



2018

DIVERSITY AND INCLUSION PROGRESS REPORT

INTRODUCTION

As the EU bank, the European Investment Bank (EIB) is committed to the European Union's principle of "United in Diversity". Our organisation values diversity and inclusion, as they are good for people and good for business. The EIB's third Diversity and Inclusion (D&I) strategy, which covers the period 2018-2021, builds on the significant progress and results we have achieved over the past decade.

This publication is the first in a series of annual progress reports on the implementation of the EIB's D&I strategy. It gives an overview of ongoing activities and achievements at year-end 2018 and compares them with the previous year.

Background and context

The 2018-2021 Diversity and Inclusion Strategy is built on three strategic pillars: **Protect, Impact and Invest.**

PROTECT	IMPACT	INVEST
We safeguard staff against any form of discrimination.	By creating an inclusive work environment , employees with diverse profiles can bring their "whole self" to work and build on complementary competencies .	We are committed to developing current employees and attracting those who best complement our teams with their different skill sets, competencies, and ways of thinking .

Maj Theander
EIB Director General, Personnel Directorate



"Our Diversity and Inclusion Strategy has given us a new impulse to achieve better gender representation and build a more inclusive work environment. We are committed from the top to address issues like gender imbalance or unconscious bias and to ensure that diversity and inclusion are integrated into our rules and practices. In 2018, we made solid progress in some areas, which we are eager to continue to improve going forward."

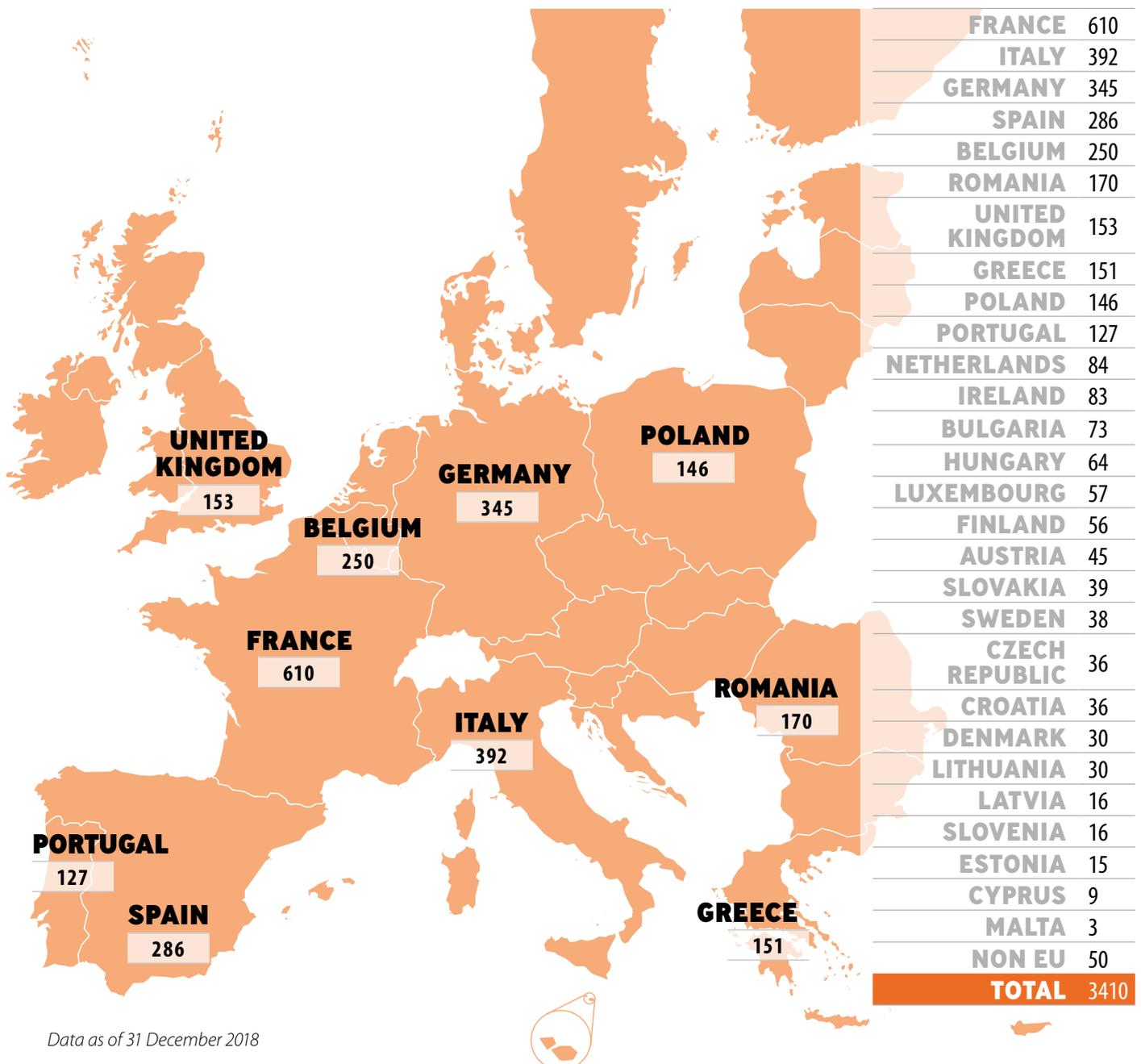
EIB WORKFORCE IN 2018

 **3 410**
staff members

51% 
women

 **49%**
men

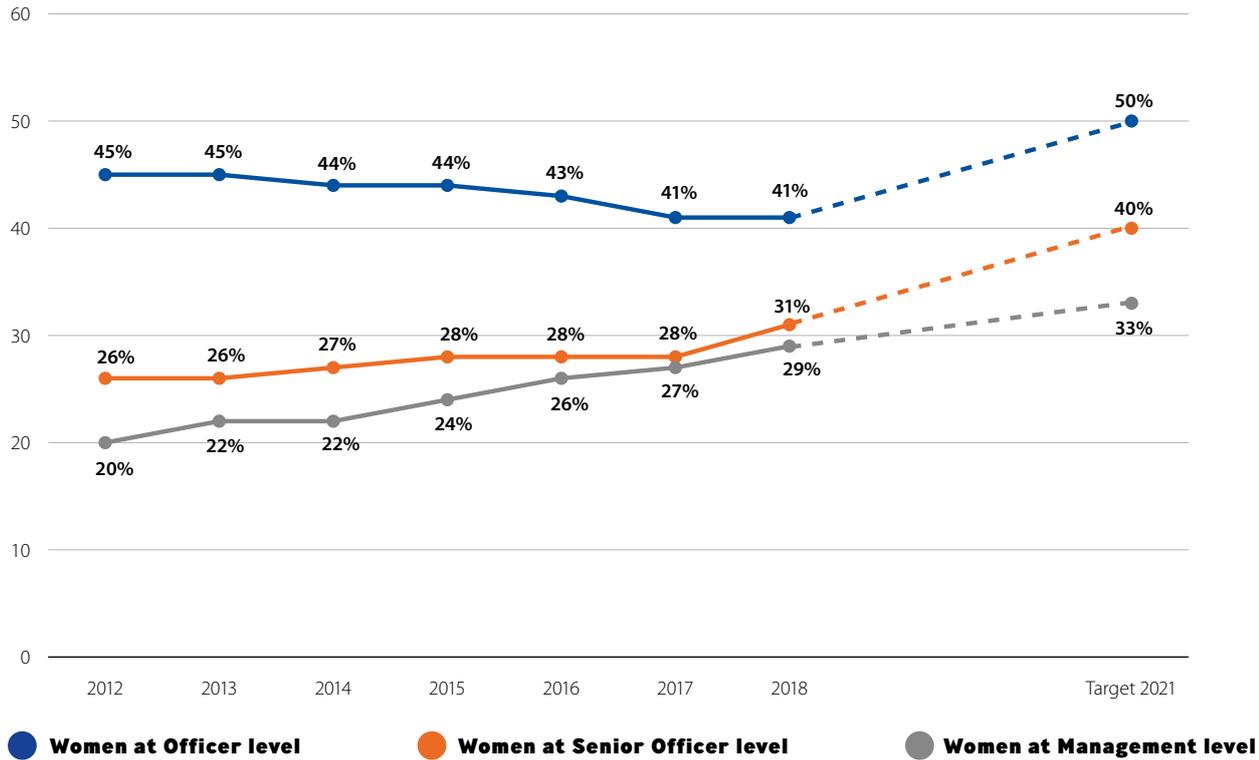
Number of EIB staff members by country of origin



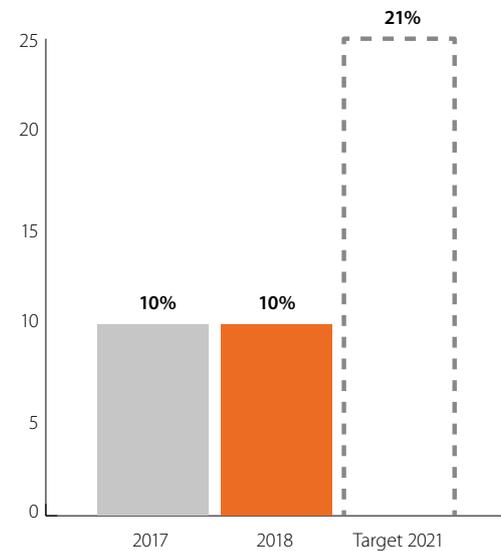
Data as of 31 December 2018

PROGRESS TOWARDS KEY DIVERSITY TARGETS

Women at Management, Senior Officer and Officer level



Men at Support Staff level



Progress and targets measured at year-end

MAIN ACHIEVEMENTS AND ACTIVITIES

Strategic Pillar - **Protect**

We have a number of measures in place **to safeguard staff against any form of discrimination**. Examples include: the Code of Conduct; the Staff Regulations, which ensure, among others, equal treatment in performance evaluation and recognition for employees on long-term justified absences; the Guidelines of Good Practice – Disability in the Workplace; and the Joint Committee on Equal Opportunities (COPEC), which promotes equal opportunities for all regardless of age, gender, sexual orientation, religion or belief, disability, and racial or ethnic origin, and a balanced representation of nationalities. These safeguards have ensured that employees compete on an equitable footing for hiring opportunities, pay and promotions.

In 2018 we adapted our recruitment practices to improve our ability to attract diverse talent:

- Diversity-focused campaigns have been introduced to ensure our pool of applications is more diverse;
- Directorates have established and implemented Diversity and Inclusion action plans.

Christopher Hurst
EIB Director General, Projects Directorate



“The EIB is committed to supporting diversity and inclusion both internally and externally. We foster a diverse organisation and take positive action to overcome biases within society, for example by recruiting more women at senior levels or from the fields of science and technology where the pool of female applicants is often low. The EIB also takes a similar approach in its lending activities by eliminating social biases from its project investment and implementation undertakings and by championing projects which respond positively to diversity, such as investing in small and medium-sized enterprises led by women.”

Strategic Pillar - **Impact**

The focus of this pillar is **to create a more diverse and inclusive work environment**. This will help to improve business performance and employee engagement.

Among the steps taken in 2018, we piloted training sessions on unconscious bias for managers and HR staff members, and we received very positive feedback. A Bank-wide rollout to all managers is planned for 2019.



Jean-Marie Orosco
EIB Head of Department

“The EIB is a multicultural organisation and that is the Bank’s strength. We learn from our differences and we need to understand and accept them. By merging different cultures, languages, expertise and behaviours we can achieve more. Openness and tolerance are essential from my perspective. It is incredible to see how diverse we can be; the key thing is to be aware of diversity, embrace it, and learn how to control our unconscious bias.”

Strategic Pillar - **Impact**

Over 20 awareness-raising events and programmes took place in 2018. Highlights include:

WOMAN FOR THE FUTURE AWARD

The award was presented by Luxembourg Prime Minister Xavier Bettel at a ceremony hosted by EIB Vice-President Alexander Stubb. The award was organised by our staff-led network ConnectedWomen. It pays tribute to women working in the EIB Group who have made an outstanding contribution to **gender equality, the well-being of women and girls, and diversity and inclusion.**

SIGNATURE OF THE DIVERSITY CHARTER LËTZEBUERG

by our Secretary General Marjut Santoni. The Charter's objective is to encourage organisations to guarantee **respect** for and the **promotion of diversity in their workforce.**

LAUNCH OF THE INTERNATIONAL DUAL CAREERS NETWORK (IDCN) LUXEMBOURG

IDCN provides a **job searching platform** and **networking opportunities for spouses and partners** of internationally mobile employees in the member organisations.

LAUNCH OF THE AFRICAN, CARIBBEAN AND PACIFIC (ACP) INTERNSHIP PROGRAMME.

The ACP Internship Programme offers opportunities to **young talented candidates** who wish to improve people's lives by promoting economic and social progress in the ACP region. The programme is a unique opportunity to expand diversity at the EIB by bringing in colleagues from countries outside the European Union.

MAIN ACHIEVEMENTS AND ACTIVITIES

Gabriella Bomba and Giovanni Padovani
EIB employees, founders of the enAble network



“For the 2018 International Day for Persons with Disabilities, the staff-led enAble network decided to focus on invisible disabilities. We organised a talk and individual coaching sessions on the needs of people with special brains (ADD/ADHD, autism, dyslexia, giftedness, etc.) and how such employees can express their talents at work by choosing the right job and adapting their work environment. We were particularly touched by the positive impact these events had on our colleagues, both personally and professionally.”

DIVERSITY DAY LËTZEBUERG - THE CANADIAN APPROACH TO D&I

At COPEC's invitation, Vincent Charron, Counsellor of the Embassy of Canada to Luxembourg and Belgium, discussed **Canada's approach** to diversity and inclusion, including country's strategy and employment legislation.

CONFERENCE SPONSORSHIPS AND SPEAKING ENGAGEMENTS

such as Women in Finance
or EurOut.

DIVERSITY AND INCLUSION VIDEO

What does diversity and inclusion mean to our employees? Have a look at our **D&I video**.

DISABILITY WEEK AND THE INTERNATIONAL DAY FOR PERSONS WITH DISABILITIES

These initiatives included the publication of an **essay** by Paralympic athlete Bebe Vio, and two internal events on **Invisible Disabilities at Work** and on the International Day for Persons with Disabilities. **Two Lunches in the Dark** were organised for employees.

Many of these awareness-raising activities were possible thanks to the support of committed employees from our staff-led networks: ConnectedWomen, LGBT+ and enAble, as well as the Joint Committee on Equal Opportunities (COPEC).

Strategic Pillar - Invest

We **invest in our talent** to improve diversity across the Bank.

Particular emphasis was placed on women in technology with IT career fairs, networking and online events, and on women in managerial positions through sponsorship and a speaker engagement at “Women in Finance” in Amsterdam.

Kanha Pou
EIB Head of Division



“After-work events create great opportunities to meet talented women with diverse backgrounds and share with them more insights about who we are and what we do at the EIB.”

Two online forums for candidates with disabilities took place in collaboration with Talents Handicap, an online platform that connects employers and jobseekers with disabilities. As of October 2018, all externally advertised vacancies appear on the Talents Handicap job board.

We organised career events in Lithuania and Denmark, currently underrepresented countries.

We participated in a recruitment event for LGBT+ candidates.



Alexander Stubb
EIB Vice-President, responsible for Diversity and Inclusion

“We want to create an environment where employees feel comfortable being who they are. On LGBT+ issues, we have progressed in two ways: first, we have created strategies that talk about equality, diversity and inclusion. Second, we have an LGBT+ employee group to raise awareness about these issues. Everyone should feel safe to be inside or outside the closet, regardless of sexual orientation.”

FUTURE ACTIONS

In 2019, we will continue our focus on achieving our diversity and inclusion objectives. We will pursue our targets by:

- Continuing to work with Directorates to keep moving their D&I action plans forward;
- Enhancing internal communication and holding awareness-raising events on key topics such as gender, LGBT+ or disability;
- Increasing the number of managerial education sessions, with a specific focus on unconscious bias;
- Preparing to obtain the Economic Dividends for Gender Equality (EDGE) Certification.





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