

5. Next Steps

Upon approval of this memo, DG/HR will launch a consultation with the staff representatives for their insight and feedback on the list of measures that are changing the bank (CtB). These measures include:

- Systematically neutral and inclusive vacancies;
- Internal head-hunting and career fairs to identify talent from underrepresented gender;
- Career Transition Support Scheme, Version 3.0;
- Career support programme for support bands (A-E) and exploration of possibility to offer dedicated career opportunities to qualified staff at D and E bands;
- Enhanced monitoring, reporting & publication of our efforts towards gender diversity;
- Relaunching ECB-wide mentoring;
- Reviewing our parental leave and child support policies;
- Improving staff integration during/after leave, including parental leave;
- Investigating job sharing possibilities, including for managers.

List of Annexes

Annex 1: Gender Strategy Operationalisation Plan

ECB-PUBLIC