

SEC/EB/18/1045/17

Directorate General Human Resources

**To:** The Executive Board

**Via:** M. Diemer [approved], A.S. Catherin [approved]

**From:** [REDACTED]

**Cc:** [REDACTED]

**Date:** 21 January 2018

**Subject:** Status update and follow-up from the EB meeting on 10/10/2017

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### **Background**

At its meeting on 10 October 2017, to enable further progress in the area of managerial gender diversity, the EB approved the recommendations contained and the goals proposed in the memo [SEC/EB/17/1033/13] attached (Annex 1), subject to a reformulation of two of the proposals, which were supported in order to preventing legal risks, related to: (1) Filling positions that become available in the context of the Career Transition Support; and (2) Appointing suitable female candidates for a vacant position at I-L band. To follow up on this request, this memo suggests the reformulation of these two specific gender diversity measures and updates the EB on the current state of play in the implementation of the measures approved by the EB in October 2017.

#### **1. Filling positions vacated by Career Transition Support (CTS) using recruitment**

As pointed out in the original EB memo (SEC/EB/17/1033/13) attached (Annex 1), the CTS programme creates manifold opportunities to recruit women into the to-be-vacated positions at management level. To this effect, it was originally proposed that “all CTS positions shall be filled via recruitment procedures, in which the recruiting managers are asked to make sure to attract, shortlist and select a sufficient number of female candidates”.

In order to allow for enhanced flexibility in staffing CTS-vacated positions, a more inclusive formulation is proposed as follows: “all CTS positions or, in case of a horizontal mobility cascading effect, 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”.

#### **2. Preference for suitable female applicants**

At its meeting on 10 October 2017, the EB supported the approach to give a preference to female candidates in case there are various suitable candidates (of whom at least one woman) for a vacancy at I-L, and requested the Chief Services Officer to revert with a different formulation in order to prevent potential legal risks. DG/HR and DG/L have collaborated to enable a safe formulation and concluded that there are two possible options:

### **Option A: Use of existing rule to enable diversity in selection decisions**

Under the current framework Recruitment panels can already make an active use of Article 1.a.1.1. of the Staff Rules, which establishes that, if the candidates have equal merits against the requirements of the position, the diversity of gender may be used as additional criterion. With a goal to enhance gender diversity, the Executive Board can strongly recommend ECB management and ECB recruitment panels to make active use of this Article.

### **Option B: [...]**

**DG/HR and DG/L are of the view that Option A has the potential to have a positive impact without the need to create a strict rule which, in turn, may be complex to operationalise.**

## **3. Update of the implementation of the measures approved in October 2017**

The gender diversity measures approved by the EB in October 2017 have been communicated by DG/HR to the Senior Management during the Senior Management Luncheon on 6 December 2017 and to the Middle Managers at the Head of Division communication forum on 8 December 2017. Annex 2 provides an update of the current state of implementation of the different measures endorsed by the EB in October 2017.

One of the measures approved was *“to, upon the receipt of a proposal by DG/HR, send a letter to the ECB’s Management Community listing the Executive Board’s expectations towards all managers in implementing the gender diversity measures”*. Please find in Annex 3 the draft letter, which will be adjusted, if needed, to reflect the outcome of the EB’s decision regarding the proposals in this memo and sent to all managers prior to the forthcoming Area Head Workshop on gender diversity (see the agenda in Annex 4) planned for 31 January (dinner) and 1 February 2018.

After the Area Head Workshop, a communication to all staff will be issued and BA specific data on gender diversity will be published.

**The Executive Board is invited to:**

- (a) approve that all CTS positions or, in case of a horizontal mobility cascading effect, 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,**
- (b) decide for:**

**Option A (use of existing rule to enable diversity in selection decisions): approve a strong recommendation to the recruitment panels to actively make use of Art 1.a.1.1. of the Staff Rules which establishes that, if the candidates have equal merits against the**

requirements of the position, the diversity of gender may be used as additional criterion, OR

**Option B** [...]

- (c) take note that the attached draft letter listing the Executive Board's expectations towards all managers regarding their efforts to achieve greater gender diversity will be sent to all management.