



DIVERSITY, INCLUSION AND RESPECT AT THE WORKPLACE

May 2022

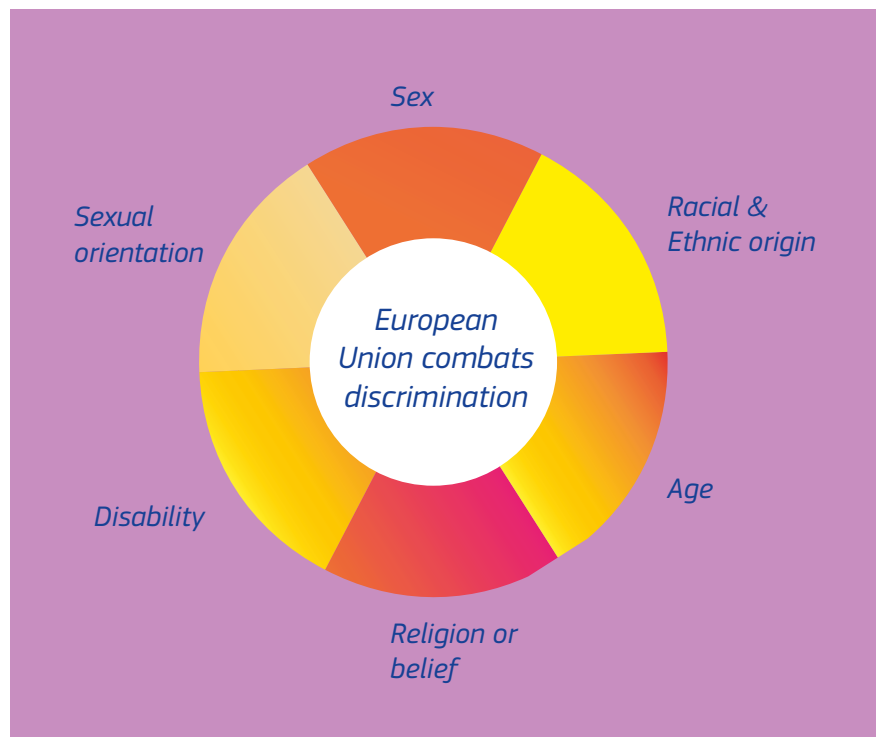
In March 2021, the European Commission carried out the first ever diversity, inclusion and respect at the workplace survey of its own staff. Announced in the EU anti-racism action plan, the survey was a joint project of the Task Force on Equality, the Diversity and Inclusion Office, and the European External Action Service (EEAS) human resources department.

Goals

- Promote equality and diversity, starting from our own organisation.
- Know more about our staff diversity.
- Assess colleagues' perception of inclusion and respect at the workplace.
- Collect data to provide an evidence base for future human resources policies.

The survey

- Confidential, optional and anonymous survey, based on self-identification.
- Sent to all staff of the Commission, EEAS and executive agencies (+/- 45,000 people).
- 10.199 respondents → 22% response rate.
- Examined the 6 grounds of discrimination set out in the treaties.



MAIN FINDINGS

For the first time, the Commission has a **documented vision of the self-declared diversity** within our staff: 37.7% of respondents declared a religious affiliation; 8.7% identified as LGBTIQ; 7.3% said they were from an ethnic minority background; 6.4% that they cared for a dependent with a disability and 4.4% said they had a disability.

Overall satisfaction is high: 70% of respondents feel valued and respected; 80% would recommend their employer as an employer of choice for diversity & inclusion.

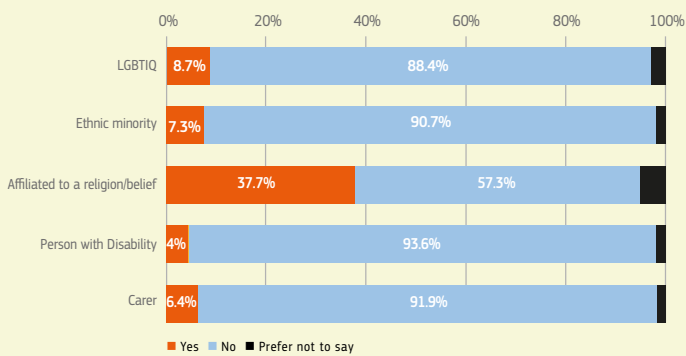
But perceptions diverge: in particular, respondents with disabilities and respondents from an ethnic minority background tend to be less satisfied than average.

43% of respondents say they have observed or experienced attitudes leading to **feelings of discrimination or unequal treatment at work** in the last 5 years based on any ground that they could identify, including family situation, nationality or employment status. Some groups are more likely to report this.

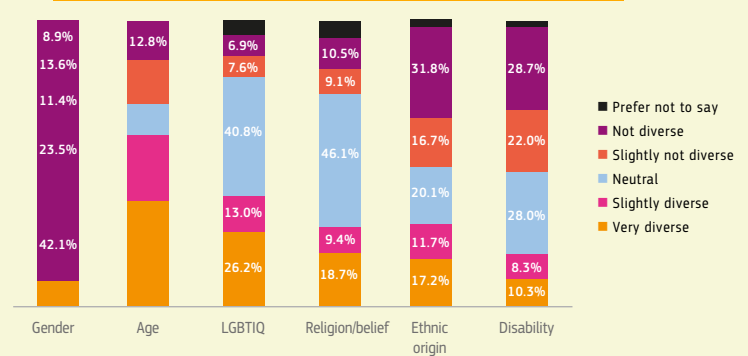
Respondents are willing to go further: they are ready to share more data and want to address other grounds of perceived discrimination or unequal treatment.

Over 53% of respondents consider that the Commission tackles **sexual harassment** effectively, while 40% of correspondents agree that it addresses **psychological harassment** effectively.

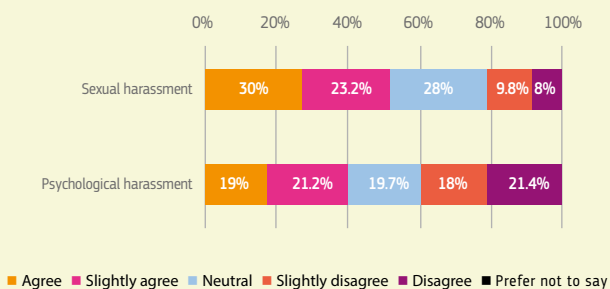
Do you identify yourself as...



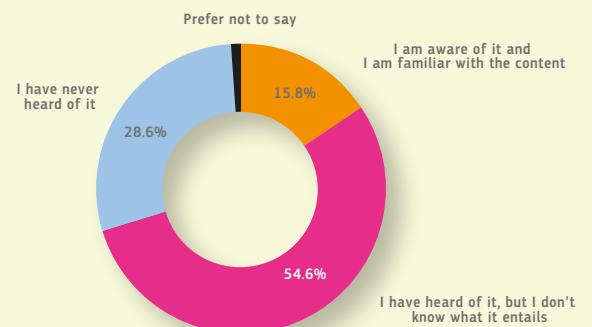
I consider that my organisation is diverse in terms of...



I think my organisation prevents and fights harassment effectively



Are you aware of the diversity and inclusion actions in your organisation?



LOOKING FORWARD

Managers are aware and willing to do more about diversity and inclusion in their teams but they need more support.

Awareness of actions to promote diversity and inclusion needs to be improved only 1 out of 6 survey respondents feel well informed about the current strategy

The findings of the survey informed the Commission's HR strategy and will feed into a detailed diversity and inclusion action plan

The results of the respect at the workplace survey will feed into the review of the Commission's policy on the prevention of and fight against harassment

Follow up diversity and inclusion surveys will allow us to measure progress