



Survey on diversity, inclusion and respect at the workplace

Report of the results - results by workplace

Methodology

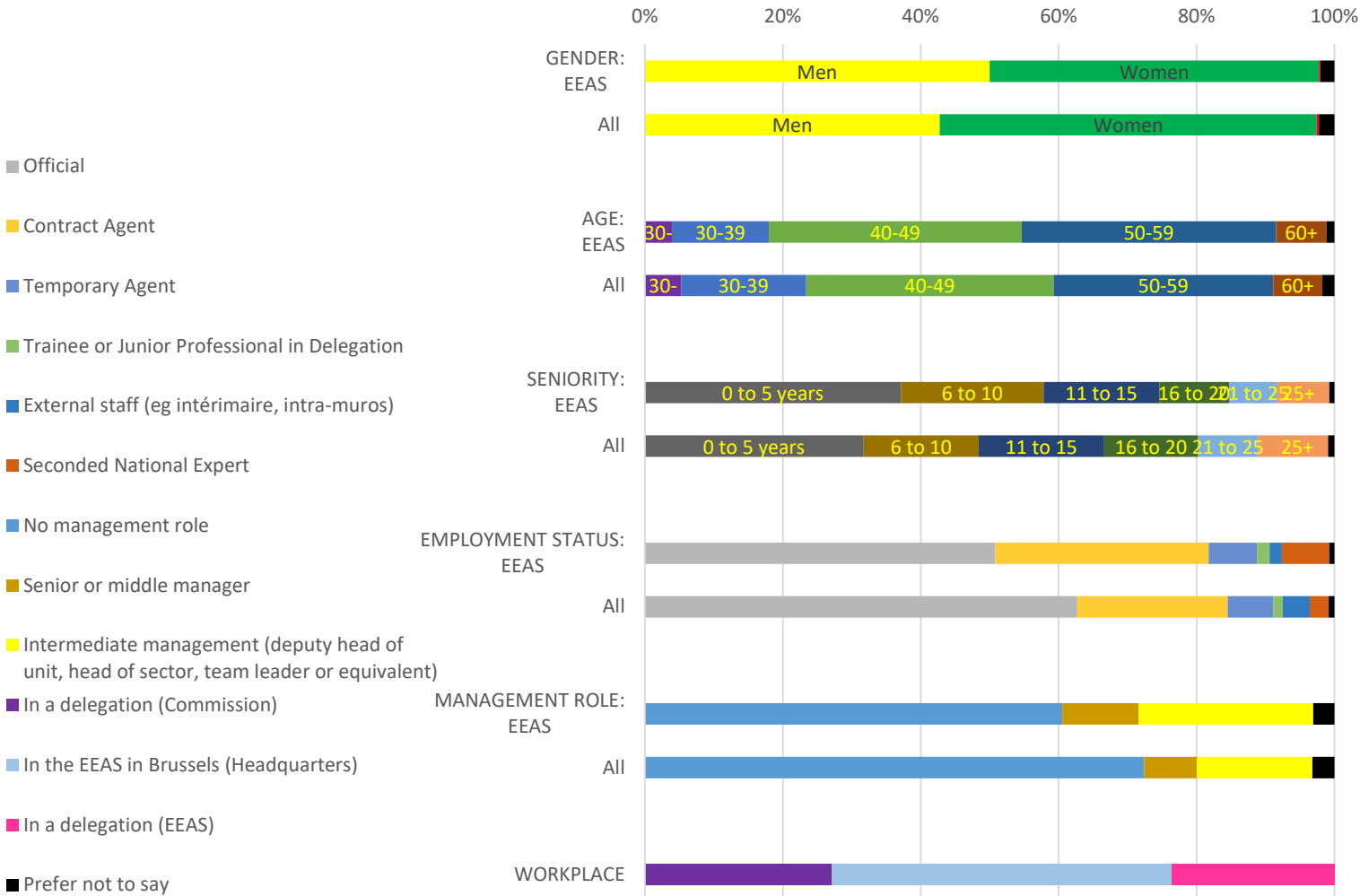
- This section presents the results by workplace. To protect confidentiality, respondents could only declare their institution or organisation, meaning that the data cannot be disaggregated by Directorate-General or by agency.
- As more than 80% of respondents indicated that they worked in the Commission, the results for the Commission are closely aligned with the overall results and are therefore not presented separately here.
- Commission staff working in delegations, even if administratively attached to the Commission, are under the EEAS' duty of care. Their responses are therefore presented together with those of EEAS staff.
- Locally recruited staff were not consulted for this survey, and are therefore not represented in the responses for the representations and delegations.

European External Action Service

1,074 respondents

EEAS - demographics

Comparison of demographics of respondents and staff



OBSERVATIONS

There are minor differences between the respondents from the EEAS and the average: EEAS respondents are more likely to be male, 50-59 years old and have less seniority in their organisation.

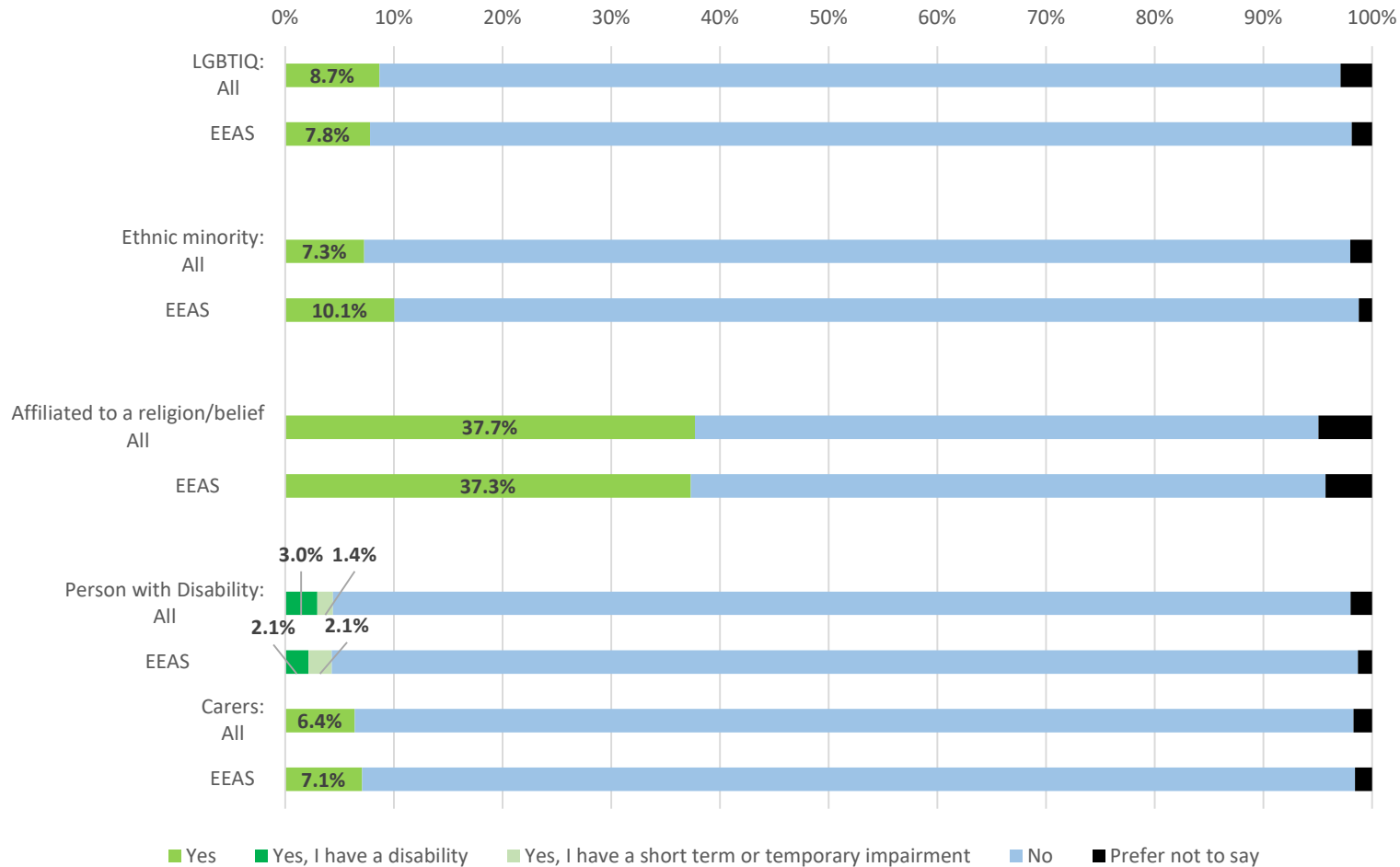
EEAS respondents are more likely to be contractual agents than average, and more often have management responsibilities.

NB: 1) staff members working in the delegations, even if administratively attached to the Commission, are under the EEAS' duty of care and therefore counted as EEAS respondents in this report.

2) locally employed staff were not consulted for this survey.

EEAS – self identification

Do you consider yourself...



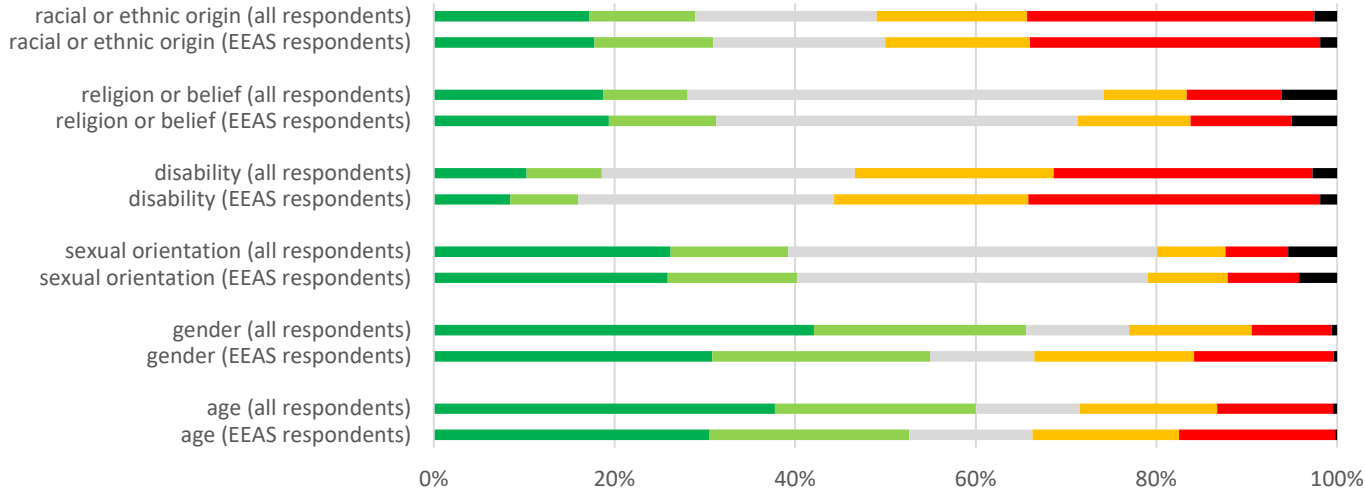
OBSERVATIONS

The current levels of diversity within the EEAS are very similar to the average of all respondents, with a slightly higher proportion of EEAS respondents identifying as coming from an ethnic minority background.

For all other grounds, there are no significant differences between the EEAS respondents and the entire pool of respondents.

EEAS – perception of diversity

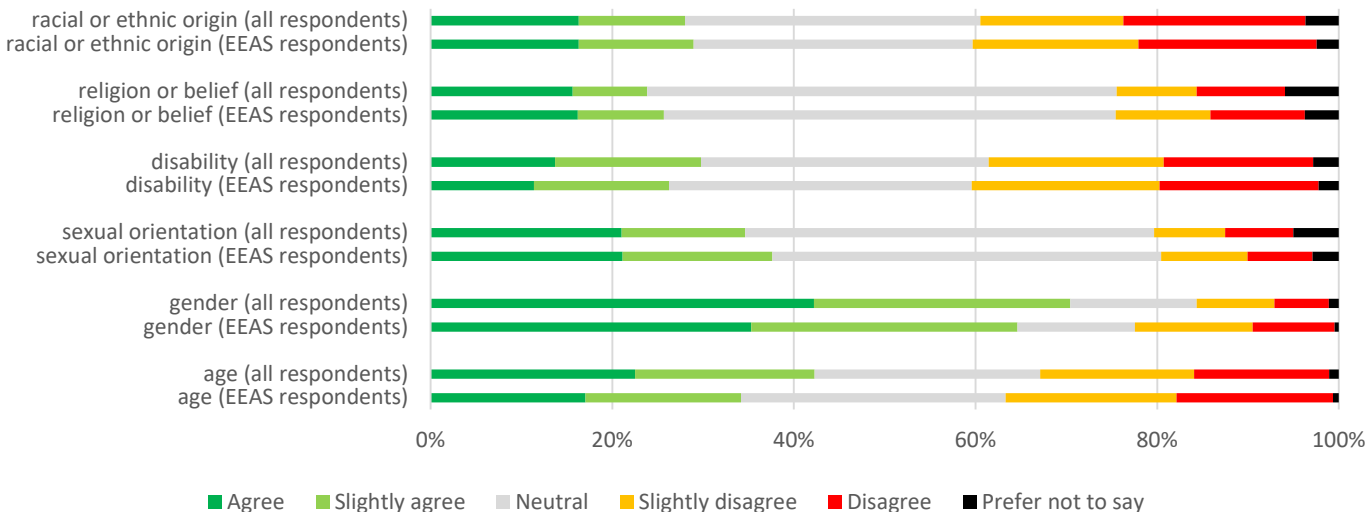
My organisation is diverse in terms of...



OBSERVATIONS

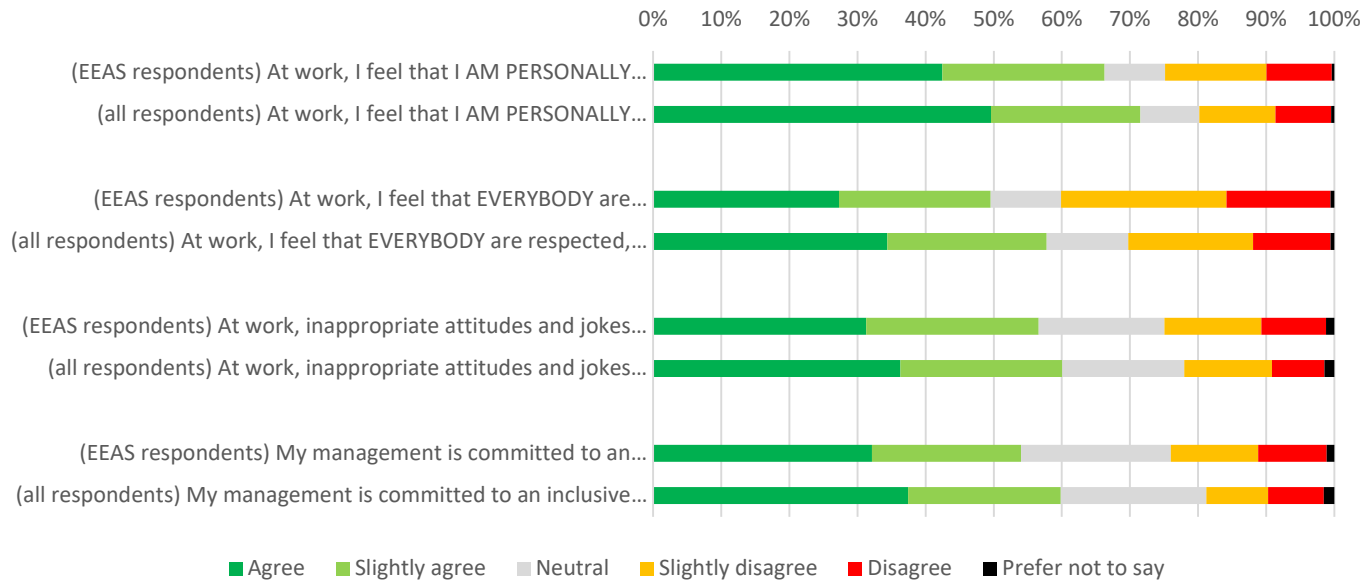
As for respondents in general, the overall perception by respondents of diversity in the EEAS is not very positive. Diversity of gender and age are the only grounds that received above 50% positive opinions, and these values for respondents of the EEAS are below the average for all responses.

My organisation makes efforts to promote diversity of...



Work done by the organisation to promote gender and age is also judged more severely than the average for all respondents. For all the other grounds, this is perceived in line with the average.

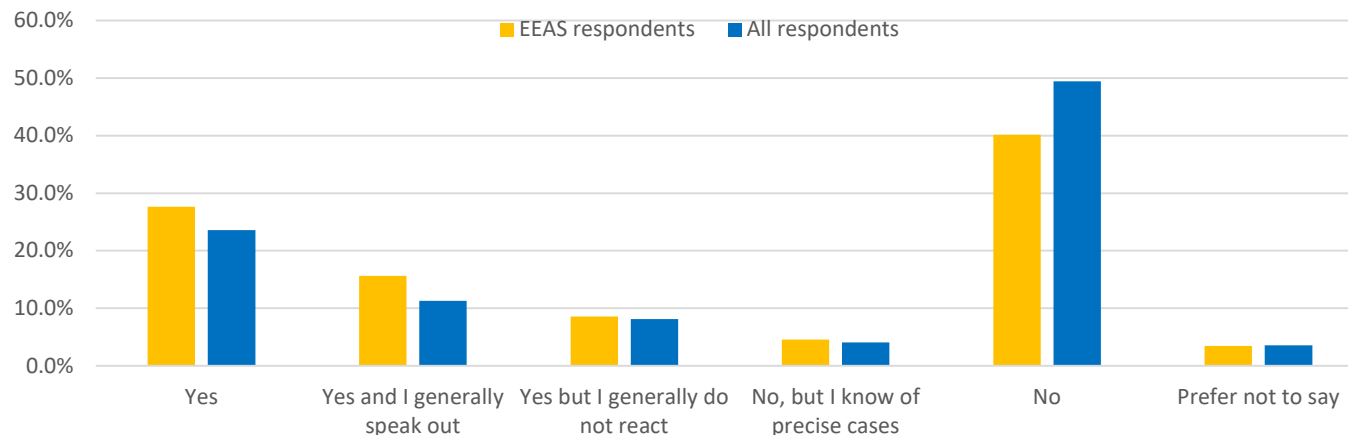
EEAS – atmosphere at work



OBSERVATIONS

EEAS respondents tend to be slightly less positive than the average regarding inclusion at work. This is similar for the other questions in this area. They are also, for example, slightly less likely to recommend their employer as an employer of choice (78% compared to 80% for the average).

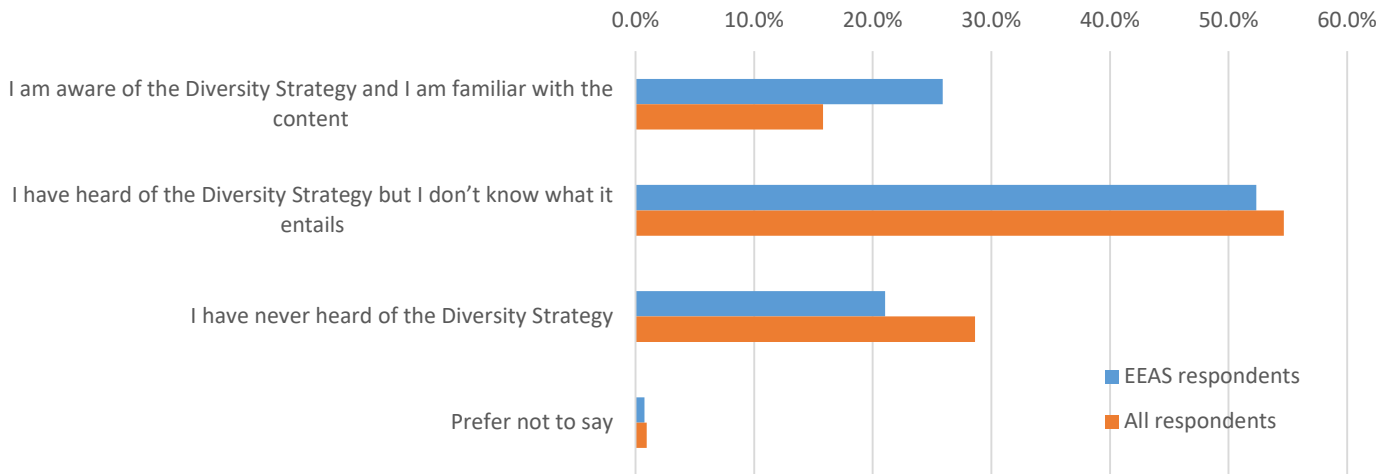
Have your observed discriminatory or unequal behaviours at work?



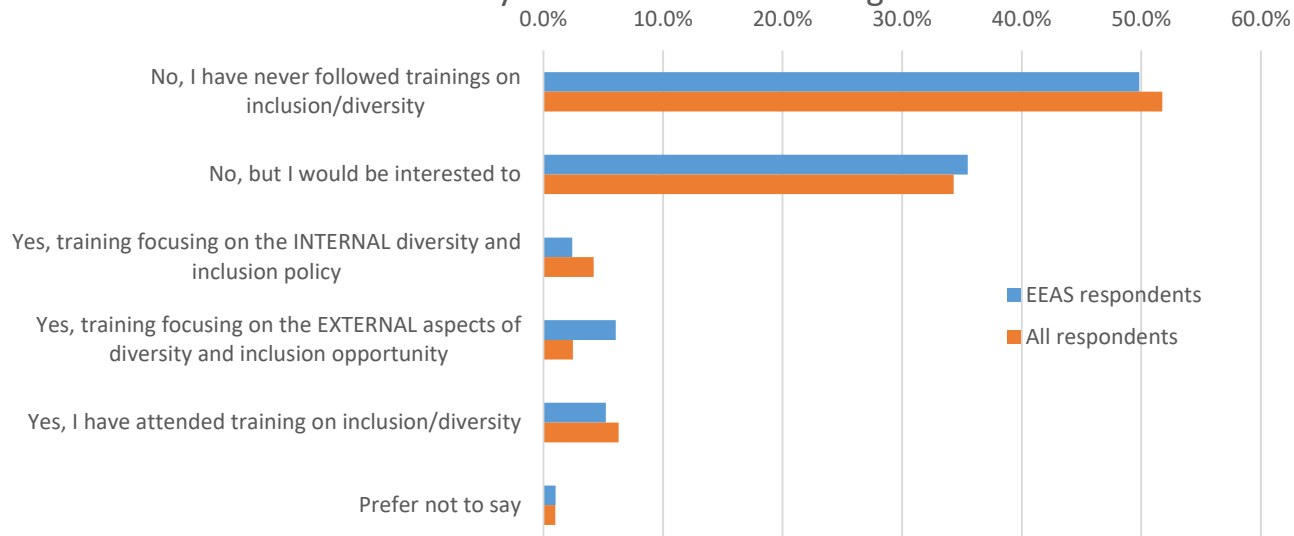
EEAS respondents are more likely than the average for all staff to report observing or experiencing discriminatory behaviours with 52% answering 'yes' (+8.9 pp). From the free text comments, this is partially due to perceived discriminatory or unequal attitudes towards locally hired staff in delegations. Further studies of potential intersectionality might be warranted.

EEAS – diversity awareness

Are you aware of the D&I actions of your organisation?



Have you followed D&I training?



OBSERVATIONS

Diversity and inclusion awareness is higher than the average in the EEAS with one respondent in four aware and familiar with the diversity strategy and plan (+10 pp).

Training in this area is also more developed in the EEAS, particularly for the external aspects of diversity.

EU delegations & representations

658 respondents

Delegations/representations - demographics

Comparison of demographics of respondents and staff



OBSERVATIONS

Respondents working in an EU delegation or representation are more likely to be men, aged 40 to 49 and are mostly contract agents. They also tend to have more management responsibilities than the average.

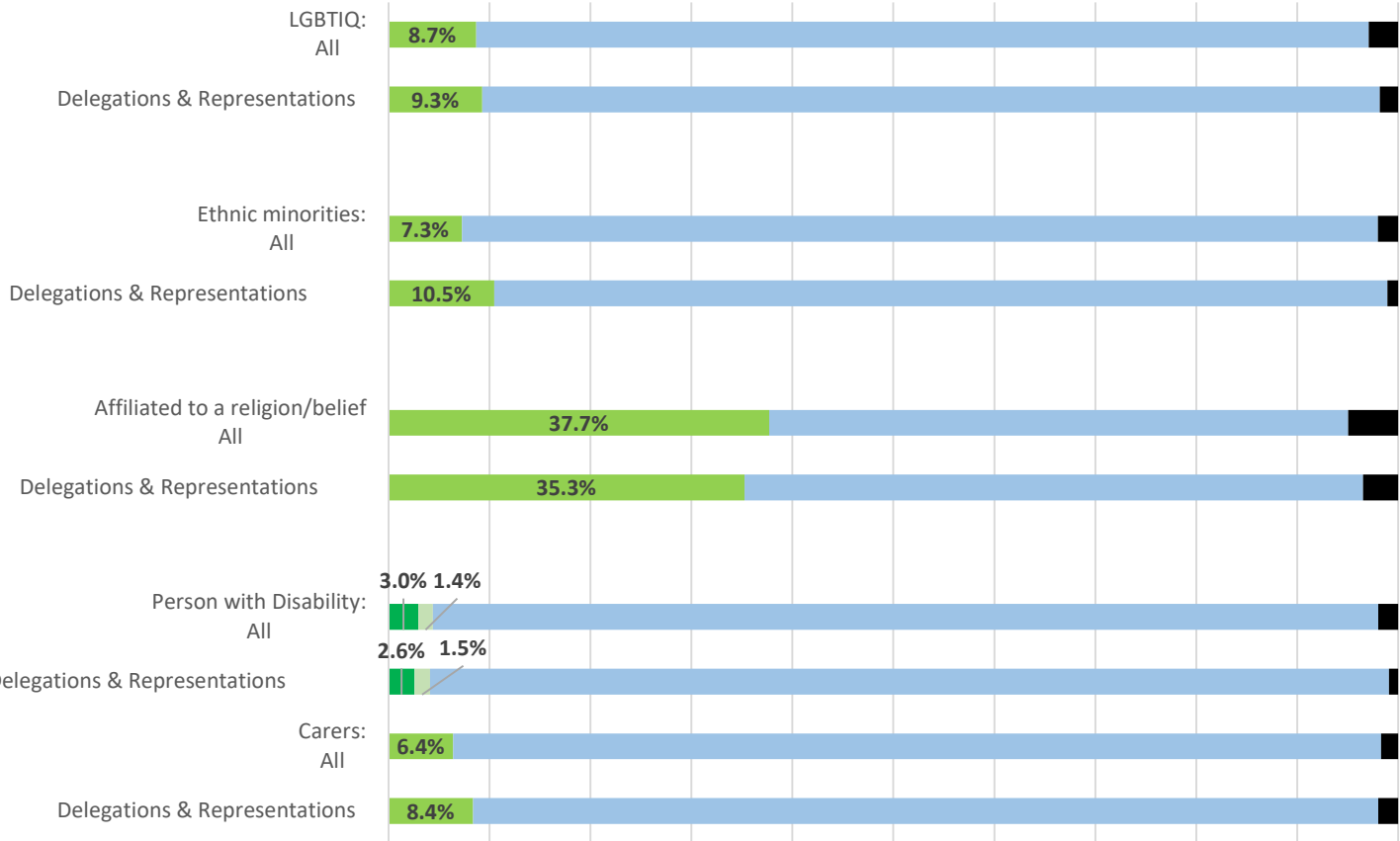
17% of these respondents work in EU representations in an EU Member State, the others work in EU delegations worldwide (attached approximately equally to the Commission and to the EEAS).

NB: locally hired staff in delegations were not consulted for this survey.

Delegations/representations – self identification

Do you consider yourself...

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

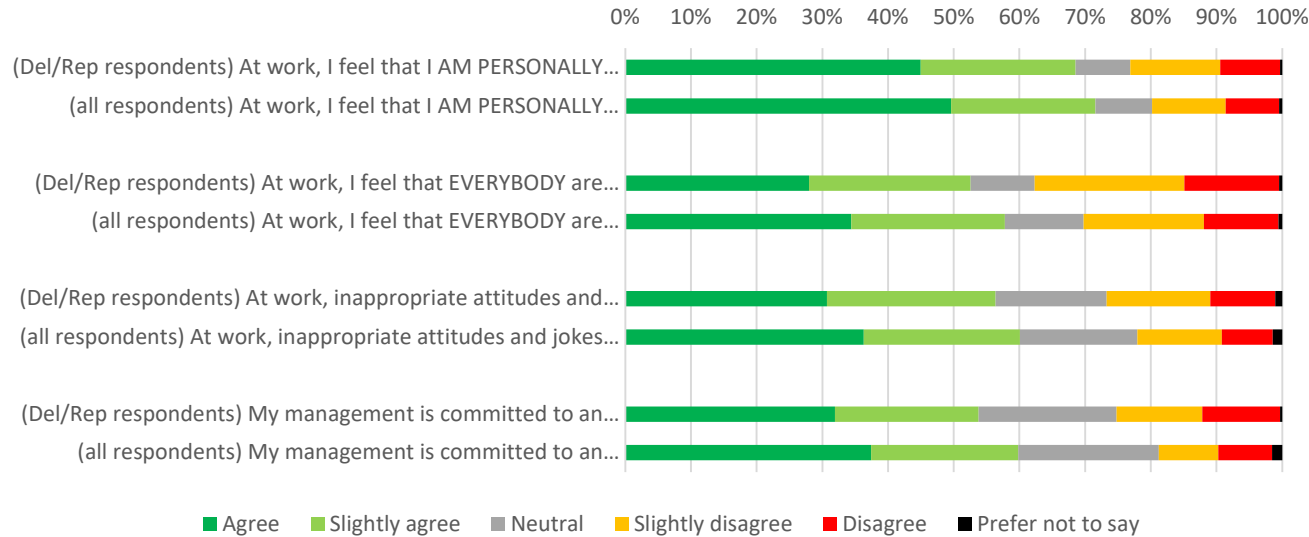


OBSERVATIONS

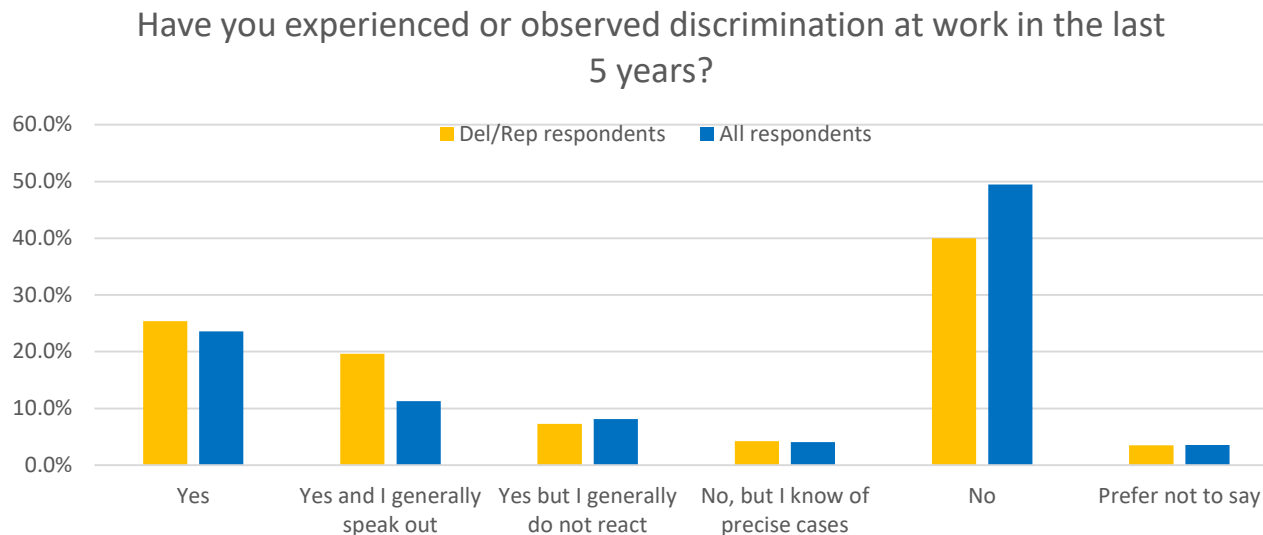
The self-identified diversity in EU delegations or representations is comparable to the average, with slightly more colleagues from an ethnic minority background, and slightly fewer with a religious affiliation.

Delegations/representations – atmosphere at work

OBSERVATIONS



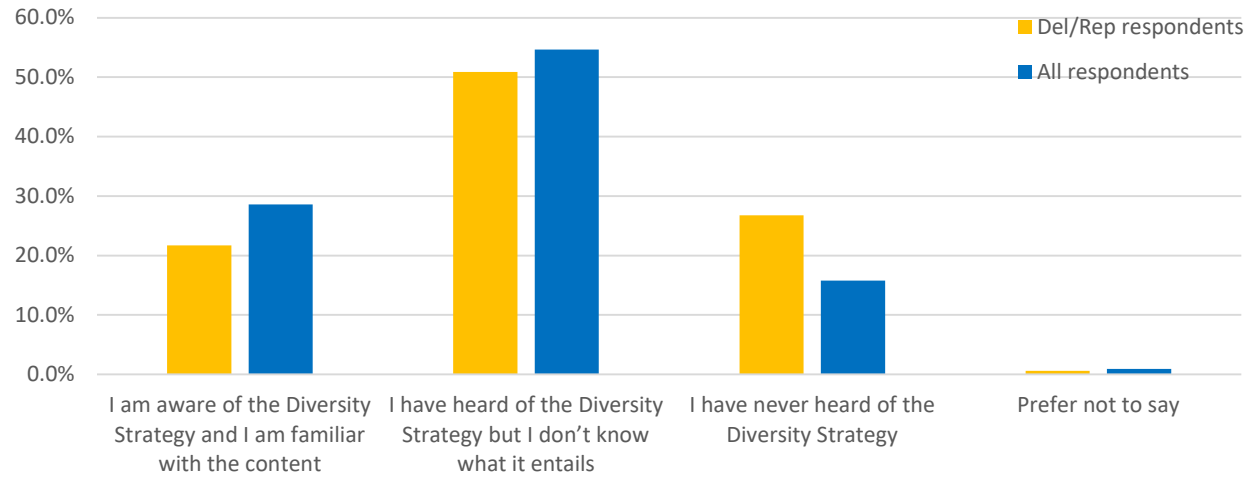
On average and for all questions, respondents are slightly less positive than the average regarding inclusion and diversity at work. In the free text comments, some respondents note that this situation depends on the delegations or representations (and of the management in place on site), a sort of ‘far from HQ’ effect.



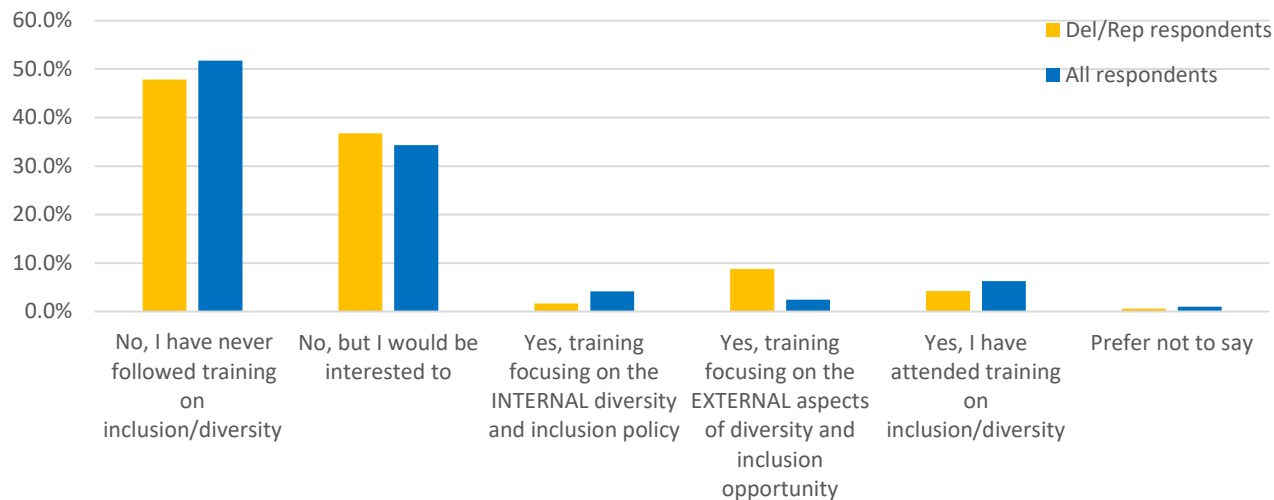
Respondents based outside the HQ observe or experience discriminatory behaviours more often than the average for all respondents (52% compared to 43%). They tend to react to discrimination more often than average, and report in the free text that the perception of discrimination is partially due to attitudes from and towards locally hired staff.

Delegations/representations – diversity awareness

What do you know about the D&I strategy of your organisation?



Have you followed D&I training?



OBSERVATIONS

Overall, a significant number of respondents in delegations and representations do not know about their organisation's central diversity strategies (27%, +10.9 pp compared to the average for all respondents).

However, a higher than average proportion of respondents have followed training on the external aspects of diversity and inclusion.

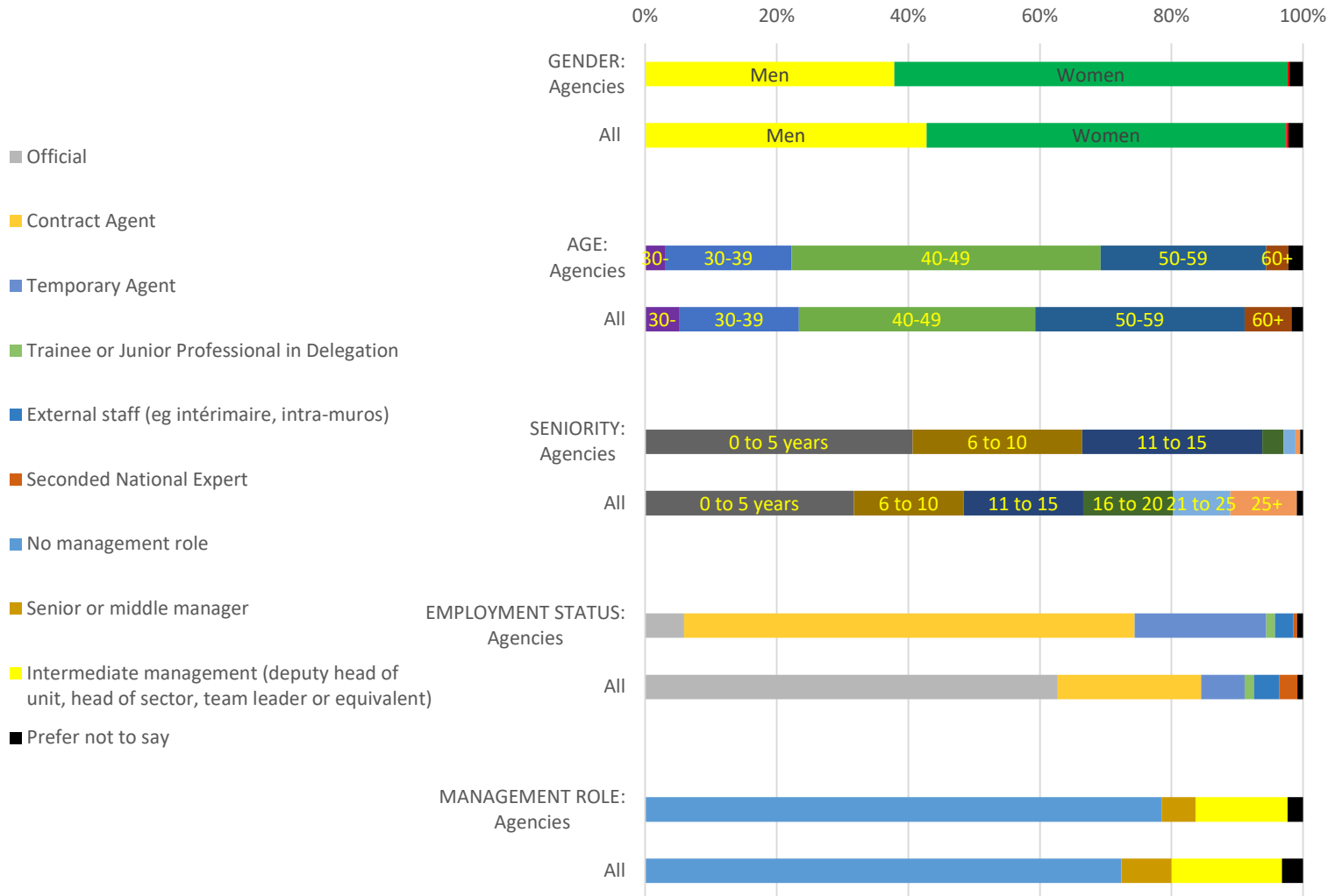
NB: before moving to a delegation, colleagues must follow specific training about the host country and about their future role to represent and promote the EU values.

Executive Agencies

679 respondents

Agencies - demographics

OBSERVATIONS



For statistical and anonymity reasons, although they have different policies and characteristics, the agencies were grouped together, in order to reach a large enough number of respondents.

There are minor differences between the respondents from the executive agencies and the average overall. Agency respondents are more likely to be female, 40-49 years old and with less seniority.

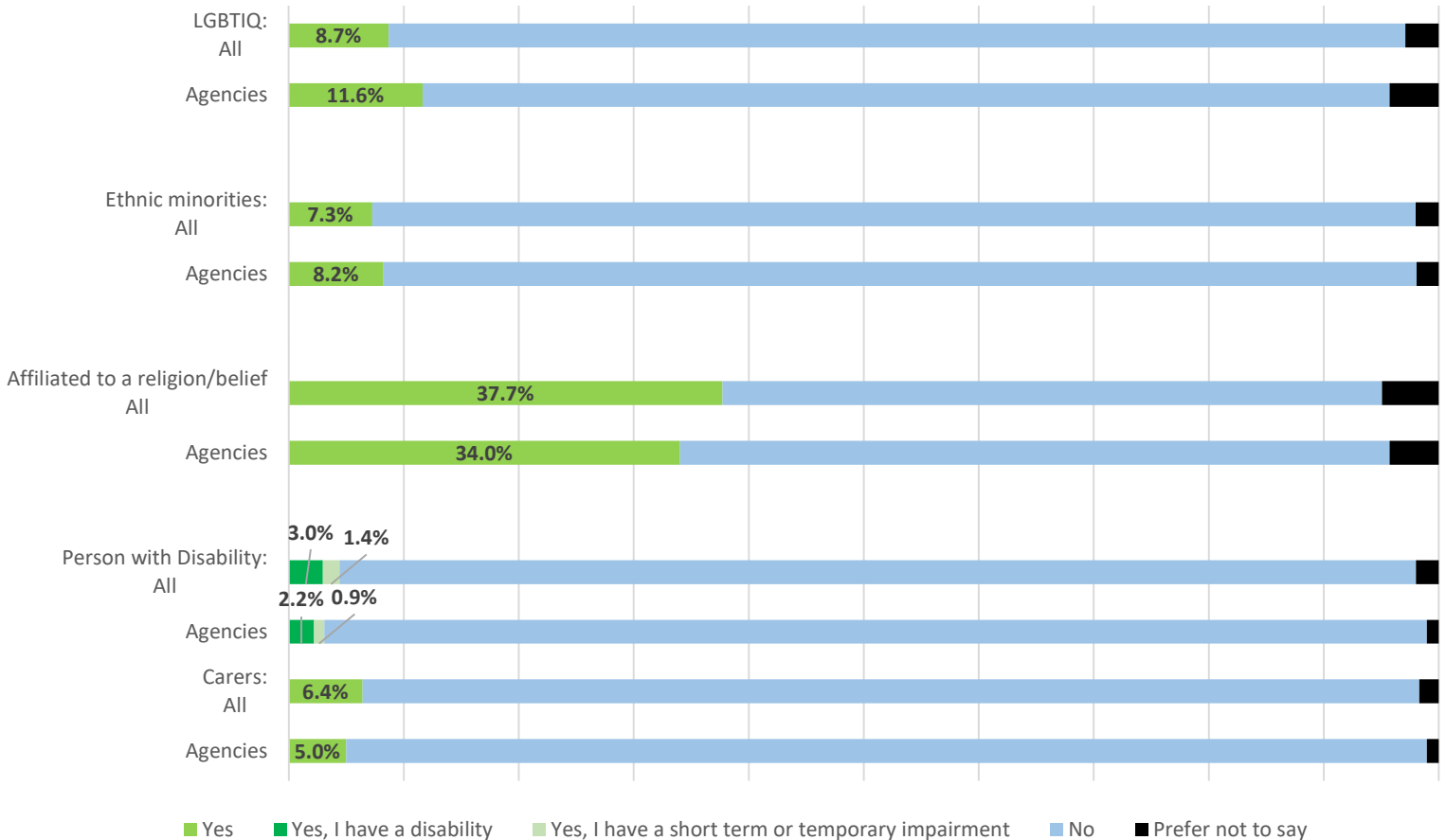
Agency respondents are more likely to be temporary and contractual agents than the average.

Agencies – self identification

OBSERVATIONS

Do you consider yourself...

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

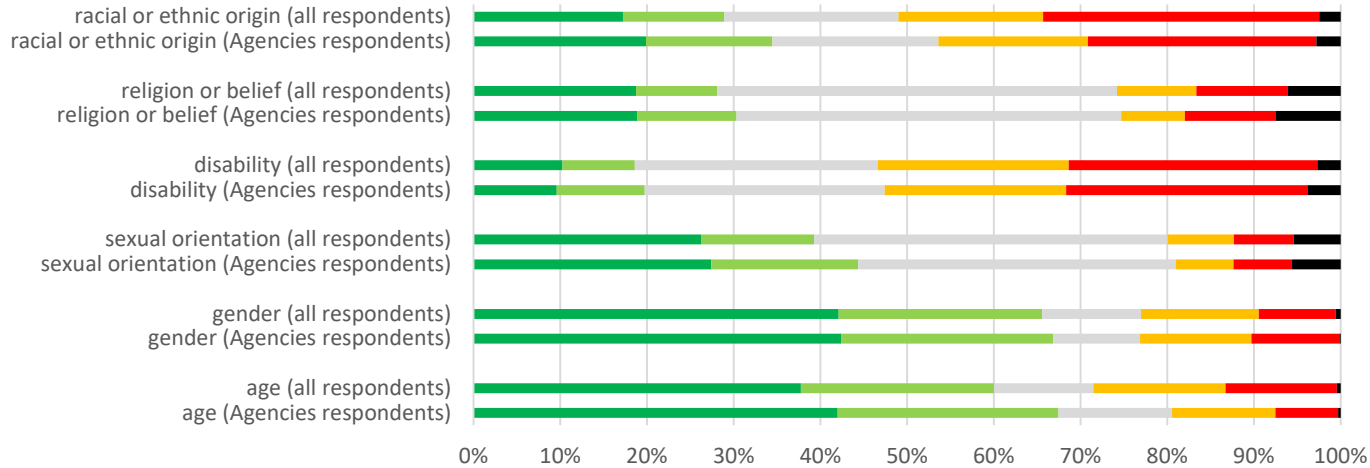


Respondents from the agencies are slightly more diverse than the average in terms of identifying as LGBTIQ and as being from an ethnic minority background, and slightly less in terms of respondents with disabilities and respondents with a religious affiliation.

However, given the small number of respondents from agencies, this difference remains within the margin of error of the survey.

Agencies – perception of diversity

My organisation is diverse in terms of...

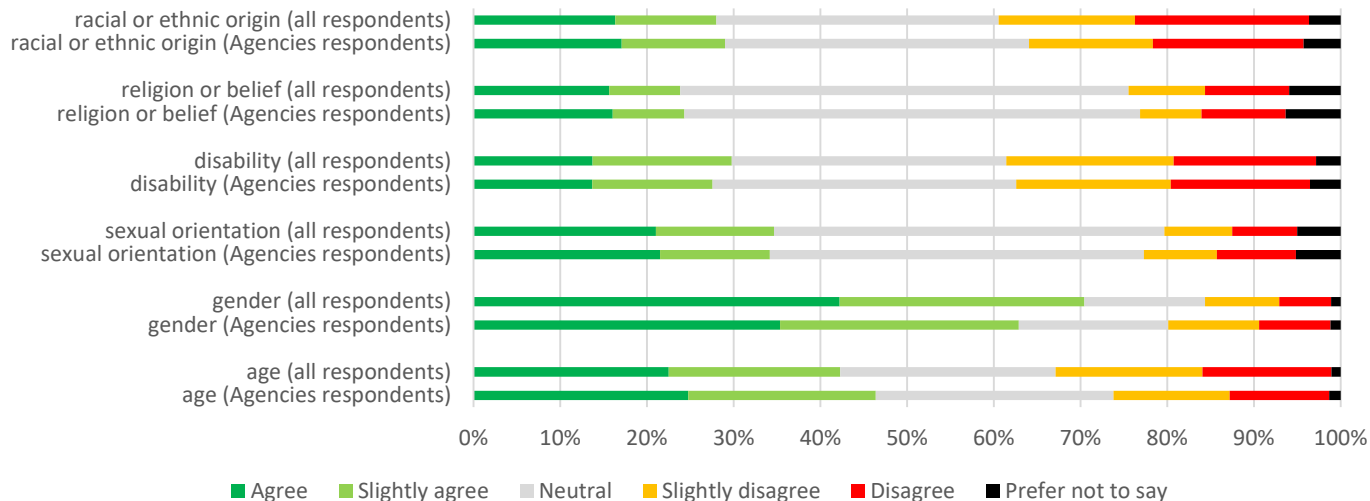


OBSERVATIONS

Respondents from agencies perceive organisational diversity similarly to the overall average for all respondents.

A smaller proportion of respondents from the agencies were positive about the work done by their organisation to promote gender diversity (63% against 70%) than the average for all respondents.

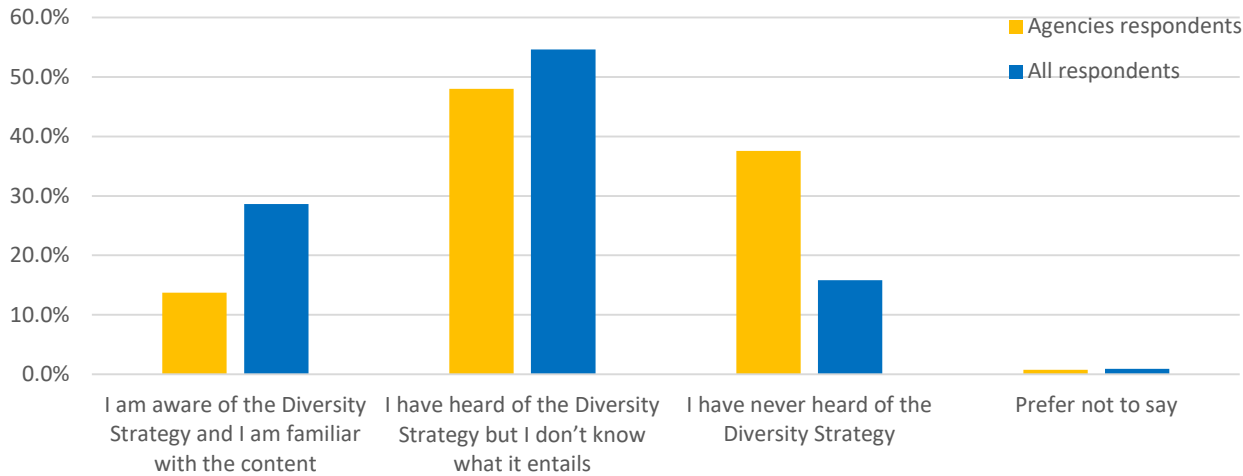
My organisation makes efforts to promote diversity of...



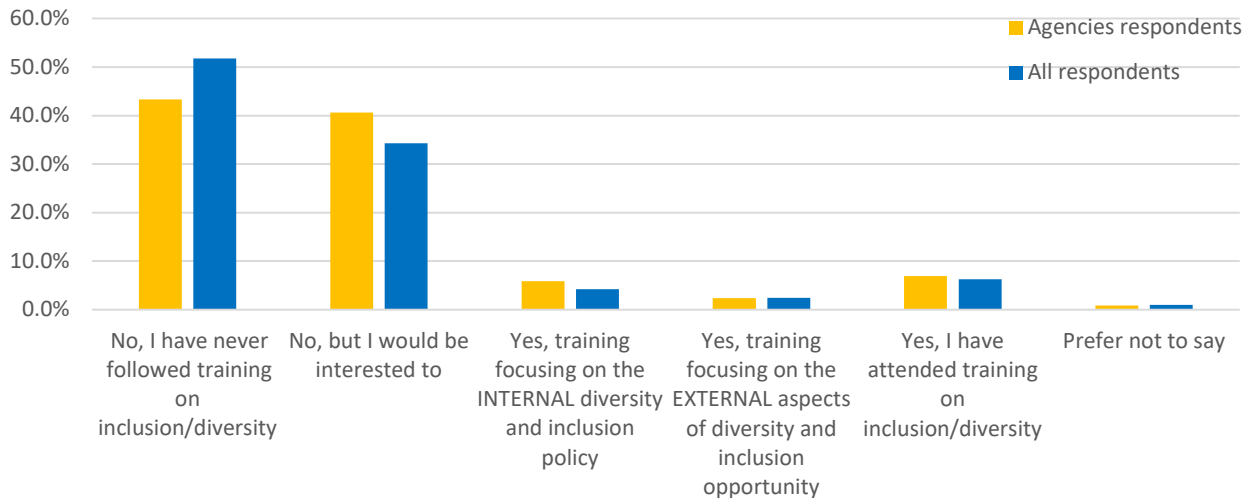
■ Agree
 ■ Slightly agree
 ■ Neutral
 ■ Slightly disagree
 ■ Disagree
 ■ Prefer not to say

Agencies – diversity awareness

I know about the D&I strategy of my organisation



Have you followed D&I training?



OBSERVATIONS

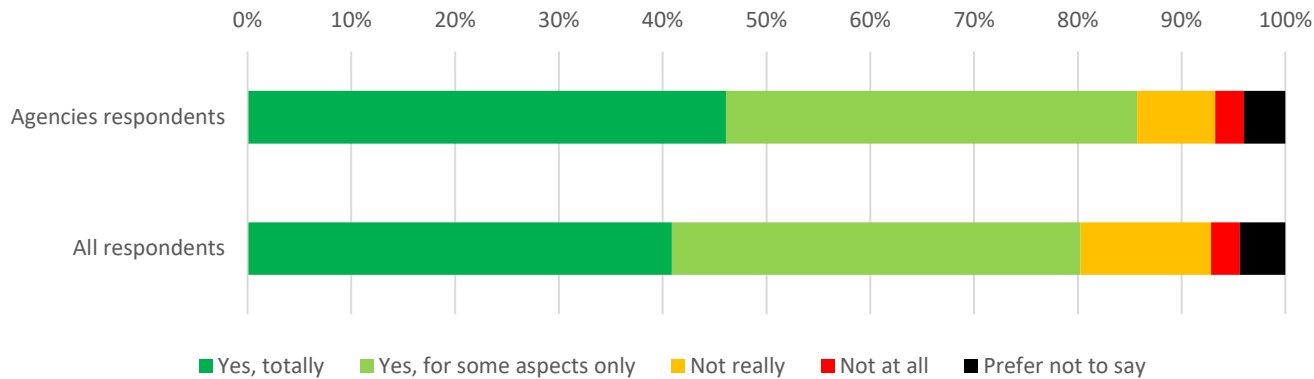
Awareness about diversity matters in the agencies seems lower than the overall average, with more than twice as many respondents who have ‘never heard’ of the diversity strategy of their organisation (38% compared to 16% on average).

Nevertheless, more than four respondents in ten would be interested in diversity training (+6.3 pp).

Agencies – impact of diversity and inclusion on image

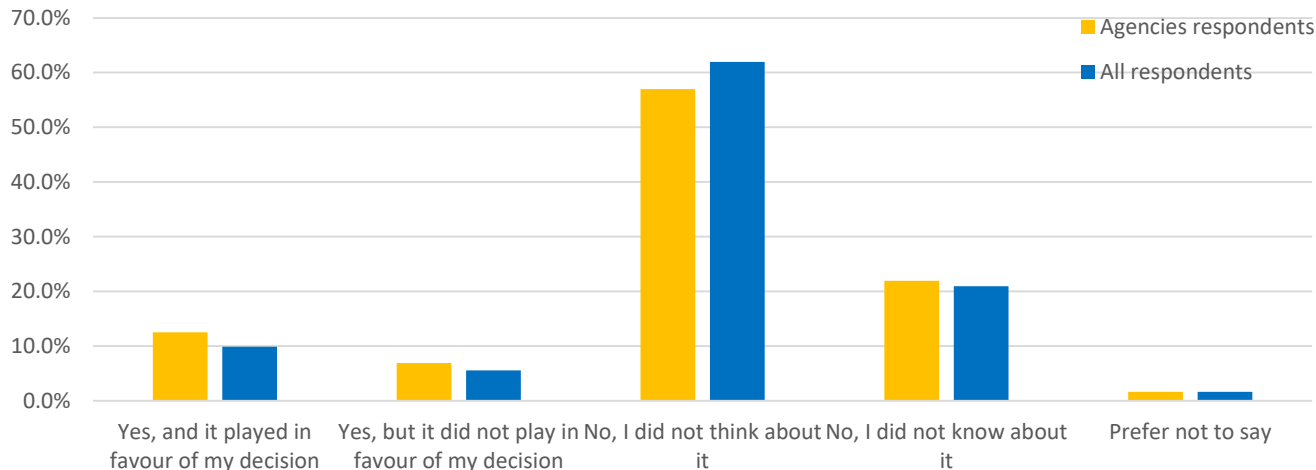
OBSERVATIONS

Would you recommend your organisation as an employer of choice in terms of diversity?



A slightly higher proportion of respondents from agencies would consider their organisation positively in terms of diversity and inclusion (+5 pp), and respondents were slightly more likely than the average to take their organisation’s diversity policy into account before applying for a position.

Did you consider the equality and inclusion practices of the organisation before applying?



For any question, comments or remarks on this report, please contact EC-DIVERSITY-AND-INCLUSION-SURVEY@ec.europa.eu

