

EN

Diversity and Inclusion Policy 2021-2025



EUROPEAN
COURT
OF AUDITORS

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I. Background

The European Court of Auditors (ECA), the external auditor of the European Union, is an **equal opportunities employer**. The principle of equal opportunities is enshrined in the legislation underpinning the work of the EU, notably in Article 1d of the Staff Regulations, which prohibits discrimination on any ground (such as 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). The principle also holds full equality between men and women in the workplace to be essential.

The ECA's commitment to equal opportunities is also apparent in our Ethical Guidelines (Decision No 66-2011), which state: "We shall avoid any form of discrimination and contribute to implementing a policy of equal opportunities for all staff. Members and managers shall take steps to ensure that all staff are given equal treatment and equal opportunities in their professional development."

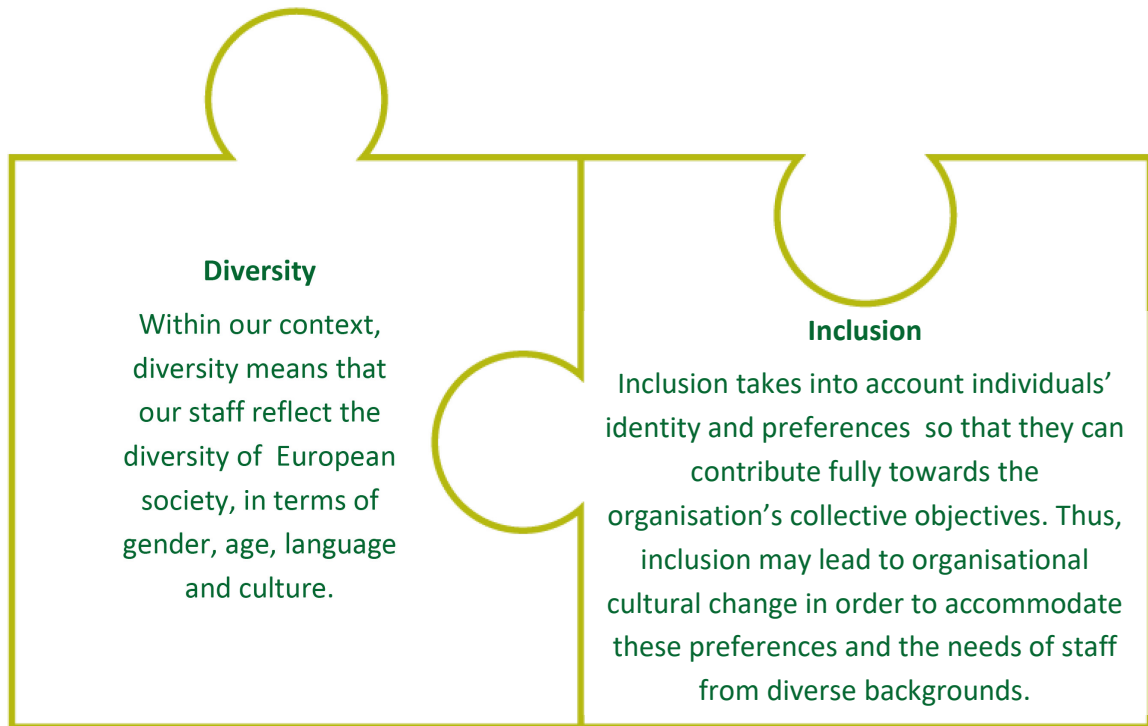
In addition to guaranteeing equal opportunities for its staff, the ECA is committed to putting in place a **diversity and inclusion policy**. The intention is to create a diverse working environment and an inclusive culture in which everyone feels valued and able to achieve their full potential.

"This diversity and inclusion policy is an important part of the ECA's strategic goals for 2021 2025. It builds on the results of past action plans to pave the way towards a more diverse, more flexible and, at the same time, more equitable workplace where everyone's talent has the best opportunity to flourish. Leaders have a key role in making this happen; through our commitment, we can set an example for the rest of the organisation. Therefore, it is our task to make the benefits of a diverse and inclusive culture apparent to all."

Zacharias Kolias

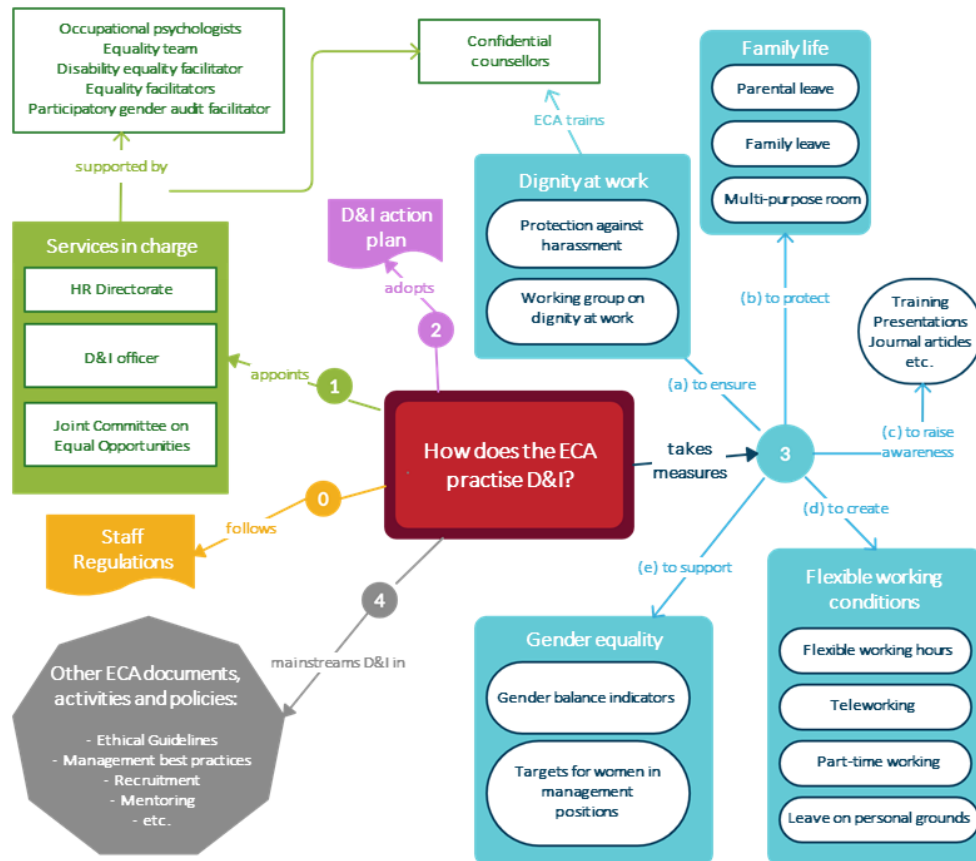
Secretary-General, European Court of Auditors

II. How do we define 'diversity' and 'inclusion'?



Where inclusion meets diversity: inclusion means enabling colleagues with different profiles to bring their 'whole self' to work and perform to the best of their abilities. An inclusive workplace acknowledges the need to take into account the individual situations and concerns of **all** staff populations, and aims in particular to include them in specific situations (such as people with a disability or disabled dependants, LGBTQ+ individuals and older staff).

III. How do we practise diversity and inclusion (D&I)?



IV. Priorities for 2021-2025

01 MOBILISE: We will continue to mobilise senior management in familiar and innovative ways; we will offer ECA Members the role of 'D&I ambassador'. The ECA as an institution will commit to achieving concrete results.

02 INFORM AND ENGAGE: We will communicate regularly on D&I issues. We will publish articles, organise training events and invite guest speakers to raise awareness and change attitudes. We will organise campaigns and events to promote best practice. Implementing D&I actions will involve several stakeholders. The D&I officer and the Joint Committee on Equal Opportunities will work together to capitalise on past results and bring about further change as needed. We also plan to extend collaboration to groups of staff who are keen to become involved in D&I actions.

03 ATTRACT: We will put specific HR measures in place to guarantee equal opportunities for every job applicant. We will liaise with EPSO and other stakeholders to diversify the pool of potential applicants. We will collect feedback from applicants to track our progress.

04 INTEGRATE: We will monitor core HR processes (such as performance management, evaluation, certification and promotion) to ensure that all ECA staff have an equal chance of success in their career and professional life. We will publish HR data in the interests of transparency.

05 PROMOTE: We will encourage managers to appoint women as heads of task or equivalent. We will provide training and other forms of support for qualified women to motivate them to apply for head of task positions.

06 ADAPT: We will continue to offer flexible working conditions for our staff, by introducing specific measures for staff in vulnerable situations. We will place more emphasis on wellbeing, and examine how best to help staff adapt to the reality of a post-COVID-19 world.

07 ENABLE: We will raise awareness about disability; we will provide more support for ECA staff members with a disability and more guidance to facilitate their integration at work. We will make ECA buildings more accessible wherever possible.

08 PROTECT: We will look into the strengths and experience that older staff can contribute and also the challenges they face, in order to identify the best way to address their needs. We will launch initiatives to motivate older staff and help them pass on their knowledge and experience to the younger generation.

09 ENCOURAGE: We will encourage women to embark upon the path towards management. We will regularly track the proportion of female heads of task and managers and provide women with specific career counselling and leadership training. We will examine the obstacles women may encounter in the course of their careers, and will consider measures to counterbalance such obstacles.

10 MEASURE: We will continue to track key indicators to measure D&I progress and will report on the results on a regular basis.

For more information, please consult the ECA's Diversity and Inclusion Action Plan 2021-2025.

V. D&I goals and indicators for 2021-2025

Goal 1. MOBILISE – Promote D&I among management

| Indicator | Baseline | Target |
|---|--|---|
| Number of managers undertaking voluntary D&I assessment | N/A – new | Ten managers per year |
| Number of compulsory training courses provided for managers on non-discrimination, equal opportunities and objectives relating to D&I | One course per year (offered on several occasions) | Maintain – at least one course per year |

Goal 2. INFORM AND ENGAGE – Promote D&I among all staff

| Indicator | Baseline | Target |
|--|----------------------|-----------------------------|
| Number of communications (staff notices, ECA news, articles, etc.) on equal opportunities, D&I and wellbeing | One every 4-5 months | One communication per month |
| Number of ECA conferences, training courses, webinars and events focusing on equal opportunities, dignity at work, D&I and wellbeing | N/A – new indicator | Six per year |

Goal 3. ATTRACT – Provide equal opportunities and enhance D&I in the recruitment process

| Indicator | Baseline | Target |
|--|---|----------------|
| Proportion of selection boards comprising both women and men | 86 % in 2018 96 % in 2019 100 % in 2020 | Maintain 100 % |
| Percentage of vacancy notices reviewed to ensure they attract/encourage a diverse range of applicants by gender, age, disability, etc. | N/A – new indicator | 100 % |

Goal 4. INTEGRATE – Mainstream equal opportunities and D&I in performance management, evaluation, certification and promotion

| Indicator | Baseline | | Target |
|--|--|--|--|
| | Staff working part-time / on parental leave | All staff | |
| Promotion rate among staff working part-time | 33 % in 2018 45 % in 2019 49 % in 2020 | 43 % in 2018 48 % in 2019 48 % in 2020 | Promotion rate among staff working part-time |
| Promotion rate among staff who have taken parental leave | 43 % in 2018 50 % in 2019 49 % in 2020 | | 45 % in 2019 |

Goal 5. PROMOTE – Promote gender equality in the selection of heads of task

| Indicator | Baseline | Target |
|---|--------------|------------------|
| Share of women in head of task positions | 34 % in 2020 | 40 % by end 2027 |
| Number of informal sessions for experienced female heads of task to share their knowledge | N/A | Two per year |

Goal 6. ADAPT – Enhance flexibility at work

| Indicator | Baseline | Target |
|---|-------------------|---------------|
| Percentage of hybrid meeting rooms | N/A – new | 100 % by 2025 |
| Percentage of managers who participate in compulsory training on creating a work-life balance | N/A - new | 100 % by 2025 |
| Percentage of working days eligible for teleworking (non-translators) | Max. 40 % in 2020 | 50 % by 2025 |

Goal 7. ENABLE – Create an inclusive environment for staff with a disability

| Indicator | Baseline | Target |
|---|-----------------------|--------------|
| Number of disability equality sessions/events | One every three years | One per year |
| Number of trainees with a disability | N/A – new | One per year |

Goal 8. PROTECT – Acknowledge, understand and address the ageing of ECA staff

| Indicator | Baseline | Target |
|---|-----------|--------------|
| Number of cross-generational social exchange sessions | N/A – new | Two per year |
| Number of exchanges between active seniors and staff approaching retirement | N/A – new | One per year |

Goal 9. ENCOURAGE – Encourage women to embark upon the path towards management

| Indicator | Baseline | Target |
|--|--------------|------------------|
| Share of women in middle and senior management positions (audit) | 29 % in 2020 | 40 % by end 2027 |
| Share of women in middle and senior management positions (non-audit) | 39 % in 2020 | 40 % by end 2027 |

Goal 10. MEASURE – Assess progress on D&I

| Report on ECA demographics using, among other things, the following data |
|--|
| ECA establishment plan |
| Workforce by type of contract |
| Gender balance at the ECA (including by function group and at management level) |
| Breakdown of staff by nationality and contract type, including a breakdown by nationality of managers and assistants |
| Age profile of all staff |
| Breakdown of managers by age and gender |
| Grade profile of officials and temporary staff |
| Average number of training days by gender and age group |
| Average number of training days by gender and working pattern |

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