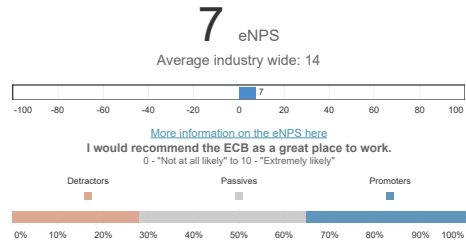
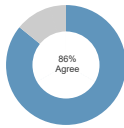




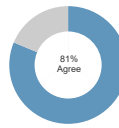
Overview (2,802 respondents)



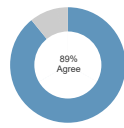
Proud to work for the ECB



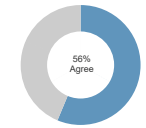
Personal Meaning



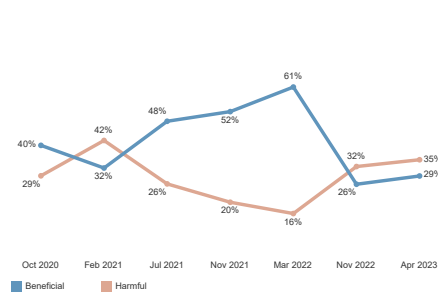
Mission & Purpose



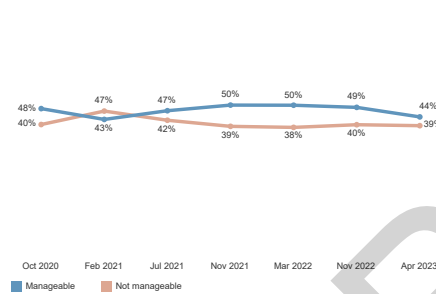
Motivation to go beyond



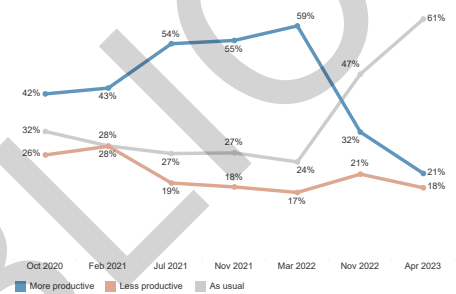
Mental health impact of work



Manageability of workload



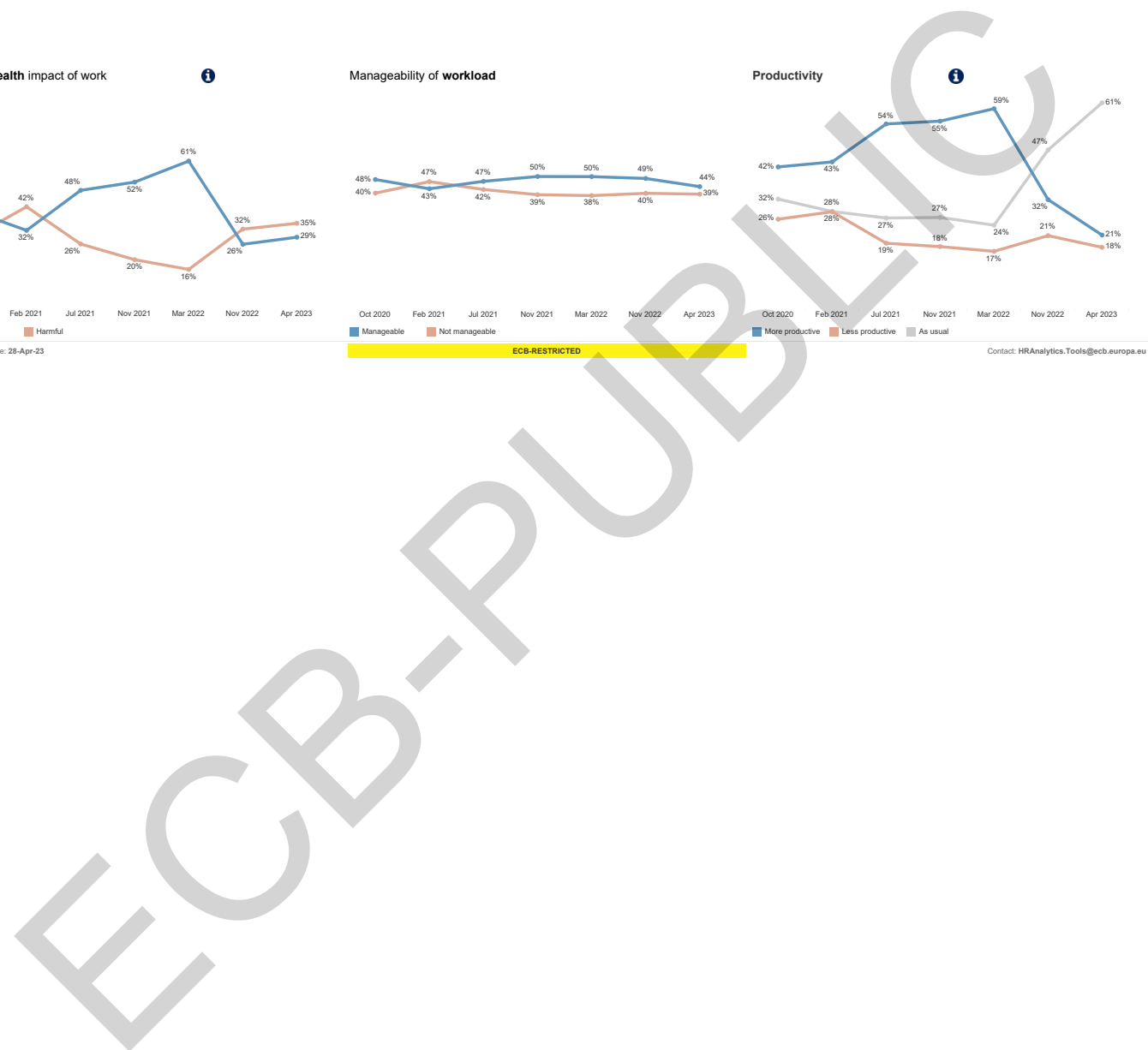
Productivity



Last data update: 28-Apr-23

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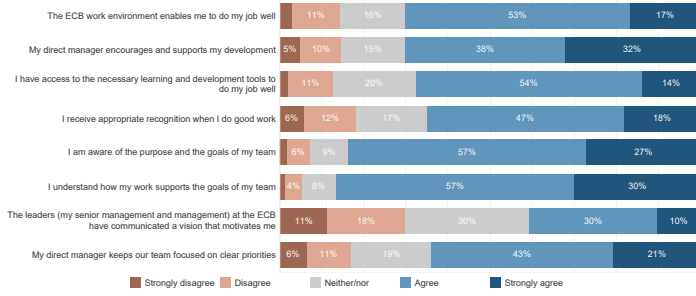
Contact: HRAnalytics.Tools@ecb.europa.eu



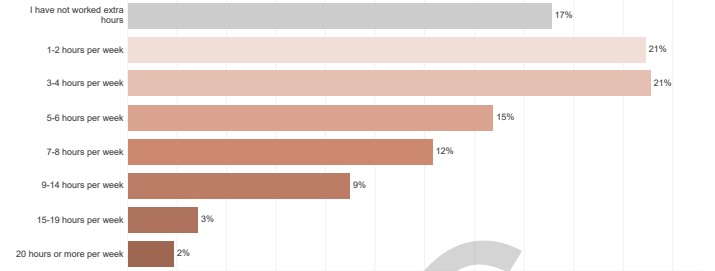


Employee Experience (2,802 respondents)

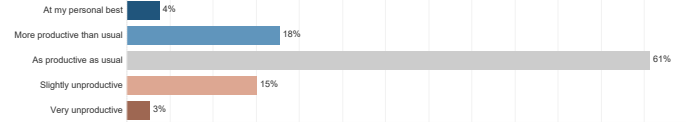
How much do you agree or disagree with the following statements?



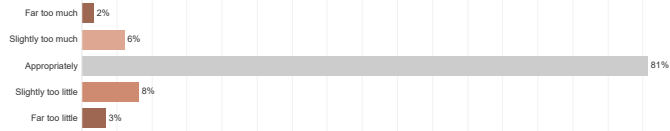
How many extra working hours have you worked on average per week during the past month?



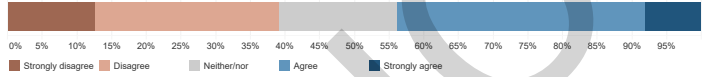
How productive have you felt during the past month?



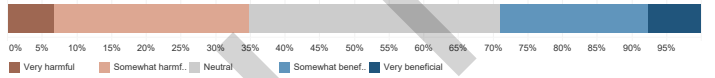
I am given the right amount of autonomy



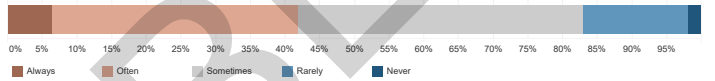
My workload is manageable with my contractually agreed working hours



How beneficial or harmful has your work life been to your mental health in the past month?



How often have you felt nervous or stressed in the past month?



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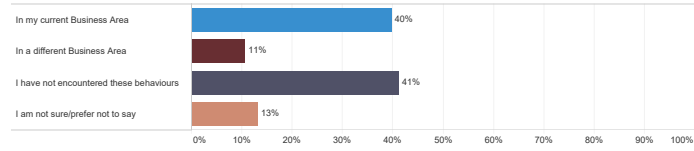


Work Culture & Dignity@Work (2,802 respondents)

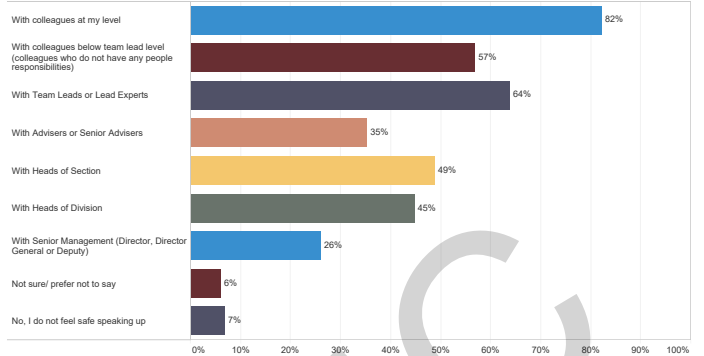
Have any of the below behaviours been directed at you in the past year?

	never	a few times a year	once a month or less	a few times a month	once a week	a few times a week	daily
Offensive, humiliating or degrading comments were directed towards me, particularly without witness or in public	83.0%	11.3%	2.0%	2.0%	0.5%	0.9%	0.2%
I was shouted at or spoken to in an aggressive tone, or offensive gestures were directed at me	83.6%	12.3%	1.6%	1.2%	0.5%	0.5%	0.3%
I experienced unwanted conduct of a sexual nature	98.0%	1.5%	0.2%	0.1%	0.1%	0.1%	
I experienced behaviour which made me feel discriminated or unequally treated	69.5%	19.3%	4.3%	3.2%	1.1%	1.0%	1.6%
Others take credit for the work I do	55.5%	30.5%	5.8%	4.4%	1.6%	1.0%	1.2%
Gossip or rumours were spread about me	83.3%	11.4%	2.0%	1.7%	0.4%	0.6%	0.5%
I experienced actual or threatened physical violence	99.5%	0.4%	0.1%	0.0%	0.0%		0.0%
I was given work that is meaningless or does not correspond to my role	60.3%	23.7%	5.1%	5.6%	1.8%	1.7%	1.7%
I was isolated, set apart, excluded, rejected or ignored	82.4%	10.3%	2.4%	2.0%	0.8%	1.0%	1.1%
I experienced actual - or was threatened by - improper use of authority (e.g. to influence my career)	89.7%	7.0%	1.0%	1.0%	0.2%	0.3%	0.8%

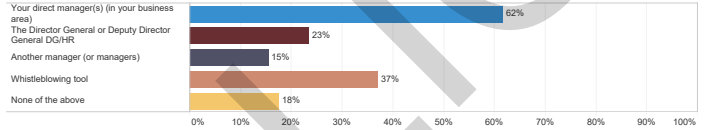
Where did the behaviour(s) take place?



In which context(s) do you feel safe to speak up in your business area?



Which of the following would you trust to take follow-up action?



Instances of alleged harassment, discrimination or physical violence are taken seriously by the ECB

