



EUROPEAN CENTRAL BANK

EUROSYSTEM

ECB- UNRESTRICTED

DIRECTORATE GENERAL SECRETARIAT

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Request for public access to ECB documents

Dear Mr García,

On 24 January 2018 the European Central Bank (ECB) received your request for access to documents containing information on the “*number of women and men who works in the ECB by professional levels, as well as their average annual wage, [i]ncluding in a disaggregated way the members of the executive committee.*”

On 21 February 2018, in line with Article 7(3) of Decision ECB/2004/3 of 4 March 2004 on public access to ECB documents¹, the ECB extended the stipulated time limit for reply by an additional 20 working days.

Having carefully examined your request in line with the requirements established by Decision ECB/2004/3, we have identified three documents of relevance to your application for public access, namely:

- a table showing the structure of the basic salaries of ECB staff. Please note that this table presents the range of variation within the different ECB salary bands, i.e. entry point and band maximum, instead of the average wages²;
- a table showing the basic salaries of the members of the Executive Board (in addition to those of the Supervisory Board members employed by the ECB).³
- an ECB press release providing information and data on the gender distribution across the managerial salary bands (I to L)⁴.

¹ Decision ECB/2004/3 of 4 March 2004 on public access to European Central Bank documents (OJ L 80, 18.3.2004, p.42), as last amended by Decision ECB/2015/1 (OJ L 84, 28.3.2015, p.64).

² European Central Bank, Conditions of Employment, Annex I – salary structure, https://www.ecb.europa.eu/careers/pdf/coe_annex_1_salary_structure.pdf

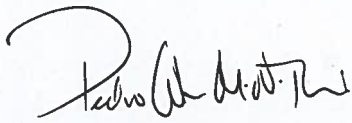
³ Annual accounts of the ECB, 2017, Section 28 – “Staff costs”, pp. 59-60 (<http://www.ecb.europa.eu/pub/annual/annual-accounts/html/index.en.html>)

⁴ ECB press release on gender targets, 8 March 2018, <https://www.ecb.europa.eu/press/pr/date/2018/html/ecb.pr180308.en.html>

In addition to this and to complement the information included in the ECB press release, please note that at the beginning of February 2018, the share of women was 39,94% in professional salary bands (E/F to H) and 79,82% in the administrative and business support salary bands (A to E).

For the sake of good order, we would like to draw your attention to the fact that, in line with Article 10(1) of Decision ECB/2004/3, "*documents released shall not be reproduced or exploited for commercial purposes without the ECB's prior specific authorisation. The ECB may withhold such authorisation without stating reasons*".

Yours sincerely,



Pedro Gustavo Teixeira
Director General



Roman Schremser
Chief Compliance and Governance Officer