

EMA Charter on Diversity and Inclusion

EMA WORKING GROUP ON DIVERSITY AND INCLUSION

The European Medicines Agency (EMA) as an employer, is committed to promoting equality, diversity and inclusion.

This Charter is thus a commitment in favour of diversity and inclusion by EMA whose staff members must benefit from equal treatment and opportunities, irrespective of any ground such as 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, as stated in article 1d of the Staff Regulations.

EMA commits to:

1. Implement a human resources policy where diversity is regarded as a source of enrichment, innovation and creativity and where inclusion is promoted by managers and all staff, through policies improving work-life balance and flexible working arrangements for all genders, through appropriate support, particularly for the underrepresented genders, and through the implementation of the obligations enshrined in the UN Convention on the Rights of Persons with Disabilities and the UN's Sustainable Development Goal on gender equality.
2. Secure equal opportunities at every step of the career, through selection and recruitment procedures but also in staff promotion and mobility. Selection and recruitment must always be made on the basis of merit, irrespective of any other factors. The process must be devoid of bias while respecting the specific measures and rules so as to redress the gender imbalance at support roles level and to achieve the goal of at least 40% of underrepresented gender in middle management on short- to mid-term basis.
3. Fully enforce the Staff Regulations, especially its articles 1d, 12a and 42a by excluding any kind of discrimination. There can be no place for divisive or opaque behaviours, nor any form of bullying or harassment.
4. Heighten managers' and Human Resource services' awareness of any barriers that can prevent individuals from succeeding. Raise awareness by promoting or organising special events and training to fight against stereotypes and to foster inclusion as a corporate culture built on greater diversity and inclusion.
5. Communicate widely, externally and internally to each colleague, the commitment to implement a diversity and inclusion policy and deliver regular and detailed follow-ups of the results.

This charter is based on the Commission's Charter on Diversity and Inclusion, which is part of the Diversity and Inclusion strategy of the European Commission, adopted on 19 July 2017.