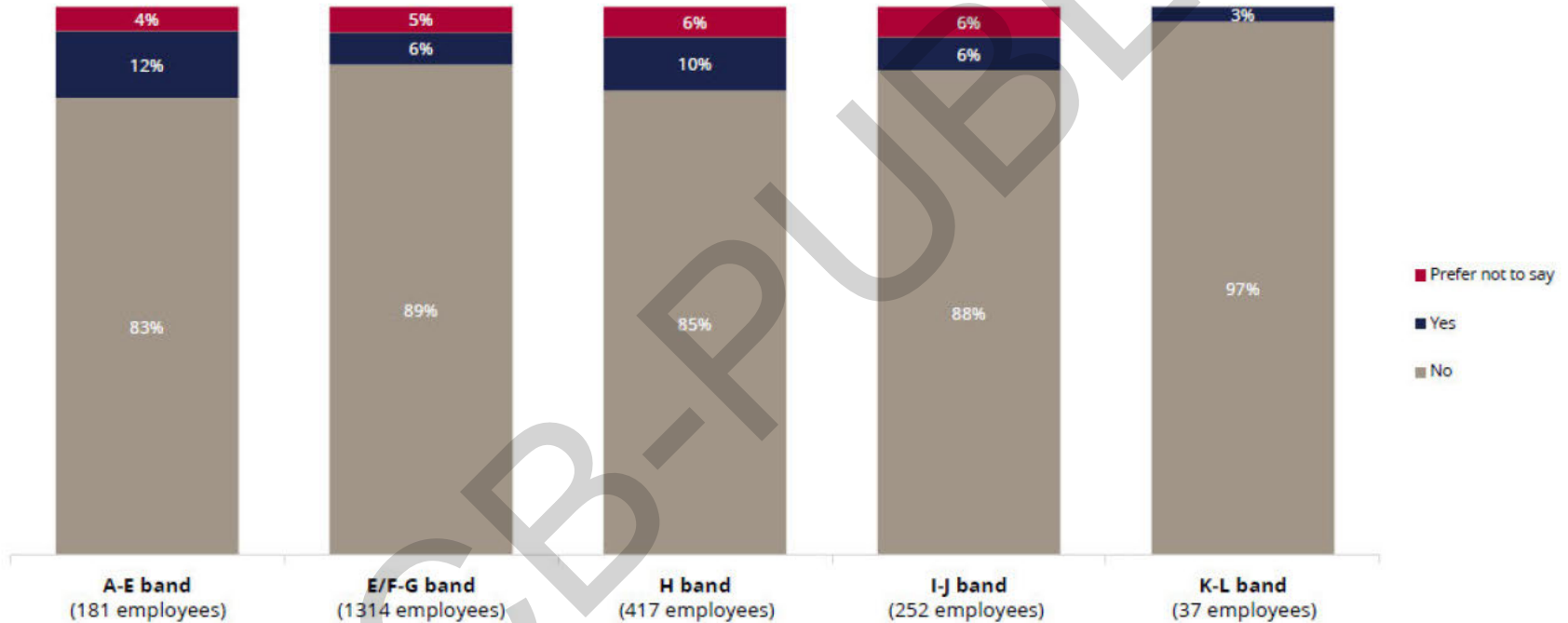
I believe that the leadership of this organization will take appropriate action in response to incidents of harassment and discrimination*



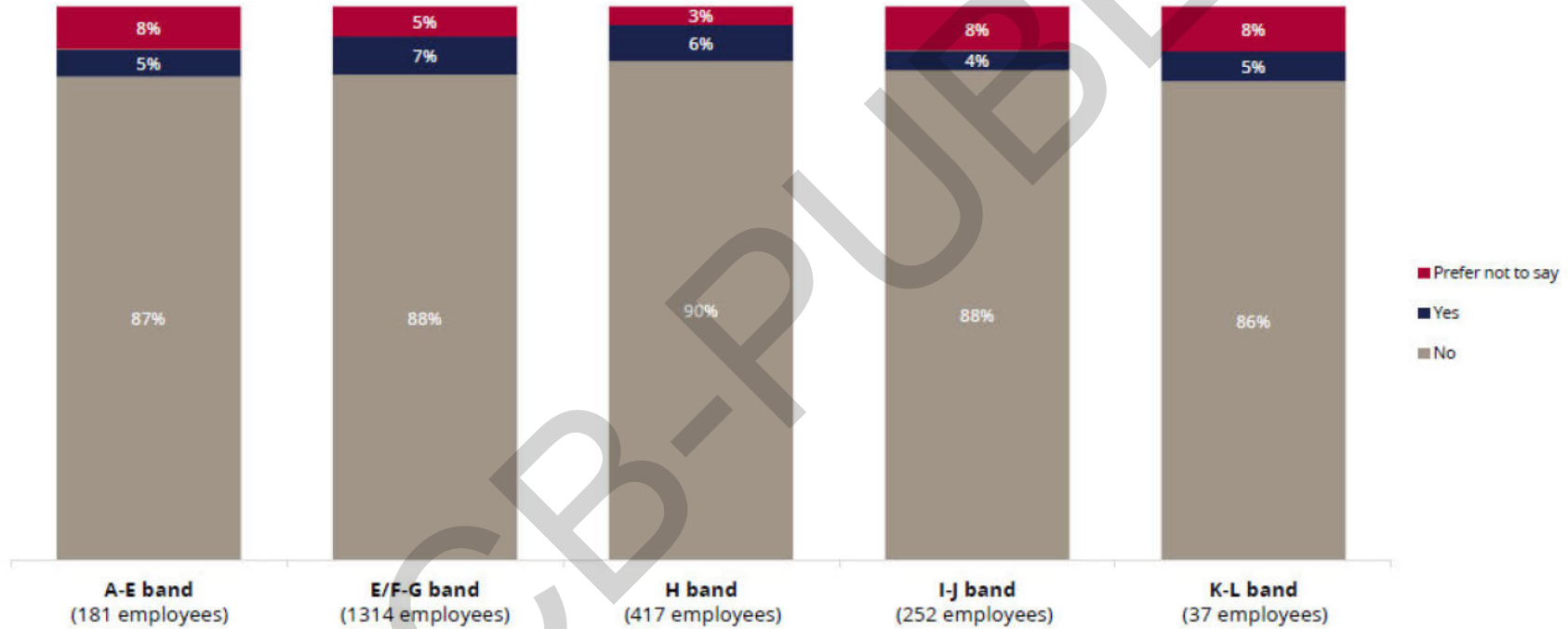
EDGEplus: race/ethnicity representation



EDGEplus: disability representation



EDGEplus: LGBT+ representation



EDGEplus: staff perceptions (by race/ethnicity)

% Agreement by Race/Ethnicity

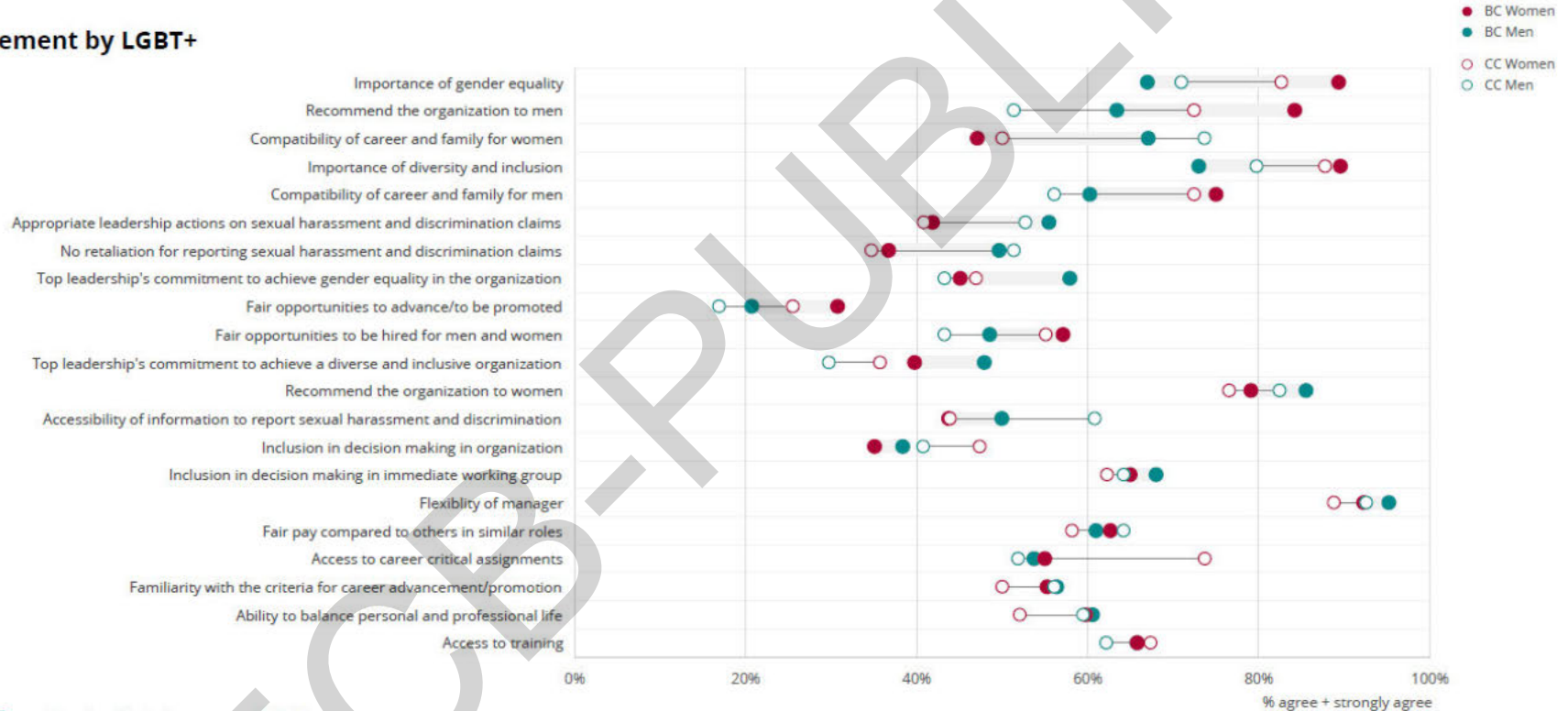


Baseline/Majority category (BC): White/ Caucasian

Comparison category (CC): Arab/ Middle Eastern/ North African, Asian/ East Asian/ South Asian, Black/ African/ Caribbean, Latin/ Hispanic, Other, Two or More Races/Ethnicities, Prefer not to say

EDGEplus: staff perceptions (by sexual orientation)

% Agreement by LGBT+



EDGEplus: staff perceptions (by disability)

% Agreement by working with a disability



Baseline/Majority category (BC): No
 Comparison category (CC): Yes, Prefer not to say