Hybrid work more preferred than in-person full time for Canadian federal public servants.
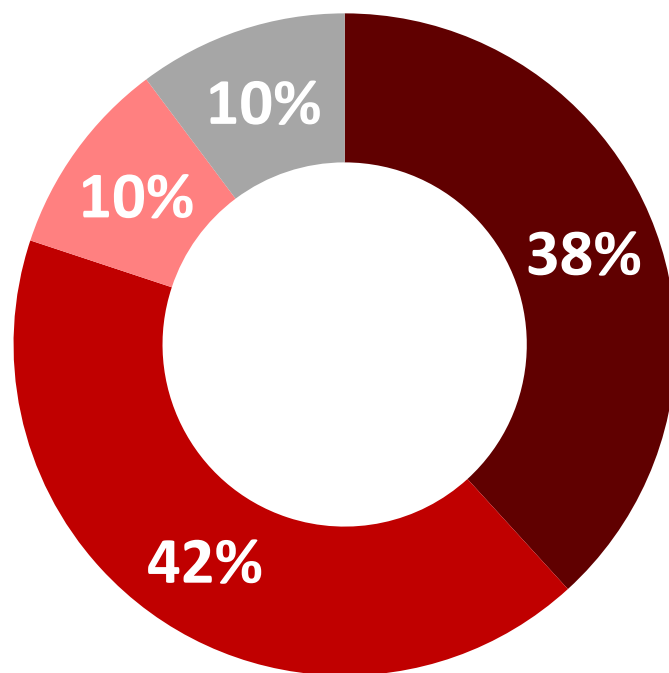
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Key Findings

1

CANADIANS SPLIT ON WHETHER THEY THINK PUBLIC SERVANTS ARE MOST PRODUCTIVE WHEN WORKING PARTLY AT HOME OR FULL TIME IN-PERSON

Four in ten Canadians says that federal public servants are the most productive when they are working partly at home and partly in person (42%), while 38 per cent of Canadians say that public servants are the most productive when working full time in-person. Residents of the prairies are more likely to say public servants are the most productive working full time in-person (53%).

2

FEDERAL PUBLIC SERVANTS HAVING THE OPTION OF WORKING FROM HOME PART OF THE TIME MOST PREFERRED PATH FORWARD

More Canadians say they would prefer that federal public servants have the option of working from home part of the time (50%) compared to three in ten who would prefer public servants being required to work in-person full time (30%). Fourteen per cent would prefer public servants having the option to work from home all the time. Residents of the Prairies (46%) and older Canadians (aged 35-54: 36%; aged 55 plus: 32%) were most likely to prefer requiring public servants to work in-person full time.

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Most productive work arrangement for federal public servants

38%

42%

10%

10%

- ■ Working full time in person at the workplace
- ■ Working partly at home and partly in person at the workplace
- ■ Working full time from home
- ■ Unsure

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

Canadians are split on whether federal public servants are the most productive working partly from home and partly in person at the workplace (42%) or working full-time in person at the workplace (38%). One in ten Canadians say federal public servants are most productive working full-time from home.

Q – Under what work arrangement do you think that federal public servants are the most productive? [RANDOMIZE]

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Most productive work arrangement for federal public servants by demographics

Q – Under what work arrangement do you think that federal public servants are the most productive? [RANDOMIZE]

Working full-time in person at the workplace

Atlantic (n=102)	Quebec (n=207)	Ontario (n=350)	Prairies (n=205)	BC (n=157)
37.5%	**33.3%**	**34.8%**	**52.6%**	**38.2%**
Men (n=523)	Women (n=496)	18 to 34 (n=230)	35 to 54 (n=356)	55 plus (n=435)
43.3%	**33.5%**	**35.1%**	**43.0%**	**36.5%**

Working partly at home and partly in-person at the workplace

Atlantic (n=102)	Quebec (n=207)	Ontario (n=350)	Prairies (n=205)	BC (n=157)
45.0%	**42.4%**	**45.5%**	**30.6%**	**43.3%**
Men (n=523)	Women (n=496)	18 to 34 (n=230)	35 to 54 (n=356)	55 plus (n=435)
38.1%	**45.2%**	**39.3%**	**38.2%**	**46.4%**

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, December 19th to 22nd , 2022, n=1021, accurate 3.1 percentage points plus or minus, 19 times out of 20.

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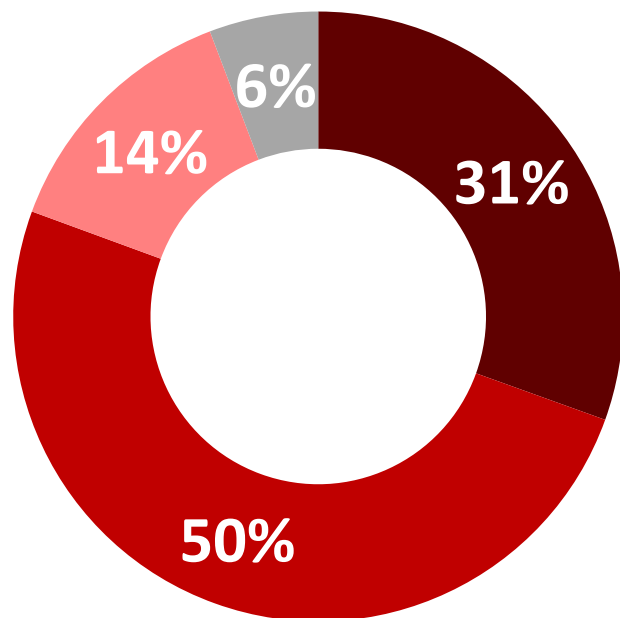# Most productive work arrangement for federal public servants by demographics cont'd.

Q – Under what work arrangement do you think that federal public servants are the most productive? [RANDOMIZE]

		Working full-time from home		
Atlantic (n=102)	Quebec (n=207)	Ontario (n=350)	Prairies (n=205)	BC (n=157)
6.3%	**13.6%**	**10.5%**	**8.7%**	**3.9%**
Men (n=523)	Women (n=496)	18 to 34 (n=230)	35 to 54 (n=356)	55 plus (n=435)
9.0%	**10.4%**	**15.1%**	**10.1%**	**5.8%**
		Unsure		
Atlantic (n=102)	Quebec (n=207)	Ontario (n=350)	Prairies (n=205)	BC (n=157)
11.2%	**10.6%**	**9.2%**	**8.1%**	**14.6%**
Men (n=523)	Women (n=496)	18 to 34 (n=230)	35 to 54 (n=356)	55 plus (n=435)
9.6%	**10.9%**	**10.5%**	**8.7%**	**11.3%**

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Preferred path forward for federal public servant work arrangement

Q – Which of the following paths forward would you prefer when it comes to the work arrangement of federal public servants in 2023? [RANDOMIZE]

31%

50%

14%

6%

- They should be required to work in-person full time
- They should have the option of working from home part of the time
- They should have the option to work from home all the time
- Unsure

1 in 2 Canadians

say they would prefer that federal public servants have the option of working from home part of the time as the path forward when it comes to the work arrangement of federal public servants in 2023. One in three says they should be required to work in-person full time (31%).

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, December 19th to 22nd , 2022, n=1021, accurate 3.1 percentage points plus or minus, 19 times out of 20.

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Preferred path forward for federal public servant work arrangement by demographics

Q – Which of the following paths forward would you prefer when it comes to the work arrangement of federal public servants in 2023? [RANDOMIZE]

They should be required to work in-person full time

Atlantic (n=102)	Quebec (n=207)	Ontario (n=350)	Prairies (n=205)	BC (n=157)
29.5%	**24.7%**	**27.4%**	**46.2%**	**29.6%**

Men (n=523)	Women (n=496)	18 to 34 (n=230)	35 to 54 (n=356)	55 plus (n=435)
35.9%	**25.5%**	**22.5%**	**35.8%**	**31.5%**

They should have the option of working from home part of the time

Atlantic (n=102)	Quebec (n=207)	Ontario (n=350)	Prairies (n=205)	BC (n=157)
51.5%	**51.6%**	**52.3%**	**40.3%**	**53.3%**

Men (n=523)	Women (n=496)	18 to 34 (n=230)	35 to 54 (n=356)	55 plus (n=435)
47.4%	**52.7%**	**46.8%**	**46.1%**	**55.3%**

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Preferred path forward for federal public servant work arrangement by demographics cont'd

Q – Which of the following paths forward would you prefer when it comes to the work arrangement of federal public servants in 2023? [RANDOMIZE]

They should have the option to work from home all the time				
Atlantic (n=102)	Quebec (n=207)	Ontario (n=350)	Prairies (n=205)	BC (n=157)
12.4%	**15.9%**	**15.5%**	**11.2%**	**8.1%**
Men (n=523)	Women (n=496)	18 to 34 (n=230)	35 to 54 (n=356)	55 plus (n=435)
12.3%	**14.8%**	**23.8%**	**13.0%**	**7.5%**

Unsure				
Atlantic (n=102)	Quebec (n=207)	Ontario (n=350)	Prairies (n=205)	BC (n=157)
6.7%	**7.8%**	**4.8%**	**2.4%**	**9.0%**
Men (n=523)	Women (n=496)	18 to 34 (n=230)	35 to 54 (n=356)	55 plus (n=435)
4.4%	**7.1%**	**6.9%**	**5.0%**	**5.7%**

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Nanos conducted an RDD dual frame (land- and cell-lines) hybrid telephone and online random survey of 1,021 Canadians, 18 years of age or older, between December 19th and 22nd, 2022 as part of an omnibus survey. Participants were randomly recruited by telephone using live agents and administered a survey online. The sample included both land- and cell-lines across Canada. The results were statistically checked and weighted by age and gender using the latest Census information and the sample is geographically stratified to be representative of Canada.

Individuals randomly called using random digit dialling with a maximum of five call backs.

The margin of error for this survey is ±3.1 percentage points, 19 times out of 20.

This study was commissioned by the Globe and Mail and the research was conducted by Nanos Research.

Note: Charts may not add up to 100 due to rounding

METHODOLOGY

Element	Description		Element	Description
Research sponsor	The Globe and Mail		Weighting of Data	The results were weighted by age and gender using the latest Census information (2021) and the sample is geographically stratified to ensure a distribution across all regions of Canada. See tables for full weighting disclosure
Population and Final Sample Size	1021 Randomly selected individuals.			
Source of Sample	Nanos Hybrid Panel		Screening	Screening ensured potential respondents did not work in the market research industry, in the advertising industry, in the media or a political party prior to administering the survey to ensure the integrity of the data.
Type of Sample	Probability			
Margin of Error	±3.1 percentage points, 19 times out of 20.		Excluded Demographics	Individuals younger than 18 years old; individuals without land or cell lines, and individuals without internet access could not participate.
Mode of Survey	RDD dual frame (land- and cell-lines) hybrid telephone and online omnibus survey			
Sampling Method Base	The sample included both land- and cell-lines RDD (Random Digit Dialed) across Canada.		Stratification	By age and gender using the latest Census information (2021) and the sample is geographically stratified to be representative of Canada. Smaller areas such as Atlantic Canada were marginally oversampled to allow for a minimum regional sample.
Demographics (Captured)	Atlantic Canada, Quebec, Ontario, Prairies, British Columbia; Men and Women; 18 years and older. Six digit postal code was used to validate geography.		Estimated Response Rate	12 percent, consistent with industry norms.
Fieldwork/Validation	Individuals were recruited using live interviews with live supervision to validate work, the research questions were administered online		Question Order	Question order in the preceding report reflects the order in which they appeared in the original questionnaire.
Number of Calls	Maximum of five call backs to those recruited.		Question Content	Topics on the omnibus ahead of the survey content included: views on political issues, views on economic issues, healthcare access and policy, public service work arrangements, the creation of a foreign agent registry and federal politics.
Time of Calls	Individuals recruited were called between 12-5:30 pm and 6:30-9:30pm local time for the respondent.			
Field Dates	December 19th to 22nd, 2022.		Question Wording	The questions in the preceding report are written exactly as they were asked to individuals.
Language of Survey	The survey was conducted in both English and French.		Research/Data Collection Supplier	Nanos Research
Standards	Nanos Research is a member of the Canadian Research Insights Council (CRIC) and confirms that this research fully complies with all CRIC Standards including the CRIC Public Opinion Research Standards and Disclosure Requirements. https://canadianresearchinsightscouncil.ca/standards/		Contact	Contact Nanos Research for more information or with any concerns or questions. http://www.nanos.co Telephone:(613) 234-4666 ext. 237 Email: info@nanosresearch.com.

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Any questions?

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2022-2281 – Globe and Mail/Nanos Survey – December Omni – Work from Home – STAT SHEET

					Region				Gender			Age		
			Canada 2022-12	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	Other	18 to 34	35 to 54	55 plus
Question - Our next questions are about federal public servants and work. Under what work arrangement do you think that federal public servants are the most productive? [RANDOMIZE]	Total	Unwgt N	1021	102	207	350	205	157	523	496	2	230	356	435
		Wgt N	1002	68	231	389	175	139	490	510	2	268	323	411
	Working full time in person at the workplace	%	38.2	37.5	33.3	34.8	52.6	38.2	43.3	33.5		35.1	43.0	36.5
	Working partly at home and partly in person at the workplace	%	41.9	45.0	42.4	45.5	30.6	43.3	38.1	45.2		39.3	38.2	46.4
	Working full time from home	%	9.7	6.3	13.6	10.5	8.7	3.9	9.0	10.4		15.1	10.1	5.8
	Unsure	%	10.2	11.2	10.6	9.2	8.1	14.6	9.6	10.9		10.5	8.7	11.3

					Region				Gender			Age		
			Canada 2022-12	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	Other	18 to 34	35 to 54	55 plus
Question - Which of the following paths forward would you prefer when it comes to the work arrangement of federal public servants in 2023? [RANDOMIZE]	Total	Unwgt N	1021	102	207	350	205	157	523	496	2	230	356	435
		Wgt N	1002	68	231	389	175	139	490	510	2	268	323	411
	They should be required to work in-person full time	%	30.5	29.5	24.7	27.4	46.2	29.6	35.9	25.5		22.5	35.8	31.5
	They should have the option of working from home part of the time	%	50.1	51.5	51.6	52.3	40.3	53.3	47.4	52.7		46.8	46.1	55.3
	They should have the option to work from home all the time	%	13.6	12.4	15.9	15.5	11.2	8.1	12.3	14.8		23.8	13.0	7.5
	Unsure	%	5.8	6.7	7.8	4.8	2.4	9.0	4.4	7.1		6.9	5.0	5.7