
EBA Regular Use

Decision of the European Banking Authority EBA/DC/483

of 12 April 2023

concerning adoption of the EUAN Charter on diversity and inclusion

The Executive Director

Having regard to Regulation (EU) No 1093/2010 of the European Parliament and of the Council of 24 November 2010 establishing a European Supervisory Authority (European Banking Authority), amending Decision No 716/2009/EC and repealing Commission Decision 2009/78/EC¹, in particular Article 53(3) thereof,

Whereas:

- (1) In accordance with Article 1d of the Staff Regulations², staff members must benefit from equal treatment and opportunities irrespective of their 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.
- (2) The EBA promotes diversity and equal representation of genders for its staff as well as the principle of equal opportunities and is committed to implement effective diversity and inclusion policies.
- (3) The EU Agencies Network (EUAN) Working Group on diversity and inclusion has developed a Charter on diversity and inclusion as a commitment in favour of diversity and inclusion among the EU agencies network.
- (4) It is therefore desirable to endorse the EUAN Charter on diversity and inclusion.

¹ OJ L331, 15.12.2010, p. 12.

² OJ P 045 14.6.1962, p. 1385, Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community

Has decided as follows:

Article 1 - Adoption

The EUAN Charter on Diversity and Inclusion in the Annex is hereby adopted.

Article 2 - Entry into force

This Decision shall enter into force immediately.

Done at Paris,

François-Louis Michaud
Executive Director



EUAN WORKING GROUP ON DIVERSITY AND INCLUSION – EUAN Charter on Diversity and Inclusion

May 2021

The EU Agencies Network is committed to promoting equality and diversity within the Agencies and Joint Undertakings (JUs) it represents. The Network encourages the Agencies/JUs, as employers, to engage into a proactive and inclusive approach to diversity and inclusion.

This Charter is thus a commitment in favour of diversity and inclusion among the EU Agencies Network, whose staff members must benefit from equal treatment and opportunities, irrespective of 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, as stated in article 1d of the Staff Regulations.

The EUAN members commit to:

1. Implement a human resources policy where diversity is regarded as a source of enrichment, innovation and creativity and where inclusion is promoted by managers and all staff, through policies improving work-life balance and flexible working arrangements for all genders, through appropriate support, particularly for the underrepresented genders, and through the implementation of the obligations enshrined in the UN Convention on the Rights of Persons with Disabilities and the UN's Sustainable Development Goal on gender equality .
2. Secure equal opportunities at every step of the career, through selection and recruitment procedures but also in staff promotion and mobility. Selection and recruitment must always be made on the basis of merit, irrespective of any other factors. The process must be devoid of bias while respecting the specific measures and rules so as to redress the gender imbalance at support roles level and to achieve the goal of at least 40% of underrepresented gender at all management levels respecting current contractual commitments.
3. Fully enforce the Staff Regulations, especially its articles 1d, 12a and 42a by excluding any kind of discrimination. There can be no place for divisive or opaque behaviours, nor any form of bullying or harassment.
4. Heighten managers' and Human Resource services' awareness of any barriers that can prevent individuals from succeeding. Raise awareness by promoting or organising special events and training to fight against stereotypes and to foster inclusion as a corporate culture built on greater diversity and inclusion.
5. Communicate widely, externally and internally to each colleague, the commitment to implement a diversity and inclusion policy and deliver regular and detailed follow-ups of the results.

This charter is based on the Commission's Charter on Diversity and Inclusion, which is part of the Diversity and Inclusion strategy of the European Commission, adopted on 19 July 2017.