

# ECB pulse survey - April 2023

In the following questions, we would like to ask about your engagement, productivity, work-life balance as well as your experiences in working at the ECB. This survey also includes questions on Dignity at work.

## Privacy Disclaimer

Participation in the survey is voluntary.

The survey is conducted by the Directorate General Human Resources for the purpose of gathering information about staff's well-being and working conditions.

The responses to the survey are collected through the Epsilon tool and further processed within the secure ECB environment.

The survey is intended to be anonymous and all efforts have been made to ensure anonymity. The responses to the survey are automatically recorded without any direct identifiers (name, staff ID, e-mail address or other), and for analysis aggregated in a manner neither allowing for the identification of individual respondents nor for the attribution of individual responses to a respondent. Please make sure that your responses in the open-space fields are formulated in such a way that no information permitting identification of yourself or any other person is introduced.

Recipients of the survey results are dedicated ECB staff members of DG/HR. The individual survey responses are kept for a maximum period of 12 months after the closure of the survey.

If you have any questions or concerns regarding the survey, please contact the Talent Enablers and Culture team at [WorkingCulture@ecb.europa.eu](mailto:WorkingCulture@ecb.europa.eu).

There are 48 questions in this survey.

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

Please choose the appropriate response for each item:

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neither/nor</b>	<b>Agree</b>	<b>Strongly agree</b>
<b>I am proud to work for the ECB</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<b>Working at the ECB has a great deal of personal meaning to me</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
<b>I believe in the mission and purpose of the ECB</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>The ECB motivates me to go beyond what I would do in a similar role elsewhere</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**\***

Please choose the appropriate response for each item:

	<b>not at all likely</b>										<b>extremely likely</b>
	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>I would recommend the ECB as a great place to work</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Please choose the appropriate response for each item:

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neither/nor</b>	<b>Agree</b>	<b>Strongly agree</b>
<b>The ECB work environment enables me to do my job well</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My direct manager encourages and supports my development</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

“Direct manager” can refer to your Team Lead, Head of Section, Head of Division etc. depending on the structure of your team. They provide you with objectives and regular feedback.

**\***

Please choose the appropriate response for each item:

	<b>Very harmful</b>	<b>Somewhat harmful</b>	<b>Neutral</b>	<b>Somewhat beneficial</b>	<b>Very beneficial</b>
<b>How beneficial or harmful has your work life been to your mental health during the past month?</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*

Please choose the appropriate response for each item:

	Never	Rarely	Sometimes	Often	Always
<b>How often have you felt nervous or stressed in the past month?</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\*

Please choose the appropriate response for each item:

	Strongly disagree	Disagree	Neither/nor	Agree	Strongly agree
<b>My workload is manageable with my contractually agreed working hours</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

**!** Choose one of the following answers

Please choose **only one** of the following:

- I have not worked extra hours
- 1-2 hours per week
- 3-4 hours per week
- 5-6 hours per week
- 7-8 hours per week
- 9-14 hours per week
- 15-19 hours per week
- 20 hours or more per week

\*

Please choose the appropriate response for each item:

	<b>Very unproductive</b>	<b>Slightly unproductive</b>	<b>As productive as usual</b>	<b>More productive than usual</b>	<b>At my personal best</b>
<b>How productive have you felt during the past month?</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ECB-PUBLIC

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

Please choose the appropriate response for each item:

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neither/nor</b>	<b>Agree</b>	<b>Strongly agree</b>
<b>I have access to the necessary learning and development tools to do my job well</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>I receive appropriate recognition when I do good work</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>I am aware of the purpose and the goals of my team</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>I understand how my work supports the goals of my team</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>The leaders (my senior management and management) at the ECB have communicated a vision that motivates me</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>My direct manager keeps our team focused on clear priorities</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

“Direct manager” can refer to your Team Lead, Head of Section, Head of Division etc. depending on the structure of your team. They provide you with objectives and regular feedback.

\*

Please choose the appropriate response for each item:

	<b>Far too little</b>	<b>Slightly too little</b>	<b>Appropriately</b>	<b>Slightly too much</b>	<b>Far too much</b>
<b>I am given the right amount of autonomy to decide how I organise and perform my daily work</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Dignity@Work

In order to understand how you experience the way that we work together we would like to ask some questions related to our working culture and dignity at work.

**In the past year, have any of the below behaviours been directed towards you? \***

Please choose the appropriate response for each item:

	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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was shouted at or spoken to in an aggressive tone, or offensive gestures were directed at me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I experienced unwanted conduct of a sexual nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I experienced behaviour which made me feel discriminated or unequally treated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others take credit for the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gossip or rumours were spread about me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I experienced actual or threatened physical violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was given work that is meaningless or does not correspond to my role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was isolated, set apart, excluded, rejected or ignored	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



	a few	once a	a few	a few		
	times a	month	times a	once a	times a	
never	year	or less	month	week	week	daily

I experienced actual -  
or was threatened by -  
improper use of  
authority (e.g. to  
influence my career)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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### In the past year, where did the behaviour(s) take place? \*

📌 Check all that apply

Please choose **all** that apply:

- In my current Business Area
- In a different Business Area
- I am not sure/prefer not to say
- I have not encountered these behaviours

•  Other:

**The Staff Rules and intranet pages set out several options for support and guidance when you encounter a dignity at work issue, for example your Employee Partner, staff representatives or the social counsellors.**

**Reporting for investigation or follow-up is a different matter and can be done in different ways. Which of the following would you trust for follow-up action to be taken if you reported a dignity at work issue?**

\*

**!** Check all that apply

Please choose **all** that apply:

- Your direct manager(s) (in your business area)
- The Director General or Deputy Director General DG/HR
- Another manager (or managers)
- Whistleblowing tool
- None of the above

•  Other:

\*

Please choose the appropriate response for each item:

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neither/nor</b>	<b>Agree</b>	<b>Strongly agree</b>
<b>Instances of alleged psychological harassment (also referred to as bullying or mobbing), sexual harassment, discrimination or physical violence are taken seriously by the ECB</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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**At this point in time, in which context(s) do you feel safe to speak up (raise ideas, questions, workload issues, concerns, or mistakes without the fear of being punished or humiliated) in your business area? \***

**!** Check all that apply

Please choose **all** that apply:

- With colleagues at my level
- With colleagues below team lead level (colleagues who do not have any people responsibilities)
- With Team Leads or Lead Experts
- With Advisers or Senior Advisers
- With Heads of Section
- With Heads of Division
- With Senior Management (Director, Director General or Deputy)
- Not sure/ prefer not to say
- No, I do not feel safe speaking up
- Other:

**A little about you**

**Which Business Area are you in? \***

❗ Choose one of the following answers  
Please choose **only one** of the following:

- Digital Euro Project
- Counsel
- CSO
- DBN
- DGC
- DGCS
- DGCS/DA
- DGCS/DF
- DGE
- DGHR
- DGHOL
- DGI
- DGIS
- DGL
- DGM
- DGMF
- DGMIP
- DGMP
- DGOMI
- DGR
- DGS
- DGSE
- DGSGO
- DGSIB
- DGSPL
- DGUDI

- DIA
- DRM
- DSSR
- SEC ESRB
- Prefer not to say

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'CSO' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- CSO/GTS
- CSO/OEG
- CSO/ORM
- CSO (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DBN' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DBN/CDE
- DBN/CMA
- DBN (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGC' at question '16 [D1]' (Which Business Area are you in?)

🗨️ Choose one of the following answers

Please choose **only one** of the following:

- DGC/DND
- DGC/LGS
- DGC/NEWS
- DGC/PCOM
- DGC/STC
- DGC (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGCS/DF' or 'DGCS/DA' or 'DGCS' at question '16 [D1]' (Which Business Area are you in?)

🗨️ Choose one of the following answers

Please choose **only one** of the following:

- DA/ADS
- DA/PRE
- DA/SET
- DA (other)
- DF/BCO
- DF/CPO
- DF/FAR
- DF (other)
- DGCS (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGE' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGE/BCA
- DGE/EES
- DGE/FIP
- DGE/FPM
- DGE/PAC
- DGE/SSL
- DGE (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGHOL' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGHOL/BCC
- DGHOL/CME
- DGHOL/CRE
- DGHOL/NFR
- DGHOL/SMD
- DGHOL/SPO
- DGHOL/STE
- DGHOL (other)



### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGHR' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGHR/BPA
- DGHR/ESE
- DGHR/TMA
- DGHR (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGI' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGI/EIF
- DGI/EXT
- DGI/IPA
- DGI/RE
- DGI (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGIS' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGIS/ADO
- DGIS/DAS
- DGIS/DSS
- DGIS/EBS
- DGIS/IAS
- DGIS/IOS
- DGIS/PRS
- DGIS (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGL' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGL/FLA
- DGL/HS
- DGL/ILA
- DGL/LEG
- DGL/SLA
- DGL (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGM' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGM/BMI
- DGM/FOS
- DGM/MML
- DGM/MOA
- DGM/MOS
- DGM (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGMF' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGMF/FRE
- DGMF/MAP
- DGMF/MBF
- DGMF/SRF
- DGMF/STM
- DGMF (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGMIP' at question '16 [D1]' (Which Business Area are you in?)

🗨️ Choose one of the following answers

Please choose **only one** of the following:

- DGMIP/MI2
- DGMIP/MID
- DGMIP/MIM
- DGMIP/MIS
- DGMIP/OVS
- DGMIP (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGMP' at question '16 [D1]' (Which Business Area are you in?)

🗨️ Choose one of the following answers

Please choose **only one** of the following:

- DGMP/CMT
- DGMP/MAY
- DGMP/MSY
- DGMP (other)

**Which Division are you in?**

Only answer this question if the following conditions are met:

Answer was 'DGOMI' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGOMI/FRI
- DGOMI/IMI
- DGOMI/NFI
- DGOMI/OPI
- DGOMI (other)

**Which Division are you in?**

Only answer this question if the following conditions are met:

Answer was 'DGR' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGR/FIR
- DGR/MPR
- DGR (other)

**Which Division are you in?**

Only answer this question if the following conditions are met:

Answer was 'DGS' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGS/AMA
- DGS/DO
- DGS/ESSA
- DGS/MOE
- DGS/SAT
- DGS/SFI
- DGS/SUP
- DGS (other)

**Which Division are you in?**

Only answer this question if the following conditions are met:

Answer was 'DGSE' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGSE/CGO
- DGSE/IGO
- DGSE/SEC
- DGSE (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGSGO' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGSGO/AUT
- DGSGO/ESA
- DGSGO/FAP
- DGSGO/SO
- DGSGO/SSE
- DGSGO/TIN
- DGSGO (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGSIB' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGSIB/1
- DGSIB/2
- DGSIB/3
- DGSIB/4
- DGSIB/5
- DGSIB/6
- DGSIB (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGSPL' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGSPL/1
- DGSPL/2
- DGSPL/3
- DGSPL/4
- DGSPL/5
- DGSPL/ISO
- DGSPL (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DGUDI' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DGUDI/1
- DGUDI/2
- DGUDI/3
- DGUDI/4
- DGUDI/5
- DGUDI/6
- DGUDI (other)



**Which Division are you in?**

Only answer this question if the following conditions are met:

Answer was 'DIA' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DIA/AMI
- DIA/ASI
- DIA (other)

**Which Division are you in?**

Only answer this question if the following conditions are met:

Answer was 'DRM' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DRM/RAN
- DRM/RST
- DRM (other)

### Which Division are you in?

Only answer this question if the following conditions are met:

Answer was 'DSSR' at question '16 [D1]' (Which Business Area are you in?)

❗ Choose one of the following answers

Please choose **only one** of the following:

- DSSR/SRA
- DSSR/SRFR
- DSSR/SRNF
- DSSR (other)

### Salary band \*

❗ Choose one of the following answers

Please choose **only one** of the following:

- A - B
- C
- D
- E
- E/F - F
- F/G - G
- H
- I
- J
- K - L
- Trainee
- Other
- Prefer not to say

**Are you responsible for managing \***

❗ Choose one of the following answers  
Please choose **only one** of the following:

- a team?
- a section/ division?
- a directorate/ directorate general?
- no management responsibilities
- Prefer not to say

**What is your working arrangement? \***

❗ Choose one of the following answers  
Please choose **only one** of the following:

- Full Time
- Part Time

**Please indicate how long you have worked for the ECB. \***

**!** Choose one of the following answers

Please choose **only one** of the following:

- Less than 6 months
- 6 months but less than 1 year
- 1 year but less than 2 years
- 2 years but less than 4 years
- 4 years but less than 6 years
- 6 years but less than 10 years
- 10 years but less than 15 years
- 15 years or more
- Prefer not to say

**Age bracket \***

**!** Choose one of the following answers

Please choose **only one** of the following:

- under 26
- 26-35
- 36-45
- 46-55
- over 55
- Prefer not to say

**Gender \***

❗ Choose one of the following answers

Please choose **only one** of the following:

- Female
- Male
- Non-binary/other
- Prefer not to say

**Do you take care of children, elderly parents or other dependants? \***

❗ Choose one of the following answers

Please choose **only one** of the following:

- Yes
- No
- Prefer not to say

Your feedback and insight is valuable. Many thanks for participating in the survey. Your responses have been recorded.

28.04.2023 – 23:59

Submit your survey.

Thank you for completing this survey.