



2018-2021

Strategy for Diversity and Inclusion

As the EU bank, we commit to the European Union's principle – “United in Diversity” – and value diversity and inclusion, as they are good for people and good for business. We have achieved strong results in the past ten years and strive to bridge the remaining gaps with our third Diversity and Inclusion strategy.

We will address gender imbalance at different levels of the organisation and foster an innovative environment, where all colleagues contribute their best, helping the Bank to perform well and be an employer of choice.

“The 2018-2021 Diversity & Inclusion Strategy is part of our clear commitment to continuous improvement and better leadership practices. We champion diversity and inclusion not only because of the undeniable business benefits they bring, but also because we truly value their power to enrich our environment. Our success depends on each and every colleague: we must all behave in a way that fosters a diverse and inclusive work environment. In the years to come, all of us in oversight and management roles will be measured by how we have met ambitious diversity targets.”

Werner Hoyer
President, European Investment Bank



Following an in-depth analysis, we identified three priority pillars: **Protect, Impact, and Invest.**

Protect

We safeguard against discrimination and unequal treatment based on age, gender, sexual orientation, religion or belief, disability and racial or ethnic origin. We consistently integrate diversity and inclusion in our rules, policies and processes so that our people compete on an equitable footing for hiring opportunities, pay and promotions.

In addition, we offer a comprehensive set of benefits such as flexible working hours, teleworking and parental leave.

Our checks and balances

- Code of Conduct
- Staff Regulations
- Guidelines of Good Practice – Disability in the Workplace
- Internal mobility guidelines
- Recruitment practices
- Joint Committee for Equal Opportunities (COPEC)



Impact

Inclusion is what enables colleagues with diverse profiles to bring their “whole self” to work and perform to the best of their abilities. Our aim is to enrich team dynamics, build on complementary competencies and unlock individual drive to benefit decision-making, business results and organisational health.

Feedback from our annual staff satisfaction survey indicates that we could value diversity more and be more inclusive of differences. While we already embed diversity and inclusion in our managerial competencies, people management objectives and training offer, we will strive to change behaviours and mind-sets to enable a more inclusive management style and avoid unconscious bias.

“Inclusion and competitiveness are not two distinct concepts. They complement and enhance each other. By their combined power they help us deliver sustainable growth not only for all our colleagues but also to borrowers, investors and governing bodies. I am proud to work for an organisation where inclusion is seen as a way to positively impact business results and organisational health.”

Alexander Stubb

EIB Vice-President, responsible for Diversity and Inclusion



Invest

Our commitment to ensuring that all colleagues reach their full potential means that we not only develop current employees, but also recruit those who best complement our teams by offering different skill sets, competencies, and ways of thinking.

Currently, we do not have sufficient women in the pipeline for senior roles; this, if not addressed, will affect our future gender balance. That is why one of our primary focuses will be to increase the share of women at professional and management levels.

Growing talent from within

We will seek to steer colleagues to where they can have the highest impact, encouraging those with potential to develop their skills and competencies to take on new or increased responsibilities.

Investing in external talent

Our analysis highlighted a need to address gender diversity in external recruitments too; more specifically, the share of women hired in professional roles and the proportion of men recruited as support staff.

In addition, we will monitor the balance of nationalities at recruitment and within our overall population. We will continue to hire colleagues with disabilities, and reach out to other under-represented groups.

“Employees who complement each other by having different skill sets, competencies, backgrounds and ways of thinking form the best performing teams. Our managers should serve as role models in promoting and embracing diversity and inclusion, inspiring each colleague to exploit their unique traits.”

Cheryl Fisher
EIB Director General; Head of Personnel

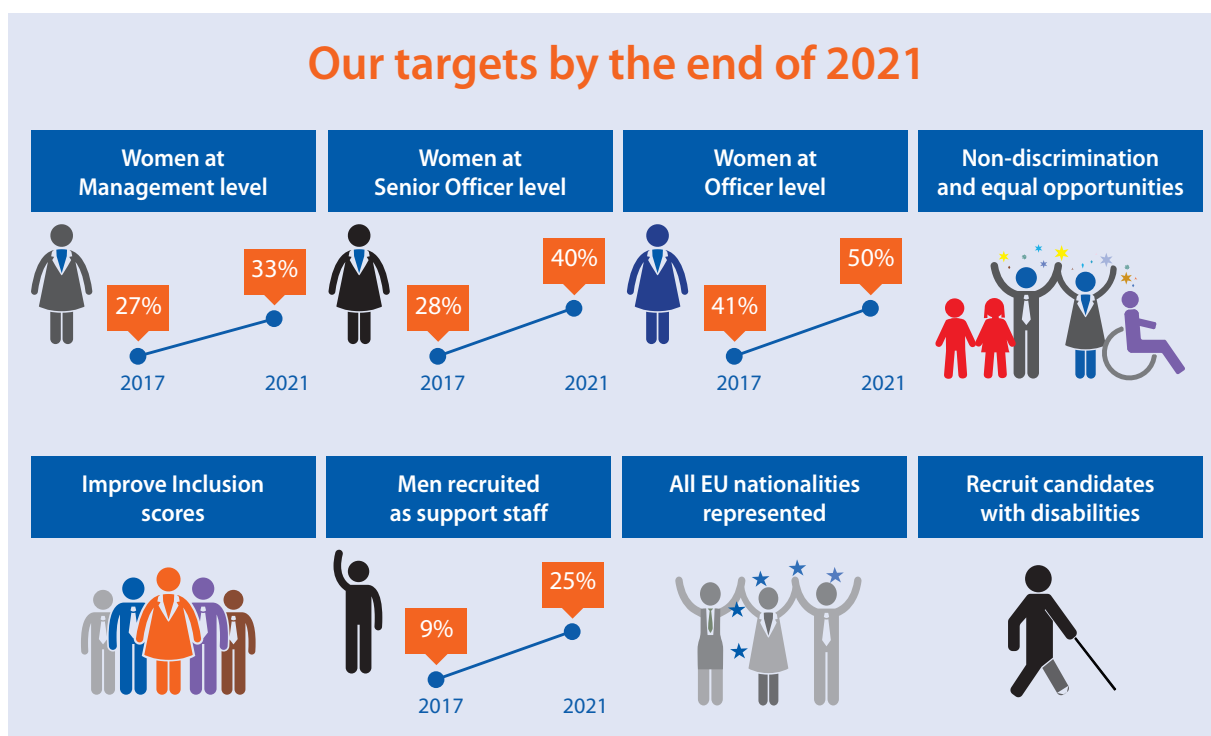


A crosscutting axe will support all actions undertaken in the three priority pillars:

Achieve

“What gets measured gets done”. We will work with all managers to set targets for which they will be held accountable and will monitor progress through a bank-wide dashboard. We will put in place a governance framework, report regularly to the Management Committee and Board of Directors, as well as publish an annual Diversity and Inclusion report.

We count on all managers to actively contribute to and support the achievement of our overall objectives.



European Investment Bank
 98-100, boulevard Konrad Adenauer
 L-2950 Luxembourg
 ☎ +352 4379-1
 📠 +352 437704
www.eib.org

Information Desk
 ☎ +352 4379-22000
 📠 +352 4379-62000
 📧 info@eib.org

Follow us

