

# Pulse V Survey on Harassment - Results for ESDC

	ESDC (n=5114)	SC (n=2843)	ESD (n=2087)	LP (n=184)	ATL (n=319)	ONT (n=647)	QC (n=611)	WCT (n=733)	CSB (n=95)	ISB (n=106)	POB (n=61)	TISMB (n=207)	CFOB (n=173)	CS (n=41)	HRSB (n=333)	IASB (n=14)	IITB (n=368)	ISSD (n=195)	LB (n=106)	PASRB (n=59)	SEB (n=251)	SSPB (n=134)	COPD (n=121)	PDRIA (n=29)
<b>1. The Deputy Ministers are doing a good job of leading the department.</b>																								
Agree	41%	36%	47%	51%	39%	31%	34%	32%	49%	55%	48%	48%	50%	49%	54%	57%	40%	51%	54%	71%	43%	61%	44%	71%
Disagree	12%	15%	9%	10%	10%	25%	11%	17%	7%	5%	3%	7%	4%	10%	6%	7%	8%	10%	15%	3%	11%	3%	12%	4%
Neither Agree Nor Disagree	22%	23%	21%	20%	26%	22%	23%	25%	15%	16%	21%	21%	17%	22%	19%	14%	24%	21%	14%	15%	23%	17%	24%	7%
Don't Know	25%	26%	24%	19%	25%	23%	31%	26%	28%	24%	28%	23%	29%	20%	21%	21%	28%	18%	17%	10%	23%	19%	20%	18%
<b>2. I would recommend working at ESDC to a friend.</b>																								
Agree	68%	65%	71%	64%	78%	55%	69%	60%	73%	77%	77%	72%	75%	66%	78%	57%	73%	72%	59%	80%	70%	66%	61%	79%
Disagree	19%	22%	15%	16%	15%	32%	17%	28%	14%	9%	10%	14%	15%	12%	11%	14%	14%	16%	24%	5%	20%	14%	17%	14%
Neither Agree Nor Disagree	12%	11%	12%	18%	6%	12%	13%	10%	11%	11%	13%	13%	8%	20%	10%	29%	12%	11%	16%	15%	10%	18%	21%	7%
Don't Know	1%	1%	1%	2%	0%	1%	1%	2%	3%	2%	0%	0%	2%	2%	1%	0%	1%	1%	1%	0%	1%	1%	1%	0%
<b>3. Results of the past employee surveys have led to concrete changes in my workplace.</b>																								
Agree	21%	20%	21%	26%	23%	13%	20%	24%	24%	31%	17%	24%	23%	18%	30%	38%	21%	19%	21%	19%	23%	13%	28%	25%
Disagree	30%	33%	26%	28%	23%	47%	27%	36%	18%	25%	35%	23%	18%	29%	22%	15%	22%	34%	32%	14%	31%	23%	26%	29%
Neither Agree Nor Disagree	23%	22%	24%	22%	25%	18%	28%	18%	27%	19%	17%	24%	25%	21%	22%	31%	28%	24%	24%	30%	19%	22%	27%	11%
Don't Know	26%	25%	29%	24%	30%	22%	25%	23%	31%	25%	32%	29%	34%	32%	26%	15%	28%	24%	23%	37%	27%	41%	20%	36%
<b>4. My Assistant Deputy Minister (ADM) creates a positive work environment.</b>																								
Agree	39%																							
Disagree	15%																							
Neither Agree Nor Disagree	22%																							
Don't Know	25%																							
<b>5. My Director General (DG) creates a positive work environment.</b>																								
Agree	45%	37%	56%	54%	43%	28%	37%	30%	67%	57%	53%	60%	58%		73%		50%	59%	59%	76%	51%	73%	48%	81%
Disagree	14%	17%	11%	17%	13%	24%	14%	17%	6%	15%	10%	12%	10%		6%		9%	13%	26%	7%	15%	8%	17%	15%
Neither Agree Nor Disagree	20%	21%	18%	17%	20%	21%	24%	22%	18%	15%	28%	16%	18%		13%		20%	17%	10%	14%	22%	17%	20%	4%
Don't Know	20%	25%	15%	12%	24%	27%	26%	31%	9%	12%	9%	12%	13%		8%		21%	12%	6%	3%	12%	3%	14%	0%
<b>6. My Director creates a positive work environment.</b>																								
Agree	56%	51%	64%	66%	55%	39%	53%	45%	69%	67%	79%	71%	75%	84%	73%	92%	64%	61%	64%	83%	55%	83%	64%	63%
Disagree	19%	21%	16%	21%	15%	31%	18%	20%	10%	15%	10%	15%	14%	5%	12%	0%	14%	22%	26%	13%	22%	7%	24%	17%
Neither Agree Nor Disagree	15%	16%	13%	10%	15%	17%	19%	13%	10%	8%	13%	9%	9%	3%	10%	0%	13%	12%	8%	4%	18%	8%	9%	17%
Don't Know	10%	12%	7%	2%	15%	13%	13%	15%	8%	8%	4%	2%	1%	8%	5%	8%	10%	5%	2%	0%	6%	1%	3%	4%
<b>7. My Manager creates a positive work environment.</b>																								
Agree	67%	63%	72%	67%	67%	53%	65%	61%	74%	71%	82%	78%	75%	82%	79%		75%	74%	63%	70%	69%	79%	69%	61%
Disagree	21%	24%	18%	22%	20%	32%	20%	25%	21%	18%	10%	15%	21%	12%	13%		14%	18%	25%	19%	20%	11%	20%	33%
Neither Agree Nor Disagree	10%	11%	9%	10%	11%	12%	12%	11%	4%	8%	6%	6%	4%	6%	8%		10%	7%	11%	12%	8%	8%	11%	6%
Don't Know	2%	2%	1%	1%	2%	3%	3%	3%	1%	4%	2%	1%	0%	0%	0%		2%	1%	1%	0%	2%	1%	0%	0%
<b>8. My Supervisor/Team Lead creates a positive work environment.</b>																								
Agree	73%	73%	75%	56%	78%	65%	74%	76%	79%	68%	74%	83%	74%	85%	77%		79%	78%	57%	67%	70%	79%	63%	
Disagree	17%	18%	15%	23%	14%	26%	16%	16%	14%	12%	13%	14%	18%	7%	13%		9%	17%	32%	6%	20%	13%	19%	
Neither Agree Nor Disagree	9%	9%	8%	18%	8%	8%	10%	8%	7%	17%	13%	3%	4%	7%	9%		9%	5%	9%	22%	9%	9%	19%	
Don't Know	1%	1%	1%	3%	0%	1%	1%	0%	0%	2%	0%	0%	3%	0%	1%		2%	0%	2%	6%	1%	0%	0%	
<b>9. My employees create a positive work environment.</b>																								
Agree	86%	85%	88%	77%	92%	84%	77%	81%	85%	92%	92%	90%	86%		93%		81%	87%	91%		94%	92%	63%	
Disagree	7%	8%	5%	6%	0%	10%	10%	12%	4%	0%	8%	8%	2%		6%		6%	5%	9%		4%	3%	13%	
Neither Agree Nor Disagree	7%	7%	7%	16%	8%	6%	13%	6%	12%	8%	0%	2%	12%		1%		13%	8%	0%		2%	5%	25%	
Don't Know	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		0%		0%	0%	0%		0%	0%	0%	
<b>10. My co-workers create a positive work environment.</b>																								
Agree	80%	78%	83%	68%	84%	72%	77%	79%	86%	78%	79%	84%	85%	88%	85%	71%	82%	87%	81%	88%	78%	90%	68%	72%
Disagree	11%	13%	8%	16%	9%	19%	11%	13%	7%	9%	13%	9%	8%	7%	7%	7%	6%	7%	10%	7%	11%	4%	15%	17%
Neither Agree Nor Disagree	9%	9%	9%	16%	6%	9%	12%	8%	6%	13%	7%	7%	8%	5%	8%	21%	11%	6%	8%	3%	11%	6%	17%	10%
Don't Know	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	1%	1%	1%	2%	0%	0%	0%	0%
<b>11. I feel that enough is being done to eliminate harassment from my workplace.</b>																								
Agree	55%	54%	57%	49%	60%	45%	60%	52%	63%	60%	58%	60%	63%	73%	65%	77%	61%	50%	42%	55%	47%	57%	45%	63%
Disagree	29%	30%	28%	35%	25%	41%	24%	32%	22%	23%	29%	27%	21%	16%	19%	23%	22%	34%	42%	27%	40%	24%	38%	30%
Neither Agree Nor Disagree	15%	15%	16%	16%	15%	14%	15%	16%	15%	17%	13%	13%	16%	11%	15%	0%	18%	15%	15%	18%	13%	19%	18%	7%
<b>12. My immediate supervisor treats me with respect.</b>																								
Agree	86%	86%	87%	80%	89%	81%	86%	87%	88%	91%	85%	93%	86%	90%	89%	93%	91%	82%	75%	92%	84%	90%	82%	71%
Disagree	9%	10%	8%	14%	6%	16%	8%	10%	7%	4%	11%	5%	10%	2%	7%	0%	6%	14%	20%	3%	10%	5%	13%	21%
Neither Agree Nor Disagree	4%	4%	5%	6%	6%	3%	6%	3%	4%	5%	3%	2%	4%	7%	4%	7%	3%	5%	5%	5%	6%	5%	5%	7%
<b>13. I would feel comfortable intervening if I witnessed a harassment situation in the workplace.</b>																								
Agree	72%	71%	73%	67%	75%	68%	69%	74%	75%	71%	67%	75%	74%	81%	76%	71%	76%	69%	63%	74%	72%	78%	69%	69%
Disagree	18%	19%	17%	21%	18%	22%	17%	19%	14%	20%	27%	16%	19%	11%	12%	14%	15%	20%	28%	17%	18%	15%	17%	28%
Neither Agree Nor Disagree	10%	10%	10%	13%	7%	11%	14%	7%	11%	9%	7%	8%	7%	8%	11%	14%	9%	11%	10%	9%	11%	7%	14%	3%
<b>14. My immediate supervisor tolerates inappropriate behaviours in my workplace.</b>																								
Agree	18%	19%	17%	28%	14%	29%	14%	19%	14%	15%	15%	14%	15%	15%	14%	0%	13%	16%	28%	17%	18%	17%	27%	29%
Disagree	70%	70%	72%	61%	75%	57%	76%	69%	78%	78%	77%	77%	77%	77%	76%	85%	75%	68%	63%	70%	67%	76%	63%	57%
Neither Agree Nor Disagree	11%	12%	11%	11%	12%	14%	10%	12%	8%	6%	8%	9%	8%	8%	10%	15%	12%	15%	10%	13%	15%	7%	11%	14%
<b>15. I have witnessed workplace harassment at ESDC in the past 12 months.</b>																								
Yes	34%	34%	32%	39%	29%	44%	27%	36%	26%	35%	35%	34%	32%	21%	25%		23%	45%	45%	44%	41%	21%	43%	30%
No	66%	66%	68%	61%	71%	56%	73%	64%	74%	65%	65%	66%	68%	79%	75%		77%	55%	55%	56%	59%	79%	57%	70%
<b>16. I have been a victim of harassment on the job at ESDC in the past 12 months.</b>																								
Yes	23%	24%	21%	25%	19%	36%	18%	23%	14%	17%	25%	21%	22%	14%	16%		15%	24%	33%	16%	29%	13%	28%	21%
No	77%	76%	79%	75%	81%	64%	82%	77%	86%	83%	75%	79%	78%	86%	84%		85%	76%	67%	84%	71%	87%	72%	79%

- 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 questions 1 to 10, results were calculated by removing the "Not Applicable" responses.
- For questions 11 to 16, results were calculated by removing the "Don't Know," "Prefer Not to Answer," and "Not Applicable" responses.
- For questions 15 and 16, results were suppressed when there were fewer than 5 "Yes" or "No" answers.
- Results for Legal Services and Policy Horizons Canada were suppressed (fewer than 10 respondents).
- For privacy reasons, results pertaining to a single individual (i.e., Question 4) were removed.