



Three in four Canadians support or somewhat support the requirement for federal public servants to work in person a minimum of three days a week.

National survey released June, 2024
Field May 31st to June 2nd, 2024
Submission 2024-2609

THE GLOBE AND MAIL 

 **NANOS**



Nanos Research was retained by the Globe and Mail to conduct research to gauge Canadians' opinions on work arrangements and the level of support for a mandated minimum of three days in office for the federal public service.

Nanos conducted an RDD dual frame (land- and cell-lines) hybrid telephone and online random survey of 1,043 Canadians, 18 years of age or older, between May 31st and June 2nd, 2024 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.

The margin of error for this survey is ± 3.0 percentage points, 19 times out of 20.

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

Key Findings



Federal public servant work arrangement

A majority of Canadians support (51%) or somewhat support (24%) the requirement for federal public servants to work in person/at the office a minimum of three days a week. One in five oppose (nine per cent) or somewhat oppose (11%) this requirement.



Preferred requirement for Public servants

Similar to 2022, Canadians continue to prefer that federal public servants have the option of working from home part of the time (46%, 50% in 2022) over being required to work in-person full time (39%, up from 31% in 2022).



Public servant productivity

There has been a marginal increase in the proportion of Canadians who believe federal public servants are the most productive working full-time in person at the workplace (45%, up from 38% in 2022). Nearly four in ten say federal public servants are most productive with a hybrid work arrangement (39%, 42% in 2022).



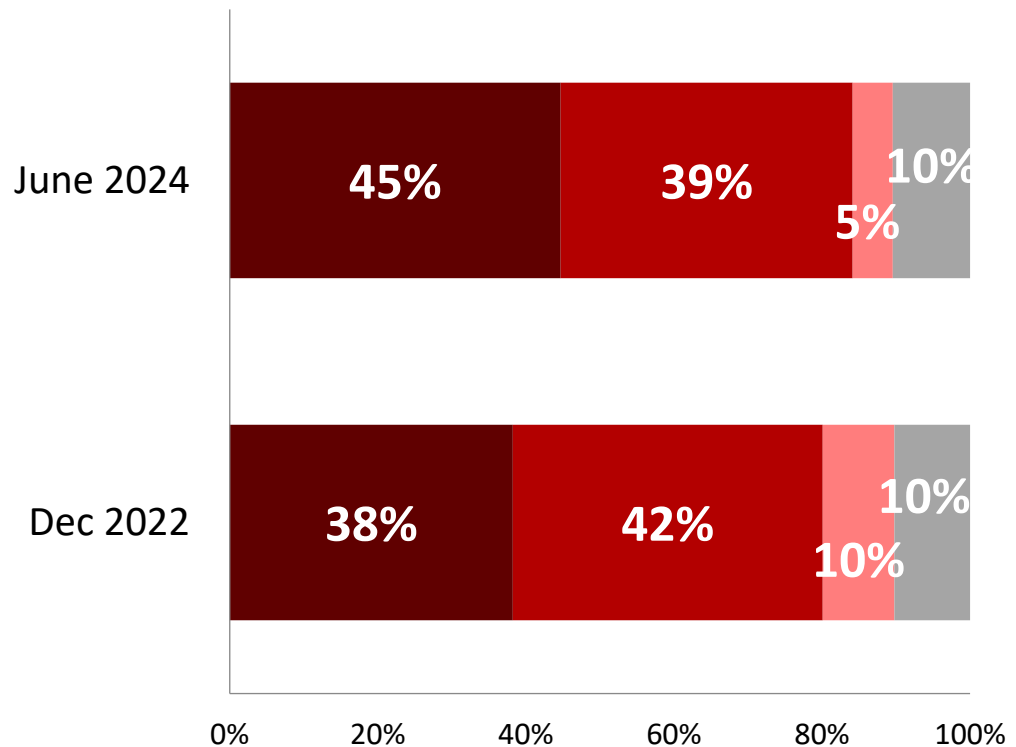
Productive work arrangement

In terms of productivity for people in general, Canadians are twice as likely to say that people are generally more (34%) or somewhat more (17%) productive when working in the office/in person rather than from home (11% more productive, 16% somewhat more productive).



Work arrangement of working Canadians

Among Canadians who report working, close to one in two (48%) have a work arrangement where they are required to work full time in person, while just over one in three say they have a hybrid work arrangement (37%), and close to one in five work from home all the time (16%).



- 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.

Most productive work arrangement for federal public servants

There has been a marginal increase in the proportion of Canadians who believe federal public servants are the most productive working full-time in person at the workplace (45%, up from 38% in 2022). While close to four in ten say federal public servants are most productive with a hybrid work arrangement (39%, 42% in 2022).

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

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, May 31st to June 2nd, 2024, n=1043, accurate 3.0 percentage points plus or minus, 19 times out of 20.

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Most productive work arrangement for federal public servants by demographics

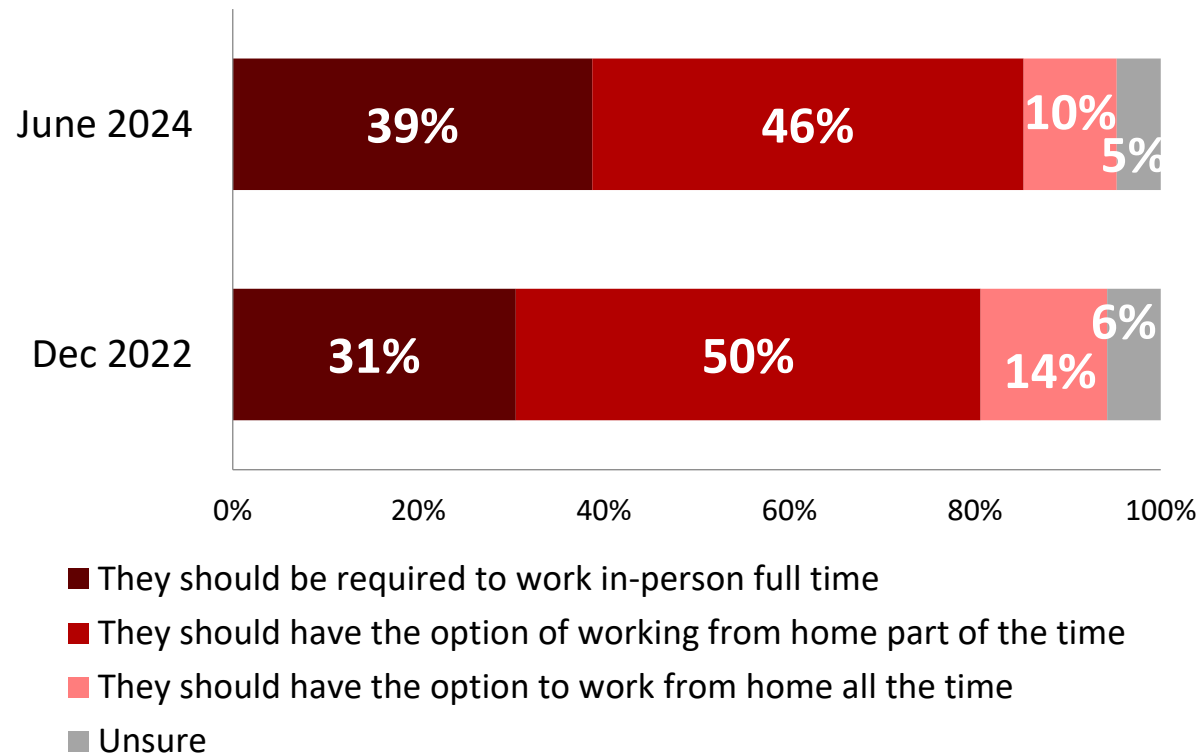
Q – Under what work arrangement do you think that federal public servants are the most productive? [RANDOMIZE]

	2024-06 (n=1043)	Atlantic (n=86)	Quebec (n=237)	Ontario (n=353)	Prairies (n=212)	BC (n=155)	Men (n=565)	Women (n=477)	18-34 (n=208)	35-54 (n=364)	55 plus (n=471)
Working full-time in person at the workplace	44.7%	44.4%	35.6%	42.0%	62.8%	44.6%	47.5%	42.1%	42.6%	44.5%	46.2%
Working partly at home and partly in-person at the workplace	39.4%	36.5%	46.9%	41.3%	26.7%	39.1%	36.9%	41.7%	35.4%	40.6%	41.1%
Working full-time from home	5.4%	6.7%	8.1%	6.2%	1.5%	3.3%	5.4%	5.4%	8.0%	4.9%	4.2%
Unsure	10.4%	12.5%	9.4%	10.5%	9.0%	13.0%	10.2%	10.7%	14.0%	10.1%	8.5%

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, May 31st to June 2nd, 2024, n=1043, accurate 3.0 percentage points plus or minus, 19 times out of 20.

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 going forward? [RANDOMIZE]**



Canadians

continue to prefer that federal public servants have the option of working from home part of the time (46%, 50% in 2022) over being required to work in-person full time (39%, up from 31% in 2022).

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

** Question tweaked from last wave : Which of the following paths forward would you prefer when it comes to the work arrangement of federal public servants in 2023?

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, May 31st to June 2nd, 2024, n=1043, accurate 3.0 percentage points plus or minus, 19 times out of 20.

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 going forward?

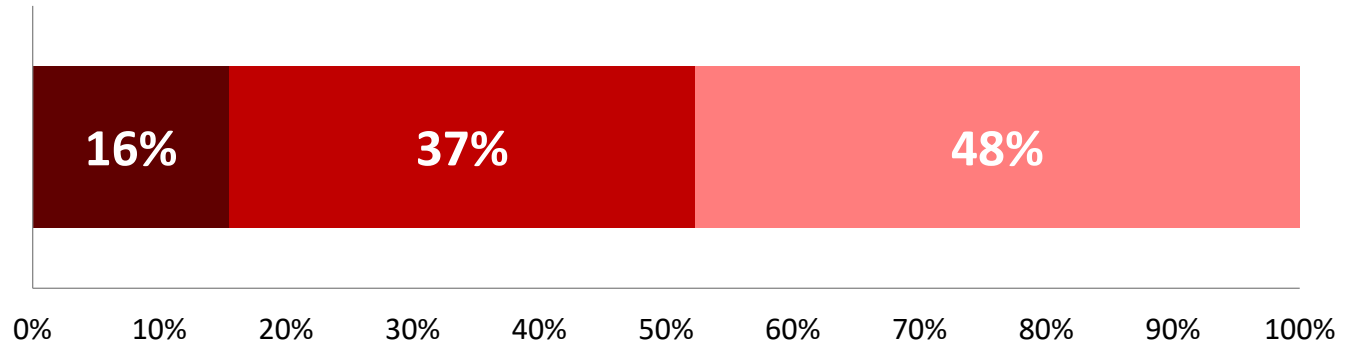
[RANDOMIZE]

	2024-06 (n=1043)	Atlantic (n=86)	Quebec (n=237)	Ontario (n=353)	Prairies (n=212)	BC (n=155)	Men (n=565)	Women (n=477)	18-34 (n=208)	35-54 (n=364)	55 plus (n=471)
They should have the option of working from home part of the time	46.5%	49.3%	54.9%	48.0%	32.1%	45.2%	43.7%	49.1%	46.5%	44.3%	48.3%
They should be required to work in-person full time	38.7%	34.7%	27.4%	37.2%	59.2%	38.0%	40.8%	36.8%	32.7%	41.7%	40.3%
They should have the option to work from home all the time	10.0%	9.0%	12.0%	11.9%	5.5%	7.7%	10.0%	10.1%	14.4%	10.2%	7.1%
Unsure	4.7%	7.0%	5.7%	2.8%	3.3%	9.2%	5.5%	4.0%	6.4%	3.9%	4.3%

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, May 31st to June 2nd, 2024, n=1043, accurate 3.0 percentage points plus or minus, 19 times out of 20.

Current personal work arrangement – Employed Canadians

- A remote work arrangement in which you work all the time from home
- A hybrid work arrangement where you work in person and from home
- An arrangement where you are required to work full time in-person/at the office



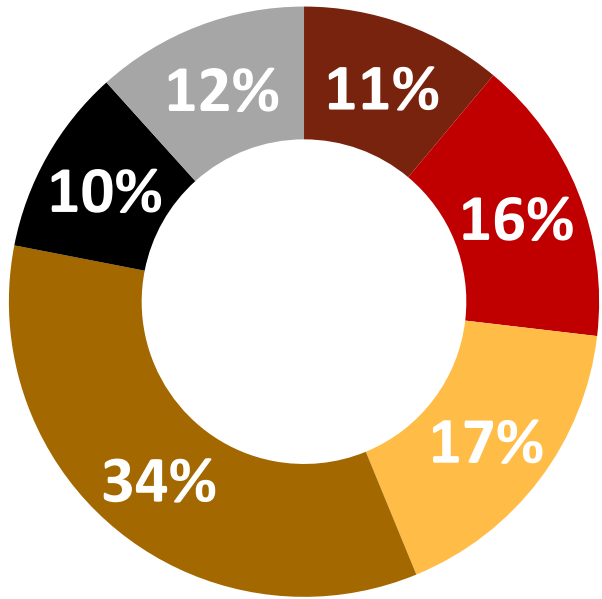
	2024-05 (n=595)	Atlantic (n=36)	Quebec (n=156)	Ontario (n=193)	Prairies (n=118)	BC (n=92)	Men (n=329)	Women (n=265)	18-34 (n=184)	35-54 (n=290)	55 plus (n=121)
A remote work arrangement in which you work all the time from home	15.5%	10.8%	12.0%	19.4%	9.6%	20.9%	16.2%	14.9%	19.0%	11.2%	18.1%
A hybrid work arrangement where you work in person and from home	36.7%	37.3%	37.4%	37.7%	32.6%	38.2%	34.8%	38.5%	41.0%	34.3%	33.0%
An arrangement where you are required to work full time in-person/at the office	47.7%	51.9%	50.5%	42.9%	57.8%	40.8%	49.1%	46.5%	39.9%	54.5%	48.9%

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

Q – Thinking of your personal situation, if you are employed, what kind of work arrangement do you have today?

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, May 31st to June 2nd, 2024, n=595 employed Canadians, accurate 4.0 percentage points plus or minus, 19 times out of 20.





- More productive when they work from home
- Somewhat more productive when they work from home
- Somewhat more productive when they work in the office/in person
- More productive when they work in the office/in person
- No difference
- Unsure

Most productive work arrangement for other people

Canadians are **2** times

more likely to say that people are generally more or somewhat more productive when working in the office/in person rather than from home.



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

Q – Thinking of other people, in general, would you say they are:

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, May 31st to June 2nd, 2024, n=1043, accurate 3.0 percentage points plus or minus, 19 times out of 20.

Most productive work arrangement for other people – By demographics

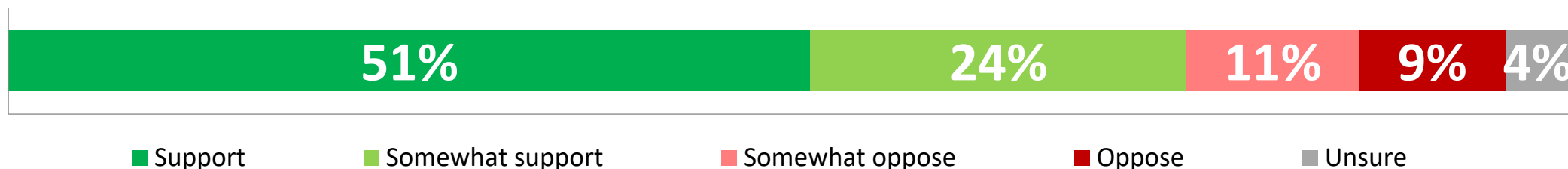
Q – Thinking of other people, in general, would you say they are:

	2024-06 (n=1043)	Atlantic (n=86)	Quebec (n=237)	Ontario (n=353)	Prairies (n=212)	BC (n=155)	Men (n=565)	Women (n=477)	18-34 (n=208)	35-54 (n=364)	55 plus (n=471)
More/somewhat more productive when they work in the office/in person	51.2%	46.1%	46.9%	47.3%	69.6%	48.4%	55.4%	47.2%	47.5%	49.7%	54.8%
More/somewhat more productive when they work from home	26.9%	19.9%	31.2%	31.9%	16.4%	21.9%	24.8%	28.7%	30.4%	27.8%	23.8%
No difference	10.3%	13.2%	12.5%	9.8%	5.1%	13.0%	9.8%	10.8%	11.0%	10.2%	9.8%
Unsure	11.7%	20.8%	9.4%	10.9%	8.9%	16.6%	10.0%	13.3%	11.1%	12.2%	11.6%

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, May 31st to June 2nd, 2024, n=1043, accurate 3.0 percentage points plus or minus, 19 times out of 20.

Support for a minimum of three days in office for federal public servants

Q – As you might know, the government has recently announced that federal public servants will be required to work in person/at the office a minimum of three days a week. Do you support, somewhat support, somewhat oppose or oppose this requirement?



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

Support/Somewhat support	Atlantic (n=86)	Quebec (n=237)	Ontario (n=353)	Prairies (n=212)	BC (n=155)
	75.0%	76.4%	72.3%	79.8%	77.6%
	Men (n=565)	Women (n=477)	18-34 (n=208)	35-54 (n=364)	55 plus (n=471)
	76.7%	74.4%	70.3%	73.7%	80.2%

Oppose/Somewhat oppose	Atlantic (n=86)	Quebec (n=237)	Ontario (n=353)	Prairies (n=212)	BC (n=155)
	19.5%	18.8%	23.8%	17.7%	17.7%
	Men (n=565)	Women (n=477)	18-34 (n=208)	35-54 (n=364)	55 plus (n=471)
	19.7%	21.0%	21.3%	23.4%	17.6%

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, May 31st to June 2nd, 2024, n=1043, accurate 3.0 percentage points plus or minus, 19 times out of 20.

METHODOLOGY

Nanos conducted an RDD dual frame (land- and cell-lines) hybrid telephone and online random survey of 1,043 Canadians, 18 years of age or older, between May 31st and June 2nd, 2024 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 ± 3.0 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



Element	Description
Research sponsor	The Globe and Mail
Population and Final Sample Size	1043 Randomly selected individuals.
Source of Sample	Nanos Hybrid Panel
Type of Sample	Probability
Margin of Error	±3.0 percentage points, 19 times out of 20.
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.
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.
Fieldwork/Validation	Individuals were recruited using live interviews with live supervision to validate work, the research questions were administered online
Number of Calls	Maximum of five call backs to those recruited.
Time of Calls	Individuals recruited were called between 12-5:30 pm and 6:30-9:30pm local time for the respondent.
Field Dates	May 31 st to June 2 nd , 2024.
Language of Survey	The survey was conducted in both English and French.
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/

Element	Description
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
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.
Excluded Demographics	Individuals younger than 18 years old; individuals without land or cell lines, and individuals without internet access could not participate.
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.
Estimated Response Rate	11 percent, consistent with industry norms.
Question Order	Question order in the preceding report reflects the order in which they appeared in the original questionnaire.
Question Content	Topics on the omnibus ahead of the survey content included: views on political issues, views on economic issues, and views on food affordability.
Question Wording	The questions in the preceding report are written exactly as they were asked to individuals.
Research/Data Collection Supplier	Nanos Research
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.
Data Tables	By region, age and gender: [TABULATIONS]



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This international joint venture between [dimap](http://www.dimap.com) and [Nanos](http://www.nanos.co) brings together top research and data experts from North American and Europe to deliver exceptional data intelligence to clients. The team offers data intelligence services ranging from demographic and sentiment microtargeting; consumer sentiment identification and decision conversion; and, data analytics and profiling for consumer persuasion. www.nanosdimap.com

EthicStratēgies

Ethic Strategies was created by the founding partners of [PAA Advisory](http://www.paaadvisory.com) and the [Nanos Research Corporation](http://www.nanos.co), both recognized leaders in research, advocacy, and advisory. Ethic provides bespoke strategic counsel, advice, and communications strategies to organizations facing serious issues. www.ethicstrategies.com

Any questions?



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TABULATIONS

2024-2609 - Globe and Mail - May Omni - STAT SHEET

Methodology: Nanos conducted an RDD dual frame (land- and cell-lines) hybrid telephone and online survey of 1,043 Canadians, 18 years of age and older, between May 31st and June 2nd, 2024. The margin of error for a survey of 1,043 Canadians is ±3.0 percentage points, 19 times out of 20.

Note: Responses with a sample size of less than 30 have been suppressed

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

		Region						Gender			Age		
		Canada											
		2024-06	Atlantic	Quebec	Ontario	Prairies	BC	Male	Female	Other	18 to 34	35 to 54	55 plus
Total	Unwgt N	1043	86	237	353	212	155	565	477	1	208	364	471
	Wgt N	1001	67	231	389	175	139	490	510	1	267	323	411
Working full time in person at the workplace	%	44.7	44.4	35.6	42.0	62.8	44.6	47.5	42.1	-	42.6	44.5	46.2
Working partly at home and partly in person at the workplace	%	39.4	36.5	46.9	41.3	26.7	39.1	36.9	41.7	-	35.4	40.6	41.1
Working full time from home	%	5.4	6.7	8.1	6.2	1.5	3.3	5.4	5.4	-	8.0	4.9	4.2
Unsure	%	10.4	12.5	9.4	10.5	9.0	13.0	10.2	10.7	-	14.0	10.1	8.5

Question - Which of the following paths forward would you prefer when it comes to the work arrangement of federal public servants going forward?
[RANDOMIZE]

		Region						Gender			Age		
		Canada											
		2024-06	Atlantic	Quebec	Ontario	Prairies	BC	Male	Female	Other	18 to 34	35 to 54	55 plus
Total	Unwgt N	1043	86	237	353	212	155	565	477	1	208	364	471
	Wgt N	1001	67	231	389	175	139	490	510	1	267	323	411
They should be required to work in-person full time	%	38.7	34.7	27.4	37.2	59.2	38.0	40.8	36.8	-	32.7	41.7	40.3
They should have the option of working from home part of the time	%	46.5	49.3	54.9	48.0	32.1	45.2	43.7	49.1	-	46.5	44.3	48.3
They should have the option to work from home all the time	%	10.0	9.0	12.0	11.9	5.5	7.7	10.0	10.1	-	14.4	10.2	7.1
Unsure	%	4.7	7.0	5.7	2.8	3.3	9.2	5.5	4.0	-	6.4	3.9	4.3

Question - Thinking of your personal situation, if you are employed, what kind of work arrangement do you have today?

		Region						Gender			Age		
		Canada											
		2024-06	Atlantic	Quebec	Ontario	Prairies	BC	Male	Female	Other	18 to 34	35 to 54	55 plus
Total	Unwgt N	1043	86	237	353	212	155	565	477	1	208	364	471
	Wgt N	1001	67	231	389	175	139	490	510	1	267	323	411
A remote work arrangement in which you work all the time from home	%	9.3	4.4	7.9	11.3	6.2	12.7	9.9	8.8	-	17.0	8.9	4.7
A hybrid work arrangement where you work in person and from home	%	22.1	15.4	24.6	21.9	20.9	23.1	21.4	22.6	-	36.7	27.3	8.5
An arrangement where you are required to work full time in-person/at the office	%	28.7	21.5	33.3	24.9	37.1	24.7	30.2	27.3	-	35.7	43.4	12.6
Not applicable/do not currently work/retired	%	39.9	58.7	34.2	41.9	35.9	39.5	38.5	41.2	-	10.6	20.3	74.2

*Total sample

Question - Thinking of your personal situation, if you are employed, what kind of work arrangement do you have today?

		Region						Gender			Age		
		Canada					British						
		2024-06	Atlantic	Quebec	Ontario	Prairies	Colum	Male	Female	Other	18 to 34	35 to 54	55 plus
Total	Unwgt N	595	36	156	193	118	92	329	265	1	184	290	121
	Wgt N	602	28	152	226	112	84	301	300	1	238	257	106
A remote work arrangement in which you work all the time from home	%	15.5	10.8	12.0	19.4	9.6	20.9	16.2	14.9	-	19.0	11.2	18.1
A hybrid work arrangement where you work in person and from home	%	36.7	37.3	37.4	37.7	32.6	38.2	34.8	38.5	-	41.0	34.3	33.0
An arrangement where you are required to work full time in-person/at the office	%	47.7	51.9	50.5	42.9	57.8	40.8	49.1	46.5	-	39.9	54.5	48.9

*Filtered by employed only

Question - Thinking of other people, in general, would you say they are:

		Region						Gender			Age		
		Canada					BC	Male	Female	Other	18 to 34	35 to 54	55 plus
		2024-06	Atlantic	Quebec	Ontario	Prairies	BC	Male	Female	Other	18 to 34	35 to 54	55 plus
Total	Unwgt N	1043	86	237	353	212	155	565	477	1	208	364	471
	Wgt N	1001	67	231	389	175	139	490	510	1	267	323	411
More productive when they work from home	%	11.1	7.7	9.9	16.0	6.0	7.4	9.5	12.7	-	15.0	11.1	8.6
Somewhat more productive when they work from home	%	15.8	12.2	21.4	16.0	10.3	14.5	15.3	16.1	-	15.5	16.7	15.2

Somewhat more productive when they work in the office/in person	%	16.9	10.3	19.9	15.6	17.6	18.0	19.2	14.7	-	19.3	15.0	16.9
More productive when they work in the office/in person	%	34.3	35.8	27.0	31.7	52.0	30.5	36.2	32.5	-	28.2	34.8	37.8
No difference	%	10.3	13.2	12.5	9.8	5.1	13.0	9.8	10.8	-	11.0	10.2	9.8
Unsure	%	11.7	20.8	9.4	10.9	8.9	16.6	10.0	13.3	-	11.1	12.2	11.6

Question - As you might know, the government has recently announced that federal public servants will be required to work in person/at the office a minimum of three days a week. Do you support, somewhat support, somewhat oppose or oppose this requirement?

		Region						Gender			Age		
		Canada											
		2024-06	Atlantic	Quebec	Ontario	Prairies	BC	Male	Female	Other	18 to 34	35 to 54	55 plus
Total	Unwgt N	1043	86	237	353	212	155	565	477	1	208	364	471
	Wgt N	1001	67	231	389	175	139	490	510	1	267	323	411
Support	%	51.4	47.8	47.2	49.6	56.5	58.6	50.8	52.0	-	41.9	52.9	56.3
Somewhat support	%	24.1	27.2	29.2	22.7	23.2	19.1	25.9	22.4	-	28.4	20.9	23.8
Somewhat oppose	%	11.0	10.4	10.2	13.1	8.4	10.1	10.2	11.7	-	10.2	13.6	9.6
Oppose	%	9.4	9.1	8.6	10.6	9.3	7.6	9.5	9.4	-	11.1	9.8	8.0
Unsure	%	4.1	5.5	4.7	4.0	2.5	4.6	3.6	4.5	-	8.4	2.9	2.2