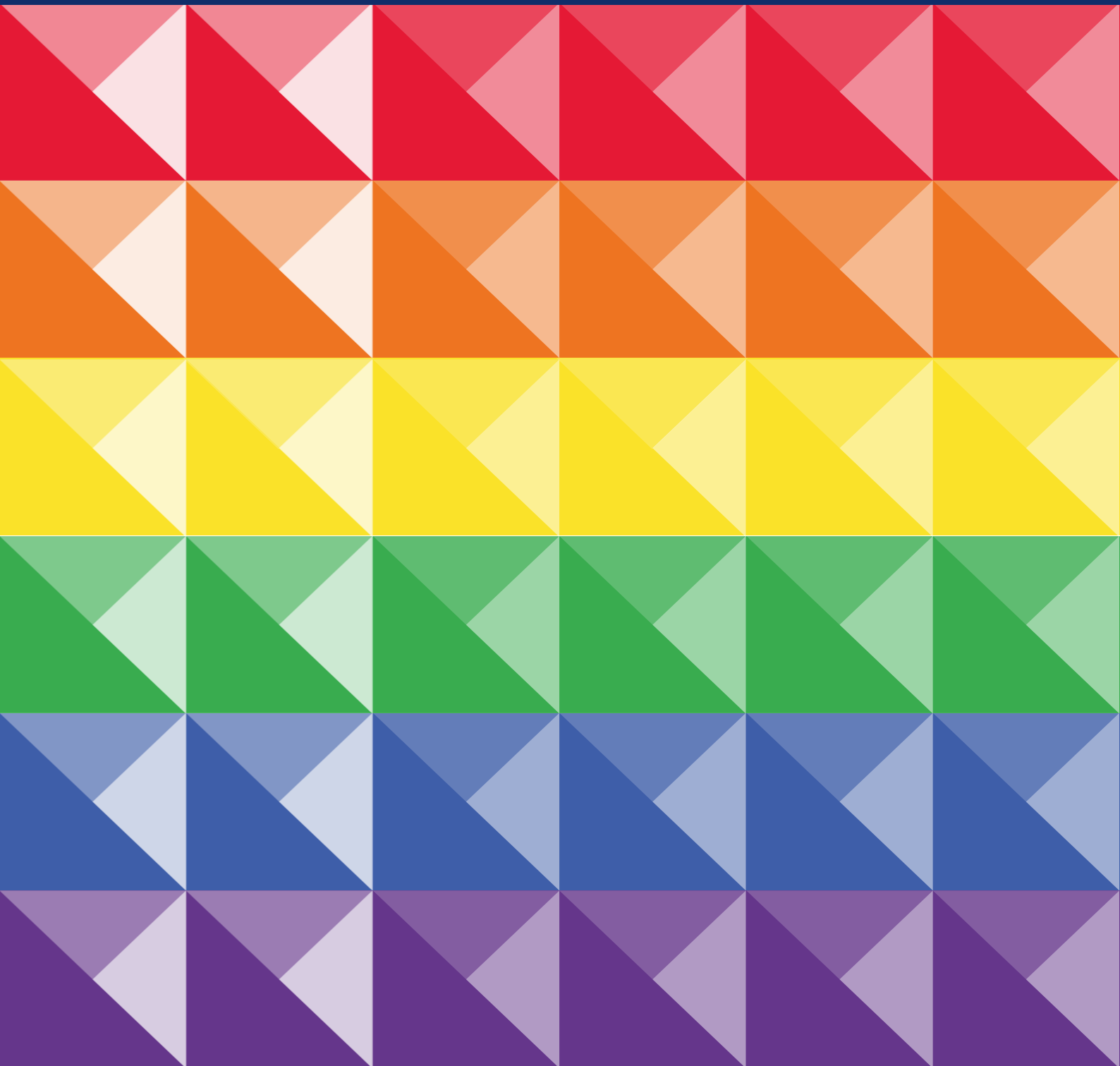




# Diversity and Inclusion

2019 Progress Report





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# INTRODUCTION



**Maj Theander**  
**EIB Director General, Personnel**

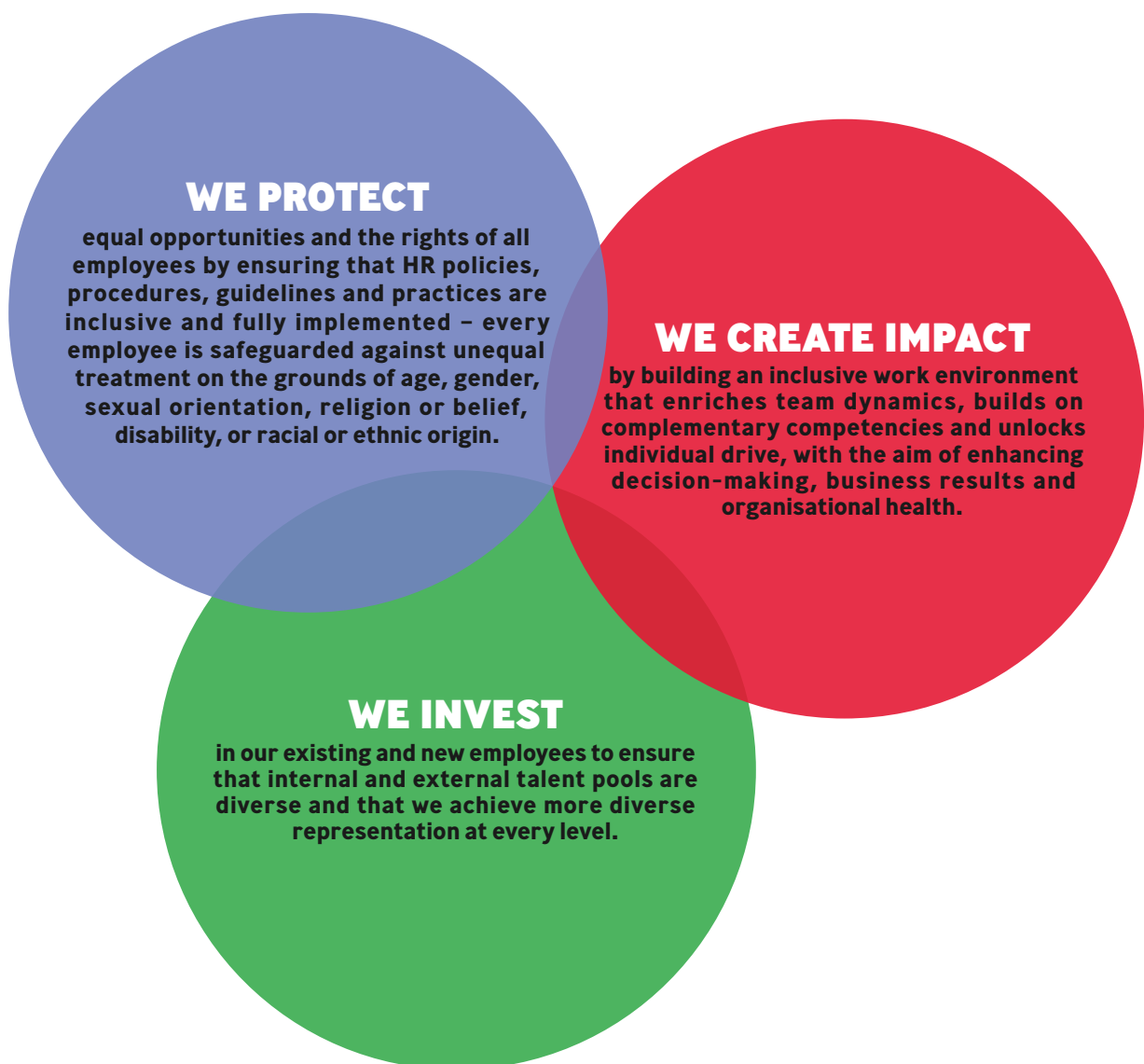
“ A critical decade lies ahead for the European Union, at the forefront of global climate action and sustainability. For the time being, though, we are focusing on helping European economies overcome the aftermath of the COVID-19 outbreak and mitigate the economic consequences. The European Investment Bank plays a fundamental role in Europe’s capacity to lead in these areas. Now more than ever, we need to adapt swiftly to continue delivering in an unprecedented context. We can only do so by developing as an agile, flexible and innovative organisation that embeds a working culture where diverse talents thrive. The diversity of our staff is key to developing innovative ideas, ensuring a holistic view and benefiting from the full range of experiences and competencies. ”

As the EU bank, the European Investment Bank is committed to the European Union’s principle of “United in Diversity”.

**T**his publication is the second in a series of annual reports on the implementation of the 2018-2021 Diversity and Inclusion Strategy. It gives an overview of the Bank’s significant progress towards its objectives up to the halfway point of the strategy’s implementation.

# BACKGROUND AND CONTEXT

The European Investment Bank (EIB) 2018-2021 Diversity and Inclusion Strategy is built on three strategic pillars:



# EIB WORKFORCE IN 2019

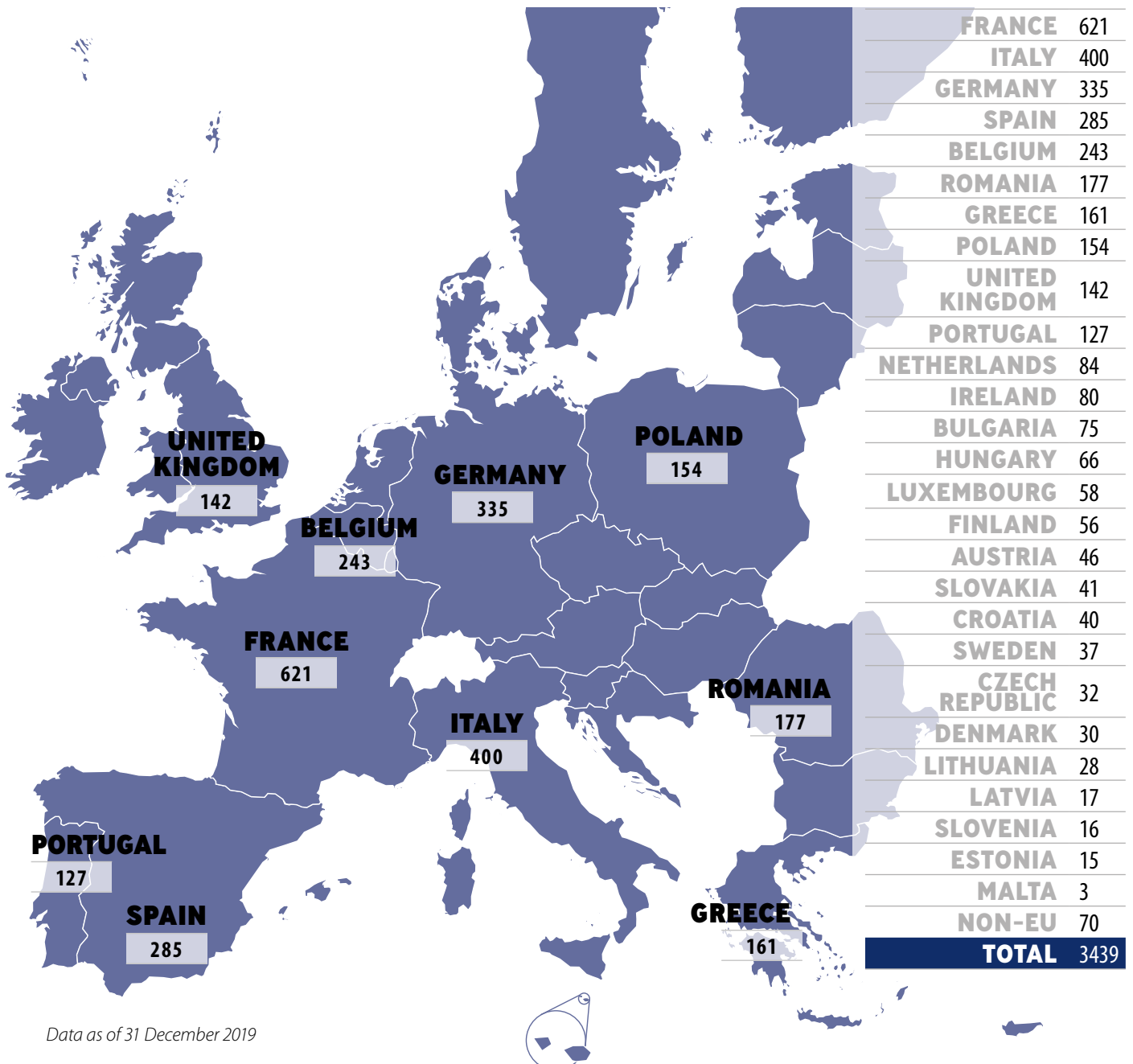
**3 439**  
staff members

**51.4%**  
women



**48.6%**  
men

NUMBER OF EIB STAFF MEMBERS BY PRIMARY COUNTRY OF CITIZENSHIP



Data as of 31 December 2019

# PROGRESS TOWARDS KEY DIVERSITY TARGETS

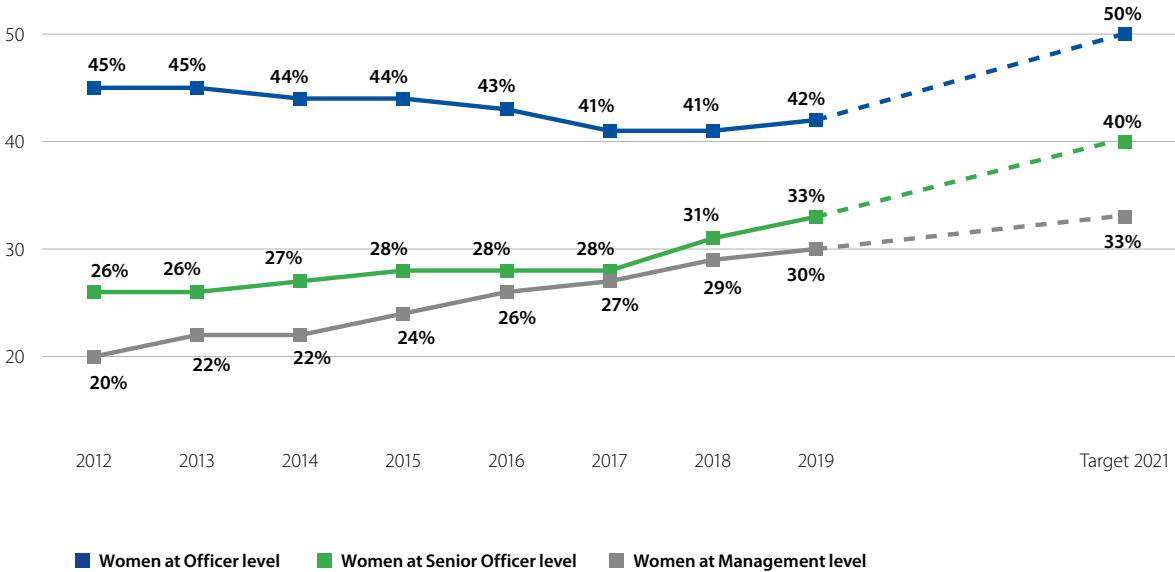
We are monitoring our progress on diversity and inclusion through several indicators, some of which are highlighted below.

## GENDER

Gender balance between our female and male employees continued to improve in 2019 as a direct result of active support for the recruitment and promotion of women to senior professional and managerial positions.

### WOMEN AT MANAGEMENT, SENIOR OFFICER AND OFFICER LEVEL

At the end of 2019, women were represented as follows:





## MEN AT SUPPORT STAFF LEVEL

The percentage of men employed in support functions (levels 1-3) remains at 9%, as in 2018. However, significant gains have been made in terms of recruitment, with men representing 21% of all support staff hired in 2019, up from only 7% in 2018 and close to the 25% annual recruitment target.

## DISABILITY

Two people with declared disabilities were recruited in 2019 – the target is **five per year**.

## INCLUSION

One important indicator of inclusion is staff retention. The EIB had a turnover rate of around 5% in 2019, considerably less than the financial services industry average.

Another important measure is staff perception. In the 2019 Staff Engagement Survey, 52% of staff members agreed that **“The Bank truly values the diversity of its employees”**. We aim for 75% agreement with this statement by 2021.

Overall recruitment dropped significantly in 2019, with new staff members hired by the EIB representing about 1% of the total workforce. Coupled with the Bank’s relatively low turnover rate, this has constrained efforts to diversify our talent, particularly at senior levels. To meet our diversity and inclusion targets in the remaining two years of the strategy, considerable efforts will be required across the Bank.

# MAIN ACHIEVEMENTS AND ACTIVITIES

## STRATEGIC PILLAR - PROTECT

Several key HR processes were revised in 2019 to mainstream diversity and inclusion across a wide range of policies and ensure full commitment to safeguarding against discrimination and promoting equal opportunities.

- We started organising online recruitment seminars (“jobinars”) to ensure our pool of applicants is more diverse, particularly targeting female talent. The jobinars were recorded and can be accessed on the jobs pages of our website ([www.eib.org/en/about/careers/jobinars/index.htm](http://www.eib.org/en/about/careers/jobinars/index.htm)).
- We carefully monitor gender in the performance appraisals of our staff. To this end, we have built in multiple checks and balances so we can recognise and reward those who have made significant contributions to the EIB’s mission. These checks ensure that we are able to identify and redress any effects that unconscious bias can have on the outcome of the performance evaluation.
- Directorates have continued to implement their diversity and inclusion action plans.

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**“Joining the EIB was one of the easiest decisions of my career. I have found a welcoming environment where everyone shares their own experiences, strengths and outlook. As part of my role assisting the EIB’s recruitment services, I regularly interact with colleagues from all over Europe.**

**The EIB is home to a multinational and inclusive culture. Half-Luxembourgish and half-French, I am proud of Luxembourg’s multicultural society. Working in a bank yet also an EU institution, I feel like I am contributing to the European Union’s mission to improve lives and be a global leader in addressing issues such as climate change. ”**

**Thomas Stock**

**EIB recruitment administrator, hired in 2019**

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## STRATEGIC PILLAR - IMPACT

The focus of this pillar is to create a more diverse and inclusive work environment. To achieve this, we mainstreamed diversity and inclusion training in the Bank’s standard onboarding and annual training programmes for all staff and managers.

We also piloted a managerial training course on unconscious bias, which is being rolled out from 2020. We expect all EIB managers to be trained by end-2021. Recruiters equipped with the resources to assist managers in overcoming unconscious bias will also attend the training.

Working constantly towards becoming a centre of diversity and inclusion excellence, the Bank participated in several awareness-raising events and programmes in 2019:



## CONNECTEDWOMEN NETWORK

With some 760 members, both men and women, this staff-led network continues to thrive. Its ten events in 2019 included the third annual Woman For the Future Award, recognising inspiring efforts towards women's empowerment, and the first honorary Man For the Future Award, recognising a role model in support of gender equality.

## NOTHING ABOUT US WITHOUT US

**enAble** is the EIB's staff-led network for colleagues living with a disability, caring for a person with a disability, a chronic illness or special needs, and for all motivated and interested staff. In 2019, the network continued its work to raise awareness for disability rights and to support colleagues and their families.

## VISIT BY THE LUXEMBOURG MINISTER FOR FAMILY AFFAIRS

Celebrating Luxembourg Diversity Day, the event highlighted how diversity positively affects our everyday lives and how we can all choose to embrace it and benefit from our differences, heritage and personal choices.

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**“ Diversity is one of the keys to success! It is a source of inspiration, creativity and innovation – not only for business but also for Luxembourg society. ”**

**Corinne Cahen**  
**Luxembourg Minister for Family Affairs**

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## STRATEGIC PILLAR - INVEST

We invest in talent to improve diversity across the Bank.

To extend our outreach and attract a diverse range of talent, we organised various career events. We particularly targeted women in technology, engineering and risk management. The EIB also attended various events, such as the Top Women Tech summit.

Our priority target audience for outreach activities also included nationals from some of the most under-represented EU countries at the EIB – Austria, Denmark, the Netherlands and Sweden.



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**“ We need more women in top decision-making positions and faster progress in women’s economic empowerment around the world. That is why the EIB invests in projects that promote gender equality and give greater economic opportunities to women. ”**

**Emma Navarro**  
**EIB Vice-President**

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**“ I look forward to a more balanced gender representation in our institution in the years to come. The unconscious bias training that we launched in 2019 is only the beginning. I hope that all EIB managers will take advantage of this new initiative within the next two years, given the importance of diversity and inclusion at the EIB. ”**

**Thomas Östros**  
**EIB Vice-President**

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# FUTURE ACTIONS

We have several important milestones ahead in 2020. To deliver on our diversity and inclusion objectives, a series of key initiatives will be rolled out:





# Diversity and Inclusion

2019 Progress Report



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