

Public Service Employee Survey - 2005
Public Use Microdata File

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Section: Identification Section

Variable Name: **PUMFID** *Position:* 1 *Length:* 6

Identification number

Section: My Job World

Variable Name: **Q001** *Position:* 7 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	33,600	32,963
2	Mostly agree	59,764	59,767
3	Mostly disagree	8,606	8,882
4	Strongly disagree	3,684	3,985
5	Not applicable	52	57
7	Don't know	140	147
9	Not stated	649	656
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q002** *Position:* 8 *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	69,115	68,409
2	Mostly agree	29,786	30,196
3	Mostly disagree	3,678	3,757
4	Strongly disagree	1,515	1,565
5	Not applicable	1,133	1,221
7	Don't know	851	881
9	Not stated	417	427
		=====	=====
		106,495	106,456

Coverage: All respondents

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Variable Name: **Q003** *Position:* 9 *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	63,188	63,016
2	Mostly agree	28,411	28,514
3	Mostly disagree	8,210	8,082
4	Strongly disagree	4,022	3,984
5	Not applicable	1,910	2,073
7	Don't know	312	340
9	Not stated	442	448
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q004** *Position:* 10 *Length:* 1

I am familiar with the provisions of my collective agreement.

		FREQ	WTD
1	Strongly agree	24,018	23,950
2	Mostly agree	58,822	58,847
3	Mostly disagree	12,919	12,970
4	Strongly disagree	2,912	2,978
5	Not applicable	4,803	4,619
7	Don't know	2,408	2,471
9	Not stated	613	621
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q005** *Position:* 11 *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	19,262	19,044
2	Mostly agree	36,063	35,990
3	Mostly disagree	20,090	20,053
4	Strongly disagree	25,612	25,864
5	Not applicable	330	345
7	Don't know	4,509	4,523
9	Not stated	629	637
		=====	=====
		106,495	106,456

Coverage: All respondents

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Variable Name: **Q006** *Position:* 12 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	7,840	7,778
2	Mostly agree	15,490	15,401
3	Mostly disagree	35,119	35,154
4	Strongly disagree	40,340	40,349
5	Not applicable	6,332	6,376
7	Don't know	814	831
9	Not stated	560	568
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q007** *Position:* 13 *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	30,334	30,806
2	Mostly agree	34,003	34,115
3	Mostly disagree	13,840	13,588
4	Strongly disagree	15,206	14,954
5	Not applicable	10,022	9,941
7	Don't know	2,611	2,569
9	Not stated	479	483
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q008** *Position:* 14 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	45,917	45,464
2	Mostly agree	46,349	46,221
3	Mostly disagree	7,823	7,912
4	Strongly disagree	5,172	5,614
5	Not applicable	384	390
7	Don't know	233	235
9	Not stated	617	620
		=====	=====
		106,495	106,456

Coverage: All respondents

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Variable Name: **Q009A** *Position:* 15 *Length:* 1

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

		FREQ	WTD
1	Yes	20,337	20,207
2	No	81,848	81,831
9	Not stated	4,310	4,418
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q009B** *Position:* 16 *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	30,404	30,099
2	No	69,579	69,774
9	Not stated	6,512	6,584
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q009C** *Position:* 17 *Length:* 1

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

		FREQ	WTD
1	Yes	5,030	4,956
2	No	92,770	92,692
9	Not stated	8,695	8,808
		=====	=====
		106,495	106,456

Coverage: All respondents

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Variable Name: **Q009D** Position: 18 Length: 1

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

		FREQ	WTD
1	Yes	1,316	1,405
2	No	95,987	95,763
9	Not stated	9,192	9,289
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q009E** Position: 19 Length: 1

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

		FREQ	WTD
1	Yes	4,049	4,138
2	No	93,528	93,301
9	Not stated	8,918	9,017
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q012A** Position: 20 Length: 1

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

		FREQ	WTD
1	Always	12,257	12,340
2	Often	29,446	29,396
3	Sometimes	40,896	40,732
4	Rarely or never	20,155	20,194
5	Not applicable	2,198	2,213
7	Don't know	576	598
9	Not stated	967	983
		=====	=====
		106,495	106,456

Coverage: All respondents

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Variable Name: **Q012B** *Position:* 21 *Length:* 1

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

		FREQ	WTD
1	Always	15,682	15,872
2	Often	27,506	27,562
3	Sometimes	33,597	33,436
4	Rarely or never	24,947	24,785
5	Not applicable	2,447	2,461
7	Don't know	1,313	1,325
9	Not stated	1,003	1,015
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q012C** *Position:* 22 *Length:* 1

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

		FREQ	WTD
1	Always	15,965	16,120
2	Often	25,750	25,773
3	Sometimes	34,465	34,249
4	Rarely or never	23,697	23,583
5	Not applicable	3,744	3,777
7	Don't know	1,821	1,879
9	Not stated	1,053	1,075
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q012D** *Position:* 23 *Length:* 1

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

		FREQ	WTD
1	Always	9,444	9,397
2	Often	22,236	21,939
3	Sometimes	39,118	38,925
4	Rarely or never	30,729	31,079
5	Not applicable	3,132	3,234
7	Don't know	818	847
9	Not stated	1,018	1,034
		=====	=====
		106,495	106,456

Coverage: All respondents

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Variable Name: **Q012E** *Position:* 24 *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	18,288	18,260
2	Often	27,497	27,448
3	Sometimes	31,964	31,951
4	Rarely or never	23,392	23,397
5	Not applicable	3,346	3,371
7	Don't know	1,093	1,101
9	Not stated	915	928
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q013** *Position:* 25 *Length:* 1

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

		FREQ	WTD
1	Always	16,634	16,996
2	Often	45,140	45,223
3	Sometimes	26,876	26,694
4	Rarely or never	16,210	15,857
5	Not applicable	1,033	1,079
7	Don't know	158	163
9	Not stated	444	445
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q014** *Position:* 26 *Length:* 1

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

		FREQ	WTD
1	Always	27,149	27,194
2	Often	46,115	45,855
3	Sometimes	25,057	25,014
4	Rarely or never	7,144	7,341
5	Not applicable	463	475
7	Don't know	185	191
9	Not stated	382	385
		=====	=====
		106,495	106,456

Coverage: All respondents

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Variable Name: **Q015** Position: 27 Length: 1

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

		FREQ	WTD
1	Always	38,291	39,194
2	Often	13,631	13,645
3	Sometimes	13,617	13,407
4	Rarely or never	17,139	16,708
5	Not applicable	23,054	22,718
7	Don't know	349	360
9	Not stated	414	424
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q016** Position: 28 Length: 1

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

		FREQ	WTD
1	Always	25,367	25,093
2	Often	33,775	33,449
3	Sometimes	27,665	27,707
4	Rarely or never	17,839	18,338
5	Not applicable	916	924
7	Don't know	540	547
9	Not stated	393	398
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q017** Position: 29 Length: 1

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

		FREQ	WTD
1	Always	69,413	69,238
2	Often	19,267	19,193
3	Sometimes	6,628	6,645
4	Rarely or never	3,330	3,428
5	Not applicable	3,455	3,477
7	Don't know	3,993	4,061
9	Not stated	409	415
		=====	=====
		106,495	106,456

Coverage: All respondents

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Variable Name: **Q018** Position: 30 Length: 1

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

		FREQ	WTD
1	Always	11,553	11,385
2	Often	32,905	32,406
3	Sometimes	38,001	37,983
4	Rarely or never	22,423	23,046
5	Not applicable	589	603
7	Don't know	645	649
9	Not stated	379	383
		=====	=====
		106,495	106,456

Coverage: All respondents

Section: Communication with my Immediate Supervisor

Variable Name: **Q019** Position: 31 Length: 1

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

		FREQ	WTD
1	Strongly agree	22,774	22,490
2	Mostly agree	51,247	51,128
3	Mostly disagree	19,089	19,226
4	Strongly disagree	10,891	11,114
5	Not applicable	805	804
7	Don't know	1,227	1,233
9	Not stated	462	463
		=====	=====
		106,495	106,456

Coverage: All respondents

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

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Variable Name: **Q020** *Position:* 32 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	31,278	30,798
2	Mostly agree	51,104	51,134
3	Mostly disagree	11,577	11,766
4	Strongly disagree	7,062	7,279
5	Not applicable	803	805
7	Don't know	4,200	4,199
9	Not stated	471	474
		=====	=====
		106,495	106,456

Coverage: All respondents

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

Variable Name: **Q021** *Position:* 33 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	29,764	29,261
2	Mostly agree	46,815	46,771
3	Mostly disagree	16,940	17,181
4	Strongly disagree	9,612	9,877
5	Not applicable	498	499
7	Don't know	2,358	2,360
9	Not stated	508	508
		=====	=====
		106,495	106,456

Coverage: All respondents

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

Variable Name: **Q022** *Position:* 34 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	26,888	26,501
2	Mostly agree	51,334	51,229
3	Mostly disagree	17,234	17,443
4	Strongly disagree	8,993	9,219
5	Not applicable	364	371
7	Don't know	1,212	1,223
9	Not stated	470	470
		=====	=====
		106,495	106,456

Coverage: All respondents

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

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Variable Name: **Q023** *Position:* 35 *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	78,669	78,392
2	Mostly agree	16,719	16,869
3	Mostly disagree	3,209	3,187
4	Strongly disagree	3,400	3,427
5	Not applicable	3,670	3,730
7	Don't know	492	513
9	Not stated	336	338
		=====	=====
		106,495	106,456

Coverage: All respondents

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

Variable Name: **Q024** *Position:* 36 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	25,311	25,004
2	Mostly agree	47,567	47,458
3	Mostly disagree	20,740	20,887
4	Strongly disagree	9,617	9,810
5	Not applicable	1,380	1,402
7	Don't know	1,341	1,354
9	Not stated	539	541
		=====	=====
		106,495	106,456

Coverage: All respondents

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

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Variable Name: **Q025** *Position:* 37 *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	35,689	35,176
2	Mostly agree	45,808	45,777
3	Mostly disagree	12,153	12,363
4	Strongly disagree	8,629	8,911
5	Not applicable	607	612
7	Don't know	3,190	3,193
9	Not stated	419	424
		=====	=====
		106,495	106,456

Coverage: All respondents

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

Variable Name: **Q026** *Position:* 38 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	23,798	23,424
2	Mostly agree	44,264	44,287
3	Mostly disagree	17,827	17,935
4	Strongly disagree	9,544	9,683
5	Not applicable	1,977	1,977
7	Don't know	8,514	8,575
9	Not stated	571	575
		=====	=====
		106,495	106,456

Coverage: All respondents

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

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Variable Name: **Q027** Position: 39 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	36,934	36,300
2	Mostly agree	44,850	44,824
3	Mostly disagree	12,703	12,985
4	Strongly disagree	6,704	6,995
5	Not applicable	422	430
7	Don't know	4,424	4,463
9	Not stated	458	460
		=====	=====
		106,495	106,456

Coverage: All respondents

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

Variable Name: **Q028** Position: 40 Length: 1

My immediate supervisor distributes the work fairly.

		FREQ	WTD
1	Strongly agree	26,508	26,223
2	Mostly agree	47,751	47,773
3	Mostly disagree	13,944	14,044
4	Strongly disagree	7,972	8,171
5	Not applicable	5,350	5,286
7	Don't know	4,423	4,412
9	Not stated	547	548
		=====	=====
		106,495	106,456

Coverage: All respondents

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

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Variable Name: **Q029** Position: 41 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	38,030	37,272
2	Mostly agree	35,947	35,792
3	Mostly disagree	8,509	8,595
4	Strongly disagree	7,457	7,789
5	Not applicable	8,221	8,668
7	Don't know	7,845	7,849
9	Not stated	486	491
		=====	=====
		106,495	106,456

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

Variable Name: **Q030** Position: 42 Length: 1

My immediate supervisor helps me determine my learning needs.

		FREQ	WTD
1	Strongly agree	17,199	16,937
2	Mostly agree	39,692	39,424
3	Mostly disagree	25,322	25,402
4	Strongly disagree	14,484	14,834
5	Not applicable	4,914	4,960
7	Don't know	4,275	4,286
9	Not stated	609	613
		=====	=====
		106,495	106,456

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

Variable Name: **Q031** Position: 43 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	41,715	41,363
2	Two	31,231	30,896
3	Three or more	32,173	32,796
9	Not stated	1,376	1,402
		=====	=====
		106,495	106,456

Coverage: All respondents

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Section: My Work Unit

Variable Name: **Q033** *Position:* 44 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	43,894	43,474
2	Mostly agree	51,885	51,983
3	Mostly disagree	6,800	6,954
4	Strongly disagree	2,130	2,244
5	Not applicable	388	397
7	Don't know	1,018	1,019
9	Not stated	380	385
		=====	=====
		106,495	106,456

Coverage: All respondents

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

Variable Name: **Q034** *Position:* 45 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	36,340	35,993
2	Mostly agree	50,216	50,352
3	Mostly disagree	12,884	12,942
4	Strongly disagree	5,006	5,115
5	Not applicable	1,284	1,280
7	Don't know	431	434
9	Not stated	334	340
		=====	=====
		106,495	106,456

Coverage: All respondents

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

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Variable Name: **Q035** *Position:* 46 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	36,028	35,745
2	Mostly agree	53,388	53,371
3	Mostly disagree	10,610	10,763
4	Strongly disagree	3,534	3,658
5	Not applicable	693	703
7	Don't know	1,894	1,860
9	Not stated	348	357
		=====	=====
		106,495	106,456

Coverage: All respondents

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

Variable Name: **Q036** *Position:* 47 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	18,474	18,256
2	Mostly agree	46,767	46,494
3	Mostly disagree	25,690	25,839
4	Strongly disagree	9,508	9,736
5	Not applicable	1,969	2,016
7	Don't know	3,692	3,711
9	Not stated	395	405
		=====	=====
		106,495	106,456

Coverage: All respondents

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

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Variable Name: **Q037** *Position:* 48 *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	15,889	15,691
2	Mostly agree	44,003	43,836
3	Mostly disagree	19,391	19,613
4	Strongly disagree	12,079	12,478
5	Not applicable	4,208	4,100
7	Don't know	10,460	10,266
9	Not stated	465	473
		=====	=====
		106,495	106,456

Coverage: All respondents

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

Variable Name: **Q038** *Position:* 49 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	69,494	69,262
2	Mostly agree	20,673	20,756
3	Mostly disagree	5,453	5,409
4	Strongly disagree	4,262	4,270
5	Not applicable	5,457	5,568
7	Don't know	816	846
9	Not stated	340	346
		=====	=====
		106,495	106,456

Coverage: All respondents

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

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Variable Name: **Q039** Position: 50 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	69,289	68,530
2	Mostly agree	26,301	26,674
3	Mostly disagree	4,502	4,641
4	Strongly disagree	3,691	3,868
5	Not applicable	983	998
7	Don't know	1,388	1,397
9	Not stated	341	348
		=====	=====
		106,495	106,456

Coverage: All respondents

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

Variable Name: **Q040** Position: 51 Length: 1

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

		FREQ	WTD
1	Strongly agree	24,027	23,923
2	Mostly agree	24,479	24,440
3	Mostly disagree	26,101	26,121
4	Strongly disagree	18,779	18,863
5	Not applicable	6,451	6,461
7	Don't know	6,219	6,202
9	Not stated	439	447
		=====	=====
		106,495	106,456

Coverage: All respondents

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

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Section: My Skills and Career

Variable Name: **Q041** Position: 52 Length: 1

I get the training I need to do my job.

		FREQ	WTD
1	Strongly agree	22,077	21,765
2	Mostly agree	56,529	56,279
3	Mostly disagree	17,603	17,793
4	Strongly disagree	7,634	7,957
5	Not applicable	1,446	1,453
7	Don't know	886	884
9	Not stated	320	325
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q042** Position: 53 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	19,253	19,010
2	Mostly agree	44,631	44,477
3	Mostly disagree	24,930	25,073
4	Strongly disagree	9,858	10,095
5	Not applicable	4,101	4,098
7	Don't know	3,342	3,317
9	Not stated	380	385
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q043** Position: 54 Length: 1

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

		FREQ	WTD
1	Strongly agree	18,452	18,124
2	Mostly agree	47,772	47,451
3	Mostly disagree	23,795	24,018
4	Strongly disagree	11,599	11,968
5	Not applicable	2,140	2,147
7	Don't know	2,343	2,351
9	Not stated	394	397
		=====	=====
		106,495	106,456

Coverage: All respondents

Public Service Employee Survey - 2005
Public Use Microdata File

Variable Name: **Q044** Position: 55 Length: 1

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

		FREQ	WTD
1	Strongly agree	15,818	15,599
2	Mostly agree	37,817	37,562
3	Mostly disagree	27,305	27,424
4	Strongly disagree	15,470	15,803
5	Not applicable	5,118	5,124
7	Don't know	4,523	4,498
9	Not stated	444	447
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q045** Position: 56 Length: 1

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

		FREQ	WTD
1	Strongly agree	14,527	14,292
2	Mostly agree	40,995	40,607
3	Mostly disagree	25,663	25,763
4	Strongly disagree	16,965	17,449
5	Not applicable	1,070	1,088
7	Don't know	6,865	6,841
9	Not stated	410	417
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q046** Position: 57 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	12,682	12,478
2	Mostly agree	34,924	34,700
3	Mostly disagree	28,061	28,070
4	Strongly disagree	23,795	24,108
5	Not applicable	2,700	2,753
7	Don't know	3,751	3,760
9	Not stated	582	588
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q047** *Position:* 58 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	15,420	15,035
2	Mostly agree	42,104	41,718
3	Mostly disagree	24,077	24,282
4	Strongly disagree	16,003	16,406
5	Not applicable	2,259	2,318
7	Don't know	5,975	6,034
9	Not stated	657	664
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q048** *Position:* 59 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	8,132	8,203
2	Mostly agree	25,577	25,831
3	Mostly disagree	36,926	36,742
4	Strongly disagree	26,189	25,855
5	Not applicable	3,589	3,657
7	Don't know	5,161	5,236
9	Not stated	921	934
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q049** *Position:* 60 *Length:* 1

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

		FREQ	WTD
1	Yes	29,376	29,252
2	No	76,189	76,238
9	Not stated	930	966
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q050** *Position:* 61 *Length:* 1

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

		FREQ	WTD
1	Yes	11,414	11,581
2	No	14,704	14,459
6	Valid skip	76,189	76,238
9	Not stated	4,188	4,179
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q049

Variable Name: **Q051** *Position:* 62 *Length:* 1

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

		FREQ	WTD
1	Yes	2,513	2,509
2	No	8,748	8,925
6	Valid skip	90,893	90,697
9	Not stated	4,341	4,326
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q049 and Q050

Variable Name: **Q052** *Position:* 63 *Length:* 1

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

		FREQ	WTD
1	Not at all	8,087	8,328
2	Minimally	14,775	15,064
3	Moderately	47,557	47,480
4	Significantly	32,649	32,117
5	Not applicable	1,640	1,661
7	Don't know	846	861
9	Not stated	941	945
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q053A** 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?... Conflict between work and family or personal obligations

		FREQ	WTD
1	Not at all	45,062	44,994
2	Minimally	26,987	26,938
3	Moderately	17,543	17,502
4	Significantly	9,147	9,243
5	Not applicable	5,751	5,744
7	Don't know	503	523
9	Not stated	1,502	1,512
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q053B** 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 language training in my second official language

		FREQ	WTD
1	Not at all	56,054	56,125
2	Minimally	14,015	14,026
3	Moderately	9,424	9,316
4	Significantly	12,668	12,509
5	Not applicable	11,739	11,816
7	Don't know	1,237	1,284
9	Not stated	1,358	1,381
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q053C** 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 learning opportunities

		FREQ	WTD
1	Not at all	34,455	34,080
2	Minimally	30,024	29,820
3	Moderately	22,055	22,130
4	Significantly	13,235	13,652
5	Not applicable	4,102	4,102
7	Don't know	1,255	1,287
9	Not stated	1,369	1,386
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q053D** 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 access to developmental assignments

		FREQ	WTD
1	Not at all	29,080	28,874
2	Minimally	23,332	23,224
3	Moderately	22,561	22,543
4	Significantly	21,133	21,360
5	Not applicable	6,126	6,133
7	Don't know	2,926	2,966
9	Not stated	1,337	1,357
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q053E** 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?... Lack of information about job opportunities

		FREQ	WTD
1	Not at all	33,317	32,875
2	Minimally	28,586	28,426
3	Moderately	21,847	21,964
4	Significantly	16,056	16,426
5	Not applicable	4,029	4,048
7	Don't know	1,316	1,352
9	Not stated	1,344	1,365
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q053F** 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?... Restriction in the area of competitions

		FREQ	WTD
1	Not at all	25,637	25,504
2	Minimally	19,128	19,075
3	Moderately	19,713	19,779
4	Significantly	32,695	32,668
5	Not applicable	4,730	4,757
7	Don't know	3,072	3,133
9	Not stated	1,520	1,540
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q053G** 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?... Level of education

		FREQ	WTD
1	Not at all	52,252	51,822
2	Minimally	23,749	23,856
3	Moderately	14,867	14,970
4	Significantly	8,144	8,203
5	Not applicable	4,554	4,593
7	Don't know	1,522	1,577
9	Not stated	1,407	1,434
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q053H** Position: 71 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	70,813	70,282
2	Minimally	9,835	9,966
3	Moderately	5,779	5,914
4	Significantly	6,146	6,307
5	Not applicable	7,389	7,382
7	Don't know	4,100	4,124
9	Not stated	2,433	2,482
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Section: Harassment and Discrimination

Variable Name: **Q054** *Position:* 72 *Length:* 1

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

		FREQ	WTD
1	Yes	22,285	22,670
2	No	83,216	82,778
9	Not stated	994	1,009
		=====	=====
		106,495	106,456

Coverage: All respondents

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:* 73 *Length:* 1

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

		FREQ	WTD
1	Never	6,539	6,581
2	Once or twice	6,174	6,302
3	More than twice	6,946	7,133
4	Not applicable	599	605
6	Valid skip	83,216	82,778
9	Not stated	3,021	3,057
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q054

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.

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q055B** Position: 74 Length: 1

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

		FREQ	WTD
1	Never	4,788	4,821
2	Once or twice	6,260	6,367
3	More than twice	9,252	9,472
4	Not applicable	499	507
6	Valid skip	83,216	82,778
9	Not stated	2,480	2,511
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q054

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: 75 Length: 1

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

		FREQ	WTD
1	Never	9,506	9,661
2	Once or twice	1,559	1,593
3	More than twice	1,478	1,524
4	Not applicable	7,005	7,137
6	Valid skip	83,216	82,778
9	Not stated	3,731	3,765
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q054

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.

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q055D** Position: 76 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	7,161	7,223
2	Once or twice	554	592
3	More than twice	1,147	1,430
4	Not applicable	10,620	10,631
6	Valid skip	83,216	82,778
9	Not stated	3,797	3,802
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q054

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: 77 Length: 1

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

		FREQ	WTD
1	Never	11,381	11,503
2	Once or twice	2,029	2,137
3	More than twice	1,130	1,212
4	Not applicable	5,045	5,107
6	Valid skip	83,216	82,778
9	Not stated	3,694	3,719
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q054

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.

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q055F** Position: 78 Length: 1

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

		FREQ	WTD
1	Never	9,922	10,074
2	Once or twice	2,821	2,909
3	More than twice	2,596	2,678
4	Not applicable	4,444	4,487
6	Valid skip	83,216	82,778
9	Not stated	3,496	3,530
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q054

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: **Q058** Position: 79 Length: 1

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

		FREQ	WTD
1	Never	87,715	87,247
2	Once or twice	11,154	11,344
3	More than twice	6,604	6,820
9	Not stated	1,022	1,045
		=====	=====
		106,495	106,456

Coverage: All respondents

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.

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q059A** Position: 80 Length: 1

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

		FREQ	WTD
1	Yes	6,745	6,939
2	No	10,938	11,151
6	Valid skip	87,715	87,247
9	Not stated	1,097	1,119
		=====	=====
		106,495	106,456

Coverage: Those that did not answer never to Q058

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: 81 Length: 1

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

		FREQ	WTD
1	Yes	13,782	14,098
2	No	3,901	3,992
6	Valid skip	87,715	87,247
9	Not stated	1,097	1,119
		=====	=====
		106,495	106,456

Coverage: Those that did not answer never to Q058

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.

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q059C** *Position:* 82 *Length:* 1

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

		FREQ	WTD
1	Yes	1,007	1,036
2	No	16,676	17,055
6	Valid skip	87,715	87,247
9	Not stated	1,097	1,119
		=====	=====
		106,495	106,456

Coverage: Those that did not answer never to Q058

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:* 83 *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	809	984
2	No	16,874	17,106
6	Valid skip	87,715	87,247
9	Not stated	1,097	1,119
		=====	=====
		106,495	106,456

Coverage: Those that did not answer never to Q058

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.

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q059E** *Position:* 84 *Length:* 1

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

		FREQ	WTD
1	Yes	2,206	2,285
2	No	15,477	15,805
6	Valid skip	87,715	87,247
9	Not stated	1,097	1,119
		=====	=====
		106,495	106,456

Coverage: Those that did not answer never to Q058

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:* 85 *Length:* 1

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

		FREQ	WTD
1	Yes	2,127	2,186
2	No	15,556	15,905
6	Valid skip	87,715	87,247
9	Not stated	1,097	1,119
		=====	=====
		106,495	106,456

Coverage: Those that did not answer never to Q058

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.

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q061** Position: 86 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	23,137	22,900
2	Mostly agree	32,195	32,340
3	Mostly disagree	10,094	10,301
4	Strongly disagree	7,972	8,287
5	Not applicable	10,343	10,143
7	Don't know	22,030	21,758
9	Not stated	724	729
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q062** Position: 87 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	19,050	18,969
2	Mostly agree	33,695	33,664
3	Mostly disagree	11,304	11,485
4	Strongly disagree	8,857	9,196
5	Not applicable	5,155	5,108
7	Don't know	27,571	27,164
9	Not stated	863	870
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q063** *Position:* 88 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	26,358	26,191
2	Mostly agree	42,814	42,572
3	Mostly disagree	11,634	11,844
4	Strongly disagree	7,231	7,557
5	Not applicable	1,520	1,521
7	Don't know	15,913	15,743
9	Not stated	1,025	1,029
		=====	=====
		106,495	106,456

Coverage: All respondents

Section: Staffing

Variable Name: **Q064** *Position:* 89 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	22,750	22,320
2	Mostly agree	58,552	58,303
3	Mostly disagree	14,652	14,946
4	Strongly disagree	7,729	8,089
5	Not applicable	687	683
7	Don't know	1,744	1,734
9	Not stated	381	382
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q065** *Position:* 90 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	21,796	21,339
2	Mostly agree	46,603	46,219
3	Mostly disagree	18,366	18,679
4	Strongly disagree	11,885	12,392
5	Not applicable	865	862
7	Don't know	6,534	6,516
9	Not stated	446	450
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q066** *Position:* 91 *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	14,541	14,265
2	Mostly agree	29,906	29,626
3	Mostly disagree	13,355	13,452
4	Strongly disagree	9,935	10,309
5	Not applicable	34,080	34,098
7	Don't know	4,211	4,228
9	Not stated	467	479
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q067** *Position:* 92 *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	16,030	15,779
2	Mostly agree	30,364	30,150
3	Mostly disagree	12,824	12,888
4	Strongly disagree	8,265	8,529
5	Not applicable	35,943	35,985
7	Don't know	2,375	2,412
9	Not stated	694	713
		=====	=====
		106,495	106,456

Coverage: All respondents

Public Service Employee Survey - 2005
Public Use Microdata File

Section: Service to Clients

Variable Name: **Q072** Position: 93 Length: 1

My work unit has clearly defined client service standards.

		FREQ	WTD
1	Strongly agree	25,082	25,002
2	Mostly agree	49,633	49,704
3	Mostly disagree	16,864	16,744
4	Strongly disagree	5,400	5,390
5	Not applicable	3,384	3,453
7	Don't know	5,498	5,515
9	Not stated	634	648
		=====	=====
		106,495	106,456

Coverage: All respondents

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: 94 Length: 1

My work unit regularly applies the client service standards.

		FREQ	WTD
1	Strongly agree	23,101	23,018
2	Mostly agree	48,182	48,159
3	Mostly disagree	15,184	15,192
4	Strongly disagree	4,834	4,870
5	Not applicable	5,372	5,382
7	Don't know	9,047	9,044
9	Not stated	775	792
		=====	=====
		106,495	106,456

Coverage: All respondents

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.

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q074** *Position:* 95 *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	18,147	18,009
2	Mostly agree	40,571	40,582
3	Mostly disagree	18,870	18,891
4	Strongly disagree	7,603	7,626
5	Not applicable	5,596	5,644
7	Don't know	14,913	14,894
9	Not stated	795	810
		=====	=====
		106,495	106,456

Coverage: All respondents

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:* 96 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	25,432	25,150
2	Mostly agree	54,044	53,812
3	Mostly disagree	12,124	12,301
4	Strongly disagree	3,895	4,017
5	Not applicable	5,409	5,505
7	Don't know	4,799	4,863
9	Not stated	792	809
		=====	=====
		106,495	106,456

Coverage: All respondents

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.

**Public Service Employee Survey - 2005
Public Use Microdata File**

Section: My Organization (Department or Agency)

Variable Name: **Q076** *Position:* 97 *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	22,179	21,725
2	Mostly agree	55,680	55,502
3	Mostly disagree	17,840	18,090
4	Strongly disagree	6,363	6,542
5	Not applicable	1,373	1,433
7	Don't know	2,444	2,533
9	Not stated	616	631
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q077** *Position:* 98 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	27,744	27,292
2	Mostly agree	56,983	56,968
3	Mostly disagree	13,497	13,684
4	Strongly disagree	3,684	3,816
5	Not applicable	3,075	3,129
7	Don't know	932	977
9	Not stated	580	591
		=====	=====
		106,495	106,456

Coverage: All respondents

Public Service Employee Survey - 2005
Public Use Microdata File

Variable Name: **Q078** *Position:* 99 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	11,108	10,914
2	Mostly agree	45,282	44,740
3	Mostly disagree	29,424	29,544
4	Strongly disagree	17,177	17,708
5	Not applicable	270	288
7	Don't know	2,660	2,681
9	Not stated	574	582
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q079** *Position:* 100 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	19,431	19,060
2	Mostly agree	43,097	42,522
3	Mostly disagree	15,716	15,796
4	Strongly disagree	11,364	11,946
5	Not applicable	3,208	3,484
7	Don't know	13,166	13,120
9	Not stated	513	528
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q080** *Position:* 101 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	30,730	30,437
2	Mostly agree	54,359	54,153
3	Mostly disagree	9,024	9,270
4	Strongly disagree	4,674	5,022
5	Not applicable	361	356
7	Don't know	6,861	6,721
9	Not stated	486	498
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q081** Position: 102 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	35,624	35,398
2	Mostly agree	47,803	47,911
3	Mostly disagree	11,942	11,953
4	Strongly disagree	5,639	5,760
5	Not applicable	522	522
7	Don't know	4,491	4,427
9	Not stated	474	486
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q082** Position: 103 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	26,765	26,431
2	Mostly agree	45,216	45,195
3	Mostly disagree	18,153	18,270
4	Strongly disagree	8,576	8,740
5	Not applicable	880	904
7	Don't know	6,397	6,401
9	Not stated	508	515
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q083** *Position:* 104 *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	16,153	16,094
2	Mostly agree	36,440	36,533
3	Mostly disagree	22,610	22,595
4	Strongly disagree	16,040	16,186
5	Not applicable	1,711	1,675
7	Don't know	13,026	12,849
9	Not stated	515	525
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q084** *Position:* 105 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	13,007	12,867
2	Mostly agree	37,389	36,957
3	Mostly disagree	23,715	23,778
4	Strongly disagree	18,956	19,461
5	Not applicable	168	177
7	Don't know	12,727	12,672
9	Not stated	533	545
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q085** *Position:* 106 *Length:* 1

I believe that senior management has made progress toward resolving the issues raised in the 2002 Public Service Employee Survey.

		FREQ	WTD
1	Strongly agree	7,961	7,855
2	Mostly agree	26,708	26,418
3	Mostly disagree	19,520	19,585
4	Strongly disagree	14,457	14,892
5	Not applicable	2,189	2,186
7	Don't know	34,979	34,829
9	Not stated	681	692
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q086** *Position:* 107 *Length:* 1

I am strongly committed to making my organization successful.

		FREQ	WTD
1	Strongly agree	58,001	57,527
2	Mostly agree	43,606	43,856
3	Mostly disagree	2,100	2,178
4	Strongly disagree	539	580
5	Not applicable	811	837
7	Don't know	831	862
9	Not stated	607	618
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q087** *Position:* 108 *Length:* 1

Overall, my organization treats me with respect.

		FREQ	WTD
1	Strongly agree	35,329	34,757
2	Mostly agree	53,658	53,558
3	Mostly disagree	10,834	11,109
4	Strongly disagree	4,996	5,325
5	Not applicable	109	115
7	Don't know	975	989
9	Not stated	594	603
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q088** *Position:* 109 *Length:* 1

My organization is a good place to work.

		FREQ	WTD
1	Strongly agree	33,940	33,559
2	Mostly agree	53,182	53,107
3	Mostly disagree	12,318	12,456
4	Strongly disagree	5,335	5,594
5	Not applicable	120	125
7	Don't know	977	983
9	Not stated	623	633
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q089** Position: 110 Length: 1

I am satisfied with my career in the Public Service.

		FREQ	WTD
1	Strongly agree	28,212	27,897
2	Mostly agree	54,438	54,277
3	Mostly disagree	15,087	15,249
4	Strongly disagree	6,383	6,623
5	Not applicable	338	340
7	Don't know	1,447	1,470
9	Not stated	590	599
		=====	=====
		106,495	106,456

Coverage: All respondents

Section: Labour Management Relations

Variable Name: **Q090** Position: 111 Length: 1

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

		FREQ	WTD
1	Strongly agree	35,695	35,284
2	Mostly agree	46,795	46,995
3	Mostly disagree	6,719	6,921
4	Strongly disagree	3,107	3,325
5	Not applicable	5,027	4,823
7	Don't know	8,580	8,529
9	Not stated	572	579
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q091** Position: 112 Length: 1

Senior managers respect the provisions of my collective agreement.

		FREQ	WTD
1	Strongly agree	27,811	27,448
2	Mostly agree	49,319	49,205
3	Mostly disagree	8,449	8,774
4	Strongly disagree	4,046	4,420
5	Not applicable	4,954	4,753
7	Don't know	11,261	11,190
9	Not stated	655	667
		=====	=====
		106,495	106,456

Coverage: All respondents

Public Service Employee Survey - 2005
Public Use Microdata File

Variable Name: **Q092** *Position:* 113 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	12,793	12,620
2	Mostly agree	29,409	29,522
3	Mostly disagree	12,059	12,435
4	Strongly disagree	6,721	7,094
5	Not applicable	5,894	5,654
7	Don't know	38,886	38,383
9	Not stated	733	748
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q093** *Position:* 114 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	7,373	7,330
2	Mostly agree	22,991	23,008
3	Mostly disagree	15,514	15,909
4	Strongly disagree	8,408	8,964
5	Not applicable	6,389	6,120
7	Don't know	45,068	44,365
9	Not stated	752	760
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q094** *Position:* 115 *Length:* 1

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

		FREQ	WTD
1	Strongly agree	4,481	4,484
2	Mostly agree	18,775	18,686
3	Mostly disagree	17,100	17,240
4	Strongly disagree	13,996	14,861
5	Not applicable	6,537	6,252
7	Don't know	44,719	44,042
9	Not stated	887	892
		=====	=====
		106,495	106,456

Coverage: All respondents

Section: General Information

Variable Name: **Q099** *Position:* 116 *Length:* 1

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

		FREQ	WTD
1	Yes	31,912	31,956
2	No	73,351	73,241
9	Not stated	1,232	1,260
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q100A** *Position:* 117 *Length:* 1

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

		FREQ	WTD
1	Yes	3,406	3,406
2	No	6,504	6,467
3	Maybe	4,619	4,676
6	Valid skip	73,351	73,241
9	Not stated	18,615	18,666
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q100B** *Position:* 118 *Length:* 1

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

		FREQ	WTD
1	Yes	8,034	8,030
2	No	2,607	2,611
3	Maybe	7,190	7,219
6	Valid skip	73,351	73,241
9	Not stated	15,313	15,356
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

Variable Name: **Q100C** *Position:* 119 *Length:* 1

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

		FREQ	WTD
1	Yes	10,225	10,283
2	No	1,422	1,409
3	Maybe	8,215	8,246
6	Valid skip	73,351	73,241
9	Not stated	13,282	13,277
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

Variable Name: **Q101A** *Position:* 120 *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	4,078	4,101
2	Somewhat important	3,244	3,277
3	Very important	19,697	19,691
4	Not applicable	3,939	3,949
6	Valid skip	73,351	73,241
9	Not stated	2,186	2,197
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q101B** Position: 121 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	5,421	5,391
2	Somewhat important	6,835	6,846
3	Very important	9,288	9,422
4	Not applicable	7,014	6,954
6	Valid skip	73,351	73,241
9	Not stated	4,586	4,603
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

Variable Name: **Q101C** Position: 122 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	9,332	9,342
2	Somewhat important	3,772	3,805
3	Very important	1,918	1,944
4	Not applicable	13,374	13,349
6	Valid skip	73,351	73,241
9	Not stated	4,748	4,776
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

Variable Name: **Q101D** Position: 123 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	5,297	5,307
2	Somewhat important	6,310	6,298
3	Very important	9,179	9,248
4	Not applicable	8,027	8,004
6	Valid skip	73,351	73,241
9	Not stated	4,331	4,358
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q101E** *Position:* 124 *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	4,533	4,512
2	Somewhat important	6,900	6,923
3	Very important	11,115	11,213
4	Not applicable	6,267	6,220
6	Valid skip	73,351	73,241
9	Not stated	4,329	4,348
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

Variable Name: **Q101F** *Position:* 125 *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	5,796	5,814
2	Somewhat important	5,508	5,492
3	Very important	9,032	9,097
4	Not applicable	8,400	8,386
6	Valid skip	73,351	73,241
9	Not stated	4,408	4,426
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

Variable Name: **Q101G** *Position:* 126 *Length:* 1

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

		FREQ	WTD
1	Not at all important	5,074	5,104
2	Somewhat important	764	791
3	Very important	2,371	2,395
4	Not applicable	20,295	20,258
6	Valid skip	73,351	73,241
9	Not stated	4,640	4,667
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q101H** *Position:* 127 *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	5,866	5,849
2	Somewhat important	6,892	6,934
3	Very important	7,288	7,393
4	Not applicable	8,711	8,635
6	Valid skip	73,351	73,241
9	Not stated	4,387	4,405
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

Variable Name: **Q101I** *Position:* 128 *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	6,116	6,124
2	Somewhat important	2,917	2,943
3	Very important	3,367	3,378
4	Not applicable	15,927	15,931
6	Valid skip	73,351	73,241
9	Not stated	4,817	4,838
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

Variable Name: **Q101J** *Position:* 129 *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	5,914	5,923
2	Somewhat important	2,834	2,849
3	Very important	3,688	3,735
4	Not applicable	15,954	15,932
6	Valid skip	73,351	73,241
9	Not stated	4,754	4,777
		=====	=====
		106,495	106,456

Coverage: Those that answered yes to Q099

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q116** *Position:* 130 *Length:* 1

Did you complete and return a questionnaire in the last Public Service Employee Survey (2002)?

		FREQ	WTD
1	Yes	76,334	76,108
2	No	28,329	28,494
9	Not stated	1,832	1,854
		=====	=====
		106,495	106,456

Coverage: All respondents

Section: Derived/Grouped Variables

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

Department Size

		FREQ	WTD
1	9,000 or more employees	48,753	48,763
2	2,000 to 8,999 employees	44,894	44,843
3	less than 2,000 employees	12,157	12,155
9	Not stated	691	696
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q106_M** *Position:* 132 *Length:* 1

Region of work

		FREQ	WTD
1	In the National Capital Region	43,721	42,649
2	Outside the National Capital Region	61,214	62,223
9	Not stated	1,560	1,584
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q109_M** *Position:* 133 *Length:* 1

Gender

		FREQ	WTD
1	Male	44,590	46,099
2	Female	60,348	58,788
9	Not stated	1,557	1,570
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q110_M** *Position:* 134 *Length:* 1

Education

		FREQ	WTD
1	Secondary/high school graduation certificate or equivalent or less or; diploma or certificate from a community college, CEGEP, institute of technology, nursing school, etc. or, trades certificate or diploma	52,461	53,767
2	University certificate or diploma below bachelor level or; bachelor's degree (e.g. B.A., B.Sc) or; university certificate or diploma above bachelor level including Master's degree (e.g. M.A., M.Sc, M.Ed) or professional degree (e.g. LL.B., degree in medicine, dentistry, veterinary medicine or optometry(e.g. M.D., D.D.S., D.M.D., D.V.M., O.D.)) or earned doctorate (e.g. Ph.D., D.Sc, D.Ed.)	52,707	51,343
9	Not stated	1,327	1,346
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q108_M** *Position:* 135 *Length:* 1

Age (groups)

		FREQ	WTD
1	Up to 39 years old	34,184	33,952
2	40 to 49 years old	36,499	36,604
3	50 years old and over	34,250	34,319
9	Not stated	1,562	1,582
		=====	=====
		106,495	106,456

Coverage: All respondents

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **Q071_M** *Position:* 136 *Length:* 1

Annual Salary Range

		FREQ	WTD
1	Less than \$40,000	35,288	36,340
2	\$40,000 to \$59,999	41,796	41,416
3	\$60,000 or more	27,520	26,783
9	Not stated	1,891	1,917
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **Q032_M** *Position:* 137 *Length:* 1

Are you a supervisor?

		FREQ	WTD
1	Yes	25,278	24,782
2	No	79,031	79,452
9	Not stated	2,186	2,222
		=====	=====
		106,495	106,456

Coverage: All respondents

Variable Name: **BTQ070_M** *Position:* 138 *Length:* 1

Major Bargaining Units

		FREQ	WTD
9	Not stated	2,949	2,949
A	PSAC 1 (AS, IS, PM, WP, CM, DA, CR, OE, ST)	53,330	51,163
B	PSAC 2 (FR, GL, GS, HP, HS, LI, SC, PR)	4,444	6,225
C	PSAC 3 (DD, EG, GT, PY, PI, TI)	6,117	5,944
D	PIPSC 1 (AC, AG, BI, CH, FO, MT, PC, SG)	3,845	3,570
E	PIPSC 2 (AR, EN)	1,724	1,662
F	PIPSC 3 (CS)	6,536	7,052
I	CSN (CX)	1,572	2,455
K	Other Bargaining Units	25,978	25,437
		=====	=====
		106,495	106,456

Coverage: All respondents

Note: This variable has been derived from Q070.

**Public Service Employee Survey - 2005
Public Use Microdata File**

Variable Name: **D070_M** *Position:* 139 *Length:* 1

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

		FREQ	WTD
9	Not stated	2,949	2,949
A	Executive (CA, EX, GX)	2,844	2,712
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)	16,863	16,603
C	Administration and Foreign Services (AS, CS, FI, FS, IS, MM, OM, PE, PG, PM, TR, WP)	47,337	45,106
D	Technical Support (AI, AO, DD, EG, EL, EU, GT, PI, PY, RO, SI, SO, TI)	10,046	9,910
E	Administrative Support (CM, CR, DA, OE, ST)	20,028	19,771
F	Operations (CX, FR, GL, GS, HP, HS, LI, PR, SC, SR)	6,428	9,406
		=====	=====
		106,495	106,456

Coverage: All respondents

Section: Weight Variable

Variable Name: **PWeight** *Position:* 140 *Length:* 12.4

PWeight

Coverage: All respondents

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

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