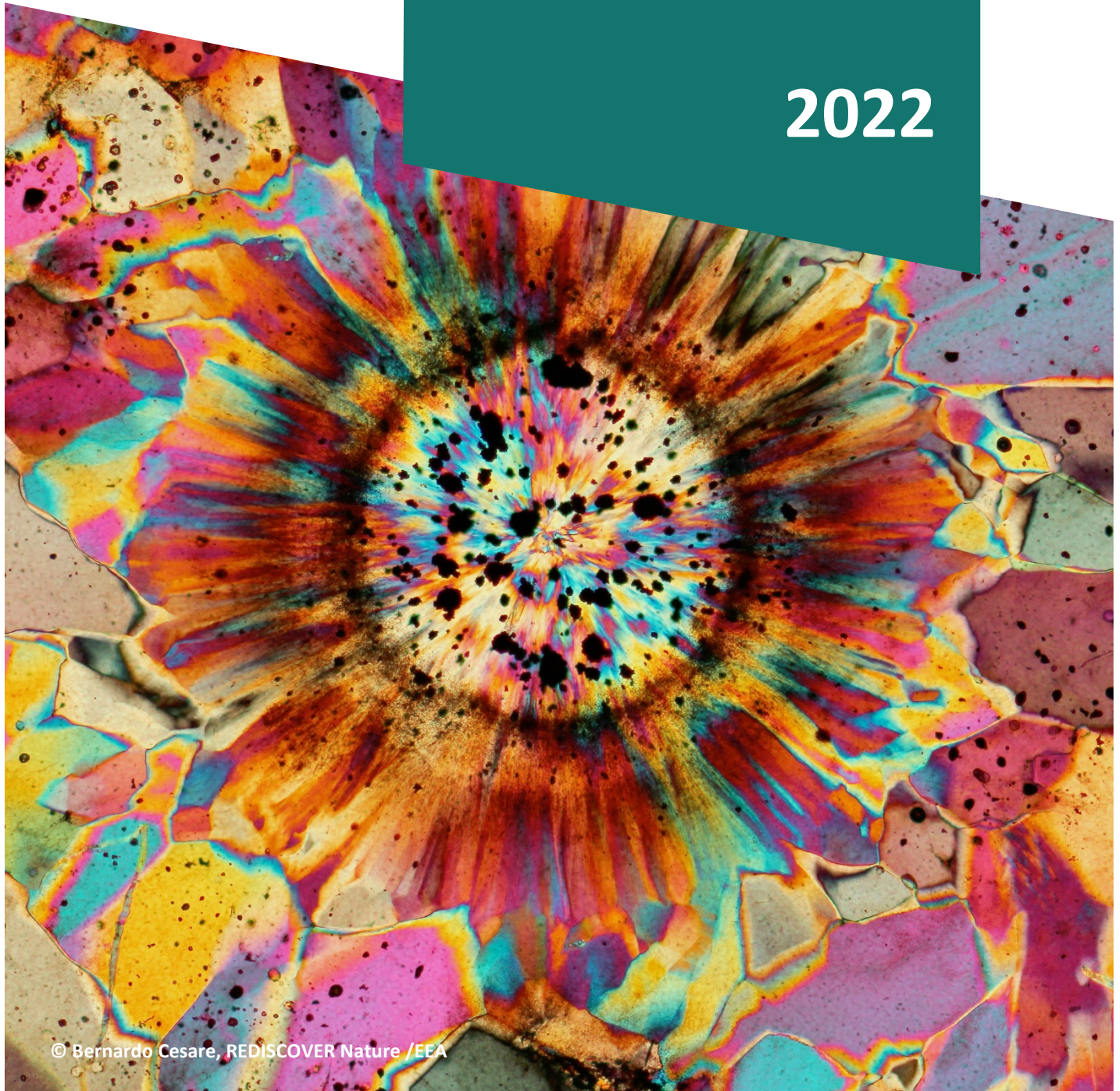





Network of EU Agencies
and Joint Undertakings

Diversity and Inclusion

2022





*Agencies and Joint Undertakings
aspire to promote diversity and
inclusion in the workplace.*

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EU Agency for the Cooperation of Energy Regulators (ACER)

ACER offers a dynamic and motivating workplace, where diversity is celebrated and where people's commitment and achievements contribute to build an organisation that is better than the sum of its parts.

ACER invests heavily in the professional development of staff, support a 'low on hierarchy, high on impact' organisational culture, prioritise personal relations and support an active feedback culture, emphasising the positives, whilst not shying away from addressing the negatives.

Initiatives

ACER has established its internal Diversity and Inclusion (D&I) Group in September 2020.

Since then, ACER has developed and implemented an ambitious action plan to ensure D&I is naturally ingrained in its activities (and therefore covering various domains, such as Human Resource management, communication, training, informal staff initiatives, etc.).

Among others, the Agency set up an internal work stream to ensure diversity in its selection committees, as well as in the allocation of speaking opportunities among colleagues (both in internal meetings and at external events). The Agency has also started an internal awareness raising programme by sharing D&I news, events, and opportunities in its monthly newsletter and by integrating D&I good practices into its social media strategy.

The ACER D&I Group also actively participates in the activities of the European Union Agencies Network's D&I working group to mutually join forces at EU level.

In June 2021, ACER endorsed the EUAN Charter on Diversity and Inclusion, and confirmed its commitment in improving its policy and endeavours with regards to gender equality, diversity, and inclusion.

Contact

Silvia Manessi, - Team Leader, Human Resources Management
Nada Simic, Human Resources Management Team

acerhr@acer.europa.eu

www.acer.europa.eu



Circular Bio-based Europe Joint Undertaking (CBE JU)

Inclusion and diversity are at the heart of our vision for a sustainable future. Everybody is needed to build a greener Europe, and we apply the same principle in our organisation: we build on diversity and openness to make our differences work for common goals. We believe that the whole exceeds the sum of the parts and puts it into practice in a work environment based on trust, respect, and mutual support.

Initiatives

For more than three years, our Executive Director has adopted guidelines for implementation of the budget, heading supplementary aid for the disabled persons.

In July 2021, the Executive Director appointed a disability coordinator.

Diversity and openness are part of the CBE JU's corporate values: *"We build on diversity and openness making our differences work for common goal"*.



Contact

Nicolo Giacomuzzi-Moore– Head of Finance and Administration
Killy Oba - Human Resources Manager
HR@cbe.europa.eu
<https://www.cbe.europa.eu/life-cbe-ju>

Translation centre for the Bodies of the European Union (CdT)

As the shared language service provider for the EU Agencies and bodies, the Translation Centre works in the 24 official languages of the EU, thus offering its staff a truly multicultural and multilingual environment.

Initiatives

The Translation Centre (CdT) is an equal opportunities employer which regards diversity as a source of enrichment, innovation, and creativity. Our staff members are recruited on the basis of merit and regardless of their age, race, political, philosophical or religious convictions, gender or sexual orientation, handicap, marital status or family situation. This principle is applied in our selection and recruitment procedures, and it is also published in our [vacancy notices](#).

The CdT ensures equal opportunities at every step of the career of its staff, including promotion and mobility, and is part of the EUAN WG on Diversity and Inclusion. The Centre has adopted the EUAN Charter on Diversity and Inclusion.

The CdT recognises the importance of promoting diversity and inclusion in society and at the workplace, and regularly publishes corresponding news items on its staff intranet and on its [public website](#).

Contact

[CdT contact page](#)

Contact point:

cdt@cdt.europa.eu



European Centre for the Development of Vocational Training (Cedefop)

Cedefop is convinced that diversity can be an advantage at the workplace and is committed to be an equal opportunities employer. One of Cedefop's core values – which are an integral part of its multiannual strategy as outlined in its [Single Programming Document](#) – is to be 'open minded and adaptable': 'we develop new ideas, embrace change and innovation, and view European Union values founded on human dignity, freedom, democracy, equality, the rule of law and respect for human rights as fundamental in all our activities'.

Initiatives

Cedefop adopted an [equal opportunities and diversity policy](#) on 2020, which applies to all staff, trainees, seconded national experts (SNEs) as well as job applicants;

- ▶ Cedefop is an equal opportunity employer. Vacancy notices are drafted using gender-neutral language and all vacant posts are open to all suitably qualified candidates. To that effect, all selection board members are provided with training on unconscious bias and good interview practice, among others;
- ▶ Cedefop creates an inclusive working environment where flexibility is offered to staff, to enable them to achieve a good work-life balance;
- ▶ Awareness-raising on equal opportunities, diversity and inclusion is provided regularly to all staff;
- ▶ HR data related to diversity and inclusion is monitored and analysed annually;
- ▶ Procedures and practices are transparent, fair and equitable and discrimination does not occur with regard to performance appraisal and access to career development prospects and promotion/reclassification;
- ▶ Since 2011 Cedefop has a policy on protecting the dignity of the person and preventing any form of psychological and sexual harassment, complemented by a detailed manual of the informal procedure and a network of Confidential Counsellors;
- ▶ Cedefop seeks balanced representation on all internal boards, committees, working groups, etc., while involving staff in decision making through discussion and consultation.

Contact

<http://www.cedefop.europa.eu/>

European Union Agency for Law Enforcement Training (CEPOL)

CEPOL is a relatively small Agency (around 100 staff members) in which some 20 EU nationalities are present. The staff composition is at all levels in the organisation gender balanced.

Initiatives

CEPOL fosters a diverse and inclusive culture from the recruitment to on-boarding. In recruitments, the selection panel members don't see nationality, age, gender, or name of the candidate until after the screening of CVs.

We have a zero tolerance on harassment and/or discrimination in the office ([09-2017-MB.pdf \(europa.eu\)](#)).

Contact

Roeland WOLDHUIS,
HeadofCSD@cepol.europa.eu
<https://www.cepol.europa.eu/>



European Union Aviation Safety Agency (EASA)

Working for aviation, making it ever greener and safer, is our mission. This means that staff at EASA work in an organisation with top experts in the aviation business, but also in other professional fields, thereby contributing to the European ideals. EASA's values are: *Respect, Unity, Integrity, Transparency, and Innovation.*

EASA is a multicultural and multilingual work environment, where gender balance, diversity and inclusion are actively promoted. Almost all European languages are represented and we employ staff members from nearly all EU Member States.

Initiatives

EASA has a working group dedicated to promote Diversity and Inclusion (D&I). Some of its initiatives are:

- ▶ Evaluation of disaggregated statistics (e.g., participation in management roles, appraisal evaluations) and D&I surveys, to decide on practical actions to improve support, two-way communication, and accountability.
- ▶ Interactive events (e.g., sessions on bias awareness and mitigation).
- ▶ Dedicated training for awareness and empowerment: assertiveness, effective communication, coaching mini-workshop.

Human Resources policies include:

- ▶ Actively reaching out for candidates from a diversity of backgrounds, by widely publishing the open positions in the appropriate forums, explicitly encouraging diverse applications, and drafting vacancy notices with accurate information as this may affect work-life balance. In addition, and to the extent possible, selection panels include members from all genders and with a balance of nationalities.
- ▶ Targeting to attend dedicated career fairs (e.g., "Women in Aviation") in order to promote career opportunities at EASA.
- ▶ On the EASA internet recruitment webpage "[Working for us](#)", work-life balance issues are explicitly addressed.
- ▶ Recruitment selection panels are made aware of unconscious bias.

Contact

www.easa.europa.eu/the-agency/recruitment



European Banking Authority (EBA)

Promoting and supporting diversity and inclusion are core values embedded in our mission and organisation: EBA strives to value, ensure equal treatment and opportunities to everyone, irrespective who they are and what they believe in.

Initiatives

While the focus of the EBA is to develop an integrated approach from D&I (diversity and inclusion) to DEI&B (diversity, equity, inclusion and belonging), targeted actions already in place/in the pipeline are:

- ▶ Definition of a strategy fostering an open and supportive culture: when onboarding, fighting discrimination (mandatory anti-harassment training), acknowledging, and rewarding different leaderships, monitoring data/surveys with dedicated intranet/Teams' collaboration space, gender sensitive communication, appointing a disability coordinator).
- ▶ Managerial commitment with empowered champions in house and Staff Tool for managers to monitor and project nationality, gender, age staff evolution.
- ▶ Pool of talents diversification (gender balance in panels, advertise through diverse channels, dedicated job fairs, train staff in panels to avoid bias, promoting DEI&B values in employer branding messages/videos, etc.). E.g., As of 1 June 2022, women account for 42.9% (vs 16.7% in 2020) at senior Management Level (chair, ED, directors) and for 60.0% at Director level vs 25% in 2020 (3 out of 5 vs 1 out of 4).
- ▶ Tone from the top and close steering with action plan (e.g.: meeting every week of the Gender Balance Working Group chaired by the Executive Director).
- ▶ Providing work-life balance options (Hybrid working, childcare facilities, family disability support, return from maternity leave programme, etc.).
- ▶ Setting up clear career paths (in management roles for women, for underrepresented age groups among staff).
- ▶ Raising constant awareness and offering development opportunities (organisation of conference, reverse junior/senior coaching, speed networking, female advocacy scheme, etc.).

Contact

Laurence Caratini Laurence.Caratini@eba.europa.eu

Billie Chambers Billie.Chambers@eba.europa.eu

www.eba.europa.eu



European Centre for Disease Prevention and Control (ECDC)

The Agency is committed to the provision of equality of opportunity for its staff through its employment practices, policies, and procedures.

ECDC values diversity and welcomes people to work in the Centre without any distinction on the grounds of age, race, political, philosophical, or religious conviction, sex, or sexual orientation and regardless of disabilities, marital status, or family situation.

We believe that diversity among staff provides for different perspectives and views, fostering an understanding and respect for each other. Furthermore, we consider that diversity in teams leads to more innovation which in turn contributes to a culture of continuous improvement and development of both the individual as well as the organisation.

One of ECDC's most important missions is to support our stakeholders with fast and reliable advice in public health emergencies. To do this, we need to respect and value all people and the diversity this brings.



Initiatives

ECDC uses several mechanisms to ensure the highest degree of diversity and inclusion in the organisation, for example through the recruitment process where we put efforts in ensuring that the selection panels consist of a mix of nationalities and are gender balanced. During the appointment stage, the ECDC Director takes into account nationality and gender balance to ensure that the Centre maintains a work force that is as diverse as possible.

For candidates with a disability, specific measures are provided throughout the selection process to ensure equal treatment.

ECDC considers gender equality important and supports parents, independent of gender, to take advantage of the generous provisions for parental leave and part-time work which are available. The Centre provides opportunities to have short-term personnel to cover for such leave periods.

All staff have access to flexible working hours to allow them to combine their personal and professional commitments.

ECDC provides special office equipment for staff with disabilities and offers resting rooms throughout the building which can be used by all

staff, in particular colleagues who may need it due to a disability, pregnancy or for religious reasons.

Moreover, the Centre is currently working on a project focusing on respect at the workplace and has carried out a survey which resulted in an action plan that is in the process of implementation. For example, the newly developed onboarding training for newcomers includes a training module on diversity and inclusion. Furthermore, the Centre is establishing an Ethics Officer function and pulling together existing guidelines in various fields of ethics to facilitate access for staff. The Centre will also embark on an organization-wide engagement to update its “values” in the near future.

Contact

www.ecdc.europa.eu

www.ecdc.europa.eu/en/about-us/values



European Chemicals Agency (ECHA)

ECHA is an equal opportunity organisation, which means it does not discriminate on the grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion, or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual orientation. We are committed to achieving diversity, as the diversity of ECHA's staff is essential to the Agency's success. With Finland as our host country, ECHA aspires to incorporate some of the positive elements for which the Nordic countries are well-known (e.g., well-being, a healthy work-life balance, equal opportunities, and gender representation on all levels).

ECHA's staff data reflects balance, on both genders and nationality, which it actively monitors and takes measures to further increase full representation. ECHA achieved excellent results in the most recent staff survey (2021) and has been awarded a recognition as one of Finland's most inspiring workplaces. This signals a high employee engagement level, and that the Agency develops the organisation, staff wellbeing, operating culture, and collaboration together with staff.



Initiatives

Below is a list of some of ECHA's D&I initiatives and actions:

- ▶ Publication of the [ECHA's Diversity & Inclusion charter](#);
- ▶ Takes part in the EUAN D&I working group;
- ▶ Implements an action plan to further improve the D&I of ECHA's staff;
- ▶ Established an internal working group, contributing to and monitoring ECHA's actions on this topic;
- ▶ Focuses its efforts on attracting the widest possible range of qualified candidates, by improving further the content and language of vacancy notices and their dissemination channels;
- ▶ Ensures gender balance in both internal and external selection panels. Panel members are also invited to follow a training on unconscious bias.
- ▶ Incorporated a D&I objective in the generic objectives of managers and team leaders;
- ▶ Raises awareness of staff by honouring key D&I dates;
- ▶ Organises D&I in-house trainings and promotes other relevant courses and events;
- ▶ Quarterly publication of staff diversity report;
- ▶ Established a dedicated intranet page to promote D&I materials.

Contact

wellbeing@echa.europa.eu

www.echa.europa.eu

European Environment Agency (EEA)

The EEA is an EU Agency, with the mission to support sustainable development and to help achieve significant and measurable improvement in Europe's environment.

EEA is committed to fostering diversity and gender balance on an on-going basis, in order to strengthen its ability to attract talented graduates and postgraduates and in recognition of the fact that the diversity and gender balance positively contributes to its success as an EU Agency.

Initiatives

The EEA is committed to diversity and inclusion within its workforce and encourages qualified candidates from all genders, nationalities, religious, ethnic, and social backgrounds to apply and join the Agency.

All selection and recruitment procedures are competency-based and the EEA adopts appropriate measures when a significant imbalance in staff representation is observed.

Contact

www.eea.europa.eu

www.eea.europa.eu/about-us/jobs/open-vacancies/#open-vacancies



**European
Environment
Agency**

European Fisheries Control Agency (EFCA)

EFCA's commitment on inclusion and equality focuses on respect, dignity, and rights for all. EFCA believes in equality & diversity.

To ensure that EFCA offers equal opportunities to everyone and reflects the diversity of today's world, the Agency is an equal opportunity employer and accepts applications without discrimination on the grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion, or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual orientation.

EFCA ensures, as far as possible, that people with disabilities have the same possibility to work and progress in their career as persons without disabilities.



Initiatives

- ▶ EFCA respects inclusion in the selection procedures and provides all candidates with an equal opportunity to fully demonstrate their competencies.
- ▶ EFCA enhances the recruitment of underrepresented gender at EFCA by offering training on recruitment with special focus on gender balance to management and staff who are members of a Selection Board in EFCA recruitment procedures.
- ▶ Recruitment selection panels are made aware of unconscious bias.
- ▶ To the extent possible, selection panels include members from all genders and with a balance of nationalities.
- ▶ Flexible working arrangements for staff
- ▶ Adoption and implementation of an anti-harassment policy
- ▶ Increase of accessibility in EFCA's building through the installation of ramps and wheelchair elevators.
- ▶ Appointment of a disability coordinator

Contact

www.efca.europa.eu

www.efca.europa.eu/en/contact

European Food Safety Agency (EFSA)

Diversity, Equity, and Inclusion (D, E & I) are deeply enrooted in EFSA's core values and reflects in our Code of Conduct. Our mission is to ensure that all our employees and candidates benefit from equal treatment and opportunities.

In EFSA we see diversity as a valuable asset, which paves the way towards a more creative, innovative and sustainable future.

Every year EFSA introduces novel initiatives to allow it to reach its full potential as a diverse, equal, and inclusive employer.

Initiatives

Increasing our internal D, E & I culture

EFSA works actively to shape its internal culture in D, E & I. An employee booklet was created, exploring the elements that make up Diversity & Inclusion, enlightening the presence of both visible and invisible disabilities, the differences between equity and equality, and dedicated a chapter to actions each employee can use to increase psychological wellbeing in the workplace.

The D, E & I philosophy also extends to the recruitment procedures, where all open vacancies are published with attention to the use of a gender neutral and inclusive linguistical approach. An in-house training on the theme of 'unconscious bias's' was created for all selection board committees during the selection procedures.

EFSA also introduced a 'Disability Coordinator' for which a colleague is appointed and organizes services responding to the needs of people with disabilities. Furthermore, the Agency is committed to guaranteeing respect for the dignity of all its staff and to offer a sound and non-discriminatory working environment with high ethical standards. In EFSA one can find trained confidential counsellors whose job is to support all employees in cases of sexual or/and psychological harassment.

Career Schemes and Programs

Career wise, in addition to staff opportunities EFSA expanded its horizon by revamping and introducing flexible programs open for both EU and non-EU citizens:

- ▶ Traineeship Scheme
- ▶ PhD Program – Guest Scheme
- ▶ SNE Scheme
- ▶ Expert Scheme



These programs led to a higher nationality, gender, and age balance. In particular, the Traineeship Program has had a strong impact since its launch, with applications augmenting each year, reaching a record of around 3,000 applicants worldwide in 2022. In the last years EFSA also introduced more flexible working arrangements accommodating diverse needs to improve the work life balance.

Contact

recruitment@efsa.europa.eu
www.efsa.europa.eu/en/careers/staff



European Institute for Gender Equality (EIGE)

EIGE is committed to promoting gender equality and ensuring equal treatment and equal opportunities without distinction on any ground. To do this, we foster diversity and inclusion to create a working environment, where every staff member is valued and can attain their full potential.

Initiatives

- ▶ EIGE has been assisting EU institutions and Agencies with their diversity and inclusion efforts with a [handbook on how to end sexism in the workplace](#), and toolkits on [institutional transformation](#) and [gender-sensitive communication](#).
- ▶ EIGE has provided its staff with guidance on how to counter unconscious bias in the workplace.
- ▶ In order to keep improving, EIGE has created a diversity and inclusion working group and an action plan.

Contact

www.eige.europa.eu



European Insurance and Occupational Pensions Authority (EIOPA)

As a European Union institution, EIOPA works for and represents all European Union citizens. It recognises the importance of attracting, developing, and retaining staff, which reflects the diversity of the EU society today. EIOPA's Diversity and Inclusion Strategy reflects its vision to be a credible supervisory authority within the European System of Financial Supervision, going well beyond ensuring compliance with non-discrimination and equality rules.

EIOPA values individual differences and commits to a pro-active diversity management approach seeking to create a truly diverse working environment and an inclusive culture in which everyone feels valued and accepted.

Initiatives

As part of its Diversity and Inclusion Strategy, EIOPA has adopted the EUAN Charter on Diversity and Inclusion and follows a detailed Internal Action Plan on Diversity and Inclusion with actions/initiatives covering cross-cutting measures such as:

- ▶ Collaborating with EU Commission, EUAN and other institutions;
- ▶ Attracting and selecting a more diverse workforce;
- ▶ Preventing discrimination, harassment, conscious and unconscious bias;
- ▶ Ensuring flexible working environment;
- ▶ Ensuring fair and equitable career, learning and development opportunities;
- ▶ Awareness raising on diversity and inclusion;
- ▶ Monitoring diversity and inclusion related data, as well as targeted measures with regard to specific groups 1) gender equality; 2) persons with disabilities and staff with disabled dependants; 3) Lesbian, Gay, Bisexual, Transgender, Intersex, Questioning/Queer (LGBTIQ+); 4) Underrepresented age groups among staff.

In addition, on 8 March 2021, EIOPA launched an external initiative: [Women in Insurance](#).

Contact

www.eiopa.europa.eu



European Institute for Innovation and Technology (EIT)

The EIT, as a body of the European Union and integral part of Horizon Europe, plays a significant role in supporting the EU's objectives of creating sustainable economic growth and jobs, and contributes further to public and private sectors, at national and regional level, to produce an effective response to gender inequality. EIT is committed to an inclusive approach to diversity and inclusion. EIT ensure that all the employees benefit from equal treatment and opportunities, irrespective of their gender, race, colour, ethnic or social origin, genetic features, language, religion, or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual orientation.

Since December 2016 a series of actions have been taken by the institute to enhance its path towards an effective response to gender mainstreaming, diversity, and inclusiveness, culminating in 2020 with the adoption of the EIT's Gender Mainstreaming Policy. EIT Community is enriched with women entrepreneurs, engineers and innovators who have largely impacted their local communities as well as the international ones and who are now leading by example and mentor future women entrepreneurs and innovators: <https://eit.europa.eu/our-activities/entrepreneurship/women-entrepreneurship-and-leadership>



Initiatives

- ▶ EIT has put in place a [Gender Mainstreaming Policy](#) and action plan since 2020. The policy is being updated to cover 2022 -2024.
- ▶ EIT elaborated an equal treatment/opportunities recruitment and career development policy - ensuring fair and equitable career, learning and development opportunities.
- ▶ A policy on harassment is in place. There are also trained confidential counsellors to support staff in case of sexual and/or psychological harassment.
- ▶ EIT has developed social policies - to ensure an improve work life balance and flexible working arrangements.
- ▶ EIT HQ and its community raises awareness on equal treatment, diversity, and inclusion by organising regular trainings and workshops.
- ▶ Monitoring diversity related KPIs, i.e., gender.
- ▶ EIT has launched an EIT Community - cross-KIC programme, empowering women to become entrepreneurs and leaders: <https://www.eitfood.eu/projects/supernovas>.

Contact

Iuliana Vizitiu www.eit.europa.eu

European Labour Authority (ELA)

ELA has a unique staffing structure, having 27 National Liaison Officers (SNEs) from each EU Member State seconded at the seat of the Authority. ELA's commitment in its founding Regulation aims to ensure gender balance within the Authority.

Initiatives

- ▶ Clear statement on the ELA website and in all vacancy notices that ELA is an equal opportunity employer. ELA ensures that its recruitment procedures do not discriminate on the grounds of gender, colour, race, ethnic or social origin, genetic features, language, religion, or belief, political or any other opinion, membership of a national minority, property, birth, disability, nationality, age, sexual orientation, or gender identity. In case of a disability, candidates are asked to inform Human Resources at ELA and indicate which arrangements or adjustments relating to the disability are necessary, so ELA can ensure equal participation in the interviews and tests.
- ▶ ELA is growing and already in its start-up phase has proven to be very inclusive, flexible, cooperative, and diverse workplace with rich workplace culture. ELA has created, together with all its staff, its mission and values statement – representing the diversity and culture of its staff.
- ▶ Seconded 27 National Liaison Officers (SNEs) from 27 Member States, bringing across the culture, richness, and diversity from the EU.
- ▶ Regular statistics on diversity by Human Resources.
- ▶ Gender balance on Heads of Unit level.
- ▶ Gender balance of ELA staff.
- ▶ Social activities, daily morning coffees, speed dating, team building activities, Agency wide gatherings.
- ▶ Project for accessibility of ELA's website.
- ▶ Premises' accessibility for people with disabilities.
- ▶ Calling for initiatives for sharing from all Europe different celebrations, traditions, pictures.
- ▶ New pair of glasses staff initiative: raising awareness on diversity together with staff.
- ▶ ... and more to come.



Contact

Petya Kirtcheva - Head of Human Resources
petya.kirtcheva@ela.europa.eu
recruitment@ela.europa.eu
www.ela.europa.eu/en/working-us

European Medicines Agency (EMA)

EMA is committed to actively promote equality, diversity, and inclusion.

The human resources policy focuses on diversity as a source of enrichment, innovation, and creativity; secures equal opportunities; excludes any kind of discrimination; raises awareness and communicates widely the relevance of implementing a diversity and inclusion policy. The corporate structure enables a safe environment that supports a healthy work-life balance.

At EMA we embrace our differences, not just on the part of the Agency's governance but most importantly on a daily basis in the eyes of our staff. Our diverse working and inclusive culture which we foster inside of the organisation is well complemented by our host city Amsterdam, a home to over 180 nationalities which peacefully co-exist and thrive together. Our staff therefore feels comfortable being themselves inside as well as outside the organisation.

EMA is an inclusive multicultural employer where ethics, integrity and cross-cultural sensitivity are highly valued; a pleasant place to work and interact.

Initiatives

The Agency established a dedicated Diversity and Inclusion Working Group (D&I WG), adopted a Charter on Diversity and Inclusion in March 2022, and nominated three D&I Ambassadors to reinforce the cross-Agency input.

D&I allies will be promoted as an associated volunteer membership open to all EMA staff who wish to support D&I WG in its mission.

An Annual Work Programme (WP) for D&I was endorsed by the Agency's Executive Board. Additionally, training courses and awareness campaigns are organised across the Agency; there is a plan to create a dedicated D&I intranet section as well as a D&I Yammer channel to encourage more discussion and interaction among the staff on D&I topics.

EMA is a member of the European Union Agencies Network (EUAN) D&I working group and actively collaborates with other EU Agencies and Institutions. A catalogue of D&I training courses is also available to all staff.

Contact

diversityandinclusion@ema.europa.eu

www.ema.europa.eu



EUROPEAN MEDICINES AGENCY
SCIENCE MEDICINES HEALTH

European Monitoring Centre for Drugs and Drug Addiction (EMCDDA)

Diversity and inclusion are welcomed and considered as a factor that may facilitate and benefit the EMCDDA mission. This is enshrined in all the policies currently applicable at the EMCDDA.

Initiatives

EMCDDA Human Resource policies reflects the Agency's commitment against any form of discrimination.

The EMCDDA is an equal opportunity employer and actively encourages applications from women as stated in all its policies and published vacancy notices.

In recent years the Agency has taken some initiatives to promote and facilitate, as much as possible, opportunities for internal mobility to fill open junior managerial positions. This has allowed for a substantial improvement of the gender balance among EMCDDA managers, without prejudice to the primary application of the merit-based criteria required for the selection and appointment to the available managerial positions.

The Agency participate to the EU interinstitutional initiatives and activities aimed at promoting diversity and inclusion.

Contact

EMCDDA-HR@emcdda.europa.eu
www.emcdda.europa.eu



European Monitoring Centre
for Drugs and Drug Addiction

European Union Agency for Cybersecurity (ENISA)

ENISA is all about its people. The people who work at ENISA are key to its success. At ENISA, we are committed to the Union's values "United in diversity".

We value diversity and foster inclusion, as well as gender balance in the workplace. We currently employ twenty-one different EU nationalities.

To deliver on its mission and implement its vision, the Agency relies on diverse workforce, highly qualified and engaged staff.

Initiatives

- ▶ Multilingualism – language support.
- ▶ Unconscious bias – training courses
- ▶ Outreach campaigns and social media to diversify talent attraction and gender inclusiveness.
- ▶ Online career fair participation.
- ▶ Participate to EU networks on Gender Balance and New ways of working.
- ▶ Set up matrix way of working – collaborating, involving, communicating.
- ▶ Staff engagement via Wellbeing, Q&A sessions, ENISA Academy, away days for units and teams.
- ▶ Utilise tools such as internal and external communication to be more inclusive.
- ▶ Cross functional, cross-unit teams and collaboration outputs.
- ▶ Strategy day once per year.
- ▶ Yearly staff survey.

Contact

www.enisa.europa.eu



European Union Agency for Railways (ERA)

ERA continues to “look for excellence in its diversity” and formalised this aspect as one of its 24 core principles.

ERA values the diversity of its team and encourages a supportive cooperation among all staff without distinction striving for excellence.

Initiatives

Management Board dashboard: recurring measurement of diversity related indicators to allow follow-up, analysis and make data driven choices to improve.

Gender audit: mapping of gender mainstreaming at ERA and looking for opportunities for change

HR strategy 2023-2027:

- ▶ Fostering diversity and inclusion from recruitment, throughout the working career.
- ▶ Achieving gender balance (in management) as an objective

2023: Raising awareness – internal event dedicated to put diversity on the agenda.

Contact

HR: cristel.segers@era.europa.eu

Women in Transport Project: anja.vanimpe@era.europa.eu

Better Together Project: idriss.pagand@era.europa.eu
nathalie.namavar@era.europa.eu



European Securities and Markets Authority (ESMA)

Understanding that a dynamic workplace will not only inspire a healthier organisational culture but will also create a fairer Europe for all, ESMA's staff and its management promote diversity and inclusion through policies and actions across all areas.

Initiatives

ESMA managed to achieve gender balance at all staff levels, including senior and middle management. As for the geographical balance, 24 EU nationalities are currently represented. To advance on this path, a cross-ESMA project has been launched to draft the Diversity and Inclusion Policy and to implement its Action Plan. These, together with the Diversity Charter, will be part and parcel of the organisation's Diversity and Inclusion Strategy.

The main objective of the Authority is to have a conscious and modern approach in all relevant procedures, which will ensure and improve the diversity among staff members from the beginning of the recruitment process, and throughout their career development and promotion.

To follow-up on these goals, ESMA will:

- ▶ Report and monitor all relevant statistics linked to the diversity of staff and the fair implementation of the various HRM procedures (performance appraisal, recruitment, promotion, etc.);
- ▶ Provide training for staff and management linked to bias awareness, dignity, avoiding harassment, etc.; and
- ▶ Actively promote Diversity and Inclusion and prepares additional actions based on the Diversity and Inclusions Strategy.

Contact

info@esma.europa.eu

www.esma.europa.eu



European Training Foundation (ETF)

The ETF is a multicultural working environment, where the principles of Diversity and Inclusion are actively supported. We employ staff members from 23 different EU Member States and Partner Countries.

Initiatives

- ▶ One of the founding pillars of the ETF HR strategy is Caring for people and Valuing diversity. The ETF promotes a culture of mutual support and respect where each staff member is celebrated for their contribution, commitment, and dedication to the work of the Agency and the EU.
- ▶ The ETF applies the principles of equal treatment and non-discrimination principles also in the selection process. Our selection guidelines clearly mention that all candidates must be treated the same way. Candidates are selected whatever their racial or ethnic origin, political, philosophical, or religious beliefs, age or disability, gender, or sexual orientation and without reference to their marital status or family situation.
- ▶ Specific selection procedures and internship opportunities are open to candidates from partner countries, considering the geographical mission of the ETF.
- ▶ Moreover, the topic of unconscious bias is included in the selection interviewing skills training for staff.
- ▶ Integrity & Respect is one of the five core values at the ETF, they are integral to the mission and critical to the success of the Agency. Values also integrated in people management processes, such as selection, performance management and reclassification.
- ▶ The ETF adopted the Heads of Administration Conclusion on aid for persons with a disability and in 2022 appointed a disability coordinator.
- ▶ The ETF Traineeship Policy foresees the possibility for disabled trainees to receive a supplement to their monthly grant up to a maximum of 50%.
- ▶ The ETF has gender balance in the middle and senior management. The goal is to have this gender balance at all levels of staff. As mentioned in the ETF Job Application Instructions: “The ETF is an equal opportunities employer. Applications from qualified candidates of both genders are welcomed, and from males encouraged considering our equal opportunity policy”.
- ▶ Further initiatives will be carried out in 2023, when the ETF has planned to adopt the EUAN Charter on Diversity & Inclusion and to organize awareness raising sessions in the field.

Contact

www.etf.europa.eu



European Union Intellectual Property Office (EUIPO)

At EUIPO, we foster a diverse and inclusive environment of respect, trust, and confidence, enabling all colleagues to openly share their views and contribute to a fair staff policy. EUIPO is committed to being an equal opportunities employer.

Initiatives

The EUIPO promotes gender balance in management positions, reaching a total of 44% of female managers in 2021 (see the [Annual Human Resources Report](#)).

The EUIPO offers multiple trainings to promote inclusion at the Office. In 2021, a leadership lab on Inclusive Leadership was provided to its managers. Moreover, the Office has established initiatives fostering collaboration across different departments such as the Calls for Talent and Call for Innovation.

As an Office that is also committed to employing and developing the careers of people with disabilities, the EUIPO facilitates access and ensures staff wellbeing. The Office holds a Universal Accessibility certification for its premises in Alicante on the basis of the UNE 170001-2 standard (Universal accessibility. Part 2: Accessibility management system) and the facilities are designed and maintained to comply with this standard. Beyond the structural adaptations, there are organisational measures and policies in force with the aim of being globally accessible for any person, regardless of their age, gender, culture, or ability, and with the aim of fostering the greatest degree of independence. Universal Accessibility aims to remove the barriers that might limit people from carrying out their daily activities and accessing to the information on an equal basis.

Some examples of said measures in place are: wheelchair friendly circulation areas; emergency management suitable for people with reduced mobility; guidance system for visually impaired people; ergonomic adaptations in the workplace, including furniture and electronic devices; digital accessibility of IT tools; assistance service in catering areas as well as induction loops in the main conference and meeting rooms.

Contact

<https://euipo.europa.eu/ohimportal/en>



European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA)

The Agency strives to identify, attract, develop, and retain talented employees and ensure their professional development.

Initiatives

While the work on Diversity and Inclusion policy and on the Human Resource strategy to achieve gender balance and creating work environment that fosters inclusive culture is ongoing with the aim to be finalised in 2022-2023, eu-LISA has recently conducted an internal survey to assess opinion of Diversity and Inclusion within the Agency.

eu-LISA recruitment team took part in the online event *Women in Tech*, with a mission to attract more female candidates.

eu-LISA's full mission statement is available [on the Agency's website](#).

Contact

www.eulisa.europa.eu



European Agency for Safety and Health at Work (EU-OSHA)

Based in Bilbao, northern Spain, a city well known for its cultural openness and touristic attractions, our Agency's goal is to improve the working conditions of all citizens, which includes ensuring an environment that is respectful and supportive and free from discrimination. This applies to our own working environment as well. We create an inclusive working culture and foster equal opportunities. We feel safe, we trust people, we show appreciation to our colleagues and we ensure the wellbeing of everybody. We do care for our staff and we are proud to have a multinational and diverse workforce.

Initiatives

The Agency building is accessible to people with reduced mobility, and the working tools include voice recognition software available for people in need. There are also policies in place to support integration of staff and in particular non-Spanish speaking staff and their family members. EU-OSHA offers special equipment to meet the different ergonomic needs of its staff to cater for different health and physical requirements. It also offers individual counselling and coaching support for colleagues in difficulty whatever the origin of the latter and ensures a safe and healthy smooth reintegration of colleagues after periods of illness by providing for instance adapted working hours and workplaces in line with needs.

EU-OSHA offers regular training on working in multicultural environment, live our values (be **R**espectful, **R**esponsible, **P**rofessional, **P**ositive and **C**ommitted).

The Agency values social dialogue and strives for continuous improvement in its policies and initiatives to always further broaden its workforce and support to staff.

Contact

www.osha.europa.eu



Europe's Rail Joint Undertaking (EU-RAIL)

At Europe's Rail Joint Undertaking, we believe that diversity is our strongest asset and we nurture, develop and when necessary adapt to remain an attractive and motivating place to work for everyone who wish to be part of the EU-RAIL JU's team.

Initiatives

Diversity is fully defined in the values of the Agency and the way staff work together:

"We aim at having a good blend of personalities, gender, backgrounds, cultures and knowledge"

In this respect, EU-RAIL intends to present to the Governing Board for adoption, not later than early 2023, its first diversity and inclusion strategy as the Agency believes that "tone at the top" is the basis for a coherent implementation of the strategy.

Contact

Raphael Bagnarol hr@rail-research.europa.eu



European Foundation for the Improvement of Living and Working Conditions (EUROFOUND)

Eurofound is a tripartite EU Agency, whose role is to provide knowledge to assist in the development of better social, employment and work-related policies.

Eurofound's research reveals important insights into the living and working conditions of different sections of society to ensure that social policies best reflect the realities of an ever-diversifying Europe.

We combine theory and practice: Inclusion & Diversity is a key factor in Eurofound's research but also in its daily operations and as an employer.

The Agency is supported in this mission by staff from many different countries, cultures and backgrounds who bring their expertise and can offer different perspectives, which benefit both Eurofound's work and its working environment.

Initiatives

Eurofound is welcoming and actively managing diversity and inclusion. It seeks to create a diverse working environment and an inclusive work culture in which everyone feels valued and can manifest their full potential in the workplace. Continuous investment in training and development of staff in support of an inclusive, positive, trusting, and unbiased workplace is in place.

Eurofound's staff come from a wide range of national, professional, and cultural backgrounds. Gender distribution is largely balanced (58% female, 42% male). The management team is made up of four women and five men. Currently, 20 nationalities are represented amongst staff, with a fairly balanced nationality distribution.

Initiatives and actions:

- ▶ Regular promotion of ethical behaviour and conduct (e.g., Ethical behaviours at work; Working together with respect and tolerance to achieve common goals; Polite and clear communication; Conflict resolution; Zero tolerance towards any form of harassment and discrimination).
- ▶ Trained confidential counsellors in place to support staff.
- ▶ Eurofound applies a policy of equal opportunities and non-discrimination: applications are assessed without distinction on any grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion, or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.



- ▶ Specific training has been organised for members of (pre-) selection panels on “Competency-based interview skills” to ensure that the interview is in line with the principles of diversity and avoid risks of unconscious bias.
- ▶ Eligible staff is supported with a dedicated budget for socio-medical treatment.

Contact

General: www.eurofound.europa.eu

Recruitment:

<https://www.eurofound.europa.eu/about-eurofound/vacancies>



EUROJUST

Eurojust has taken on the mission of recognising the diverse nature of our staff and the importance of ensuring the well-being of every colleague, regardless of their story. We take into account the particular situation and specific concerns of the different persons who make up our workforce and continually seek new ways to ensure the recommendations of the Joint Statement on D&I are fully implemented.

Initiatives

Eurojust is in the initial stages of launching its diversity and inclusion programme. The first step taken was to launch a joint internal/external D&I page for its own staff and those seeking to join Eurojust.

[Working at Eurojust | Eurojust | European Union Agency for Criminal Justice Cooperation \(europa.eu\)](#)

A query from a Eurojust staff member sparked the creation of the EUAN Working Group on Diversity & Inclusion. Eurojust played a key role in the development, launch, and analysis of an EU Agency/JU-wide survey on D&I through this Working Group.

Eurojust produced and shared a strategic document with EUAN D&I Working Group members that offered a template to launching a D&I programme, as well as guidance as to how to structure such a programme.

Contact

Contact Point: Mr Steven Beyba, Human Resources Officer

Website: [Eurojust.europa.eu](https://eurojust.europa.eu)



EUROPOL

As the European Union's law enforcement Agency, our main goal is to achieve a safer Europe for the benefit of all the EU citizens. Europol is an **equal opportunity employer**, striving to recruit, develop and retain a diverse and talented workforce through the application of equal opportunity and impartiality. We accept applications without distinction on grounds of gender, sexual orientation, national, ethnic or social origin, religion or beliefs, family situation, age, disability, or other non-merit factors. Our employment decisions are based on business needs, job requirements and qualifications, experience and skills.

We are committed to diversity and inclusion, to the principle of equal opportunities and to providing employees with a work environment free of discrimination and harassment.

[Europol Recruitment Guidelines](#)

Diversity is part of the six values Europol adheres to: " We foster diversity in the workplace. We uphold an inclusive corporate culture. We create and maintain conditions where we have equal opportunities to develop and contribute". More info [here](#).

Initiatives

In July 2022, Europol introduced the **Diversity & Inclusion Strategy 2022+**. Its implementation is foreseen under **five objective areas**, each containing a set of key actions to be planned, implemented and monitored to secure the effective rollout of this Strategy:

1. Demonstrate leadership, commitment and accountability;
2. Foster an inclusive culture;
3. Build a diverse workforce;
4. Leverage D&I for our mission effectiveness
5. Promote D&I awareness inside and outside Europol

The Strategy will result in a **4-year implementation plan**, which will contain clearly defined activities, milestones and a process for reviewing progress on its implementation. While the introduction of a D&I Strategy is a new initiative, Europol has been promoting D&I within the Organisation since 2010 on a continuous basis, with various actions, projects, networking and outreach events. The successful implementation of the existing best practices on D&I over the past decade has set an excellent groundwork for the Europol D&I Strategy 2022+ and future D&I endeavours.

Contact

[https://www.europol.europa.eu/
C2-1@europol.europa.eu](https://www.europol.europa.eu/C2-1@europol.europa.eu)



EU Fundamental Rights Agency (FRA)

FRA has in place an Equal Opportunities policy.

Part of the successes of the EDG is the requirement that all Heads of Units sign and commit themselves to promote the principles and objectives in the Agency's Equal Opportunities policy framework.

Initiatives

The EU Fundamental Rights Agency (FRA) strives to promote inclusion and diversity in its work. It is for this reason that following a staff wellbeing survey, the Agency in 2015 went through an external evaluation on equality and diversity following which the Director agreed to establish the Equality and Diversity Group (EDG).

The main objectives of the EDG are:

- ▶ Provide upon request advice on equality and diversity to the Management Team, Corporate Services and the Staff Committee
- ▶ Act as a Focal Point for staff, by channelling its opinion on equality and diversity issues at the Agency, however not related to personal staff matters
- ▶ Raise awareness on equality and diversity within FRA
- ▶ Support the implementation of FRA's Equal opportunities and diversity policy framework.

Part of the successes of the EDG is the requirement that all Heads of Units sign and commit themselves to promote the principles and objectives in the Agency's Equal Opportunities policy framework.

Contact

Frederick.Banson@fra.europa.eu



European Border and Coast Guard Agency (FRONTEX)

Frontex aims for its staff to reflect the diversity of the people of the European Union, and to be an open and inclusive workplace. We pay particular attention to ensuring gender balance and strive to be an attractive employer for the underrepresented gender.

Initiatives

Frontex has taken numerous actions to foster a diverse and inclusive culture, focusing on external communication and recruitment, internal measures, and anti-harassment policies.

The Agency, which has been expanding significantly, runs special recruitment campaigns to specifically target women and underrepresented EU nationalities. When advertising new jobs and traineeships, we present a wide range of staff in short videos and interviews to highlight our diverse workplace.

The Agency webpage and social media also aim to show the many diverse faces of Frontex, showing the successes of staff of every nationality and gender. Frontex also participated to the EUAN Staff Survey on Diversity and Inclusion.

In 2021, Frontex established a Diversity Working Group to promote overall diversity in the Agency, and in particular among the standing corps, the EU's first uniformed law enforcement service which is managed by Frontex. Among its goals is the creation of a modern, progressive and diverse border force. In its efforts, the Working Group targets actions related to employment opportunities, career advancement and inclusive leadership and governance.

In light of the need to increase diversity and render the standing corps more attractive to women and other underrepresented (minority) groups of people, a Diversity Officer function for the standing corps has been created in 2022. The tasks foreseen for that function are:

- ▶ tackling the issue of serious underrepresentation of women and other (minority) groups of people within the standing corps;
- ▶ supporting measures and solutions to ensure geographical balance in the recruitment of the standing corps and the representation of women and other (minority) groups of people amongst the standing corps;
- ▶ promoting the culture of inclusivity not only in employment opportunities but also in career advancement;
- ▶ promoting cooperation between Frontex and other Agencies as well as Joint Undertakings, to share information and good practices in

The logo for Frontex, featuring the word "FRONTEX" in a bold, blue, sans-serif font. The letter "X" is stylized with three horizontal lines passing through it, representing a wave or a border.

relation to the above-mentioned tasks, through the venue of the Diversity Working Group.

These tasks are to be achieved by carrying out, among others, these specific actions:

- ▶ to collect data on the reasons why the standing corps may be less attractive to women and other (minority) groups of people and to propose concrete improvements;
- ▶ to collect data on the existence of any bias in the context of the recruitment of standing corps that might hinder the hiring of women and other (minority) groups of people and to propose concrete improvements;
- ▶ to develop systems for reporting any incidents of discrimination, and respond to complaints and provide information on options for complainants;
- ▶ to create dedicated training to raise awareness on diversity to the standing corps, other staff and leadership;
- ▶ to present reports and recommendations on how to incorporate anti-discrimination and anti-harassment policies into the standing corps framework.

Internal diversity measures aimed at staff members include the celebrations of national holidays and days celebrating diversity (LGBTI, etc).

In June 2021, Frontex organised a conference with the representatives of the European LGBT Police Association ('EGPA'). The objective was to raise awareness on the system in place for our staff about the rights of the LGBT Community within Frontex and EGPA. The conference resulted in a fruitful discussion on the best practices and highlighted relevant questions with regard to room for improvement.

Furthermore, Frontex raises awareness on diversity & inclusion among its staff by sharing information about various learning options in this area (including recommendations for courses, videos, articles etc.). The main aim of these activities is to raise awareness on the importance of ensuring a safe workplace as well as familiarize staff with the concepts of unconscious bias and cultural competence.

One example is the Summer learning: Diversity of Inclusion, a selection of introductory videos and articles on diversity and inclusion recommended by DG HR Diversity & Inclusion Office. This aims at sharing the basics of key diversity and inclusion concepts as well as help in recognising, avoiding and stopping microaggressions, and learn what to do as a bystander when witnessing inappropriate behaviour.

Panel members of selection procedures are also requested to attend a training in recruitment techniques which includes a section on recognising and removing unconscious bias when hiring.

The logo for Frontex, featuring the word "FRONTEx" in a bold, blue, sans-serif font. The letter "E" is stylized with a white, wavy graphic element that resembles a stylized 'E' or a wave.

The Agency also takes steps to support staff families facing exceptional and individual hardship situation.

Frontex has in place a number of anti-harassment measures and policies, including:

- ▶ 3 Codes of Conduct (general and operational activity related);
- ▶ policy on protecting the dignity of the person and preventing psychological harassment and sexual harassment; and
- ▶ its implementing rules, the Manual of Procedures for Frontex Confidential Counsellors.

The well-established and functioning system contains:

- ▶ 2 Staff Committees: Statutory and SNE;
- ▶ a Confidential Counsellor Central Service and
- ▶ 15 Confidential Counsellors ('CC').

Among the EU Agencies, Frontex appointed the highest number of Confidential Counsellors. It is worth to mention that upon finalization of the mandatory initial training course, 6 more Confidential Counsellors will be in the position to support staff members who turn to them in case they experience difficulty in their working relationships.

Their aim is to ensure a positive, safe, and inclusive working culture in Frontex where there is no room for harassment, discrimination or inappropriate behaviour.

In terms of actions, dedicated awareness raising sessions having been organized for the executive, senior, middle managers and team leaders conducted by an external trainer and dedicated awareness sessions were given by CCs and their Central Service to all staff members. Frontex is currently developing an 'Anti-harassment policy e-learning course' mandatory for all Frontex staff.

Furthermore, the Agency concluded a framework contract with an external expert to carry out group (or individual) mediation sessions addressing any possible issues Frontex staff is encountering within the team, sector, or unit.

Contact

jobs@frontex.europa.eu

<https://frontex.europa.eu/>

The logo for Frontex, featuring the word "FRONT" in a bold, blue, sans-serif font, followed by a stylized blue wave icon, and then "EX" in the same font.

Fusion For Energy - The European Joint Undertaking for ITER and the Development of Fusion Energy

Fusion for Energy (F4E) is an equal opportunities employer and makes every possible effort to avoid any form of discrimination. As part of its commitment to diversity, gender equality and geographical distribution, F4E strongly encourages applications from female candidates.

Measures are in place to guarantee that all the selections can provide equal opportunities to all the candidates. This includes appointing diverse and well represented selection panels and marking written tests in an anonymous way. The F4E “Charter of Engagement” sets common standards for working together and provides an opportunity for staff to reflect on their own behaviour in the workplace towards colleagues.

Initiatives

Since its establishment in 2007, F4E has implemented several measures aiming at improving inclusion and encouraging diversity. F4E’s legal framework comprises rules on flexible working arrangements allowing for conciliation of professional and private life, rules concerning disability, prevention of harassment and conflict resolution and measures keeping track of the evolution of the gender and nationality distribution.

F4E fosters a culture of diversity and inclusion via the Diversity, Equal Opportunities and Non-Discrimination Strategy adopted in 2020, which includes the following objectives:

- ▶ To eliminate obstacles to recruitment and potential discrimination based on race, colour, nationality, religion, sexual orientation, or ethnic origin,
- ▶ Gender equality,
- ▶ To facilitate the employment and integration of people with a physical impairment.

F4E efforts to contributing to a respectful and inclusive work environment:

- ▶ Extensive offer of learning resources to all staff,
- ▶ Inclusion of related KPIs in our HR metrics system,
- ▶ Awareness initiatives and campaigns to increase the dialogue on Diversity & Inclusion within the workplace,
- ▶ Training to all staff members on how to overcome gender/unconscious bias,
- ▶ Training of staff members and managers and enforcing a zero tolerance policy against harassment or any other form of discrimination,
- ▶ Launch of the F4E Women Network.



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F4E Selection process:

- ▶ F4E does not require applications to include pictures, age, gender info or details pertaining to civil status,
- ▶ Raise awareness of selection committees towards the advantages of a multi-cultural organisation,
- ▶ Distribution of a short guide on good practices in diversity and non- discrimination during selection procedures.

Contact

Contact: info@f4e.europa.eu

Website: www.fusionforenergy.europa.eu



**FUSION
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European Union Satellite Centre (EU SatCen)

At SatCen we believe that having a diverse workforce and a sense of belonging are critical to the personal and collective success of staff members and our Agency. Workplace diversity reflects the diversity of European citizens that SatCen serves, as well as the diversity of Member States' security and defence communities. It boosts SatCen's competitiveness in several ways. It enables SatCen to find innovative solutions to problems, as staff members with diverse backgrounds, cultures and experiences bring a greater mix of individual talent, knowledge, and skills, allowing SatCen to improve its ability to adapt to ever-changing situations and demands. The inclusion of staff members helps them feel valued and respected, thus increasing talent attraction and retention. Diversity is embraced at SatCen and creating a strong sense of belonging helps SatCen to harness individual differences in ways that drive leadership, cooperation, innovation, and service excellence.

Initiatives

SatCen published its Diversity and Inclusion Strategy and related Action Plan in February 2022. SatCen is implementing cross-cutting measures that include the establishment of a dedicated intranet site, the conduct of staff surveys, the organisation of trainings, the celebration of dedicated diversity days, and the inclusion of D&I considerations in recruitment and other HR policies. A dedicated Diversity and Inclusion Coordinator has been nominated to oversee and monitor the progress of the actions taken. SatCen has also joined the EU Agencies Network's Working Group on Diversity and Inclusion, in order to benchmark on best practices and to benefit from knowledge-sharing across the EU Agencies.

Contact

SatCen Human Resources
administration@satcen.europa.eu
www.satcen.europa.eu/



Single Resolution Board (SRB)

At the SRB, we believe diversity creates excellence – more diverse staff members mean a wider range of opinions, leading to better and more robust teams.

Initiatives

Diversity and inclusiveness in the vacancies for the recruitment campaigns (www.srb.europa.eu/en/vacancies)

Contact

www.srb.europa.eu



Network of EU Agencies and
Joint Undertakings
www.euagencies.eu