








Annex 2: Gender diversity: Additional measures proposed to the EB in October 2017, current status and follow up

Goals approved by the EB in the meeting in Oct. 2017	Current status	
<ul style="list-style-type: none"> Having: (i) at least one woman in each Business Area's senior management team (K-L) and (ii) at least 1/3 of women in each Business Area's management team (I-L) 	<ul style="list-style-type: none"> Communication to Senior and Middle Management 	
Measures approved by the EB in the meeting in Oct. 2017	Current status	
<ul style="list-style-type: none"> That recruitment campaigns in I-L bands should be cancelled in case of an insufficient number of shortlisted women (min. 1/3 of shortlist should be female) 	<ul style="list-style-type: none"> Implemented via DG/HR and its role as HR Representative 	
<ul style="list-style-type: none"> More extensive use of headhunting, with the head-hunters being instructed to present at least 50% of female candidates 	<ul style="list-style-type: none"> New headhunting provider selected in line with need Current headhunting services delivering at least 50% females 	
<ul style="list-style-type: none"> Enhanced recruitment and selection documentation: <ol style="list-style-type: none"> HR visum for I-L campaigns with information on the BAs efforts to attract women and how a selection impacts the BAs local targets Additional information to be submitted in the recruitment memo which proposes a male I-L appointment on why women were not selected (if suitable) or why females were considered not suitable after interview 	<ul style="list-style-type: none"> Implemented 	
<ul style="list-style-type: none"> Mandatory participation of all managers, advisers and team leaders to unconscious bias training 	<ul style="list-style-type: none"> In progress: Implemented via the roll out of the Leadership Growth Programme Additional awareness raising will be undertaken during 2018 via dedicated speakers 	
<ul style="list-style-type: none"> Increase of local targets of Business Areas whose current local targets are 5% points lower than the ECB I-L 2017 targets 	<ul style="list-style-type: none"> Implemented as of February 2018: First Area Head Workshop of 2018 (31.1-1.2.2018) will be dedicated to Diversity Conversations with affected BAs to increase their local targets will be held after Area Head Workshop 	
<ul style="list-style-type: none"> Letter from the President to the to the ECB's Management Community listing the Executive Board's expectations 	<ul style="list-style-type: none"> Letter in finalisation process To be sent prior to the Area Head Workshop 	
<ul style="list-style-type: none"> EDGE certification for gender quality in the workplace which will include a survey on other diversity facets 	<ul style="list-style-type: none"> Process has been started and will be rolled out during 2018 	

Measures approved in principle by the EB in the meeting in Oct. 2017 which needed further reformulation / work or to be considered later	Current status	
<ul style="list-style-type: none"> Publication of individual BA's diversity data on ECB Intranet 	<ul style="list-style-type: none"> Prototype being developed with DG/C To be implemented after Area Head Workshop, following the approval of the EB 	
<ul style="list-style-type: none"> Opening for recruitment all CTS related positions 	<ul style="list-style-type: none"> Current draft reformulation to be proposed to the EB at its meeting on 23rd January: <i>"all CTS positions or, in case of a cascading effect stemming from horizontal mobility, positions arising from CTS positions shall be filled via recruitment procedures, in which the recruiting managers are asked to make dedicated efforts to ensure to attract, shortlist and select a sufficient number of female candidates"</i> 	
<ul style="list-style-type: none"> Giving a preference for female candidates in case of suitability for a vacant position at I-L band 	<ul style="list-style-type: none"> Benchmark study conducted by DG/L and DG/HR Not widespread evidence of strict rules in other international organisation Ongoing stocktaking of national rules in EU member States Possible wording which would requires Staff Committee consultation Preference to focus on better implementing existing Staff Rule that allows to give preference to female suitable candidates to increase diversity Option forward to be decided by the EB on 23rd January 	
<ul style="list-style-type: none"> For DG/HR to follow-up with the detailed implementation modalities for the incentives structure related to the proposed dedicated diversity bonus for achieving local targets 	<ul style="list-style-type: none"> Research pending; proposal to be expected in Q2 2018. 	