European Patent Office

2022 Staff Survey Frequency Tables

Gérard RIMBERT
Attaché à la Direction Générale

Melanie BOTTIN
Researcher
At which site do you work?

- The Hague: 38%, 41%, 43%
- Munich (including Brussels): 56%, 56%, 52%
- Berlin: 4%, 4%, 4%, 5%, 5%
- Vienna: 2%, 2%, 2%, 2%, 1%
In which Directorate General do you work?

- DG 0
- DG 1
- Boards of Appeal (former DG 3)
- DG 4
- DG 5

Yearly distribution (%):

- 2010:
  - DG 0: 0%
  - DG 1: 67%
  - Boards of Appeal: 20%
  - DG 4: 2%
  - DG 5: 4%

- 2013:
  - DG 0: 0%
  - DG 1: 83%
  - Boards of Appeal: 20%
  - DG 4: 3%
  - DG 5: 3%

- 2016:
  - DG 0: 0%
  - DG 1: 86%
  - Boards of Appeal: 20%
  - DG 4: 2%
  - DG 5: 4%

- 2020:
  - DG 0: 0%
  - DG 1: 66%
  - Boards of Appeal: 20%
  - DG 4: 3%
  - DG 5: 3%

- 2022:
  - DG 0: 0%
  - DG 1: 84%
  - Boards of Appeal: 20%
  - DG 4: 3%
  - DG 5: 3%
What is your employment status?

- Permanent staff in probation: 1% in 2010, 0% in 2013, 1% in 2016, 0% in 2020, 0% in 2022
- Permanent staff (appointed): 94% in 2010, 96% in 2013, 97% in 2016, 97% in 2020, 97% in 2022
- Contract staff (fixed-term appointment): 2% in 2010, 1% in 2013, 0% in 2016, 1% in 2020, 2% in 2022
- External personnel: 4% in 2010, 3% in 2013, 0% in 2016, 0% in 2020, 0% in 2022
How long have you been with the European Patent Office?

- 2010: 2% Less than 1 year, 15% 1-3 years, 9% 4-5 years, 25% 6-9 years, 18% 10-14 years, 31% 15 years and over
- 2013: 0% Less than 1 year, 3% 1-3 years, 3% 4-5 years, 8% 6-9 years, 16% 10-14 years, 27% 15 years and over
- 2016: 0% Less than 1 year, 0% 1-3 years, 5% 4-5 years, 3% 6-9 years, 5% 10-14 years, 4% 15 years and over
- 2020: 0% Less than 1 year, 0% 1-3 years, 0% 4-5 years, 0% 6-9 years, 0% 10-14 years, 0% 15 years and over
- 2022: 2% Less than 1 year, 7% 1-3 years, 3% 4-5 years, 13% 6-9 years, 16% 10-14 years, 66% 15 years and over
How long have you worked in your current post?

- **Less than 1 year:** 2010 - 5%, 2013 - 2%, 2016 - 2%, 2020 - 9%, 2022 - 17%
- **1-3 years:** 2010 - 4%, 2013 - 11%, 2016 - 14%, 2020 - 21%, 2022 - 33%
- **4-5 years:** 2010 - 6%, 2013 - 9%, 2016 - 9%, 2020 - 16%, 2022 - 24%
- **6-9 years:** 2010 - 9%, 2013 - 12%, 2016 - 16%, 2020 - 22%, 2022 - 24%
- **10-14 years:** 2010 - 5%, 2013 - 15%, 2016 - 21%, 2020 - 27%, 2022 - 45%
- **15 years and over:** 2010 - 2%, 2013 - 8%, 2016 - 16%, 2020 - 16%, 2022 - 33%
How old are you?

- 20-29 years: 4% (2010), 2% (2013), 0% (2016), 1% (2020), 4% (2022)
- 30-39 years: 34% (2010), 18% (2013), 46% (2016), 41% (2020), 45% (2022)
- 40-49 years: 18% (2010), 11% (2013), 40% (2016), 27% (2020), 22% (2022)
- 50-59 years: 2% (2010), 9% (2013), 43% (2016), 18% (2020), 4% (2022)
- 60-67 years: 1% (2010), 0% (2013), 0% (2016), 4% (2020), 5% (2022)
I consider that the roadmap defined by the "Strategic Plan 2023" is important and necessary for the future of the EPO
I think top management has set out a clear and coherent strategy for the EPO
I support the strategy of the EPO set out by top management
In my view, the actions of top management and the strategy adopted have departed considerably from the role that the EPO should be playing in the European patent system.
The actions of the EPO's top management show that they are fully aware of the strategic importance of employees' skills to enable the EPO to carry out its mission.
From the following list, which sources of information do you consider to be relevant to you?

<table>
<thead>
<tr>
<th>Source</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>My immediate superior</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>66%</td>
</tr>
<tr>
<td>Top management</td>
<td></td>
<td></td>
<td></td>
<td>15%</td>
<td>58%</td>
</tr>
<tr>
<td>Internal communication (e.g. emails, Intranet, etc.)</td>
<td>8%</td>
<td>17%</td>
<td>45%</td>
<td>50%</td>
<td>61%</td>
</tr>
<tr>
<td>My colleagues</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>62%</td>
</tr>
<tr>
<td>Staff representation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>66%</td>
</tr>
<tr>
<td>Rumours</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>66%</td>
</tr>
<tr>
<td>Other (i.e. IP blogs)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>62%</td>
</tr>
</tbody>
</table>
I identify with top management's view

<table>
<thead>
<tr>
<th>Year</th>
<th>Totally disagree</th>
<th>Tend to disagree</th>
<th>Neutral</th>
<th>Tend to agree</th>
<th>Totally agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>24%</td>
<td>33%</td>
<td>36%</td>
<td>8%</td>
<td>1%</td>
</tr>
<tr>
<td>2013</td>
<td>43%</td>
<td>20%</td>
<td>35%</td>
<td>6%</td>
<td>0%</td>
</tr>
<tr>
<td>2016</td>
<td>46%</td>
<td>35%</td>
<td>31%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>2020</td>
<td>31%</td>
<td>17%</td>
<td>15%</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>2022</td>
<td>1%</td>
<td>4%</td>
<td>4%</td>
<td>1%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Top management gives me enough information on the issues that directly affect me
The information I receive from top management is relevant for my work and to me personally.
I identify with the views of Staff Representation

- Totally disagree
- Tend to disagree
- Neutral
- Tend to agree
- Totally agree


Totally disagree: 4%, 3%, 1%, 1%, 1%
Tend to disagree: 6%, 5%, 5%, 5%, 5%
Neutral: 31%, 31%, 49%, 50%, 51%
Tend to agree: 45%, 49%, 51%, 50%, 51%
Totally agree: 26%, 26%, 26%, 26%, 27%
Staff Representation give me enough information on the issues that directly affect me
The information I receive from Staff Representation is relevant for my work and to me personally.
What is your level of trust in each of the following speakers? Your immediate superior

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very little</td>
<td>6%</td>
<td>9%</td>
<td>10%</td>
<td>13%</td>
<td>13%</td>
</tr>
<tr>
<td>Little</td>
<td>7%</td>
<td>10%</td>
<td>13%</td>
<td>15%</td>
<td>21%</td>
</tr>
<tr>
<td>Neutral</td>
<td>21%</td>
<td>23%</td>
<td>26%</td>
<td>25%</td>
<td>24%</td>
</tr>
<tr>
<td>Much</td>
<td>33%</td>
<td>34%</td>
<td>41%</td>
<td>37%</td>
<td>35%</td>
</tr>
<tr>
<td>Very much</td>
<td>17%</td>
<td>21%</td>
<td>22%</td>
<td>26%</td>
<td>13%</td>
</tr>
</tbody>
</table>
What is your level of trust in each of the following speakers?

Your Director

<table>
<thead>
<tr>
<th>Level</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very little</td>
<td>7%</td>
<td>17%</td>
<td>20%</td>
<td>24%</td>
<td>23%</td>
</tr>
<tr>
<td>Little</td>
<td>9%</td>
<td>13%</td>
<td>23%</td>
<td>27%</td>
<td>26%</td>
</tr>
<tr>
<td>Neutral</td>
<td>27%</td>
<td>26%</td>
<td>31%</td>
<td>37%</td>
<td>38%</td>
</tr>
<tr>
<td>Much</td>
<td>34%</td>
<td>28%</td>
<td>23%</td>
<td>18%</td>
<td>18%</td>
</tr>
<tr>
<td>Very much</td>
<td>6%</td>
<td>11%</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
</tr>
</tbody>
</table>
What is your level of trust in each of the following speakers?
Your Principal Director/COO
What is your level of trust in each of the following speakers? Your Vice President
What is your level of trust in each of the following speakers?

The Mac
What is your level of trust in each of the following speakers?
The President
What is your level of trust in each of the following speakers? The administration Council

- **Very little**
  - 2010: 57%
  - 2013: 50%
  - 2016: 58%
  - 2020: 64%
  - 2022: 70%

- **Little**
  - 2010: 26%
  - 2013: 31%
  - 2016: 20%
  - 2020: 23%
  - 2022: 22%

- **Neutral**
  - 2010: 20%
  - 2013: 20%
  - 2016: 20%
  - 2020: 12%
  - 2022: 10%

- **Much**
  - 2010: 1%
  - 2013: 3%
  - 2016: 3%
  - 2020: 1%
  - 2022: 1%

- **Very much**
  - 2010: 0%
  - 2013: 0%
  - 2016: 0%
  - 2020: 0%
  - 2022: 0%
What is your level of trust in each of the following speakers?
Staff representation

![Bar chart showing level of trust over years](chart.png)
How much do you agree with the following statement: “Our current top management has shown that they are interested in an honest and constructive dialogue with the staff representation about important issues that concern staff.”?

- 90% Totally disagree
- 62% Tend to disagree
- 42% Neutral
- 44% Tend to agree
- 1% Totally agree

In the last three years, the importance accorded to quality in relation to quantitative objectives has:

- Diminished considerably: 76% (2010), 59% (2013), 36% (2016), 42% (2020), 33% (2022)
- Diminished slightly: 27% (2010), 30% (2013), 20% (2016), 22% (2020), 15% (2022)
- Been maintained: 27% (2010), 27% (2013), 23% (2016), 21% (2020), 14% (2022)
- Increased slightly: 8% (2010), 6% (2013), 6% (2016), 3% (2020), 2% (2022)
- Increased considerably: 0% (2010), 3% (2013), 2% (2016), 1% (2020), 2% (2022)
How much do you agree with the following statement: “the current president and top management have taken useful measures to maintain and improve the quality of the EPO's products and services”?

![Bar chart showing agreement levels from 2010 to 2022.](chart-image-url)
Employees are treated equally at the EPO*

*In 2020 the wording was "Are women and men treated equally at the EPO?"
EPO employees are considered solely on the basis of their merits and vocational skills irrespective of race, culture, religion or any other aspect unrelated to their job.
I am free to decide how I do my work

- Disagree and it bothers me: 20%
- Disagree: 29%
- Agree: 40%
- Agree and I appreciate: 11%
My tasks are sufficiently predictable that I can anticipate them.
I can make use of my professional competencies in my work

- Disagree and it bothers me: 6%
- Disagree: 10%
- Agree: 64%
- Agree and I appreciate: 21%
I can expand my professional competences
At my level, I can contribute to decision making
Collaboration and the support of the people I work with are satisfactory.
In my daily work, I am not confronted with verbal or physical tension.
The informations that are useful for working circulate well.
The action of the staff representatives provides a "plus"
The amount of work I am tasked with is acceptable.
My work pace is acceptable

- Disagree and it bothers me: 24%
- Disagree: 34%
- Agree: 37%
- Agree and I appreciate: 5%
The tasks that I must complete can be achieved
The working means provided allow to perform the job

- Disagree and it bothers me: 23%
- Disagree: 33%
- Agree: 38%
- Agree and I appreciate: 6%
My professional activity allows me to balance work life and private life

- Disagree and it bothers me: 20%
- Disagree: 30%
- Agree: 41%
- Agree and I appreciate: 10%
I receive the respect that I deserve from my colleagues.
I receive the respect that I deserve from my managers

Disagree and it bothers me: 12%
Disagree: 20%
Agree: 47%
Agree and I appreciate: 21%
I receive a satisfactory financial recognition

- Disagree and it bothers me: 15%
- Disagree: 23%
- Agree: 45%
- Agree and I appreciate: 17%
I benefit from an adequate support by the Human Resources
The EPO communicates corporate information sufficiently well
The decisions and practice in the EPO reflect my personal values.
I’ve got the means to do quality work

Disagree and it bothers me: 20%
Disagree: 34%
Agree: 41%
Agree and I appreciate: 6%
My work is interesting

- Disagree and it bothers me: 7%
- Disagree: 17%
- Agree: 55%
- Agree and I appreciate: 21%
My professional activity is meaningful

- Disagree and it bothers me: 9%
- Disagree: 16%
- Agree: 57%
- Agree and I appreciate: 18%
I am proud to work at the EPO

Disagree and it bothers me
Disagree
Agree
Agree and I appreciate

2010 2013 2016 2020 2022
My professional activity is recognized outside of the EPO

- Disagree and it bothers me: 10%
- Disagree: 34%
- Agree: 45%
- Agree and I appreciate: 11%
My manager provides a human support of good quality
My manager provides an operational support of good quality

<table>
<thead>
<tr>
<th>Year</th>
<th>Disagree and it bothers me</th>
<th>Disagree</th>
<th>Agree</th>
<th>Agree and I appreciate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>9%</td>
<td>18%</td>
<td>51%</td>
<td>22%</td>
</tr>
</tbody>
</table>
I trust my manager

<table>
<thead>
<tr>
<th>Opinión</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disagree and it bothers me</td>
<td>10%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td></td>
<td>21%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree</td>
<td></td>
<td></td>
<td></td>
<td>45%</td>
<td></td>
</tr>
<tr>
<td>Agree and I appreciate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>25%</td>
</tr>
</tbody>
</table>
I trust the top management of the EPO

- Disagree and it bothers me: 60%
- Disagree: 34%
- Agree: 5%
- Agree and I appreciate: 1%
The management organization enables managers to fulfill their supervisory mission.
How does your manager make decisions?

- **Your manager makes decisions alone without consulting you**
  - 2010: 16%
  - 2013: 32%
  - 2016: 28%
  - 2020: 20%
  - 2022: 18%

- **Your manager decides virtually everything and only delegates certain decisions**
  - 2010: 20%
  - 2013: 20%
  - 2016: 24%
  - 2020: 20%
  - 2022: 20%

- **Your manager consults his/her subordinates before making decisions**
  - 2010: 20%
  - 2013: 20%
  - 2016: 36%
  - 2020: 30%
  - 2022: 32%

- **Decisions are made jointly between your manager and his/her subordinates**
  - 2010: 36%
  - 2013: 32%
  - 2016: 25%
  - 2020: 17%
  - 2022: 17%

- **Your manager gives his/her subordinates freedom to decide within certain constraints**
  - 2010: 6%
  - 2013: 14%
  - 2016: 12%
  - 2020: 19%
  - 2022: 17%
Do you think that your manager is himself/herself subject to constraints in the decisions he makes imposed by:

- His/her own managers
- Office guidelines
- He/She is relatively free from constraints
Generally, do you think that your manager demands as much from himself/herself as he does from you?
How do you feel about the assessment interviews (reporting interviews)?

<table>
<thead>
<tr>
<th>Year</th>
<th>Considerably apprehensive</th>
<th>Slightly apprehensive</th>
<th>At ease</th>
<th>Not bothered</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>7%</td>
<td>14%</td>
<td>20%</td>
<td>17%</td>
</tr>
<tr>
<td>2013</td>
<td>9%</td>
<td>23%</td>
<td>24%</td>
<td>19%</td>
</tr>
<tr>
<td>2016</td>
<td>12%</td>
<td>27%</td>
<td>25%</td>
<td>24%</td>
</tr>
<tr>
<td>2020</td>
<td>14%</td>
<td>24%</td>
<td>37%</td>
<td>23%</td>
</tr>
<tr>
<td>2022</td>
<td>12%</td>
<td>25%</td>
<td>41%</td>
<td>24%</td>
</tr>
</tbody>
</table>

Considerably apprehensive: 7%, 9%, 12%, 14%, 12%
Slightly apprehensive: 14%, 23%, 27%, 24%, 25%
At ease: 20%, 24%, 25%, 37%, 41%
Not bothered: 17%, 19%, 24%, 23%, 24%
The staff reporting procedure (appraisal report) is relevant for helping you to understand your work.
The objectives set during your assessment are attainable

<table>
<thead>
<tr>
<th>Year</th>
<th>Totally disagree</th>
<th>Tend to disagree</th>
<th>Tend to agree</th>
<th>Totally agree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>5%</td>
<td>18%</td>
<td>31%</td>
<td>19%</td>
<td>11%</td>
</tr>
<tr>
<td>2013</td>
<td>7%</td>
<td>22%</td>
<td>34%</td>
<td>20%</td>
<td>2%</td>
</tr>
<tr>
<td>2016</td>
<td>20%</td>
<td>31%</td>
<td>38%</td>
<td>15%</td>
<td>3%</td>
</tr>
<tr>
<td>2020</td>
<td>7%</td>
<td>19%</td>
<td>38%</td>
<td>14%</td>
<td>8%</td>
</tr>
<tr>
<td>2022</td>
<td>18%</td>
<td>22%</td>
<td>35%</td>
<td>11%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Totally disagree | Tend to disagree | Tend to agree | Totally agree | Not applicable
You consider that you have the opportunity to negotiate your objectives and to organize your work.
The assessment procedure is an opportunity to express your point of view and your aspirations.
Do you consider that the introduction of a performance-related bonus at the level of the individual employee is a good thing for the QUALITY OF THE WORK produced by the European Patent Office?

![Survey Results]

- **Totally disagree**: 63%, 61%, 28%, 11%, 4%
- **Tend to disagree**: 76%, 68%, 25%, 19%, 19%
- **Tend to agree**: 20%, 19%, 5%, 7%, 10%
- **Totally agree**: 4%, 1%, 1%, 1%, 1%
Do you consider that the introduction of a performance-related bonus at the level of the individual employee is a good thing for YOUR OWN PROFESSIONAL SITUATION?
The individual assessment and the allocation of annual individual rewards generates ...

- Less pressure on individuals: 2010: 2%, 2013: 0%, 2016: 0%, 2020: 0%
- Neither one or nor the other: 2010: 30%, 2013: 25%, 2016: 14%, 2020: 17%
Do you consider that the removal of the automatic step progression and its replacement by a step advancement decided unilaterally by management is a good thing for the QUALITY OF THE WORK PRODUCED BY THE EUROPEAN PATENT OFFICE?
Do you consider that the removal of the automatic step progression and its replacement by a step advancement decided unilaterally by management is a good thing for YOUR OWN PROFESSIONAL SITUATION?
Do you supervise other people's work (including supervision of external personnel)?

<table>
<thead>
<tr>
<th>Year</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>15%</td>
<td>85%</td>
</tr>
<tr>
<td>2013</td>
<td>13%</td>
<td>88%</td>
</tr>
<tr>
<td>2016</td>
<td>11%</td>
<td>89%</td>
</tr>
<tr>
<td>2020</td>
<td>11%</td>
<td>89%</td>
</tr>
<tr>
<td>2022</td>
<td>10%</td>
<td>90%</td>
</tr>
</tbody>
</table>
You believe that you have the necessary resources and authority to carry out supervision
You easily manage to get your subordinates to respect your decisions

![Bar chart showing the percentage of respondents in different years for the statement about managing subordinates to respect decisions.](image-url)
Frequently I am unable to carry out my work correctly because of the following:

- Lack of time: 48%
- Lack of access to information: 9%
- Vague or contradictory information/instructions: 25%
- Transposition of tasks: 8%
- Changes in organisation which are badly explained: 14%
- Changes in organisation which are poorly explained: 17%
- Frequent change in direct or indirect manager: 5%
- Understaffing: 23%
- Insufficient, unsuitable or poorly functioning...: 36%
- Excessive bureaucracy: 18%
- Lack of staff training: 14%
- Problems in collaboration with my interlocutors: 6%
- Other reason(s): 6%
- No, I do not often have such problems: 18%
The main problems in collaboration arise with:

- **My colleagues**: 74% in 2010, 66% in 2013, 56% in 2016, 55% in 2020, 59% in 2022.
- **My managers**: 20% in 2010, 17% in 2013, 27% in 2016, 27% in 2020, 27% in 2022.
- **My subordinates**: 6% in 2010, 7% in 2013, 6% in 2016, 3% in 2020, 6% in 2022.
- **My external partners**: 12% in 2010, 17% in 2013, 6% in 2016, 3% in 2020, 6% in 2022.
- **I do not have any problems in collaboration**: 5% in 2010, 1% in 2013, 6% in 2016, 1% in 2020, 1% in 2022.
In the last three years, your working conditions have:

- **Improved**: 14%, 9%, 3%, 6%, 14%
- **Deteriorated**: 82%, 66%, 56%, 55%, 48%
- **Remained the same**: 0%, 10%, 20%, 30%, 48%

If they improved, it is because of

- Supervision mode: 14%
- Level of objectives set: 11%
- Workload: 2%
- Work organisation: 23%
- Atmosphere: 24%
- Adapted staffing: 10%
- Relocation: 7%
- Layout of working space: 7%
- Workplace equipment: 7%
- Change of unit: 23%
- Change of post: 10%
- Evolution of work content: 14%
- Other: 11%

Yearly distribution from 2010 to 2022.
If they have deteriorated, it is because

- Supervision mode: 27% (2010), 49% (2013), 45% (2016), 45% (2020), 68% (2022)
- Level of objectives set: 30% (2010), 49% (2013), 45% (2016), 45% (2020), 68% (2022)
- Workload: 27% (2010), 49% (2013), 45% (2016), 45% (2020), 68% (2022)
- Work organisation: 30% (2010), 49% (2013), 45% (2016), 45% (2020), 68% (2022)
- Atmosphere: 24% (2010), 49% (2013), 45% (2016), 45% (2020), 68% (2022)
- Adequate staffing: 2% (2010), 8% (2013), 12% (2016), 12% (2020), 14% (2022)
- Relocation: 2% (2010), 8% (2013), 12% (2016), 12% (2020), 14% (2022)
- Layout of working space: 2% (2010), 8% (2013), 12% (2016), 12% (2020), 14% (2022)
- Workplace equipment: 2% (2010), 8% (2013), 12% (2016), 12% (2020), 14% (2022)
- Change of unit: 3% (2010), 8% (2013), 12% (2016), 12% (2020), 14% (2022)
- Change of post: 2% (2010), 8% (2013), 12% (2016), 12% (2020), 14% (2022)
- Evolution of work content: 19% (2010), 49% (2013), 45% (2016), 45% (2020), 68% (2022)
- Other: 14% (2010), 49% (2013), 45% (2016), 45% (2020), 68% (2022)
In your view, the constant reorganizations and restructuring over recent years are:

- Necessary and have a positive effect on my situation: 9% in 2010, 11% in 2013, 12% in 2016, 4% in 2020, 7% in 2022
- Necessary, but have a negative effect on my situation: 3% in 2010, 5% in 2013, 3% in 2016, 7% in 2020, 6% in 2022
- Pointless, but have a positive effect on my situation: 2% in 2010, 0% in 2013, 2% in 2016, 0% in 2020, 0% in 2022
- Pointless and have a negative effect on my situation: 0% in 2010, 20% in 2013, 17% in 2016, 81% in 2020, 72% in 2022
- Not concerned: 100% in 2010, 100% in 2013, 100% in 2016, 100% in 2020, 100% in 2022
My dedication to my work often means that:

- I start thinking about problems at work as soon as I get up in the morning
- When I put something off that I should have done the same day, I have trouble sleeping
- I am still thinking about work when I go to bed
- My family and friends tell me that I devote myself too much to my work
- When I go home, I find it easy to relax and to forget about work

Here are the percentage distributions for each statement from 2010 to 2022:

- 2022:
  - None of the above: 17%
  - I start thinking about problems at work as soon as I get up in the morning: 29%
  - When I put something off that I should have done the same day, I have trouble sleeping: 43%
  - I am still thinking about work when I go to bed: 41%
  - My family and friends tell me that I devote myself too much to my work: 28%
  - When I go home, I find it easy to relax and to forget about work: 14%
  - I start thinking about problems at work as soon as I get up in the morning: 26%

- 2020:
  - None of the above: 17%
  - I start thinking about problems at work as soon as I get up in the morning: 29%
  - When I put something off that I should have done the same day, I have trouble sleeping: 44%
  - I am still thinking about work when I go to bed: 43%
  - My family and friends tell me that I devote myself too much to my work: 29%
  - When I go home, I find it easy to relax and to forget about work: 13%
  - I start thinking about problems at work as soon as I get up in the morning: 27%

- 2016:
  - None of the above: 17%
  - I start thinking about problems at work as soon as I get up in the morning: 29%
  - When I put something off that I should have done the same day, I have trouble sleeping: 43%
  - I am still thinking about work when I go to bed: 41%
  - My family and friends tell me that I devote myself too much to my work: 28%
  - When I go home, I find it easy to relax and to forget about work: 14%
  - I start thinking about problems at work as soon as I get up in the morning: 26%

- 2013:
  - None of the above: 17%
  - I start thinking about problems at work as soon as I get up in the morning: 29%
  - When I put something off that I should have done the same day, I have trouble sleeping: 43%
  - I am still thinking about work when I go to bed: 41%
  - My family and friends tell me that I devote myself too much to my work: 28%
  - When I go home, I find it easy to relax and to forget about work: 14%
  - I start thinking about problems at work as soon as I get up in the morning: 26%

- 2010:
  - None of the above: 17%
  - I start thinking about problems at work as soon as I get up in the morning: 29%
  - When I put something off that I should have done the same day, I have trouble sleeping: 43%
  - I am still thinking about work when I go to bed: 41%
  - My family and friends tell me that I devote myself too much to my work: 28%
  - When I go home, I find it easy to relax and to forget about work: 14%
  - I start thinking about problems at work as soon as I get up in the morning: 26%
I find the work atmosphere at the level of the team/service group to be globally
I find the work atmosphere at the level of the EPO to be globally
When I encounter difficulties in my job I can easily find help or moral support from:

- My colleagues: 93%
- My subordinates: 5%
- My management: 28%
- Human Resources: 10%
- The Occupational Health Service: 18%
- Trade Unions or Staff Representatives: 29%

Yearly distribution from 2010 to 2022:
- 2010: 8% My colleagues, 6% My subordinates, 12% My management, 10% Human Resources, 15% The Occupational Health Service, 7% Trade Unions or Staff Representatives
- 2013: 9% My colleagues, 4% My subordinates, 18% My management, 12% Human Resources, 15% The Occupational Health Service, 7% Trade Unions or Staff Representatives
- 2016: 28% My colleagues, 4% My subordinates, 35% My management, 9% Human Resources, 15% The Occupational Health Service, 7% Trade Unions or Staff Representatives
- 2020: 44% My colleagues, 4% My subordinates, 48% My management, 12% Human Resources, 15% The Occupational Health Service, 7% Trade Unions or Staff Representatives
- 2022: 94% My colleagues, 4% My subordinates, 93% My management, 5% Human Resources, 9% The Occupational Health Service, 5% Trade Unions or Staff Representatives
Do you work outside the hours provided for by the regulations governing your working hours?

<table>
<thead>
<tr>
<th>Category</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, weekends and public holidays</td>
<td>11%</td>
<td>14%</td>
<td>15%</td>
<td>15%</td>
<td>26%</td>
</tr>
<tr>
<td>Yes, late in the evening or at night</td>
<td>19%</td>
<td>24%</td>
<td>32%</td>
<td>36%</td>
<td>55%</td>
</tr>
<tr>
<td>Yes, during holidays</td>
<td>5%</td>
<td>6%</td>
<td>9%</td>
<td>8%</td>
<td>16%</td>
</tr>
<tr>
<td>No</td>
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</tbody>
</table>
If so, how often do you work outside the contractual hours:

- Rarely: 35% (2010), 33% (2013), 28% (2016), 25% (2020), 27% (2022)
- Regularly: 57% (2010), 59% (2013), 60% (2016), 60% (2020), 61% (2022)
- Constantly: 8% (2010), 8% (2013), 12% (2016), 15% (2020), 13% (2022)
Do you get sufficient time to recover between particularly busy periods of work (for example, between two assignments or projects)?

![Bar chart showing percentages of responses from 2010 to 2022.](chart.png)
The Human Resources Department (DG 4) supports you in your professional and social environment.
Your access to professional training is adequate
Over the last 12 months in your job, have you been confronted with verbal aggression, threats, or blackmail?

- Never: 82% (2010), 74% (2013), 16% (2016), 5% (2020), 1% (2022)
- Once: 81% (2010), 3% (2013), 7% (2016), 9% (2020), 2% (2022)
- On many occasions: 13% (2010), 13% (2013), 13% (2016), 5% (2020), 1% (2022)
- Constantly: 1% (2010), 1% (2013), 1% (2016), 1% (2020), 1% (2022)
The verbal aggression, threats or blackmail was/were by:

- **Your manager**
  - 2010: 35%
  - 2013: 42%
  - 2016: 41%
  - 2020: 44%
  - 2022: 42%

- **Another member of management or of the administration**
  - 2010: 31%
  - 2013: 30%
  - 2016: 42%
  - 2020: 34%
  - 2022: 42%

- **Colleagues**
  - 2010: 35%
  - 2013: 44%
  - 2016: 38%
  - 2020: 47%
  - 2022: 47%

- **Subordinates**
  - 2010: 3%
  - 2013: 1%
  - 2016: 3%
  - 2020: 1%
  - 2022: 3%

- **People outside the EPO**
  - 2010: 122%
Over the last 12 months in your job, have you been confronted with physical aggression or intimidation?
This physical aggression or intimidation was (were) by:

- **Your manager**: 36% (2010), 41% (2013), 37% (2016), 36% (2020), 48% (2022)
- **Another member of management or of the administration**: 36% (2010), 36% (2013), 37% (2016), 37% (2020), 42% (2022)
- **Colleagues**: 18% (2010), 18% (2013), 39% (2016), 42% (2020), 42% (2022)
- **Subordinates**: 0% (2010), 0% (2013), 33% (2016), 33% (2020), 33% (2022)
- **People outside the EPO**: 2% (2010), 2% (2013), 2% (2016), 2% (2020), 2% (2022)
Made me feel isolated from the rest of my colleagues

- 53% Never
- 18% Almost never
- 11% Rarely
- 11% Sometimes
- 3% Often
- 2% Very Often
- 1% Always
Denigrate me, make me feel incompetent

![Bar chart showing percentage of respondents feeling denigrated by year]

- **Never**: 53%
- **Almost never**: 19%
- **Rarely**: 10%
- **Sometimes**: 11%
- **Often**: 3%
- **Very Often**: 3%
- **Always**: 1%

Yearly data from 2010 to 2022.
Give me the impression that it is “always my fault”

- Never: 58%
- Almost never: 16%
- Rarely: 10%
- Sometimes: 8%
- Often: 3%
- Very Often: 3%
- Always: 2%
Make me feel « uncomfortable » or even sometimes scare me
I am in good terms with interlocutors "other than my colleagues" (public, clients, users)
I know what to do when in contact with people suffering (colleagues...)

- Disagree and it bothers me: 4%
- Disagree: 31%
- Agree: 59%
- Agree and I appreciate: 6%
I can express my emotions

- Disagree and it bothers me: 9%
- Agree: 37%
- Agree and I appreciate: 50%
In my daily work, I do not feel any fear or deep concern.
The economic situation of the EPO is favorable
The image of the EPO is favorable
Does the EPO's role and development interest you?
The EPO's current work is in line with the spirit and values of the European Patent Convention
Were you proud to work for the European Patent Office before?

- No, not proud at all
- No, not particularly proud
- Yes, fairly proud
- Yes, very proud

Yearly percentages:
- 2010: 1% 1% 0% 1% 1%
- 2013: 6% 6% 4% 5% 6%
- 2016: 49% 46% 40% 44% 47%
- 2020: 44% 47% 44% 47% 49%
- 2022: 59% 54% 59% 54% 49%
Are you proud to work for the European Patent Office now?

- No, not proud at all
- No, not particularly proud
- Yes, fairly proud
- Yes, very proud

I feel confident regarding the evolution of my employment conditions (security, remuneration, benefits, etc.)
I feel confident regarding the changes in the content of my job.
I feel confident regarding a potential change of job

- Disagree and it bothers me: 24%
- Disagree: 47%
- Agree: 25%
- Agree and I appreciate: 4%
In the last 3 years, how many times has the operational organigram been restructured around your post within the EPO?

- Never: 19%
- Once: 30%
- Twice: 34%
- Three times or more: 18%
In the last 3 years, how many times have you changed post within the European Patent Office?

- Never: 79% (2010), 82% (2013), 80% (2016), 83% (2020), 82% (2022)
- Once: 15% (2010), 14% (2013), 16% (2016), 13% (2020), 15% (2022)
- Twice: 5% (2010), 3% (2013), 3% (2016), 3% (2020), 2% (2022)
- Three times or more: 2% (2010), 1% (2013), 1% (2016), 1% (2020), 1% (2022)
In your view, this/these change(s)/reorganization(s) was/were:

Useful
- 2010: 81%
- 2013: 73%
- 2016: 62%
- 2020: 59%
- 2022: 14%

Pointless
- 2010: 0%
- 2013: 19%
- 2016: 27%
- 2020: 19%
- 2022: 41%

Total:
- 2010: 86%
- 2013: 86%
- 2016: 89%
- 2020: 86%
- 2022: 86%
This/those change(s)/reorganization(s) was/were:

Desired by you

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>70%</td>
<td>62%</td>
<td>61%</td>
<td>52%</td>
<td>9%</td>
</tr>
</tbody>
</table>

Not desired by you

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9%</td>
<td>38%</td>
<td>40%</td>
<td>48%</td>
<td>92%</td>
</tr>
</tbody>
</table>
You viewed these changes as a positive development in your career
You received appropriate training for these job changes
You think that in three years' time:

- You will still be working in the same post: 62%, 59%, 51%, 55%, 57%
- You will have chosen to move to another post: 9%, 9%, 6%, 7%, 6%
- You will have been forced to move to another post: 6%, 9%, 8%, 8%, 6%
- You will have been led to leave the European Patent Office: 5%, 6%, 10%, 12%, 2%
- Don't know: 19%, 17%, 19%, 19%, 9%
Ideally, in three years' time:

- You will still be working in the same post within the European Patent Office: 56% (2010), 55% (2013), 53% (2016), 53% (2020), 53% (2022)
- You will have moved to another post within the European Patent Office: 27% (2010), 24% (2013), 16% (2016), 7% (2020), 14% (2022)
- You want to leave the European Patent Office for a similar job: 14% (2010), 4% (2013), 4% (2016), 2% (2020), 11% (2022)
- You want to leave the European Patent Office for a different job: 17% (2010), 7% (2013), 8% (2016), 4% (2020), 14% (2022)
- Don't know: 11% (2010), 1% (2013), 1% (2016), 1% (2020), 1% (2022)
The location where I work is satisfactory (living environment, surroundings...)

- Disagree and it bothers me: 6%
- Disagree: 11%
- Agree: 54%
- Agree and I appreciate: 29%
Transportation to reach my office is satisfactory (time, complications, parking...)

- Disagree and it bothers me: 3%
- Disagree: 6%
- Agree: 56%
- Agree and I appreciate: 35%
The premises are adequate (meeting rooms, relaxation area...)

- Disagree and it bothers me: 5%
- Disagree: 13%
- Agree: 54%
- Agree and I appreciate: 29%
My workplace is adequate (office, open space)

- Disagree and it bothers me: 4%
- Disagree: 8%
- Agree: 53%
- Agree and I appreciate: 35%
My working tools are adequate (equipment, IT hardware...)

Disagree and it bothers me: 7%
Disagree: 16%
Agree: 53%
Agree and I appreciate: 24%
I perform my job by teleworking

- 2010: 0%
- 2013: 0%
- 2016: 0%
- 2020: 0%
- 2022: 12%

89% Yes
12% No
Home work environment
The location where I work is satisfactory (living environment, surroundings...)

Disagree and it bothers me: 4%
Disagree: 10%
Agree: 48%
Agree and I appreciate: 38%
Home work environment
My working space is adequate
Home work environment
My workplace is adequate

- 2010: 5%
- 2013: 13%
- 2016: 48%
- 2020: 35%
- 2022: 35%

Disagree and it bothers me: 5%
Disagree: 13%
Agree: 48%
Agree and I appreciate: 35%
Home work environment
My working tools are adequate (equipment, IT hardware...)

- Disagree and it bothers me: 6%
- Disagree: 15%
- Agree: 51%
- Agree and I appreciate: 28%
The most important POSITIVE impacts of teleworking are:

- Quality of personal life: 46%
- Quality of family life: 50%
- Less stress with transportation: 46%
- Less physical fatigue with transportation: 15%
- Personal costs related to transportation: 9%
- Relationship with management: 1%
- Relationship with colleagues: 1%
- Freedom with time management: 1%
- Productivity for the EPO: 10%
- Quality of work produced: 4%
- Overall working time: 5%
- Perceived workload: 2%
- Fewer or shorter breaks: 2%
- Sense of belonging: 0%

The chart shows the percentage of teleworkers who reported these impacts over different years (2010, 2013, 2016, 2020, 2022).
The most important NEGATIVE impacts of teleworking are:

- Quality of personal life: 8%
- Quality of family life: 4%
- Relationship with management: 8%
- Relationship with colleagues: 6%
- Time management constraints: 6%
- Productivity for the EPO: 4%
- Reduced quality of work produced: 4%
- Overall working time: 71%
- Personal costs related to teleworking: 29%
- Perceived workload: 23%
- Fewer or shorter breaks: 15%
- Feeling of guilt (idleness, slowness, etc.): 20%
- Feeling of isolation: 47%
How do you perform teleworking:

- I do not telework: 8%
- Partially at home (1-2 days): 10%
- Partially at home (3-4 days): 21%
- 100% teleworking from the country of employment: 54%
- 100% teleworking abroad for a long time during the pandemic: 8%
At the moment, I am able to cope with challenges/stress that I feel facing the coronavirus
Do you have all what you need during your whole teleworking day (chairs, tables, screens, printer, etc.)
Do you feel supported by the EPO regarding software solutions supporting telework?

<table>
<thead>
<tr>
<th>Year</th>
<th>Totally disagree</th>
<th>Tend to disagree</th>
<th>Neutral</th>
<th>Tend to agree</th>
<th>Totally agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>9%</td>
<td>17%</td>
<td>22%</td>
<td>37%</td>
<td>15%</td>
</tr>
<tr>
<td>2013</td>
<td>10%</td>
<td>20%</td>
<td>25%</td>
<td>30%</td>
<td>15%</td>
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<tr>
<td>2016</td>
<td>10%</td>
<td>20%</td>
<td>25%</td>
<td>30%</td>
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<tr>
<td>2020</td>
<td>10%</td>
<td>20%</td>
<td>25%</td>
<td>30%</td>
<td>15%</td>
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<tr>
<td>2022</td>
<td>10%</td>
<td>20%</td>
<td>25%</td>
<td>30%</td>
<td>15%</td>
</tr>
</tbody>
</table>
Do/did you feel well supported by the EPO regarding your well-being during the pandemic?
Have you felt very tired in the last 12 months, as a result of your work?
Have you felt very stressed in the last 12 months, as a result of your work?

- Never: 3%
- Rarely: 31%
- Very Often: 49%
- Always: 17%
I feel tired

<table>
<thead>
<tr>
<th>Frequency</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>2%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Almost never</td>
<td>5%</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Rarely</td>
<td>9%</td>
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<td></td>
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<tr>
<td>Sometimes</td>
<td>24%</td>
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<tr>
<td>Often</td>
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<td></td>
<td>28%</td>
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<tr>
<td>Very Often</td>
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<td></td>
<td></td>
<td></td>
<td>20%</td>
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<tr>
<td>Always</td>
<td></td>
<td></td>
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<td></td>
<td>12%</td>
</tr>
</tbody>
</table>
I feel disappointed by some people

- 5% Never
- 11% Almost never
- 16% Rarely
- 32% Sometimes
- 16% Often
- 14% Very Often
- 7% Always
I feel desparate

- Never: 28%
- Almost never: 18%
- Rarely: 17%
- Sometimes: 19%
- Often: 8%
- Very Often: 6%
- Always: 4%
I feel "under pressure"
I feel physically weak or ill

Never: 17% 17% 18% 23% 12% 7% 5%
Almost never: 17% 17% 18% 23% 12% 7% 5%
Rarely: 17% 17% 18% 23% 12% 7% 5%
Sometimes: 23% 12% 7% 5%
Often: 23% 12% 7% 5%
Very Often: 23% 12% 7% 5%
Always: 23% 12% 7% 5%
I feel "without value" or "failing"
I have difficulty sleeping

<table>
<thead>
<tr>
<th>Frequency</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
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<tbody>
<tr>
<td>Never</td>
<td>17%</td>
<td>17%</td>
<td>18%</td>
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<td>Almost never</td>
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<td>Rarely</td>
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<td>Often</td>
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<td>12%</td>
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<td>Very Often</td>
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<td>Always</td>
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</tbody>
</table>
I feel let down or abandoned

<table>
<thead>
<tr>
<th>Frequency</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
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<tbody>
<tr>
<td>Never</td>
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<td>Almost never</td>
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<td>Rarely</td>
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<td>Very Often</td>
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<td>Always</td>
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</table>

- 26% in 2010
- 17% in 2013
- 17% in 2016
- 19% in 2020
- 10% in 2022
I feel depressed

<table>
<thead>
<tr>
<th>Frequency</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>27%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Almost never</td>
<td>0%</td>
<td>16%</td>
<td>15%</td>
<td>20%</td>
<td>11%</td>
</tr>
<tr>
<td>Rarely</td>
<td>15%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sometimes</td>
<td>16%</td>
<td>15%</td>
<td>20%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Often</td>
<td>11%</td>
<td></td>
<td></td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>Very Often</td>
<td>6%</td>
<td></td>
<td></td>
<td></td>
<td>6%</td>
</tr>
<tr>
<td>Always</td>
<td>5%</td>
<td></td>
<td></td>
<td></td>
<td>5%</td>
</tr>
</tbody>
</table>
I can say "enough is enough"
Compared to others of your own age, would you say that your health is:

- **Good**: 2010: 49%, 2013: 45%, 2016: 45%, 2020: 41%, 2022: 37%
- **Average**: 2010: 24%, 2013: 27%, 2016: 29%, 2020: 32%, 2022: 11%
- **Poor**: 2010: 5%, 2013: 6%, 2016: 7%, 2020: 8%, 2022: 5%
Compared to three years ago, would you say that your health has:

- **Improved**
  - 2010: 9%
  - 2013: 9%
  - 2016: 5%
  - 2020: 5%
  - 2022: 5%

- **Remained the same**
  - 2010: 54%
  - 2013: 55%
  - 2016: 51%
  - 2020: 46%
  - 2022: 38%

- **Deteriorated**
  - 2010: 0%
  - 2013: 10%
  - 2016: 20%
  - 2020: 36%
  - 2022: 44%
Do you think that your current work life affects your health?

- No, my current work life does not effect my health
- Yes, my current work life has a positive effect on my health
- Yes, my current work life has a negative effect on my health

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2013</th>
<th>2016</th>
<th>2020</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>No, my current work life does not effect my health</td>
<td>49%</td>
<td>45%</td>
<td>32%</td>
<td>11%</td>
<td>4%</td>
</tr>
<tr>
<td>Yes, my current work life has a positive effect on my health</td>
<td>38%</td>
<td>9%</td>
<td>5%</td>
<td>5%</td>
<td>6%</td>
</tr>
<tr>
<td>Yes, my current work life has a negative effect on my health</td>
<td>32%</td>
<td>27%</td>
<td>4%</td>
<td>5%</td>
<td>6%</td>
</tr>
</tbody>
</table>
How many days of sick leave did this amount to in total over the last 12 months?
Do you feel, or have you felt, in the last 12 months, very tired or stressed as a result of your work?
What do you generally do when you are feeling really tired or stressed as a result of your work, or when you're fed up or you've had as much as you can take?

- I exercise
- I go see the doctor
- I take medication (sleeping pills, tranquillisers, etc.)
- I tend to sleep more
- I tend to eat more
- I tend to smoke or drink more

Yearly statistics from 2010 to 2022:

- 2010:
  - I exercise: 62%
  - I go see the doctor: 12%
  - I take medication: 6%
  - I tend to sleep more: 35%
  - I tend to eat more: 28%
  - I tend to smoke or drink more: 12%

- 2013:
  - I exercise: 64%
  - I go see the doctor: 11%
  - I take medication: 6%
  - I tend to sleep more: 38%
  - I tend to eat more: 30%
  - I tend to smoke or drink more: 12%

- 2016:
  - I exercise: 64%
  - I go see the doctor: 11%
  - I take medication: 6%
  - I tend to sleep more: 47%
  - I tend to eat more: 38%
  - I tend to smoke or drink more: 9%

- 2020:
  - I exercise: 59%
  - I go see the doctor: 10%
  - I take medication: 9%
  - I tend to sleep more: 43%
  - I tend to eat more: 38%
  - I tend to smoke or drink more: 9%

- 2022:
  - I exercise: 56%
  - I go see the doctor: 12%
  - I take medication: 9%
  - I tend to sleep more: 46%
  - I tend to eat more: 40%
  - I tend to smoke or drink more: 9%
My commitment level to the EPO is:

- Very low: 10%
- Rather low: 31%
- Rather high: 45%
- Very high: 14%
Considering my overall work situation, I am:

- **Not at all satisfied**: 2% (2010), 11% (2013), 18% (2016), 55% (2020), 14% (2022)
- **Not particularly satisfied**: 14% (2010), 13% (2013), 26% (2016), 28% (2020), 21% (2022)
- **Quite satisfied**: 29% (2010), 29% (2013), 27% (2016), 28% (2020), 32% (2022)
- **Completely satisfied**: 14% (2010), 14% (2013), 28% (2016), 44% (2020), 45% (2022)

*In 2022 the "neutral" modality was not offered to respondents*
I could recommend the EPO as an employer to a friend.