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Section:	**Identification Variable**				
Variable Name:	**PSEQID**	*Position:*	1	*Length:*	5

Randomly generated sequence number

Section:	**My Job World**				
Variable Name:	**Q001**	*Position:*	6	*Length:*	1

I have the materials and equipment I need to do my job.

		FREQ	WTD
1	Strongly agree	29,742	29,137
2	Mostly agree	54,802	54,860
3	Mostly disagree	7,220	7,523
4	Strongly disagree	2,518	2,729
5	Not applicable	56	60
7	Don't know	98	101
9	Not stated	574	566
		======	=========
		95,010	94,976

Variable Name:	**Q002**	*Position:*	7	*Length:*	1

The material and tools provided for my work, including software and other automated tools, are available in the official language of my choice.

		FREQ	WTD
1	Strongly agree	62,059	61,326
2	Mostly agree	25,606	26,036
3	Mostly disagree	3,868	3,933
4	Strongly disagree	1,620	1,658
5	Not applicable	913	1,054
7	Don't know	631	648
9	Not stated	313	321
		======	=========
		95,010	94,976

Variable Name: **Q003**   *Position:* 8   *Length:* 1

When I prepare written materials, including electronic mail, I feel free to use the official language of my choice.

		FREQ	WTD
1	Strongly agree	58,681	58,517
2	Mostly agree	23,490	23,565
3	Mostly disagree	7,048	6,894
4	Strongly disagree	3,428	3,337
5	Not applicable	1,746	2,019
7	Don't know	238	261
9	Not stated	379	383
		======	=========
		95,010	94,976

Variable Name: **Q004**   *Position:* 9   *Length:* 1

I am familiar with the provisions of my collective agreement.

		FREQ	WTD
1	Strongly agree	19,858	19,747
2	Mostly agree	51,611	51,720
3	Mostly disagree	12,660	12,803
4	Strongly disagree	3,002	3,042
5	Not applicable	4,863	4,567
7	Don't know	2,358	2,436
9	Not stated	658	662
		======	=========
		95,010	94,976

Variable Name: **Q005**   *Position:* 10   *Length:* 1

I am classified fairly (my current group and level) compared with others doing similar work in my organization or elsewhere in the Public Service.

		FREQ	WTD
1	Strongly agree	15,509	15,183
2	Mostly agree	32,761	32,560
3	Mostly disagree	18,340	18,405
4	Strongly disagree	22,788	23,135
5	Not applicable	437	439
7	Don't know	4,663	4,730
9	Not stated	512	523
		======	=========
		95,010	94,976

Variable Name:	**Q006**	Position:	11	Length:	1

I feel pressured by others to work more than my regular hours.

		FREQ	WTD
1	Strongly agree	7,676	7,520
2	Mostly agree	14,846	14,598
3	Mostly disagree	31,346	31,362
4	Strongly disagree	34,260	34,487
5	Not applicable	5,727	5,826
7	Don't know	646	666
9	Not stated	509	516
		======	=========
		95,010	94,976

Variable Name:	**Q007**	Position:	12	Length:	1

I feel I can claim overtime compensation (in money or in leave) for the overtime hours that I work.

		FREQ	WTD
1	Strongly agree	27,942	28,641
2	Mostly agree	30,723	30,806
3	Mostly disagree	12,539	12,253
4	Strongly disagree	13,011	12,681
5	Not applicable	8,278	8,087
7	Don't know	2,075	2,061
9	Not stated	442	447
		======	=========
		95,010	94,976

Variable Name:	**Q008**	Position:	13	Length:	1

I am satisfied with my current work arrangement (e.g., regular hours, telework, compressed work week).

		FREQ	WTD
1	Strongly agree	39,224	38,924
2	Mostly agree	43,532	43,391
3	Mostly disagree	7,407	7,521
4	Strongly disagree	3,798	4,066
5	Not applicable	322	323
7	Don't know	193	202
9	Not stated	534	549
		======	=========
		95,010	94,976

Variable Name: **Q009A**   *Position:*   14   *Length:*   1

Do you currently work according to any of the following alternate working arrangements?
Compressed work week

		FREQ	WTD
1	Yes	17,184	17,143
2	No	74,432	74,277
9	Not stated	3,394	3,557
		======	=========
		95,010	94,976

Variable Name: **Q009B**   *Position:*   15   *Length:*   1

Do you currently work according to any of the following alternate working arrangements? Flexible
work schedule (i.e., variable start and end times)

		FREQ	WTD
1	Yes	30,442	30,019
2	No	59,796	60,071
9	Not stated	4,772	4,887
		======	=========
		95,010	94,976

Variable Name: **Q009C**   *Position:*   16   *Length:*   1

Do you currently work according to any of the following alternate working arrangements?
Telework

		FREQ	WTD
1	Yes	4,810	4,647
2	No	83,532	83,478
9	Not stated	6,668	6,851
		======	=========
		95,010	94,976

Variable Name: **Q009D**   *Position:*   17   *Length:*   1

Do you currently work according to any of the following alternate working arrangements? Job
sharing

		FREQ	WTD
1	Yes	1,513	1,623
2	No	86,575	86,278
9	Not stated	6,922	7,075
		======	=========
		95,010	94,976

| Variable Name: | **Q009E** | Position: | 18 | Length: | 1 |

Do you currently work according to any of the following alternate working arrangements? Income averaging

		FREQ	WTD
1	Yes	2,950	3,054
2	No	85,120	84,820
9	Not stated	6,940	7,102
		======	=========
		95,010	94,976

| Variable Name: | **Q012A** | Position: | 19 | Length: | 1 |

I feel that the quality of my work suffers because of... Constantly changing priorities

		FREQ	WTD
1	Always	9,373	9,482
2	Often	25,566	25,458
3	Sometimes	38,114	37,904
4	Rarely or never	18,492	18,607
5	Not applicable	2,135	2,175
7	Don't know	567	572
9	Not stated	763	779
		======	=========
		95,010	94,976

| Variable Name: | **Q012B** | Position: | 20 | Length: | 1 |

I feel that the quality of my work suffers because of... Lack of stability in the organization

		FREQ	WTD
1	Always	10,769	11,036
2	Often	22,111	22,177
3	Sometimes	31,914	31,716
4	Rarely or never	25,463	25,238
5	Not applicable	2,519	2,547
7	Don't know	1,420	1,432
9	Not stated	814	830
		======	=========
		95,010	94,976

Variable Name:	**Q012C**	Position:	21	Length:	1

I feel that the quality of my work suffers because of... Too many approval stages

		FREQ	WTD
1	Always	11,356	11,480
2	Often	21,563	21,554
3	Sometimes	31,876	31,690
4	Rarely or never	23,900	23,770
5	Not applicable	3,687	3,745
7	Don't know	1,747	1,821
9	Not stated	881	916
		======	=========
		95,010	94,976

Variable Name:	**Q012D**	Position:	22	Length:	1

I feel that the quality of my work suffers because of... Unreasonable deadlines

		FREQ	WTD
1	Always	7,089	7,039
2	Often	19,531	19,091
3	Sometimes	36,617	36,339
4	Rarely or never	27,477	27,994
5	Not applicable	2,744	2,880
7	Don't know	729	774
9	Not stated	823	862
		======	=========
		95,010	94,976

Variable Name:	**Q012E**	Position:	23	Length:	1

I feel that the quality of my work suffers because of... Having to do the same or more work, but with fewer resources

		FREQ	WTD
1	Always	15,169	15,116
2	Often	24,888	24,704
3	Sometimes	28,444	28,380
4	Rarely or never	21,468	21,656
5	Not applicable	3,160	3,208
7	Don't know	1,139	1,142
9	Not stated	742	771
		======	=========
		95,010	94,976

Variable Name:	**Q013**	*Position:*	24	*Length:*	1

I can complete my assigned workload during my regular working hours.

		FREQ	WTD
1	Always	13,030	13,602
2	Often	39,525	39,685
3	Sometimes	24,785	24,600
4	Rarely or never	16,398	15,753
5	Not applicable	774	821
7	Don't know	123	123
9	Not stated	375	393
		======	=========
		95,010	94,976

Variable Name:	**Q014**	*Position:*	25	*Length:*	1

I can balance my personal, family and work needs in my current job.

		FREQ	WTD
1	Always	23,092	23,323
2	Often	40,608	40,355
3	Sometimes	23,556	23,376
4	Rarely or never	6,695	6,810
5	Not applicable	504	535
7	Don't know	176	182
9	Not stated	379	396
		======	=========
		95,010	94,976

Variable Name:	**Q015**	*Position:*	26	*Length:*	1

In the past year, I was compensated for the overtime worked (in money or in leave).

		FREQ	WTD
1	Always	33,512	34,811
2	Often	12,653	12,630
3	Sometimes	13,322	12,989
4	Rarely or never	15,610	14,980
5	Not applicable	19,122	18,749
7	Don't know	381	390
9	Not stated	410	427
		======	=========
		95,010	94,976

Variable Name:	**Q016**	*Position:*	27	*Length:*	1

I am encouraged to be innovative or to take initiative in my work.

		FREQ	WTD
1	Always	23,949	23,516
2	Often	31,520	31,154
3	Sometimes	24,138	24,286
4	Rarely or never	13,767	14,349
5	Not applicable	797	817
7	Don't know	419	420
9	Not stated	420	433
		======	=========
		95,010	94,976

Variable Name:	**Q017**	*Position:*	28	*Length:*	1

The training offered by my department is available in the official language of my choice.

		FREQ	WTD
1	Always	63,155	62,956
2	Often	16,510	16,328
3	Sometimes	5,739	5,788
4	Rarely or never	2,925	3,090
5	Not applicable	2,863	2,925
7	Don't know	3,428	3,482
9	Not stated	390	408
		======	=========
		95,010	94,976

Variable Name:	**Q018**	*Position:*	29	*Length:*	1

I have a say in decisions and actions that have an impact on my work.

		FREQ	WTD
1	Always	11,016	10,758
2	Often	31,420	30,721
3	Sometimes	33,727	33,839
4	Rarely or never	17,333	18,101
5	Not applicable	571	591
7	Don't know	576	585
9	Not stated	367	381
		======	=========
		95,010	94,976

Section: **Communication with supervisor**

Variable Name: **Q019**   *Position:* 30   *Length:* 1

I receive useful feedback from my immediate supervisor on my job performance.

		FREQ	WTD
1	Strongly agree	19,371	19,112
2	Mostly agree	45,603	45,506
3	Mostly disagree	17,609	17,706
4	Strongly disagree	10,013	10,221
5	Not applicable	862	863
7	Don't know	1,039	1,046
9	Not stated	513	521
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

Variable Name: **Q020**   *Position:* 31   *Length:* 1

I can count on my immediate supervisor to keep his or her promises.

		FREQ	WTD
1	Strongly agree	28,142	27,647
2	Mostly agree	45,749	45,710
3	Mostly disagree	10,385	10,601
4	Strongly disagree	6,109	6,369
5	Not applicable	746	754
7	Don't know	3,345	3,350
9	Not stated	534	546
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

Variable Name: **Q021**   *Position:* 32   *Length:* 1

I get adequate recognition from my immediate supervisor when I do a good job.

		FREQ	WTD
1	Strongly agree	25,700	25,255
2	Mostly agree	42,212	42,125
3	Mostly disagree	15,530	15,726
4	Strongly disagree	8,446	8,725
5	Not applicable	531	536
7	Don't know	1,909	1,916
9	Not stated	682	694
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

| Variable Name: | **Q022** | Position: | 33 | Length: | 1 |

My immediate supervisor keeps me informed about the issues affecting my work.

		FREQ	WTD
1	Strongly agree	23,585	23,176
2	Mostly agree	46,131	46,023
3	Mostly disagree	15,500	15,702
4	Strongly disagree	7,729	7,961
5	Not applicable	381	388
7	Don't know	967	990
9	Not stated	717	738
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

| Variable Name: | **Q023** | Position: | 34 | Length: | 1 |

When I communicate with my immediate supervisor, I feel free to use the official language of my choice.

		FREQ	WTD
1	Strongly agree	70,883	70,649
2	Mostly agree	13,957	14,105
3	Mostly disagree	2,959	2,919
4	Strongly disagree	3,174	3,160
5	Not applicable	3,229	3,304
7	Don't know	354	374
9	Not stated	454	464
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

| Variable Name: | **Q024** | Position: | 35 | Length: | 1 |

My immediate supervisor and I discuss the results I am expected to achieve.

		FREQ	WTD
1	Strongly agree	21,142	20,852
2	Mostly agree	42,734	42,623
3	Mostly disagree	19,016	19,121
4	Strongly disagree	9,015	9,219
5	Not applicable	1,446	1,482
7	Don't know	1,144	1,155
9	Not stated	513	524
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

| *Variable Name:* | **Q025** | *Position:* | 36 | *Length:* | 1 |

I feel that I can disagree with my immediate supervisor on work-related issues without fear of reprisal.

		FREQ	WTD
1	Strongly agree	31,320	30,725
2	Mostly agree	41,491	41,503
3	Mostly disagree	10,764	10,983
4	Strongly disagree	7,441	7,737
5	Not applicable	662	673
7	Don't know	2,811	2,821
9	Not stated	521	534
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

| *Variable Name:* | **Q026** | *Position:* | 37 | *Length:* | 1 |

My immediate supervisor assesses my work against identified goals and objectives.

		FREQ	WTD
1	Strongly agree	19,454	19,135
2	Mostly agree	39,432	39,408
3	Mostly disagree	16,635	16,673
4	Strongly disagree	8,979	9,089
5	Not applicable	2,094	2,109
7	Don't know	7,728	7,859
9	Not stated	688	704
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

| *Variable Name:* | **Q027** | *Position:* | 38 | *Length:* | 1 |

If I were to suggest ways to improve how we do things, my immediate supervisor would take them seriously.

		FREQ	WTD
1	Strongly agree	33,510	32,788
2	Mostly agree	40,765	40,771
3	Mostly disagree	10,813	11,135
4	Strongly disagree	5,379	5,680
5	Not applicable	403	405
7	Don't know	3,582	3,624
9	Not stated	558	572
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

Variable Name:	**Q028**	*Position:*	39	*Length:*	1

My immediate supervisor distributes the work fairly.

		FREQ	WTD
1	Strongly agree	23,016	22,727
2	Mostly agree	43,112	43,161
3	Mostly disagree	12,230	12,333
4	Strongly disagree	6,729	6,949
5	Not applicable	5,681	5,584
7	Don't know	3,650	3,613
9	Not stated	592	609
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

Variable Name:	**Q029**	*Position:*	40	*Length:*	1

Subject to operational requirements, my immediate supervisor supports the use of flexible work arrangements (e.g., flexible hours, compressed work weeks, telework).

		FREQ	WTD
1	Strongly agree	33,526	32,651
2	Mostly agree	32,613	32,304
3	Mostly disagree	8,076	8,223
4	Strongly disagree	6,088	6,414
5	Not applicable	7,225	7,821
7	Don't know	6,896	6,959
9	Not stated	586	604
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

Variable Name:	**Q030**	*Position:*	41	*Length:*	1

My immediate supervisor helps me determine my learning needs.

		FREQ	WTD
1	Strongly agree	14,990	14,712
2	Mostly agree	35,839	35,607
3	Mostly disagree	22,931	22,960
4	Strongly disagree	12,772	13,147
5	Not applicable	4,289	4,318
7	Don't know	3,492	3,527
9	Not stated	697	705
		======	=========
		95,010	94,976

Note: Your immediate supervisor is the person who evaluates your work performance.

Variable Name: **Q031**   *Position:* 42   *Length:* 1

In your current job, how many supervisors have you had in the last three years? (If you have been in your current job for less than three years, please report the number of supervisors you have had since you started your current job.)

		FREQ	WTD
1	One	42,001	41,610
2	Two	28,604	28,255
3	Three or more	23,449	24,134
9	Not stated	956	978
		======	=========
		95,010	94,976

Section: **My Work Unit**

Variable Name: **Q033**   *Position:* 43   *Length:* 1

I am proud of the work carried out in my work unit.

		FREQ	WTD
1	Strongly agree	40,169	39,655
2	Mostly agree	46,006	46,141
3	Mostly disagree	5,548	5,707
4	Strongly disagree	1,621	1,783
5	Not applicable	379	391
7	Don't know	882	889
9	Not stated	405	409
		======	=========
		95,010	94,976

Note: Your work unit includes you, your immediate supervisor and your colleagues.

Variable Name: **Q034**   *Position:* 44   *Length:* 1

In my work unit, we work cooperatively as a team.

		FREQ	WTD
1	Strongly agree	32,515	32,128
2	Mostly agree	44,461	44,531
3	Mostly disagree	11,695	11,821
4	Strongly disagree	4,459	4,597
5	Not applicable	1,143	1,150
7	Don't know	359	364
9	Not stated	378	386
		======	=========
		95,010	94,976

Note: Your work unit includes you, your immediate supervisor and your colleagues.

| Variable Name: | **Q035** | Position: | 45 | Length: | 1 |

In my work unit, we learn from our mistakes and do what it takes to correct them.

		FREQ	WTD
1	Strongly agree	32,497	32,198
2	Mostly agree	48,090	48,004
3	Mostly disagree	8,949	9,136
4	Strongly disagree	2,947	3,111
5	Not applicable	587	598
7	Don't know	1,516	1,497
9	Not stated	424	432
		======	=========
		95,010	94,976

Note: Your work unit includes you, your immediate supervisor and your colleagues.

| Variable Name: | **Q036** | Position: | 46 | Length: | 1 |

My work unit periodically takes time out to rethink the way it does business.

		FREQ	WTD
1	Strongly agree	17,240	16,993
2	Mostly agree	43,636	43,359
3	Mostly disagree	21,677	21,825
4	Strongly disagree	7,224	7,471
5	Not applicable	1,592	1,661
7	Don't know	3,138	3,159
9	Not stated	503	508
		======	=========
		95,010	94,976

Note: Your work unit includes you, your immediate supervisor and your colleagues.

| Variable Name: | **Q037** | Position: | 47 | Length: | 1 |

I am satisfied with the way in which informal complaints on workplace issues are resolved in my work unit.

		FREQ	WTD
1	Strongly agree	15,022	14,726
2	Mostly agree	40,978	40,726
3	Mostly disagree	17,082	17,439
4	Strongly disagree	9,833	10,213
5	Not applicable	3,475	3,380
7	Don't know	8,080	7,944
9	Not stated	540	548
		======	=========
		95,010	94,976

Note: Your work unit includes you, your immediate supervisor and your colleagues.

| Variable Name: | **Q038** | Position: | 48 | Length: | 1 |

During meetings in my work unit, I feel free to use the official language of my choice.

		FREQ	WTD
1	Strongly agree	62,731	62,565
2	Mostly agree	17,532	17,577
3	Mostly disagree	5,079	4,981
4	Strongly disagree	3,851	3,855
5	Not applicable	4,718	4,851
7	Don't know	677	714
9	Not stated	422	433
		======	=========
		95,010	94,976

Note: Your work unit includes you, your immediate supervisor and your colleagues.

| Variable Name: | **Q039** | Position: | 49 | Length: | 1 |

In my work unit, every individual, regardless of race, colour, gender or disability would be/is accepted as an equal member of the team.

		FREQ	WTD
1	Strongly agree	61,084	60,263
2	Mostly agree	23,868	24,242
3	Mostly disagree	4,339	4,504
4	Strongly disagree	3,188	3,409
5	Not applicable	891	903
7	Don't know	1,204	1,212
9	Not stated	436	444
		======	=========
		95,010	94,976

Note: Your work unit includes you, your immediate supervisor and your colleagues.

| Variable Name: | **Q040** | Position: | 50 | Length: | 1 |

During the past 3 years, staff turnover has been a significant problem in my work unit.

		FREQ	WTD
1	Strongly agree	20,514	20,536
2	Mostly agree	22,028	21,991
3	Mostly disagree	23,016	22,970
4	Strongly disagree	16,738	16,735
5	Not applicable	5,944	5,955
7	Don't know	6,208	6,219
9	Not stated	562	570
		======	=========
		95,010	94,976

Note: Your work unit includes you, your immediate supervisor and your colleagues.

Section: **My Skills and Career**

Variable Name: **Q041**   *Position:*   51   *Length:*   1

I get the training I need to do my job.

		FREQ	WTD
1	Strongly agree	20,610	20,266
2	Mostly agree	51,224	50,863
3	Mostly disagree	14,865	15,124
4	Strongly disagree	5,936	6,337
5	Not applicable	1,276	1,283
7	Don't know	735	728
9	Not stated	364	375
		======	=========
		95,010	94,976

Variable Name: **Q042**   *Position:*   52   *Length:*   1

I am able to get on-the-job coaching to help me improve the way I do my work.

		FREQ	WTD
1	Strongly agree	18,800	18,562
2	Mostly agree	40,995	40,887
3	Mostly disagree	21,210	21,279
4	Strongly disagree	7,778	8,052
5	Not applicable	3,484	3,458
7	Don't know	2,280	2,267
9	Not stated	463	472
		======	=========
		95,010	94,976

Variable Name: **Q043**   *Position:*   53   *Length:*   1

I have opportunities to develop and apply the skills I need to enhance my career.

		FREQ	WTD
1	Strongly agree	17,729	17,328
2	Mostly agree	44,187	43,712
3	Mostly disagree	20,116	20,432
4	Strongly disagree	8,798	9,260
5	Not applicable	1,756	1,795
7	Don't know	1,922	1,936
9	Not stated	502	513
		======	=========
		95,010	94,976

Variable Name:	**Q044**	Position:	54	Length:	1

My immediate supervisor does a good job of helping me develop my career.

		FREQ	WTD
1	Strongly agree	14,257	14,004
2	Mostly agree	34,216	33,925
3	Mostly disagree	24,762	24,872
4	Strongly disagree	13,261	13,669
5	Not applicable	4,412	4,426
7	Don't know	3,598	3,570
9	Not stated	504	512
		======	=========
		95,010	94,976

Variable Name:	**Q045**	Position:	55	Length:	1

My department does a good job of supporting employee career development.

		FREQ	WTD
1	Strongly agree	14,839	14,569
2	Mostly agree	38,982	38,397
3	Mostly disagree	21,362	21,598
4	Strongly disagree	12,454	13,001
5	Not applicable	1,033	1,069
7	Don't know	5,861	5,859
9	Not stated	479	485
		======	=========
		95,010	94,976

Variable Name:	**Q046**	Position:	56	Length:	1

I believe I have opportunities for promotion within my department or agency, given my education, skills and experience.

		FREQ	WTD
1	Strongly agree	12,861	12,563
2	Mostly agree	33,645	33,268
3	Mostly disagree	23,614	23,662
4	Strongly disagree	18,602	19,112
5	Not applicable	2,429	2,487
7	Don't know	3,358	3,375
9	Not stated	501	508
		======	=========
		95,010	94,976

Variable Name: **Q047**   *Position:* 57   *Length:* 1

I believe I have opportunities for promotion within the Public Service, given my education, skills and experience.

		FREQ	WTD
1	Strongly agree	15,105	14,706
2	Mostly agree	39,653	39,025
3	Mostly disagree	20,121	20,406
4	Strongly disagree	12,184	12,766
5	Not applicable	1,984	2,053
7	Don't know	5,399	5,443
9	Not stated	564	578
		======	=========
		95,010	94,976

Variable Name: **Q048**   *Position:* 58   *Length:* 1

I would be reluctant to ask for a developmental opportunity (secondment, new project, etc).

		FREQ	WTD
1	Strongly agree	7,094	7,249
2	Mostly agree	22,920	23,234
3	Mostly disagree	32,992	32,717
4	Strongly disagree	22,973	22,548
5	Not applicable	3,359	3,435
7	Don't know	4,792	4,910
9	Not stated	880	883
		======	=========
		95,010	94,976

Variable Name: **Q049**   *Position:* 59   *Length:* 1

Did you request a developmental assignment (such as secondment or new project) in the last three years?

		FREQ	WTD
1	Yes	25,351	25,040
2	No	68,583	68,800
9	Not stated	1,076	1,136
		======	=========
		95,010	94,976

Variable Name: **Q050**   *Position:*   60   *Length:*   1

In the last three years, were you denied a developmental assignment?

		FREQ	WTD
1	Yes	8,184	8,408
2	No	12,689	12,270
6	Valid skip	68,583	68,800
9	Not stated	5,554	5,499
		======	=========
		95,010	94,976

Variable Name: **Q051**   *Position:*   61   *Length:*   1

Were you given a reasonable explanation or justification for the denial of the assignment?

		FREQ	WTD
1	Yes	1,859	1,847
2	No	6,217	6,456
6	Valid skip	81,272	81,069
9	Not stated	5,662	5,604
		======	=========
		95,010	94,976

Variable Name: **Q052**   *Position:*   62   *Length:*   1

Overall, I am satisfied with my career progress in the Public Service.

		FREQ	WTD
1	Not at all	7,586	7,956
2	Minimally	12,766	13,113
3	Moderately	41,162	41,128
4	Significantly	29,224	28,395
5	Not applicable	2,313	2,379
7	Don't know	1,142	1,172
9	Not stated	817	833
		======	=========
		95,010	94,976

Variable Name:	**Q053A**	*Position:*	63	*Length:*	1

To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years? Conflict between work and family or personal obligations

		FREQ	WTD
1	Not at all	39,084	39,258
2	Minimally	23,273	23,122
3	Moderately	15,563	15,387
4	Significantly	9,277	9,284
5	Not applicable	5,991	6,062
7	Don't know	519	542
9	Not stated	1,303	1,322
		======	=========
		95,010	94,976

Variable Name:	**Q053B**	*Position:*	64	*Length:*	1

To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years? Lack of access to language training in my second official language

		FREQ	WTD
1	Not at all	54,136	54,074
2	Minimally	12,853	12,754
3	Moderately	7,253	7,191
4	Significantly	7,556	7,518
5	Not applicable	10,688	10,859
7	Don't know	1,284	1,325
9	Not stated	1,240	1,256
		======	=========
		95,010	94,976

Variable Name:	**Q053C**	*Position:*	65	*Length:*	1

To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years? Lack of access to learning opportunities

		FREQ	WTD
1	Not at all	31,945	31,429
2	Minimally	26,258	25,908
3	Moderately	18,794	18,932
4	Significantly	11,284	11,910
5	Not applicable	4,216	4,237
7	Don't know	1,159	1,186
9	Not stated	1,354	1,373
		======	=========
		95,010	94,976

Variable Name: **Q053D**   *Position:* 66   *Length:* 1

To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years? Lack of access to developmental assignments

		FREQ	WTD
1	Not at all	27,533	27,151
2	Minimally	20,540	20,337
3	Moderately	19,064	19,087
4	Significantly	17,507	17,944
5	Not applicable	6,177	6,211
7	Don't know	2,840	2,870
9	Not stated	1,349	1,376
		======	=========
		95,010	94,976

Variable Name: **Q053E**   *Position:* 67   *Length:* 1

To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years? Lack of information about job opportunities

		FREQ	WTD
1	Not at all	29,828	29,341
2	Minimally	24,836	24,560
3	Moderately	19,381	19,446
4	Significantly	14,561	15,149
5	Not applicable	3,943	3,977
7	Don't know	1,170	1,191
9	Not stated	1,291	1,313
		======	=========
		95,010	94,976

Variable Name: **Q053F**   *Position:* 68   *Length:* 1

To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years? Restriction in the area of competitions

		FREQ	WTD
1	Not at all	24,858	24,662
2	Minimally	18,050	17,979
3	Moderately	17,159	17,150
4	Significantly	25,847	25,940
5	Not applicable	4,620	4,670
7	Don't know	2,945	3,015
9	Not stated	1,531	1,559
		======	=========
		95,010	94,976

Variable Name: **Q053G**   *Position:* 69   *Length:* 1

To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years? Level of education

		FREQ	WTD
1	Not at all	44,160	43,556
2	Minimally	21,433	21,490
3	Moderately	14,355	14,556
4	Significantly	7,926	8,094
5	Not applicable	4,417	4,467
7	Don't know	1,371	1,436
9	Not stated	1,348	1,376
		======	=========
		95,010	94,976

Variable Name: **Q053H**   *Position:* 70   *Length:* 1

To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years? Discrimination

		FREQ	WTD
1	Not at all	63,478	62,892
2	Minimally	8,741	8,824
3	Moderately	5,186	5,280
4	Significantly	5,287	5,508
5	Not applicable	6,693	6,753
7	Don't know	3,314	3,334
9	Not stated	2,311	2,384
		======	=========
		95,010	94,976

Section: **Harassment and Discrimination**

Variable Name: **Q054**   *Position:* 71   *Length:* 1

In the past two years, have you been the victim of harassment on the job?

		FREQ	WTD
1	Yes	19,202	19,518
2	No	74,876	74,509
9	Not stated	932	949
		======	=========
		95,010	94,976

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Variable Name: **Q055A**   *Position:* 72   *Length:* 1

From whom did you experience harassment on the job? Co-workers

		FREQ	WTD
1	Never	5,679	5,723
2	Once or twice	5,335	5,433
3	More than twice	5,862	6,031
4	Not applicable	532	527
6	Valid skip	74,876	74,509
9	Not stated	2,726	2,752
		======	=========
		95,010	94,976

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Variable Name: **Q055B**   *Position:* 73   *Length:* 1

From whom did you experience harassment on the job? Individuals with authority over me

		FREQ	WTD
1	Never	4,308	4,329
2	Once or twice	5,298	5,411
3	More than twice	7,872	8,063
4	Not applicable	419	416
6	Valid skip	74,876	74,509
9	Not stated	2,237	2,248
		======	=========
		95,010	94,976

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Variable Name: **Q055C**   *Position:* 74   *Length:* 1

From whom did you experience harassment on the job? Individuals working for me

		FREQ	WTD
1	Never	8,385	8,473
2	Once or twice	1,310	1,340
3	More than twice	1,166	1,186
4	Not applicable	5,888	6,033
6	Valid skip	74,876	74,509
9	Not stated	3,385	3,435
		======	=========
		95,010	94,976

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Variable Name: **Q055D**   *Position:* 75   *Length:* 1

From whom did you experience harassment on the job? Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)

		FREQ	WTD
1	Never	6,201	6,241
2	Once or twice	479	510
3	More than twice	987	1,182
4	Not applicable	9,043	9,077
6	Valid skip	74,876	74,509
9	Not stated	3,424	3,457
		======	=========
		95,010	94,976

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Variable Name: **Q055E**   *Position:* 76   *Length:* 1

From whom did you experience harassment on the job? Individuals from other departments or agencies

		FREQ	WTD
1	Never	9,739	9,753
2	Once or twice	1,926	2,039
3	More than twice	1,060	1,155
4	Not applicable	4,093	4,165
6	Valid skip	74,876	74,509
9	Not stated	3,316	3,354
		======	=========
		95,010	94,976

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Variable Name: **Q055F**   *Position:* 77   *Length:* 1

From whom did you experience harassment on the job? Members of the public (individuals or organizations)

		FREQ	WTD
1	Never	8,582	8,659
2	Once or twice	2,590	2,656
3	More than twice	2,242	2,319
4	Not applicable	3,532	3,599
6	Valid skip	74,876	74,509
9	Not stated	3,188	3,234
		======	=========
		95,010	94,976

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Variable Name: **Q056**   *Position:* 78   *Length:* 1

In the past two years, have you been the victim of physical violence on the job?

		FREQ	WTD
1	Yes	1,632	1,952
2	No	91,719	91,366
9	Not stated	1,659	1,658
		======	=========
		95,010	94,976

Variable Name: **Q057A** *Position:* 79 *Length:* 1

From whom did you experience physical violence on the job? Co-workers

		FREQ	WTD
1	Yes	334	377
2	No	1,256	1,535
6	Valid skip	91,719	91,366
9	Not stated	1,701	1,698
		======	=========
		95,010	94,976

Variable Name: **Q057B** *Position:* 80 *Length:* 1

From whom did you experience physical violence on the job? Individuals with authority over me

		FREQ	WTD
1	Yes	214	242
2	No	1,376	1,670
6	Valid skip	91,719	91,366
9	Not stated	1,701	1,698
		======	=========
		95,010	94,976

Variable Name: **Q057C** *Position:* 81 *Length:* 1

From whom did you experience physical violence on the job? Individuals working for me

		FREQ	WTD
1	Yes	56	63
2	No	1,534	1,849
6	Valid skip	91,719	91,366
9	Not stated	1,701	1,698
		======	=========
		95,010	94,976

Variable Name: **Q057D**   *Position:* 82   *Length:* 1

From whom did you experience physical violence on the job? Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)

		FREQ	WTD
1	Yes	870	1,145
2	No	720	767
6	Valid skip	91,719	91,366
9	Not stated	1,701	1,698
		======	=========
		95,010	94,976

Variable Name: **Q057E**   *Position:* 83   *Length:* 1

From whom did you experience physical violence on the job? Individuals from other departments or agencies

		FREQ	WTD
1	Yes	62	74
2	No	1,528	1,837
6	Valid skip	91,719	91,366
9	Not stated	1,701	1,698
		======	=========
		95,010	94,976

Variable Name: **Q057F**   *Position:* 84   *Length:* 1

From whom did you experience physical violence on the job? Member of the public (individuals or organizations)

		FREQ	WTD
1	Yes	292	299
2	No	1,298	1,613
6	Valid skip	91,719	91,366
9	Not stated	1,701	1,698
		======	=========
		95,010	94,976

Variable Name:	**Q058**	Position:	85	Length:	1

In the past two years, have you been the victim of discrimination on the job?

		FREQ	WTD
1	Never	78,665	78,225
2	Once or twice	9,998	10,208
3	More than twice	5,301	5,478
9	Not stated	1,046	1,064
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name:	**Q059A**	Position:	86	Length:	1

From whom did you experience discrimination on the job? Co-workers

		FREQ	WTD
1	Yes	5,314	5,468
2	No	9,834	10,066
6	Valid skip	78,665	78,225
9	Not stated	1,197	1,217
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name:	**Q059B**	Position:	87	Length:	1

From whom did you experience discrimination on the job? Individuals with authority over me

		FREQ	WTD
1	Yes	11,068	11,360
2	No	4,080	4,174
6	Valid skip	78,665	78,225
9	Not stated	1,197	1,217
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name: **Q059C** *Position:* 88 *Length:* 1

From whom did you experience discrimination on the job? Individuals working for me

		FREQ	WTD
1	Yes	505	510
2	No	14,643	15,023
6	Valid skip	78,665	78,225
9	Not stated	1,197	1,217
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name: **Q059D** *Position:* 89 *Length:* 1

From whom did you experience discrimination on the job? Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)

		FREQ	WTD
1	Yes	477	593
2	No	14,671	14,941
6	Valid skip	78,665	78,225
9	Not stated	1,197	1,217
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name: **Q059E** *Position:* 90 *Length:* 1

From whom did you experience discrimination on the job? Individuals from other departments or agencies

		FREQ	WTD
1	Yes	1,483	1,538
2	No	13,665	13,996
6	Valid skip	78,665	78,225
9	Not stated	1,197	1,217
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name: **Q059F**   *Position:* 91   *Length:* 1

From whom did you experience discrimination on the job? Member of the public (individuals or organizations)

		FREQ	WTD
1	Yes	1,293	1,343
2	No	13,855	14,191
6	Valid skip	78,665	78,225
9	Not stated	1,197	1,217
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name: **Q060A**   *Position:* 92   *Length:* 1

Please indicate the type of discrimination you experienced. Race

		FREQ	WTD
1	Yes	2,869	2,974
2	No	11,054	11,231
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name: **Q060B**   *Position:* 93   *Length:* 1

Please indicate the type of discrimination you experienced. National or ethnic origin

		FREQ	WTD
1	Yes	2,656	2,727
2	No	11,267	11,477
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name:	**Q060C**	Position:	94	Length:	1

Please indicate the type of discrimination you experienced. Colour

		FREQ	WTD
1	Yes	1,345	1,423
2	No	12,578	12,782
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name:	**Q060D**	Position:	95	Length:	1

Please indicate the type of discrimination you experienced. Religion

		FREQ	WTD
1	Yes	571	608
2	No	13,352	13,597
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name:	**Q060E**	Position:	96	Length:	1

Please indicate the type of discrimination you experienced. Age

		FREQ	WTD
1	Yes	4,682	4,765
2	No	9,241	9,440
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

| Variable Name: | **Q060F** | Position: | 97 | Length: | 1 |

Please indicate the type of discrimination you experienced. Sex

		FREQ	WTD
1	Yes	5,182	5,200
2	No	8,741	9,005
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

| Variable Name: | **Q060G** | Position: | 98 | Length: | 1 |

Please indicate the type of discrimination you experienced. Marital status

		FREQ	WTD
1	Yes	875	901
2	No	13,048	13,304
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

| Variable Name: | **Q060H** | Position: | 99 | Length: | 1 |

Please indicate the type of discrimination you experienced. Family status

		FREQ	WTD
1	Yes	1,482	1,508
2	No	12,441	12,696
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name: **Q060I**   *Position:*   100   *Length:*   1

Please indicate the type of discrimination you experienced. Mental or physical disability

		FREQ	WTD
1	Yes	1,609	1,680
2	No	12,314	12,525
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name: **Q060J**   *Position:*   101   *Length:*   1

Please indicate the type of discrimination you experienced. Pardoned conviction

		FREQ	WTD
1	Yes	206	225
2	No	13,717	13,980
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Variable Name: **Q060K**   *Position:*   102   *Length:*   1

Please indicate the type of discrimination you experienced. Sexual orientation

		FREQ	WTD
1	Yes	633	651
2	No	13,290	13,554
6	Valid skip	78,665	78,225
9	Not stated	2,422	2,546
		======	=========
		95,010	94,976

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

| Variable Name: | **Q061** | Position: | 103 | Length: | 1 |

I am satisfied with the way in which my work unit responds to matters related to harassment and discrimination.

		FREQ	WTD
1	Strongly agree	22,222	21,900
2	Mostly agree	29,775	29,941
3	Mostly disagree	8,507	8,729
4	Strongly disagree	6,106	6,382
5	Not applicable	9,195	9,028
7	Don't know	18,429	18,221
9	Not stated	776	777
		======	=========
		95,010	94,976

| Variable Name: | **Q062** | Position: | 104 | Length: | 1 |

I am satisfied with the way in which my department or agency responds to matters related to harassment and discrimination.

		FREQ	WTD
1	Strongly agree	18,593	18,447
2	Mostly agree	32,032	32,006
3	Mostly disagree	9,469	9,631
4	Strongly disagree	6,872	7,144
5	Not applicable	4,572	4,554
7	Don't know	22,568	22,288
9	Not stated	904	906
		======	=========
		95,010	94,976

| Variable Name: | **Q063** | Position: | 105 | Length: | 1 |

My department or agency works hard to create a workplace that prevents harassment and discrimination.

		FREQ	WTD
1	Strongly agree	25,519	25,257
2	Mostly agree	39,667	39,528
3	Mostly disagree	9,716	9,906
4	Strongly disagree	5,417	5,685
5	Not applicable	1,463	1,482
7	Don't know	12,287	12,173
9	Not stated	941	947
		======	=========
		95,010	94,976

Section: **Staffing**

Variable Name: **Q064**   *Position:*   106   *Length:*   1

In my work unit, I believe that we hire people who can do the job.

		FREQ	WTD
1	Strongly agree	22,505	21,993
2	Mostly agree	52,431	52,197
3	Mostly disagree	11,862	12,192
4	Strongly disagree	5,708	6,084
5	Not applicable	554	557
7	Don't know	1,506	1,505
9	Not stated	444	448
		======	=========
		95,010	94,976

Variable Name: **Q065**   *Position:*   107   *Length:*   1

In my work unit, the process of selecting a person for a position is done fairly.

		FREQ	WTD
1	Strongly agree	20,292	19,739
2	Mostly agree	42,544	42,125
3	Mostly disagree	15,948	16,329
4	Strongly disagree	9,590	10,123
5	Not applicable	744	748
7	Don't know	5,381	5,400
9	Not stated	511	512
		======	=========
		95,010	94,976

Variable Name: **Q066**   *Position:*   108   *Length:*   1

When I was a candidate in competitions during the past three years, I found that the competitions were run in a fair manner.

		FREQ	WTD
1	Strongly agree	14,038	13,711
2	Mostly agree	27,359	27,054
3	Mostly disagree	11,310	11,397
4	Strongly disagree	8,421	8,790
5	Not applicable	29,453	29,473
7	Don't know	3,810	3,904
9	Not stated	619	647
		======	=========
		95,010	94,976

Variable Name: **Q067** *Position:* 109 *Length:* 1

When I was a candidate in competitions during the past three years, I had the opportunity to demonstrate my capabilities for the position.

		FREQ	WTD
1	Strongly agree	15,668	15,351
2	Mostly agree	27,595	27,406
3	Mostly disagree	10,748	10,833
4	Strongly disagree	6,659	6,871
5	Not applicable	31,294	31,359
7	Don't know	2,118	2,187
9	Not stated	928	968
		======	=========
		95,010	94,976

Variable Name: **Q068** *Position:* 110 *Length:* 1

In the past three years, how many promotions have you had?

		FREQ	WTD
1	None	58,370	59,532
2	One	28,287	27,434
3	More than one	7,836	7,481
9	Not stated	517	529
		======	=========
		95,010	94,976

Section: **Service To Clients**

Variable Name: **Q072** *Position:* 111 *Length:* 1

My work unit has clearly defined client service standards.

		FREQ	WTD
1	Strongly agree	24,183	24,050
2	Mostly agree	44,338	44,363
3	Mostly disagree	13,978	13,816
4	Strongly disagree	4,203	4,216
5	Not applicable	2,881	2,987
7	Don't know	4,720	4,815
9	Not stated	707	728
		======	=========
		95,010	94,976

Note: Every public service employee delivers goods or provides services to a client. A client could be another public service employee or a member of the Canadian public or other clients outside Canada.

Variable Name: **Q073**   *Position:* 112   *Length:* 1

My work unit regularly applies the client service standards.

		FREQ	WTD
1	Strongly agree	21,929	21,759
2	Mostly agree	43,541	43,499
3	Mostly disagree	12,735	12,703
4	Strongly disagree	3,695	3,737
5	Not applicable	4,703	4,730
7	Don't know	7,557	7,675
9	Not stated	850	872
		======	=========
		95,010	94,976

Note: Every public service employee delivers goods or provides services to a client. A client could be another public service employee or a member of the Canadian public or other clients outside Canada.

Variable Name: **Q074**   *Position:* 113   *Length:* 1

In my work unit, there are mechanisms in place for linking client feedback or complaints to employees who can act on the information.

		FREQ	WTD
1	Strongly agree	17,326	17,171
2	Mostly agree	37,627	37,520
3	Mostly disagree	16,442	16,386
4	Strongly disagree	5,955	6,030
5	Not applicable	4,867	4,926
7	Don't know	11,921	12,050
9	Not stated	872	894
		======	=========
		95,010	94,976

Note: Every public service employee delivers goods or provides services to a client. A client could be another public service employee or a member of the Canadian public or other clients outside Canada.

Variable Name: **Q075** *Position:* 114 *Length:* 1

I have the flexibility to adapt my services to meet my clients' needs.

		FREQ	WTD
1	Strongly agree	23,874	23,596
2	Mostly agree	48,691	48,350
3	Mostly disagree	9,783	9,905
4	Strongly disagree	2,913	3,053
5	Not applicable	4,676	4,847
7	Don't know	4,077	4,205
9	Not stated	996	1,020
		======	=========
		95,010	94,976

Note: Every public service employee delivers goods or provides services to a client. A client could be another public service employee or a member of the Canadian public or other clients outside Canada.

Section: **My Organization**

Variable Name: **Q076** *Position:* 115 *Length:* 1

I can clearly explain to others the direction (for example, the vision, values or mission) of my organization.

		FREQ	WTD
1	Strongly agree	21,061	20,492
2	Mostly agree	51,313	51,127
3	Mostly disagree	14,200	14,471
4	Strongly disagree	4,550	4,804
5	Not applicable	1,115	1,192
7	Don't know	1,998	2,102
9	Not stated	773	790
		======	=========
		95,010	94,976

Variable Name: **Q077**   *Position:*   116   *Length:*   1

I have good ongoing communication with others in my organization who work on similar projects or issues.

		FREQ	WTD
1	Strongly agree	28,580	28,006
2	Mostly agree	51,400	51,527
3	Mostly disagree	9,062	9,170
4	Strongly disagree	2,458	2,594
5	Not applicable	2,096	2,198
7	Don't know	725	777
9	Not stated	689	705
		======	=========
		95,010	94,976

Variable Name: **Q078**   *Position:*   117   *Length:*   1

I feel that senior management does a good job of sharing information.

		FREQ	WTD
1	Strongly agree	10,829	10,644
2	Mostly agree	42,430	41,780
3	Mostly disagree	25,313	25,414
4	Strongly disagree	13,186	13,817
5	Not applicable	212	220
7	Don't know	2,346	2,388
9	Not stated	694	713
		======	=========
		95,010	94,976

Variable Name: **Q079**   *Position:*   118   *Length:*   1

Senior management actively supports the use of flexible work arrangements (flexible hours, compressed work weeks, telework, etc).

		FREQ	WTD
1	Strongly agree	17,760	17,373
2	Mostly agree	40,283	39,610
3	Mostly disagree	14,120	14,282
4	Strongly disagree	8,265	8,772
5	Not applicable	2,661	3,002
7	Don't know	11,238	11,234
9	Not stated	683	702
		======	=========
		95,010	94,976

Variable Name:　　**Q080**　　　　*Position:*　　119　　　*Length:*　　1

Supervisors & senior managers are committed to ensuring occupational health and safety in my workplace.

		FREQ	WTD
1	Strongly agree	27,026	26,802
2	Mostly agree	49,066	48,857
3	Mostly disagree	8,208	8,434
4	Strongly disagree	3,915	4,235
5	Not applicable	390	389
7	Don't know	5,738	5,581
9	Not stated	667	680
		======	=========
		95,010	94,976

Variable Name:　　**Q081**　　　　*Position:*　　120　　　*Length:*　　1

If I am faced with a health and safety issue in the workplace, I know where I can go for help in resolving the situation.

		FREQ	WTD
1	Strongly agree	31,067	30,914
2	Mostly agree	43,068	43,203
3	Mostly disagree	10,696	10,639
4	Strongly disagree	4,872	4,983
5	Not applicable	507	498
7	Don't know	4,142	4,074
9	Not stated	658	665
		======	=========
		95,010	94,976

Variable Name:　　**Q082**　　　　*Position:*　　121　　　*Length:*　　1

If I am faced with an ethical dilemma or a conflict between values in the workplace, I know where I can go for help in resolving the situation.

		FREQ	WTD
1	Strongly agree	22,568	22,271
2	Mostly agree	40,597	40,577
3	Mostly disagree	16,624	16,684
4	Strongly disagree	7,535	7,684
5	Not applicable	866	889
7	Don't know	6,080	6,121
9	Not stated	740	750
		======	=========
		95,010	94,976

Variable Name: **Q083**   *Position:* 122   *Length:* 1

I feel I can initiate a formal redress process (grievance, right of appeal, health and safety, etc.) without fear of reprisal.

		FREQ	WTD
1	Strongly agree	14,747	14,715
2	Mostly agree	33,532	33,705
3	Mostly disagree	19,798	19,735
4	Strongly disagree	13,014	13,121
5	Not applicable	1,542	1,482
7	Don't know	11,600	11,430
9	Not stated	777	787
		======	=========
		95,010	94,976

Variable Name: **Q084**   *Position:* 123   *Length:* 1

I believe that senior management will try to resolve concerns raised in this survey.

		FREQ	WTD
1	Strongly agree	10,546	10,416
2	Mostly agree	37,790	37,199
3	Mostly disagree	21,714	21,878
4	Strongly disagree	13,226	13,719
5	Not applicable	123	124
7	Don't know	10,988	11,013
9	Not stated	623	628
		======	=========
		95,010	94,976

Variable Name: **Q085**   *Position:* 124   *Length:* 1

I believe that senior management has made progress toward resolving the issues raised in the 1999 Public Service Employee Survey.

		FREQ	WTD
1	Strongly agree	7,311	7,146
2	Mostly agree	27,305	26,841
3	Mostly disagree	17,574	17,689
4	Strongly disagree	10,198	10,631
5	Not applicable	2,116	2,118
7	Don't know	29,684	29,721
9	Not stated	822	831
		======	=========
		95,010	94,976

Variable Name:	**Q086**	Position:	125	Length:	1

I am strongly committed to making my organization successful.

		FREQ	WTD
1	Strongly agree	48,892	48,294
2	Mostly agree	41,124	41,441
3	Mostly disagree	2,100	2,203
4	Strongly disagree	458	512
5	Not applicable	829	866
7	Don't know	837	876
9	Not stated	770	784
		======	=========
		95,010	94,976

Variable Name:	**Q087**	Position:	126	Length:	1

Overall, my organization treats me with respect.

		FREQ	WTD
1	Strongly agree	30,553	29,924
2	Mostly agree	49,634	49,634
3	Mostly disagree	9,344	9,617
4	Strongly disagree	3,760	4,038
5	Not applicable	111	117
7	Don't know	863	886
9	Not stated	745	761
		======	=========
		95,010	94,976

Variable Name:	**Q088**	Position:	127	Length:	1

My organization is a good place to work.

		FREQ	WTD
1	Strongly agree	30,165	29,745
2	Mostly agree	49,065	48,993
3	Mostly disagree	10,135	10,324
4	Strongly disagree	3,888	4,127
5	Not applicable	105	113
7	Don't know	835	844
9	Not stated	817	830
		======	=========
		95,010	94,976

Variable Name:	**Q089**	Position:	128	Length:	1

I am satisfied with my career in the Public Service.

		FREQ	WTD
1	Strongly agree	23,892	23,547
2	Mostly agree	49,641	49,438
3	Mostly disagree	13,394	13,613
4	Strongly disagree	5,339	5,599
5	Not applicable	482	493
7	Don't know	1,393	1,411
9	Not stated	869	876
		======	=========
		95,010	94,976

Section:	**Labour Management Relations**

Variable Name:	**Q090**	Position:	129	Length:	1

My immediate supervisor understands and respects the provisions of my collective agreement.

		FREQ	WTD
1	Strongly agree	31,484	31,051
2	Mostly agree	41,458	41,851
3	Mostly disagree	5,894	6,107
4	Strongly disagree	2,428	2,636
5	Not applicable	5,618	5,257
7	Don't know	7,516	7,457
9	Not stated	612	617
		======	=========
		95,010	94,976

Variable Name:	**Q091**	Position:	130	Length:	1

Senior managers respect the provisions of my collective agreement.

		FREQ	WTD
1	Strongly agree	24,883	24,446
2	Mostly agree	44,257	44,380
3	Mostly disagree	6,938	7,308
4	Strongly disagree	3,009	3,333
5	Not applicable	5,592	5,238
7	Don't know	9,618	9,548
9	Not stated	713	724
		======	=========
		95,010	94,976

Variable Name: **Q092**   *Position:*   131   *Length:*   1

Senior management in my organization engages in meaningful consultation with my union on workplace issues.

		FREQ	WTD
1	Strongly agree	10,974	10,847
2	Mostly agree	26,679	26,951
3	Mostly disagree	10,373	10,750
4	Strongly disagree	5,129	5,464
5	Not applicable	6,713	6,319
7	Don't know	34,347	33,844
9	Not stated	795	802
		======	=========
		95,010	94,976

Variable Name: **Q093**   *Position:*   132   *Length:*   1

The relationship between my union and senior management in my organization is highly productive.

		FREQ	WTD
1	Strongly agree	6,409	6,370
2	Mostly agree	20,666	20,808
3	Mostly disagree	13,597	14,109
4	Strongly disagree	6,514	6,901
5	Not applicable	6,975	6,565
7	Don't know	40,016	39,383
9	Not stated	833	840
		======	=========
		95,010	94,976

Variable Name: **Q094**   *Position:*   133   *Length:*   1

The relationship between my union and Treasury Board of Canada Secretariat is highly productive.

		FREQ	WTD
1	Strongly agree	4,019	4,015
2	Mostly agree	17,100	17,094
3	Mostly disagree	16,116	16,409
4	Strongly disagree	12,299	12,909
5	Not applicable	6,956	6,539
7	Don't know	37,557	37,044
9	Not stated	963	966
		======	=========
		95,010	94,976

Section: **General Information**

Variable Name: **Q099**   *Position:*   134   *Length:*   1

Are you planning to leave the Public Service within the next five years?

		FREQ	WTD
1	Yes	27,317	27,285
2	No	66,494	66,470
9	Not stated	1,199	1,221
		======	=========
		95,010	94,976

Variable Name: **Q100A**   *Position:*   135   *Length:*   1

Within what time frame do you anticipate leaving the Public Service? The next year?

		FREQ	WTD
1	Yes	2,920	2,935
2	No	6,144	6,054
3	Maybe	4,027	4,106
6	Valid skip	66,494	66,470
9	Not stated	15,425	15,411
		======	=========
		95,010	94,976

Variable Name: **Q100B**   *Position:*   136   *Length:*   1

Within what time frame do you anticipate leaving the Public Service? 1 to 3 years?

		FREQ	WTD
1	Yes	6,266	6,261
2	No	2,568	2,543
3	Maybe	6,552	6,545
6	Valid skip	66,494	66,470
9	Not stated	13,130	13,158
		======	=========
		95,010	94,976

| Variable Name: | **Q100C** | Position: | 137 | Length: | 1 |

Within what time frame do you anticipate leaving the Public Service? 3 to 5 years?

		FREQ	WTD
1	Yes	9,090	9,025
2	No	1,202	1,214
3	Maybe	7,501	7,501
6	Valid skip	66,494	66,470
9	Not stated	10,723	10,766
		======	=========
		95,010	94,976

| Variable Name: | **Q101A** | Position: | 138 | Length: | 1 |

How important would each of the following reasons be for your departure from the Public Service? Retirement

		FREQ	WTD
1	Not at all important	4,037	4,065
2	Somewhat important	2,808	2,819
3	Very important	15,258	15,156
4	Not applicable	4,387	4,407
6	Valid skip	66,494	66,470
9	Not stated	2,026	2,059
		======	=========
		95,010	94,976

| Variable Name: | **Q101B** | Position: | 139 | Length: | 1 |

How important would each of the following reasons be for your departure from the Public Service? Family obligations

		FREQ	WTD
1	Not at all important	5,279	5,252
2	Somewhat important	6,001	5,937
3	Very important	7,399	7,460
4	Not applicable	6,358	6,324
6	Valid skip	66,494	66,470
9	Not stated	3,479	3,533
		======	=========
		95,010	94,976

Variable Name: **Q101C** *Position:* 140 *Length:* 1

How important would each of the following reasons be for your departure from the Public Service? Return to school

		FREQ	WTD
1	Not at all important	8,355	8,306
2	Somewhat important	3,676	3,682
3	Very important	2,222	2,255
4	Not applicable	10,678	10,626
6	Valid skip	66,494	66,470
9	Not stated	3,585	3,637
		======	=========
		95,010	94,976

Variable Name: **Q101D** *Position:* 141 *Length:* 1

How important would each of the following reasons be for your departure from the Public Service? To pursue other employment opportunities

		FREQ	WTD
1	Not at all important	4,293	4,286
2	Somewhat important	5,712	5,626
3	Very important	9,259	9,309
4	Not applicable	5,972	5,965
6	Valid skip	66,494	66,470
9	Not stated	3,280	3,321
		======	=========
		95,010	94,976

Variable Name: **Q101E** *Position:* 142 *Length:* 1

How important would each of the following reasons be for your departure from the Public Service? Health (burnout, disability, etc.)

		FREQ	WTD
1	Not at all important	4,556	4,561
2	Somewhat important	5,999	5,944
3	Very important	9,170	9,192
4	Not applicable	5,490	5,466
6	Valid skip	66,494	66,470
9	Not stated	3,301	3,344
		======	=========
		95,010	94,976

Variable Name: **Q101F** *Position:* 143 *Length:* 1

How important would each of the following reasons be for your departure from the Public Service? To make better use of my training and skills

		FREQ	WTD
1	Not at all important	4,812	4,775
2	Somewhat important	5,109	5,063
3	Very important	8,779	8,822
4	Not applicable	6,427	6,416
6	Valid skip	66,494	66,470
9	Not stated	3,389	3,431
		======	=========
		95,010	94,976

Variable Name: **Q101G** *Position:* 144 *Length:* 1

How important would each of the following reasons be for your departure from the Public Service? End contract or term of employment

		FREQ	WTD
1	Not at all important	4,609	4,612
2	Somewhat important	1,059	1,092
3	Very important	3,127	3,181
4	Not applicable	16,264	16,113
6	Valid skip	66,494	66,470
9	Not stated	3,457	3,509
		======	=========
		95,010	94,976

Variable Name: **Q101H** *Position:* 145 *Length:* 1

How important would each of the following reasons be for your departure from the Public Service? Workplace difficulties (conflict with management or colleagues, work environment, etc.)

		FREQ	WTD
1	Not at all important	5,683	5,644
2	Somewhat important	5,980	5,966
3	Very important	6,121	6,196
4	Not applicable	7,345	7,268
6	Valid skip	66,494	66,470
9	Not stated	3,387	3,433
		======	=========
		95,010	94,976

Variable Name: **Q101I**   *Position:*   146   *Length:*   1

How important would each of the following reasons be for your departure from the Public Service? Workforce Adjustment Program

		FREQ	WTD
1	Not at all important	5,830	5,819
2	Somewhat important	2,587	2,605
3	Very important	2,578	2,604
4	Not applicable	13,828	13,730
6	Valid skip	66,494	66,470
9	Not stated	3,693	3,748
		======	=========
		95,010	94,976

Variable Name: **Q101J**   *Position:*   147   *Length:*   1

How important would each of the following reasons be for your departure from the Public Service? Work unit transferred to private sector or other level of government

		FREQ	WTD
1	Not at all important	5,592	5,560
2	Somewhat important	2,485	2,515
3	Very important	3,041	3,107
4	Not applicable	13,783	13,665
6	Valid skip	66,494	66,470
9	Not stated	3,615	3,659
		======	=========
		95,010	94,976

Section: **Weight Variable**

Variable Name: **PWEIGHT**   *Position:*   148   *Length:*   12.4

Person Weight

Note: 12 digits with 4 decimal places. Physical decimal present (9999999.9999).

Section: **Derived/Regrouped Variables**

Variable Name: **Dept_M**   *Position:*   160   *Length:*   1

Department Size

		FREQ	WTD
1	9,000 or more employees	44,355	44,338
2	2,000 to 8,999 employees	39,581	39,551
3	less than 2,000 employees	10,415	10,411
9	Not stated/suppressed	659	676
		======	=========
		95,010	94,976

Note: This variable has been suppressed for some records on the public use microdata file due to confidentiality.

Variable Name: **Q032_M**   *Position:*   161   *Length:*   1

Are you a supervisor? (recoded)

		FREQ	WTD
1	Yes	23,062	22,108
2	No	70,199	71,082
9	Not stated/suppressed	1,749	1,786
		======	=========
		95,010	94,976

Note: This variable has been suppressed for some records on the public use microdata file due to confidentiality.

Variable Name: **BTQ070_M**   *Position:*   162   *Length:*   1

Major Bargaining Units

		FREQ	WTD
A	PSAC 1 (AS, IS, PM, WP, CM, DA, CR, OE, ST)	47,281	44,759
B	PSAC 2 (FR, GL, GS, HP, HS, LI, SC, PR)	3,837	6,615
C	PSAC 3 (DD, EG, GT, PY, PI, TI)	5,734	5,767
D	PIPSC 1 (AC, AG, AR, BI, CH, EN, FO, MT, PC, SG)	4,330	4,358
F	PIPSC 3 (CS)	5,441	4,869
I	CSN (CX)	1,596	2,563
K	Other Bargaining Units	22,424	21,678
9	Not stated/suppressed	4,367	4,367
		======	=========
		95,010	94,976

Note: This variable has been suppressed for some records on the public use microdata file due to confidentiality and has been derived from Q070.

| Variable Name: | **Q071_M** | Position: | 163 | Length: | 1 |

Annual Salary Range (regrouped)

		FREQ	WTD
1	Less than $40,000	24,414	25,987
2	$40,000 to $59,999	42,149	41,959
3	$60,000 or more	23,521	22,343
9	Not stated/suppressed	4,926	4,687
		======	=========
		95,010	94,976

Note: This variable has been suppressed for some records on the public use microdata file due to confidentiality.

| Variable Name: | **Q106_M** | Position: | 164 | Length: | 1 |

Region (regrouped)

		FREQ	WTD
1	National Capital Region	35,917	34,562
2	Other than National Capital Region	57,046	58,352
9	Not stated/suppressed	2,047	2,063
		======	=========
		95,010	94,976

Note: This variable has been suppressed for some records on the public use microdata file due to confidentiality.

| Variable Name: | **Q108_M** | Position: | 165 | Length: | 1 |

Age (regrouped)

		FREQ	WTD
1	Up to 39 years	32,382	32,319
2	40 to 49 years	35,419	35,439
3	50 years and over	25,784	25,780
9	Not stated/suppressed	1,425	1,438
		======	=========
		95,010	94,976

Note: This variable has been suppressed for some records on the public use microdata file due to confidentiality.

Variable Name:	**Q109_M**	*Position:*	166	*Length:*	1

Gender (recoded)

		FREQ	WTD
1	Male	39,751	41,416
2	Female	53,553	51,823
9	Not stated/suppressed	1,706	1,737
		======	=========
		95,010	94,976

Note: This variable has been suppressed for some records on the public use microdata file due to confidentiality.

Variable Name:	**Q110_M**	*Position:*	167	*Length:*	1

Education (regrouped)

		FREQ	WTD
1	Secondary/College	49,356	50,969
2	Some University or more	44,412	42,722
9	Not stated/suppressed	1,242	1,285
		======	=========
		95,010	94,976

Note: This variable has been suppressed for some records on the public use microdata file due to confidentiality.

Variable Name:	**OCC_GR99**	*Position:*	168	*Length:*	1

Derived variable from Q070 to match the occupational group structure used in 1999.

		FREQ	WTD
A	Executive (EX, GX)	2,350	2,010
B	Scientific and Professional (AC, AG, AR, AU, BI, CH, CO, DE, DS, ED, EN, ES, FO, HR, LA, LS, MA, MD, MT, ND, NU, OP, PC, PH, PS, SE, SG, SW, UT, VM)	13,430	13,563
C	Administration and Foreign Services (AS, CS, FI, FS, IS, MM, OM, PE, PG, PM, TR, WP)	38,218	34,206
D	Technical Support (AI, AO, DD, EG, EL, EU, GT, PI, PY, RO, SI, SO, TI)	9,375	9,393
E	Administrative Support (CM, CR, DA, OE, ST)	21,581	21,807
F	Operations (CX, FR, GL, GS, HP, HS, LI, PR, SC, SR)	5,689	9,630
9	Not stated/suppressed	4,367	4,367
		======	=========
		95,010	94,976

Note: This variable has been suppressed for some records on the public use microdata file due to confidentiality.

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