Agencies and Joint Undertakings aspire to promote diversity and inclusion in the workplace.
EU Agency for the Cooperation of Energy Regulators (ACER)

ACER offers a dynamic and motivating workplace, where diversity is celebrated and where people’s commitment and achievements contribute to build an organisation that is better than the sum of its parts.

ACER invests heavily in the professional development of staff, support a ‘low on hierarchy, high on impact’ organisational culture, prioritise personal relations and support an active feedback culture, emphasising the positives, whilst not shying away from addressing the negatives.

Initiatives

ACER has established its internal Diversity and Inclusion (D&I) Group in September 2020.

Since then, ACER has developed and implemented an ambitious action plan to ensure D&I is naturally ingrained in its activities (and therefore covering various domains, such as Human Resource management, communication, training, informal staff initiatives, etc.).

Among others, the Agency set up an internal work stream to ensure diversity in its selection committees, as well as in the allocation of speaking opportunities among colleagues (both in internal meetings and at external events). The Agency has also started an internal awareness raising programme by sharing D&I news, events and opportunities in its monthly newsletter and by integrating D&I good practices into its social media strategy.

The ACER D&I Group also actively participates in the activities of the European Union Agencies Network’s D&I working group to mutually join forces at EU level.

In June 2021, ACER endorsed the EUAN Charter on Diversity and Inclusion, and confirmed its commitment in improving its policy and endeavours with regards to gender equality, diversity and inclusion.

Contact

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Circular Bio-based Europe Joint Undertaking (CBE JU)

Inclusion and diversity are at the heart of our vision for a sustainable future. Everybody is needed to build a greener Europe, and we apply the same principle in our organisation: we build on diversity and openness to make our differences work for common goals. We believe that the whole exceeds the sum of the parts, and puts it into practice in a work environment based on trust, respect and mutual support.

Initiatives

For more than three years, our Executive Director has adopted guidelines for implementation of the budget, heading supplementary aid for the disabled persons.

In July 2021, the Executive Director appointed a disability coordinator.

Diversity and openness are part of the CBE JU’s corporate values: “We build on diversity and openness making our differences work for common goal”.

Contact

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European Union Aviation Safety Agency (EASA)

Working for aviation, making it ever greener and safer, is our mission. This means that staff at EASA work in an organisation with top experts in the aviation business, but also in other professional fields, thereby contributing to the European ideals. EASA’s values are: Respect, Unity, Integrity, Transparency, and Innovation.

EASA is a multicultural and multilingual work environment, where gender balance, diversity and inclusion are actively promoted. Almost all European languages are represented and we employ staff members from nearly all EU Member States.

Initiatives

EASA has a working group dedicated to promote Diversity and Inclusion (D&I). Some of its initiatives are:

► Evaluation of disaggregated statistics (e.g., participation in management roles, appraisal evaluations) and D&I surveys, to decide on practical actions to improve support, two-way communication, and accountability.

► Interactive events (e.g., sessions on bias awareness and mitigation).

► Dedicated training for awareness and empowerment: assertiveness, effective communication, coaching mini-workshop.

Human Resources policies include:

► Actively reaching out for candidates from a diversity of backgrounds, by widely publishing the open positions in the appropriate forums, explicitly encouraging diverse applications, and drafting vacancy notices with accurate information as this may affect work-life balance. In addition, and to the extent possible, selection panels include members from all genders and with a balance of nationalities.

► Targeting to attend dedicated career fairs (e.g., “Women in Aviation”) in order to promote career opportunities at EASA.

► On the EASA internet recruitment webpage “Working for us”, work-life balance issues are explicitly addressed.

► Recruitment selection panels are made aware of unconscious bias.

Contact

www.easa.europa.eu/the-agency/recruitment
European Banking Authority (EBA)

Providing equal opportunities and preventing any discrimination are core values of the EBA. These are embedded in all stages of the Authority’s Human Resource management, as well as in the culture of the organisation.

Initiatives

As part of this initiative, the EBA is primarily focusing on gender balance at this stage with the objective of ensuring equal opportunities for men and women at a managerial level.

In early 2021, the EBA created an internal working group to promote gender balance in the organisation. Its work focuses on the following aspects:

► Promoting gender balance through adapted recruitment/Human Resources policies.
► Embedding gender balance in the Authority’s day-to-day work and organisation.
► Fostering awareness about gender balance issues within the staff.

Various initiatives have already taken place, such as revising vacancy notices to mention more flexible working arrangements, teleworking arrangements, part-time working arrangements and free access to an accredited European School to encourage application of women, especially for positions, where women are underrepresented. Further gender and nationality diversification is promoted by dissemination of applications by the Permanent Representations.

How to avoid unconscious bias was introduced into the appraisal manual and the appraisal training for managers. In addition, unconscious bias is included in the selection and interviewing training for all staff, and managers are carrying out training on this matter online as well. Staff and managers also undertook training on the prevention of sexual and psychological harassment.

Further initiatives on the recruitment and integration of staff with disabilities will be explored.

Contact

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European Centre for Disease Prevention and Control (ECDC)

The work of the Centre is characterised by a high level of professionalism and efficiency. We believe that every staff member’s contribution is important in making the Centre a good place to work with a strong team spirit. We offer the opportunity to be an important part of a dynamically developing European Agency. ECDC values diversity and welcomes staff without any distinction on the grounds of age, race, political, philosophical, or religious conviction, sex, or sexual orientation and regardless of disabilities, marital status or family situation.

Initiatives

The Centre is currently working on a project focusing on respect at the workplace and has carried out a survey which will result in the development of an action plan. Furthermore, the Centre is establishing an Ethics Officer function and pulling together existing guidelines in various fields of ethics to facilitate accessibility for staff. The Centre will also embark on an organization-wide engagement to update its “values” in the near future.

Contact

www.ecdc.europa.eu
**European Chemicals Agency (ECHA)**

ECHA is an equal opportunity organisation, which means it does not discriminate on the grounds of 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. We are committed to achieving diversity, as the diversity of ECHA’s staff is essential to the Agency's success. With Finland as our host country, ECHA aspires to incorporate some of the positive elements for which the Nordic countries are well-known (e.g., well-being, a healthy work-life balance, equal opportunities and gender representation on all levels).

ECHA’s staff data reflects balance, on both genders and nationality, which it actively monitors and takes measures to further increase full representation. ECHA achieved excellent results in the most recent staff survey (2021) and has been awarded a recognition as one of Finland’s most inspiring workplaces. This signals a high employee engagement level and that the Agency develops the organisation, staff wellbeing, operating culture, and collaboration together with staff.

**Initiatives**

Below is a list of some of ECHA’s D&I initiatives and actions:

- Focused its efforts on attracting the widest possible range of qualified candidates, by improving the content and language of vacancy notices and their dissemination channels.
- Established an internal working group, contributing to and monitoring ECHA’s actions on this topic.
- Takes part in the EUAN D&I working group.
- Set up an action plan to further improve the D&I of ECHA’s staff.
- Incorporated a D&I objective in the generic objectives of managers.
- Makes efforts to share relevant information and trainings with all staff.
- Included D&I questions on in its own staff survey and contributed to the EUAN D&I survey.
- Videos to accompany its vacancy notices, in order to reach and attract a more diverse workforce;
- Ensures gender balance in both internal and external selection panels. Panel members are also invited to follow a training on unconscious bias.
- Plans to provide a training for staff on unconscious bias.

**Contact**

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www.echa.europa.eu
European Environment Agency (EEA)

The EEA is an EU Agency, with the mission to support sustainable development and to help achieve significant and measurable improvement in Europe’s environment.

EEA is committed to fostering diversity and gender balance on an ongoing basis, in order to strengthen its ability to attract talented graduates and postgraduates and in recognition of the fact that the diversity and gender balance positively contributes to its success as an EU Agency.

Initiatives

The EEA is committed to diversity and inclusion within its workforce and encourages qualified candidates from all genders, EEA nationalities, religious, ethnic and social backgrounds to apply and join the Agency.

All selection and recruitment procedures are competency-based and the EEA adopts appropriate measures when a significant imbalance in staff representation is observed.

Contact

www.eea.europa.eu
www.eea.europa.eu/about-us/jobs/open-vacancies/#open-vacancies
European Fisheries Control Agency (EFCA)

EFCA believes in equality and diversity. To ensure that EFCA offers equal opportunities to everyone and reflect the diversity of today’s world, the Agency upholds the following principles and objectives:

► The Agency is an equal opportunity employer and accepts applications without discrimination on the grounds of 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.

► EFCA respects inclusion in the selection procedures and provides all candidates with an equal opportunity to fully demonstrate their competencies.

► EFCA wishes to increase diversity in EFCA’s workforce to be representative of the EU citizens the Agency serves.

Initiatives

In the last quarter of 2021, EFCA did a revision of access in the office building and the required modifications will be finalised in the first quarter of 2022.

Contact

www.efca.europa.eu
www.efca.europa.eu/en/contact
European Food Safety Agency (EFSA)

EFSA is committed to a proactive and inclusive approach to diversity and inclusion. We ensure that ALL our employees benefit from equal treatment and opportunities, irrespective of any ground such as gender, 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 (see Article 1d of the Staff Regulations).

Initiatives

► EFSA is developing a policy on diversity and inclusion and we are preparing a dedicated space on its intranet to increase awareness about this important subject.
► A policy on harassment is in place. There are also trained confidential counsellors to support staff in case of sexual and/or psychological harassment.
► We constantly monitor Human Capital metrics, which are relevant to D&I to inform decision making.
► We appointed a colleague as a disability coordinator, following Article 33 of the United Nations Convention on the Rights of Persons with Disabilities (UNCPRD).
► There are policies - strengthened in the last years - to ensure flexible working arrangements and an improve work life balance.
► We recently launched a project on Employer Branding to see how we could reach out to a wider audience and enhance our nationality and gender balance.
► EFSA developed a training on unconscious bias for selection board members.
► EFSA offers career opportunities open to both EU and non – EU citizens (trainees, interims, PhD candidates, experts).
► We implement language inclusivity in our documents (e.g., vacancy notices).

Contact

recruitment@efsa.europa.eu
European Institute for Gender Equality (EIGE)

EIGE is committed to promoting gender equality and ensuring equal treatment and equal opportunities without distinction on any ground. To do this, we foster diversity and inclusion to create a working environment, where every staff member is valued and can attain their full potential.

Initiatives

► EIGE has been assisting EU institutions and agencies with their diversity and inclusion efforts with a handbook on how to end sexism in the workplace, and toolkits on institutional transformation and gender-sensitive communication.
► EIGE has provided its staff with guidance on how to counter unconscious bias in the workplace.
► In order to keep improving, EIGE has created a diversity and inclusion working group and an action plan.

Contact

www.eige.europa.eu
European Insurance and Occupational Pensions Authority (EIOPA)

As a European Union institution, EIOPA works for and represents all European Union citizens. It recognises the importance of attracting, developing and retaining staff, which reflects the diversity of the EU society today. EIOPA’s Diversity and Inclusion Strategy reflects its vision to be a credible supervisory authority within the European System of Financial Supervision, going well beyond ensuring compliance with non-discrimination and equality rules.

EIOPA values individual differences and commits to a pro-active diversity management approach seeking to create a truly diverse working environment and an inclusive culture in which everyone feels valued and accepted.

Initiatives

As part of its Diversity and Inclusion Strategy, EIOPA has adopted the EUAN Charter on Diversity and Inclusion and follows a detailed Internal Action Plan on Diversity and Inclusion with actions/initiatives covering cross-cutting measures such as:

► Collaborating with EU Commission, EUAN and other institutions;
► Attracting and selecting a more diverse workforce;
► Preventing discrimination, harassment, conscious and unconscious bias;
► Ensuring flexible working environment;
► Ensuring fair and equitable career, learning and development opportunities;
► Awareness raising on diversity and inclusion;
► Monitoring diversity and inclusion related data, as well as targeted measures with regard to specific groups 1) gender equality; 2) persons with disabilities and staff with disabled dependants; 3) Lesbian, Gay, Bisexual, Transgender, Intersex, Questioning/Queer (LGBTIQ+); 4) Underrepresented age groups among staff.

In addition, on 8 March 2021, EIOPA launched an external initiative: Women in Insurance.

Contact

www.eiopa.europa.eu
European Institute for Innovation and Technology (EIT)

EIT tries to attract and retain staff with diverse backgrounds, which enhances tremendously the creativity and innovation at the workplace. All staff members have different platforms to express their opinions on or to contribute to all important aspects concerning EIT’s business focus areas or staff wellbeing.

Initiatives

► How does EIT attract and retain diverse staff?

EIT has a very competitive package of social policies, including a generous kindergarten and schooling funding programme, which supports all staff and their families. And, of course, our home city Budapest is one of Europeans “hot spots”, offering affordable housing, access to services and exciting lifestyle.

► How does EIT foster inclusiveness?

EIT has introduced the participatory management model, where staff is a partner with the management, and every staff member can “bring to the table” their ideas and proposals or take part in a joined effort focused on improving office efficiency and staff wellbeing.

The EIT regularly organises (anonymous) staff surveys where we call for staff opinions to guide management decisions.

In addition, the EIT has a gender mainstreaming action plan with specific targets to implement this plan.

Contact

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www.eit.europa.eu
European Labour Authority (ELA)

ELA has a unique staffing structure, having 27 National Liaison Officers (SNEs) from each EU Member State seconded at the seat of the Authority. ELA’s commitment in its founding Regulation aims to ensure gender balance within the Authority.

Initiatives

► Clear statement on the ELA website and in all vacancy notices that ELA is an equal opportunity employer. ELA ensures that its recruitment procedures do not discriminate on the grounds of gender, colour, race, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, nationality, age, sexual orientation or gender identity. In case of a disability, candidates are asked to inform Human Resources at ELA and indicate which arrangements or adjustments relating to the disability are necessary, so ELA can ensure equal participation in the interviews and tests.

► ELA is growing and already in its start-up phase has proven to be very inclusive, flexible, cooperative and diverse workplace with rich workplace culture. ELA has created, together with all its staff, its mission and values statement – representing the diversity and culture of its staff.

► Seconded 27 National Liaison Officers (SNEs) from 27 Member States, bringing across the culture, richness and diversity from the EU.

► Regular statistics on diversity by Human Resources.

► Gender balance on Heads of Unit level.

► Gender balance of ELA staff.

► Social activities, daily morning coffees, speed dating, team building activities, agency wide gatherings.

► Project for accessibility of ELA’s website.

► Premises’ accessibility for people with disabilities.

► Calling for initiatives for sharing from all Europe different celebrations, traditions, pictures.

► New pair of glasses staff initiative: raising awareness on diversity together with staff.

► … and more to come.

Contact

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recruitment@ela.europa.eu
www.ela.europa.eu/en/working-us
Diversity and inclusion are welcomed and considered as a factor that may facilitate and benefit the EMCDDA mission. This is enshrined in all the policies currently applicable at the EMCDDA.

**Initiatives**

EMCDDA Human Resource policies reflects the agency’s commitment against any form of discrimination.

The EMCDDA is an equal opportunity employer and actively encourages applications from women as stated in all its policies and published vacancy notices.

In recent years the Agency has taken some initiatives to promote and facilitate, as much as possible, opportunities for internal mobility to fill open junior managerial positions. This has allowed for a substantial improvement of the gender balance among EMCDDA managers, without prejudice to the primary application of the merit-based criteria required for the selection and appointment to the available managerial positions.

The Agency participate to the EU interinstitutional initiatives and activities aimed at promoting diversity and inclusion.

**Contact**

rui.frango@emcdda.europa.eu
EMCDDA-HR@emcdda.europa.eu
www.emcdda.europa.eu
European Union Agency for Cybersecurity (ENISA)

ENISA is all about its people. The people who work at ENISA are key to its success. At ENISA, we are committed to the Union’s values “United in diversity”.

We value diversity and foster inclusion, as well as gender balance in the workplace. We currently employ twenty-one different EU nationalities.

To deliver on its mission and implement its vision, the Agency relies on diverse workforce, highly qualified and engaged staff.

Initiatives

► Multilingualism – language support.
► Unconscious bias – training courses
► Outreach campaigns and social media to diversify talent attraction and gender inclusiveness.
► Online career fair participation.
► Participate to EU networks on Gender Balance and New ways of working.
► Set up matrix way of working – collaborating, involving, communicating.
► Staff engagement via Wellbeing, Q&A sessions, ENISA Academy, away days for units and teams.
► Utilise tools such as internal and external communication to be more inclusive.
► Cross functional, cross-unit teams and collaboration outputs.
► Strategy day once per year.
► Yearly staff survey.

Contact

[www.enisa.europa.eu](http://www.enisa.europa.eu)
European Union Agency for Railways (ERA)

The Agency is “looking for excellence in its diversity”. ERA values the diversity of its team and encourages a supportive cooperation among all staff without distinction striving for excellence.

Initiatives

► Initiatives taken

- Speed networking: opportunities for women to exchange.
- Publishing papers by female authors/students – exchange with the academic world

► Planned initiatives in the near future

- Gender audit – Q1 of 2022.

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Better Together Project: idriss.pagand@era.europa.eu
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www.era.europa.eu
European Securities and Markets Authority (ESMA)

As a financial regulator and supervisor, ESMA is committed to lead by example in terms of Diversity and Inclusion.

Initiatives

Already now, ESMA has achieved full gender balance at all levels of staff, including senior and middle management. 26 nationalities are present among our staff. Further progress in broader diversity and inclusion issues will be achieved over the next two years, by end 2023, through a variety of initiatives aimed at fostering a culture where diversity is regarded as a source of enrichment, innovation and creativity and where inclusion is promoted by managers and all staff.

Contact

www.esma.europa.eu
European Union Intellectual Property Office (EUIPO)

At EUIPO, we foster a diverse and inclusive environment of respect, trust and confidence, enabling all colleagues to openly share their views and contribute to a fair staff policy. EUIPO is committed to being an equal opportunities employer.

Initiatives

The EUIPO promotes gender balance in management positions, reaching a total of 44% of female managers in 2021 (see the Annual Human Resources Report).

The EUIPO offers multiple trainings to promote inclusion at the Office. In 2021, a leadership lab on Inclusive Leadership was provided to its managers. Moreover, the Office has established initiatives fostering collaboration across different departments such as the Calls for Talent and Call for Innovation.

The Office is committed to employing and developing the careers of people with special needs and we are currently certified as complying with optimal accessibility conditions for people with impaired mobility.

Contact

European Union Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA)

The Agency strives to identify, attract, develop and retain talented employees and ensure their professional development.

Initiatives

While the work on Diversity and Inclusion policy and on the Human Resource strategy to achieve gender balance and creating work environment that fosters inclusive culture is ongoing with the aim to be finalised in 2022-2023, eu-LISA has recently conducted an internal survey to assess opinion of Diversity and Inclusion within the Agency.

eu-LISA recruitment team took part in the online event Women in Tech, with a mission to attract more female candidates.

eu-LISA’s full mission statement is available on the agency’s website.

Contact

www.eulisa.europa.eu
**European Agency for Safety and Health at Work (EU-OSHA)**

Based in Bilbao, northern Spain, a city well known for its cultural openness and touristic attractions, our Agency’s goal is to improve the working conditions of all citizens, which includes ensuring an environment that is respectful and supportive and free from discrimination. This applies to our own working environment as well. We create an inclusive working culture and foster equal opportunities. We feel safe, we trust people, we show appreciation to our colleagues and we ensure the wellbeing of everybody. We do care for our staff and we are proud to have a multinational and diverse workforce.

**Initiatives**

The Agency building is accessible to people with reduced mobility, and our working tools include voice recognition software available for people in need. We also have policies in place to support integration of staff and in particular non-Spanish speaking staff and their family members. We are offering special equipment to meet the different ergonomic needs of our staff to cater for different health and physical requirements. We offer individual counselling and coaching support for colleagues in difficulty whatever the origin of the latter and we ensure a safe and healthy smooth reintegration of colleagues after periods of illness by providing for instance adapted working hours and workplaces in line with needs.

We offer regular training on working in multicultural environment, live our values (be Respectful, Responsible, Professional, Positive and Committed).

We value social dialogue and strive for continuous improvement in our policies and initiatives to always further broaden our workforce and support to staff.

**Contact**

[www.osha.europa.eu](http://www.osha.europa.eu)
European Border and Coast Guard Agency (FRONTEX)

Frontex aims for its staff to reflect the diversity of the people of the European Union, and to be an open and inclusive workplace. We especially seek for the staff to be balanced in terms of gender as the law enforcement community, especially uniformed services, has traditionally been male dominated.

Initiatives

FRONTEX has taken numerous actions to foster a diverse and inclusive culture, focusing on external communication and recruitment, internal measures and anti-harassment policies.

The Agency, which has been expanding significantly, runs special recruitment campaigns to specifically target women and under-represented EU nationalities. When advertising new jobs and traineeships, we present a wide range of staff in short videos and interviews to highlight our diverse workplace. The Agency webpage and social media also aims to show the many diverse faces of Frontex, showing the successes of staff and officers of every nationality and gender.

In 2021, Frontex established a Diversity Working Group to promote overall diversity in the Agency, and in particular among the standing corps, the EU’s first law enforcement service. Among its goals is the creation of a modern, progressive and diverse border force. In its efforts, the Working Group targets actions related to employment opportunities, career advancement and inclusive leadership and governance.

Internal diversity measures aimed at our staff members include the celebrations of national holidays and days commemorating diversity (LGBT, etc). The staff recently met with representatives of the European LGBT Police Association. The Agency also takes steps to support staff families facing exceptional and individual hardship situation.

Frontex has in place a number of anti-harassment measures and policies. These include a Code of Conduct, well established and functioning Staff Committee and availability of Confidential Councillors to which staff experiencing difficulties could always turn to. The Agency has adopted guidance on reporting psychological and sexual harassment and conducts anti-harassment training for managers and the rest of the staff.

Contact

jobs@frontex.europa.eu
www.frontex.europa.eu
European Union Satellite Centre (EU SatCen)

The EU SatCen supports the decision making and actions of the European Union in the field of Common Foreign and Security Policy (CFSP), in particular Common Security and Defence Policy (CSDP), by providing products and services resulting from the exploitation of relevant space assets and collateral data, including satellite imagery and aerial imagery, and related services. SatCen has around 150 staff members with a strong need for a wide range of skills and persons interacting continuously. Hence, we believe that diversity enriches our work, and increases our innovativeness, creativity and productivity. In line with SatCen’s D&I Strategy, a great emphasis is placed on attracting and retaining top talent of a diverse background, and irrespective of their gender, race or ethnic origin, religion or belief, disability, age or sexual orientation.

Initiatives

In line with SatCen’s D&I Strategy, diversity and inclusion is one of SatCen’s key priorities in HR processes. The strategy is overarching all areas of work and fosters an organisational culture where everyone can feel valued and respected, and being offered the opportunity to perform at their best. The organisational culture is shaped by senior management’s commitment to the case, by SatCen’s anti-harassment policy and awareness raising of all staff on diversity, inclusion and unconscious bias. In this spirit, great attention is being paid to attracting candidates of diverse background, to the conduct of unbiased selection procedures and to Human Resources policies that offer a healthy work-life balance, a respectful and safe work environment and professional development activities for staff members belonging to underrepresented groups.

Contact

SatCen Human Resources
administration@satcen.europa.eu
www.satcen.europa.eu/
Single Resolution Board (SRB)

At the SRB, we believe diversity creates excellence – more diverse staff members mean a wider range of opinions, leading to better and more robust teams.

Initiatives

Diversity and inclusiveness in the vacancies for the recruitment campaigns (www.srb.europa.eu/en/vacancies)

Contact

www.srb.europa.eu