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**Section:**  **Identification Section (IDEN)**

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

Pumf file identification number

*Coverage:* All respondents.

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

Department size

| | | FREQ | WTD |
|---|---|---|---|
| 1 | 9,000 employees or more | 97,404 | 97,325 |
| 2 | 2,000 to 8,999 employees | 57,099 | 57,119 |
| 3 | Less than 2,000 employees | 14,790 | 14,810 |
| 9 | Not stated | 387 | 418 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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**Section:**  **My Job World (Job)**

*Variable Name:*  **A_Q001**   *Position:* 8   *Length:* 2

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

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 63,302 | 62,389 |
| 02 | Somewhat agree | 77,952 | 78,008 |
| 03 | Neither agree nor disagree | 7,134 | 7,320 |
| 04 | Somewhat disagree | 15,176 | 15,533 |
| 05 | Strongly disagree | 5,509 | 5,807 |
| 06 | Not applicable | 80 | 83 |
| 97 | Don't know | 97 | 103 |
| 99 | Not stated | 430 | 429 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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| *Variable Name:* | **A_Q002** | *Position:* | 10 | *Length:* | 2 |

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 |
|---|---|---|---|
| 01 | Strongly agree | 120,553 | 119,985 |
| 02 | Somewhat agree | 33,785 | 34,082 |
| 03 | Neither agree nor disagree | 5,607 | 5,734 |
| 04 | Somewhat disagree | 4,779 | 4,766 |
| 05 | Strongly disagree | 2,177 | 2,221 |
| 06 | Not applicable | 1,396 | 1,485 |
| 97 | Don't know | 754 | 773 |
| 99 | Not stated | 629 | 625 |
|  |  | ====== | ========= |
|  |  | 169,680 | 169,671 |

*Coverage:* All respondents.

| *Variable Name:* | **A_Q003** | *Position:* | 12 | *Length:* | 2 |

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

|  |  | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 112,247 | 112,556 |
| 02 | Somewhat agree | 30,792 | 30,728 |
| 03 | Neither agree nor disagree | 7,653 | 7,662 |
| 04 | Somewhat disagree | 10,647 | 10,319 |
| 05 | Strongly disagree | 5,557 | 5,459 |
| 06 | Not applicable | 1,980 | 2,133 |
| 97 | Don't know | 230 | 249 |
| 99 | Not stated | 574 | 565 |
|  |  | ====== | ========= |
|  |  | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **A_Q004** | Position: | 14 | Length: | 2 |
|---|---|---|---|---|---|

My job is a good fit with my interests.

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 64,126 | 63,972 |
| 02 | Somewhat agree | 68,926 | 68,907 |
| 03 | Neither agree nor disagree | 17,996 | 18,187 |
| 04 | Somewhat disagree | 11,420 | 11,380 |
| 05 | Strongly disagree | 6,190 | 6,246 |
| 06 | Not applicable | 193 | 199 |
| 97 | Don't know | 254 | 257 |
| 99 | Not stated | 575 | 523 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **A_Q005** | Position: | 16 | Length: | 2 |
|---|---|---|---|---|---|

I have support at work to balance my work, family and personal life.

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 64,906 | 64,134 |
| 02 | Somewhat agree | 60,520 | 60,491 |
| 03 | Neither agree nor disagree | 19,011 | 19,350 |
| 04 | Somewhat disagree | 14,459 | 14,672 |
| 05 | Strongly disagree | 8,369 | 8,641 |
| 06 | Not applicable | 1,217 | 1,234 |
| 97 | Don't know | 585 | 586 |
| 99 | Not stated | 613 | 564 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

| *Variable Name:* | **A_Q006** | *Position:* | 18 | *Length:* | 2 |

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

|    |                             | FREQ    | WTD     |
|----|-----------------------------|---------|---------|
| 01 | Strongly agree              | 83,979  | 83,050  |
| 02 | Somewhat agree              | 57,130  | 57,428  |
| 03 | Neither agree nor disagree  | 9,185   | 9,375   |
| 04 | Somewhat disagree           | 12,244  | 12,447  |
| 05 | Strongly disagree           | 6,003   | 6,288   |
| 06 | Not applicable              | 289     | 305     |
| 97 | Don't know                  | 96      | 98      |
| 99 | Not stated                  | 754     | 679     |
|    |                             | ======  | ======= |
|    |                             | 169,680 | 169,671 |

*Coverage:* All respondents.

| *Variable Name:* | **A_Q007** | *Position:* | 20 | *Length:* | 2 |

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

|    |                             | FREQ    | WTD     |
|----|-----------------------------|---------|---------|
| 01 | Strongly agree              | 55,604  | 56,321  |
| 02 | Somewhat agree              | 40,433  | 40,609  |
| 03 | Neither agree nor disagree  | 15,398  | 15,271  |
| 04 | Somewhat disagree           | 18,982  | 18,696  |
| 05 | Strongly disagree           | 20,233  | 20,030  |
| 06 | Not applicable              | 15,226  | 15,058  |
| 97 | Don't know                  | 3,043   | 2,995   |
| 99 | Not stated                  | 761     | 691     |
|    |                             | ======  | ======= |
|    |                             | 169,680 | 169,671 |

*Coverage:* All respondents.

| *Variable Name:* | **A_Q008** | *Position:* | 22 | *Length:* | 2 |
|---|---|---|---|---|---|

Overall, I like my job.

|  |  | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 70,067 | 70,035 |
| 02 | Somewhat agree | 70,854 | 70,824 |
| 03 | Neither agree nor disagree | 13,783 | 13,839 |
| 04 | Somewhat disagree | 9,479 | 9,518 |
| 05 | Strongly disagree | 4,527 | 4,559 |
| 06 | Not applicable | 62 | 59 |
| 97 | Don't know | 191 | 199 |
| 99 | Not stated | 717 | 638 |
|  |  | ====== | ========= |
|  |  | 169,680 | 169,671 |

*Coverage:* All respondents.

| *Variable Name:* | **A_Q009** | *Position:* | 24 | *Length:* | 2 |
|---|---|---|---|---|---|

I get a sense of satisfaction from my work.

|  |  | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 58,981 | 58,727 |
| 02 | Somewhat agree | 70,530 | 70,388 |
| 03 | Neither agree nor disagree | 18,339 | 18,505 |
| 04 | Somewhat disagree | 12,696 | 12,813 |
| 05 | Strongly disagree | 7,285 | 7,458 |
| 06 | Not applicable | 67 | 63 |
| 97 | Don't know | 174 | 179 |
| 99 | Not stated | 1,608 | 1,537 |
|  |  | ====== | ========= |
|  |  | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **A_Q010**          *Position:*   26          *Length:*   2

I know how my work contributes to the achievement of my department's or agency's goals.

|    |                              | FREQ    | WTD     |
|----|------------------------------|---------|---------|
| 01 | Strongly agree               | 71,981  | 71,318  |
| 02 | Somewhat agree               | 66,485  | 66,576  |
| 03 | Neither agree nor disagree   | 15,835  | 16,098  |
| 04 | Somewhat disagree            | 8,325   | 8,492   |
| 05 | Strongly disagree            | 5,066   | 5,229   |
| 06 | Not applicable               | 126     | 135     |
| 97 | Don't know                   | 1,053   | 1,091   |
| 99 | Not stated                   | 809     | 732     |
|    |                              | ======  | ======= |
|    |                              | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **A_Q011**          *Position:*   28          *Length:*   2

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

|    |                       | FREQ    | WTD     |
|----|-----------------------|---------|---------|
| 01 | Always/Almost always  | 24,457  | 24,004  |
| 02 | Often                 | 50,063  | 49,541  |
| 03 | Sometimes             | 57,298  | 57,471  |
| 04 | Rarely                | 22,959  | 23,371  |
| 05 | Never/Almost never    | 12,329  | 12,812  |
| 06 | Not applicable        | 717     | 721     |
| 97 | Don't know            | 1,027   | 1,014   |
| 99 | Not stated            | 830     | 737     |
|    |                       | ======  | ======= |
|    |                       | 169,680 | 169,671 |

*Coverage:* All respondents.

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| | | | | |
|---|---|---|---|---|
| *Variable Name:* | **A_Q012** | *Position:* | 30 | *Length:* | 2 |

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

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Always/Almost always | 41,820 | 41,088 |
| 02 | Often | 53,229 | 53,002 |
| 03 | Sometimes | 44,022 | 44,256 |
| 04 | Rarely | 18,658 | 19,058 |
| 05 | Never/Almost never | 9,581 | 9,992 |
| 06 | Not applicable | 713 | 714 |
| 97 | Don't know | 703 | 701 |
| 99 | Not stated | 954 | 858 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

| | | | | |
|---|---|---|---|---|
| *Variable Name:* | **A_Q013** | *Position:* | 32 | *Length:* | 2 |

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

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Always/Almost always | 46,728 | 47,366 |
| 02 | Often | 58,710 | 58,958 |
| 03 | Sometimes | 34,767 | 34,547 |
| 04 | Rarely | 16,966 | 16,561 |
| 05 | Never/Almost never | 10,128 | 9,912 |
| 06 | Not applicable | 1,220 | 1,257 |
| 97 | Don't know | 316 | 317 |
| 99 | Not stated | 845 | 754 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **A_Q014A**      *Position:*    34      *Length:*    2

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

| | | FREQ | WTD |
|---|---|---:|---:|
| 01 | Always/Almost always | 19,435 | 19,410 |
| 02 | Often | 47,943 | 47,994 |
| 03 | Sometimes | 59,288 | 59,116 |
| 04 | Rarely | 27,270 | 27,301 |
| 05 | Never/Almost never | 10,219 | 10,340 |
| 06 | Not applicable | 3,055 | 3,107 |
| 97 | Don't know | 1,173 | 1,198 |
| 99 | Not stated | 1,297 | 1,206 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **A_Q014B**      *Position:*    36      *Length:*    2

I feel that the quality of my work suffers because of...Lack of stability in my department or agency

| | | FREQ | WTD |
|---|---|---:|---:|
| 01 | Always/Almost always | 19,976 | 20,172 |
| 02 | Often | 35,450 | 35,633 |
| 03 | Sometimes | 48,626 | 48,519 |
| 04 | Rarely | 36,503 | 36,290 |
| 05 | Never/Almost never | 19,551 | 19,523 |
| 06 | Not applicable | 4,419 | 4,446 |
| 97 | Don't know | 3,563 | 3,587 |
| 99 | Not stated | 1,592 | 1,500 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **A_Q014C**     *Position:*   38     *Length:*   2

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

|    |                     | FREQ | WTD |
|----|---------------------|------|-----|
|    |                     | FREQ | WTD |
| 01 | Always/Almost always | 27,774 | 27,824 |
| 02 | Often | 40,418 | 40,508 |
| 03 | Sometimes | 49,965 | 49,816 |
| 04 | Rarely | 28,287 | 28,200 |
| 05 | Never/Almost never | 13,111 | 13,140 |
| 06 | Not applicable | 5,326 | 5,404 |
| 97 | Don't know | 3,196 | 3,268 |
| 99 | Not stated | 1,603 | 1,511 |
|    |                     | ====== | ========= |
|    |                     | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **A_Q014D**     *Position:*   40     *Length:*   2

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

|    |                     | FREQ | WTD |
|----|---------------------|------|-----|
|    |                     | FREQ | WTD |
| 01 | Always/Almost always | 14,940 | 14,740 |
| 02 | Often | 30,488 | 30,120 |
| 03 | Sometimes | 56,345 | 56,094 |
| 04 | Rarely | 41,506 | 41,895 |
| 05 | Never/Almost never | 18,627 | 18,920 |
| 06 | Not applicable | 4,654 | 4,833 |
| 97 | Don't know | 1,440 | 1,464 |
| 99 | Not stated | 1,680 | 1,605 |
|    |                     | ====== | ========= |
|    |                     | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **A_Q014E**     *Position:*   42     *Length:*   2

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 |
|----|----|------|-----|
| 01 | Always/Almost always | 27,473 | 27,354 |
| 02 | Often | 40,119 | 40,000 |
| 03 | Sometimes | 47,265 | 47,330 |
| 04 | Rarely | 29,568 | 29,678 |
| 05 | Never/Almost never | 16,541 | 16,674 |
| 06 | Not applicable | 5,089 | 5,109 |
| 97 | Don't know | 1,968 | 1,973 |
| 99 | Not stated | 1,657 | 1,552 |
|    |    | ====== | ========= |
|    |    | 169,680 | 169,671 |

*Coverage:*  All respondents.

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*Variable Name:* **A_Q014F**     *Position:*   44     *Length:*   2

I feel that the quality of my work suffers because of...High staff turnover

|    |    | FREQ | WTD |
|----|----|------|-----|
| 01 | Always/Almost always | 23,247 | 23,013 |
| 02 | Often | 36,468 | 36,124 |
| 03 | Sometimes | 45,110 | 44,897 |
| 04 | Rarely | 33,508 | 33,937 |
| 05 | Never/Almost never | 18,792 | 19,141 |
| 06 | Not applicable | 6,956 | 7,022 |
| 97 | Don't know | 4,117 | 4,150 |
| 99 | Not stated | 1,482 | 1,386 |
|    |    | ====== | ========= |
|    |    | 169,680 | 169,671 |

*Coverage:*  All respondents.

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*Variable Name:*     **A_D015A**          *Position:*     46          *Length:*     1

What were the three most important attributes that attracted you to your current job? - Desire to gain experience or greater experience in the department or agency

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 21,217 | 20,849 |
| 2 | The second most important | 16,818 | 16,568 |
| 3 | The third most important | 11,709 | 11,570 |
| 4 | Not one of the three most important | 113,462 | 114,087 |
| 9 | Not stated | 6,474 | 6,597 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:*      Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

*Variable Name:*     **A_D015B**          *Position:*     47          *Length:*     1

What were the three most important attributes that attracted you to your current job? - Ability to contribute to making a difference to the lives of Canadians

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 13,476 | 13,567 |
| 2 | The second most important | 10,834 | 10,834 |
| 3 | The third most important | 10,496 | 10,512 |
| 4 | Not one of the three most important | 128,136 | 127,915 |
| 9 | Not stated | 6,738 | 6,843 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:*      Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

*Variable Name:*     **A_D015C**          *Position:*     48          *Length:*     1

What were the three most important attributes that attracted you to your current job? - Job security

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 29,583 | 30,564 |
| 2 | The second most important | 21,668 | 22,073 |
| 3 | The third most important | 17,543 | 17,683 |
| 4 | Not one of the three most important | 95,041 | 93,458 |
| 9 | Not stated | 5,845 | 5,893 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:*      Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

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*Variable Name:*     **A_D015D**          *Position:*    49          *Length:*    1

What were the three most important attributes that attracted you to your current job? - Geographical location of the job

|   |   | FREQ | WTD |
|---|---|------|-----|
| 1 | The most important | 8,714 | 8,691 |
| 2 | The second most important | 15,856 | 16,107 |
| 3 | The third most important | 17,292 | 17,421 |
| 4 | Not one of the three most important | 121,508 | 121,044 |
| 9 | Not stated | 6,310 | 6,408 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:*     Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

---

*Variable Name:*     **A_D015E**          *Position:*    50          *Length:*    1

What were the three most important attributes that attracted you to your current job? - My interests match the responsibilities of the job

|   |   | FREQ | WTD |
|---|---|------|-----|
| 1 | The most important | 37,736 | 37,257 |
| 2 | The second most important | 23,519 | 23,385 |
| 3 | The third most important | 16,007 | 15,994 |
| 4 | Not one of the three most important | 86,337 | 86,827 |
| 9 | Not stated | 6,081 | 6,208 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:*     Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

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*Variable Name:*     **A_D015F**          *Position:*    51          *Length:*    1

What were the three most important attributes that attracted you to your current job? - Opportunity to work on innovative or 'leading edge' projects

|   |   | FREQ | WTD |
|---|---|------|-----|
| 1 | The most important | 6,944 | 6,833 |
| 2 | The second most important | 8,360 | 8,199 |
| 3 | The third most important | 6,240 | 6,122 |
| 4 | Not one of the three most important | 141,231 | 141,496 |
| 9 | Not stated | 6,905 | 7,020 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:*     Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

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*Variable Name:* **A_D015G** *Position:* 52 *Length:* 1

What were the three most important attributes that attracted you to your current job? - Good career opportunities in the department or agency

|   |                                      | FREQ    | WTD     |
|---|--------------------------------------|---------|---------|
| 1 | The most important                   | 9,300   | 9,269   |
| 2 | The second most important            | 12,162  | 12,116  |
| 3 | The third most important             | 12,003  | 11,986  |
| 4 | Not one of the three most important  | 129,404 | 129,381 |
| 9 | Not stated                           | 6,811   | 6,919   |
|   |                                      | ======  | ======= |
|   |                                      | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

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*Variable Name:* **A_D015H** *Position:* 53 *Length:* 1

What were the three most important attributes that attracted you to your current job? - Developmental/learning opportunities in the department or agency

|   |                                      | FREQ    | WTD     |
|---|--------------------------------------|---------|---------|
| 1 | The most important                   | 4,779   | 4,683   |
| 2 | The second most important            | 8,986   | 8,833   |
| 3 | The third most important             | 10,547  | 10,448  |
| 4 | Not one of the three most important  | 138,509 | 138,733 |
| 9 | Not stated                           | 6,859   | 6,974   |
|   |                                      | ======  | ======= |
|   |                                      | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

---

*Variable Name:* **A_D015I** *Position:* 54 *Length:* 1

What were the three most important attributes that attracted you to your current job? - Opportunity to work with well-respected manager

|   |                                      | FREQ    | WTD     |
|---|--------------------------------------|---------|---------|
| 1 | The most important                   | 4,786   | 4,629   |
| 2 | The second most important            | 7,684   | 7,420   |
| 3 | The third most important             | 8,174   | 7,938   |
| 4 | Not one of the three most important  | 142,182 | 142,719 |
| 9 | Not stated                           | 6,854   | 6,965   |
|   |                                      | ======  | ======= |
|   |                                      | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

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*Variable Name:* **A_D015J** *Position:* 55 *Length:* 1

What were the three most important attributes that attracted you to your current job? - Good work-life balance practices

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 9,293 | 9,410 |
| 2 | The second most important | 14,154 | 14,251 |
| 3 | The third most important | 18,528 | 18,593 |
| 4 | Not one of the three most important | 120,996 | 120,604 |
| 9 | Not stated | 6,709 | 6,813 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

*Variable Name:* **A_D015K** *Position:* 56 *Length:* 1

What were the three most important attributes that attracted you to your current job? - Compensation (salary, benefits)

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 10,570 | 10,804 |
| 2 | The second most important | 17,482 | 17,805 |
| 3 | The third most important | 18,414 | 18,671 |
| 4 | Not one of the three most important | 116,723 | 115,825 |
| 9 | Not stated | 6,491 | 6,565 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

*Variable Name:* **A_D015L** *Position:* 57 *Length:* 1

What were the three most important attributes that attracted you to your current job? - Employees' efforts are recognized

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 487 | 476 |
| 2 | The second most important | 1,422 | 1,419 |
| 3 | The third most important | 2,577 | 2,555 |
| 4 | Not one of the three most important | 158,168 | 158,082 |
| 9 | Not stated | 7,026 | 7,139 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

---

*Variable Name:* **A_D015M**          *Position:*   58          *Length:*   1

What were the three most important attributes that attracted you to your current job? - Offered a promotion

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 5,596 | 5,370 |
| 2 | The second most important | 3,667 | 3,520 |
| 3 | The third most important | 4,047 | 3,927 |
| 4 | Not one of the three most important | 149,514 | 149,885 |
| 9 | Not stated | 6,856 | 6,968 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

---

*Variable Name:* **A_D015N**          *Position:*   59          *Length:*   1

What were the three most important attributes that attracted you to your current job? - Department or agency has been recognized for its good workplace practices

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 740 | 746 |
| 2 | The second most important | 1,242 | 1,238 |
| 3 | The third most important | 2,124 | 2,131 |
| 4 | Not one of the three most important | 158,556 | 158,427 |
| 9 | Not stated | 7,018 | 7,130 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

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*Variable Name:* **A_D015O**          *Position:*   60          *Length:*   1

What were the three most important attributes that attracted you to your current job? - Other

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 4,381 | 4,379 |
| 2 | The second most important | 1,432 | 1,427 |
| 3 | The third most important | 7,493 | 7,572 |
| 4 | Not one of the three most important | 151,589 | 151,403 |
| 9 | Not stated | 4,785 | 4,891 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Respondent read all items from a) to o) and selected only three attributes - the most important, the second most important and the third most important.

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**Section:** **My Skills and Career (SKIL)**

*Variable Name:* **B_Q016** *Position:* 61 *Length:* 2

My job is a good fit with my skills.

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 72,323 | 72,259 |
| 02 | Somewhat agree | 70,430 | 70,462 |
| 03 | Neither agree nor disagree | 12,013 | 12,147 |
| 04 | Somewhat disagree | 8,320 | 8,378 |
| 05 | Strongly disagree | 4,962 | 5,014 |
| 06 | Not applicable | 146 | 146 |
| 97 | Don't know | 209 | 214 |
| 99 | Not stated | 1,277 | 1,052 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **B_Q017** *Position:* 63 *Length:* 2

I get the training I need to do my job.

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 43,112 | 42,606 |
| 02 | Somewhat agree | 70,959 | 70,879 |
| 03 | Neither agree nor disagree | 21,175 | 21,310 |
| 04 | Somewhat disagree | 21,036 | 21,370 |
| 05 | Strongly disagree | 10,280 | 10,628 |
| 06 | Not applicable | 1,369 | 1,366 |
| 97 | Don't know | 401 | 398 |
| 99 | Not stated | 1,348 | 1,113 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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| Variable Name: | **B_Q018** | Position: | 65 | Length: | 2 |

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

|    |                             | FREQ    | WTD     |
|----|-----------------------------|---------|---------|
| 01 | Strongly agree              | 112,813 | 112,692 |
| 02 | Somewhat agree              | 30,544  | 30,631  |
| 03 | Neither agree nor disagree  | 10,608  | 10,701  |
| 04 | Somewhat disagree           | 4,097   | 4,066   |
| 05 | Strongly disagree           | 2,390   | 2,445   |
| 06 | Not applicable              | 4,558   | 4,619   |
| 97 | Don't know                  | 3,287   | 3,361   |
| 99 | Not stated                  | 1,383   | 1,157   |
|    |                             | ======  | ======= |
|    |                             | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **B_Q019** | Position: | 67 | Length: | 2 |

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

|    |                             | FREQ    | WTD     |
|----|-----------------------------|---------|---------|
| 01 | Strongly agree              | 35,085  | 34,579  |
| 02 | Somewhat agree              | 74,093  | 73,915  |
| 03 | Neither agree nor disagree  | 24,803  | 25,124  |
| 04 | Somewhat disagree           | 19,641  | 19,897  |
| 05 | Strongly disagree           | 11,842  | 12,206  |
| 06 | Not applicable              | 1,455   | 1,483   |
| 97 | Don't know                  | 1,088   | 1,079   |
| 99 | Not stated                  | 1,673   | 1,387   |
|    |                             | ======  | ======= |
|    |                             | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **B_Q020** | Position: | 69 | Length: | 2 |

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

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 33,727  | 33,141  |
| 02 | Somewhat agree             | 60,253  | 59,991  |
| 03 | Neither agree nor disagree | 28,499  | 28,689  |
| 04 | Somewhat disagree          | 24,481  | 24,844  |
| 05 | Strongly disagree          | 17,827  | 18,403  |
| 06 | Not applicable             | 594     | 612     |
| 97 | Don't know                 | 2,623   | 2,609   |
| 99 | Not stated                 | 1,676   | 1,382   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **B_Q021** | Position: | 71 | Length: | 2 |

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

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 28,839  | 28,649  |
| 02 | Somewhat agree             | 55,377  | 55,343  |
| 03 | Neither agree nor disagree | 32,871  | 33,072  |
| 04 | Somewhat disagree          | 24,983  | 25,012  |
| 05 | Strongly disagree          | 16,815  | 17,161  |
| 06 | Not applicable             | 4,240   | 4,267   |
| 97 | Don't know                 | 4,819   | 4,729   |
| 99 | Not stated                 | 1,736   | 1,437   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **B_Q022** *Position:* 73 *Length:* 2

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

|  |  | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 28,191 | 27,945 |
| 02 | Somewhat agree | 54,566 | 54,518 |
| 03 | Neither agree nor disagree | 23,342 | 23,490 |
| 04 | Somewhat disagree | 27,546 | 27,528 |
| 05 | Strongly disagree | 28,307 | 28,700 |
| 06 | Not applicable | 3,014 | 3,106 |
| 97 | Don't know | 2,785 | 2,791 |
| 99 | Not stated | 1,929 | 1,592 |
|  |  | ====== | ========= |
|  |  | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **B_Q023** *Position:* 75 *Length:* 2

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

|  |  | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 35,002 | 34,219 |
| 02 | Somewhat agree | 59,439 | 59,126 |
| 03 | Neither agree nor disagree | 25,771 | 26,236 |
| 04 | Somewhat disagree | 21,501 | 21,720 |
| 05 | Strongly disagree | 18,220 | 18,760 |
| 06 | Not applicable | 2,938 | 3,054 |
| 97 | Don't know | 4,876 | 4,963 |
| 99 | Not stated | 1,933 | 1,593 |
|  |  | ====== | ========= |
|  |  | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:*     **B_Q024A**          *Position:*   77          *Length:*   2

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 |
|----|------------------|------|-----|
| 01 | Not at all       | 65,653 | 65,766 |
| 02 | Minimally        | 47,364 | 47,445 |
| 03 | Moderately       | 26,229 | 26,300 |
| 04 | Significantly    | 12,249 | 12,267 |
| 05 | Extremely        | 5,489 | 5,534 |
| 06 | Not applicable   | 9,360 | 9,403 |
| 97 | Don't know       | 911 | 939 |
| 99 | Not stated       | 2,425 | 2,017 |
|    |                  | ====== | ========= |
|    |                  | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:*     **B_Q024B**          *Position:*   79          *Length:*   2

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 |
|----|------------------|------|-----|
| 01 | Not at all       | 90,198 | 90,738 |
| 02 | Minimally        | 22,014 | 21,958 |
| 03 | Moderately       | 13,494 | 13,383 |
| 04 | Significantly    | 9,217 | 9,097 |
| 05 | Extremely        | 8,897 | 8,705 |
| 06 | Not applicable   | 21,001 | 21,265 |
| 97 | Don't know       | 2,378 | 2,450 |
| 99 | Not stated       | 2,481 | 2,075 |
|    |                  | ====== | ========= |
|    |                  | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **B_Q024C**          *Position:*   81          *Length:*   2

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 |
|----|------------------|------|-----|
| 01 | Not at all       | 53,361 | 52,946 |
| 02 | Minimally        | 48,321 | 48,127 |
| 03 | Moderately       | 34,075 | 34,292 |
| 04 | Significantly    | 14,672 | 15,045 |
| 05 | Extremely        | 7,137 | 7,429 |
| 06 | Not applicable   | 7,416 | 7,488 |
| 97 | Don't know       | 2,050 | 2,096 |
| 99 | Not stated       | 2,648 | 2,247 |
|    |                  | ====== | ========= |
|    |                  | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **B_Q024D**          *Position:*   83          *Length:*   2

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 |
|----|------------------|------|-----|
| 01 | Not at all       | 43,535 | 43,424 |
| 02 | Minimally        | 36,880 | 36,941 |
| 03 | Moderately       | 33,457 | 33,443 |
| 04 | Significantly    | 22,896 | 22,980 |
| 05 | Extremely        | 14,297 | 14,489 |
| 06 | Not applicable   | 11,086 | 11,211 |
| 97 | Don't know       | 4,896 | 4,974 |
| 99 | Not stated       | 2,633 | 2,209 |
|    |                  | ====== | ========= |
|    |                  | 169,680 | 169,671 |

*Coverage:* All respondents.

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| Variable Name: | **B_Q024E** | Position: | 85 | Length: | 2 |

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 |
|----|----------------|------|-----|
| 01 | Not at all | 57,280 | 56,694 |
| 02 | Minimally | 46,630 | 46,648 |
| 03 | Moderately | 30,740 | 31,076 |
| 04 | Significantly | 15,036 | 15,288 |
| 05 | Extremely | 7,943 | 8,207 |
| 06 | Not applicable | 7,352 | 7,432 |
| 97 | Don't know | 2,105 | 2,148 |
| 99 | Not stated | 2,594 | 2,177 |
|    |                | ====== | ========= |
|    |                | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **B_Q024F** | Position: | 87 | Length: | 2 |

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 |
|----|----------------|------|-----|
| 01 | Not at all | 40,923 | 40,861 |
| 02 | Minimally | 32,992 | 33,178 |
| 03 | Moderately | 30,132 | 30,183 |
| 04 | Significantly | 25,856 | 25,822 |
| 05 | Extremely | 23,720 | 23,694 |
| 06 | Not applicable | 8,740 | 8,904 |
| 97 | Don't know | 4,544 | 4,672 |
| 99 | Not stated | 2,773 | 2,357 |
|    |                | ====== | ========= |
|    |                | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **B_Q024G** | Position: | 89 | Length: | 2 |

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 |
|----|----------------|------|-----|
| 01 | Not at all     | 78,319 | 78,002 |
| 02 | Minimally      | 36,960 | 37,205 |
| 03 | Moderately     | 23,121 | 23,324 |
| 04 | Significantly  | 11,847 | 11,906 |
| 05 | Extremely      | 6,738 | 6,736 |
| 06 | Not applicable | 7,888 | 8,007 |
| 97 | Don't know     | 2,170 | 2,266 |
| 99 | Not stated     | 2,637 | 2,226 |
|    |                | ====== | ========= |
|    |                | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **B_Q024H** | Position: | 91 | Length: | 2 |

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 |
|----|----------------|------|-----|
| 01 | Not at all     | 104,581 | 104,174 |
| 02 | Minimally      | 19,896 | 20,135 |
| 03 | Moderately     | 11,723 | 11,922 |
| 04 | Significantly  | 6,634 | 6,764 |
| 05 | Extremely      | 6,672 | 6,850 |
| 06 | Not applicable | 10,185 | 10,244 |
| 97 | Don't know     | 7,047 | 7,066 |
| 99 | Not stated     | 2,942 | 2,517 |
|    |                | ====== | ========= |
|    |                | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **B_Q025** | Position: | 93 | Length: | 2 |
|---|---|---|---|---|---|

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

|  |  | FREQ | WTD |
|---|---|---|---|
| 01 | Not at all | 11,554 | 11,864 |
| 02 | Minimally | 21,251 | 21,633 |
| 03 | Moderately | 60,766 | 60,852 |
| 04 | Significantly | 51,521 | 51,268 |
| 05 | Extremely | 17,551 | 17,380 |
| 06 | Not applicable | 3,328 | 3,377 |
| 97 | Don't know | 1,423 | 1,458 |
| 99 | Not stated | 2,286 | 1,838 |
|  |  | ====== | ========= |
|  |  | 169,680 | 169,671 |

*Coverage:* All respondents.

| **Section:** | **My Work Unit (Unit)** |
|---|---|

| Variable Name: | **C_Q026** | Position: | 95 | Length: | 2 |
|---|---|---|---|---|---|

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

|  |  | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 62,436 | 62,167 |
| 02 | Somewhat agree | 68,348 | 68,704 |
| 03 | Neither agree nor disagree | 13,014 | 13,102 |
| 04 | Somewhat disagree | 13,852 | 13,997 |
| 05 | Strongly disagree | 7,949 | 8,104 |
| 06 | Not applicable | 1,374 | 1,386 |
| 97 | Don't know | 260 | 261 |
| 99 | Not stated | 2,447 | 1,950 |
|  |  | ====== | ========= |
|  |  | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Your work unit includes you, your immediate supervisor and your colleagues.

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*Variable Name:* **C_Q027**       *Position:*   97       *Length:*   2

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

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 111,191 | 111,562 |
| 02 | Somewhat agree | 22,932 | 22,881 |
| 03 | Neither agree nor disagree | 8,360 | 8,358 |
| 04 | Somewhat disagree | 7,116 | 6,983 |
| 05 | Strongly disagree | 6,399 | 6,379 |
| 06 | Not applicable | 10,278 | 10,581 |
| 97 | Don't know | 872 | 892 |
| 99 | Not stated | 2,532 | 2,034 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:*      Your work unit includes you, your immediate supervisor and your colleagues.

---

*Variable Name:* **C_Q028**       *Position:*   99       *Length:*   2

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

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 64,989 | 64,719 |
| 02 | Somewhat agree | 65,012 | 65,212 |
| 03 | Neither agree nor disagree | 16,405 | 16,506 |
| 04 | Somewhat disagree | 11,323 | 11,532 |
| 05 | Strongly disagree | 6,744 | 7,010 |
| 06 | Not applicable | 1,105 | 1,113 |
| 97 | Don't know | 1,577 | 1,555 |
| 99 | Not stated | 2,525 | 2,022 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:*      Your work unit includes you, your immediate supervisor and your colleagues.

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| | | *Position:* 101 | *Length:* 2 |
|---|---|---|---|
| *Variable Name:* | **C_Q029** | | |

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

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 28,993 | 28,756 |
| 02 | Somewhat agree | 48,507 | 48,890 |
| 03 | Neither agree nor disagree | 25,559 | 25,643 |
| 04 | Somewhat disagree | 19,791 | 20,167 |
| 05 | Strongly disagree | 16,562 | 17,108 |
| 06 | Not applicable | 10,013 | 9,753 |
| 97 | Don't know | 17,461 | 17,094 |
| 99 | Not stated | 2,794 | 2,259 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Your work unit includes you, your immediate supervisor and your colleagues.

| | | *Position:* 103 | *Length:* 2 |
|---|---|---|---|
| *Variable Name:* | **C_Q030** | | |

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 |
|---|---|---|---|
| 01 | Strongly agree | 106,608 | 105,779 |
| 02 | Somewhat agree | 33,126 | 33,744 |
| 03 | Neither agree nor disagree | 8,872 | 9,089 |
| 04 | Somewhat disagree | 7,955 | 8,188 |
| 05 | Strongly disagree | 6,610 | 6,892 |
| 06 | Not applicable | 1,189 | 1,208 |
| 97 | Don't know | 2,521 | 2,497 |
| 99 | Not stated | 2,799 | 2,273 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Your work unit includes you, your immediate supervisor and your colleagues.

| *Variable Name:* | **C_Q031** | *Position:* | 105 | *Length:* | 2 |
|---|---|---|---|---|---|

My work unit provides high quality service to its clients.

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 82,649 | 82,616 |
| 02 | Somewhat agree | 60,347 | 60,435 |
| 03 | Neither agree nor disagree | 10,606 | 10,885 |
| 04 | Somewhat disagree | 7,040 | 7,080 |
| 05 | Strongly disagree | 2,560 | 2,657 |
| 06 | Not applicable | 1,911 | 1,979 |
| 97 | Don't know | 1,667 | 1,672 |
| 99 | Not stated | 2,900 | 2,347 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Your work unit includes you, your immediate supervisor and your colleagues.

| *Variable Name:* | **C_Q032** | *Position:* | 107 | *Length:* | 2 |
|---|---|---|---|---|---|

I would prefer to remain with my work unit, even if a comparable job was available elsewhere in my department or agency.

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 55,376 | 55,357 |
| 02 | Somewhat agree | 43,795 | 43,942 |
| 03 | Neither agree nor disagree | 27,682 | 27,908 |
| 04 | Somewhat disagree | 17,700 | 17,717 |
| 05 | Strongly disagree | 14,851 | 14,933 |
| 06 | Not applicable | 1,566 | 1,600 |
| 97 | Don't know | 5,855 | 5,914 |
| 99 | Not stated | 2,855 | 2,300 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.
*Note:* Your work unit includes you, your immediate supervisor and your colleagues.

**Section:** **Communication with my Immediate Supervisor (Comm)**

*Variable Name:* **D_Q033**       *Position:* 109       *Length:* 2

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

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 52,714  | 52,416  |
| 02 | Somewhat agree             | 59,419  | 59,607  |
| 03 | Neither agree nor disagree | 20,827  | 21,055  |
| 04 | Somewhat disagree          | 18,232  | 18,385  |
| 05 | Strongly disagree          | 13,565  | 13,880  |
| 06 | Not applicable             | 956     | 954     |
| 97 | Don't know                 | 1,043   | 1,039   |
| 99 | Not stated                 | 2,924   | 2,335   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

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

*Variable Name:* **D_Q034**       *Position:* 111       *Length:* 2

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

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 65,432  | 64,866  |
| 02 | Somewhat agree             | 52,064  | 52,359  |
| 03 | Neither agree nor disagree | 20,249  | 20,553  |
| 04 | Somewhat disagree          | 13,241  | 13,519  |
| 05 | Strongly disagree          | 10,416  | 10,732  |
| 06 | Not applicable             | 944     | 937     |
| 97 | Don't know                 | 4,405   | 4,370   |
| 99 | Not stated                 | 2,929   | 2,335   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

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

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*Variable Name:* **D_Q035**          *Position:*   113          *Length:*   2

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

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 60,901  | 60,490  |
| 02 | Somewhat agree             | 57,407  | 57,672  |
| 03 | Neither agree nor disagree | 17,538  | 17,761  |
| 04 | Somewhat disagree          | 16,786  | 16,955  |
| 05 | Strongly disagree          | 12,172  | 12,522  |
| 06 | Not applicable             | 629     | 629     |
| 97 | Don't know                 | 1,251   | 1,244   |
| 99 | Not stated                 | 2,996   | 2,400   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

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

---

*Variable Name:* **D_Q036**          *Position:*   115          *Length:*   2

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

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 130,163 | 130,322 |
| 02 | Somewhat agree             | 13,956  | 14,135  |
| 03 | Neither agree nor disagree | 5,072   | 5,124   |
| 04 | Somewhat disagree          | 3,538   | 3,492   |
| 05 | Strongly disagree          | 4,131   | 4,169   |
| 06 | Not applicable             | 8,850   | 9,073   |
| 97 | Don't know                 | 745     | 763     |
| 99 | Not stated                 | 3,225   | 2,594   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

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

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*Variable Name:*     **D_Q037**          *Position:*    117          *Length:*    2

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

|    |                            | FREQ   | WTD     |
|----|----------------------------|--------|---------|
| 01 | Strongly agree             | 75,579 | 74,986  |
| 02 | Somewhat agree             | 51,276 | 51,650  |
| 03 | Neither agree nor disagree | 13,796 | 14,034  |
| 04 | Somewhat disagree          | 12,187 | 12,438  |
| 05 | Strongly disagree          | 9,392  | 9,754   |
| 06 | Not applicable             | 848    | 847     |
| 97 | Don't know                 | 3,438  | 3,437   |
| 99 | Not stated                 | 3,164  | 2,525   |
|    |                            | ====== | ======= |
|    |                            | 169,680| 169,671 |

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

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*Variable Name:*     **D_Q038**          *Position:*    119          *Length:*    2

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

|    |                            | FREQ   | WTD     |
|----|----------------------------|--------|---------|
| 01 | Strongly agree             | 62,627 | 62,078  |
| 02 | Somewhat agree             | 51,496 | 51,835  |
| 03 | Neither agree nor disagree | 21,126 | 21,531  |
| 04 | Somewhat disagree          | 10,651 | 10,775  |
| 05 | Strongly disagree          | 8,945  | 9,160   |
| 06 | Not applicable             | 2,331  | 2,331   |
| 97 | Don't know                 | 9,210  | 9,310   |
| 99 | Not stated                 | 3,294  | 2,651   |
|    |                            | ====== | ======= |
|    |                            | 169,680| 169,671 |

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

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*Variable Name:* **D_Q039**      *Position:*   121     *Length:*   2

I receive meaningful recognition from my immediate supervisor when I do a good job.

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 59,584 | 59,067 |
| 02 | Somewhat agree | 54,514 | 54,705 |
| 03 | Neither agree nor disagree | 22,265 | 22,549 |
| 04 | Somewhat disagree | 14,755 | 15,014 |
| 05 | Strongly disagree | 12,422 | 12,874 |
| 06 | Not applicable | 842 | 849 |
| 97 | Don't know | 2,083 | 2,060 |
| 99 | Not stated | 3,215 | 2,553 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

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

---

*Variable Name:* **D_Q040**      *Position:*   123     *Length:*   2

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

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 71,383 | 70,586 |
| 02 | Somewhat agree | 54,722 | 55,107 |
| 03 | Neither agree nor disagree | 16,214 | 16,597 |
| 04 | Somewhat disagree | 11,242 | 11,562 |
| 05 | Strongly disagree | 8,266 | 8,606 |
| 06 | Not applicable | 549 | 561 |
| 97 | Don't know | 4,055 | 4,066 |
| 99 | Not stated | 3,249 | 2,587 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

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

---

*Variable Name:* **D_Q041**  *Position:* 125  *Length:* 2

My immediate supervisor distributes work fairly.

|    |                            | FREQ | WTD |
|----|----------------------------|------|-----|
| 01 | Strongly agree             | 53,637 | 53,436 |
| 02 | Somewhat agree             | 54,533 | 54,737 |
| 03 | Neither agree nor disagree | 21,032 | 21,333 |
| 04 | Somewhat disagree          | 14,889 | 15,041 |
| 05 | Strongly disagree          | 9,173 | 9,446 |
| 06 | Not applicable             | 7,572 | 7,552 |
| 97 | Don't know                 | 5,549 | 5,520 |
| 99 | Not stated                 | 3,295 | 2,606 |
|    |                            | ====== | ========= |
|    |                            | 169,680 | 169,671 |

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

*Variable Name:* **D_Q042**  *Position:* 127  *Length:* 2

My immediate supervisor helps me determine my learning needs.

|    |                            | FREQ | WTD |
|----|----------------------------|------|-----|
| 01 | Strongly agree             | 37,012 | 36,678 |
| 02 | Somewhat agree             | 49,363 | 49,292 |
| 03 | Neither agree nor disagree | 35,622 | 35,998 |
| 04 | Somewhat disagree          | 20,133 | 20,368 |
| 05 | Strongly disagree          | 16,025 | 16,460 |
| 06 | Not applicable             | 5,364 | 5,407 |
| 97 | Don't know                 | 2,769 | 2,760 |
| 99 | Not stated                 | 3,392 | 2,707 |
|    |                            | ====== | ========= |
|    |                            | 169,680 | 169,671 |

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

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| **Section:** | **Staffing (Staf)** | | | | |
|---|---|---|---|---|---|

| *Variable Name:* | **E_Q043** | *Position:* | 129 | *Length:* | 2 |
|---|---|---|---|---|---|

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

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 45,130 | 44,450 |
| 02 | Somewhat agree | 62,970 | 62,798 |
| 03 | Neither agree nor disagree | 20,018 | 20,405 |
| 04 | Somewhat disagree | 21,674 | 22,247 |
| 05 | Strongly disagree | 11,641 | 12,253 |
| 06 | Not applicable | 1,565 | 1,575 |
| 97 | Don't know | 3,240 | 3,214 |
| 99 | Not stated | 3,442 | 2,729 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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| *Variable Name:* | **E_Q044** | *Position:* | 131 | *Length:* | 2 |
|---|---|---|---|---|---|

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

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 45,792 | 44,966 |
| 02 | Somewhat agree | 47,455 | 47,285 |
| 03 | Neither agree nor disagree | 23,039 | 23,465 |
| 04 | Somewhat disagree | 20,267 | 20,782 |
| 05 | Strongly disagree | 16,374 | 17,132 |
| 06 | Not applicable | 1,873 | 1,871 |
| 97 | Don't know | 11,366 | 11,374 |
| 99 | Not stated | 3,514 | 2,797 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

---

| Variable Name: | **E_Q045** | Position: | 133 | Length: | 2 |

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     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 27,805  | 27,352  |
| 02 | Somewhat agree             | 36,047  | 35,798  |
| 03 | Neither agree nor disagree | 16,279  | 16,410  |
| 04 | Somewhat disagree          | 18,746  | 18,784  |
| 05 | Strongly disagree          | 16,298  | 16,719  |
| 06 | Not applicable             | 46,226  | 46,970  |
| 97 | Don't know                 | 4,792   | 4,891   |
| 99 | Not stated                 | 3,487   | 2,747   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **E_Q046** | Position: | 135 | Length: | 2 |

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     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 29,743  | 29,317  |
| 02 | Somewhat agree             | 37,568  | 37,401  |
| 03 | Neither agree nor disagree | 16,807  | 16,968  |
| 04 | Somewhat disagree          | 17,342  | 17,326  |
| 05 | Strongly disagree          | 14,897  | 15,190  |
| 06 | Not applicable             | 47,456  | 48,237  |
| 97 | Don't know                 | 2,290   | 2,396   |
| 99 | Not stated                 | 3,577   | 2,837   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

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**Section:**          **My Organization (Department or Agency) (Org)**

*Variable Name:*     **F_Q047**          *Position:*    137          *Length:*    2

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

|    |                            | FREQ | WTD |
|----|----------------------------|------|-----|
| 01 | Strongly agree             | 45,566 | 44,936 |
| 02 | Somewhat agree             | 71,861 | 72,068 |
| 03 | Neither agree nor disagree | 22,480 | 22,984 |
| 04 | Somewhat disagree          | 14,535 | 14,777 |
| 05 | Strongly disagree          | 7,164 | 7,437 |
| 06 | Not applicable             | 1,752 | 1,862 |
| 97 | Don't know                 | 2,435 | 2,523 |
| 99 | Not stated                 | 3,887 | 3,084 |
|    |                            | ====== | ========= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:*     **F_Q048**          *Position:*    139          *Length:*    2

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

|    |                            | FREQ | WTD |
|----|----------------------------|------|-----|
| 01 | Strongly agree             | 58,565 | 58,410 |
| 02 | Somewhat agree             | 64,975 | 65,334 |
| 03 | Neither agree nor disagree | 20,029 | 20,082 |
| 04 | Somewhat disagree          | 9,989 | 10,339 |
| 05 | Strongly disagree          | 5,225 | 5,558 |
| 06 | Not applicable             | 638 | 629 |
| 97 | Don't know                 | 6,425 | 6,295 |
| 99 | Not stated                 | 3,834 | 3,025 |
|    |                            | ====== | ========= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:*  **F_Q049**　　　　*Position:*　141　　　*Length:*　2

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 |
|----|----------------------------|------|-----|
| 01 | Strongly agree             | 51,729 | 51,225 |
| 02 | Somewhat agree             | 58,951 | 59,330 |
| 03 | Neither agree nor disagree | 19,950 | 20,316 |
| 04 | Somewhat disagree          | 16,051 | 16,220 |
| 05 | Strongly disagree          | 10,381 | 10,699 |
| 06 | Not applicable             | 1,865 | 1,892 |
| 97 | Don't know                 | 6,843 | 6,891 |
| 99 | Not stated                 | 3,910 | 3,099 |
|    |                            | ====== | ========= |
|    |                            | 169,680 | 169,671 |

*Coverage:*  All respondents.

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*Variable Name:*  **F_Q050**　　　　*Position:*　143　　　*Length:*　2

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

|    |                            | FREQ | WTD |
|----|----------------------------|------|-----|
| 01 | Strongly agree             | 29,755 | 29,923 |
| 02 | Somewhat agree             | 44,990 | 45,574 |
| 03 | Neither agree nor disagree | 25,510 | 25,574 |
| 04 | Somewhat disagree          | 23,683 | 23,850 |
| 05 | Strongly disagree          | 18,557 | 18,763 |
| 06 | Not applicable             | 5,045 | 4,968 |
| 97 | Don't know                 | 18,063 | 17,799 |
| 99 | Not stated                 | 4,077 | 3,221 |
|    |                            | ====== | ========= |
|    |                            | 169,680 | 169,671 |

*Coverage:*  All respondents.

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*Variable Name:* **F_Q051**   *Position:* 145   *Length:* 2

Senior managers respect the provisions of my collective agreement.

|    |                             | FREQ    | WTD     |
|----|-----------------------------|---------|---------|
| 01 | Strongly agree              | 49,114  | 48,567  |
| 02 | Somewhat agree              | 55,297  | 55,835  |
| 03 | Neither agree nor disagree  | 22,088  | 22,373  |
| 04 | Somewhat disagree           | 11,993  | 12,492  |
| 05 | Strongly disagree           | 6,938   | 7,378   |
| 06 | Not applicable              | 8,083   | 7,780   |
| 97 | Don't know                  | 12,084  | 12,018  |
| 99 | Not stated                  | 4,083   | 3,229   |
|    |                             | ======  | ======= |
|    |                             | 169,680 | 169,671 |

*Coverage:* All respondents.

*Variable Name:* **F_Q052**   *Position:* 147   *Length:* 2

I have confidence in the senior management of my department or agency.

|    |                             | FREQ    | WTD     |
|----|-----------------------------|---------|---------|
| 01 | Strongly agree              | 35,276  | 34,903  |
| 02 | Somewhat agree              | 54,755  | 54,500  |
| 03 | Neither agree nor disagree  | 29,581  | 29,874  |
| 04 | Somewhat disagree           | 21,899  | 22,246  |
| 05 | Strongly disagree           | 19,072  | 19,894  |
| 06 | Not applicable              | 517     | 508     |
| 97 | Don't know                  | 4,457   | 4,484   |
| 99 | Not stated                  | 4,123   | 3,261   |
|    |                             | ======  | ======= |
|    |                             | 169,680 | 169,671 |

*Coverage:* All respondents.

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| Variable Name: | **F_Q053** | Position: | 149 | Length: | 2 |
|---|---|---|---|---|---|

Senior management in my department or agency makes effective and timely decisions.

|    |                             | FREQ    | WTD     |
|----|-----------------------------|---------|---------|
| 01 | Strongly agree              | 17,939  | 17,855  |
| 02 | Somewhat agree              | 52,425  | 51,973  |
| 03 | Neither agree nor disagree  | 32,253  | 32,528  |
| 04 | Somewhat disagree           | 32,125  | 32,505  |
| 05 | Strongly disagree           | 20,068  | 20,856  |
| 06 | Not applicable              | 409     | 411     |
| 97 | Don't know                  | 10,098  | 10,095  |
| 99 | Not stated                  | 4,363   | 3,448   |
|    |                             | ======  | ======= |
|    |                             | 169,680 | 169,671 |

*Coverage:* All respondents.

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| Variable Name: | **F_Q054** | Position: | 151 | Length: | 2 |
|---|---|---|---|---|---|

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

|    |                             | FREQ    | WTD     |
|----|-----------------------------|---------|---------|
| 01 | Strongly agree              | 24,513  | 24,272  |
| 02 | Somewhat agree              | 49,231  | 48,825  |
| 03 | Neither agree nor disagree  | 29,555  | 29,810  |
| 04 | Somewhat disagree           | 25,088  | 25,421  |
| 05 | Strongly disagree           | 22,701  | 23,624  |
| 06 | Not applicable              | 302     | 301     |
| 97 | Don't know                  | 13,962  | 14,011  |
| 99 | Not stated                  | 4,328   | 3,406   |
|    |                             | ======  | ======= |
|    |                             | 169,680 | 169,671 |

*Coverage:* All respondents.

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| Variable Name: | **F_Q055** | Position: | 153 | Length: | 2 |

I believe that senior management has made progress toward resolving the issues raised in the 2005 Public Service Employee Survey.

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 15,020  | 14,793  |
| 02 | Somewhat agree             | 33,138  | 32,806  |
| 03 | Neither agree nor disagree | 31,516  | 31,764  |
| 04 | Somewhat disagree          | 16,881  | 17,174  |
| 05 | Strongly disagree          | 16,648  | 17,296  |
| 06 | Not applicable             | 6,018   | 6,076   |
| 97 | Don't know                 | 46,011  | 46,239  |
| 99 | Not stated                 | 4,448   | 3,523   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **F_Q056** | Position: | 155 | Length: | 2 |

The people that I work with in my department or agency, readily share information with others who need it.

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 40,279  | 40,112  |
| 02 | Somewhat agree             | 72,106  | 72,321  |
| 03 | Neither agree nor disagree | 18,465  | 18,819  |
| 04 | Somewhat disagree          | 21,621  | 21,818  |
| 05 | Strongly disagree          | 9,225   | 9,513   |
| 06 | Not applicable             | 299     | 310     |
| 97 | Don't know                 | 3,163   | 3,217   |
| 99 | Not stated                 | 4,522   | 3,561   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

*Variable Name:* **F_Q057**     *Position:* 157     *Length:* 2

Essential information flows effectively from senior management to staff.

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 23,843 | 23,751 |
| 02 | Somewhat agree | 60,367 | 60,051 |
| 03 | Neither agree nor disagree | 25,915 | 26,287 |
| 04 | Somewhat disagree | 32,141 | 32,424 |
| 05 | Strongly disagree | 18,537 | 19,165 |
| 06 | Not applicable | 212 | 216 |
| 97 | Don't know | 4,126 | 4,202 |
| 99 | Not stated | 4,539 | 3,574 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

*Variable Name:* **F_Q058**     *Position:* 159     *Length:* 2

Overall, my department or agency treats me with respect.

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Strongly agree | 56,499 | 56,050 |
| 02 | Somewhat agree | 66,866 | 67,165 |
| 03 | Neither agree nor disagree | 19,801 | 20,190 |
| 04 | Somewhat disagree | 12,624 | 12,913 |
| 05 | Strongly disagree | 8,389 | 8,814 |
| 06 | Not applicable | 149 | 146 |
| 97 | Don't know | 785 | 798 |
| 99 | Not stated | 4,567 | 3,597 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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| *Variable Name:* | **F_Q059** | *Position:* | 161 | *Length:* | 2 |

Based on my experience working in my department or agency, I would recommend it as a good place to work.

| | | FREQ | WTD |
|----|------------------------------|---------|---------|
| 01 | Strongly agree | 52,598 | 52,410 |
| 02 | Somewhat agree | 65,352 | 65,699 |
| 03 | Neither agree nor disagree | 21,930 | 22,315 |
| 04 | Somewhat disagree | 15,022 | 15,215 |
| 05 | Strongly disagree | 9,022 | 9,258 |
| 06 | Not applicable | 152 | 155 |
| 97 | Don't know | 921 | 924 |
| 99 | Not stated | 4,683 | 3,694 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

---

| *Variable Name:* | **F_Q060** | *Position:* | 163 | *Length:* | 2 |

I am satisfied with my department or agency.

| | | FREQ | WTD |
|----|------------------------------|---------|---------|
| 01 | Strongly agree | 47,296 | 46,926 |
| 02 | Somewhat agree | 65,732 | 66,037 |
| 03 | Neither agree nor disagree | 23,354 | 23,782 |
| 04 | Somewhat disagree | 18,020 | 18,326 |
| 05 | Strongly disagree | 9,917 | 10,225 |
| 06 | Not applicable | 128 | 130 |
| 97 | Don't know | 547 | 557 |
| 99 | Not stated | 4,686 | 3,688 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **F_Q061**   *Position:* 165   *Length:* 2

I would prefer to remain with my department or agency, even if a comparable job was available elsewhere in the federal Public Service.

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 46,022  | 45,949  |
| 02 | Somewhat agree             | 47,376  | 47,645  |
| 03 | Neither agree nor disagree | 27,615  | 27,924  |
| 04 | Somewhat disagree          | 20,700  | 20,786  |
| 05 | Strongly disagree          | 14,162  | 14,397  |
| 06 | Not applicable             | 1,080   | 1,125   |
| 97 | Don't know                 | 8,010   | 8,123   |
| 99 | Not stated                 | 4,715   | 3,722   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

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**Section:**   **Retention (RET)**

*Variable Name:* **G_Q062**   *Position:* 167   *Length:* 1

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

|   |            | FREQ    | WTD     |
|---|------------|---------|---------|
| 1 | Yes        | 30,511  | 30,895  |
| 2 | No         | 101,010 | 101,077 |
| 3 | Not Sure   | 33,679  | 34,227  |
| 9 | Not stated | 4,480   | 3,472   |
|   |            | ======  | ======= |
|   |            | 169,680 | 169,671 |

*Coverage:* All respondents.

---

*Variable Name:* **G_Q063**   *Position:* 168   *Length:* 1

Do you intend to leave your department or agency in the next two years?

|   |            | FREQ    | WTD     |
|---|------------|---------|---------|
| 1 | Yes        | 26,606  | 26,491  |
| 2 | No         | 87,485  | 88,686  |
| 3 | Not Sure   | 51,058  | 50,945  |
| 9 | Not stated | 4,531   | 3,549   |
|   |            | ======  | ======= |
|   |            | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **G_Q064**   *Position:* 169   *Length:* 1

Please indicate your reason for leaving.

| | | FREQ | WTD |
|---|---|---|---|
| 1 | To retire | 8,399 | 8,494 |
| 2 | To pursue a job in another department or agency | 13,186 | 12,902 |
| 3 | To pursue a job outside the federal Public Service | 2,895 | 2,957 |
| 4 | Other | 2,084 | 2,100 |
| 6 | Valid skip | 138,543 | 139,631 |
| 9 | Not stated | 4,573 | 3,586 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=1.

---

*Variable Name:* **G_D065A**   *Position:* 170   *Length:* 1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - End of contract or term of employment

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 4,658 | 4,696 |
| 2 | The second most important | 849 | 861 |
| 3 | The third most important | 724 | 736 |
| 4 | None of the three most important | 57,706 | 57,297 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 9,859 | 8,901 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:*  Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:* **G_D065B** *Position:* 171 *Length:* 1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - To pursue more interesting work

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 8,461 | 8,377 |
| 2 | The second most important | 7,574 | 7,538 |
| 3 | The third most important | 6,289 | 6,224 |
| 4 | None of the three most important | 41,024 | 40,843 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,448 | 9,509 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:* Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:* **G_D065C** *Position:* 172 *Length:* 1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - To make better use of my training and skills

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 6,742 | 6,769 |
| 2 | The second most important | 8,766 | 8,689 |
| 3 | The third most important | 6,056 | 6,018 |
| 4 | None of the three most important | 41,727 | 41,457 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,505 | 9,558 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:* Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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| *Variable Name:* | **G_D065D** | *Position:* | 173 | *Length:* | 1 |
|---|---|---|---|---|---|

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - To explore greater career opportunities elsewhere

|   |   | FREQ | WTD |
|---|---|---:|---:|
| 1 | The most important | 10,701 | 10,533 |
| 2 | The second most important | 11,313 | 11,156 |
| 3 | The third most important | 8,566 | 8,448 |
| 4 | None of the three most important | 32,978 | 33,055 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,238 | 9,298 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:* Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

| *Variable Name:* | **G_D065E** | *Position:* | 174 | *Length:* | 1 |
|---|---|---|---|---|---|

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - To take advantage of greater developmental/learning opportunities elsewhere

|   |   | FREQ | WTD |
|---|---|---:|---:|
| 1 | The most important | 3,978 | 3,900 |
| 2 | The second most important | 6,380 | 6,274 |
| 3 | The third most important | 6,908 | 6,824 |
| 4 | None of the three most important | 45,973 | 45,875 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,557 | 9,617 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:* Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

| Variable Name: | **G_D065F** | Position: | 175 | Length: | 1 |
|---|---|---|---|---|---|

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - Job security

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 1,243 | 1,275 |
| 2 | The second most important | 1,322 | 1,359 |
| 3 | The third most important | 1,036 | 1,063 |
| 4 | None of the three most important | 59,525 | 59,073 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,670 | 9,721 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:* Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

| Variable Name: | **G_D065G** | Position: | 176 | Length: | 1 |
|---|---|---|---|---|---|

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - Family/caring commitments

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 1,825 | 1,834 |
| 2 | The second most important | 1,840 | 1,862 |
| 3 | The third most important | 1,625 | 1,622 |
| 4 | None of the three most important | 58,040 | 57,651 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,466 | 9,521 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:* Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:*     **G_D065H**          *Position:*   177          *Length:*   1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - Health (burnout, disability, etc.)

|   |                                   | FREQ    | WTD     |
|---|-----------------------------------|---------|---------|
| 1 | The most important                | 1,938   | 1,956   |
| 2 | The second most important         | 2,026   | 2,038   |
| 3 | The third most important          | 2,265   | 2,297   |
| 4 | None of the three most important  | 57,097  | 56,686  |
| 6 | Valid skip                        | 95,884  | 97,181  |
| 9 | Not stated                        | 10,470  | 9,513   |
|   |                                   | ======  | ======= |
|   |                                   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:*     Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:*     **G_D065I**          *Position:*   178          *Length:*   1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - To achieve better work-life balance

|   |                                   | FREQ    | WTD     |
|---|-----------------------------------|---------|---------|
| 1 | The most important                | 2,754   | 2,747   |
| 2 | The second most important         | 3,753   | 3,750   |
| 3 | The third most important          | 3,806   | 3,792   |
| 4 | None of the three most important  | 53,034  | 52,698  |
| 6 | Valid skip                        | 95,884  | 97,181  |
| 9 | Not stated                        | 10,449  | 9,503   |
|   |                                   | ======  | ======= |
|   |                                   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:*     Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:* **G_D065J**  *Position:* 179  *Length:* 1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - To accept a promotion

|   |   | FREQ | WTD |
|---|---|------|-----|
| 1 | The most important | 7,745 | 7,457 |
| 2 | The second most important | 5,733 | 5,569 |
| 3 | The third most important | 5,850 | 5,720 |
| 4 | None of the three most important | 44,124 | 44,331 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,344 | 9,413 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:* Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:* **G_D065K**  *Position:* 180  *Length:* 1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - My immediate supervisor does not manage people and projects effectively

|   |   | FREQ | WTD |
|---|---|------|-----|
| 1 | The most important | 2,669 | 2,652 |
| 2 | The second most important | 1,855 | 1,869 |
| 3 | The third most important | 1,698 | 1,697 |
| 4 | None of the three most important | 56,872 | 56,518 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,702 | 9,754 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:* Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:* **G_D065L** *Position:* 181 *Length:* 1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - A lack of input into decisions affecting my job and career

|   |   | FREQ | WTD |
|---|---|------|-----|
| 1 | The most important | 758 | 760 |
| 2 | The second most important | 1,462 | 1,475 |
| 3 | The third most important | 1,482 | 1,468 |
| 4 | None of the three most important | 59,335 | 58,974 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,759 | 9,813 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:*　　Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:* **G_D065M** *Position:* 182 *Length:* 1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - A lack of recognition for doing a good job

|   |   | FREQ | WTD |
|---|---|------|-----|
| 1 | The most important | 1,341 | 1,356 |
| 2 | The second most important | 2,245 | 2,263 |
| 3 | The third most important | 2,687 | 2,705 |
| 4 | None of the three most important | 56,796 | 56,386 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,727 | 9,780 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:*　　Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

*Variable Name:* **G_D065N**      *Position:*   183      *Length:*   1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - Workplace difficulties (conflict with management or colleagues, work environment, etc.)

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 1,961 | 1,985 |
| 2 | The second most important | 1,952 | 1,980 |
| 3 | The third most important | 2,102 | 2,134 |
| 4 | None of the three most important | 57,079 | 56,640 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,702 | 9,751 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:*      Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

*Variable Name:* **G_D065O**      *Position:*   184      *Length:*   1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - Lack of organizational stability in my department or agency

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 3,154 | 3,131 |
| 2 | The second most important | 3,094 | 3,097 |
| 3 | The third most important | 3,441 | 3,456 |
| 4 | None of the three most important | 53,524 | 53,169 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,583 | 9,638 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:*      Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:*      **G_D065P**      *Position:*    185      *Length:*     1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - Compensation (salary, benefits)

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 3,943 | 4,101 |
| 2 | The second most important | 3,695 | 3,737 |
| 3 | The third most important | 4,679 | 4,683 |
| 4 | None of the three most important | 51,105 | 50,572 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 10,374 | 9,397 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:*      Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:*      **G_D065Q**      *Position:*    186      *Length:*     1

You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why. - Other

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 4,821 | 4,806 |
| 2 | The second most important | 1,180 | 1,161 |
| 3 | The third most important | 4,143 | 4,122 |
| 4 | None of the three most important | 55,823 | 55,509 |
| 6 | Valid skip | 95,884 | 97,181 |
| 9 | Not stated | 7,829 | 6,892 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(1 or 3) and G_Q064=(2, 3 or 4).
*Note:*      Respondent read all items a) to q) and selected only three reasons - the most important, the second most important and the third most important.

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| Variable Name: | **G_D066A** | Position: | 187 | Length: | 1 |
|---|---|---|---|---|---|

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - I enjoy the type of work I am doing

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 49,923 | 50,072 |
| 2 | The second most important | 18,406 | 18,509 |
| 3 | The third most important | 11,834 | 11,962 |
| 4 | None of the three most important | 51,451 | 51,842 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 11,502 | 10,833 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:* Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

| Variable Name: | **G_D066B** | Position: | 188 | Length: | 1 |
|---|---|---|---|---|---|

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - My job is a good fit with my training and skills

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 11,080 | 11,099 |
| 2 | The second most important | 22,680 | 22,796 |
| 3 | The third most important | 11,116 | 11,252 |
| 4 | None of the three most important | 85,911 | 86,410 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 12,329 | 11,660 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:* Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

Variable Name: **G_D066C**   Position: 189   Length: 1

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - Job security

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 26,383 | 27,277 |
| 2 | The second most important | 17,179 | 17,725 |
| 3 | The third most important | 14,666 | 14,912 |
| 4 | None of the three most important | 74,277 | 73,453 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 10,611 | 9,850 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:* Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

Variable Name: **G_D066D**   Position: 190   Length: 1

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - Good career opportunities in my department or agency

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 6,046 | 5,976 |
| 2 | The second most important | 7,517 | 7,425 |
| 3 | The third most important | 6,100 | 6,081 |
| 4 | None of the three most important | 110,768 | 111,707 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 12,685 | 12,028 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:* Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:*     **G_D066E**          *Position:*   191        *Length:*    1

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - Good developmental/educational opportunities in my department or agency

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 2,406 | 2,332 |
| 2 | The second most important | 4,328 | 4,237 |
| 3 | The third most important | 4,332 | 4,273 |
| 4 | None of the three most important | 119,265 | 120,247 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 12,785 | 12,129 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:*  G_Q063=(2 or 3).
*Note:*      Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:*     **G_D066F**          *Position:*   192        *Length:*    1

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - I am able to achieve a good work-life balance

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 11,708 | 11,677 |
| 2 | The second most important | 18,788 | 18,833 |
| 3 | The third most important | 20,022 | 20,166 |
| 4 | None of the three most important | 80,476 | 81,088 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 12,122 | 11,452 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:*  G_Q063=(2 or 3).
*Note:*      Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:*  **G_D066G**  *Position:*  193  *Length:*  1

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - My immediate supervisor manages people and projects effectively

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 3,313 | 3,198 |
| 2 | The second most important | 5,971 | 5,845 |
| 3 | The third most important | 6,219 | 6,109 |
| 4 | None of the three most important | 114,898 | 116,013 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 12,715 | 12,052 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:*  Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:*  **G_D066H**  *Position:*  194  *Length:*  1

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - I am involved in decisions affecting my job and career

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 588 | 574 |
| 2 | The second most important | 1,863 | 1,847 |
| 3 | The third most important | 2,677 | 2,622 |
| 4 | None of the three most important | 125,144 | 125,988 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 12,844 | 12,187 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:*  Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

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| Variable Name: | **G_D066I** | Position: | 195 | Length: | 1 |
|---|---|---|---|---|---|

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - I am recognized for doing a good job

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 1,820 | 1,782 |
| 2 | The second most important | 5,870 | 5,815 |
| 3 | The third most important | 9,030 | 8,953 |
| 4 | None of the three most important | 113,647 | 114,586 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 12,749 | 12,082 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:* Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

| Variable Name: | **G_D066J** | Position: | 196 | Length: | 1 |
|---|---|---|---|---|---|

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - Promotion

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 2,604 | 2,543 |
| 2 | The second most important | 2,738 | 2,730 |
| 3 | The third most important | 3,612 | 3,577 |
| 4 | None of the three most important | 121,457 | 122,322 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 12,705 | 12,045 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:* Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:* **G_D066K** *Position:* 197 *Length:* 1

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - Good working relationships

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 5,313 | 5,207 |
| 2 | The second most important | 11,154 | 11,038 |
| 3 | The third most important | 14,810 | 14,707 |
| 4 | None of the three most important | 99,320 | 100,395 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 12,519 | 11,870 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:* Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

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*Variable Name:* **G_D066L** *Position:* 198 *Length:* 1

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - Organizational stability within my department or agency

| | | FREQ | WTD |
|---|---|---|---|
| 1 | The most important | 789 | 774 |
| 2 | The second most important | 1,524 | 1,511 |
| 3 | The third most important | 2,425 | 2,422 |
| 4 | None of the three most important | 125,546 | 126,335 |
| 6 | Valid skip | 26,564 | 26,454 |
| 9 | Not stated | 12,832 | 12,176 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:* Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

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| Variable Name: | **G_D066M** | Position: | 199 | Length: | 1 |

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - Compensation (salary, benefits)

|   |                                 | FREQ    | WTD     |
|---|---------------------------------|---------|---------|
| 1 | The most important              | 10,707  | 11,026  |
| 2 | The second most important       | 13,632  | 14,169  |
| 3 | The third most important        | 14,740  | 15,117  |
| 4 | None of the three most important| 92,436  | 92,029  |
| 6 | Valid skip                      | 26,564  | 26,454  |
| 9 | Not stated                      | 11,601  | 10,877  |
|   |                                 | ======  | ======= |
|   |                                 | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:* Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

| Variable Name: | **G_D066N** | Position: | 200 | Length: | 1 |

If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying. - Other

|   |                                 | FREQ    | WTD     |
|---|---------------------------------|---------|---------|
| 1 | The most important              | 4,182   | 4,223   |
| 2 | The second most important       | 1,980   | 2,025   |
| 3 | The third most important        | 9,214   | 9,433   |
| 4 | None of the three most important| 117,835 | 118,348 |
| 6 | Valid skip                      | 26,564  | 26,454  |
| 9 | Not stated                      | 9,905   | 9,188   |
|   |                                 | ======  | ======= |
|   |                                 | 169,680 | 169,671 |

*Coverage:* G_Q063=(2 or 3).
*Note:* Respondent read all items a) to n) and selected only three reasons - the most important, the second most important and the third most important.

**Section:**            **Labour Management Relations (Lab)**

*Variable Name:*        **H_Q067**        *Position:*    201        *Length:*    2

I am familiar with the provisions of my collective agreement.

|    |                              | FREQ    | WTD     |
|----|------------------------------|---------|---------|
| 01 | Strongly agree               | 41,237  | 41,322  |
| 02 | Somewhat agree               | 80,020  | 80,926  |
| 03 | Neither agree nor disagree   | 16,762  | 17,062  |
| 04 | Somewhat disagree            | 11,337  | 11,390  |
| 05 | Strongly disagree            | 4,525   | 4,561   |
| 06 | Not applicable               | 8,603   | 8,233   |
| 97 | Don't know                   | 2,516   | 2,558   |
| 99 | Not stated                   | 4,680   | 3,621   |
|    |                              | ======  | ======= |
|    |                              | 169,680 | 169,671 |

*Coverage:* All respondents.

*Variable Name:*        **H_Q068**        *Position:*    203        *Length:*    2

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

|    |                              | FREQ    | WTD     |
|----|------------------------------|---------|---------|
| 01 | Strongly agree               | 54,981  | 54,690  |
| 02 | Somewhat agree               | 59,000  | 59,793  |
| 03 | Neither agree nor disagree   | 18,527  | 19,003  |
| 04 | Somewhat disagree            | 6,357   | 6,632   |
| 05 | Strongly disagree            | 3,306   | 3,515   |
| 06 | Not applicable               | 8,611   | 8,234   |
| 97 | Don't know                   | 14,096  | 14,068  |
| 99 | Not stated                   | 4,802   | 3,736   |
|    |                              | ======  | ======= |
|    |                              | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **H_Q069**      *Position:*   205      *Length:*    2

Senior management in my department or agency engages in meaningful consultation with my union on workplace issues.

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 15,270  | 15,192  |
| 02 | Somewhat agree             | 29,316  | 30,005  |
| 03 | Neither agree nor disagree | 27,192  | 27,663  |
| 04 | Somewhat disagree          | 11,003  | 11,524  |
| 05 | Strongly disagree          | 9,850   | 10,299  |
| 06 | Not applicable             | 7,862   | 7,544   |
| 97 | Don't know                 | 64,266  | 63,602  |
| 99 | Not stated                 | 4,921   | 3,842   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **H_Q070**      *Position:*   207      *Length:*    2

The relationship between my union and senior management in my department or agency is highly productive.

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 10,532  | 10,483  |
| 02 | Somewhat agree             | 21,782  | 22,173  |
| 03 | Neither agree nor disagree | 30,307  | 30,773  |
| 04 | Somewhat disagree          | 14,203  | 14,926  |
| 05 | Strongly disagree          | 13,306  | 13,996  |
| 06 | Not applicable             | 8,091   | 7,751   |
| 97 | Don't know                 | 66,501  | 65,695  |
| 99 | Not stated                 | 4,958   | 3,875   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

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**Section:**  **Harassment and Discrimination (HD)**

*Variable Name:*  **I_Q071**  *Position:* 209  *Length:* 1

After having read the definition of harassment, in the past two years, have you been the victim of harassment on the job?

| | | FREQ | WTD |
|---|---|---|---|
| 1 | Never | 118,854 | 119,134 |
| 2 | Once or twice | 26,794 | 27,016 |
| 3 | More than twice | 19,201 | 19,801 |
| 9 | Not stated | 4,831 | 3,721 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*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:*  **I_Q072A**  *Position:* 210  *Length:* 1

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

| | | FREQ | WTD |
|---|---|---|---|
| 1 | Never | 13,337 | 13,438 |
| 2 | Once or twice | 19,650 | 20,061 |
| 3 | More than twice | 7,766 | 8,040 |
| 4 | Not applicable | 1,670 | 1,660 |
| 6 | Valid skip | 118,854 | 119,134 |
| 9 | Not stated | 8,403 | 7,339 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* I_Q071=(2 or 3).
*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.

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*Variable Name:* **I_Q072B** *Position:* 211 *Length:* 1

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

|   |                 | FREQ    | WTD     |
|---|-----------------|---------|---------|
| 1 | Never           | 11,843  | 12,034  |
| 2 | Once or twice   | 19,592  | 19,895  |
| 3 | More than twice | 10,213  | 10,473  |
| 4 | Not applicable  | 1,723   | 1,745   |
| 6 | Valid skip      | 118,854 | 119,134 |
| 9 | Not stated      | 7,455   | 6,391   |
|   |                 | ======  | ======= |
|   |                 | 169,680 | 169,671 |

*Coverage:* I_Q071=(2 or 3).
*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.

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*Variable Name:* **I_Q072C** *Position:* 212 *Length:* 1

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

|   |                 | FREQ    | WTD     |
|---|-----------------|---------|---------|
| 1 | Never           | 19,982  | 20,183  |
| 2 | Once or twice   | 4,024   | 4,150   |
| 3 | More than twice | 1,531   | 1,577   |
| 4 | Not applicable  | 14,468  | 14,837  |
| 6 | Valid skip      | 118,854 | 119,134 |
| 9 | Not stated      | 10,821  | 9,790   |
|   |                 | ======  | ======= |
|   |                 | 169,680 | 169,671 |

*Coverage:* I_Q071=(2 or 3).
*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:*   **I_Q072D**          *Position:*   213          *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           | 15,222 | 15,325 |
| 2 | Once or twice   | 1,327 | 1,456 |
| 3 | More than twice | 1,393 | 1,706 |
| 4 | Not applicable  | 21,714 | 21,927 |
| 6 | Valid skip      | 118,854 | 119,134 |
| 9 | Not stated      | 11,170 | 10,123 |
|   |                 | ====== | ========= |
|   |                 | 169,680 | 169,671 |

*Coverage:* I_Q071=(2 or 3).
*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:*   **I_Q072E**          *Position:*   214          *Length:*   1

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

|   |                 | FREQ | WTD |
|---|-----------------|------|-----|
| 1 | Never           | 23,709 | 24,080 |
| 2 | Once or twice   | 4,184 | 4,335 |
| 3 | More than twice | 1,170 | 1,246 |
| 4 | Not applicable  | 11,014 | 11,178 |
| 6 | Valid skip      | 118,854 | 119,134 |
| 9 | Not stated      | 10,749 | 9,698 |
|   |                 | ====== | ========= |
|   |                 | 169,680 | 169,671 |

*Coverage:* I_Q071=(2 or 3).
*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:* **I_Q072F**     *Position:* 215     *Length:* 1

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

|   |   | FREQ | WTD |
|---|---|------|-----|
| 1 | Never | 20,232 | 20,568 |
| 2 | Once or twice | 6,897 | 7,079 |
| 3 | More than twice | 3,401 | 3,514 |
| 4 | Not applicable | 9,719 | 9,847 |
| 6 | Valid skip | 118,854 | 119,134 |
| 9 | Not stated | 10,577 | 9,530 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* I_Q071=(2 or 3).
*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:* **I_Q073**     *Position:* 216     *Length:* 1

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

|   |   | FREQ | WTD |
|---|---|------|-----|
| 1 | Never | 136,080 | 136,567 |
| 2 | Once or twice | 16,382 | 16,588 |
| 3 | More than twice | 12,169 | 12,591 |
| 9 | Not stated | 5,049 | 3,926 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*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.

Variable Name: **I_Q074A**      Position:   217      Length:   1

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

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | Never | 10,553 | 10,749 |
| 2 | Once or twice | 10,289 | 10,529 |
| 3 | More than twice | 3,649 | 3,777 |
| 4 | Not applicable | 1,536 | 1,524 |
| 6 | Valid skip | 136,080 | 136,567 |
| 9 | Not stated | 7,573 | 6,526 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* I_Q073=(2 or 3).
*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: **I_Q074B**      Position:   218      Length:   1

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

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | Never | 4,589 | 4,687 |
| 2 | Once or twice | 15,129 | 15,387 |
| 3 | More than twice | 6,838 | 7,047 |
| 4 | Not applicable | 858 | 858 |
| 6 | Valid skip | 136,080 | 136,567 |
| 9 | Not stated | 6,186 | 5,125 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* I_Q073=(2 or 3).
*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.

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| Variable Name: | **I_Q074C** | Position: | 219 | Length: | 1 |
|---|---|---|---|---|---|

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

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | Never | 12,486 | 12,722 |
| 2 | Once or twice | 1,760 | 1,817 |
| 3 | More than twice | 625 | 640 |
| 4 | Not applicable | 9,947 | 10,190 |
| 6 | Valid skip | 136,080 | 136,567 |
| 9 | Not stated | 8,782 | 7,736 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* I_Q073=(2 or 3).
*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.

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| Variable Name: | **I_Q074D** | Position: | 220 | 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 | Never | 9,383 | 9,534 |
| 2 | Once or twice | 835 | 945 |
| 3 | More than twice | 717 | 897 |
| 4 | Not applicable | 13,836 | 13,949 |
| 6 | Valid skip | 136,080 | 136,567 |
| 9 | Not stated | 8,829 | 7,778 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* I_Q073=(2 or 3).
*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.

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| *Variable Name:* | **I_Q074E** | *Position:* | 221 | *Length:* | 1 |
|---|---|---|---|---|---|

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

| | | FREQ | WTD |
|---|---|---|---|
| 1 | Never | 13,181 | 13,478 |
| 2 | Once or twice | 3,708 | 3,802 |
| 3 | More than twice | 1,183 | 1,244 |
| 4 | Not applicable | 7,066 | 7,162 |
| 6 | Valid skip | 136,080 | 136,567 |
| 9 | Not stated | 8,462 | 7,420 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* I_Q073=(2 or 3).
*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.

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| *Variable Name:* | **I_Q074F** | *Position:* | 222 | *Length:* | 1 |
|---|---|---|---|---|---|

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

| | | FREQ | WTD |
|---|---|---|---|
| 1 | Never | 12,265 | 12,541 |
| 2 | Once or twice | 4,121 | 4,226 |
| 3 | More than twice | 1,999 | 2,094 |
| 4 | Not applicable | 6,707 | 6,772 |
| 6 | Valid skip | 136,080 | 136,567 |
| 9 | Not stated | 8,508 | 7,471 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* I_Q073=(2 or 3).
*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.

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| Variable Name: | **I_Q076** | Position: | 223 | Length: | 2 |
|---|---|---|---|---|---|

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

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 52,908  | 52,870  |
| 02 | Somewhat agree             | 60,298  | 60,697  |
| 03 | Neither agree nor disagree | 21,780  | 22,191  |
| 04 | Somewhat disagree          | 9,067   | 9,361   |
| 05 | Strongly disagree          | 5,020   | 5,270   |
| 06 | Not applicable             | 726     | 734     |
| 97 | Don't know                 | 14,708  | 14,536  |
| 99 | Not stated                 | 5,173   | 4,012   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

| Variable Name: | **I_Q077** | Position: | 225 | Length: | 2 |
|---|---|---|---|---|---|

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

|    |                            | FREQ    | WTD     |
|----|----------------------------|---------|---------|
| 01 | Strongly agree             | 44,440  | 44,322  |
| 02 | Somewhat agree             | 38,137  | 38,807  |
| 03 | Neither agree nor disagree | 23,163  | 23,613  |
| 04 | Somewhat disagree          | 9,524   | 9,888   |
| 05 | Strongly disagree          | 7,171   | 7,455   |
| 06 | Not applicable             | 12,699  | 12,503  |
| 97 | Don't know                 | 29,374  | 29,060  |
| 99 | Not stated                 | 5,172   | 4,024   |
|    |                            | ======  | ======= |
|    |                            | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **I_Q078**      *Position:*    227      *Length:*    2

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

|    |                             | FREQ    | WTD     |
|----|-----------------------------|---------|---------|
| 01 | Strongly agree              | 37,250  | 37,291  |
| 02 | Somewhat agree              | 40,553  | 41,037  |
| 03 | Neither agree nor disagree  | 24,967  | 25,350  |
| 04 | Somewhat disagree           | 10,444  | 10,804  |
| 05 | Strongly disagree           | 7,981   | 8,349   |
| 06 | Not applicable              | 5,904   | 5,879   |
| 97 | Don't know                  | 37,273  | 36,811  |
| 99 | Not stated                  | 5,308   | 4,149   |
|    |                             | ======  | ======= |
|    |                             | 169,680 | 169,671 |

*Coverage:* All respondents.

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**Section:**      **General Information (INFO)**

*Variable Name:* **J_Q082A**      *Position:*    229      *Length:*    1

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

|   |            | FREQ    | WTD     |
|---|------------|---------|---------|
| 1 | Yes        | 39,022  | 38,977  |
| 2 | No         | 122,930 | 124,009 |
| 9 | Not stated | 7,728   | 6,685   |
|   |            | ======  | ======= |
|   |            | 169,680 | 169,671 |

*Coverage:* All respondents.

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*Variable Name:* **J_Q082B**      *Position:*    230      *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        | 46,771  | 46,818  |
| 2 | No         | 113,116 | 114,103 |
| 9 | Not stated | 9,793   | 8,750   |
|   |            | ======  | ======= |
|   |            | 169,680 | 169,671 |

*Coverage:* All respondents.

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| *Variable Name:* | **J_Q082C** | *Position:* | 231 | *Length:* | 1 |

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

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | Yes | 9,301 | 9,140 |
| 2 | No | 148,629 | 149,751 |
| 9 | Not stated | 11,750 | 10,780 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* All respondents.

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| *Variable Name:* | **J_Q082E** | *Position:* | 232 | *Length:* | 1 |

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

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | Yes | 8,105 | 8,201 |
| 2 | No | 149,722 | 150,599 |
| 9 | Not stated | 11,853 | 10,872 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* All respondents.

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| *Variable Name:* | **J_Q084** | *Position:* | 233 | *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 | 59,961 | 59,841 |
| 2 | Two | 48,570 | 48,655 |
| 3 | Three or more | 55,834 | 57,085 |
| 9 | Not stated | 5,315 | 4,090 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* All respondents.

*Variable Name:*    **J_G085**      *Position:*    234      *Length:*    1

Supervisor indicator

| | | FREQ | WTD |
|---|---|---|---|
| 1 | Yes | 37,067 | 36,448 |
| 2 | No | 126,749 | 128,581 |
| 9 | Not stated | 5,864 | 4,642 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:*   All respondents

*Variable Name:*    **J_G088**      *Position:*    235      *Length:*    2

Aggregated Occupational Group

| | | FREQ | WTD |
|---|---|---|---|
| 01 | Executive | 3,503 | 3,187 |
| 02 | Scientific and Professional | 20,445 | 20,408 |
| 03 | Administration and Foreign Services | 59,821 | 56,280 |
| 04 | Technical Support | 10,828 | 10,997 |
| 05 | Administrative Support | 17,712 | 17,733 |
| 06 | Operations | 6,055 | 11,402 |
| 07 | Other | 3,474 | 3,685 |
| 96 | Valid Skip | 40,457 | 40,456 |
| 99 | Not stated | 7,385 | 5,523 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:*   Derived from J_D088A and the core departments/organisations.
*Note:*      This derived variable is based on the groupings in 2005 and is meant to facilitate comparative analysis.

*Variable Name:*    **GREGION**      *Position:*    237      *Length:*    1

Region of work

| | | FREQ | WTD |
|---|---|---|---|
| 1 | National Capital Region | 67,774 | 65,834 |
| 2 | Outside of the National Capital Region | 95,733 | 98,906 |
| 9 | Not stated | 6,173 | 4,931 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:*   Derived from J_Q096
*Note:*      This derived variable is based on the groupings in 2005 and is meant to facilitate comparative analysis

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| *Variable Name:* | **J_G098** | *Position:* | 238 | *Length:* | 1 |
|---|---|---|---|---|---|

Age group

| | | FREQ | WTD |
|---|---|---|---|
| 1 | Up to 40 years | 58,919 | 59,076 |
| 2 | 40 to 49 years | 52,376 | 52,764 |
| 3 | 50 and over | 51,312 | 52,082 |
| 9 | Not stated | 7,073 | 5,748 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents

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| *Variable Name:* | **J_G099** | *Position:* | 239 | *Length:* | 1 |
|---|---|---|---|---|---|

Gender

| | | FREQ | WTD |
|---|---|---|---|
| 1 | Male | 66,881 | 69,875 |
| 2 | Female | 94,331 | 92,652 |
| 9 | Not stated | 8,468 | 7,145 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents.

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| *Variable Name:* | **J_G100** | *Position:* | 240 | *Length:* | 1 |
|---|---|---|---|---|---|

Level of education

| | | FREQ | WTD |
|---|---|---|---|
| 1 | Secondary/high school graduation certificate or equivalent or; diploma or certificate from a community college, CEGEP, institute of technology, nursing school, etc., or a trades certificate or diploma | 76,391 | 79,190 |
| 2 | University certificate or diploma below the bachelor's level or; Bachelor's degree (e.g., BA, BSc) or; University certificate or diploma above the bachelor's level including Master's degree (e.g., MA, MSc, MEd) or professional degree (e.g., LLB, degree in medicine, dentistry, veterinary medicine or optometry (MD, DDS, DMD, DVM, OD) or earned doctorate (e.g., PhD, DSc, DEd) | 86,843 | 85,239 |
| 9 | Not stated | 6,446 | 5,242 |
| | | ====== | ========= |
| | | 169,680 | 169,671 |

*Coverage:* All respondents

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*Variable Name:*     **J_Q106**     *Position:*    241     *Length:*     1

Did you complete and return a questionnaire in the last Public Service Employee Survey (2005)?

|   |   | FREQ | WTD |
|---|---|---|---|
| 1 | Yes | 106,668 | 106,951 |
| 2 | No | 56,363 | 57,288 |
| 9 | Not stated | 6,649 | 5,432 |
|   |   | ====== | ========= |
|   |   | 169,680 | 169,671 |

*Coverage:* All respondents.

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**Section:**            **Weighting Variable (WT)**

*Variable Name:*     **WTPP**     *Position:*    242     *Length:*     12.4

Survey weight of a person, i.e. the number of persons in the population represented by a record.

*Coverage:* All respondents
*Note:*       Physical decimal present in eighth position.

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