Applied filters:

Organization (select one) is Office of the Commissioner of Lobbying of $\,$

Canada

Demographic category (select one) is All

Demographic subcategory (select one) is All

		Public
	Organization	Service
Question	agree	agree
1. I have the materials and equipment I need to do my job.	100%	82%
2. When I prepare written materials, including emails, I feel free to use the		
official language of my choice.	100%	87%
3. My physical environment (e.g., office, workspace) is suitable for my job		
requirements.	96%	78%
4. I get the training I need to do my job.	88%	69%
5. I have the information, training and equipment I need to ensure my health		
and safety at work.	96%	81%
6. I have support at work to balance my work and personal life.	92%	77%
7. I get a sense of satisfaction from my work.	84%	76%
8. I receive meaningful recognition for work well done.	88%	65%
9. I have clear work objectives.	88%	74%
10. I know how my work contributes to the achievement of my department's		
or agency's goals.	92%	82%
11. Overall, I feel valued at work.	92%	68%
12. I am proud of the work that I do.	96%	85%
13. I have opportunities to provide input into decisions that affect my work.	84%	68%
14. I am encouraged to be innovative or to take initiative in my work.	80%	68%
15. I have support at work to provide a high level of service.	92%	72%
16. Overall, I like my job.	96%	81%
17. I can complete my assigned workload during my regular working hours.	80%	71%
18a. I feel that the quality of my work suffers because of constantly		
changing priorities.	17%	35%
18b. I feel that the quality of my work suffers because of lack of stability in		
my department or agency.	13%	30%
18c. I feel that the quality of my work suffers because of too many approval		
stages.	20%	41%
18d. I feel that the quality of my work suffers because of unreasonable		
deadlines.	4%	22%
18e. I feel that the quality of my work suffers because of having to do the		
same or more work, but with fewer resources.	24%	36%
18f. I feel that the quality of my work suffers because of high staff turnover.	8%	32%
18g. I feel that the quality of my work suffers because of overly		
complicated or unnecessary business processes.	16%	38%
18h. I feel that the quality of my work suffers because of Unreliable		
technology.	8%	30%

19. During meetings in my work unit, I feel free to use the official language of my choice.	100%	88%
20. I am satisfied with how interpersonal issues are resolved in my work unit.	84%	64%
21. In my work unit, every individual is accepted as an equal member of the	04/0	0470
team.	88%	75%
22. In my work unit, individuals behave in a respectful manner.	88%	82%
23. The people I work with value my ideas and opinions.	84%	79%
24. My immediate supervisor encourages me to work collaboratively with	0470	7370
	78%	750/
others outside of my work unit.	7070	75%
25. I receive useful feedback from my immediate supervisor on my job	83%	74%
performance.		
26. I can count on my immediate supervisor to keep his or her promises.	83%	78%
27. My immediate supervisor keeps me informed about the issues affecting	020/	770/
my work.	83%	77%
28. When I communicate with my immediate supervisor, I feel free to use the	4000/	020/
official language of my choice.	100%	93%
29. Subject to operational requirements, my immediate supervisor supports		
the use of flexible work arrangements (e.g., flexible hours, compressed	222/	000/
workweeks, telework).	92%	82%
30. My immediate supervisor seems to care about me as a person.	96%	83%
31. I am satisfied with the quality of supervision I receive.	88%	79%
33. I am equipped to support employees in my work unit who are		
experiencing mental health issues. (for supervisors)		68%
34. Senior managers in my department or agency lead by example in ethical		
behaviour.	96%	68%
35. I have confidence in the senior management of my department or		
agency.	84%	62%
36. Senior management in my department or agency makes effective and		
timely decisions.	87%	53%
37. Essential information flows effectively from senior management to staff.	96%	52%
38. Senior managers in my department or agency use both official languages		
in their interactions with employees.	100%	72%
39. My department or agency does a good job of communicating its vision,		
mission and goals.	92%	70%
40. I feel that change is managed well in my department or agency.	88%	50%
41. 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.	96%	71%
42. My department or agency does a good job of promoting values and ethics		
in the workplace.	88%	69%
43. I feel I can initiate a formal recourse process (e.g., grievance, complaint,		
appeal) without fear of reprisal.	77%	50%
44. My department or agency does a good job of supporting employee career		
development.	80%	57%
45. I believe I have opportunities for promotion within my department or		
agency, given my education, skills and experience.	30%	52%

46a. To what extent have the following adversely affected your career		
progress in the federal public service over the last 12 months? Conflict		
between my work obligations and my family or personal obligations	4%	9%
46b. To what extent have the following adversely affected your career		
progress in the federal public service over the last 12 months? Lack of access		
to language training in my second official language	0%	12%
46c. To what extent have the following adversely affected your career		
progress in the federal public service over the last 12 months? Lack of access		
to learning opportunities	5%	12%
46d. To what extent have the following adversely affected your career		
progress in the federal public service over the last 12 months? Lack of access		
to developmental programs	5%	16%
46e. To what extent have the following adversely affected your career		
progress in the federal public service over the last 12 months? Lack of		
opportunities in my region	5%	20%
46f. To what extent have the following adversely affected your career		
progress in the federal public service over the last 12 months? Level of		
education	0%	6%
46g. To what extent have the following adversely affected your career		
progress in the federal public service over the last 12 months? Discrimination	0%	6%
46h. To what extent have the following adversely affected your career		
progress in the federal public service over the last 12 months? Accessibility or		
accommodation issues	0%	4%
47. I feel I would be supported by my department or agency if I proposed a		
new idea.	76%	63%
48. I think that my department or agency respects individual differences (e.g.,		
culture, work styles, ideas).	92%	75%
49. My department or agency implements activities and practices that		
support a diverse workplace.	96%	79%
50. Overall, my department or agency treats me with respect.	100%	82%
51. I would recommend my department or agency as a great place to work.	92%	70%
52. I am satisfied with my department or agency.	88%	71%
53. I would prefer to remain with my department or agency, even if a		
comparable job was available elsewhere in the federal public service.	79%	61%
54. Do you intend to leave your current position in the next two years?	28%	27%
55a. Of those who indicated that they intend to leave their current position		
in the next two years please indicate your reason for leaving to retire		15%
55b. Of those who indicated that they intend to leave their current position		
in the next two years please indicate your reason for leaving to pursue		
another position within my department or agency		33%
55c. Of those who indicated that they intend to leave their current position in		
the next two years please indicate your reason for leaving to pursue a		
position in another department or agency		29%
55d. Of those who indicated that they intend to leave their current position		
in the next two years please indicate your reason for leaving to pursue a		
position outside the federal public service		6%

55e. Of those who indicated that they intend to leave their current position		
in the next two years please indicate your reason for leaving end of my		
term, casual or student employment		12%
55f. Of those who indicated that they intend to leave their current position in		
the next two years please indicate your reason for leaving other		6%
56. I am familiar with the provisions of my collective agreement or my terms		
and conditions of employment.	83%	82%
57. My immediate supervisor respects the provisions of my collective		
agreement or my terms and conditions of employment.	88%	86%
58. Having carefully read the definition of harassment, have you been the		
victim of harassment on the job in the past 12 months?		14%
59a. Of those who indicated that they were a victim of harassment: from		
whom did you experience harassment on the job? co-workers		51%
59b. Of those who indicated that they were a victim of harassment: from		
whom did you experience harassment on the job? individuals with authority		
over me		60%
59c. Of those who indicated that they were a victim of harassment: from		
whom did you experience harassment on the job? individuals working for me		8%
59d. Of those who indicated that they were a victim of harassment: from		
whom did you experience harassment on the job? individuals for whom i		
have a custodial responsibility (e.g., inmates, offenders, patients, detainees)		5%
59e. Of those who indicated that they were a victim of harassment: from		
whom did you experience harassment on the job? individuals from other		
departments or agencies		6%
59f. Of those who indicated that they were a victim of harassment: from		
whom did you experience harassment on the job? members of the public		
(individuals or organizations)		9%
59g. Of those who indicated that they were a victim of harassment: from		
whom did you experience harassment on the job? other		4%
60a. Of those who indicated that they were a victim of harassment: please		
indicate the nature of the harassment you experienced. aggressive behaviour		39%
60b. Of those who indicated that they were a victim of harassment: please		
indicate the nature of the harassment you experienced. excessive control		39%
60c. Of those who indicated that they were a victim of harassment: please		
indicate the nature of the harassment you experienced. being excluded or		
being ignored		47%
60d. Of those who indicated that they were a victim of harassment: please		
indicate the nature of the harassment you experienced. humiliation		42%
60e. Of those who indicated that they were a victim of harassment: please		
indicate the nature of the harassment you experienced. interference with		
work or withholding resources		31%
60f. Of those who indicated that they were a victim of harassment: please		
indicate the nature of the harassment you experienced. offensive remark		55%
60g. Of those who indicated that they were a victim of harassment: please		
indicate the nature of the harassment you experienced. personal attack		36%
60h. Of those who indicated that they were a victim of harassment: please		
indicate the nature of the harassment you experienced. physical violence		2%

60i. Of those who indicated that they were a victim of harassment: please	
indicate the nature of the harassment you experienced. sexual comment or	
gesture	10%
60j. Of those who indicated that they were a victim of harassment: please	
indicate the nature of the harassment you experienced. threat	12%
60k. Of those who indicated that they were a victim of harassment: please	
indicate the nature of the harassment you experienced. unfair treatment	49%
60l. Of those who indicated that they were a victim of harassment: please	
indicate the nature of the harassment you experienced, yelling or shouting	26%
60m. Of those who indicated that they were a victim of harassment: please	
indicate the nature of the harassment you experienced. other	16%
61a. Of those who indicated that they were a victim of harassment: what	
action(s) did you take to address the harassment you experienced? i	
discussed the matter with my supervisor or a senior manager.	52%
61b. Of those who indicated that they were a victim of harassment: what	3270
action(s) did you take to address the harassment you experienced? i	
discussed the matter with the person(s) from whom i experienced the	
harassment.	27%
61c. Of those who indicated that they were a victim of harassment: what	2170
action(s) did you take to address the harassment you experienced? i	
	9%
contacted a human resources advisor in my department or agency.	9%
61d. Of those who indicated that they were a victim of harassment: what	
action(s) did you take to address the harassment you experienced? i	210/
contacted my union representative.	21%
61e. Of those who indicated that they were a victim of harassment: what	
action(s) did you take to address the harassment you experienced? i used an	100/
informal conflict resolution process.	10%
61f. Of those who indicated that they were a victim of harassment: what	
action(s) did you take to address the harassment you experienced? i filed a	70/
grievance or formal complaint.	7%
61g. Of those who indicated that they were a victim of harassment: what	
action(s) did you take to address the harassment you experienced? i resolved	
the matter informally on my own.	14%
61h. Of those who indicated that they were a victim of harassment: what	
action(s) did you take to address the harassment you experienced? other.	12%
61i. Of those who indicated that they were a victim of harassment: what	
action(s) did you take to address the harassment you experienced? i took no	
action.	26%
62a. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? the issue was	
resolved.	11%
62b. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? i did not think	
the incident was serious enough.	20%

62c. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? the behaviour	
stopped.	10%
62d. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? the individual	
apologized.	7%
62e. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? management	
intervened.	10%
62f. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? the individual	
left or changed jobs.	9%
62g. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? i changed jobs.	10%
62h. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? i did not know	
what to do, where to go or whom to ask.	12%
62i. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? i was too	
distraught.	13%
62j. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? i had concerns	
about the formal complaint process (e.g., confidentiality, how long it would	
take).	32%
62k. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? i was advised	
against filing a complaint.	10%
62I. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? i was afraid of	
reprisal (e.g., having limited career advancement, being labelled a	
troublemaker).	48%
62m. Of those who indicated that they were a victim of harassment and who	
did not file a grievance or formal complaint: why did you not file a grievance	
or formal complaint about the harassment you experienced? someone	
threatened me.	2%

62n. Of those who indicated that they were a victim of harassment and who		
did not file a grievance or formal complaint: why did you not file a grievance		
or formal complaint about the harassment you experienced? i did not believe		
it would make a difference.		56%
62o. Of those who indicated that they were a victim of harassment and who		
did not file a grievance or formal complaint: why did you not file a grievance		
or formal complaint about the harassment you experienced? i intend to file a		
grievance or a formal complaint but i have not done so yet.		4%
62p. Of those who indicated that they were a victim of harassment and who		
did not file a grievance or formal complaint: why did you not file a grievance		
or formal complaint about the harassment you experienced? other		13%
63. Having carefully read the definition of harassment, have you directly		
witnessed harassment on the job in the past 12 months?		18%
64. I am satisfied with how matters related to harassment are resolved in my		
department or agency.	78%	51%
65. My department or agency works hard to create a workplace that	7070	3170
prevents harassment.	96%	69%
66. Having carefully read the definition of discrimination, have you been the	3070	0370
victim of discrimination on the job in the past 12 months?	0%	8%
67a. Of those who indicated that they were a victim of discrimination: from	070	070
· ·		200/
whom did you experience discrimination on the job? co-workers		38%
67b. Of those who indicated that they were a victim of discrimination: from		
whom did you experience discrimination on the job? individuals with		760/
authority over me		76%
67c. Of those who indicated that they were a victim of discrimination: from		
whom did you experience discrimination on the job? individuals working for		
me		4%
67d. Of those who indicated that they were a victim of discrimination: from		
whom did you experience discrimination on the job? individuals for whom i		
have a custodial responsibility (e.g., inmates, offenders, patients, detainees)		3%
67e. Of those who indicated that they were a victim of discrimination: from		
whom did you experience discrimination on the job? individuals from other		
departments or agencies		8%
67f. Of those who indicated that they were a victim of discrimination: from		
whom did you experience discrimination on the job? members of the public		
(individuals or organizations)		9%
67g. Of those who indicated that they were a victim of discrimination: from		
whom did you experience discrimination on the job? other		9%
68a. Of those who indicated that they were a victim of discrimination: please		
indicate the type of discrimination you experienced. race		26%
68b. Of those who indicated that they were a victim of discrimination: please		
indicate the type of discrimination you experienced. national or ethnic origin		20%
68c. Of those who indicated that they were a victim of discrimination: please		
indicate the type of discrimination you experienced. colour		16%
68d. Of those who indicated that they were a victim of discrimination: please		
indicate the type of discrimination you experienced. religion		6%
maidate the type of also minution you experienced. Tengion		070

68e. Of those who indicated that they were a victim of discrimination: please	
indicate the type of discrimination you experienced. age	29%
68f. Of those who indicated that they were a victim of discrimination: please	
indicate the type of discrimination you experienced. sex	29%
68g. Of those who indicated that they were a victim of discrimination: please	
indicate the type of discrimination you experienced. sexual orientation	4%
68h. Of those who indicated that they were a victim of discrimination: please	
indicate the type of discrimination you experienced, gender identity or	
expression (including gender diverse identities or expressions such as	
transgender, two-spirit, or non-binary)	2%
68i. Of those who indicated that they were a victim of discrimination: please	
indicate the type of discrimination you experienced. marital status	8%
68j. Of those who indicated that they were a victim of discrimination: please	
indicate the type of discrimination you experienced. family status	15%
68k. Of those who indicated that they were a victim of discrimination: please	1570
indicate the type of discrimination you experienced. genetic characteristics	
· · · · · · · · · · · · · · · · · · ·	
(including a requirement to undergo a genetic test, or disclose the results of a	10/
genetic test)	1%
68I. Of those who indicated that they were a victim of discrimination: please	470/
indicate the type of discrimination you experienced. disability	17%
68m. Of those who indicated that they were a victim of discrimination:	
please indicate the type of discrimination you experienced. pardoned	
conviction or suspended record	0%
68n. Of those who indicated that they were a victim of discrimination: please	
indicate the type of discrimination you experienced. other	18%
69a. Of those who indicated that they were a victim of discrimination: what	
action(s) did you take to address the discrimination you experienced? i	
discussed the matter with my supervisor or a senior manager.	29%
69b. Of those who indicated that they were a victim of discrimination: what	
action(s) did you take to address the discrimination you experienced? i	
discussed the matter with the person(s) from whom i experienced the	
discrimination.	14%
69c. Of those who indicated that they were a victim of discrimination: what	
action(s) did you take to address the discrimination you experienced? i	
contacted a human resources advisor in my department or agency.	5%
69d. Of those who indicated that they were a victim of discrimination: what	
action(s) did you take to address the discrimination you experienced? i	
contacted my union representative.	17%
69e. Of those who indicated that they were a victim of discrimination: what	
action(s) did you take to address the discrimination you experienced? i used	
an informal conflict resolution process.	5%
69f. Of those who indicated that they were a victim of discrimination: what	370
action(s) did you take to address the discrimination you experienced? i filed a	
grievance or formal complaint.	6%
69g. Of those who indicated that they were a victim of discrimination: what	370
action(s) did you take to address the discrimination you experienced? i	
	00/
resolved the matter informally on my own.	9%

Oh. Of those who indicated that they were a victim of discrimination: what ction(s) did you take to address the discrimination you experienced? other Oi. Of those who indicated that they were a victim of discrimination: what	9%
ction(s) did you take to address the discrimination you experienced? i took	
o action.	49%
Da. Of those who indicated that they were a victim of discrimination and	
ho did not file a grievance or formal complaint: why did you not file a	
ievance or formal complaint about the discrimination you experienced? the	
sue was resolved.	6%
Db. Of those who indicated that they were a victim of discrimination and	0,0
ho did not file a grievance or formal complaint: why did you not file a	
ievance or formal complaint about the discrimination you experienced? i	
d not think the incident was serious enough.	15%
Oc. Of those who indicated that they were a victim of discrimination and	1370
ho did not file a grievance or formal complaint: why did you not file a	
ievance or formal complaint about the discrimination you experienced? the	
ehaviour stopped.	4%
Od. Of those who indicated that they were a victim of discrimination and	4/0
·	
ho did not file a grievance or formal complaint: why did you not file a	
rievance or formal complaint about the discrimination you experienced? the	20/
dividual apologized.	3%
De. Of those who indicated that they were a victim of discrimination and	
ho did not file a grievance or formal complaint: why did you not file a	
rievance or formal complaint about the discrimination you experienced?	201
anagement intervened.	3%
Of. Of those who indicated that they were a victim of discrimination and	
ho did not file a grievance or formal complaint: why did you not file a	
rievance or formal complaint about the discrimination you experienced? the	
dividual left or changed jobs.	4%
Og. Of those who indicated that they were a victim of discrimination and	
ho did not file a grievance or formal complaint: why did you not file a	
ievance or formal complaint about the discrimination you experienced? i	
nanged jobs.	7%
Oh. Of those who indicated that they were a victim of discrimination and	
ho did not file a grievance or formal complaint: why did you not file a	
ievance or formal complaint about the discrimination you experienced? i	
d not know what to do, where to go or whom to ask.	11%
Di. Of those who indicated that they were a victim of discrimination and	
ho did not file a grievance or formal complaint: why did you not file a	
ievance or formal complaint about the discrimination you experienced? i	
as too distraught.	10%
)j. Of those who indicated that they were a victim of discrimination and	
ho did not file a grievance or formal complaint: why did you not file a	
ievance or formal complaint about the discrimination you experienced? i	
ad concerns about the formal complaint process (e.g., confidentiality, how	
ng it would take).	27%

70k. Of those who indicated that they were a victim of discrimination and who did not file a grievance or formal complaint: why did you not file a grievance or formal complaint about the discrimination you experienced? i was advised against filing a complaint about the discrimination you experienced? i was advised against filing a complaint. 70l. Of those who indicated that they were a victim of discrimination and who did not file a grievance or formal complaint about the discrimination you experienced? i was a sfraid of reprisal (e.g., having limited career advancement, being labelled a troublemaker). 70m. Of those who indicated that they were a victim of discrimination and who did not file a grievance or formal complaint: why did you not file a grievance or formal complaint about the discrimination you experienced? someone threatened me. 70n. Of those who indicated that they were a victim of discrimination and who did not file a grievance or formal complaint: why did you not file a grievance or formal complaint about the discrimination you experienced? i did not believe it would make a difference. 62% 70o. Of those who indicated that they were a victim of discrimination and who did not file a grievance or formal complaint: why did you not file a grievance or formal complaint about the discrimination you experienced? i intend to file a grievance or formal complaint to the were a victim of discrimination and who did not file a grievance or formal complaint who did you not file a grievance or a formal complaint to the went of discrimination and who did not file a grievance or formal complaint who discrimination and who did not file a grievance or formal complaint about the discrimination you experienced? i intend to file a grievance or formal complaint to the word of discrimination and who did not file a grievance or formal complaint about the discrimination and who did not file a grievance or formal complaint about the discrimination on to file a grievance or formal complaint about the discrimination you e			
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two years? 16% 180. Of those who indicated that they requested measures to accommodate
80. Of those who indicated that they requested measures to accommodate
their needs in the workplace in the last two years: were any measures taken
to accommodate your needs?
81. Of those who indicated that they requested measures to accommodate
their needs in the workplace in the last two years and measures were taken: i
am satisfied with the measures that were taken to accommodate my needs.
82. To what extent has your pay or other compensation been affected by
issues with the Phoenix pay system? 58% 7
83. Of those who indicated that their pay or other compensation had been
· ·
affected from "a small extent" to "a very large extent"; have you experienced
affected from "a small extent" to "a very large extent": have you experienced any new pay or other compensation issues over the last 12 months? 57% 578
any new pay or other compensation issues over the last 12 months? 57% 5
any new pay or other compensation issues over the last 12 months? 57% 584. Of those who indicated that their pay or other compensation had been
any new pay or other compensation issues over the last 12 months? 57%

85. Of those who indicated that their pay or other compensation had been affected from "a small extent" to "a very large extent": i am satisfied with the	
affected from "a small extent" to "a very large extent": i am satisfied with the	
anceted from a small extent to a very large extent . I am satisfied with the	
support (e.g., regular information, follow-up, making enquiries on my behalf,	
offering emergency or priority pay) i received from my department or agency	
to help resolve my pay or other compensation issues. 56%	39%
86. Of those who indicated that their pay or other compensation had been	
affected from "a small extent" to "a very large extent": i am satisfied with the	
support i received from the pay centre to help resolve my pay or other	
compensation issues. 0%	25%
87. To what extent have issues with the Phoenix pay system affected your	
decision to seek or accept another position (e.g., deployment, promotion,	
secondment, assignment, acting assignment) within your organization or the	
federal public service? 38%	20%