

For a stronger ECB

Informal female network since 2011
Formal structure established in 2017



Introduction

The Women in Leadership network

(WiL) is an ECB employee network for women in professional roles. It has around 90 official members.

90

WiL's main goal is to achieve **balanced gender representation** at all managerial levels of the organisation.



WiL strives to support women's pursuit of a managerial career.

Actions



Partners

DG-HR: Frequent informal exchanges and collaboration on specific measures (e.g. 2018 measures approved by the President to increase female appointments in managerial recruitments).

ECB Diversity Forum: WiL has a formal role in the forum, where it cooperates with other ECB diversity groups.

WiL governance

Steering Board of 12 members, elected every year, to allow for agility in decision making.

"Trio presidency" (as in the EU Council): 3 Presidents sit on the Board (exiting, current, designated) to facilitate smooth transition. Quarterly meetings of the Steering Board

WiL members elect the Steering Board and vote on the strategic priorities at the yearly general assembly.

All female ECB staff are invited to broader events (e.g. lectures).

WOMEN IN LEADERSHIP

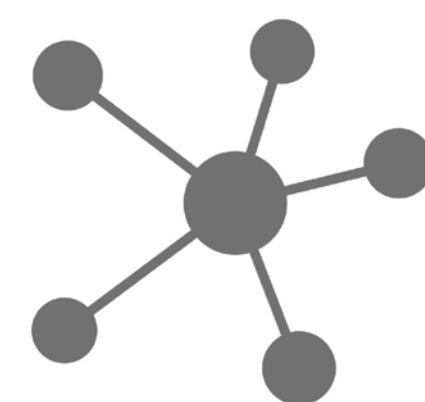
Major achievements

Preparing the way for an Executive Board decision in 2013 to set **public numerical targets** for female managers (35% for all managers; 29% for senior managers).

2013
2020

Keeping gender balance on the ECB's agenda for the last six years.

Developing from a restricted informal group to a **more inclusive and structured network**.



Lessons learned

- 1 Keep the topic on the ECB's agenda to foster accountability
- 2 Focus on women in professional roles as a pipeline to management roles
- 3 Engage in a broader discussion with colleagues who consider gender equality a zero-sum game

ROLE
MODELLING

MENTORING

INFLUENCING

MONITORING