GENDER EQUALITY
AT THE EBA

Contents

Foreword

Alongside its mandate of monitoring diversity and inclusion in financial institutions, by issuing guidance and reporting on gender equality practices in the banking and financial sector, since the end of 2020, the EBA has placed gender equality at the core of its internal policies for diversity and inclusion, promoting this value at all levels of its human resources policy.

In 2021, a dedicated internal task force steered by the Executive Director and composed of EBA staff from various areas was established. It convenes on a weekly basis and proposes and carries out actions to maintain or increase gender equality at the EBA across the organisation. These included gender rebalancing at management level, close monitoring of and ensuring balance in selection procedures and recruiting, raising awareness on unconscious bias for staff and selection boards. The task force also sponsored a variety of actions targeted at external stakeholders, including annual high-level conferences featuring prominent speakers (see EBA's related pages on its website).

Against that backdrop, the EBA closely monitors the impact of its actions with a view to identify any issues or trends which should need special attention. The report focuses and provides transparency on typical gender indicators for statutory staff (temporary and contract agents) in active administrative status over the past three years.

The indicators tend to demonstrate that EBA's efforts to pro-actively tackle gender equality have produced effective results. Overall, the EBA employs a gender-balanced staff, not only from an aggregate perspective, but across roles (e.g. management vs. non-management), areas, departments, grades and ages. An analysis of each of these specific dimensions confirms the absence of significant imbalances. The rebalancing of the underrepresented gender in management and in certain grade groups needs to be highlighted. On the whole, many indicators have improved and stabilised at an adequate level over the past three to four years. Legacy imbalances are obviously easier to address when staff turnover is higher which is not generally the case at the EBA. On the other hand, the introduction of structural adjustments (new organisation, new roles) provides an opportunity for achieving change, which should nevertheless be maintained over time.

Finally, proposed actions are mentioned for all these dimensions as necessary, confirming EBA's endeavour to reflect gender equality at all levels.

1.   Gender representation of all staff[1]
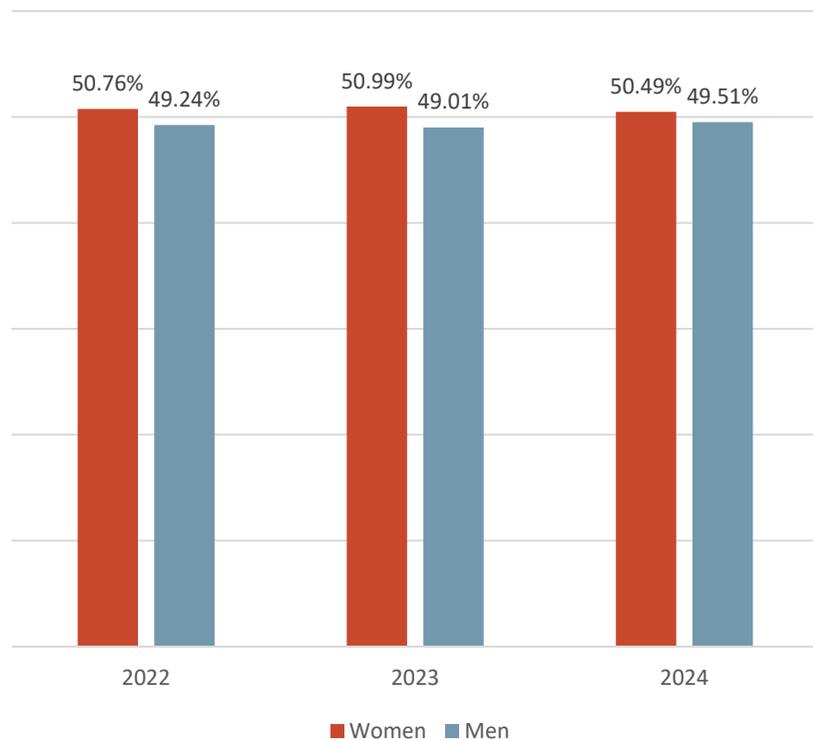
	2022	**2023**	**2024**
Women	100	103	104
Men	97	99	102

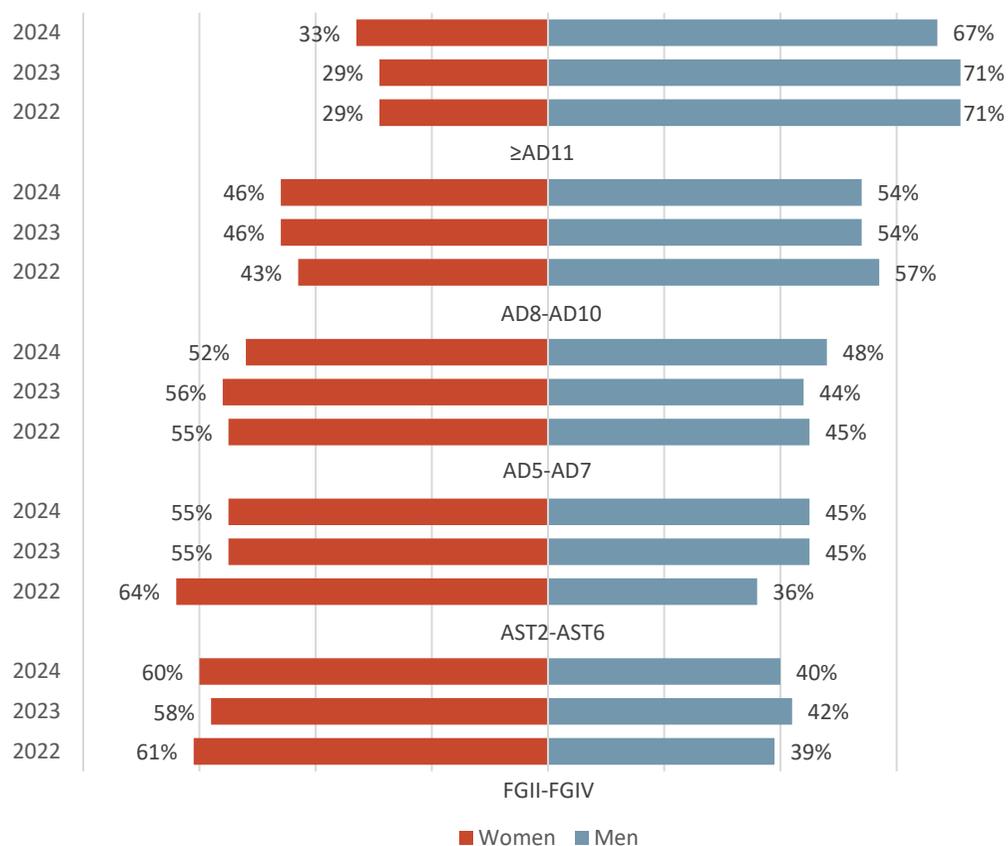| **Take-aways**	**Actions**
- Gender-balance maintained over the past three years during which work force grew by almost 5%.	- To maintain gender balance through continued careful recruitment processes (from vacancy notice drafting to publication and advertisement, balanced selection panels, training of recruiters, objective for managers…).

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[1] Except in the section related to Management, the Chairperson and Executive Director are not included in the EBA staff statistics, due to a different nomination process and contract type. The DORA directorate is not considered due to its specific status of a joint directorate between EBA, EIOPA and ESMA.

2. Gender distribution per function group and grade brackets

Chart: Gender distribution (Women/Men) by grade bracket and year

≥AD11
- 2024: Women 33% | Men 67%
- 2023: Women 29% | Men 71%
- 2022: Women 29% | Men 71%

AD8-AD10
- 2024: Women 46% | Men 54%
- 2023: Women 46% | Men 54%
- 2022: Women 43% | Men 57%

AD5-AD7
- 2024: Women 52% | Men 48%
- 2023: Women 56% | Men 44%
- 2022: Women 55% | Men 45%

AST2-AST6
- 2024: Women 55% | Men 45%
- 2023: Women 55% | Men 45%
- 2022: Women 64% | Men 36%

FGII-FGIV
- 2024: Women 60% | Men 40%
- 2023: Women 58% | Men 42%
- 2022: Women 61% | Men 39%

Legend: ■ Women ■ Men

| Function group/Grade		2022	2023	2024
FGIII-FGIV	Women	27	28	30
	Men	17	20	20
AST2-AST6	Women	7	6	6
	Men	4	5	5
AD5-AD7	Women	34	33	31
	Men	28	26	29
AD8-AD10	Women	27	31	31
	Men	36	36	36
≥ AD11	Women	5	5	6
	Men	12	12	12

Take-aways

- The presence of women is very high at contract agent level;

- While women's representation in the highest AD grades is lower, women presence increases in the AD8-AD10 bracket ("senior experts/officers") from 2023.

Actions

- To further raise the awareness of selection panels on the need to rebalance towards men at CA level and towards women in higher AD grades and of possible gender biases when promoting.
- To ensure more targeted communication actions towards underrepresented groups when recruiting.

- Posts of Expert/Officer are filled from grades AD5 to AD7, while Senior Expert/Officer posts refer to grades AD8 to AD12.
- Management roles at Head of Unit level refer to grade AD9 and higher.
- Director positions are filled from grades AD12 to AD14.

3.   Gender distribution per management and team leader positions

Women in Management and Team Leader positions (2019-2024)

All EBA management   EBA Chair, ED and Directors   EBA Directors   EBA Heads of Unit   EBA Team Leaders
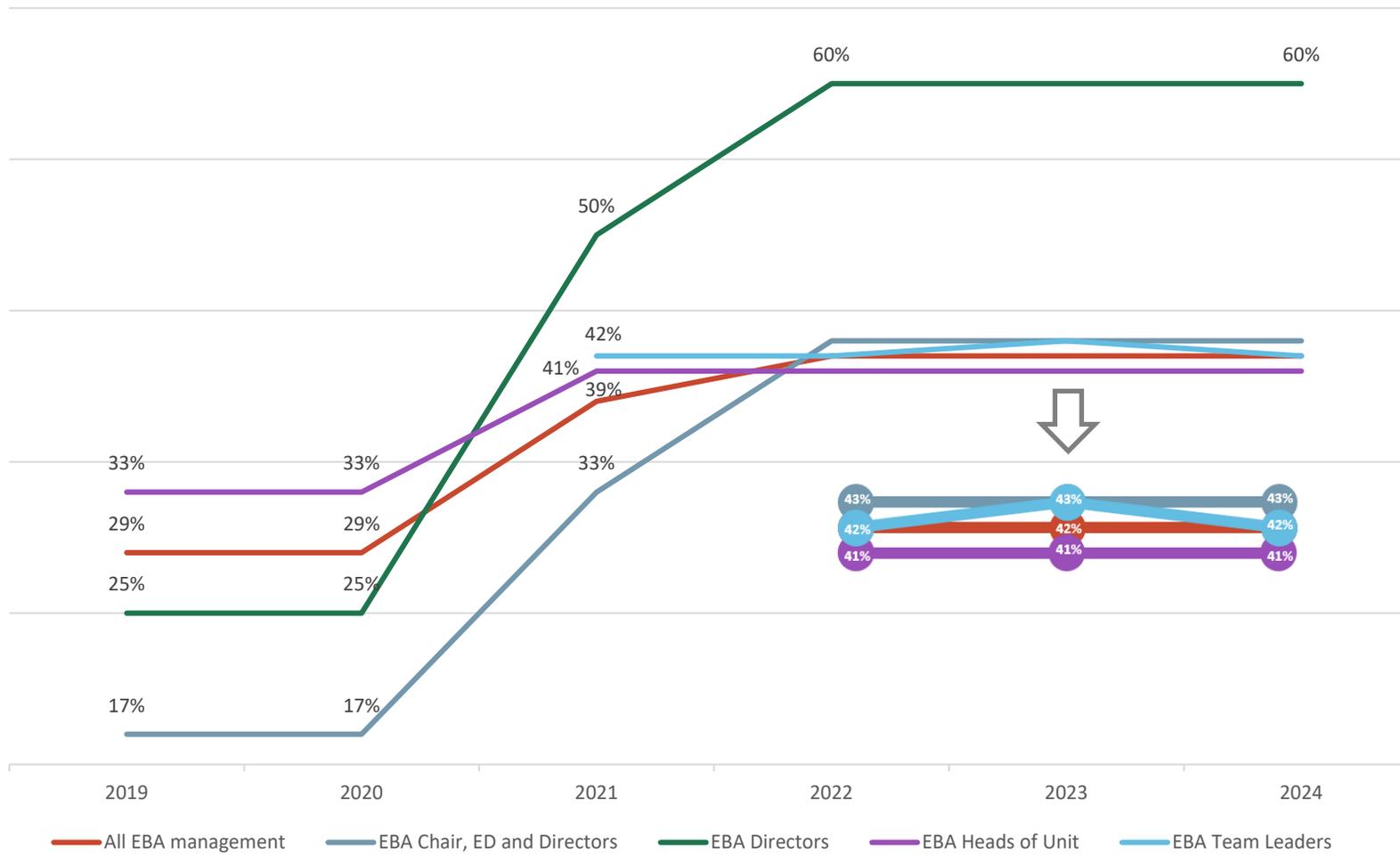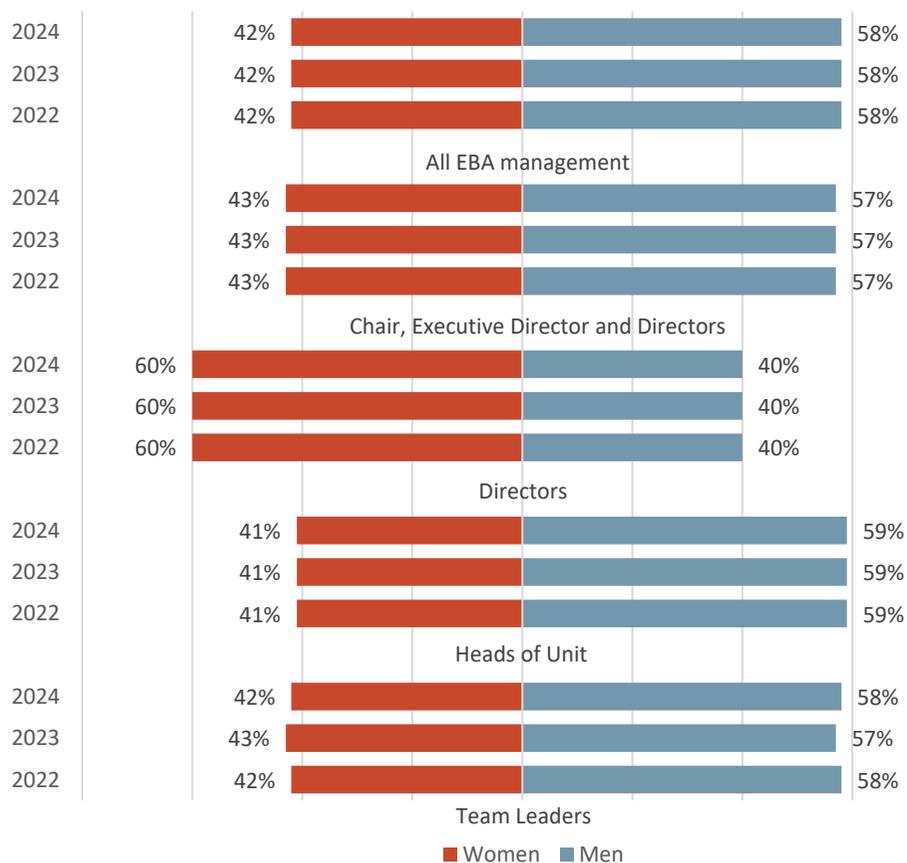
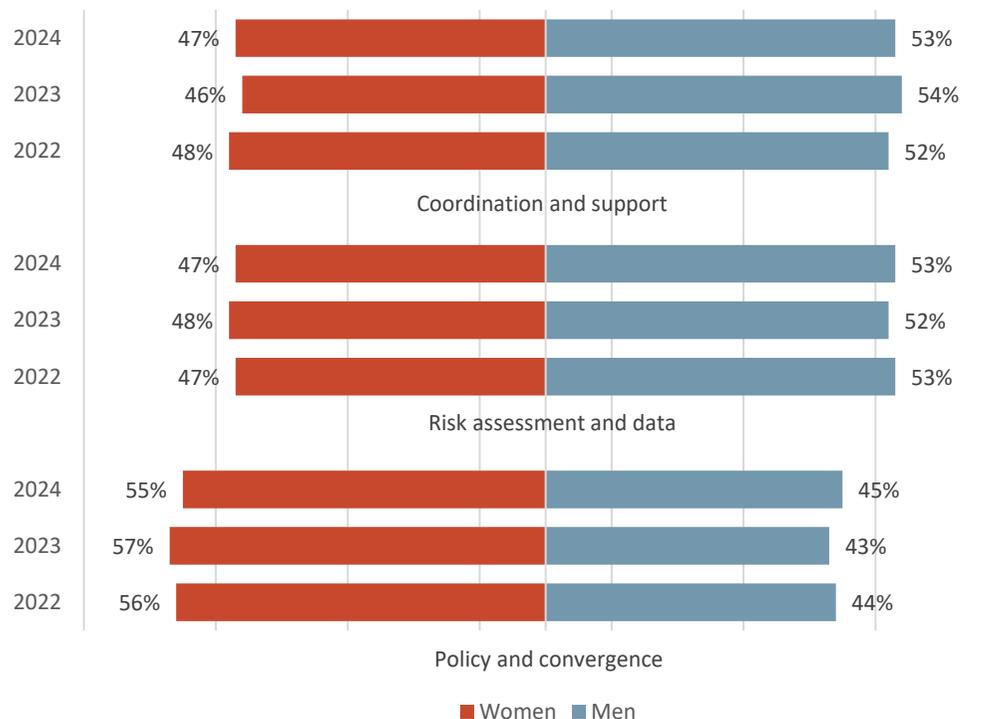| Category		2022	2023	2024
Team leaders	Women	10	9	8
	Men	14	12	11
Heads of Unit	Women	7	7	7
	Men	10	10	10
Directors	Women	3	3	3
	Men	2	2	2
Chair, ED, Directors	Women	3	3	3
	Men	4	4	4
All EBA management	Women	10	10	10
	Men	14	14	14

Take-aways

- Since 2021, net rebalancing in favour of women for Directors and Heads of Unit roles, and at the occasion of the creation of a Team leader role. Maintained since then.

- Above 40% for all management (i.e., exceeding industry targets).

Actions

- To implement an EBA's leadership development programme with special attention on women at pre-management grades (e.g. women network and allies, mentoring);

- To continue paying special attention to gender balance in selection procedures for managerial positions.

- Team leaders are not included under "All EBA management".
- The DORA Joint Oversight director is not included either as the position is common to EBA, EIOPA and ESMA.

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4.   Gender distribution per area of the Single Programming Document

Coordination and support

Year	Women	Men
2024	47%	53%
2023	46%	54%
2022	48%	52%

Risk assessment and data

Year	Women	Men
2024	47%	53%
2023	48%	52%
2022	47%	53%

Policy and convergence

Year	Women	Men
2024	55%	45%
2023	57%	43%
2022	56%	44%

■ Women ■ Men

Area		2022	2023	2024
Policy and convergence[2]	Women	44	47	46
	Men	35	35	37
Risk assessment and data[3]	Women	23	24	24
	Men	26	26	27
Coordination and support[4]	Women	33	32	34
	Men	36	38	38

Take-aways

- Gender almost balanced in the two core business parts with slightly more women in "policy and convergence" and slightly more men in the quantitative area;

- Situation remained balanced overall across areas with minimum variations over the past three years in a context of continuous recruitments.
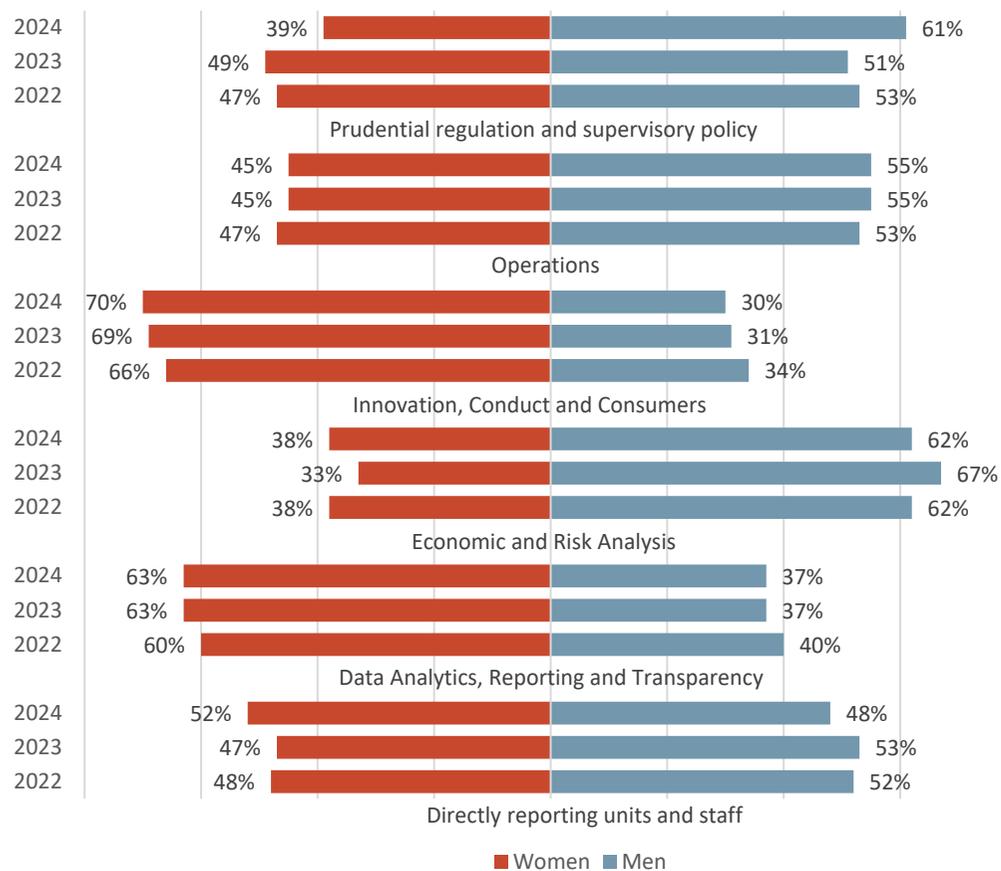
Actions

- To regularly monitor the composition of staff and consider rebalancing options where necessary with the aim to ensure good gender balance in addition of the needs of the service (minimum share of underrepresented gender above 40%) over time.

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[2] "Policy and convergence" includes Prudential Regulation and Supervisory Policy (PRSP), Innovation, Conduct and Consumers (ICC), Environmental, Social and Governance Risks (ESGR).

[3] "Risk assessment and data" includes Data Analytics, Reporting and Transparency (DART), Economic Analysis and Impact Assessment (EAIA), Risk Analysis and Stress Testing (RAST).

[4] "Coordination and support" includes Operations (OPER), Governance and External Affairs (GEA), Legal and Compliance (LC) and staff attached to the Executive Director/Chairperson.

5. Gender distribution per department

2024 39% | 61%
2023 49% | 51%
2022 47% | 53%
Prudential regulation and supervisory policy

2024 45% | 55%
2023 45% | 55%
2022 47% | 53%
Operations

2024 70% | 30%
2023 69% | 31%
2022 66% | 34%
Innovation, Conduct and Consumers

2024 38% | 62%
2023 33% | 67%
2022 38% | 62%
Economic and Risk Analysis

2024 63% | 37%
2023 63% | 37%
2022 60% | 40%
Data Analytics, Reporting and Transparency

2024 52% | 48%
2023 47% | 53%
2022 48% | 52%
Directly reporting units and staff

■ Women ■ Men

Area		2022	2023	2024
Directly reporting units and staff[5]	Women	15	15	15
	Men	16	17	14
DART	Women	18	19	19
	Men	12	11	11
ERA[6]	Women	10	9	11
	Men	16	18	18
ICC	Women	19	22	23
	Men	10	10	10
OPER	Women	18	17	20
	Men	20	21	24
PRSP	Women	20	21	16
	Men	23	22	25

Take-aways

- Significant variability across departments, which is related to the pool of available candidates in these disciplines;

- Minimal variations can be seen across the three years in each department, except for a decrease in the presence of women in PRSP in 2024.

Actions

- To keep encouraging internal mobility as part of career development;

- To increase talent attraction initiatives for areas with under-represented gender (e.g. presence at job fairs, speak at universities on EBA topics, Q&A sessions with hiring managers).
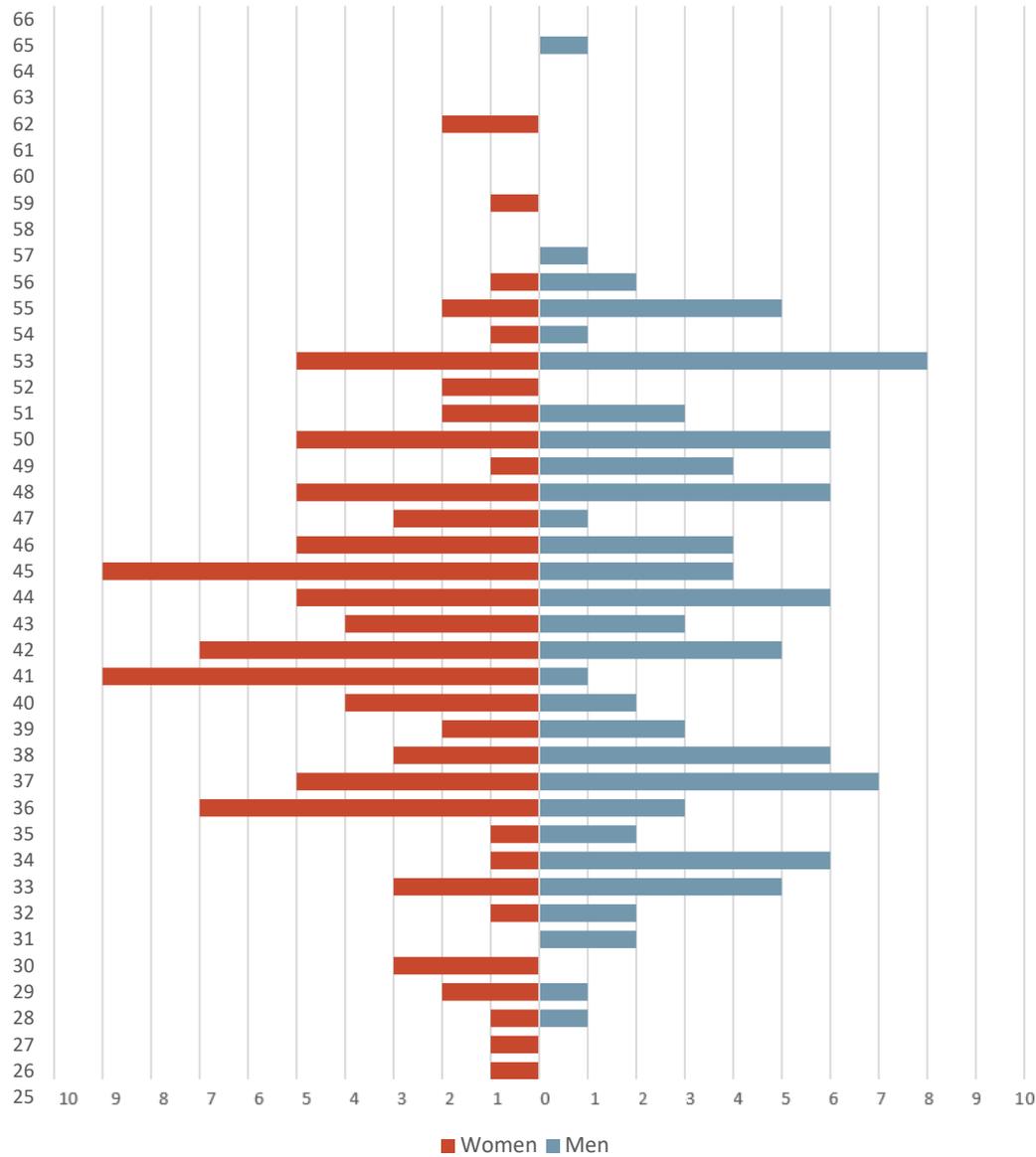
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[5] Directly reporting units and staff" includes GEA, LC, the Accounting office, and the Executive office who report to the Executive Director or Chaiperson.

[6] Economic and Risk Analysis.

6. Staff distribution by gender and age
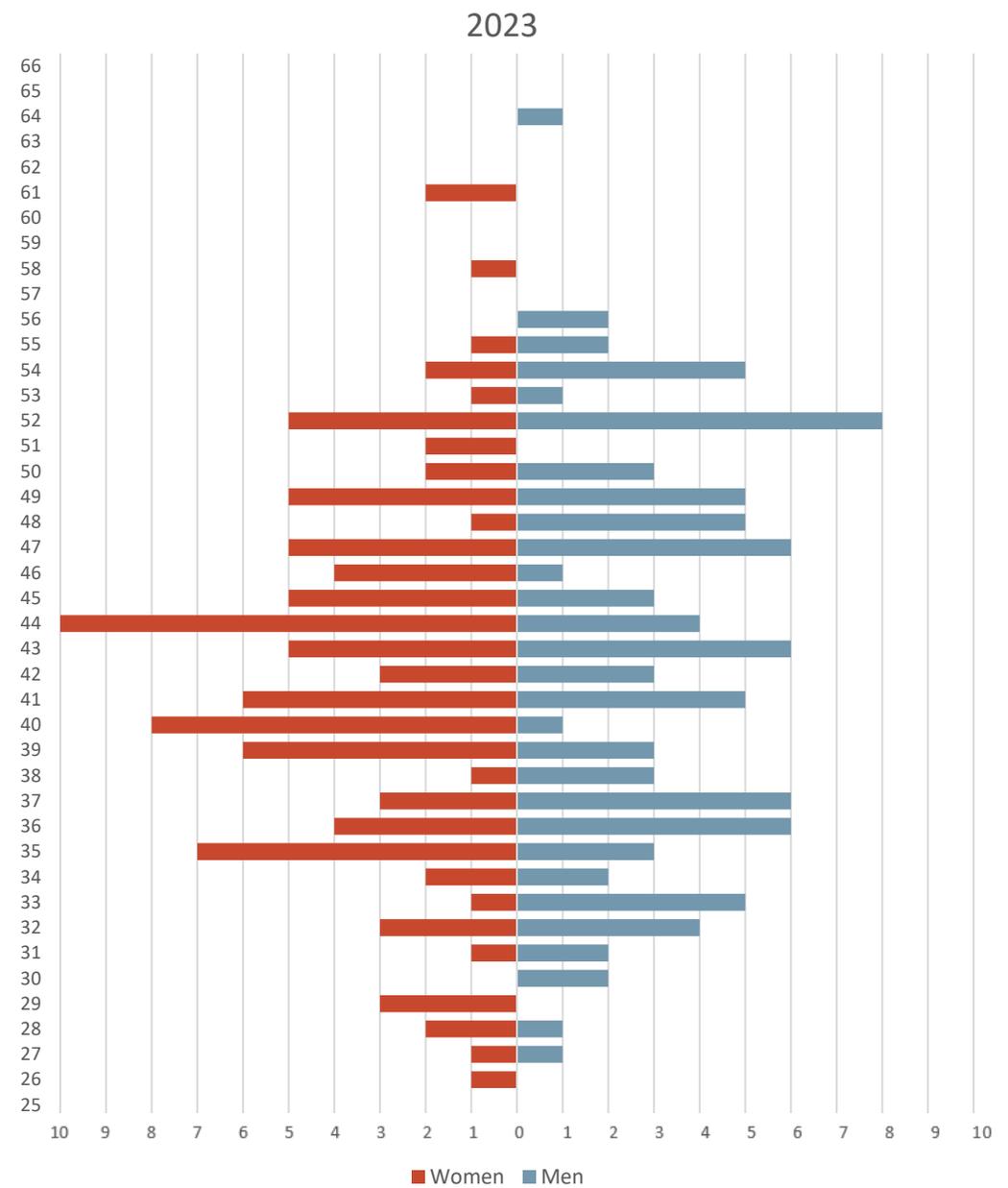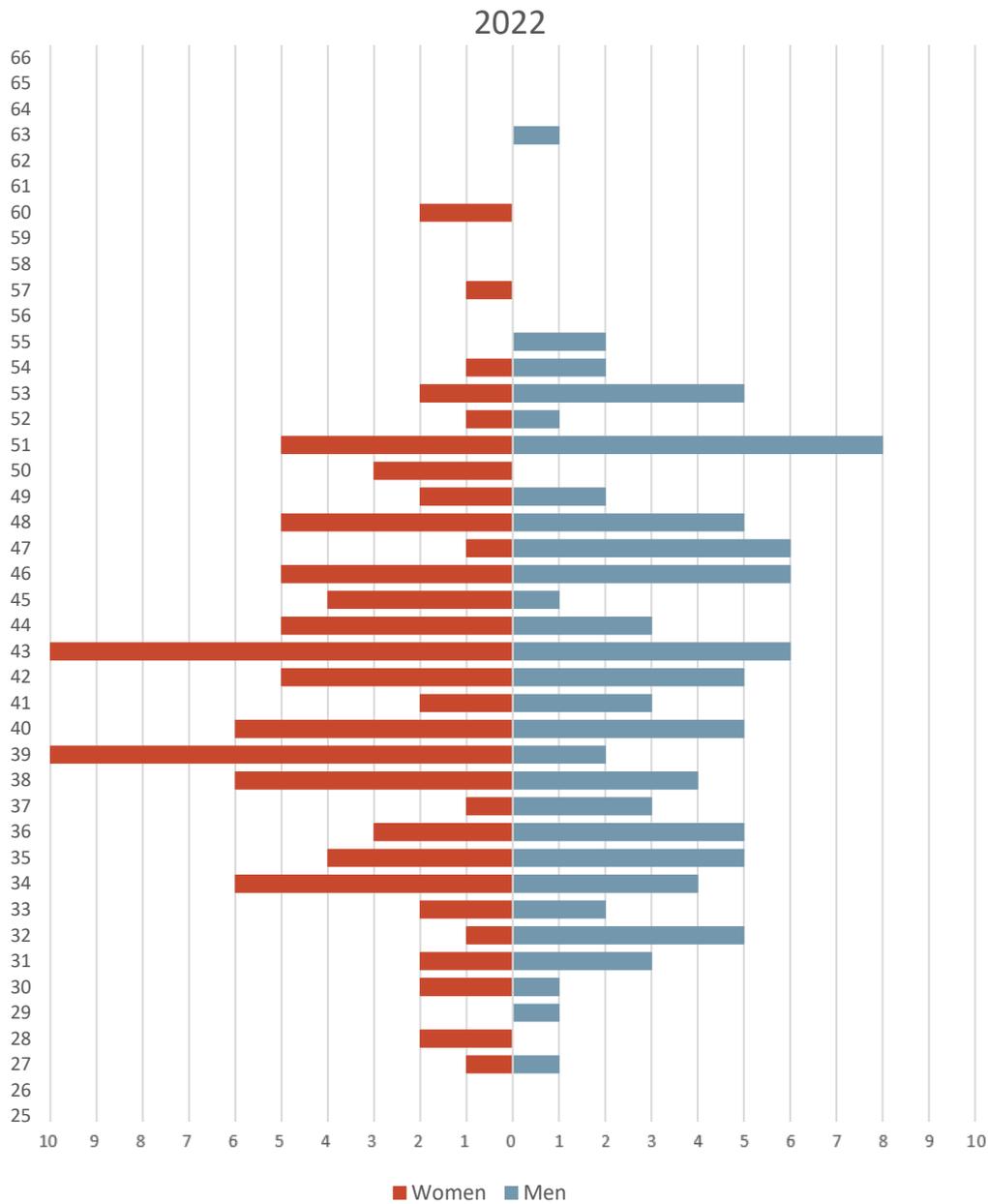
2024

Average age

|	**2022**	**2023**	**2024**
Women	41.81	42.12	42.90
Men	42.34	42.83	43.31
Total	42.07	42.46	43.11

Take-aways

- The average (mean) age of women is comparable with men's average age;

- Women are more represented in lower age groups;

- The presence of both women and men among the youngest members of staff has increased in the last two years.

Actions

- To keep monitoring the situation (no short-term action planned).

- Age of 58 is minimum retirement age under the *Staff Regulations*, automatic retirement age is 65 or 66 (depending on the personal situation).

7. Gender recruitments per year
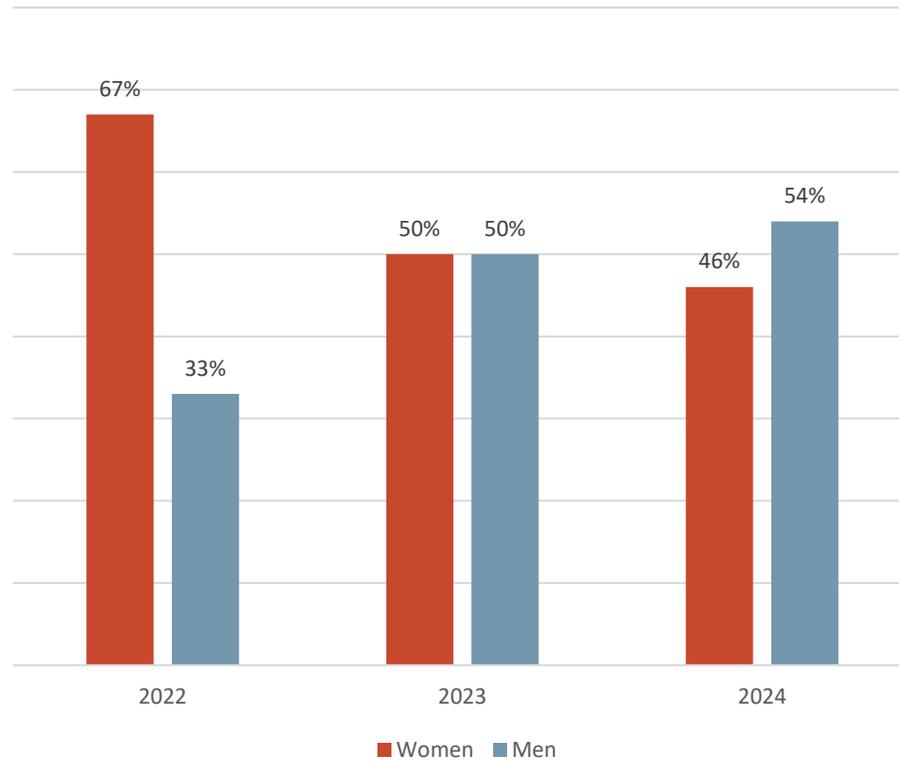
2022

Women	14	9	6
Men	7	9	7

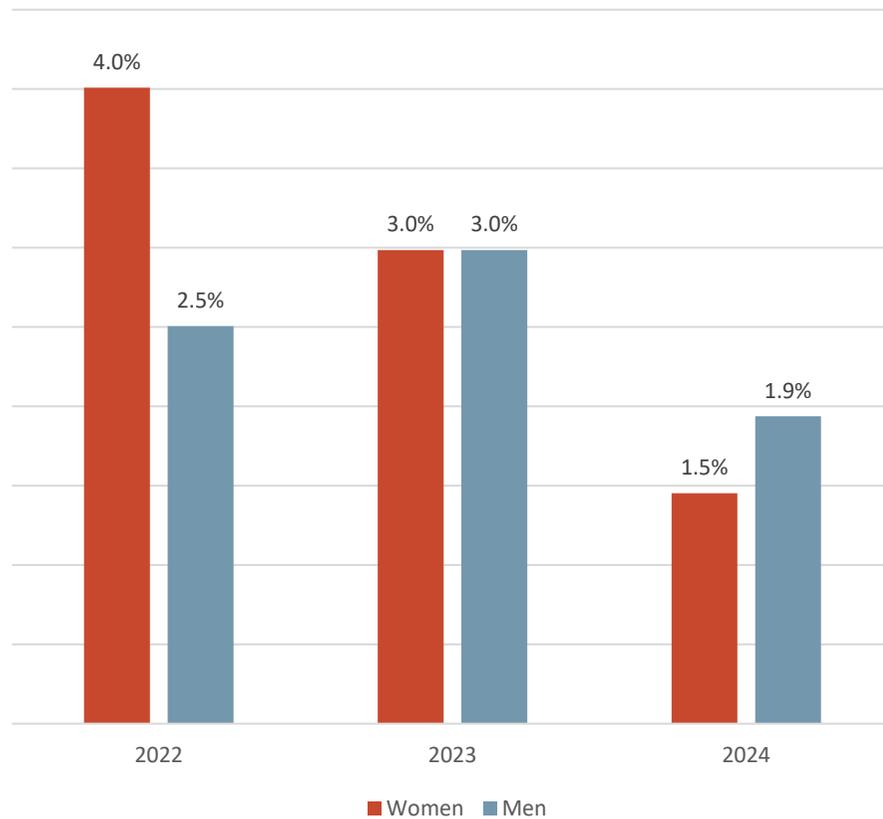| **Take-aways**	**Actions**
- In 2022, many new recruitments of women took place; - There is good gender balance in new recruitments in the last two years.	- To keep monitoring gender balance in selection procedures (see also above).

- Reference date for new recruitments is the contract start date (taking up duties).
- Changes of contract (e.g. contract agents to temporary agents) are considered as new recruitments and therefore included.

8. Staff turnover per gender

	2022	2023	2024
Women who left	8	6	3
Men who left	5	6	4
Average of staff present in the year	200	201	207

Take-aways

- A sustained decrease in female turnover can be noticed over the last three years;
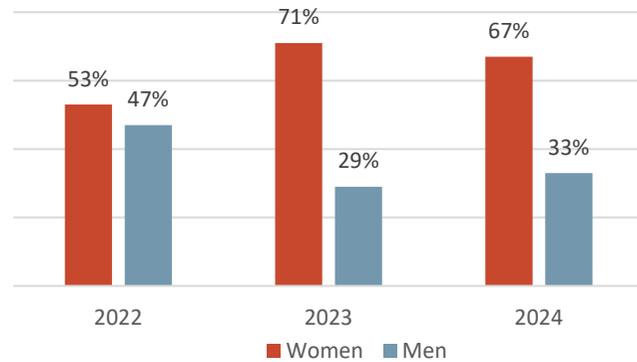
- Overall, turnover has decreased from 2022.

Actions

- To continue proposing increased internal and external career opportunities for both genders.
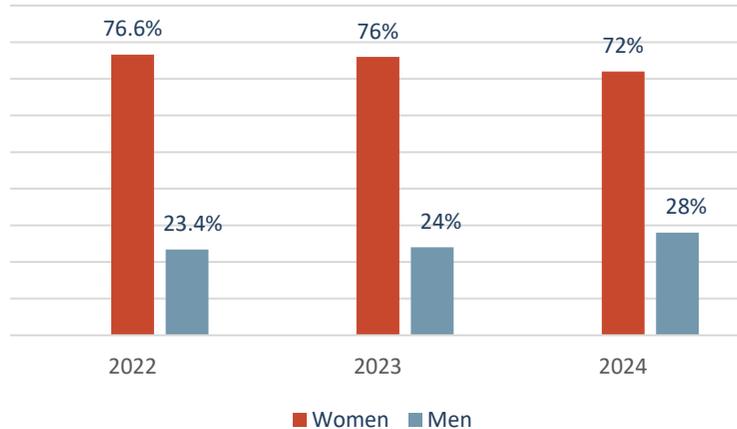
-To develop exit interviews.

- Only retirements and resignations are taken into account as turnovers, while contract changes and long-term unpaid leaves are not.

9. Parental leave and part-time work per gender

Parental leave requests

	2022	2023	2024
Women	8	10	12
Men	7	4	6

Duration in days

	2022	2023	2024
Women	986	553	719
Men	301	176	273

Total duration of parental leave per gender
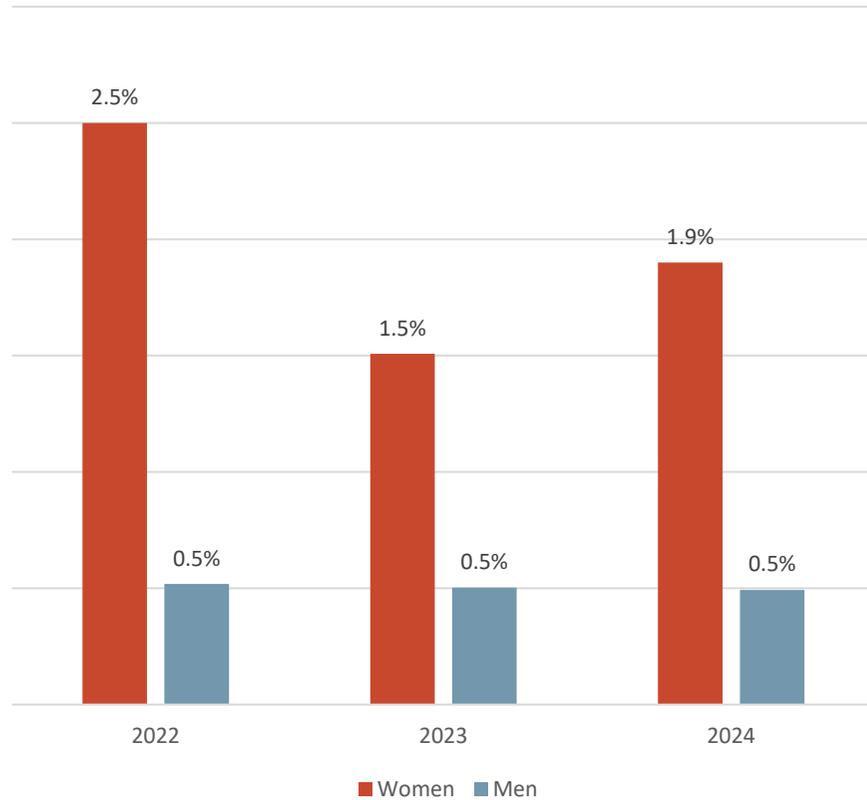

Take-aways

- Most parental leave requests were received from women (while in 2022, there was a balance in the number of requests);

- Duration of parental leave is also longer for women on average.

Actions

- To raise EBA male staff's awareness about parental leave opportunities (full integration of parental leave in their career).

- Staff is entitled to parental leave for each child, to be taken during the first 12 years after the birth or adoption of the child.
- These figures on parental leave do not include maternity and special leave for the birth of a child (10 days).
- Parental leave might be requested at 50%- or 100%-time patterns.

Part-time work versus full-time work per gender

	2022	2023	2024
Women	5	3	4
Men	1	1	1

Take-aways	Actions
- More women requested part-time work patterns compared to men.	- To inform all staff on the possibility of part-time work pattern opportunities.

- These figures include part-time work patterns of 50%, 60%, 75%, 80%, 90%.