



EUROPEAN CENTRAL BANK

EUROSYSTEM

ECB-UNRESTRICTED

Directorate General Secretariat

Mr Luke Stanley

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25 February 2015

LS/PvdH/15/07

Request for public access to ECB documents

Dear Mr Stanley,

On 5 February 2015 the European Central Bank (ECB) received your request for access to “(a) the percentage of male and female employees of the ECB; (b) the average pay of male and female employees of the ECB”.

Having thoroughly assessed your request, in line with the requirements of Article 4 of the Decision ECB/2004/3 on public access to ECB documents¹, the ECB considers that none of the exceptions listed in Article 4 of Decision ECB/2004/3 applies. Therefore the following figures, based on data retrieved from our internal databases, can be disclosed to you.

With regard to point 1 of your request, the ECB's workforce as per 31 December 2014 was composed of 41.8% female employees and 58.2% male employees on either fixed-term or permanent contracts.

With regard to point 2 of your request, the table below outlines the average pay of ECB male and female employees:

Overview of average full-time basic salary, per gender and staff category (2014)

	Female	Male
Administrative staff	€50,929.31	€50,531.90
Analytical staff	€60,115.33	€60,380.56
Professional staff	€81,795.17	€84,736.77
Managerial staff	€126,686.94	€137,342.56

¹ Decision of the European Central Bank of 4 March 2004 on public access to European Central Bank documents (ECB/2004/3), OJ L 80, 18.3.2004, p. 42.

While the ECB's basic salary table applies to all staff members equally, the difference in the average pay in particular for managerial staff can be mainly explained by a larger proportion of male staff members in managerial positions at the start of the institution, some 15 years ago, and the subsequent impact of career progression. To address the resulting imbalances, the Executive Board decided to introduce explicit gender targets (please see below).

You might also find the following information on diversity helpful which is provided in the ECB's annual report 2013 (<http://www.ecb.europa.eu/pub/pdf/annrep/ar2013en.pdf> and <http://www.ecb.europa.eu/press/pr/date/2013/html/pr130829.en.html>).

DIVERSITY

With the aim of doubling the share of women in high-ranking positions over the medium term, the ECB decided in 2013 to introduce gender targets. By the end of 2019 35% of positions at management level (heads of division, deputy heads of division, heads of section, senior advisers and advisers) as well as at senior management level (directors general, deputy directors general, directors and principal advisers) should be held by women. For senior management-level positions taken alone, the target is 28%. At the end of 2013 the overall share of women in management-level positions was 18%, while women held 15% of positions at senior management level. In order to reach the gender targets, the ECB is implementing a gender diversity action plan.

Finally, we would like to draw your attention to Article 10 of Decision ECB/2004/3, which states that "documents (data) 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,



Pierre van der Haegen
Director General



Roman Schremser
Senior Adviser