

## Compiled information on ECB human resources turnover and headhunting consultancy costs – 2020-2023

### (1) Hires/departures (including re-entries) of ECB staff member 2020-2023 - by year and type of contract:

	ESCB/IO Short-term <sup>1</sup>	Fixed-term Staff <sup>2</sup>	Graduate programme. <sup>3</sup>	Short-term Staff <sup>4</sup>	Trainees <sup>5</sup>	Total
<b>2020</b>	<b>273</b>	<b>66</b>	<b>10</b>	<b>175</b>	<b>540</b>	<b>1064</b>
<b>2021</b>	<b>353</b>	<b>113</b>	<b>14</b>	<b>168</b>	<b>534</b>	<b>1182</b>
<b>2022</b>	<b>297</b>	<b>87</b>	<b>14</b>	<b>219</b>	<b>582</b>	<b>1199</b>
<b>2023</b>	<b>388</b>	<b>70</b>	<b>12</b>	<b>176</b>	<b>564</b>	<b>1210</b>
<b>Total</b>	<b>1311</b>	<b>336</b>	<b>50</b>	<b>738</b>	<b>2220</b>	<b>4655</b>

### (2) Departures with reasons by year and type of contract:

	Contract expired	Contract terminated earlier	Contract withdrawn	Death in service	Resignation	Retirement	Termination of contract	Total
<b>2020</b>	<b>680</b>	<b>14</b>	<b>4</b>	<b>3</b>	<b>140</b>	<b>14</b>	<b>1</b>	<b>856</b>
ESCB/IO	278	14			13			305
FT / convertible					15		1	16
FT / non-convertible	8				13			21
Graduates	2				1			3
Trainee	137		1		47			185
Permanent				3	13	14		30
Short-term	255		3		38			296

<sup>1</sup> <https://www.ecb.europa.eu/careers/what-we-offer/contract/escb/html/index.en.html>

<sup>2</sup> [https://www.ecb.europa.eu/careers/what-we-offer/contract/contract/fixed/html/index.en.html](https://www.ecb.europa.eu/careers/what-we-offer/contract/contract/contract/fixed/html/index.en.html)

<sup>3</sup> <https://www.ecb.europa.eu/careers/what-we-offer/graduate/html/index.en.html>

<sup>4</sup> [https://www.ecb.europa.eu/careers/what-we-offer/contract/contract/short/html/index.en.html](https://www.ecb.europa.eu/careers/what-we-offer/contract/contract/contract/short/html/index.en.html)

<sup>5</sup> <https://www.ecb.europa.eu/careers/what-we-offer/traineeship/html/index.en.html>

<b>2021</b>	<b>922</b>			<b>4</b>	<b>160</b>	<b>25</b>		<b>1111</b>
ESCB/IO	250				14			264
FT / convertible					11			11
FT / non-convertible	13			1	7			21
Trainee	208			1	67			276
Permanent				2	13	25		40
Short-term	451				48			499
<b>2022</b>	<b>842</b>			<b>2</b>	<b>167</b>	<b>72</b>		<b>1083</b>
ESCB/IO	281				15			296
FT / convertible				1	14			15
FT / non-convertible	14				8			22
Graduates	2							2
Trainee	193				77			270
Permanent				1	12	72		85
Short-term	352				41			393
<b>2023</b>	<b>955</b>			<b>5</b>	<b>122</b>	<b>28</b>		<b>1110</b>
ESCB/IO	356				11			367
FT / convertible					13			13
FT / non-convertible	13				10	3		26
Trainee	218				49			267
Permanent				5	14	25		44
Short-term	368				25			393
<b>Total</b>	<b>3399</b>	<b>14</b>	<b>4</b>	<b>14</b>	<b>589</b>	<b>139</b>	<b>1</b>	<b>4160</b>

**(4) Budget for HR recruiting consultants (overall):**

- Our budget for HR recruiting consultants is as follows:
  - Headhunting services           EUR 1,000,000
  - Leadership assessments        EUR 1,112,000
  - EUR 2,112,000
- Our overall centralised recruitment budget amounts to EUR 2,600,000 and this covers also costs for media outreach, online testing, job fairs and travel cost reimbursements for candidates