



**STANDING COMMITTEE**  
OF EUROPEAN CENTRAL  
BANK UNIONS

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# Implementation of the Equality, Diversity and Inclusion Charter

Results of the survey conducted by the SCECBU Diversity Working Group

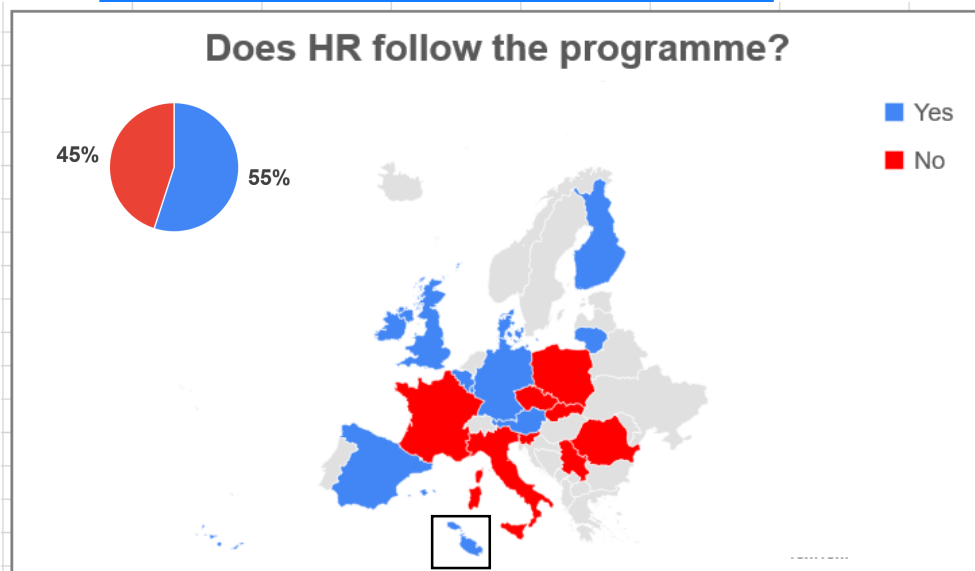
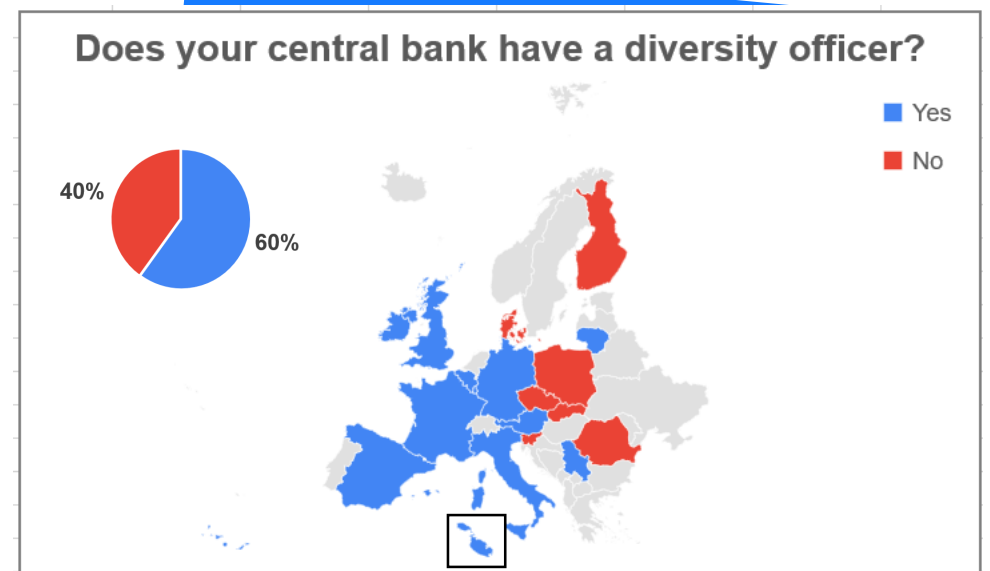
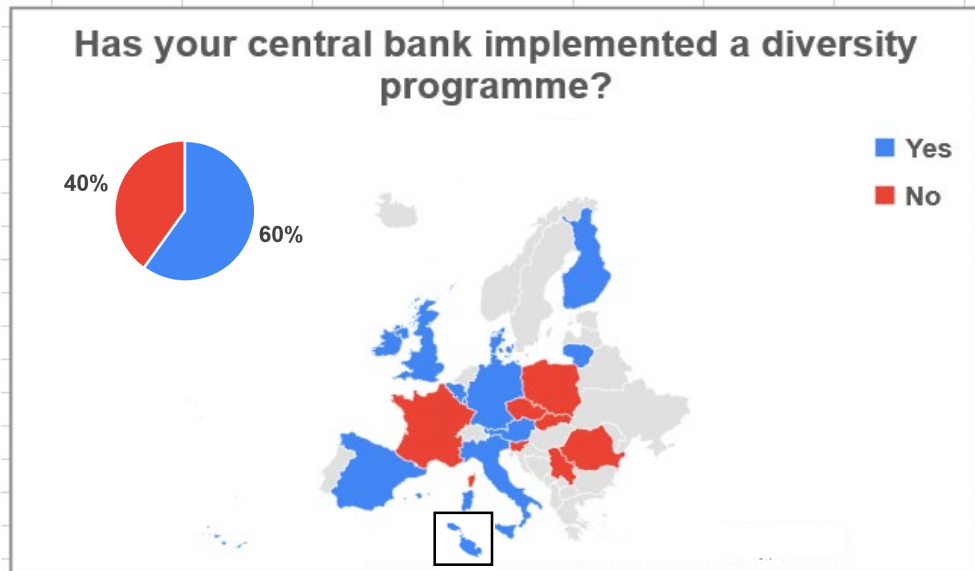
Pol O' Fortuin  
SCECBU  
Secretary

# About survey

- 2024 January 23 - February 9
- 20 National Central Banks participated

National Central Banks participated	Signatories of the Charter
Banque Nationale de Belgique	+
Česká Národní Banka	
Danmarks Nationalbank	+
Deutsche Bundesbank	+
Bank of England	
Banco de España	+
Banque de France	+
Bank of Greece	+
Central Bank of Ireland	+
Banca d'Italia	+
Lietuvos Bankas	+
Banque Centrale du Luxembourg	+
Central Bank of Malta	+
Österreichische Nationalbank	+
Narodowy Bank Polski	+
Banca Națională a României	+
Central Bank of Serbia	
Banka Slovenije	+
Národná Banka Slovenska	+
Suomen Pankki - Finlands Bank	+

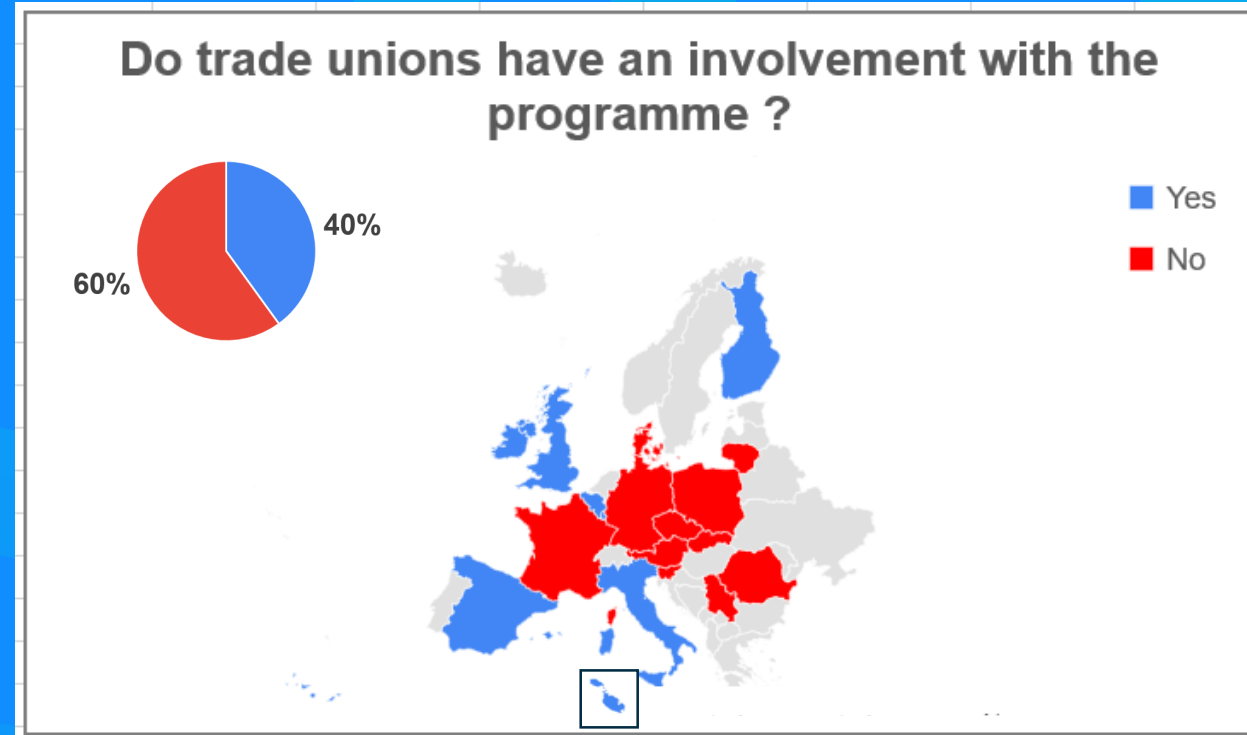




- **Different ways of implementing the Charter:**
  - ✓ FI Central Bank does not have a diversity officer, but many people work to deliver E,D&I
- **Different implementation at central bank level:**
  - ✓ ES Central Bank implements E,D&I for professional and administrative staff but does not implement E,D&I for the technical staff in the printing house

## What involvement with the programme do trade unions have?

- From "no involvement"
- to providing proposals, recommendations and initiatives
- discussions with HR and management
- being a part of the E,D&I Committee/ Working Group
- having a Diversity Officer
- close cooperation with the Banks on E,D&I policy, strategy, process and action plan, monitoring



## How is the Charter implemented?

- From "not implemented"
  - to dedicated policies, charters, plans, programmes, monitoring and reporting
  - inclusion of enhancement of E,D&I in the Banks' strategic plans
  - continuous work, committees, working groups
  - raising awareness through education and dedicated events
- anonymous recruitment
  - measures to create a safe and comfortable work environment for everyone
  - regulations to prevent discrimination and measures to report cases of inappropriate behavior
  - a guide to inclusive language
  - managing and leading inclusively

## What measures can be taken in the future to improve the Charter?

- Sharing and discussing
- Involving trade unions
- Action plan
- Monitoring, reporting and public disclosure
- Creating a diversity group at each Central Bank
- Making surveys and lists of good practices

- E,D&I day once a year across Europe
- Sharing good practices among CBs, including HR, TUs, managers and employees
- Raising awareness and education
- Establishing safe tools to address E,D&I issues
- External engagements and knowledge sharing

# Conclusions and Proposals

The content of the Charter and the E,D&I policies are relevant topics, related to the wellbeing of all the employees and the reputation of the Central Banks.

The result of the survey shows that, despite an interest in these topics from the Central Banks, policies sometimes look like they are only written words, without a real intention of putting them in place. We notice that in some cases, where there are diversity officers, the situation is worse than Central Banks where that role is not formalised.

Therefore, the goal of having a good and safe environment should not be reached by only signing documents, but also by the real engagement of the institutions, together with the input of the staff representatives, which are constantly in touch with their colleagues and can play a constructive role for the implementation of the Charter.

Our proposal is to share annually with HRC a survey to all the Central Banks, prepared in cooperation with the Confederations and to discuss the outcomes yearly in the Social Dialogue meetings.







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# Thank you!

The Diversity Working Group:

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