

GENDER EQUALITY AT THE EUROPEAN BANKING AUTHORITY

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Why is gender equality important for the EBA?

Gender balance ensures broader competence and wider perspectives. The EBA pays the highest attention to ensuring equal chances for men and women in its organisation and through its policy and convergence work for the banking and financial sector. It is the responsibility of a public sector organisation to represent the society it is part of. Fair and equal opportunities as well as the prevention of discrimination within staff are EBA core values.

The EBA is fully committed to the EU Commission's Gender Equality Strategy to make significant progress towards a gender-equal Europe by 2025 and the UN's ambitious global target of achieving gender equality and empowering women by 2030. The EBA also subscribes to the European Parliament's resolution on gender balance in EU economic and monetary affairs nominations.

What is the EBA doing to ensure gender equality?

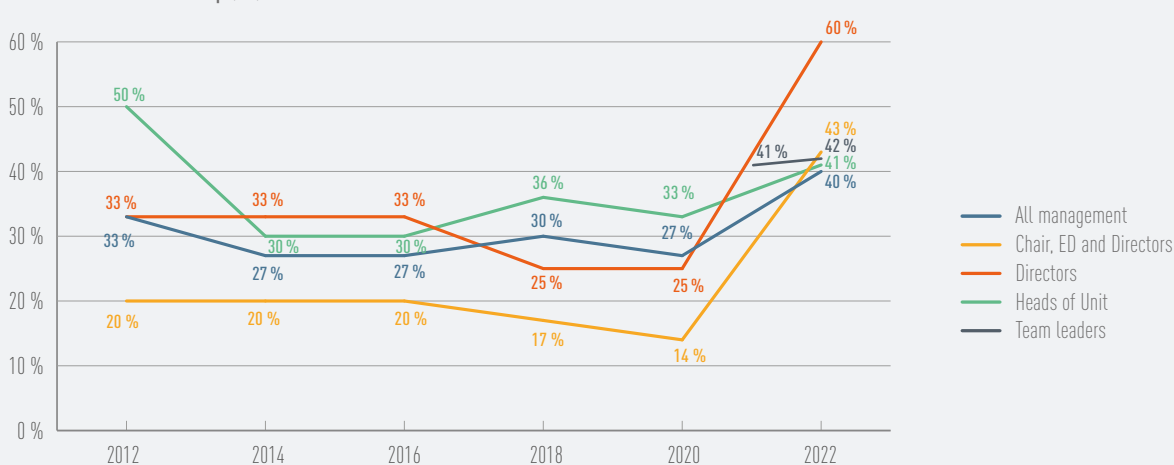
The EBA's workforce is equally distributed between men and women. Thanks to an active policy pursued in recent years, the EBA could also re-balance at management level. More broadly, the EBA is fully committed to embedding gender equality in its working culture.

The EBA strives to ensure a better gender balance on its Management Board: whenever a vacancy arises, the EBA first calls on candidates from the

under-represented gender among the representatives designated by the national competent authorities who sit on its Board of Supervisors.

Regarding the internal organisation, since 2021, an internal task force led by the Executive Director and meeting on a weekly basis has been steering the agency's gender equality effort in three key areas allowing to achieve important results:

Women in EBA leadership (%)



i) Gender equality in recruitment

Vacancy notices explicitly mention the EBA's gender balance objective and refer to the EBA's flexible working arrangements. Balanced selection panels are appointed. Pools of applicants are carefully scrutinised, vacancies are prolonged or reopened if the gender representation is inadequate. All EBA staff receives training of how to avoid bias in recruitment and all managers are trained on unconscious bias. While adjusting its organisation to its evolving multi-year priorities in June 2021, the agency could also enrich and diversify its management team. Three out of its five Directors are now women.

ii) Gender equality in the day-to-day work

In March 2021, the EBA created a team leader role to empower more men and women. The Authority can thus rely on 25 senior experts (of which 42% are women) to steer work on topics cutting across the organisation while also developing further their careers. Gender equality could also be achieved through annual promotions. Thanks to hybrid work rules adopted in July 2022, men and women are also on a more equal footing when balancing work and private life responsibilities. The EBA is also open to part-time working arrangements at different steps of their careers.

iii) Staff awareness about gender equality

Internal communication was established to share facts and research on gender equality among the staff. Important dates and external initiatives are relayed internally. Inspirational speakers are invited. Staff is encouraged to pro-actively engage in those issues.



What is EBA's gender equality policy mandate for the financial sector?

The EBA has been asked by the EU legislator to monitor and promote diversity and inclusion at banks and other financial entities. Its Guidelines on internal governance highlight the importance of diversity in the composition and selection of banks' boards. The EBA also monitors diversity practices within the banking industry and publishes benchmarking reports, including on gender pay gaps.

The EBA also contributes to the activities of the G7 Task Force on diversity and inclusion, by working proactively to broaden the diversity of experiences, backgrounds, and perspectives in their workforces. It is engaging with national competent authorities represented on its Board of Supervisors to share experience and advance this agenda and also the presence of women in boards of institution and senior position..

What is the EBA's way ahead on gender equality?

Fostering a more equal and inclusive organisation is a long-term goal. The EBA will continue to monitor internal gender equality data and scrutinise the banking sector. The EBA is closely involved in the EU Agencies Network's group on diversity and inclusion, which, in November 2019, signed a formal engagement to champion equality and ensure equal opportunities for all staff members while embracing their diversity.

The EBA organised in January 2022 a high-level conference on gender equality with the European Insurance and Occupational Pensions Authority (EIOPA) and the European Securities and Markets Authority (ESMA) which brought together more than 400 of their staff members to hear from prominent speakers about their experiences. A second conference will take place in the first quarter 2023. It will be opened to the senior management, boards and key staff from the 48 EU Agencies, to further share experiences and best practices across sectors and get inspiration.

The EBA is currently preparing a mentoring programme to foster equal leadership opportunities across the organisation.

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