





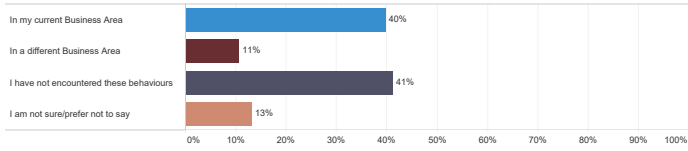


Work Culture & Dignity@Work (2,802 respondents)

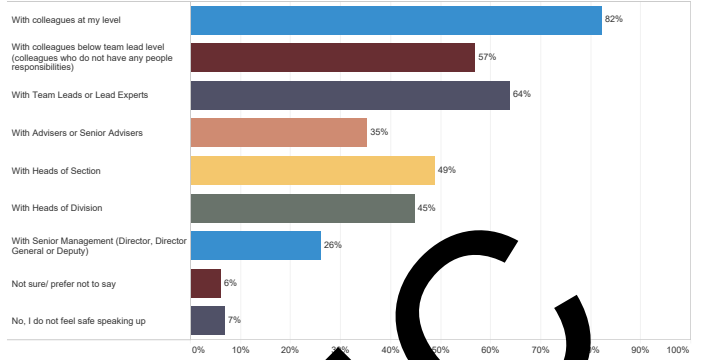
Have any of the below behaviours been directed at you in the past year?

	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%

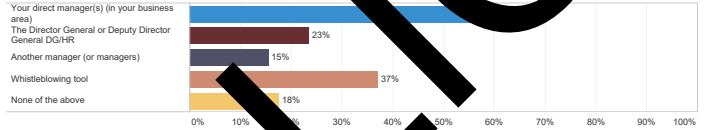
Where did the behaviour(s) take place?



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



Last data update: 28-Apr-23

ECB-RESTRICTED

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