Employee Pulse Survey VII on Employee Wellbeing From November 16 to 30, 2020

Results for Employment and Sc its Portfolio sections, and its		Employment and Social Development Canada (ESDC)	Service Canada (SC)	Employment and Social Development (ESD)	Labour Program (LP)	Atlantic Region (ATL)	Ontario Region (ONT)	Quebec Region (QC)	Western Canada and Territories Region (WCT)	Citizen Service Branch (CSB)	Program Operations Branci (POB)	Integrity Services Branch (ISB)	Transformation Management Branch (TMB)	Benefits and Integrated Services Branch (BISB)	Internal Audit and Enterprise Risk Management Branch (IAERMB)	Chief Financial Officer Branch (CFOB)	Human Resources Services Branch (HRSB)	Innovation, Information and Technology Branch (IITB)	Public Affairs and Stakeholder Relations Branch (PASRB)	Skills and Employment Branch (SEB)	Income Security and Social Development Branch (ISSDB)	Learning Branch (LB)	Legal Services Unit (LSU)	Strategic and Service Policy Branch (SSPB)	Corporate Secretariat (CorpSec)	Policy Horizons Canada (PHC)	Policy, Dispute Resolution, and International Affairs (PDRIA)	Compliance, Operations and Program Development (COPD)	Strategic Integration and Governance (SIG) / Office of the Deputy Minister of Labour
I. LEADERSHIP		11= 0,000	11-0,100	11- 2,570	11-210	11-700	11- 1,001	11-077	11- 1,000	11-210	11-101	11- 100	11- 127	11-220	11-24	11- 200	11- 020	11- 020	11-10	11- 100	11- 151	11- 140	11-21	11-224	11- 40	11- 10	11- 42	11- 101	11-10
Q1a. The Deputy Ministers are doing a good job leading the department.	Agree Disagree Neither agree nor disagree Don't know	61% 6% 15%	57% 7% 17%	69% 3% 12%	69% 6% 12% 13%	61% 6% 15%	58% 7% 17%	55% 4% 18% 23%	52% 10% 19% 20%	65% 7% 12% 16%	67% 3% 11%	65% 7% 14%	69% 4% 17%	65% 3% 15% 17%	75% 8% 17%	78% 1% 9% 12%	69% 2% 11%	63% 4% 14%	77% 3% 12% 9%	65% 4% 13%	71% 3% 8% 18%	79% 3% 8%	90% 0% 5%	61% 6% 15%	72% 2% 17% 9%	67% 0% 20%	80% 3% 8% 10%	65% 8% 12%	92% 0% 8% 0%
Q1b. I am satisfied with the measures the department is taking to protect my physical health and safety.	Agree Disagree Neither agree nor disagree Don't know	84% 9% 6% 1%	82% 10% 7% 1%	89% 4% 5% 1%	90% 5% 4% 1%	85% 9% 5% 1%	80% 11% 8% 1%	84% 7% 8% 1%	80% 13% 7% 0%	80% 10% 9% 1%	86% 7% 7% 1%	88% 8% 4% 1%	85% 7% 6% 2%	87% 4% 8% 1%	83% 13% 4% 0%	95% 2% 3% 1%	91% 4% 5% 0%	89% 4% 6% 1%	90% 5% 4% 1%	85% 5% 9% 1%	90% 4% 5% 1%	94% 4% 1% 1%	95% 0% 5% 0%	84% 8% 7% 1%	85% 11% 4% 0%	93% 0% 7% 0%	95% 0% 5% 0%	88% 8% 3% 2%	100% 0% 0%
Q1c. I am satisfied with the measures the department is taking to protect my mental health.	Agree Disagree Neither agree nor disagree Don't know	61% 22% 15% 1%	58% 25% 15% 1%	68% 16% 14% 2%	62% 18% 18% 2%	61% 24% 14% 2%	58% 25% 15% 1%	63% 20% 17% 1%	53% 31% 15% 1%	61% 21% 17% 1%	64% 20% 16% 0%	64% 20% 15% 2%	60% 23% 17% 1%	60% 18% 19% 2%	50% 17% 33% 0%	83% 6% 10% 1%	72% 14% 13% 1%	70% 15% 13% 2%	59% 15% 23% 3%	63% 21% 14% 2%	68% 18% 11% 3%	73% 13% 13% 1%	76% 5% 19% 0%	46% 29% 24% 2%	70% 11% 20% 0%	40% 27% 27% 7%	64% 19% 17% 0%	59% 19% 19% 3%	77% 8% 15% 0%
Q1d. I would recommend working at ESDC to a friend.	Agree Disagree Neither agree nor disagree Don't know	77% 10% 12% 1%	76% 11% 12% 2%	81% 7% 11% 1%	75% 8% 16% 1%	83% 8% 8% 1%	76% 11% 12% 1%	78% 8% 13% 2%	70% 14% 13% 2%	74% 12% 12% 1%	76% 11% 13% 0%	76% 12% 11% 2%	83% 10% 7% 0%	78% 6% 15% 1%	67% 8% 21% 4%	91% 3% 6% 0%	80% 6% 11% 2%	80% 8% 11% 1%	79% 13% 8% 0%	78% 7% 13% 1%	83% 5% 12% 1%	86% 3% 9% 1%	86% 0% 14% 0%	73% 9% 17% 2%	91% 0% 9% 0%	46% 15% 31% 8%	85% 5% 7% 2%	69% 10% 19% 2%	85% 0% 15% 0%
II. POSITIVE WORK ENVIRONMENT	Agree	52%	48%	62%																									
Q3a. My Assistant Deputy Minister (ADM) creates a positive work environment.	Disagree Neither agree nor disagree Don't know Agree	7% 19% 22% 56%	8% 20% 24% 50%	6% 15% 17% 70%	64%	49%	45%	57%	45%	64%	66%	57%	61%	58%		80%	71%	62%	67%	66%	85%	79%		67%			80%	57%	
Q3b. My Director General (DG) creates a positive work environment.	Disagree Neither agree nor disagree Don't know	8% 17% 19%	8% 19% 23% 58%	8% 12% 10%	9% 17% 10% 77%	6% 18% 27%	9% 21% 25%	7% 18% 19% 65%	8% 19% 27%	9% 19% 8% 68%	11% 14% 8%	8% 19% 16% 66%	9% 18% 13%	5% 23% 15%	39%	3% 10% 7% 87%	6% 14% 9% 76%	6% 15% 18%	8% 15% 10% 79%	14% 13% 7%	6% 5% 4% 78%	7% 10% 5%	Tray	14% 14% 5% 76%	000	45%	11% 9% 0%	7% 21% 15%	900
Q3c. My Director creates a positive work environment.	Agree Disagree Neither agree nor disagree Don't know	63% 10% 15% 12%	11% 17% 15%	77% 8% 11% 5%	9% 14% 0%	57% 8% 16% 19%	52% 11% 19% 17%	8% 8% 16% 11%	53% 12% 18% 17%	12% 15% 4%	77% 8% 11% 4%	11% 12% 11%	75% 11% 9% 5%	70% 8% 15% 8%	39% 33% 28% 0%	5% 5% 6% 2%	76% 5% 12% 7%	74% 6% 13% 7%	9% 9% 12% 0%	72% 14% 11% 2%	6% 9% 6%	82% 8% 9% 1%	76% 6% 12% 6%	76% 15% 8% 2%	80% 11% 7% 2%	27% 27% 27% 0%	88% 6% 6% 0%	75% 8% 18% 0%	80% 10% 10% 0%
Q3d. My Manager creates a positive work environment.	Agree Disagree Neither agree nor disagree Don't know	76% 11% 10% 3%	73% 12% 12% 3%	84% 8% 7% 1%	83% 9% 8% 0%	79% 9% 10% 2%	73% 13% 11% 4%	71% 12% 14% 3%	67% 15% 14% 4%	78% 9% 13% 1%	84% 6% 9% 1%	80% 10% 9% 1%	84% 9% 7% 0%	85% 7% 7% 1%		89% 6% 6%	83% 8% 7% 2%	83% 8% 8% 1%	83% 9% 7% 0%	82% 9% 9% 0%	88% 4% 7% 1%	82% 12% 5% 1%	83% 8% 8% 0%	81% 13% 5% 0%	83% 11% 6% 0%	100% 0% 0% 0%	86% 7% 7% 0%	85% 8% 6% 0%	
Q3e. My Supervisor / Team Lead creates a positive work environment.	Agree Disagree Neither agree nor disagree Don't know	82% 10% 8%	81% 11% 8%	86% 7% 6%	77% 11% 12%	82% 9% 8%	83% 10% 7%	80% 9% 10%	78% 13% 8%	79% 11% 8%	81% 13% 6%	76% 15% 7%	89% 7% 4%	85% 8% 7%		93% 3% 4%	86% 7% 7%	83% 10% 7%	88% 0% 8%	88% 7% 4%	89% 6% 5%	79% 11% 9% 2%	83% 17% 0%	86% 7% 7% 0%	90% 10% 0%		83% 8% 8%	82% 10% 8%	
Q3f. My Employees create a positive work environment.	Agree Disagree Neither agree nor disagree Don't know	88% 5% 7%	85% 6% 9%	92% 3% 5%	95% 3% 3%	79% 13% 8%	85% 6% 9%	82% 3% 15%	82% 8% 10%	85% 6% 8%	91% 5% 2% 2%	94% 3% 3% 0%	100% 0% 0%	91% 7% 2%	92% 0% 8%	93% 4% 3%	92% 2% 6%	95% 2% 2%	85% 0% 15%	92% 6% 2%	93% 0% 7%	86% 4% 10%	0,0	90% 2% 8% 0%	90% 0% 5%		100% 0% 0%	90% 5% 5%	
Q3g. My Co-workers create a positive work environment.	Agree Disagree Neither agree nor disagree Don't know	85% 5% 9%	83% 6% 10%	88% 4% 8%	85% 6% 8%	83% 5% 9% 2%	82% 7% 10%	82% 4% 13%	83% 6% 9% 2%	85% 4% 10%	89% 4% 7%	83% 7% 9%	93% 2% 4%	85% 7% 7%	63% 17% 17%	90% 3% 6%	91% 3% 6%	87% 4% 9% 0%	91% 3% 6%	85% 5% 9%	87% 4% 9%	88% 5% 7%	81% 5% 10%	88% 3% 8%	89% 2% 9%	100% 0% 0%	86% 5% 10%	84% 7% 8% 1%	92% 0% 8%
III. IMMEDIATE SUPERVISOR	Don't wow		.,,,	0.10		2,0	_,,,			1,0	1,0				.,,,	-				1,10		2,0	2,0				0.10	.,,,	
Q4a. My immediate supervisor shows flexibility, helping me balance my work and personal situation.	Agree Disagree Neither agree nor disagree	88% 7% 5%	86% 8% 6%	92% 4% 4%	88% 5% 6%	88% 8% 5%	86% 8% 6%	85% 8% 7%	86% 9% 6%	90% 7% 3% 81%	91% 4% 5%	85% 9% 5%	93% 7% 1%	90% 6% 4%	83% 4% 13%	95% 3% 2%	92% 5% 3%	92% 3% 5%	89% 3% 8%	93% 3% 4%	93% 3% 4%	92% 4% 4%	100% 0% 0%	88% 8% 4%	87% 11% 2%	93% 7% 0%	83% 5% 12%	93% 4% 2% 88%	92% 8% 0% 85%
Q4b. I feel comfortable sharing concerns about my physical health and safety with my immediate supervisor.	Agree Disagree Neither agree nor disagree	12%	14%	9%	7% 7%	11%	14%	12%	16%	14%	10%	13%	11%	9%	17%	7%	10%	7% 6%	4% 4%	9%	9% 5%	11%	5% 5%	9%	9%	7% 7%	10%	5% 7%	8% 8%
Q4c. I feel comfortable sharing concerns about my mental health with my immediate supervisor.	Agree Disagree Neither agree nor disagree	69% 21% 9%	67% 23% 9%	75% 16% 9%	69% 18% 13%	69% 20% 11%	66% 24% 10%	70% 20% 10%	64% 28% 8%	70% 22% 8%	72% 19% 10%	71% 19% 10%	73% 21% 6%	74% 18% 8%	57% 39% 4%	82% 13% 5%	75% 16% 9%	77% 14% 9%	72% 15% 13%	73% 20% 7%	74% 15% 11%	74% 20% 6%	80% 10% 10%	67% 20% 13%	80% 13% 7%	73% 13% 13%	65% 20% 15%	71% 19% 10%	83% 8% 8%
IV. CURRENT WORK ARRANGEMENTS	Working on site evaluations	00/	12%	49/	40/	100/	GeV	120/	18%	1.49/	20/	40/	20/	2%	00/	10/	00/	20/	19/	00/	40/	Uo/	Uev	00/	Uev	00/	Oo/	29/	Co.
Q5. Which of the following best describes your current work situation?	Working on-site exclusively Working remotely or teleworking exclusively A combination of working remotely or teleworking and working on-site: as required by the department	76% 9%	70% 12%	1% 94% 3%	1% 81% 9%	15% 65% 13%	70% 15%	72% 72% 9%	61% 13%	14% 66% 17%	2% 94% 1%	1% 88% 8%	92% 1%	94%	100%	1% 92% 4%	98% 1%	2% 93% 2%	1% 94% 1%	99%	1% 93% 4%	97% 1%	57% 24%	97% 3%	74% 11%	93%	93% 2%	2% 78% 10%	92% 0%
Q6. To what extent is the risk of exposure to COVID-19 a source	A combination of working remotely or teleworking and working on-site: by choice or voluntarily Not at all To a small extent	5% 28% 23%	6% 26% 24%	2% 34% 23%	9% 32% 22%	6% 29% 29%	5% 25% 21%	7% 26% 22%	8% 23% 25%	3% 25% 21%	3% 26% 26%	4% 25% 19%	6% 34% 25%	1% 41% 23%	0% 23% 32%	2% 31% 29%	1% 39% 22%	3% 32% 23%	4% 35% 24%	0% 41% 17%	2% 36% 21%	2% 30% 24%	19% 16% 16%	0% 39% 20%	15% 18% 22%	0% 33% 47%	5% 43% 23%	10% 28% 22%	8% 46% 38%
of work-related stress for you?	To a moderate extent To a large extent To a very large extent My workload has greatly decreased	20% 13% 15% 2%	20% 14% 17% 2%	18% 12% 13%	21% 10% 15%	20% 12% 10% 2%	18% 16% 20%	24% 15% 14%	21% 13% 18%	20% 13% 21%	23% 15% 10%	19% 16% 20%	20% 13% 8%	12% 11% 13% 2%	23% 14% 9% 4%	13% 14% 13%	19% 11% 10%	22% 9% 14%	16% 8% 16%	20% 13% 10%	16% 16% 12% 2%	18% 15% 13% 0%	21% 26% 21% 5%	20% 7% 13%	27% 22% 11%	20% 0% 0%	13% 10% 13%	25% 9% 16% 2%	0% 8% 8% 0%
Q7. Since the beginning of the COVID-19 pandemic, how would you describe your workload?	My workload has moderately decreased My workload has not changed My workload has moderately increased	5% 28% 35%	5% 27% 35%	5% 32% 35%	6% 28% 35%	6% 28% 35%	4% 24% 36%	6% 30% 33%	6% 26% 36%	8% 25% 34%	3% 28% 36%	7% 25% 38%	2% 24% 46%	6% 29% 29%	13% 29% 25%	4% 35% 37%	5% 33% 35%	4% 34% 35%	8% 21% 39%	4% 33% 27%	4% 29% 37%	2% 30% 43%	5% 43% 19%	10% 28% 33%	2% 28% 28%	13% 53% 20%	2% 44% 24%	8% 25% 39%	0% 17% 17%
Q8a. My current workload is manageable.	My workload has greatly increased Agree Disagree Neither agree nor disagree	30% 70% 21% 9%	30% 69% 21% 10%	27% 73% 19% 8%	30% 67% 25% 7%	29% 72% 20% 8%	34% 70% 20% 9%	28% 68% 18% 14%	31% 65% 25% 11%	30% 68% 25% 7%	31% 66% 25% 9%	26% 69% 22% 9%	28% 66% 27% 7%	33% 75% 20% 5%	29% 67% 29% 4%	24% 76% 16% 8%	27% 73% 21% 7%	27% 73% 18% 9%	31% 71% 23% 6%	35% 71% 21% 8%	27% 73% 18% 8%	25% 74% 18% 8%	29% 86% 10% 5%	26% 71% 23% 6%	41% 72% 20% 9%	13% 53% 27% 20%	29% 79% 19% 2%	26% 63% 27% 10%	67% 69% 23% 8%
Q8b. I currently have a healthy work-life balance.	Agree Disagree Neither agree nor disagree	67% 23% 10%	66% 24% 11%	70% 21% 9%	68% 21% 11%	70% 21% 9%	66% 23% 11%	73% 14% 12%	58% 30% 12%	67% 25% 7%	65% 25% 10%	69% 24% 7%	63% 29% 8%	67% 23% 9%	67% 21% 13%	81% 13% 6%	69% 22% 8%	72% 18% 11%	69% 22% 9%	65% 24% 12%	68% 22% 11%	68% 22% 10%	52% 33% 14%	65% 27% 8%	78% 17% 4%	29% 57% 14%	71% 21% 7%	67% 24% 9%	69% 8% 23%

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Results for Employment and Sc	ocial Development Canada	Employment and Social Development	Service Canada	Employment and Social	Labour Program	Atlantic Region	Ontario Region	Quebec Region	Western Canada and Territories	Citizen Service Branch	Program Operations Branc	Integrity Services	Transformation Management	Benefits and Integrated	Internal Audit and Enterprise Risk Management	Chief Financial Officer Branch	Human Resources Services Branch	Innovation, Information and Technology	Public Affairs and Stakeholder	Skills and Employment Branch	Income Security and Social Development	Learning Branch	Legal Services Unit	Strategic and Service Policy	Corporate Secretariat	Policy Horizons Canada	Policy, Dispute Resolution, and International	Compliance, Operations and Program	Strategic Integration and Governance (SIG)
its Portfolio sections, and its		Development Canada (ESDC)	(SC)	Development (ESD)	(LP)	(ATL)	(ONT)	(QC)	Region (WCT)	(CSB)	(POB)	(ISB)	Branch (TMB)	Services Branch (BISB)	Management Branch (IAERMB)	(CFOB)	(HRSB)	Technology Branch (IITB)	Relations Branch (PASRB)	(SEB)	Development Branch (ISSDB)	(LB)	(LSU)	Branch (SSPB)	(CorpSec)	Canada (PHC)	Affairs (PDRIA)	Development (COPD)	/ Office of the Deputy Minister of Labour
V. EMPLOYEE WELLBEING		n= 8,698	n= 6,100	n= 2,373	n= 215	n= 789	n= 1,561	n= 977	n= 1,658	n= 219	n= 151	n= 185	n= 127	n= 223	n= 24	n= 295	n= 523	n= 529	n= 78	n= 190	n= 197	n= 140	n= 21	n= 224	n= 46	n= 15	n= 42	n= 131	n= 13
V. EIIII EO I EE VIELEGEINO	Very good	17%	17%	18%	19%	20%	18%	21%	11%	18%	19%	19%	14%	13%	8%	27%	17%	18%	13%	18%	16%	19%	33%	14%	17%	7%	21%	18%	15%
	Good	41%	39%	45%	41%	38%	40%	44%	34%	41%	39%	37%	43%	46%	38%	45%	47%	45%	50%	41%	44%	43%	33%	46%	54%	20%	45%	40%	38%
Q9. Overall, how would you describe your current wellbeing?	Fair	31% 9%	32% 9%	28% 7%	33% 7%	29% 10%	31% 9%	27% 5%	38% 12%	30% 9%	30% 9%	33%	32% 8%	33% 7%	42% 8%	23% 4%	28% 7%	29% 7%	31% 5%	29%	34% 7%	29%	24% 10%	29% 10%	22% 4%	47%	24% 7%	37% 5%	38%
	Poor Very poor	2%	3%	1%	1%	3%	2%	2%	4%	1%	3%	3%	3%	1%	4%	1%	2%	1%	1%	2%	0%	1%	0%	1%	2%	27%	2%	0%	0% 8%
	Agree	69%	69%	71%	62%	72%	70%	71%	66%	70%	64%	70%	67%	68%	63%	75%	67%	73%	68%	67%	67%	71%	76%	73%	85%	57%	60%	61%	85%
Q10. I generally take time to care for my personal wellbeing.	Disagree	19%	19%	17%	17%	18%	20%	15%	23%	16%	21%	19%	23%	16%	21%	12%	21%	13%	17%	23%	21%	21%	19%	21%	7%	36%	17%	18%	15%
	Neither agree nor disagree	12% 37%	12% 35%	12% 41%	21% 32%	10%	11%	14%	11%	14%	14% 47%	11%	10% 41%	16% 43%	17% 33%	13% 51%	13% 41%	14% 45%	15% 44%	10%	12%	9% 42%	5% 33%	7% 33%	9% 48%	7% 47%	24% 40%	21% 29%	0% 23%
Q11. Overall, to what extent do the following factors cause you	Not at all To a small extent	32%	31%	34%	37%	33%	30%	27%	32%	27%	23%	30%	37%	35%	33%	32%	33%	34%	33%	32%	41%	36%	24%	34%	28%	27%	30%	41%	38%
work-related stress?	To a moderate extent	20%	21%	18%	27%	16%	18%	28%	22%	23%	22%	21%	16%	13%	17%	13%	21%	17%	18%	20%	19%	19%	38%	21%	20%	0%	28%	27%	31%
a) Current work arrangements	To a large extent	7%	8%	5%	4%	8%	8%	10%	9%	9%	7%	6%	2%	5%	8%	3%	4%	3%	3%	5%	5%	4%	5%	9%	4%	27%	3%	3%	8%
	To a very large extent Not at all	4% 28%	5% 28%	2% 30%	0% 26%	4% 32%	5% 27%	4% 28%	6% 27%	4% 28%	1% 27%	4% 25%	4% 29%	4% 33%	8% 23%	1% 36%	2%	2% 33%	3% 34%	4% 28%	1% 27%	0% 20%	0% 16%	3% 36%	0% 30%	0% 38%	0% 27%	0% 22%	0% 33%
	To a small extent	29%	29%	30%	31%	30%	29%	29%	30%	28%	24%	32%	27%	31%	36%	33%	29%	34%	34%	22%	31%	30%	42%	21%	30%	31%	19%	39%	17%
 b) Balancing work and caregiving responsibilities (e.g., children, ekterly, family members) 	To a moderate extent	23%	24%	23%	21%	22%	21%	28%	23%	29%	30%	22%	28%	21%	32%	18%	24%	22%	16%	27%	23%	24%	26%	24%	27%	23%	38%	15%	25%
	To a large extent	11%	11%	11%	17%	9%	13%	11%	12%	9%	14%	14%	10%	6%	0%	9%	13%	7%	10%	13%	13%	17%	16%	10%	9%	0%	8%	19%	25%
	To a very large extent	7%	8% 38%	6% 32%	6% 29%	6% 49%	10% 42%	5% 27%	9% 37%	7% 31%	5% 28%	8% 37%	6% 33%	8% 32%	9% 39%	4% 40%	6% 32%	3% 39%	6% 14%	10% 22%	7% 22%	9% 30%	0% 52%	10% 22%	5% 27%	8% 27%	8% 18%	5% 30%	0% 15%
	Not at all To a small extent	36% 28%	27%	29%	25%	25%	28%	26%	28%	29%	24%	22%	28%	29%	39%	33%	29%	28%	30%	23%	29%	32%	14%	30%	36%	13%	28%	27%	15% 38%
c) Unreasonable deadlines	To a moderate extent	19%	18%	20%	26%	14%	16%	28%	17%	19%	21%	15%	18%	19%	13%	14%	21%	15%	35%	24%	25%	16%	14%	20%	22%	33%	40%	22%	31%
	To a large extent	10%	10%	12%	10%	6%	8%	13%	10%	10%	8%	16%	10%	11%	13%	8%	12%	11%	10%	19%	11%	12%	5%	14%	13%	20%	10%	12%	8%
	To a very large extent Not at all	7% 54%	7% 59%	8% 45%	9% 44%	6% 67%	6% 61%	6% 55%	7% 58%	11% 55%	19%	9% 59%	11%	9% 51%	4% 35%	4% 56%	5% 48%	7% 52%	10%	11%	13%	10% 44%	14% 37%	13%	2% 27%	7% 33%	5%	9%	8%
	Not at all To a small extent	54% 24%	59% 23%	45% 27%	26%	20%	23%	22%	58% 24%	21%	38% 29%	18%	46% 19%	28%	35% 43%	56% 24%	48% 26%	52% 28%	38% 18%	36% 28%	26%	29%	37%	32%	32%	33% 13%	29% 37%	51% 21%	23% 31%
d) Overtime or long work hours	To a moderate extent	12%	11%	15%	15%	8%	10%	16%	11%	13%	13%	10%	14%	10%	4%	11%	16%	11%	32%	17%	19%	10%	11%	19%	27%	33%	20%	11%	23%
	To a large extent	6%	5%	8%	8%	4%	4%	5%	4%	5%	7%	8%	15%	7%	13%	7%	7%	6%	7%	11%	8%	11%	5%	10%	10%	20%	7%	8%	23%
	To a very large extent	4% 26%	3%	5%	7%	2% 27%	3%	2%	2%	7%	13%	5%	6%	3% 27%	4%	2%	3%	3%	5%	8% 23%	8%	7%	16%	9%	5%	0%	7%	9%	0%
	Not at all To a small extent	32%	26% 32%	26% 32%	21% 33%	32%	30%	22% 31%	23%	26% 33%	28%	25% 37%	25% 36%	36%	25%	28%	25% 34%	33% 32%	26% 31%	30%	23%	28% 32%	24%	14% 27%	24% 37%	20%	10%	24% 32%	23% 38%
e) Feeling disconnected from colleagues and/or managers	To a moderate extent	24%	23%	25%	26%	22%	22%	29%	23%	23%	24%	22%	18%	24%	29%	28%	26%	22%	24%	22%	27%	25%	24%	31%	22%	20%	31%	27%	23%
	To a large extent	11%	11%	11%	15%	10%	9%	12%	12%	10%	12%	8%	15%	9%	21%	7%	8%	9%	10%	17%	16%	10%	10%	20%	9%	20%	17%	13%	15%
f) Loneliness (e.g. feeling isolated)	To a very large extent	7%	7%	6%	5%	9%	6%	6%	9%	8%	12%	9%	6%	5%	25%	5%	7%	5%	9%	8%	6%	5%	5%	8%	9%	7%	5%	4%	0%
	Not at all To a small extent	38% 30%	38%	38%	37% 32%	41% 29%	44% 28%	35%	34%	39%	40%	38% 27%	38% 26%	37%	8% 42%	45% 31%	35%	40%	37% 35%	36% 26%	36% 27%	40%	45% 25%	33% 26%	35%	40% 47%	27% 37%	38% 34%	46% 15%
	To a moderate extent	18%	17%	20%	21%	14%	16%	21%	16%	20%	15%	19%	17%	17%	17%	14%	23%	18%	18%	19%	25%	17%	20%	21%	17%	0%	29%	18%	8%
	To a large extent	9%	9%	8%	7%	8%	8%	9%	10%	5%	8%	7%	12%	5%	21%	7%	7%	7%	5%	11%	9%	10%	0%	10%	4%	7%	0%	6%	31%
	To a very large extent	6%	6%	5%	4%	7%	4%	5%	7%	5%	13%	9%	7%	6%	13%	3%	5%	5%	5%	8%	3%	5%	10%	9%	4%	7%	7%	3%	0%
	Not at all To a small extent	40% 30%	40% 29%	41% 31%	38%	42% 31%	37%	39% 26%	40% 32%	42% 27%	46% 21%	42%	32% 32%	45% 24%	21% 25%	53% 29%	41% 34%	48%	26% 42%	34% 29%	37% 31%	41% 34%	35% 40%	29% 31%	41%	50% 21%	39% 29%	36% 35%	55% 36%
g) Physical work environment (e.g. office setting, ergonomic	To a moderate extent	19%	19%	18%	20%	16%	18%	23%	17%	20%	17%	18%	22%	22%	29%	13%	18%	15%	23%	24%	18%	15%	15%	26%	20%	21%	20%	21%	0%
equipment)	To a large extent	7%	7%	6%	5%	6%	9%	7%	6%	6%	8%	8%	9%	5%	17%	3%	5%	5%	6%	9%	11%	4%	5%	8%	7%	0%	10%	4%	9%
	To a very large extent	5%	5%	3%	5%	5%	5%	4%	5%	6%	7%	4%	6%	3%	8%	1%	2%	2%	3%	4%	4%	6%	5%	6%	2%	7%	2%	3%	0%
	Not at all To a small extent	25% 35%	25% 35%	26% 35%	21% 31%	30% 38%	29% 35%	27% 32%	19% 35%	26% 36%	25% 21%	25% 42%	21% 33%	25% 39%	38%	29% 37%	25% 35%	37% 36%	21% 34%	19%	14% 33%	23% 36%	33% 48%	14% 31%	11% 43%	33% 60%	17% 29%	22% 29%	8% 38%
h) IT tools (e.g. devices, software, equipment, network connectivity)	To a moderate extent	24%	23%	25%	27%	20%	19%	28%	26%	24%	25%	18%	26%	23%	17%	23%	25%	17%	23%	29%	36%	31%	10%	35%	26%	7%	33%	26%	38%
Connectivity)	To a large extent	10%	10%	9%	14%	6%	10%	9%	11%	7%	16%	9%	13%	6%	8%	8%	10%	6%	13%	13%	11%	8%	5%	13%	13%	0%	14%	14%	15%
	To a very large extent	6%	7%	5%	8%	6%	6%	4%	9%	7%	12%	6%	6%	7%	4%	3%	5%	5%	9%	4%	6%	3%	5%	7%	7%	0%	7%	8%	0%
Q12a. After my workday, I feel emotionally drained.	Agree Disagree	53% 30%	56% 27%	46% 36%	46% 34%	56% 27%	62% 22%	38% 41%	66% 20%	50% 35%	48% 35%	48%	54% 30%	52% 31%	52% 30%	35% 45%	48% 36%	45% 35%	33% 40%	45% 39%	52% 33%	54% 32%	38%	54% 26%	43%	79% 21%	50% 29%	44% 34%	69% 31%
G12a. Arter my workday, Fleet emotionally dramed.	Neither agree nor disagree	17%	17%	18%	20%	17%	16%	21%	14%	15%	17%	21%	16%	17%	17%	20%	17%	20%	27%	16%	16%	14%	24%	20%	15%	0%	21%	21%	0%
	Agree	33%	34%	31%	34%	35%	29%	26%	41%	36%	28%	34%	34%	35%	48%	21%	31%	31%	23%	33%	32%	41%	20%	35%	22%	53%	17%	40%	31%
Q12b. I have difficulty concentrating at work.	Disagree	48%	47%	51%	46%	48%	52%	53%	40%	51%	48%	49%	44%	45%	43%	60%	50%	48%	56%	49%	53%	44%	60%	45%	63%	40%	57%	42%	46%
	Neither agree nor disagree	19%	19%	18%	20%	18%	19%	21%	19%	13%	24%	17%	22%	20%	9%	19%	19%	21%	21%	18%	16%	15%	20%	20%	15%	7%	26%	18%	23% 8%
Q12c. I am not very motivated at work.	Agree Disagree	24% 59%	25% 58%	22% 61%	30% 49%	26% 57%	22% 62%	25% 57%	26% 57%	22% 63%	25% 58%	31% 53%	21% 56%	23% 59%	29% 54%	12% 70%	22% 59%	24% 57%	19%	28% 60%	23% 62%	20% 65%	25% 70%	26% 59%	22% 72%	40% 20%	24% 52%	36% 47%	62%
	Neither agree nor disagree	17%	17%	16%	21%	17%	16%	18%	17%	15%	17%	16%	23%	18%	17%	17%	19%	19%	14%	12%	16%	15%	5%	15%	7%	40%	24%	18%	31%
	I feel significantly more productive	21%	20%	24%	20%	18%	27%	17%	14%	22%	32%	21%	27%	21%	17%	28%	23%	22%	29%	27%	24%	26%	33%	18%	36%	7%	24%	15%	42%
Q13. When considering the impact that the pandemic and the	I feel slightly more productive	23% 32%	23% 32%	25% 31%	22% 35%	22% 31%	26% 28%	20%	23%	23%	19% 31%	26%	23%	28%	17% 38%	26%	24%	24% 35%	21% 34%	26%	27% 29%	30% 24%	19%	23% 31%	24%	47% 7%	24% 45%	21%	33% 0%
work, which of the following best describes how you feel:	I feel no difference in my productivity I feel slightly less productive	18%	18%	17%	15%	20%	14%	20%	21%	19%	13%	18%	18%	11%	25%	15%	18%	15%	14%	16%	18%	17%	29%	22%	7%	20%	45%	38% 15%	25%
	I feel significantly less productive	6%	7%	4%	8%	9%	4%	8%	8%	6%	5%	5%	4%	6%	4%	1%	6%	4%	1%	3%	2%	2%	5%	6%	9%	20%	2%	11%	0%
VI. RESOURCES AND SUPPORT					0.001	2 121	***				222	***			2001				***						***	-			
	Family and/or friends Coworkers and/or managers	86% 35%	86% 34%	88% 37%	87% 34%	34%	86% 33%	87% 39%	85% 32%	81% 32%	36%	30%	87% 31%	36%	79% 25%	90%	90%	87% 36%	90% 37%	33%	86% 35%	89% 31%	67% 29%	90%	89% 42%	87% 40%	81% 24%	89% 36%	92% 46%
	Online communities (e.g. Facebook, Instagram, Twitter, TikTok		7%	7%	6%	5%	8%	5%	9%	6%	9%	7%	6%	5%	8%	7%	7%	6%	8%	8%	9%	7%	5%	7%	9%	13%	0%	7%	15%
_		, ,,,	776	7.76		376		370	976	0.6			076				7.00				976	7.70			976	1376	076	7.00	15%
Q14. If I needed help or support for my mental health and wellbeing, I would go to (Please check all that apply)	Online and/or in-person support groups Health professionals (e.g. physician, psychiatrist, psychologist, counselor)	64%	63%	66%	5% 65%	63%	11% 59%	74%	58%	66%	10% 67%	13% 71%	69%	9% 69%	13% 75%	12% 68%	65%	8% 62%	10% 74%	11%	70%	70%	14% 71%	7% 65%	64%	60%	62%	67%	85%
	Workplace-based tools and service supports (e.g. Employee Assistance Program, ESDC's Peer Support Program, ESDC's Manager to Manager Network, Office of Informal Conflict Management, LifeSpeak)	39%	39%	40%	37%	38%	37%	47%	39%	37%	37%	39%	41%	37%	17%	43%	44%	40%	36%	39%	43%	34%	38%	35%	38%	20%	36%	40%	46%
	None of the above	3%	3%	2%	5%	3%	3%	2%	3%	5%	1%	2%	6%	2%	0%	1%	3%	3%	1%	3%	3%	1%	0%	2%	2%	0%	5%	6%	0%
	Employee Assistance Program (EAP)	94%	94%	92%	93%	92%	94%	95%	95%	95%	96%	94%	95%	94%	88%	96%	93%	89%	92%	91%	95%	94%	90%	92%	96%	87%	90%	97%	100%
	LifeSpeak	27%	28%	25%	21%	26%	26%	28%	32%	27%	27%	23%	22%	32%	17%	28%	37%	18%	23%	16%	25%	29%	29%	17%	26%	7%	17%	21%	46%
	Mental Health and COVID-19 for Public Servants (Government of Canada)	30%	29%	34%	35%	30%	29%	20%	31%	29%	25%	32%	29%	31%	29%	37%	41%	34%	24%	28%	30%	39%	38%	21%	43%	7%	36%	34%	54%
Q15. Of the workplace-based tools and service supports	ESDC's Peer Support Program (PSP)	33%	33%	33%	30%	31%	27%	42%	38%	25%	33%	25%	30%	30%	38%	35%	43%	30%	35%	33%	25%	39%	24%	22%	43%	7%	31%	31%	54%
available to ESDC employees, which of the following are you aware of: (Please check all that apply)	ESDC's Manager to Manager Network (M2M)	13%	10%	18%	16%	10%	10%	7%	12%	9%	21%	13%	16%	12%	25%	20%	24%	12%	23%	21%	16%	26%	10%	13%	17%	13%	24%	14%	46%
	Mental Health Learning on SABA My Wellbeing: An Employee Guide During COVID-19	42% 34%	40% 32%	46% 38%	44% 45%	40%	41%	33% 31%	40%	47% 33%	42% 31%	44%	47% 37%	39%	38% 54%	48% 39%	52% 47%	45% 35%	41% 31%	42% 35%	46% 37%	57% 39%	52% 38%	39% 32%	46% 46%	13%	52% 52%	42% 44%	69% 62%
	Office of Informal Conflict Management	34%	32%	46%	45%	34%	30%	31%	37%	36%	43%	41%	51%	50%	58%	39%	47% 54%	35%	51%	49%	55%	52%	48%	50%	48%	47%	36%	53%	62%
	None of the above	4%	4%	5%	4%	5%	4%	4%	3%	3%	1%	3%	3%	3%	8%	3%	4%	7%	5%	5%	2%	3%	0%	4%	2%	13%	5%	2%	0%
		2001	75%	79%	77%	73%	73%	78%	73%	74%	77%	79%	79%	78%	73%	84%	83%	78%	73%	73%	74%	81%	90%	71%	88%	79%	73%	79%	85%
Q16. I have access to the mental health supports and services I	Agree	76%			par.	4001	4001	Man 4	4001	601	mar.			man.	200	F-1	901	p	401	4001	601	ac.	0**	4 ***	001			901	
Q16. I have access to the mental health supports and services I need to cope during the pandemic.	Agree Disagree Neither agree nor disagree	9% 16%	10%	6% 15%	5% 18%	10% 16%	10% 17%	7% 16%	12% 15%	8% 18%	5% 18%	9% 12%	5% 16%	7% 15%	0% 27%	5% 12%	3% 14%	5% 17%	1% 26%	12% 14%	6% 20%	8% 11%	0% 10%	11% 18%	2% 9%	7% 14%	8% 19%	3% 18%	8% 8%

- The variable n corresponds to the number of respondents.

 Results for "Agree" reflect the affirmative responses (i.e., the sum of "Strongly agree" and "Somewhat agree,") while results for "Disagree" reflect the negative responses (i.e., the sum of "Somewhat disagree" and "Strongly disagree.")

 For sections I & II, the results were calculated by removing the "Not applicable" responses.

 For sections I & II, the results were calculated by removing the "Not applicable" responses.

 For sections I & II, the results were calculated by removing the "Don't know" and "Not applicable" responses.

 For sections III, I/V & VI, the results were calculated by removing the "Don't know" and "Not applicable" responses.

 For sections III, I/V & VI, the results were excludated by removing the "Don't know" and "Not applicable" responses.

 For privacy reasons, some results pertaining to a single individual were removed.