

ECB-PUBLIC

Market survey for Certification Suppliers for Workplace Gender Equality

I. Scope and aim of the market survey

The Directorate General Human Resources of the European Central Bank (ECB) is launching a market survey to identify suppliers that can provide assessment and global, internationally recognised certification for workplace gender equality at the ECB.

The aim of this survey is to identify sufficiently skilled and experienced suppliers with solid experience on delivering certification to International/European organisations who would be willing and able to conduct a certification exercise assessing the ECB's progress towards achieving gender balance and equality throughout the entire organisation.

This market survey is being carried out for information purposes only and does not form part of a formal procurement procedure.

II. Background information

1. Business Area:

The Directorate General Human Resources (DG/HR) offers a strategic partnership to the ECB business areas and up-to-date services that underpin sustainable organisational excellence as well as a healthy and inclusive work environment fostering people engagement and personal growth. For this purpose, it develops and maintains all relevant human resources policies, processes and instruments, and provides expert, customised advice on their effective implementation.

2. Diversity at the ECB:

At the ECB, we believe diversity creates excellence – more diverse teams mean a wider range of opinions, leading to better and more robust decision making. We aspire to be an organisation in which diversity is welcomed and appreciated in all its facets for the richness that it offers. Enabling diversity is vital to our institution to deliver the best possible outcome for our staff and for Europe. At the ECB, our goal is to create a diverse and inclusive working culture. We want to use diversity to excel and to innovate.

Gender diversity is a driving force for performance. That's why attracting, retaining and developing female talent at all levels is a strategic priority for the ECB. To support a diverse and inclusive work environment, we have set gender targets for the end of 2019 together with a dedicated gender diversity action plan.

3. Required services:

The main tasks of suppliers will be

- Conducting a robust and independent workforce analysis to measure the ECB's progress towards achieving gender balance and equality,
- Investigating if the ECB is hiring, promoting and retaining female and male talent differently,
- Assessing the effectiveness of the ECB policies and practices on diversity and inclusion,
- Providing certification to be used for the ECB employer branding.

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- Developing a tailor made action plan with measures and recommendations that should help the ECB reaching its gender targets,
- Conducting an effective benchmark against peer institutions (comparable organisations) from the financial sector to identify areas of improvements in the relevant ECB's processes,
- Developing a communication strategy and report (both for ECB staff as well as for the public) on the outcomes from the assessment and certification exercise.

III. How to participate in the market survey

Suppliers interested in participating in this market survey are invited to submit their proposals in English to the ECB HR Diversity team (Diversity@europa.ecb.int).

Please note the following:

- all proposals should be as complete and substantiated as possible,
- all proposals should include detailed information on the services, potential timeline, type and amount of ECB human resources required for the process as well as on the financial costs for the assessment and certification.
- all proposals should include information on the relevant contact persons and/or names of the organisations conducting the certification for workplace diversity and inclusion.

IV. Follow-up to the market survey

Participation in this survey does not constitute any obligation on the part of the ECB to invite the participants in the market survey to participate in any future ECB procurement procedure, to award them a contract, or to reimburse them for any expenses incurred in completing this market survey.

However, the ECB may subsequently decide to invite suitable and available suppliers to submit their concrete proposals for gender diversity assessment and certification with a view to potentially awarding framework contracts.

Closing date: 2 November 2017

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ⁱ Please note that the ECB collects market information on suitable and interested suppliers from many different sources. Therefore, certain suppliers could be invited even if they did not participate in this market survey.