

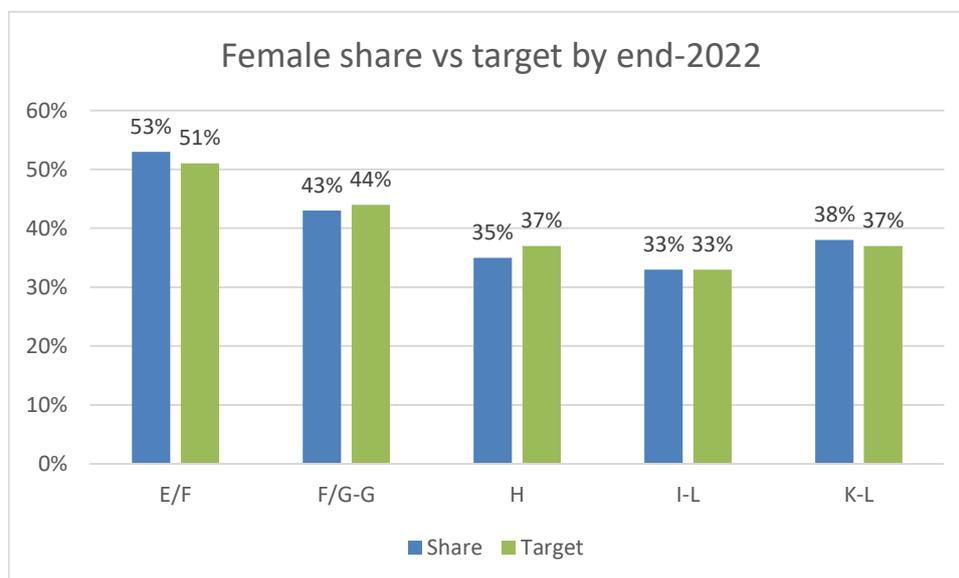
Press release

31 March 2023

ECB gender targets: interim assessment

- Share of women at top (senior and mid-management) and entry (analyst) levels in line with interim targets
- Initiatives to attract female talent include flexible working, scholarship, mentoring and development programmes for women
- Gender strategy is part of the ECB's broader diversity and inclusion efforts

The European Central Bank (ECB) has achieved its interim gender targets for managers, which is particularly important for creating role models and mentoring. It has narrowed the gap at the expert (salary band F/G) and the team lead (H) levels and is making further efforts to increase hiring and promotion for these two categories. At the analyst level (E/F), the share of women has continued to grow in line with the ECB's goals, which helps to extend the pool of eligible women for further career steps.



Gender targets are part of the ECB's wider diversity and inclusion (D&I) policy to promote other aspects of diversity such as race/ethnicity, sexual orientation, age, nationality and disability, with the support of [six D&I networks](#).

"A diverse and inclusive organisation reflects the world around us," said ECB President Christine Lagarde. "It shows the intellectual courage to embrace the values of different perspectives, backgrounds and identities that will enrich debate and lead us to more robust decisions in all areas," she added.

At the ECB, one parent is eligible for 20 weeks of paid maternity/adoption leave. In 2022 the ECB increased paid special leave for the other parent to 20 days from 10 days to promote greater balance in family responsibilities. It [published nationality figures](#) for its staff and management to increase transparency about a key diversity facet. The ECB initiated and co-signed the [ESCB and SSM equality, diversity and inclusion charter](#) together with 26 national central banks and supervisors in the European Union.

The next assessment will be based on data for 2024.

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Notes

- In 2023 EDGE [re-certified the ECB](#), recognising the ECB's further progress towards gender equality and its efforts to promote intersectional issues relating to gender equity and other aspects of diversity.
- More about the ECB's gender targets can be found on the [ECB's website](#).
- More about the ECB's salary structure is available in the [Conditions of Employment](#)