

**Employee Pulse Survey VIII on Defining our New Work Environment  
From June 14 to 30, 2021**

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	Accessibility Standards (ASC)			
I. CURRENT WORK SITUATION		n= 16,634	n= 12,103	n= 4,036	n= 447	n= 1,404	n= 3,448	n= 1,922	n= 2961	n= 383	n= 235	n= 471	n= 274	n= 654	n= 26	n= 696	n= 785	n= 884	n= 127	n= 329	n= 337	n= 208	n= 26	n= 379	n= 73	n= 24	n= 58	n= 300	n= 17	n= 48			
Q1. Which of the following best describes your current work situation?	Teletworking exclusively: as required by the department	75 %	70 %	89 %	73 %	66 %	77 %	72 %	56 %	70 %	87 %	87 %	82 %	86 %	92 %	88 %	93 %	82 %	91 %	93 %	91 %	89 %	92 %	94 %	85 %	83 %	83 %	72 %	94 %	92 %			
	Teletworking exclusively: by choice or voluntarily	10 %	10 %	7 %	11 %	8 %	6 %	8 %	19 %	5 %	10 %	6 %	14 %	9 %	8 %	5 %	4 %	13 %	6 %	5 %	7 %	3 %	4 %	4 %	5 %	13 %	14 %	10 %	0 %	4 %			
	A combination of teletworking and working on-site as required by the department	7 %	8 %	2 %	10 %	13 %	9 %	6 %	10 %	14 %	2 %	5 %	1 %	0 %	0 %	5 %	2 %	1 %	1 %	1 %	1 %	4 %	4 %	1 %	5 %	4 %	0 %	11 %	0 %	0 %			
	A combination of teletworking and working on-site: by choice or voluntarily	3 %	4 %	1 %	5 %	6 %	3 %	5 %	4 %	2 %	0 %	2 %	2 %	2 %	0 %	2 %	1 %	2 %	2 %	1 %	1 %	2 %	0 %	1 %	4 %	2 %	3 %	6 %	6 %	4 %			
	Working on-site exclusively: as required by the department	4 %	5 %	1 %	1 %	5 %	4 %	6 %	7 %	6 %	1 %	0 %	0 %	1 %	0 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %		
	Working on-site exclusively: by choice or voluntarily	2 %	2 %	0 %	0 %	3 %	1 %	1 %	4 %	2 %	0 %	1 %	1 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	1 %	0 %	0 %	0 %	0 %	1 %	0 %	0 %	0 %		
<b>III. EMPLOYEES WHO WORK ON-SITE EXCLUSIVELY</b>		<b>n= 896</b>	<b>n= 859</b>	<b>n= 32</b>	<b>n= 5</b>	<b>n= 118</b>	<b>n= 180</b>	<b>n= 148</b>	<b>n= 330</b>	<b>n= 31</b>	<b>n= 3</b>	<b>n= 4</b>	<b>n= 11</b>	<b>n= 9</b>	<b>n= 3</b>	<b>n= 3</b>	<b>n= 1</b>	<b>n= 17</b>	<b>n= 0</b>	<b>n= 1</b>	<b>n= 1</b>	<b>n= 3</b>	<b>n= 0</b>	<b>n= 0</b>	<b>n= 0</b>	<b>n= 0</b>	<b>n= 3</b>	<b>n= 0</b>	<b>n= 0</b>	<b>n= 0</b>			
Q11a. I am satisfied with my current work arrangement.	Agree	73 %	72 %	84 %		88 %	68 %	65 %	74 %	55 %				82 %																			
	Disagree	20 %	20 %	13 %		6 %	26 %	21 %	19 %	42 %				9 %																			
	Neither agree nor disagree	8 %	8 %	3 %		6 %	7 %	15 %	7 %	3 %				9 %																			
Q11b. I enjoy working on site.	Agree	78 %	78 %	75 %		92 %	78 %	72 %	78 %	68 %				82 %																			
	Disagree	12 %	12 %	13 %		3 %	12 %	12 %	12 %	26 %				9 %																			
	Neither agree nor disagree	10 %	10 %	13 %		5 %	10 %	16 %	9 %	6 %				9 %																			
Q11c. I feel connected with the rest of my team.	Agree	70 %	71 %	71 %		77 %	70 %	79 %	65 %	74 %				55 %																			
	Disagree	19 %	19 %	19 %		12 %	22 %	9 %	23 %	13 %				18 %																			
	Neither agree nor disagree	11 %	11 %	10 %		11 %	8 %	12 %	11 %	13 %				27 %																			
Q11d. I feel productive in my current work arrangement.	Agree	83 %	83 %	87 %		89 %	83 %	79 %	83 %	68 %				91 %																			
	Disagree	9 %	9 %	6 %		4 %	8 %	10 %	9 %	26 %				0 %																			
	Neither agree nor disagree	8 %	9 %	6 %		7 %	8 %	11 %	8 %	6 %				9 %																			
Q11e. I feel safe working on site.	Agree	81 %	81 %	71 %		91 %	81 %	82 %	80 %	65 %				82 %																			
	Disagree	12 %	11 %	26 %		4 %	13 %	6 %	13 %	26 %				18 %																			
	Neither agree nor disagree	7 %	7 %	3 %		5 %	6 %	12 %	7 %	10 %				0 %																			
Q12. To what extent is the risk of exposure to COVID-19 a source of work-related stress for you?	Not at all	26 %	26 %	9 %		30 %	26 %	26 %	27 %	16 %				36 %																			
	To a small extent	39 %	39 %	31 %		47 %	42 %	36 %	36 %	29 %				27 %																			
	To a moderate extent	21 %	21 %	31 %		16 %	19 %	18 %	24 %	29 %				18 %																			
	To a large extent	7 %	7 %	16 %		3 %	7 %	8 %	16 %	16 %				3 %																			
	To a very large extent	7 %	7 %	13 %		5 %	7 %	11 %	5 %	10 %				18 %																			
Q13. Some changes have been made and will continue to be made to the physical workplace, including the use of unassigned seating. Has your workplace transitioned to the new ESDC workplace?	Yes	38 %	38 %	32 %		56 %	38 %	29 %	35 %	63 %				18 %																			
	No	27 %	27 %	42 %		15 %	24 %	43 %	26 %	7 %				27 %																			
	Not sure / Don't know	35 %	35 %	26 %		28 %	38 %	28 %	39 %	40 %				55 %																			
	Work from home or off-site all of the time	8 %	7 %	17 %		5 %	11 %	8 %	6 %	7 %				0 %																			
	Work from home or off-site most of the time	18 %	18 %	10 %		12 %	19 %	20 %	19 %	30 %				11 %																			
Q14a. When thinking about your future work arrangements, which of the following statements best represents your own personal preference, regardless of operational constraints or consideration?	Work at the office or on-site most of the time	27 %	27 %	24 %		27 %	28 %	34 %	27 %	13 %				22 %																			
	Work at the office or on-site all of the time	37 %	37 %	41 %		49 %	31 %	27 %	40 %	30 %				56 %																			
	Work at the office on an ad-hoc basis only / On occasion (i.e. for team or client meetings)	6 %	7 %	3 %		6 %	8 %	8 %	5 %	10 %				0 %																			
	Other work arrangement	3 %	3 %	3 %		2 %	3 %	3 %	3 %	10 %				11 %																			
	Not at all	41 %	42 %	20 %		47 %	37 %	42 %	42 %	37 %				45 %																			
Q15. How concerned are you about an eventual increase in the number of employees returning to the workplace?	To a small extent	25 %	25 %	23 %		26 %	24 %	26 %	24 %	27 %				18 %																			
	To a moderate extent	19 %	19 %	23 %		16 %	18 %	18 %	18 %	27 %				9 %																			
	To a large extent	10 %	10 %	20 %		8 %	13 %	11 %	8 %	7 %				9 %																			
	To a very large extent	6 %	6 %	13 %		3 %	7 %	3 %	7 %	3 %				18 %																			
<b>Methodological notes</b>																																	
<ul style="list-style-type: none"> <li>The variable n corresponds to the total number of respondents in the respective section.</li> <li>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.")</li> <li>Results were calculated by removing the "Don't know" and "Not applicable" responses.</li> <li>Due to rounding, total percentages may not add up to 100%.</li> <li>Results for questions with less than 10 respondents were suppressed.</li> </ul>																																	