



Survey on diversity, inclusion and respect at the workplace

Report of the results - results by ground of discrimination

Gender

9,787 respondents

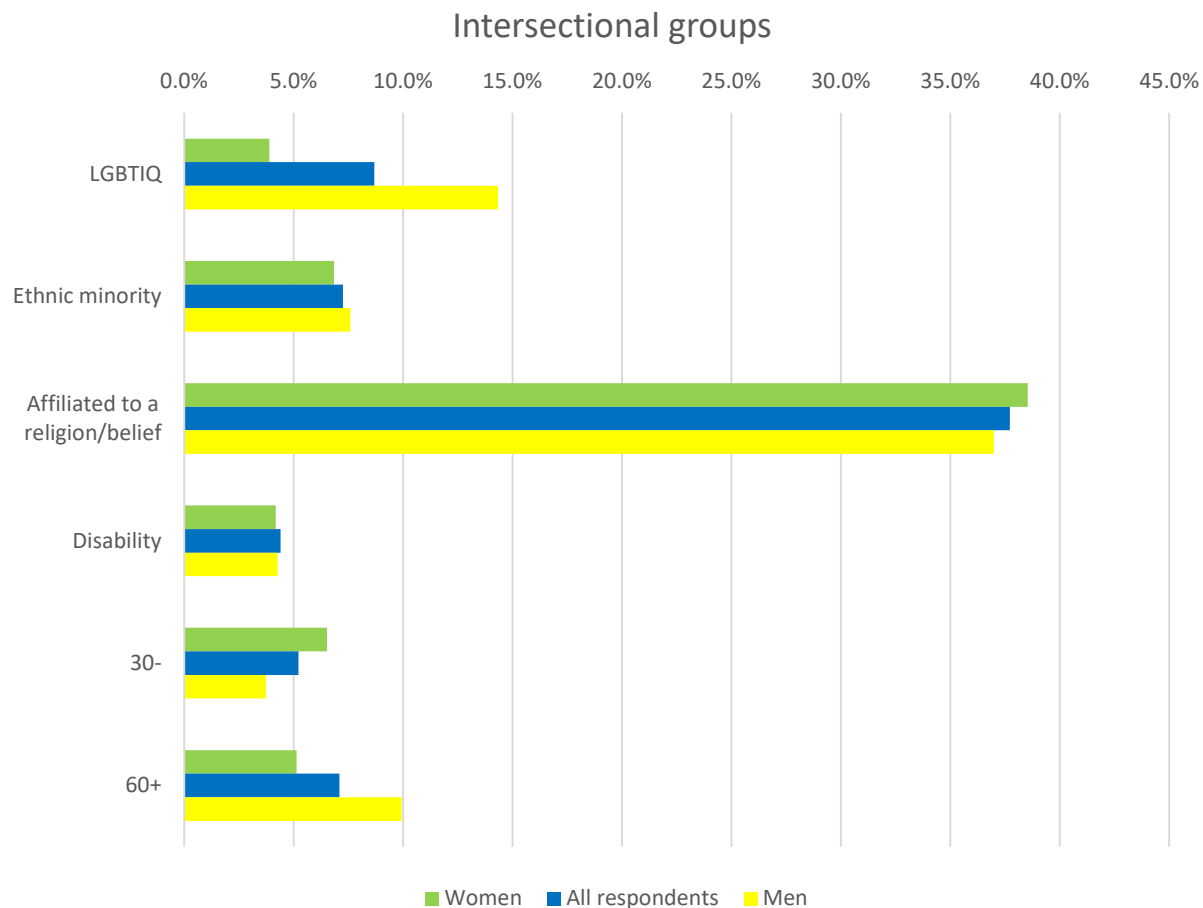
Women : 5,473 / Men : 4,281 / Other gender : 33

Methodology

- In this section, the results are only presented when they vary significantly from the average overall response. If the results or responses from a certain group of respondents (e.g. women) are in line with the average for all respondents, they are not provided here.
- For gender, 33 respondents declared themselves as 'other'. Respondents from this group have not been included in gender-specific breakdowns of issues in this section as the number of responses is too low to be statistically significant. However the anonymised free text comments from these respondents will be considered in guiding future policies.
- Large amounts of data disaggregated by gender are collected regularly across the organisation (employment status, grade, career, training, work arrangements...). This data could complement the findings from this survey.

Gender - intersectionality

OBSERVATIONS

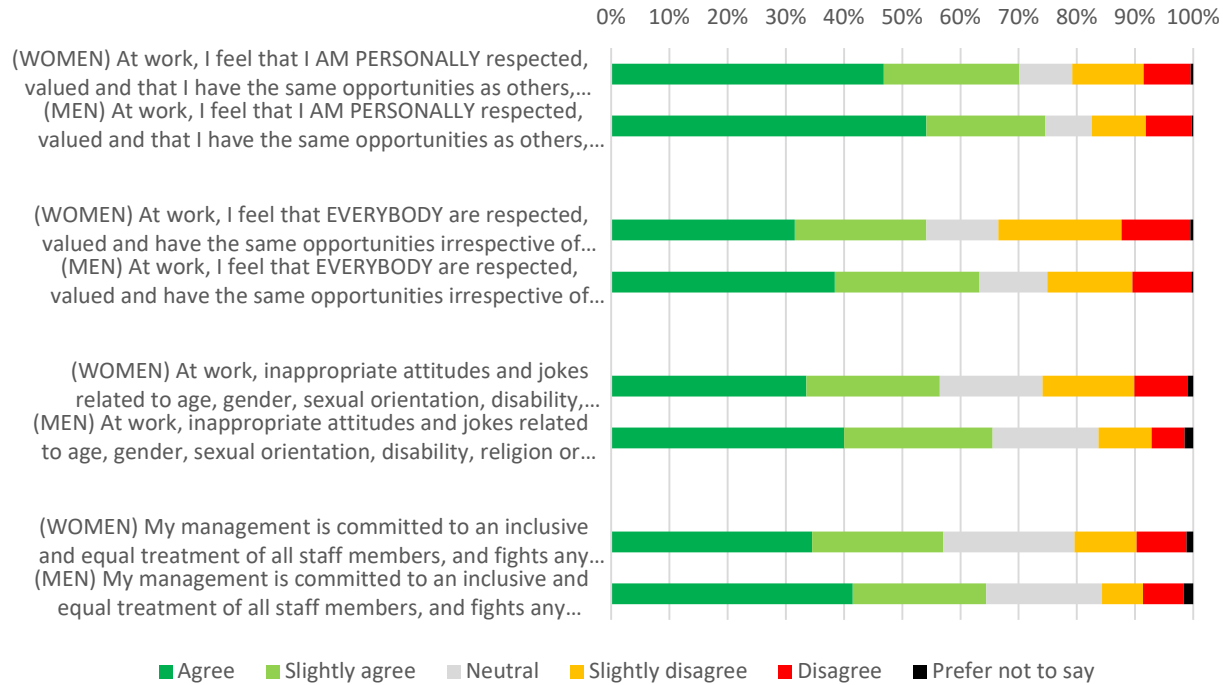


When taking into account respondents belonging to several groups studied (intersectionality), there is a clear gender gap within the declared LGBTIQ group of respondents: women who participated in the survey are considerably less present than men in this category.

There is also a gender difference in age categories, with a larger proportion of women among the respondents aged 30 or less, and a larger proportion of men among the oldest aged cohort of respondents.

For the other intersectional categories, there is a broad gender balance.

Gender – atmosphere at work

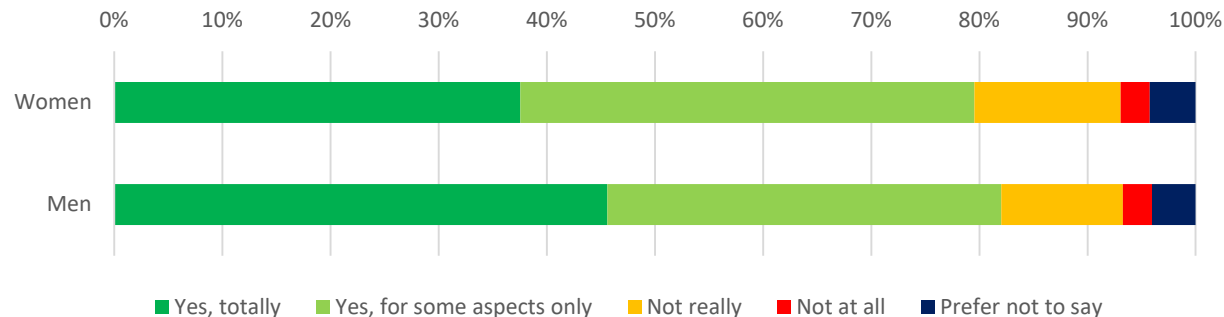


OBSERVATIONS

Male respondents tend to perceive the atmosphere at work more positively than female respondents across a series of diversity and inclusion topics.

Male respondents also tend to recommend their employer as an employer of choice on diversity slightly more than female respondents, although for both the score is high.

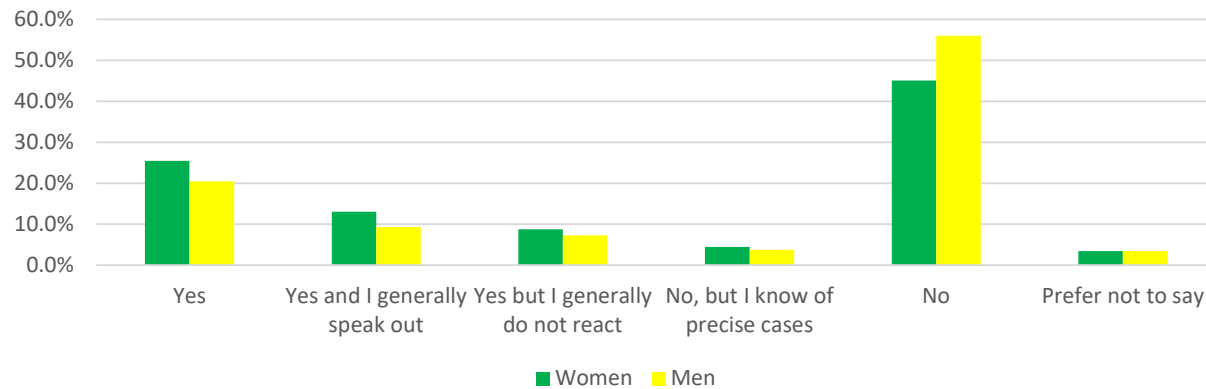
Would you recommend your organisation as an employer of choice in terms of diversity?



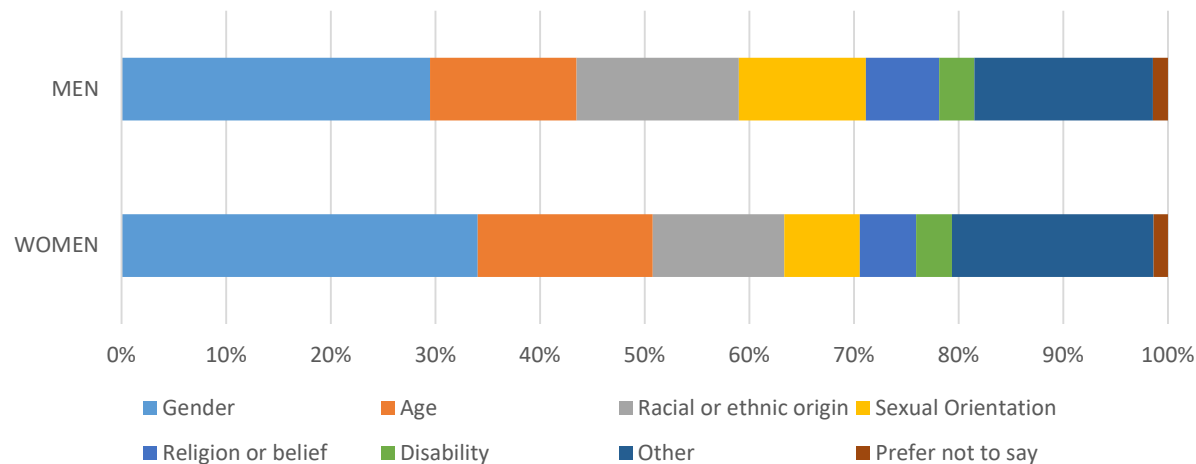
Gender – impact on career

OBSERVATIONS

In the last 5 years, have you observed behaviours, remarks or decisions in your workplace which made someone (including yourself) feel discriminated or unequally treated?



If yes, please specify on which ground(s)



Female respondents observed some form of discrimination or unequal treatment more often than male respondents: 47% of female compared to 37% of male respondents replied 'yes'.

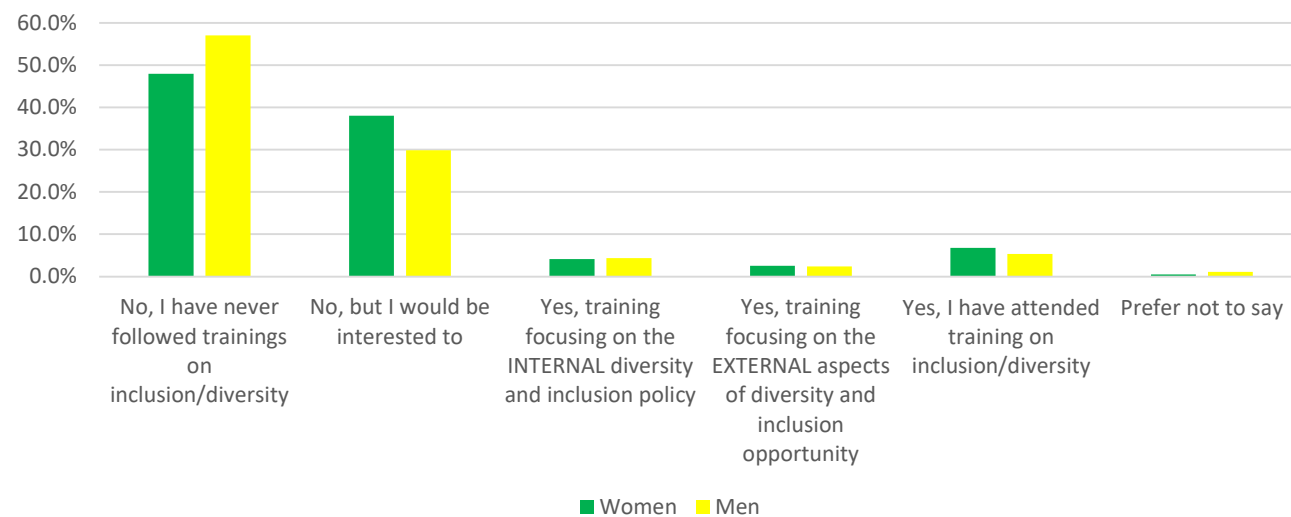
From an analysis of the free text responses, observations of gender discrimination from male respondents are largely linked to a perception that targets for gender balance in management deter some male colleagues from applying for management positions.

Discrimination on grounds of gender, age or 'other' are more often declared by female respondents. Discrimination on grounds of ethnic origin, sexual orientation or religion are more often declared by male respondents.

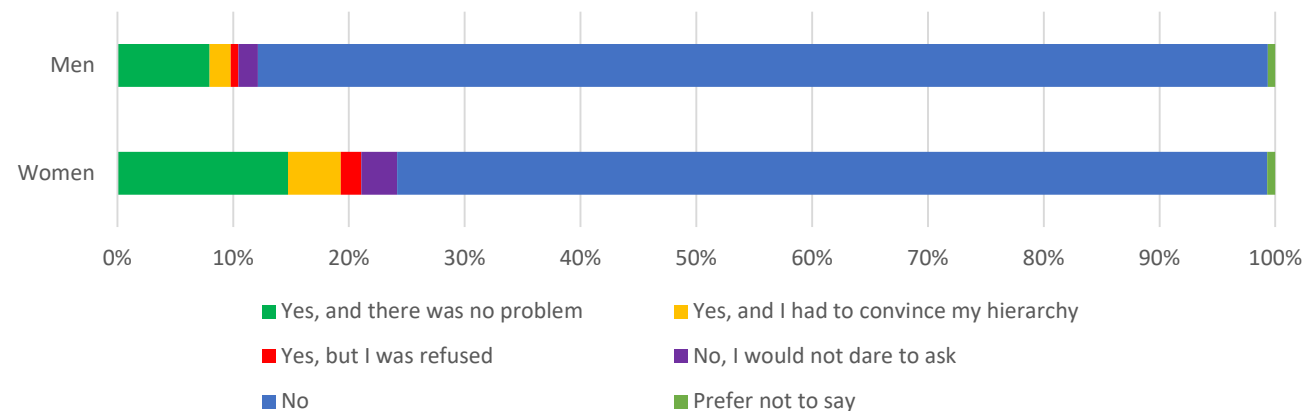
Gender – diversity awareness

OBSERVATIONS

Have you followed D&I training?



Have you requested special arrangements linked to your gender?



Female respondents have followed slightly more training on the matter and are more interested in following training in the future (+8 percentage points).

Female respondents are twice as likely to request special arrangements as male respondents. From the free text responses, this is largely due to requests linked to children and caring responsibilities. When requested, these arrangements are largely accepted by the organisation.

A small proportion of respondents would 'not dare to ask' for these kind of work arrangements. This is more marked among female respondents.

Age

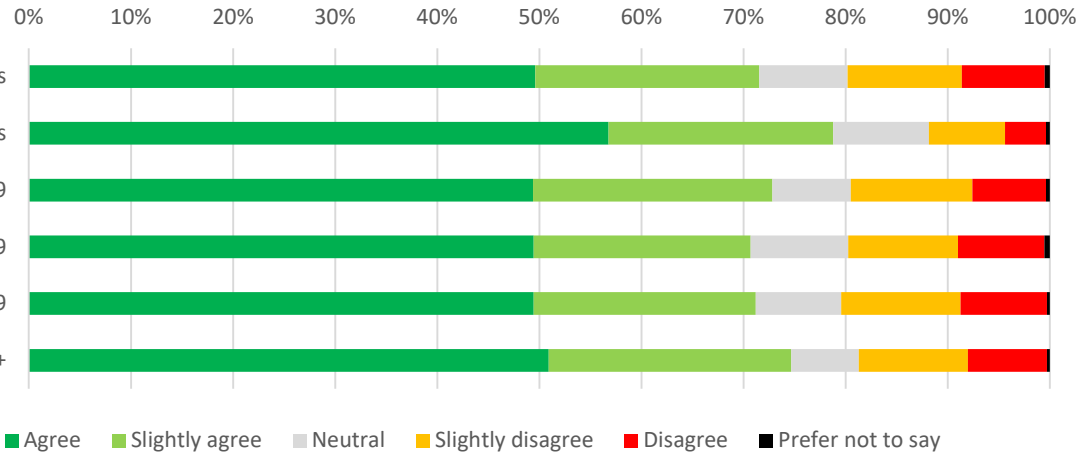
30- years old : 523 respondents
60+ years old : 711 respondents

Methodology

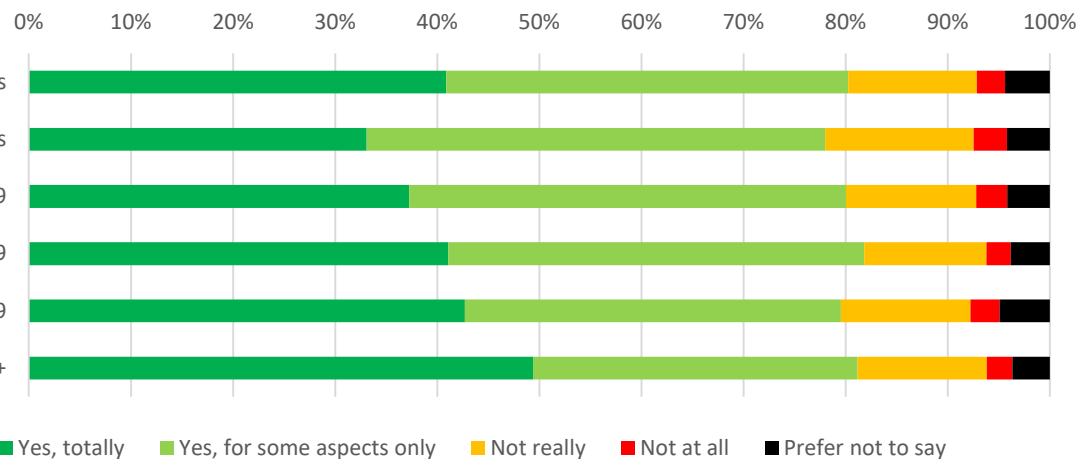
- All age groups were analysed and compared. On average, the feedback from respondents is balanced across the age groups, and aligned with the average responses from all respondents.
- However the responses of two age groups tended to diverge most from the average: these are the groups of respondents aged either under 30 or over 60. This section therefore focuses on these two groups.
- As for gender, the findings of this survey could be complemented with data disaggregated by age that are already collected at all levels across the organisations.
- In this section, the results are only presented when they vary significantly from the average overall response.

Age groups

I am valued and recognised at work



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



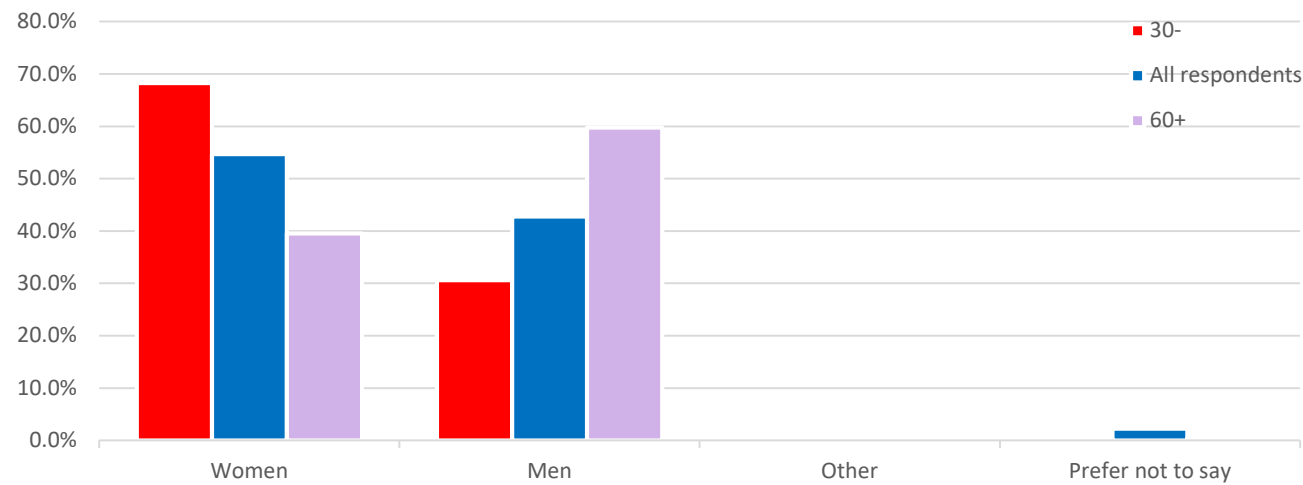
OBSERVATIONS

At least 70% of respondents, in all age groups feel that they are valued and recognised at work. Respondents in the youngest age category are particularly satisfied (+ 9.2 pp).

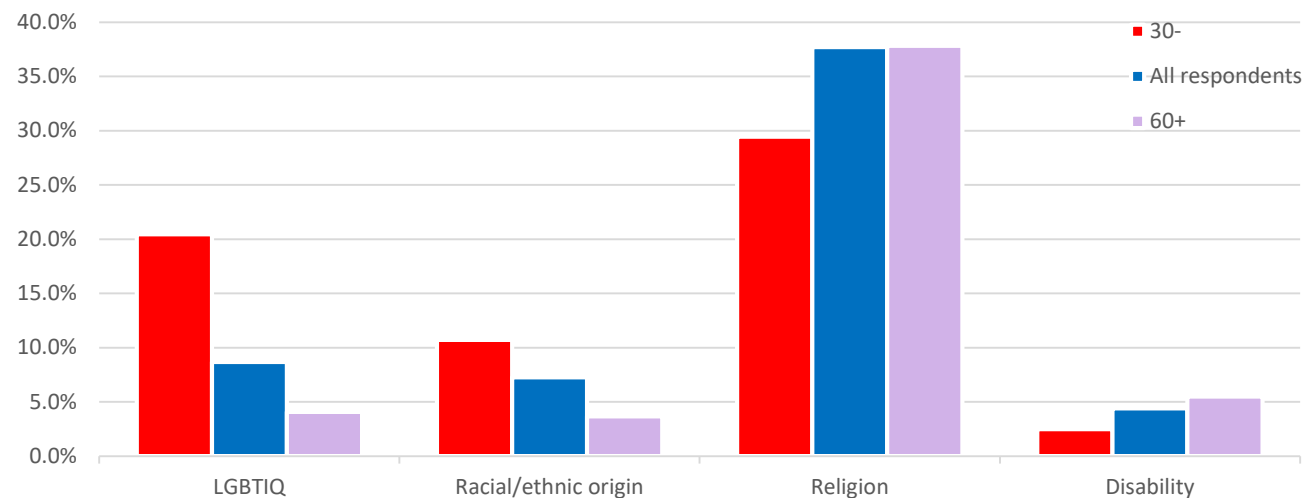
In all age groups, a large proportion of respondents would recommend their organisation as an employer of choice. However there is a correlation between age and those respondents who would totally recommend their employer: although they feel more valued and recognised, respondents in younger age groups are less likely to totally "recommend their organisation as an employer of choice in terms of diversity".

Age – demographics and intersectionality

Gender



Intersectional groups



OBSERVATIONS

There is a demographic gap between the youngest and oldest groups of respondents to the survey: respondents who are under 30 are more likely to identify as either woman, LGBTIQ or from an ethnic minority background.

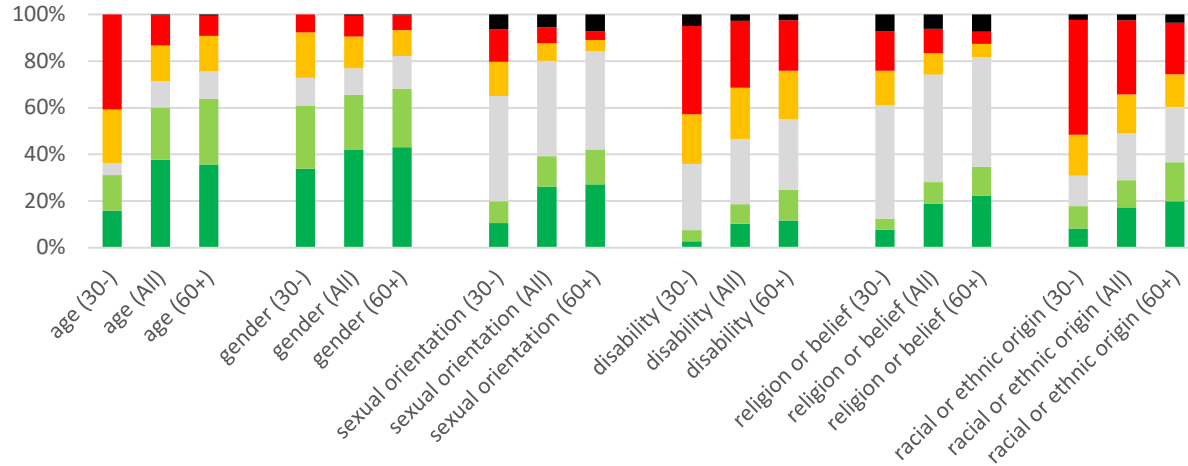
In contrast, respondents over 60 are more likely to identify as either man, affiliated to a religion or belief or having a disability.

While the link between age and disability is well documented in the population, the significant differences between these two age groups on other aspects of diversity and inclusion could be a source of differences in perception regarding diversity and inclusion issues at work.

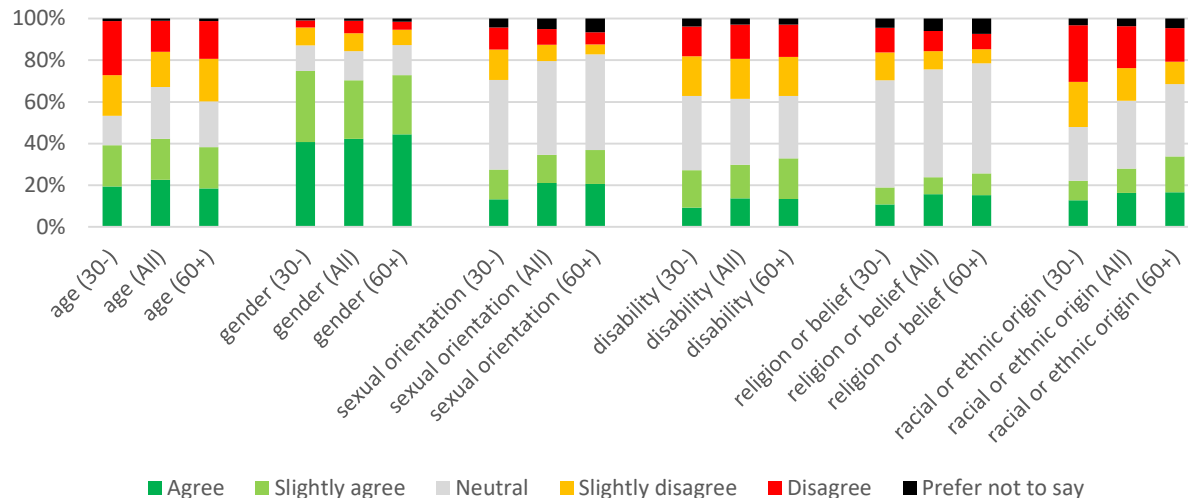
Age – Perception of diversity

OBSERVATIONS

My organisation is diverse in terms of...



My organisation makes efforts to promote diversity of...



Respondents aged over 60 are more positive about their organisation's diversity than the overall average and those aged under 30 are less positive. Of all groups analysed, respondents under 30 assess current levels of diversity least favourably.

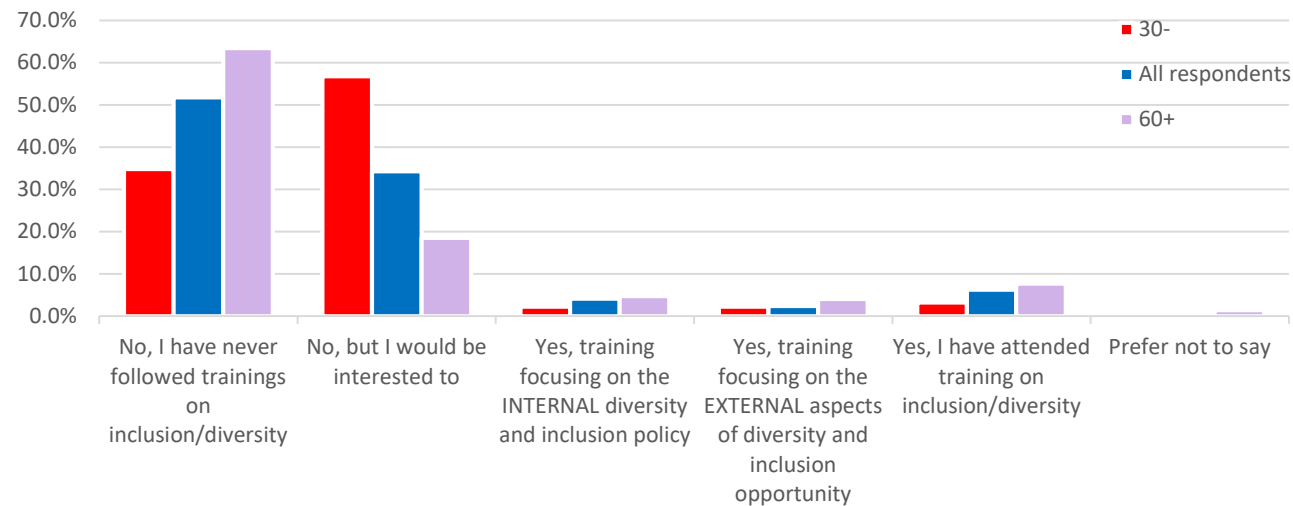
This division in views applies to all grounds except gender. Nearly two thirds of the respondents under 30 disagree that their organisation is diverse in terms of age; in contrast, an equivalent proportion of those over 60 feel that the organisation is diverse. Similarly, whereas 67% of respondents under 30 feel their organisation is not diverse in terms of ethnic background, 36% of those over 60 feel that it is.

Respondents under 30 years old are also more critical of the work done by the organisation to promote diversity, except in relation to gender and disability.

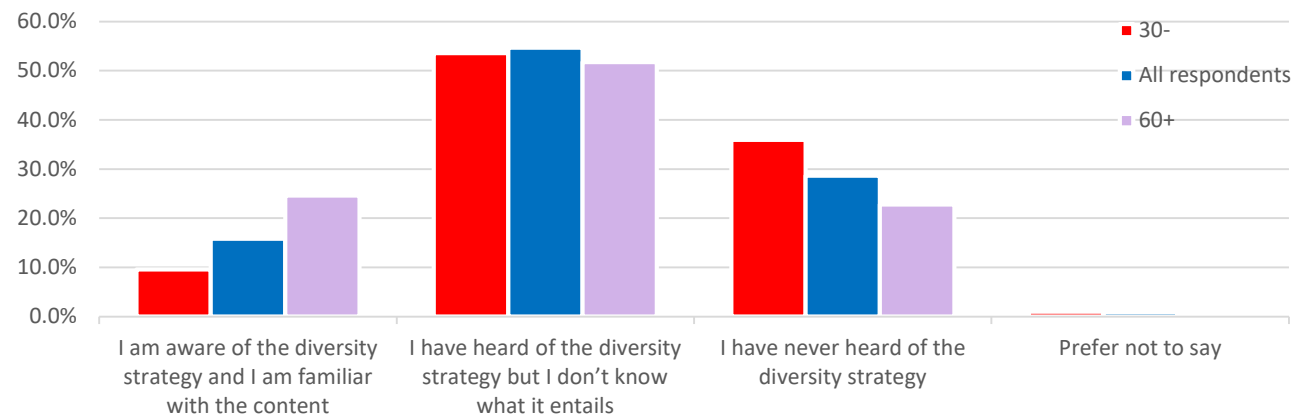
Age – diversity awareness

OBSERVATIONS

Have you followed D&I training?



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



The age gap is also visible on diversity awareness. Respondents under 30 show a high level of interest in diversity and inclusion training with more than half interested (57%) compared to all respondents (34%) and compared to respondents over 60 (19%).

Awareness of existing actions is limited among respondents under 30 with less than 10% knowing the details of their organisation's diversity strategy. This could be tackled with increased training, awareness raising and/or improved onboarding.

Religion and belief

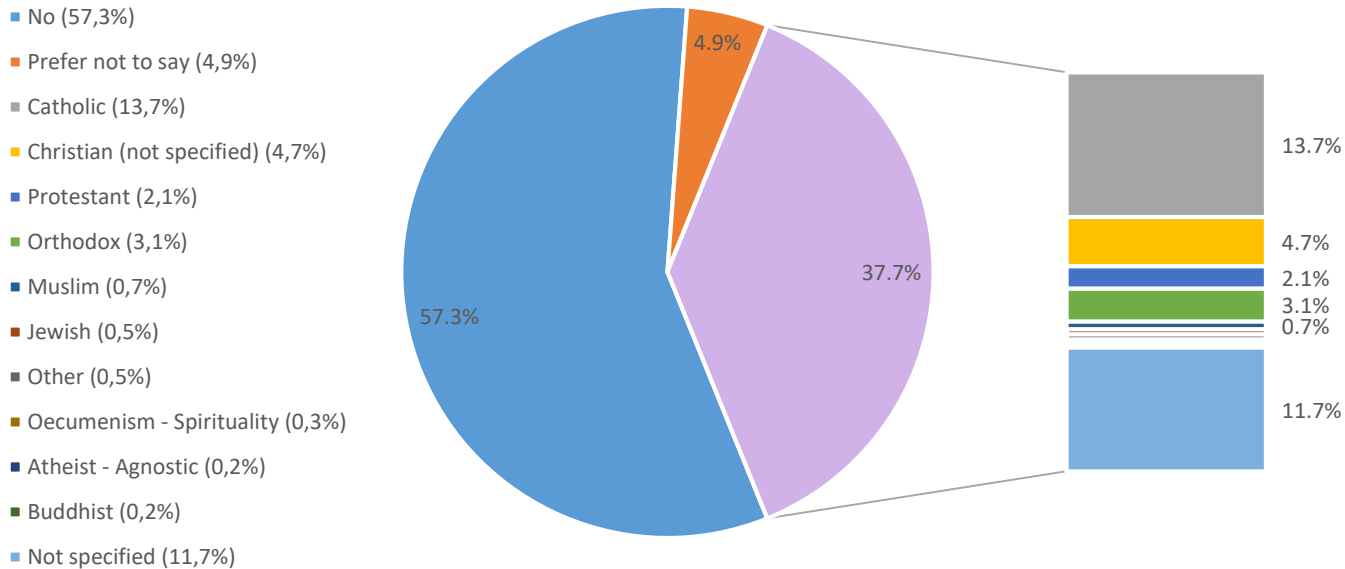
3,775 respondents

Methodology

- This category was defined by self-identification, and there was no precise definition of the religions or belief. Respondents were given the option to specify which religion or belief they feel affiliated to through a free text field.
- In this section, the results are only presented when they vary significantly from the average overall response.
- In order to facilitate analysis and because of the relatively small numbers of respondents in each group, respondents who declared themselves as evangelic, lutheran or anglican have been grouped together as protestant.
- For the analysis of this category, all groups of respondents were considered together. Respondents from the least represented religions or beliefs have not been included in specific breakdowns of issues in this section as the number of responses is too low to be statistically significant. However the anonymised free text comments will be used to guide future policies.

Religion and belief – self identification

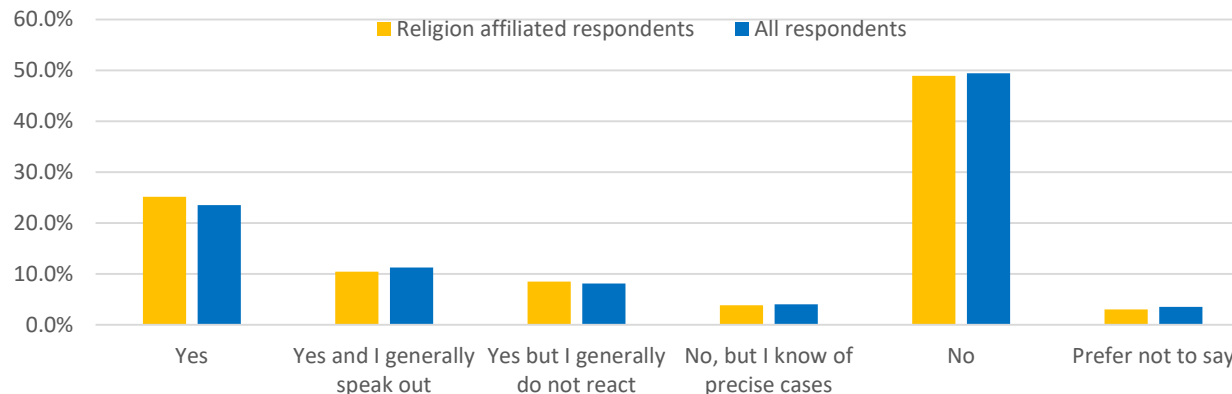
OBSERVATIONS



More than a third of respondents identified as affiliated to a religion or belief.

The religions declared by respondents are mostly denominations of Christianity, with other religions representing only a small share of the total. Some 12% of respondents who declared a religious affiliation chose not to specify it.

Have you observed or experienced discrimination at work in the last 5 years?



Answers from respondents with a religious affiliation are broadly aligned with the average responses, across all questions. In other words, having a religious affiliation does not seem to have a significant impact on feelings of inclusion at work.

LGBTIQ

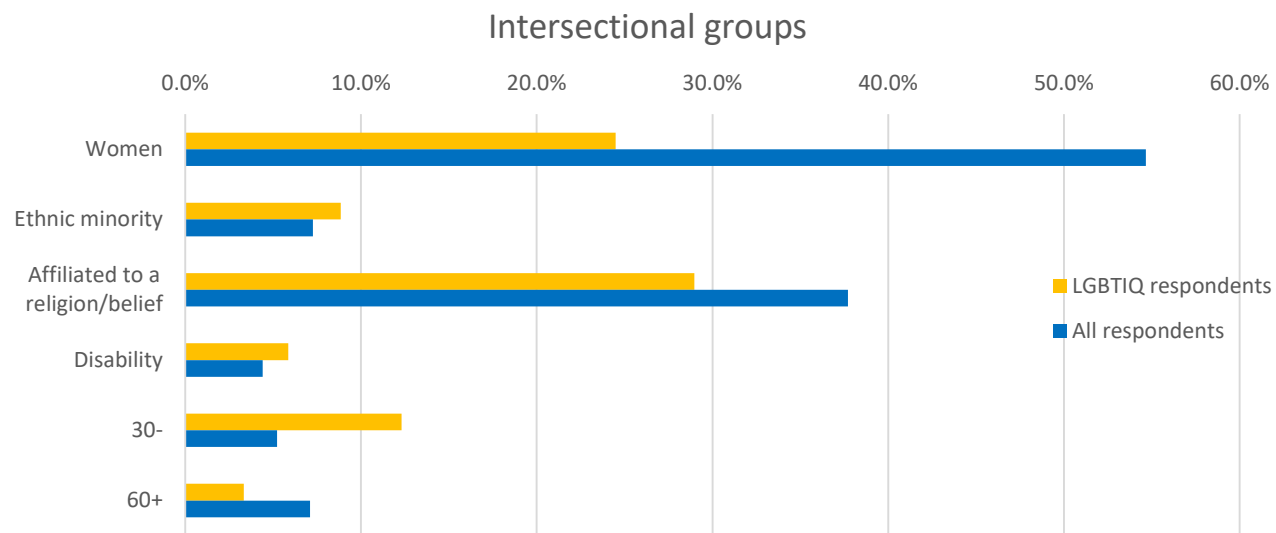
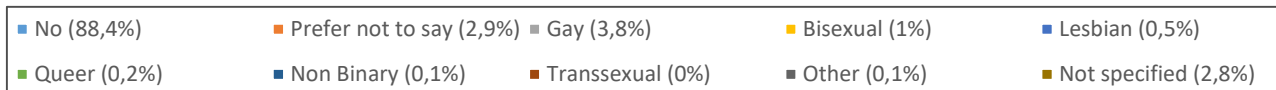
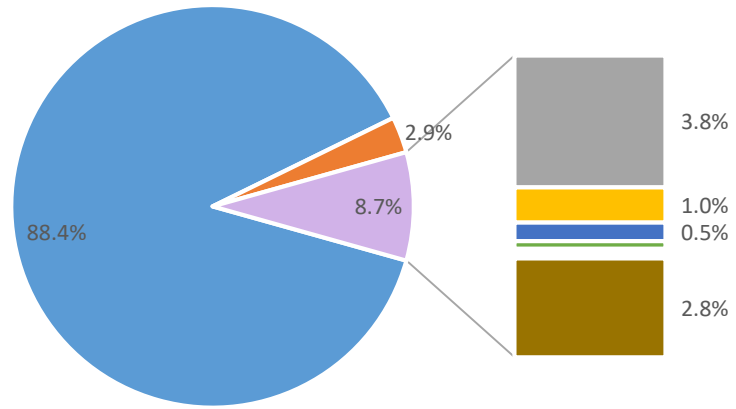
870 respondents

Methodology

- This category was defined by self-identification. Respondents were asked first if they identified as LGBTIQ and were then given the option to specify through a free text field.
- We would have preferred to distinguish between different groups under the LGBTIQ heading, as the LGBTIQ group of respondents is diverse and the experiences of discrimination and inclusion faced by individuals within this group differ greatly.
- However, in order to reach a significant number for the analysis, we decided to group the responses of all the LGBTIQ respondents together.
- In this section, the results are only presented when they vary significantly from the average overall response.

LGBTIQ – self-identification

OBSERVATIONS

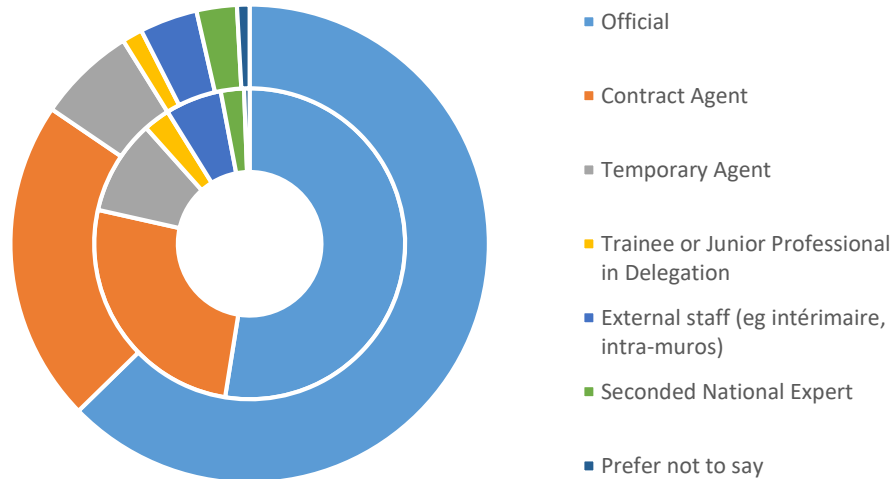


8.7% of respondents identified themselves as LGBTIQ. Of these the largest share are gay men, followed by bisexual people and lesbians. The numbers of respondents in other categories are extremely low. A significant proportion of the respondents who self-identified as LGBTIQ chose not to specify.

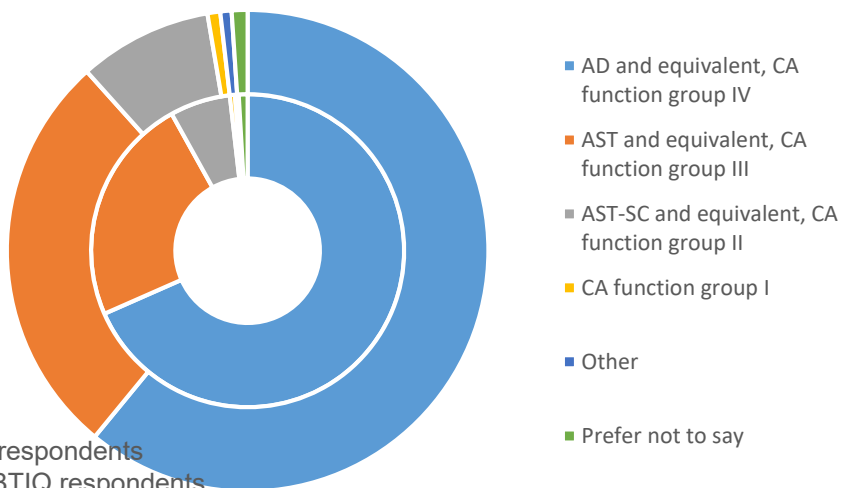
LGBTIQ respondents are younger than average, more likely to be male (only 25% of LGBTIQ respondents are female) and indicated a lower level of religious affiliation than the average.

LGBTIQ – demographics

Employment status



Grade / Category



Outer circles : All respondents
Inner circles : LGBTIQ respondents

OBSERVATIONS

A higher proportion of LGBTIQ respondents were non-statutory staff, compared with all respondents. There could be a correlation with the younger-than-average age of LGBTIQ respondents.

Among officials and contract agents, LGBTIQ respondents tend to have a slightly higher grade than average with 68% of them in the AD-FGIV group compared to 61% for all respondents.

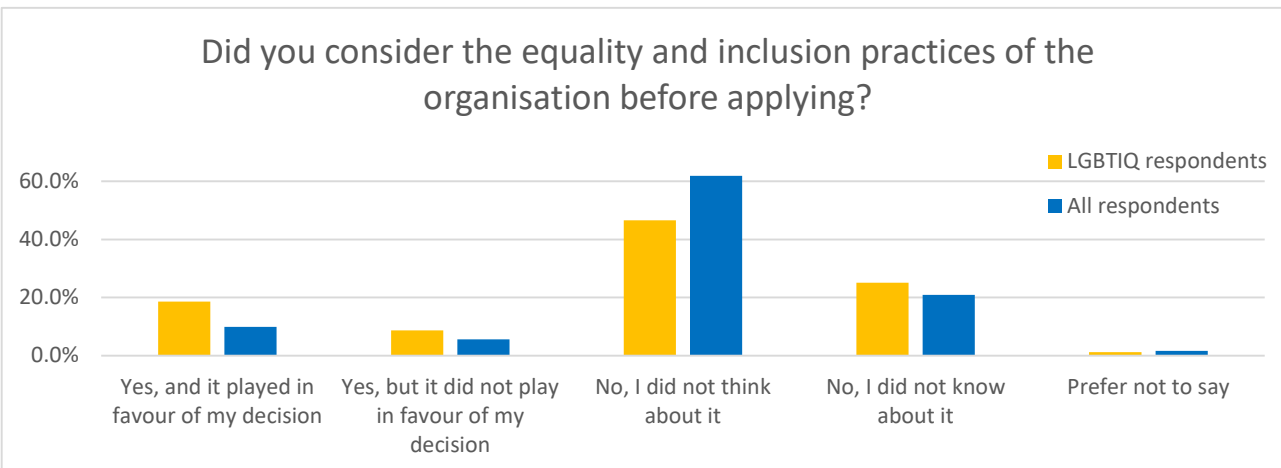
LGBTIQ - feeling of inclusion

OBSERVATIONS



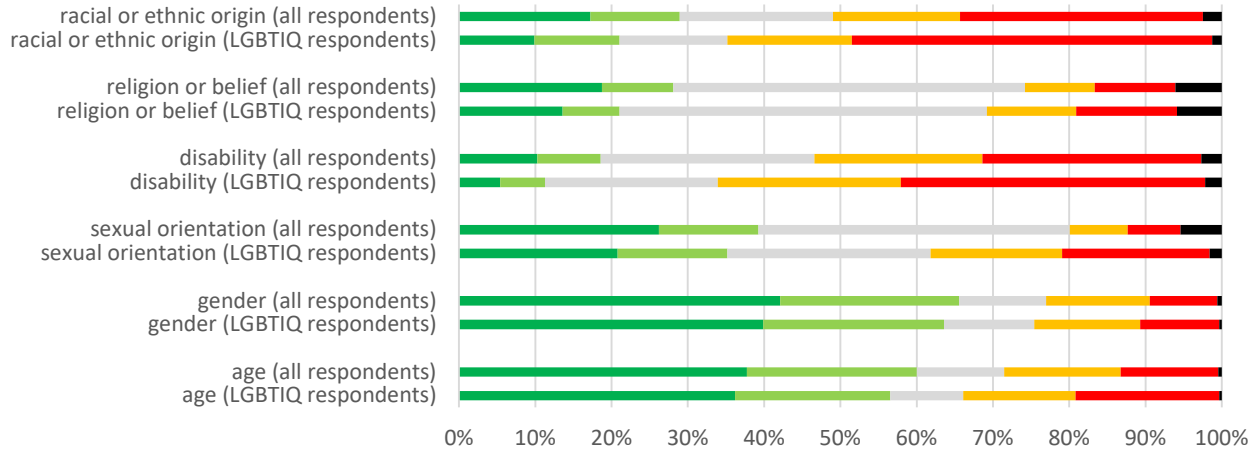
Overall, the perceptions of LGBTIQ respondents are largely in line with the average. Belonging to the LGBTIQ group of respondents does not seem to have a significant statistical impact on the feeling of inclusion at work.

LGBTIQ respondents were more likely than the average across all respondents to take the organisation's diversity and inclusion policy into account before they applied for a position. 27% did so, compared to an average of 16%.



LGBTIQ – perception of diversity

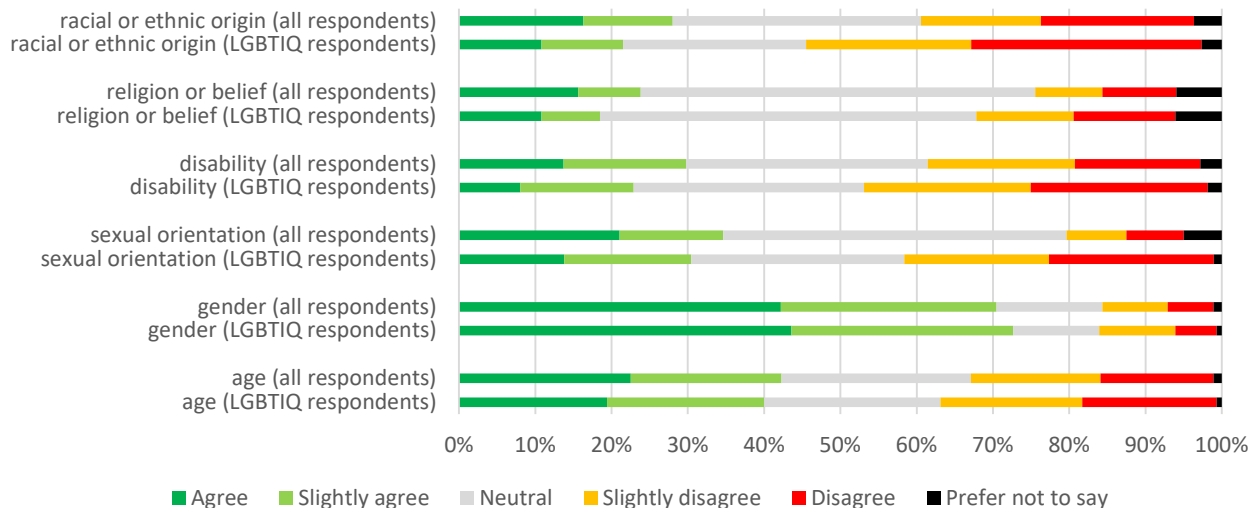
My organisation is diverse in terms of...



OBSERVATIONS

Even if in general they feel themselves as included as the average for all respondents, LGBTIQ respondents are less likely to agree that the organisation is diverse, and less likely to agree that the organisation promotes diversity.

My organisation makes efforts to promote diversity of...



Respondents who identified as LGBTIQ are particularly critical of levels of support for diversity of racial and ethnic origin, disability and sexual orientation. On average, they are the second most critical group of all groups studied, behind the respondents aged 30 or under.

Persons with disabilities

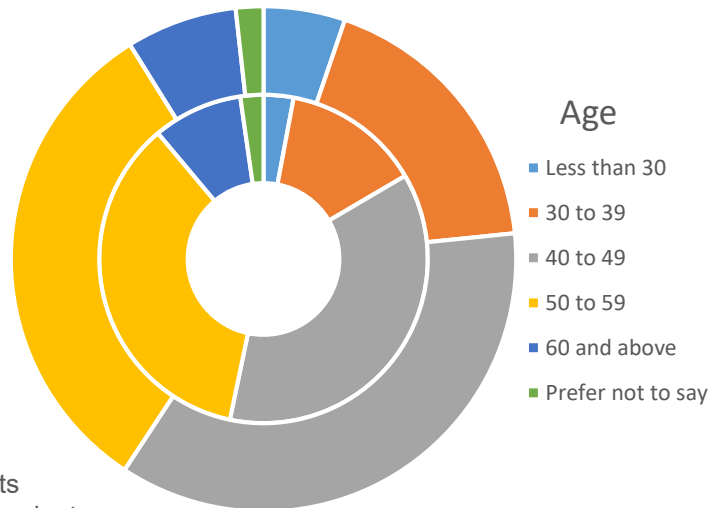
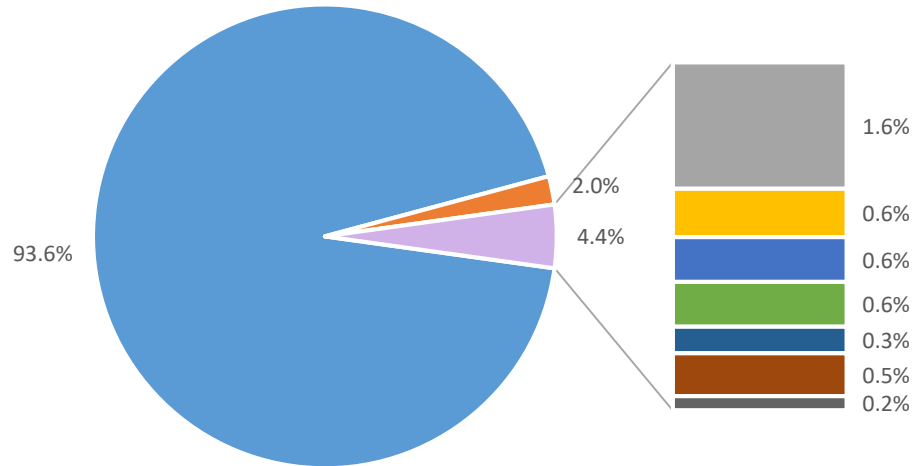
441 respondents

Methodology

- This category was defined by self identification. Respondents who indicated that they had a disability answered a number of specific questions not available to other respondents.
- Given the small number of respondents, this analysis groups together those who declared a permanent disability with those who declared a temporary impairment.
- Even so, the absolute number of respondents who declared a disability or a temporary impairment is still low: the statistical analysis of this group should therefore be treated with care.
- In this section, the results are only presented when they vary significantly from the average overall response.

Disability – self-identification

OBSERVATIONS



Outer circles : All respondents
Inner circles : Disability respondents

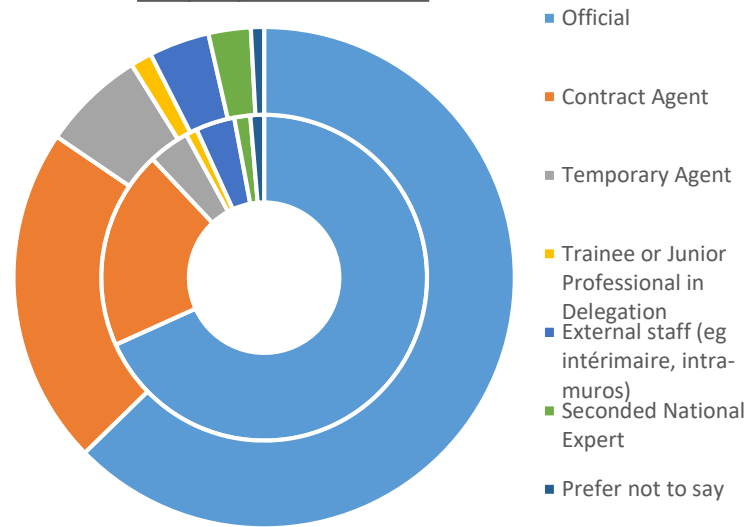
4.4% of respondents identified themselves as having a disability or impairment: approximately two thirds declared a permanent disability, and one third a temporary impairment.

Respondents could declare several types of disability, and physical disability and impairments were the most frequently declared (more than a third of all respondents in this group).

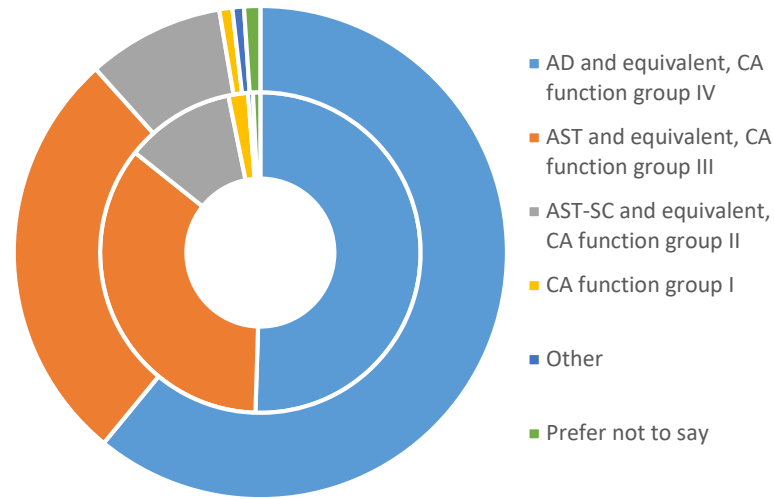
Respondents who declared a disability or impairment are more likely to be older than the average of respondents (age being a known factor increasing the prevalence of disabilities or impairments). Gender is overall balanced.

Disability – demographics

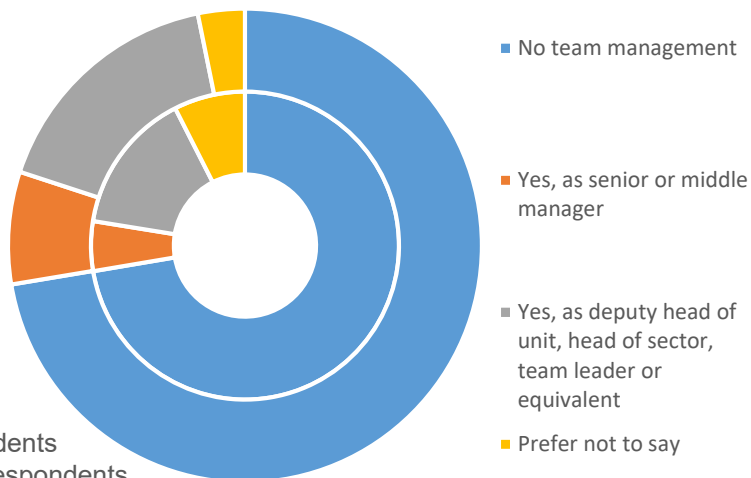
Employment status



Grade / Category



Do you have a management role ?



Outer circles : All respondents
Inner circles : Disability respondents

OBSERVATIONS

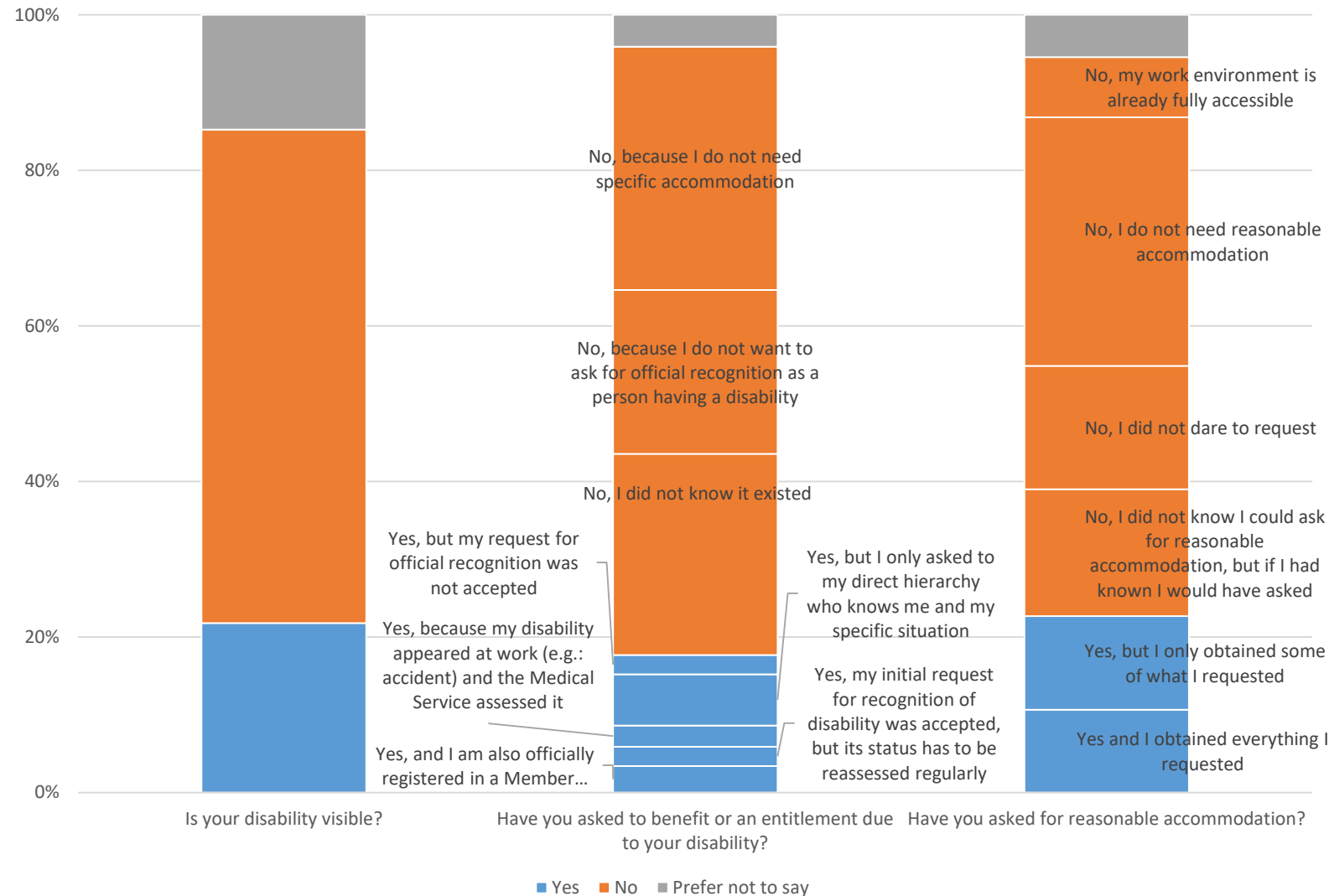
On average, respondents with a disability are more likely to be officials than the average for all respondents.

However, even if they are more often officials, they are more likely than the average to be at lower grades (mostly AST-FGIII).

Regarding management roles, there are twice as many respondents who replied 'prefer not to say' compared to the average.

Disability – reasonable accommodation

OBSERVATIONS



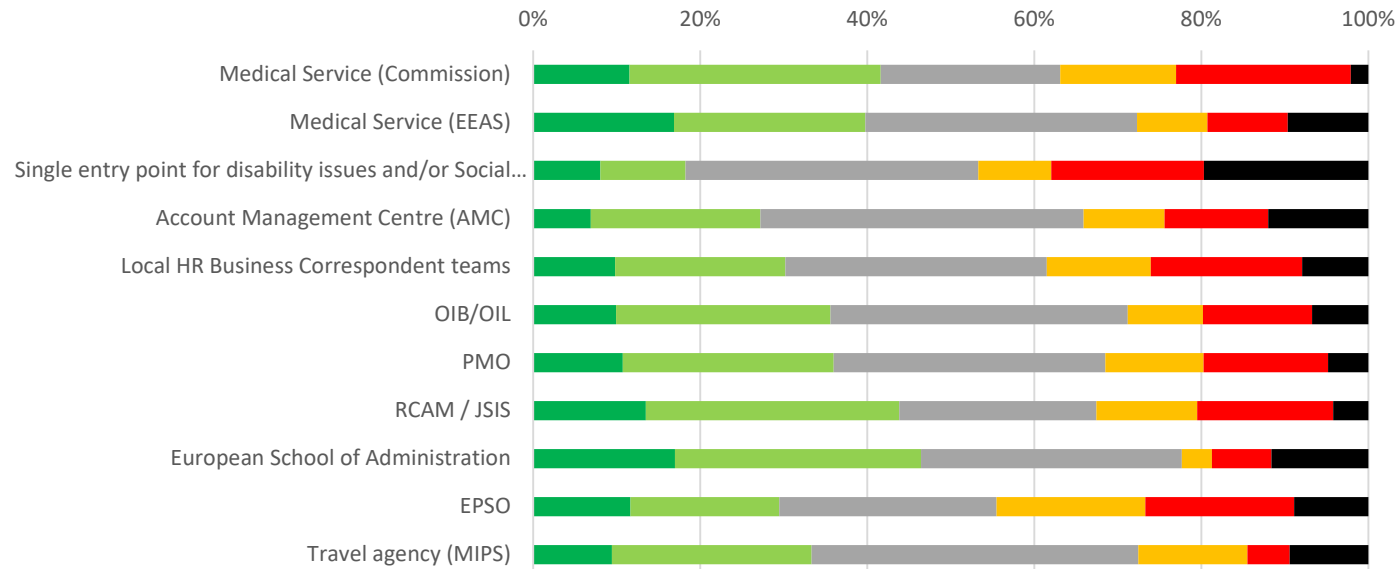
Approximately 22% of respondents with a disability declare a visible disability. This is in line with wider society where between 20% to 25% of declared disabilities are visible.

Approximately the same proportion asked for reasonable accommodation, while a slightly smaller proportion (18%) asked for a benefit of an entitlement due to their disability.

For the majority of respondents who declared a disability, their disability is largely invisible to others, including their managers.

Disability – interactions with services

Rating of the interactions with and services of...



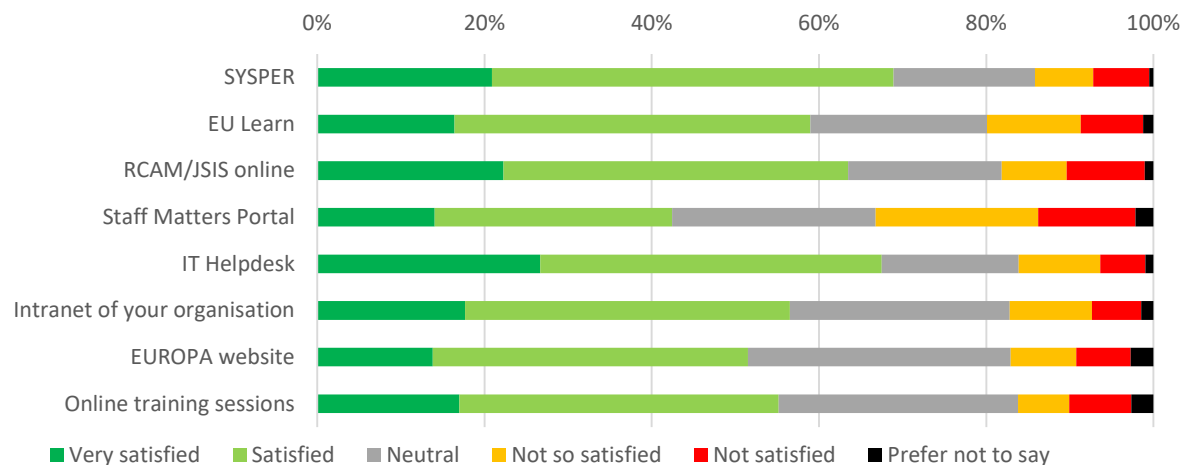
OBSERVATIONS

On average, respondents with a disability are not very satisfied with the services on offer: none of the services reaches 50% satisfaction.

This finding should come with the caveat that for some services, the numbers of respondents who answered the question, was particularly small.

The accessibility of the various corporate IT tools is better perceived overall but there is more marked dissatisfaction with the Staff Matters Portal.

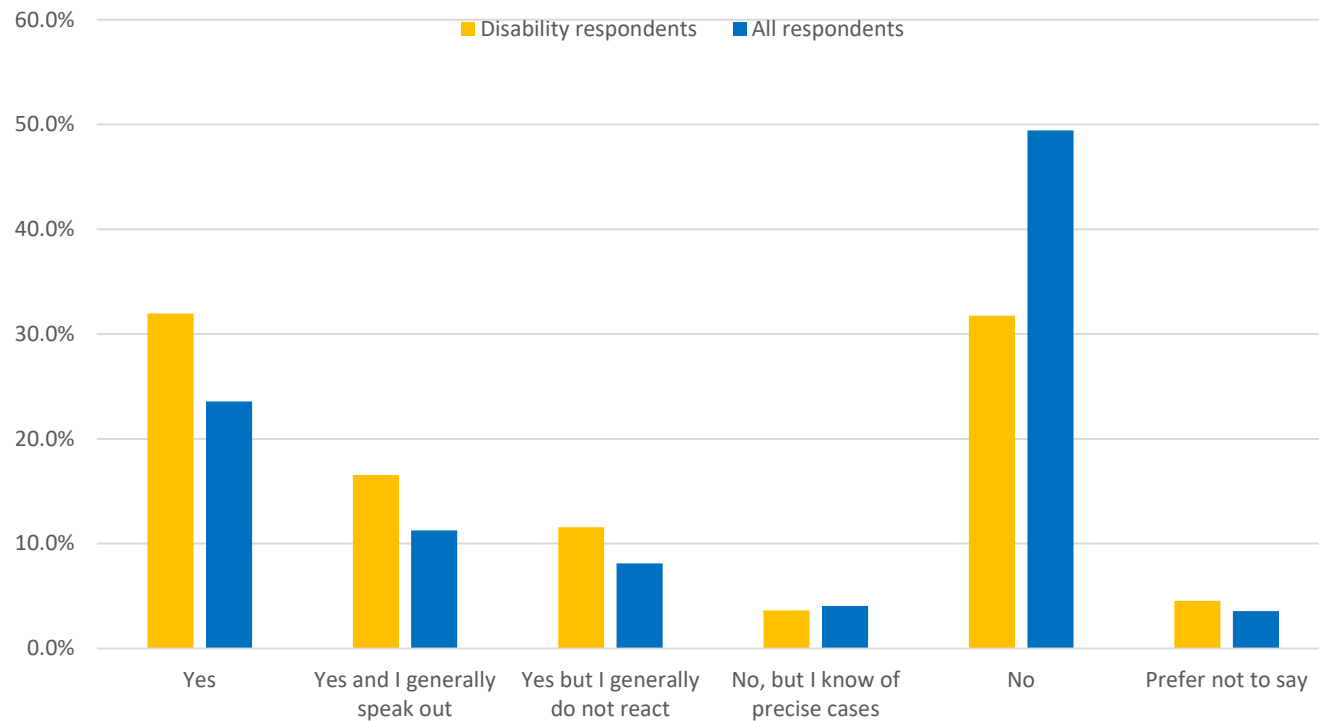
Rating of the accessibility of...



Very satisfied Satisfied Neutral Not so satisfied Not satisfied Prefer not to say

Disability – atmosphere at work

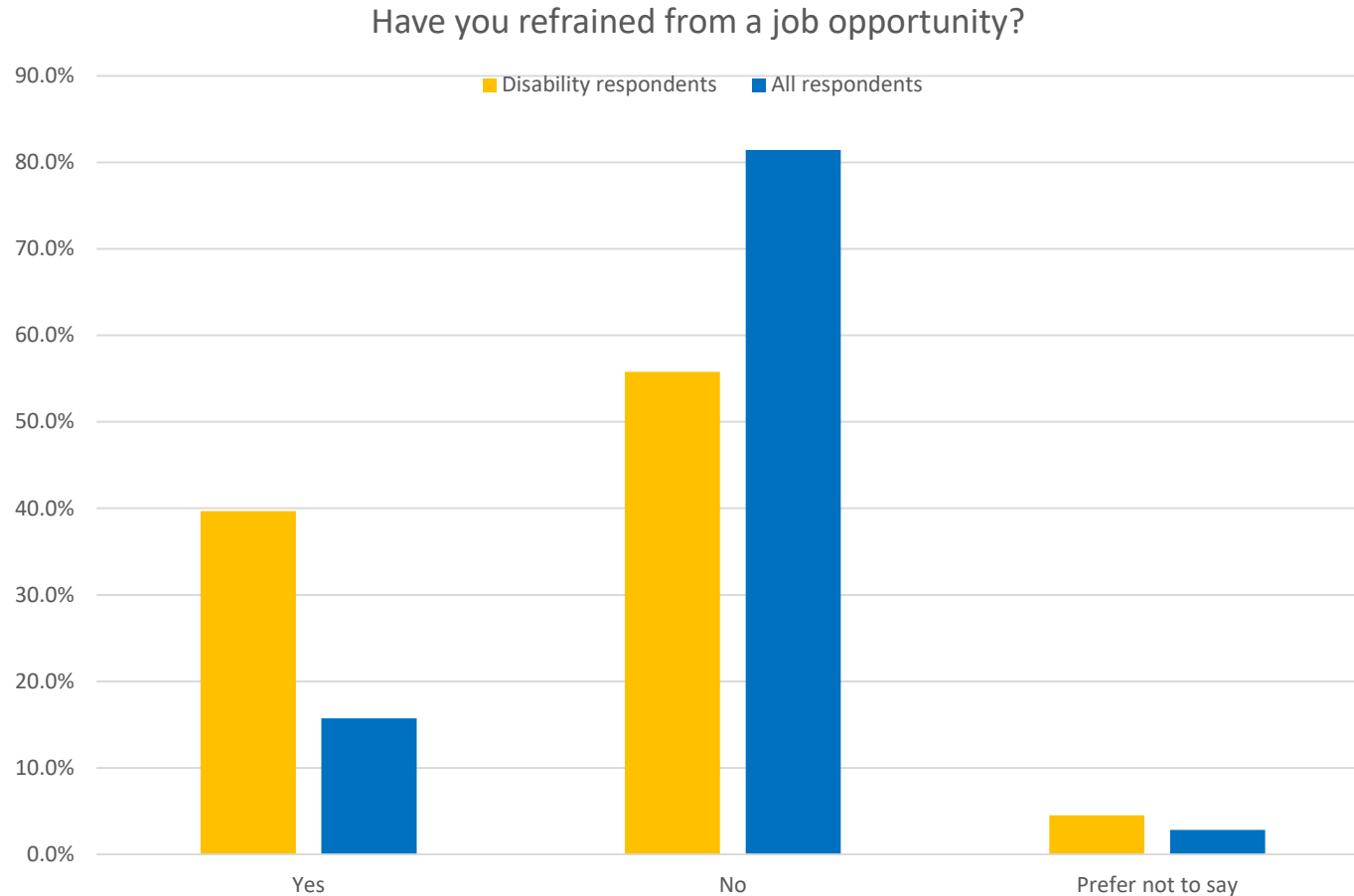
In the last 5 years, have you observed behaviours, remarks or decisions in your workplace which made someone (including yourself) feel discriminated or unequally treated?



OBSERVATIONS

Overall, respondents with a disability are the group which most often observes or experiences discriminatory attitudes: 60% compared to an average of 43% for all respondents.

Disability – impact on career



OBSERVATIONS

More than twice the proportion of colleagues with a disability refrain from applying for job opportunities compared to the average of all respondents (40% against 16%). Persons with a disability are the group of respondents who most often answer 'yes' to this question.

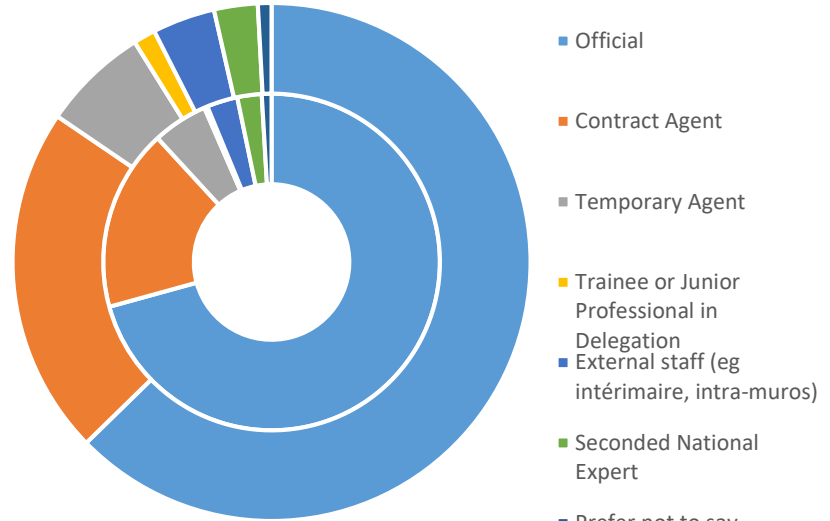
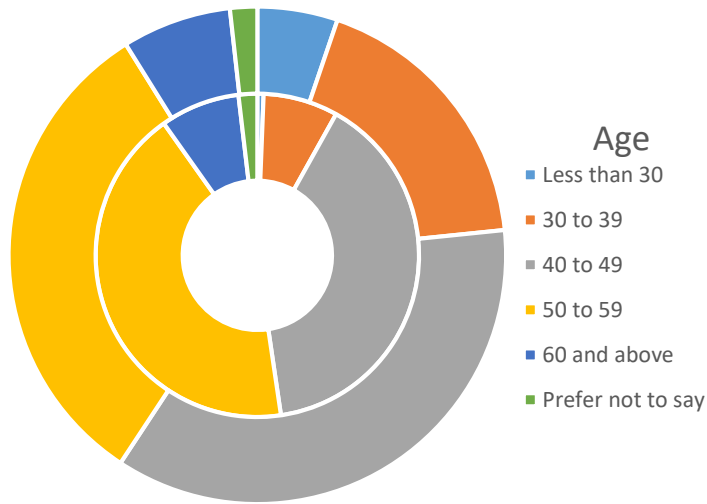
Carers

642 respondents

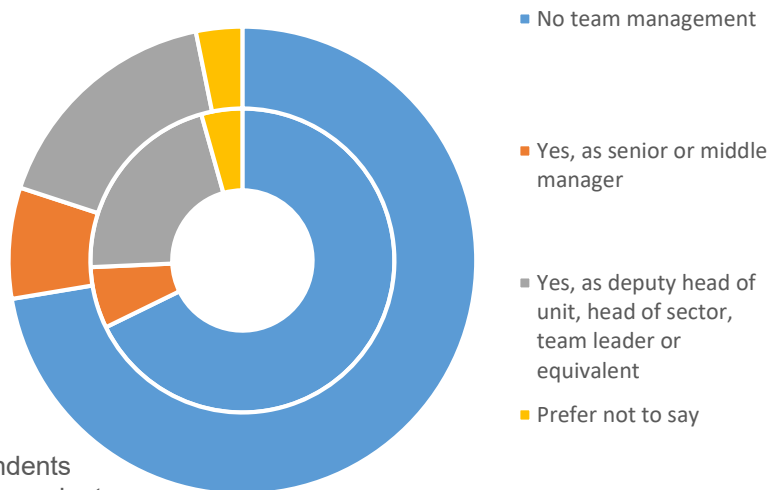
Methodology

- This category was defined by self identification.
- Carers are colleagues who have a family member (e.g. child, parent or partner) with a disability or a delay in development hindering their activities.
- There were 50% more respondents in this category compared to respondents who declared that they themselves have a disability or impairment.
- In this section, the results are only presented when they vary significantly from the average overall response.

Carers – demographics



Do you have a management role ?



OBSERVATIONS

Respondents who identified as carers are predominantly in the age brackets between 40 and 60.

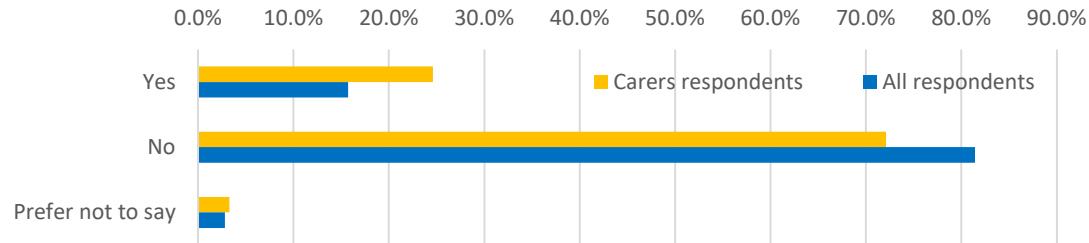
They are more likely than the average to be officials, and managers. However, they are usually intermediate managers (team leader, head of sector...) rather than middle or senior managers.

Outer circles : All respondents
Inner circles : Carers respondents

Carers – impact on career and proposals

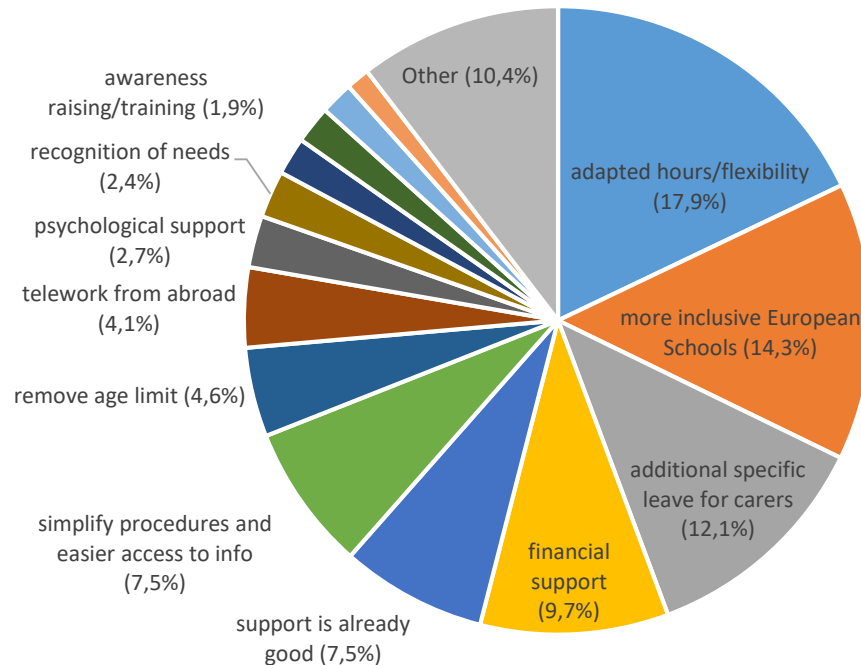
OBSERVATIONS

Have you refrained from a job opportunity?



Almost one in four carers declare that they have refrained from applying for a career opportunity. This is 8.9 percentage points higher than the average, and it makes carers the second largest group of respondents to answer 'yes' to this question, behind respondents who themselves have a disability.

What could your organisation do to support you more?



When asked what support they would like to receive, carers responding to the survey raised several points. The European Schools are often considered not to be adapted to children with special needs.

Another recurring request is to simplify the procedures to register needs or specific requests. This concern is shared with respondents with a disability.

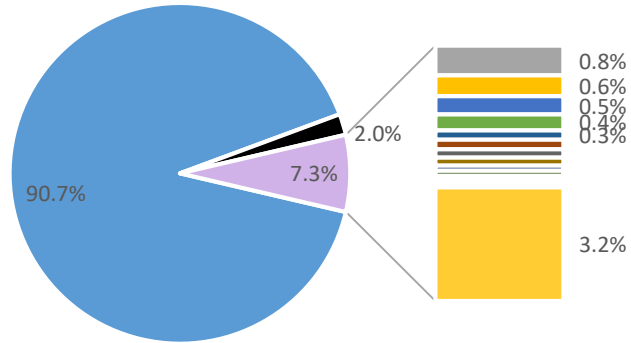
Ethnic and racial origin

727 respondents

Methodology

- This category was defined by self-identification. No precise definition of an ethnic minority was given. Respondents were first asked if they identified as belonging to an ethnic minority in their Member State and then given the option to specify through a free text field.
- In order to facilitate analysis and because of the relatively small numbers of respondents in each group, respondents who declared themselves as Black, or of African or Afro-Caribbean descent have been grouped together as Black. Similarly, respondents who declared themselves as Arab, North African or from the Magreb have been grouped together as Arab.
- Some of the respondents are grouped as European minorities and represent those who declared a regional identity or as belonging to a national minority within another Member State.

Ethnic minorities – self-identification



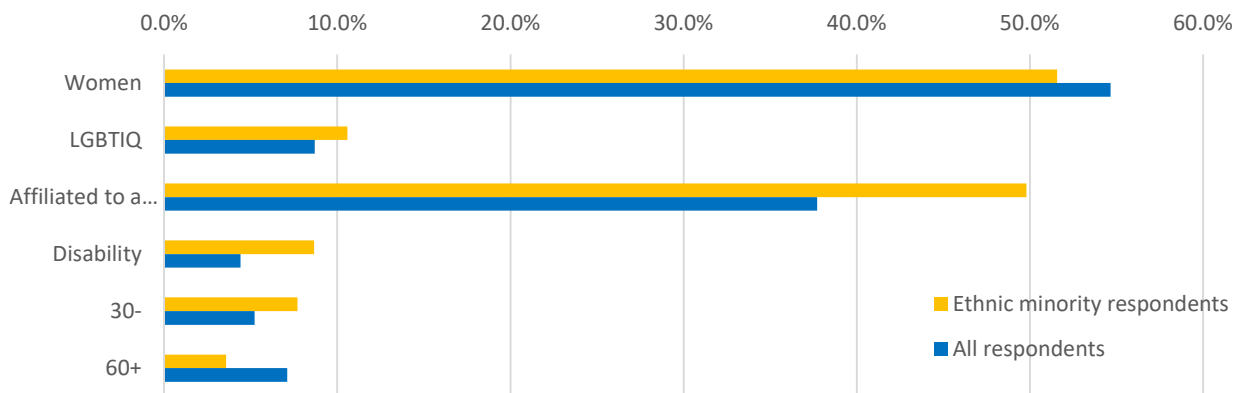
■ No (90,7%)	■ Prefer not to say (2%)	■ Black (0,8%)
■ Mixed (0,6%)	■ Arab (0,5%)	■ European ethnic minority (0,4%)
■ Jewish (0,3%)	■ N/A (0,3%)	■ South Asian (Indian/Pakistan) (0,2%)
■ East Asian (0,2%)	■ Middle East (0,1%)	■ Latino (0,1%)
■ language minority (0,1%)	■ Roma (0,1%)	■ Russian (0,1%)
■ Other/not specified (3,2%)		

OBSERVATIONS

Some 7.3% of respondents identified as having an ethnic minority background. Approximately half of these chose not to specify their origin.

Respondents from an ethnic minority background are younger than the average of respondents. They are more likely to identify as having a religious affiliation than the average.

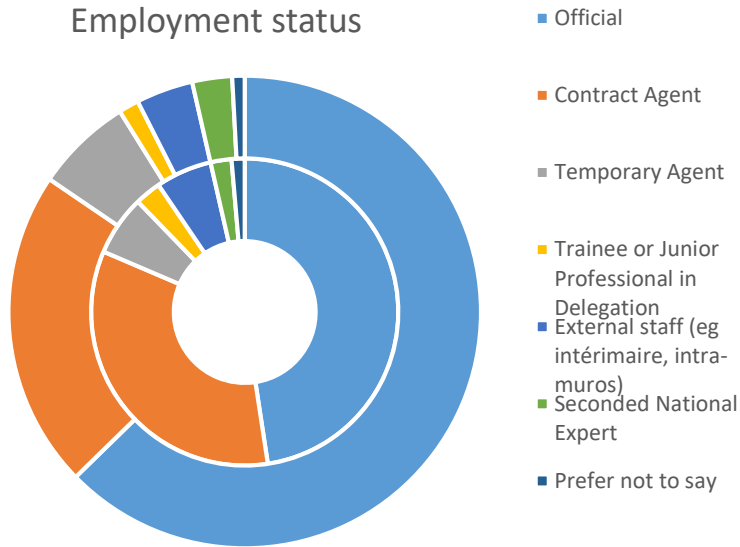
Intersectional groups



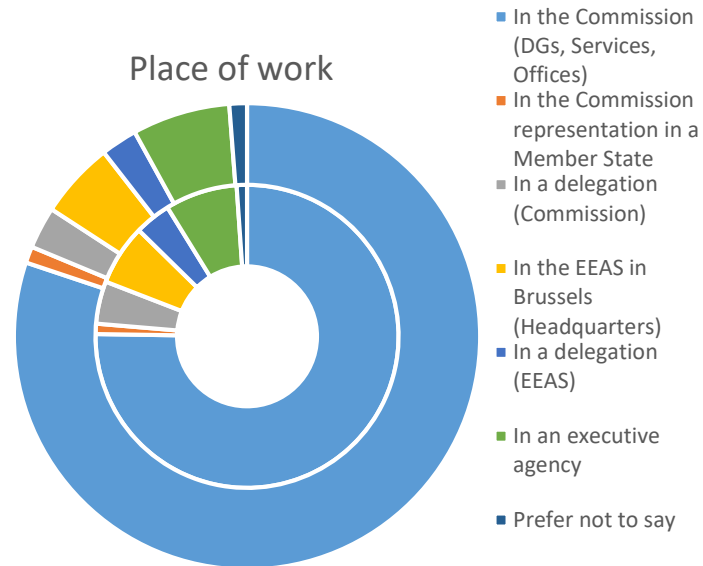
Ethnic minorities – demographics

OBSERVATIONS

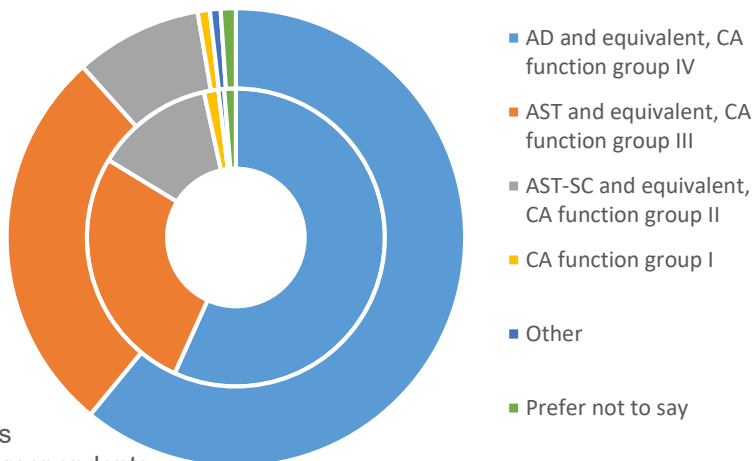
Employment status



Place of work



Grade / Category



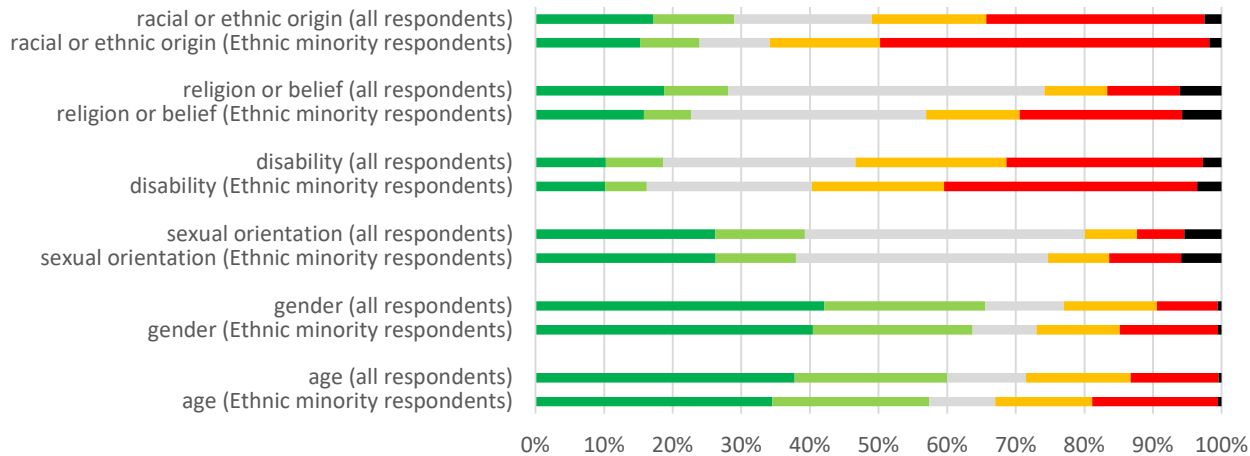
On average, respondents from an ethnic minority background are less likely than the overall average to work in the Commission (75% against 80% for all respondents) and more likely to work in delegations.

They are less likely to be officials than the average (less than half compared to 63% for all respondents).

NB: staff in delegations employed under a local contract were not consulted for this survey, and staff with an external contract are significantly under-represented among respondents.

Ethnic minorities – perception of diversity

My organisation is diverse in terms of...

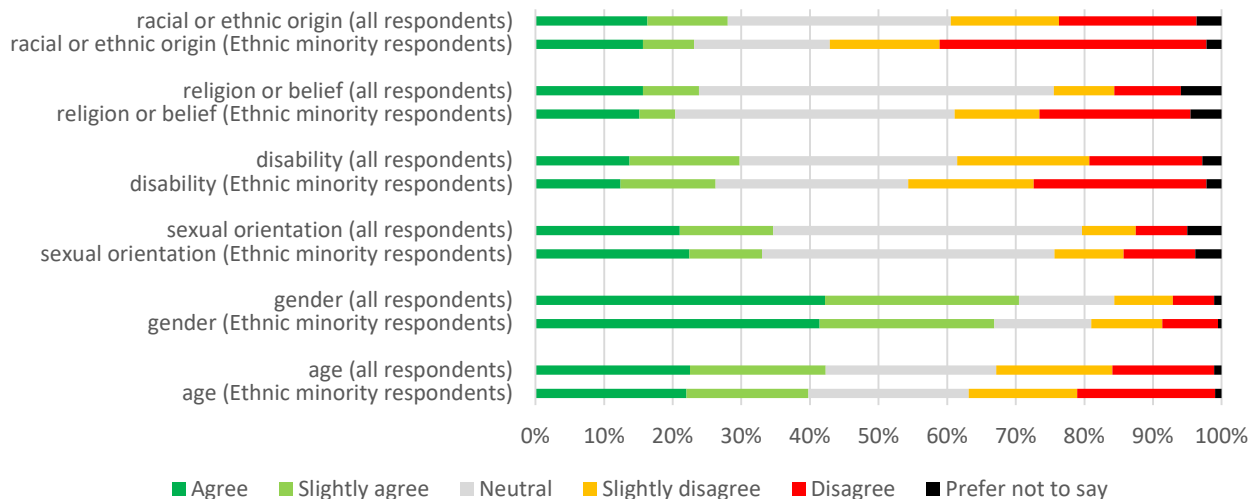


OBSERVATIONS

Respondents from an ethnic minority background assess the existing diversity within their organisation negatively.

They are particularly harsh regarding the racial or ethnic diversity within their organisation: 64% disagree that their organisation is diverse compared to 49% for all respondents.

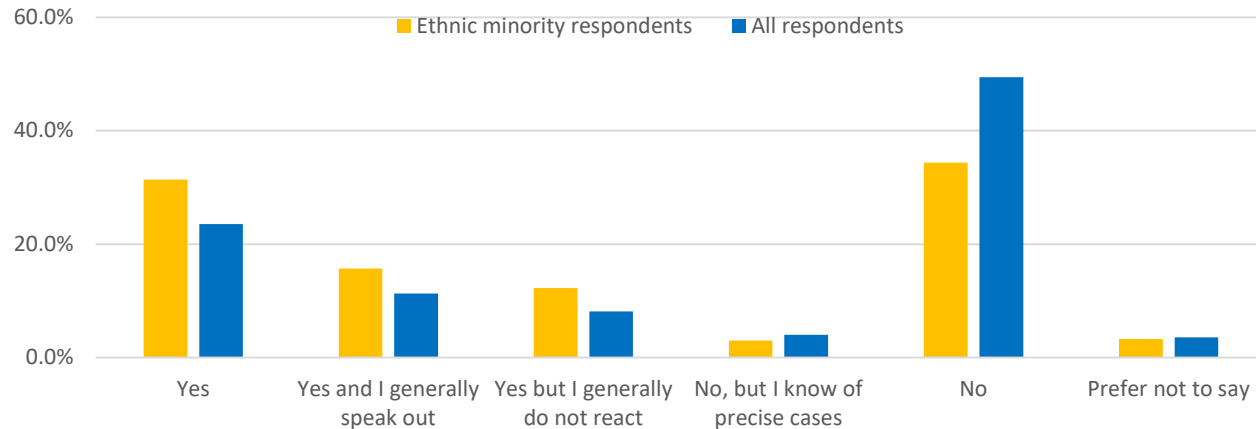
My organisation makes efforts to promote diversity of...



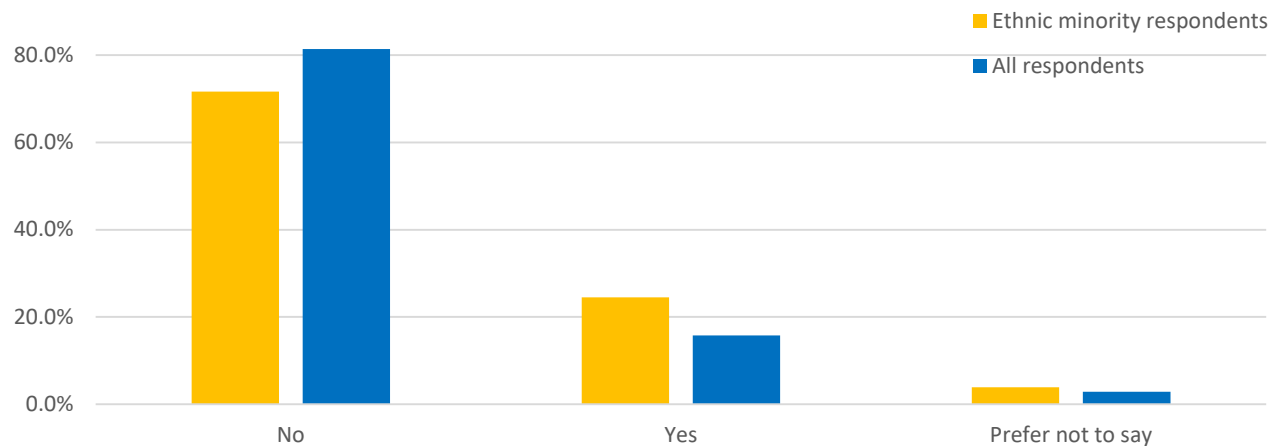
Work done by the organisation to promote the diversity of ethnic and racial origin of staff is considered insufficient, with 55% of ethnic minority respondents expressing dissatisfaction compared to 36% for all respondents.

Ethnic minorities – impact on work

Have you observed or experienced discrimination at work in the last 5 years?



Have you refrained from applying to a job opportunity?



OBSERVATIONS

On average, respondents from an ethnic minority background observe or experience discrimination more often than the overall average for respondents (almost 60%, compared to 43% for all respondents). It is the second largest group for this question, just behind persons with disability.

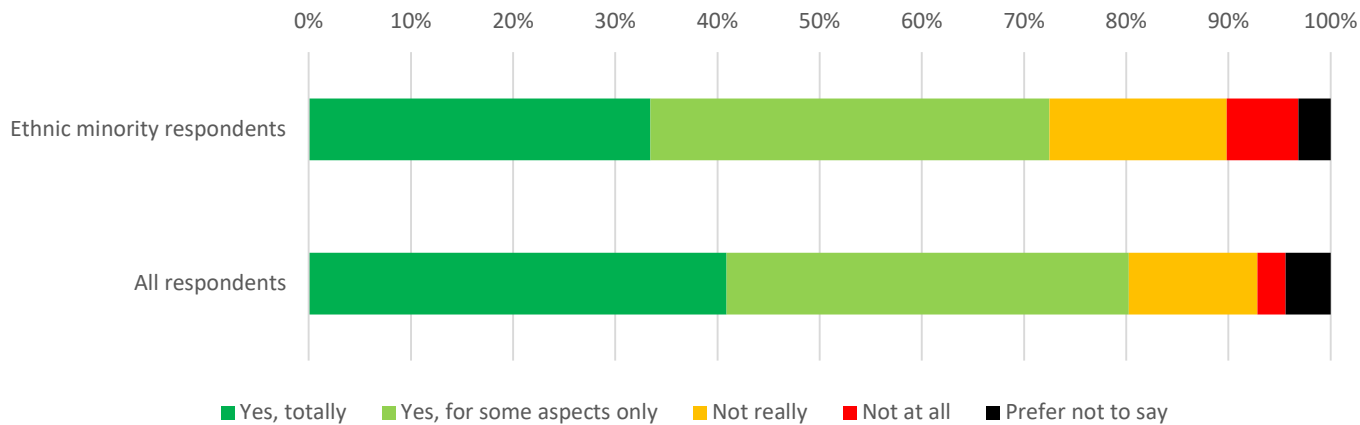
From the free text, this seems partly driven by perceived discrimination by expatriate staff towards local staff in delegations.

Almost a quarter of respondents from an ethnic minority background have refrained from applying for a career opportunity (second largest group, behind persons with disabilities).

Ethnic minorities – impact on image

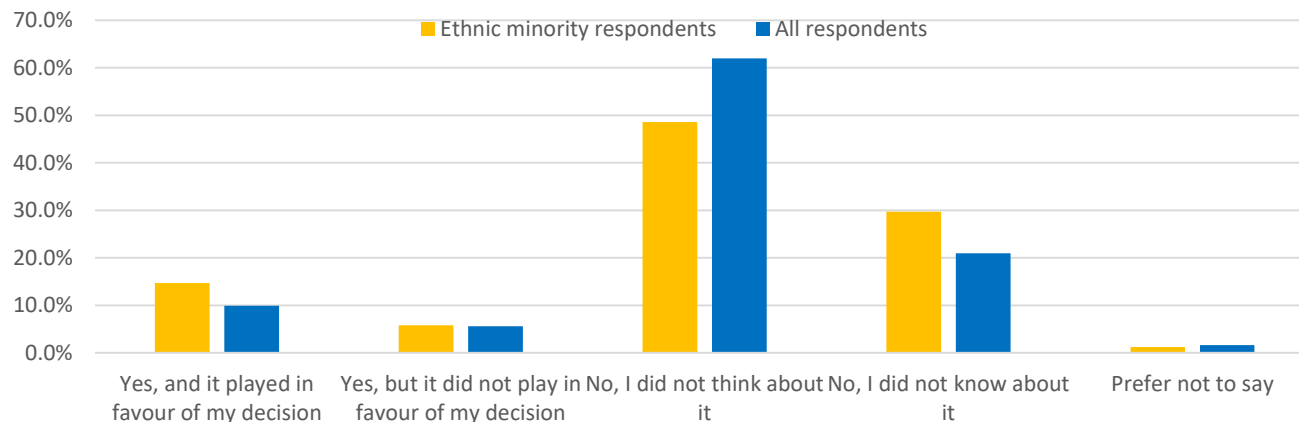
OBSERVATIONS

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



As for most of the other questions, respondents from an ethnic minority background were less positive than the average in terms of their image of the organisation: while the outcome remains generally positive, 7.0% of these respondents would not recommend their employer at all (second highest group).

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



A significant number of respondents did not know about the diversity and inclusion practices of their organisation before they applied. For those who did know, it played in favour of their decision.

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

