

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

Results for Employment and Social Development Canada, its Portfolio sections, and its Branches and Regions		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 Branch (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 (ITB)	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
		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. EMPLOYEE WELLBEING																													
Q8. Overall, how would you describe your current wellbeing?	Very good	17%	17%	18%	19%	20%	18%	21%	11%	18%	19%	14%	13%	8%	27%	17%	18%	13%	18%	16%	19%	33%	14%	17%	21%	18%	15%	15%	
	Good	41%	39%	45%	41%	38%	40%	44%	41%	41%	39%	43%	46%	38%	45%	47%	45%	50%	41%	43%	42%	43%	33%	46%	54%	20%	45%	40%	38%
	Fair	31%	32%	28%	33%	29%	31%	27%	38%	30%	30%	33%	32%	33%	42%	23%	28%	29%	31%	29%	34%	24%	29%	22%	47%	24%	37%	38%	
	Poor	9%	8%	7%	7%	10%	9%	5%	12%	9%	9%	8%	8%	7%	8%	4%	7%	7%	5%	9%	7%	10%	10%	7%	4%	27%	5%	0%	
Q10. I generally take time to care for my personal wellbeing.	Very poor	2%	3%	1%	1%	3%	2%	2%	4%	1%	3%	3%	1%	1%	4%	1%	2%	1%	1%	2%	0%	1%	0%	2%	0%	2%	0%	8%	
	Agree	69%	69%	71%	62%	72%	70%	71%	66%	70%	64%	70%	67%	66%	63%	75%	67%	73%	68%	67%	67%	71%	76%	73%	85%	57%	60%	61%	85%
	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%	12%	12%	12%	10%	11%	14%	11%	14%	14%	13%	10%	16%	17%	13%	13%	14%	15%	10%	12%	9%	5%	7%	9%	2%	24%	21%	0%
Q11. Overall, to what extent do the following factors cause you work-related stress?	Not at all	37%	35%	41%	32%	39%	38%	30%	31%	38%	47%	39%	41%	43%	33%	51%	41%	45%	44%	39%	42%	33%	42%	48%	47%	40%	29%	23%	
	To a small extent	32%	31%	34%	37%	33%	30%	27%	32%	32%	27%	30%	37%	35%	33%	32%	33%	34%	33%	32%	41%	36%	24%	34%	28%	27%	30%	41%	38%
	To a moderate extent	20%	21%	18%	27%	16%	18%	28%	22%	22%	22%	21%	13%	17%	13%	21%	13%	21%	17%	18%	20%	19%	18%	20%	0%	28%	27%	31%	
	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%	4%	27%	3%	3%	8%	
a) Current work arrangements	To a very large extent	4%	5%	2%	0%	4%	5%	4%	6%	4%	1%	4%	4%	4%	8%	1%	2%	2%	3%	4%	1%	0%	0%	3%	0%	0%	0%	0%	
	Not at all	28%	28%	30%	26%	32%	27%	28%	27%	28%	27%	29%	29%	33%	23%	36%	28%	33%	34%	28%	27%	20%	16%	36%	30%	38%	27%	22%	33%
	To a small extent	29%	29%	30%	26%	30%	29%	29%	30%	28%	24%	32%	27%	31%	36%	33%	29%	34%	34%	22%	31%	30%	42%	21%	30%	31%	19%	39%	17%
	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%
b) Balancing work and caregiving responsibilities (e.g., children, elderly, family members)	To a large extent	11%	11%	11%	17%	9%	13%	12%	9%	14%	14%	10%	10%	6%	0%	9%	13%	7%	10%	13%	13%	10%	9%	0%	8%	19%	2%	25%	
	To a very large extent	7%	8%	6%	6%	6%	10%	5%	9%	7%	5%	6%	6%	8%	9%	4%	6%	3%	6%	10%	7%	9%	0%	10%	5%	8%	5%	0%	
	Not at all	38%	38%	32%	28%	49%	42%	27%	37%	31%	28%	37%	33%	32%	39%	40%	32%	39%	14%	22%	30%	52%	30%	27%	18%	30%	15%		
	To a small extent	28%	27%	29%	25%	25%	28%	28%	28%	29%	24%	22%	28%	29%	30%	33%	29%	28%	28%	23%	29%	32%	14%	30%	36%	13%	28%	27%	38%
c) Unreasonable deadlines	To a moderate extent	19%	18%	20%	26%	14%	18%	28%	17%	19%	21%	15%	18%	14%	13%	14%	21%	15%	35%	24%	25%	16%	21%	20%	22%	33%	40%	22%	31%
	To a large extent	10%	10%	12%	10%	8%	8%	13%	10%	10%	16%	10%	11%	13%	8%	12%	11%	10%	19%	11%	11%	10%	5%	14%	13%	20%	10%	12%	8%
	To a very large extent	7%	7%	8%	9%	6%	6%	6%	6%	7%	11%	8%	9%	9%	4%	4%	9%	7%	10%	11%	13%	10%	14%	13%	2%	7%	5%	9%	8%
	Not at all	54%	59%	45%	44%	67%	61%	55%	58%	55%	38%	59%	46%	51%	35%	56%	48%	52%	38%	36%	39%	44%	37%	32%	27%	33%	29%	51%	23%
d) Overtime or long work hours	To a small extent	24%	23%	27%	25%	19%	20%	23%	24%	21%	22%	18%	19%	20%	24%	19%	28%	20%	24%	28%	29%	32%	13%	32%	30%	32%	13%	37%	31%
	To a moderate extent	12%	11%	15%	15%	8%	10%	13%	10%	14%	10%	14%	10%	4%	11%	16%	11%	15%	17%	19%	15%	12%	19%	27%	13%	33%	20%	21%	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%	7%	8%	23%	
	To a very large extent	4%	3%	5%	7%	3%	2%	2%	2%	3%	7%	13%	5%	2%	3%	4%	2%	3%	5%	8%	8%	7%	16%	9%	5%	7%	9%	0%	
e) Feeling disconnected from colleagues and/or managers	Not at all	26%	26%	28%	21%	27%	30%	22%	23%	26%	28%	25%	29%	27%	0%	28%	29%	33%	26%	23%	23%	28%	24%	24%	20%	10%	24%	23%	
	To a small extent	32%	32%	32%	33%	32%	31%	33%	31%	33%	34%	37%	36%	36%	25%	33%	34%	32%	31%	30%	27%	32%	38%	37%	33%	38%	32%	38%	
	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%	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%	20%	17%	10%	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%	5%	5%	8%	9%	7%	5%	4%	0%	
	Not at all	38%	38%	38%	37%	41%	44%	35%	34%	39%	40%	37%	38%	37%	8%	45%	35%	40%	37%	36%	36%	45%	35%	39%	40%	27%	38%	46%	
	To a small extent	30%	30%	29%	32%	29%	28%	30%	32%	32%	23%	27%	26%	35%	42%	31%	30%	30%	35%	26%	27%	28%	25%	26%	35%	47%	37%	34%	15%
	To a moderate extent	18%	17%	20%	21%	14%	16%	21%	16%	20%	15%	19%	17%	14%	17%	14%	23%	18%	18%	19%	25%	20%	21%	17%	0%	29%	18%	8%	
g) Physical work environment (e.g. office setting, ergonomic equipment)	To a large extent	9%	9%	8%	7%	8%	8%	9%	10%	5%	8%	7%	12%	5%	21%	7%	7%	5%	11%	9%	10%	0%	7%	0%	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	40%	40%	41%	38%	42%	37%	39%	40%	42%	46%	42%	32%	45%	21%	53%	41%	48%	26%	34%	37%	41%	35%	29%	41%	50%	39%	36%	55%
	To a small extent	30%	29%	31%	32%	31%	30%	26%	31%	32%	27%	21%	28%	32%	25%	29%	34%	30%	40%	31%	30%	42%	31%	30%	21%	29%	30%	36%	
h) IT tools (e.g. devices, software, equipment, network connectivity)	To a moderate extent	19%	19%	18%	20%	17%	18%	23%	17%	20%	17%	18%	20%	17%	22%	18%	22%	15%	18%	25%	20%	32%	30%	32%	20%	21%	20%	21%	0%
	To a large extent	7%	7%	6%	5%	6%	6%	7%	6%	6%	8%	8%	9%	5%	17%	3%	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%	4%	5%	4%	3%	8%	1%	2%	2%	3%	4%	4%	6%	6%	2%	7%	2%	3%	3%	0%	
	Not at all	25%	25%	26%	21%	30%	29%	27%	19%	26%	25%	25%	21%	25%	36%	29%	37%	29%	37%	21%	14%	23%	33%	14%	11%	33%	17%	22%	8%
Q12a. After my workday, I feel emotionally drained.	To a small extent	35%	35%	35%	31%	38%	35%	32%	35%	36%	31%	42%	33%	39%	33%	37%	35%	36%	34%	34%	33%	38%	31%	43%	36%	29%	38%	38%	
	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%
	To a large extent	10%	10%	14%	6%	10%	6%	11%	7%	16%	9%	13%	6%	8%	10%	6%	8%	10%	6%	11%	13%	13%	8%	11%	14%	14%	14%	15%	
	To a very large extent	6%	7%	5%	8%	6%	6%	4%	9%	7%	12%	6%	7%	4%	3%	5%	5%	5%	9%	4%	6%	3%	5%	7%	0%	7%	8%	0%	
Q12b. I have difficulty concentrating at work.	Agree	53%	56%	46%	46%	56%	62%	38%	66%	50%	48%	48%	54%	52%	35%	48%	45%	45%	33%	54%	54%	38%	54%	43%	79%	50%	44%	69%	
	Disagree	30%	27%	36%	34%	27%	22%	41%	20%	35%	35%</																		