

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Department of Labor

Agency Trend Report

United States Office of
Personnel Management

Department of Labor *Trend Report*

Response Summary

	Surveys Completed
2013 Governmentwide	376,577
2013 Department of Labor	5,205
2012 Department of Labor	7,653
2011 Department of Labor	7,482
2010 Department of Labor	4,273
2008 Department of Labor	4,110
2006 Department of Labor	4,538

This 2013 Federal Employee Viewpoint Survey Report provides summary results for your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any agency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. *I am given a real opportunity to improve my skills in my organization.*

	N	Positive	Neutral	Negative
2013 Governmentwide	375,837	59.7%	17.6%	22.7%
2013 Department of Labor	5,191	53.6%	19.1%	27.4%
2012 Department of Labor	7,640	57.5%	18.2%	24.3%
2011 Department of Labor	7,466	56.1%	18.5%	25.4%
2010 Department of Labor	4,266	58.0%	17.6%	24.4%
2008 Department of Labor	4,110	57.8%	19.3%	22.9%
2006 Department of Labor	4,538	58.0%	20.2%	21.8%

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My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2013 Governmentwide	372,941	70.0%	15.2%	14.8%
2013 Department of Labor	5,147	66.3%	16.3%	17.4%
2012 Department of Labor	7,622	67.6%	16.2%	16.2%
2011 Department of Labor	7,465	67.9%	15.6%	16.5%
2010 Department of Labor	4,257	67.5%	15.8%	16.7%
2008 Department of Labor	4,110	70.4%	15.5%	14.0%
2006 Department of Labor	4,538	72.3%	14.5%	13.1%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
2013 Governmentwide	370,376	55.7%	19.2%	25.2%
2013 Department of Labor	5,107	49.2%	20.4%	30.4%
2012 Department of Labor	7,585	51.3%	20.1%	28.6%
2011 Department of Labor	7,466	50.4%	21.0%	28.7%
2010 Department of Labor	4,248	52.5%	19.7%	27.8%
2008 Department of Labor	4,110	56.6%	19.4%	23.9%
2006 Department of Labor	4,538	55.5%	21.3%	23.3%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2013 Governmentwide	373,824	70.3%	15.1%	14.6%
2013 Department of Labor	5,157	68.4%	15.8%	15.8%
2012 Department of Labor	7,616	71.1%	15.0%	13.9%
2011 Department of Labor	7,466	72.0%	14.6%	13.5%
2010 Department of Labor	4,265	71.8%	14.0%	14.2%
2008 Department of Labor	4,110	72.4%	14.3%	13.3%
2006 Department of Labor	4,538	72.1%	15.2%	12.7%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2013 Governmentwide	369,988	82.8%	11.0%	6.2%
2013 Department of Labor	5,101	80.4%	12.4%	7.2%
2012 Department of Labor	7,584	81.6%	12.1%	6.3%
2011 Department of Labor	7,462	82.0%	11.8%	6.1%
2010 Department of Labor	4,255	82.9%	11.2%	6.0%
2008 Department of Labor	4,110	81.9%	11.9%	6.2%
2006 Department of Labor	4,538	82.1%	11.8%	6.1%

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My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
2013 Governmentwide	372,218	79.2%	11.2%	9.5%
2013 Department of Labor	5,143	76.0%	12.2%	11.8%
2012 Department of Labor	7,587	76.6%	12.3%	11.1%
2011 Department of Labor	7,441	76.1%	12.6%	11.3%
2010 Department of Labor	4,252	77.0%	11.7%	11.3%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
2013 Governmentwide	373,797	95.6%	2.8%	1.6%
2013 Department of Labor	5,164	95.3%	3.4%	1.4%
2012 Department of Labor	7,622	96.6%	2.1%	1.3%
2011 Department of Labor	7,464	97.1%	1.9%	0.9%
2010 Department of Labor	4,258	96.9%	1.7%	1.4%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2013 Governmentwide	374,956	90.4%	7.8%	1.8%
2013 Department of Labor	5,184	87.8%	10.0%	2.2%
2012 Department of Labor	7,617	89.4%	8.9%	1.7%
2011 Department of Labor	7,458	89.4%	8.9%	1.8%
2010 Department of Labor	4,256	88.4%	9.5%	2.1%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	374,731	43.8%	16.7%	39.5%	915
2013 Department of Labor	5,176	42.6%	17.8%	39.5%	16
2012 Department of Labor	7,617	46.6%	17.5%	35.8%	21
2011 Department of Labor	7,438	39.9%	17.7%	42.4%	31
2010 Department of Labor	4,243	44.4%	18.1%	37.5%	16
2008 Department of Labor	4,075	46.4%	18.1%	35.5%	35
2006 Department of Labor	4,484	47.8%	17.5%	34.7%	54

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My Work Experience (continued)

10. *My workload is reasonable.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,621	57.5%	16.7%	25.8%	677
2013 Department of Labor	5,147	55.7%	17.2%	27.2%	7
2012 Department of Labor	7,602	56.1%	17.2%	26.7%	16
2011 Department of Labor	7,435	55.6%	17.0%	27.4%	23
2010 Department of Labor	4,250	56.0%	16.6%	27.4%	14
2008 Department of Labor	4,089	59.0%	16.4%	24.6%	21
2006 Department of Labor	4,512	58.5%	17.1%	24.4%	26

11. *My talents are used well in the workplace.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,841	57.3%	17.3%	25.4%	1,905
2013 Department of Labor	4,994	53.3%	17.6%	29.1%	33
2012 Department of Labor	7,452	55.3%	18.2%	26.5%	48
2011 Department of Labor	7,352	55.7%	17.7%	26.6%	70
2010 Department of Labor	4,214	57.0%	16.3%	26.7%	29
2008 Department of Labor	4,071	60.0%	17.3%	22.7%	39
2006 Department of Labor	4,499	60.6%	18.1%	21.3%	39

12. *I know how my work relates to the agency's goals and priorities.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,620	82.5%	10.5%	7.0%	1,411
2013 Department of Labor	5,149	83.5%	10.3%	6.2%	17
2012 Department of Labor	7,592	85.4%	9.1%	5.5%	19
2011 Department of Labor	7,434	84.9%	9.4%	5.7%	19
2010 Department of Labor	4,236	83.6%	9.6%	6.8%	16
2008 Department of Labor	4,092	87.1%	8.3%	4.6%	18
2006 Department of Labor	4,521	84.8%	10.3%	4.9%	17

13. *The work I do is important.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	369,703	90.0%	6.9%	3.1%	1,092
2013 Department of Labor	5,104	88.9%	7.9%	3.2%	22
2012 Department of Labor	7,568	90.3%	6.8%	2.8%	23
2011 Department of Labor	7,435	91.1%	6.5%	2.4%	10
2010 Department of Labor	4,220	90.4%	6.8%	2.8%	10
2008 Department of Labor	4,099	90.0%	7.1%	2.8%	11
2006 Department of Labor	4,525	91.1%	6.1%	2.7%	13

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My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	373,712	66.1%	14.3%	19.5%	1,514
2013 Department of Labor	5,148	70.1%	13.8%	16.1%	33
2012 Department of Labor	7,584	68.6%	13.9%	17.4%	38
2011 Department of Labor	7,416	69.1%	13.7%	17.3%	42
2010 Department of Labor	4,246	70.0%	13.8%	16.3%	18
2008 Department of Labor	4,089	72.0%	13.3%	14.7%	21
2006 Department of Labor	4,512	73.7%	12.9%	13.4%	26

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	369,528	68.4%	15.2%	16.4%	5,283
2013 Department of Labor	5,076	63.6%	15.5%	20.9%	102
2012 Department of Labor	7,477	64.3%	15.6%	20.0%	148
2011 Department of Labor	7,332	65.6%	15.1%	19.3%	133
2010 Department of Labor	4,207	66.2%	13.6%	20.2%	46
2008 Department of Labor	4,046	64.2%	16.2%	19.6%	64
2006 Department of Labor	4,480	63.4%	17.8%	18.8%	58

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,151	81.5%	12.4%	6.1%	1,767
2013 Department of Labor	5,135	84.7%	11.0%	4.3%	30
2012 Department of Labor	7,555	86.1%	10.1%	3.8%	47
2011 Department of Labor	7,402	86.3%	9.9%	3.8%	38
2010 Department of Labor	4,243	85.9%	10.0%	4.0%	16
2008 Department of Labor	4,084	85.4%	11.1%	3.5%	26
2006 Department of Labor	4,511	84.7%	11.2%	4.1%	27

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My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	357,689	61.2%	19.4%	19.5%	16,155
2013 Department of Labor	4,861	59.1%	19.8%	21.1%	309
2012 Department of Labor	7,126	58.8%	20.7%	20.5%	470
2011 Department of Labor	7,048	59.1%	21.2%	19.7%	400
2010 Department of Labor	4,032	57.5%	22.0%	20.4%	225
2008 Department of Labor	3,697	51.6%	25.7%	22.6%	413
2006 Department of Labor	4,067	52.6%	26.0%	21.4%	471

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	370,252	49.8%	24.1%	26.1%	4,271
2013 Department of Labor	5,075	39.9%	26.8%	33.3%	87
2012 Department of Labor	7,489	44.2%	25.5%	30.3%	124
2011 Department of Labor	7,271	42.2%	27.1%	30.7%	140
2010 Department of Labor	4,151	42.4%	26.4%	31.2%	80
2008 Department of Labor	4,031	44.2%	28.0%	27.7%	79
2006 Department of Labor	4,440	44.6%	28.1%	27.3%	98

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	366,770	67.7%	14.6%	17.7%	9,032
2013 Department of Labor	5,055	63.8%	14.5%	21.6%	136
2012 Department of Labor	7,406	65.0%	13.7%	21.3%	224
2011 Department of Labor	7,341	65.9%	14.5%	19.6%	106
2010 Department of Labor	4,209	65.8%	13.9%	20.3%	56
2008 Department of Labor	4,021	67.0%	15.3%	17.7%	89
2006 Department of Labor	--	--	--	--	--

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My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
2013 Governmentwide	375,451	72.5%	14.3%	13.2%
2013 Department of Labor	5,179	71.9%	15.1%	13.0%
2012 Department of Labor	7,615	73.8%	13.9%	12.3%
2011 Department of Labor	7,147	75.2%	13.3%	11.5%
2010 Department of Labor	4,151	75.8%	12.6%	11.6%
2008 Department of Labor	4,110	83.5%	8.5%	7.9%
2006 Department of Labor	4,538	84.7%	8.1%	7.1%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,026	40.2%	26.7%	33.1%	13,660
2013 Department of Labor	4,896	42.3%	27.0%	30.7%	293
2012 Department of Labor	7,246	46.2%	27.0%	26.7%	387
2011 Department of Labor	7,101	42.7%	28.2%	29.0%	359
2010 Department of Labor	4,091	45.9%	27.5%	26.6%	167
2008 Department of Labor	3,959	46.9%	28.4%	24.7%	151
2006 Department of Labor	4,358	46.9%	29.8%	23.3%	180

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	349,090	31.6%	29.5%	39.0%	24,611
2013 Department of Labor	4,741	36.5%	27.3%	36.2%	407
2012 Department of Labor	7,056	38.9%	27.1%	34.0%	553
2011 Department of Labor	6,970	38.6%	27.7%	33.7%	483
2010 Department of Labor	4,031	39.2%	26.3%	34.5%	229
2008 Department of Labor	3,940	42.1%	25.1%	32.8%	170
2006 Department of Labor	4,357	43.0%	25.4%	31.6%	181

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	341,154	28.0%	27.5%	44.6%	32,879
2013 Department of Labor	4,562	30.3%	29.6%	40.0%	599
2012 Department of Labor	6,727	32.5%	30.0%	37.4%	871
2011 Department of Labor	6,735	33.3%	29.4%	37.3%	725
2010 Department of Labor	3,882	32.7%	28.8%	38.4%	375
2008 Department of Labor	3,811	36.6%	28.1%	35.2%	299
2006 Department of Labor	4,210	35.1%	30.6%	34.2%	328

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My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	353,920	31.4%	29.0%	39.5%	20,703
2013 Department of Labor	4,794	29.1%	29.1%	41.8%	383
2012 Department of Labor	7,033	33.2%	29.5%	37.3%	580
2011 Department of Labor	7,017	33.4%	29.7%	36.9%	430
2010 Department of Labor	4,039	36.0%	28.8%	35.2%	217
2008 Department of Labor	3,913	34.2%	30.1%	35.7%	197
2006 Department of Labor	4,331	34.7%	31.6%	33.7%	207

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,157	37.7%	26.3%	36.1%	23,879
2013 Department of Labor	4,661	35.9%	27.6%	36.5%	496
2012 Department of Labor	6,957	41.7%	26.7%	31.6%	640
2011 Department of Labor	6,939	43.1%	26.6%	30.3%	501
2010 Department of Labor	4,015	46.1%	24.0%	29.9%	237
2008 Department of Labor	3,930	47.9%	23.7%	28.4%	180
2006 Department of Labor	4,364	46.5%	24.0%	29.5%	174

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	373,151	71.8%	14.8%	13.4%	1,576
2013 Department of Labor	5,163	72.8%	13.2%	13.9%	15
2012 Department of Labor	7,575	73.8%	13.0%	13.1%	41
2011 Department of Labor	7,415	75.3%	12.3%	12.4%	34
2010 Department of Labor	4,227	74.9%	12.1%	12.9%	25
2008 Department of Labor	4,091	77.7%	10.3%	12.0%	19
2006 Department of Labor	4,522	76.4%	12.4%	11.1%	16

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,810	52.3%	29.6%	18.1%	14,051
2013 Department of Labor	4,884	52.6%	29.2%	18.2%	290
2012 Department of Labor	7,211	55.7%	28.3%	16.1%	395
2011 Department of Labor	7,108	56.5%	28.2%	15.3%	314
2010 Department of Labor	4,082	54.6%	28.8%	16.6%	159
2008 Department of Labor	4,007	52.8%	29.6%	17.6%	103
2006 Department of Labor	4,411	52.5%	29.8%	17.6%	127

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My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
2013 Governmentwide	374,621	82.5%	14.3%	3.2%
2013 Department of Labor	5,172	83.0%	13.7%	3.3%
2012 Department of Labor	7,600	85.5%	12.4%	2.2%
2011 Department of Labor	7,438	83.7%	13.3%	3.0%
2010 Department of Labor	4,258	84.2%	12.9%	2.9%
2008 Department of Labor	4,110	83.6%	13.2%	3.2%
2006 Department of Labor	4,538	84.3%	12.8%	2.9%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,785	69.7%	18.1%	12.2%	5,883
2013 Department of Labor	4,960	70.4%	17.5%	12.1%	99
2012 Department of Labor	7,277	71.9%	16.5%	11.6%	143
2011 Department of Labor	7,191	72.0%	16.8%	11.2%	128
2010 Department of Labor	4,131	71.5%	17.7%	10.8%	72
2008 Department of Labor	4,074	75.9%	13.7%	10.5%	36
2006 Department of Labor	4,501	75.1%	14.5%	10.3%	37

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,361	42.9%	26.0%	31.1%	8,232
2013 Department of Labor	4,910	40.7%	25.7%	33.6%	152
2012 Department of Labor	7,200	42.1%	26.6%	31.4%	222
2011 Department of Labor	7,142	44.3%	25.2%	30.5%	187
2010 Department of Labor	4,079	43.2%	25.8%	31.0%	131
2008 Department of Labor	4,004	44.6%	28.2%	27.1%	106
2006 Department of Labor	4,428	43.3%	28.9%	27.9%	110

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My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,183	45.6%	24.5%	29.9%	7,290
2013 Department of Labor	4,923	43.4%	25.3%	31.3%	134
2012 Department of Labor	7,197	46.2%	24.5%	29.3%	205
2011 Department of Labor	7,186	48.0%	25.0%	27.0%	148
2010 Department of Labor	4,126	50.5%	23.6%	26.0%	83
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	355,365	35.5%	29.9%	34.7%	11,534
2013 Department of Labor	4,825	30.4%	30.8%	38.8%	223
2012 Department of Labor	7,076	33.2%	30.7%	36.1%	312
2011 Department of Labor	7,077	34.2%	30.3%	35.4%	227
2010 Department of Labor	4,086	36.4%	29.2%	34.4%	124
2008 Department of Labor	4,027	38.5%	28.9%	32.6%	83
2006 Department of Labor	4,430	39.2%	28.9%	31.9%	108

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	341,941	18.6%	26.7%	54.7%	24,285
2013 Department of Labor	4,611	20.0%	27.3%	52.8%	423
2012 Department of Labor	6,817	25.2%	28.8%	46.0%	574
2011 Department of Labor	6,851	25.4%	31.2%	43.4%	475
2010 Department of Labor	3,960	28.1%	30.4%	41.5%	240
2008 Department of Labor	3,916	30.7%	30.1%	39.2%	194
2006 Department of Labor	4,330	30.2%	30.1%	39.7%	208

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My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	340,531	55.2%	29.8%	15.0%	27,416
2013 Department of Labor	4,614	52.4%	27.9%	19.7%	446
2012 Department of Labor	6,743	54.5%	27.2%	18.3%	657
2011 Department of Labor	6,778	53.9%	28.2%	17.9%	553
2010 Department of Labor	3,899	51.7%	29.6%	18.8%	304
2008 Department of Labor	3,811	56.9%	26.2%	16.9%	299
2006 Department of Labor	4,231	56.7%	26.7%	16.6%	307

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,330	76.1%	13.9%	10.0%	5,220
2013 Department of Labor	4,987	78.4%	13.8%	7.8%	69
2012 Department of Labor	7,304	78.2%	13.3%	8.5%	106
2011 Department of Labor	7,241	79.4%	12.9%	7.7%	87
2010 Department of Labor	4,140	77.6%	13.1%	9.4%	56
2008 Department of Labor	4,069	78.4%	13.1%	8.5%	41
2006 Department of Labor	4,492	79.1%	12.5%	8.3%	46

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	361,939	75.9%	14.7%	9.4%	5,179
2013 Department of Labor	4,963	74.1%	16.8%	9.1%	75
2012 Department of Labor	7,282	77.7%	14.1%	8.2%	102
2011 Department of Labor	7,201	76.3%	15.4%	8.2%	95
2010 Department of Labor	4,140	75.8%	15.1%	9.2%	55
2008 Department of Labor	4,041	74.4%	16.9%	8.7%	69
2006 Department of Labor	4,453	70.6%	17.9%	11.4%	85

Department of Labor *Trend Report*

My Agency (continued)

37. *Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	346,836	50.7%	23.4%	25.9%	20,370
2013 Department of Labor	4,714	50.3%	21.3%	28.4%	342
2012 Department of Labor	6,934	52.2%	22.1%	25.7%	458
2011 Department of Labor	6,890	51.3%	22.6%	26.0%	427
2010 Department of Labor	3,948	51.1%	22.4%	26.5%	251
2008 Department of Labor	3,775	51.2%	24.2%	24.7%	335
2006 Department of Labor	4,167	51.1%	25.5%	23.5%	371

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	334,239	65.4%	20.4%	14.3%	31,656
2013 Department of Labor	4,510	62.8%	19.4%	17.8%	521
2012 Department of Labor	6,695	65.0%	19.0%	16.0%	675
2011 Department of Labor	6,626	65.2%	19.6%	15.1%	675
2010 Department of Labor	3,850	63.2%	19.1%	17.8%	349
2008 Department of Labor	3,667	65.1%	20.2%	14.6%	443
2006 Department of Labor	4,090	65.7%	21.1%	13.2%	448

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,459	74.4%	17.6%	8.0%	6,811
2013 Department of Labor	4,921	74.4%	17.7%	7.9%	117
2012 Department of Labor	7,206	77.2%	16.0%	6.7%	163
2011 Department of Labor	7,182	77.9%	15.8%	6.3%	124
2010 Department of Labor	4,098	77.1%	14.7%	8.2%	63
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

Department of Labor *Trend Report*

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
2013 Governmentwide	367,707	63.2%	21.4%	15.4%
2013 Department of Labor	5,046	59.4%	20.7%	19.8%
2012 Department of Labor	7,390	61.9%	20.7%	17.4%
2011 Department of Labor	7,298	62.6%	21.0%	16.3%
2010 Department of Labor	4,206	64.3%	20.3%	15.3%
2008 Department of Labor	4,110	63.5%	19.1%	17.4%
2006 Department of Labor	4,538	62.6%	21.1%	16.3%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	335,303	38.3%	28.8%	33.0%	32,630
2013 Department of Labor	4,374	35.0%	30.5%	34.4%	681
2012 Department of Labor	6,398	40.2%	30.7%	29.2%	994
2011 Department of Labor	6,525	42.2%	31.4%	26.4%	796
2010 Department of Labor	3,715	42.2%	32.2%	25.7%	488
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	364,464	77.2%	11.8%	11.0%	2,159
2013 Department of Labor	5,001	78.8%	10.7%	10.5%	36
2012 Department of Labor	7,315	78.3%	11.5%	10.2%	42
2011 Department of Labor	7,219	77.9%	11.8%	10.3%	61
2010 Department of Labor	4,165	77.3%	12.7%	10.0%	30
2008 Department of Labor	4,074	78.5%	11.5%	10.0%	36
2006 Department of Labor	4,500	81.1%	11.1%	7.7%	38

Department of Labor *Trend Report*

My Supervisor/Team Leader (continued)

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	364,224	64.7%	17.9%	17.4%	1,703
2013 Department of Labor	5,004	62.0%	18.3%	19.6%	29
2012 Department of Labor	7,299	62.3%	18.7%	18.9%	48
2011 Department of Labor	7,242	63.4%	18.6%	18.0%	36
2010 Department of Labor	4,175	63.3%	19.6%	17.2%	23
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,838	61.4%	19.7%	19.0%	3,744
2013 Department of Labor	4,951	61.4%	17.5%	21.0%	59
2012 Department of Labor	7,231	61.2%	19.0%	19.8%	106
2011 Department of Labor	7,203	62.6%	19.1%	18.4%	71
2010 Department of Labor	4,159	61.0%	19.7%	19.3%	33
2008 Department of Labor	4,057	57.9%	20.1%	22.0%	53
2006 Department of Labor	4,487	58.8%	20.6%	20.6%	51

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	335,808	64.6%	24.5%	11.0%	29,552
2013 Department of Labor	4,511	65.7%	23.0%	11.4%	520
2012 Department of Labor	6,590	65.8%	23.2%	11.0%	740
2011 Department of Labor	6,677	64.8%	24.7%	10.5%	587
2010 Department of Labor	3,847	63.6%	25.0%	11.4%	336
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	363,407	60.3%	20.8%	18.8%	1,849
2013 Department of Labor	5,005	61.7%	18.9%	19.4%	26
2012 Department of Labor	7,305	61.5%	20.1%	18.5%	37
2011 Department of Labor	7,229	62.1%	19.9%	18.0%	40
2010 Department of Labor	4,167	61.3%	19.7%	18.9%	25
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

Department of Labor *Trend Report*

My Supervisor/Team Leader (continued)

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	361,042	64.0%	19.0%	17.0%	4,398
2013 Department of Labor	4,935	60.8%	19.2%	20.0%	83
2012 Department of Labor	7,197	62.3%	19.2%	18.5%	128
2011 Department of Labor	7,154	63.0%	19.3%	17.6%	100
2010 Department of Labor	4,129	62.6%	19.0%	18.4%	58
2008 Department of Labor	4,075	63.2%	18.8%	18.0%	35
2006 Department of Labor	4,498	64.3%	18.8%	16.9%	40

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2013 Governmentwide	365,387	74.4%	13.1%	12.5%
2013 Department of Labor	5,034	74.3%	12.8%	12.9%
2012 Department of Labor	7,308	75.0%	12.5%	12.5%
2011 Department of Labor	7,264	75.3%	12.8%	11.9%
2010 Department of Labor	4,181	74.7%	13.2%	12.1%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,519	79.7%	11.0%	9.4%
2013 Department of Labor	5,013	78.3%	11.1%	10.6%
2012 Department of Labor	7,303	79.6%	10.5%	9.9%
2011 Department of Labor	7,259	79.2%	11.1%	9.7%
2010 Department of Labor	4,181	79.3%	10.1%	10.6%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,501	76.7%	10.5%	12.8%
2013 Department of Labor	5,021	83.3%	7.5%	9.2%
2012 Department of Labor	7,293	80.6%	8.1%	11.3%
2011 Department of Labor	7,272	84.4%	7.3%	8.3%
2010 Department of Labor	4,179	80.1%	9.0%	10.9%
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

Department of Labor *Trend Report*

My Supervisor/Team Leader (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,718	65.8%	17.2%	17.0%
2013 Department of Labor	5,021	64.4%	18.0%	17.5%
2012 Department of Labor	7,298	65.4%	17.0%	17.6%
2011 Department of Labor	7,221	65.7%	17.3%	17.0%
2010 Department of Labor	4,163	65.1%	17.0%	17.9%
2008 Department of Labor	4,110	64.1%	16.3%	19.6%
2006 Department of Labor	4,538	65.2%	17.3%	17.5%

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
2013 Governmentwide	364,643	68.4%	18.8%	12.7%
2013 Department of Labor	5,014	67.7%	19.0%	13.3%
2012 Department of Labor	7,278	69.2%	18.3%	12.4%
2011 Department of Labor	7,252	69.1%	18.1%	12.8%
2010 Department of Labor	4,179	69.1%	17.7%	13.2%
2008 Department of Labor	4,110	67.4%	19.0%	13.6%
2006 Department of Labor	4,538	68.5%	19.5%	12.0%

Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	358,319	40.8%	26.2%	33.0%	3,649
2013 Department of Labor	4,943	37.1%	25.3%	37.5%	53
2012 Department of Labor	7,092	40.3%	24.9%	34.8%	112
2011 Department of Labor	7,128	40.3%	26.3%	33.4%	85
2010 Department of Labor	4,119	41.2%	26.5%	32.4%	43
2008 Department of Labor	4,071	37.5%	28.7%	33.8%	39
2006 Department of Labor	4,494	38.6%	28.4%	33.0%	44

Department of Labor *Trend Report*

Leadership (continued)

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	349,438	53.6%	23.6%	22.8%	12,164
2013 Department of Labor	4,796	51.4%	22.9%	25.7%	193
2012 Department of Labor	6,911	54.5%	22.7%	22.8%	276
2011 Department of Labor	6,963	54.5%	23.3%	22.2%	246
2010 Department of Labor	4,004	53.5%	24.4%	22.1%	157
2008 Department of Labor	3,953	50.5%	25.2%	24.3%	157
2006 Department of Labor	4,363	51.3%	26.9%	21.8%	175

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	344,622	62.8%	22.6%	14.6%	15,793
2013 Department of Labor	4,709	60.2%	21.6%	18.2%	272
2012 Department of Labor	6,836	61.9%	21.5%	16.5%	333
2011 Department of Labor	6,920	62.8%	20.8%	16.4%	288
2010 Department of Labor	3,996	61.3%	22.4%	16.3%	166
2008 Department of Labor	3,992	65.5%	19.3%	15.2%	118
2006 Department of Labor	4,379	64.6%	20.3%	15.1%	159

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	357,806	61.2%	20.3%	18.6%	3,047
2013 Department of Labor	4,939	64.6%	18.2%	17.1%	42
2012 Department of Labor	7,118	66.2%	17.3%	16.5%	61
2011 Department of Labor	7,146	66.3%	18.2%	15.5%	53
2010 Department of Labor	4,135	66.1%	18.2%	15.7%	25
2008 Department of Labor	4,086	65.6%	17.3%	17.1%	24
2006 Department of Labor	4,499	64.7%	19.5%	15.8%	39

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	340,114	60.7%	23.8%	15.5%	20,067
2013 Department of Labor	4,703	68.2%	19.4%	12.5%	264
2012 Department of Labor	6,776	68.9%	19.5%	11.6%	388
2011 Department of Labor	6,848	70.4%	18.6%	11.0%	343
2010 Department of Labor	3,950	69.3%	19.7%	11.1%	191
2008 Department of Labor	3,919	69.9%	18.4%	11.6%	191
2006 Department of Labor	4,358	67.9%	20.9%	11.2%	180

Department of Labor *Trend Report*

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,863	52.3%	23.0%	24.7%	9,912
2013 Department of Labor	4,820	49.5%	22.6%	27.9%	161
2012 Department of Labor	6,954	51.5%	21.8%	26.7%	222
2011 Department of Labor	7,018	51.1%	22.6%	26.2%	165
2010 Department of Labor	4,061	52.3%	21.4%	26.3%	94
2008 Department of Labor	4,015	54.0%	23.1%	22.9%	95
2006 Department of Labor	4,442	55.1%	21.9%	23.0%	96

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,160	56.1%	23.0%	20.9%	10,380
2013 Department of Labor	4,808	52.5%	22.5%	24.9%	165
2012 Department of Labor	6,903	53.9%	22.4%	23.7%	266
2011 Department of Labor	6,971	54.2%	23.2%	22.5%	199
2010 Department of Labor	4,028	55.1%	22.1%	22.9%	102
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	342,315	57.0%	24.3%	18.6%	18,440
2013 Department of Labor	4,716	55.5%	23.7%	20.8%	260
2012 Department of Labor	6,795	58.5%	22.9%	18.6%	371
2011 Department of Labor	6,913	56.4%	24.4%	19.2%	254
2010 Department of Labor	4,015	56.4%	23.5%	20.1%	133
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	356,566	52.3%	23.8%	23.9%	4,307
2013 Department of Labor	4,906	50.7%	22.8%	26.4%	72
2012 Department of Labor	7,060	53.2%	23.1%	23.7%	103
2011 Department of Labor	7,116	54.0%	22.4%	23.6%	71
2010 Department of Labor	4,078	54.0%	22.5%	23.5%	41
2008 Department of Labor	4,086	50.4%	22.7%	26.9%	24
2006 Department of Labor	4,516	50.9%	24.0%	25.1%	22

Department of Labor *Trend Report*

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	328,520	53.7%	27.6%	18.7%	32,091
2013 Department of Labor	4,410	52.6%	29.0%	18.4%	570
2012 Department of Labor	6,298	55.4%	26.5%	18.1%	854
2011 Department of Labor	6,539	53.0%	28.1%	18.9%	631
2010 Department of Labor	3,750	51.3%	27.7%	21.0%	393
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
2013 Governmentwide	358,999	49.5%	24.2%	26.3%
2013 Department of Labor	4,962	46.9%	25.6%	27.5%
2012 Department of Labor	7,079	49.7%	24.3%	26.0%
2011 Department of Labor	7,169	50.0%	25.0%	25.0%
2010 Department of Labor	4,148	51.8%	23.5%	24.7%
2008 Department of Labor	4,110	53.6%	22.3%	24.2%
2006 Department of Labor	4,538	52.4%	22.9%	24.8%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
2013 Governmentwide	358,403	47.6%	23.9%	28.5%
2013 Department of Labor	4,959	46.4%	24.8%	28.8%
2012 Department of Labor	7,082	47.2%	24.4%	28.4%
2011 Department of Labor	7,167	46.9%	24.5%	28.6%
2010 Department of Labor	4,146	47.5%	24.1%	28.4%
2008 Department of Labor	4,110	49.0%	23.1%	28.0%
2006 Department of Labor	4,538	47.9%	24.4%	27.7%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,371	45.4%	24.7%	29.9%
2013 Department of Labor	4,944	44.5%	25.1%	30.4%
2012 Department of Labor	7,063	48.1%	23.7%	28.2%
2011 Department of Labor	7,151	49.6%	24.1%	26.4%
2010 Department of Labor	4,141	53.3%	21.4%	25.3%
2008 Department of Labor	4,110	52.1%	21.1%	26.8%
2006 Department of Labor	4,538	52.1%	21.0%	26.9%

Department of Labor *Trend Report*

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,560	41.3%	29.7%	28.9%
2013 Department of Labor	4,952	38.7%	28.9%	32.4%
2012 Department of Labor	7,051	41.5%	28.4%	30.1%
2011 Department of Labor	7,143	41.9%	28.7%	29.4%
2010 Department of Labor	4,144	43.1%	29.0%	27.9%
2008 Department of Labor	4,110	41.9%	28.0%	30.1%
2006 Department of Labor	4,538	40.6%	30.4%	29.0%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,563	33.6%	28.7%	37.7%
2013 Department of Labor	4,938	30.8%	29.5%	39.7%
2012 Department of Labor	7,051	33.8%	30.4%	35.8%
2011 Department of Labor	7,164	34.7%	29.9%	35.5%
2010 Department of Labor	4,137	36.5%	29.3%	34.2%
2008 Department of Labor	4,110	36.1%	30.8%	33.2%
2006 Department of Labor	4,538	36.2%	29.6%	34.2%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,694	49.7%	24.6%	25.7%
2013 Department of Labor	4,939	42.2%	26.4%	31.4%
2012 Department of Labor	7,056	46.4%	25.2%	28.5%
2011 Department of Labor	7,157	44.7%	25.7%	29.5%
2010 Department of Labor	4,136	46.8%	24.2%	29.0%
2008 Department of Labor	4,110	48.2%	25.3%	26.6%
2006 Department of Labor	4,538	49.2%	26.5%	24.3%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,338	64.9%	18.5%	16.5%
2013 Department of Labor	4,937	61.9%	18.7%	19.5%
2012 Department of Labor	7,049	65.7%	16.9%	17.4%
2011 Department of Labor	7,150	66.5%	17.7%	15.8%
2010 Department of Labor	4,142	68.7%	15.7%	15.7%
2008 Department of Labor	4,110	68.8%	15.4%	15.8%
2006 Department of Labor	4,538	67.5%	17.2%	15.3%

Department of Labor *Trend Report*

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
2013 Governmentwide	357,967	53.5%	18.2%	28.3%
2013 Department of Labor	4,948	54.1%	19.3%	26.6%
2012 Department of Labor	7,061	60.3%	16.5%	23.2%
2011 Department of Labor	7,155	62.7%	16.8%	20.5%
2010 Department of Labor	4,139	70.3%	15.1%	14.6%
2008 Department of Labor	4,110	66.3%	16.6%	17.1%
2006 Department of Labor	4,538	66.4%	16.9%	16.6%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
2013 Governmentwide	358,271	55.6%	22.7%	21.7%
2013 Department of Labor	4,950	54.1%	22.0%	23.9%
2012 Department of Labor	7,066	57.7%	21.2%	21.1%
2011 Department of Labor	7,155	59.2%	20.7%	20.1%
2010 Department of Labor	4,134	60.3%	20.1%	19.6%
2008 Department of Labor	4,110	58.7%	20.5%	20.8%
2006 Department of Labor	4,538	57.1%	22.6%	20.3%

Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2013 Governmentwide	358,004	39.1%	55.8%	5.0%
2013 Department of Labor	4,943	76.1%	20.5%	3.4%
2012 Department of Labor	7,048	72.0%	23.5%	4.5%
2011 Department of Labor	7,148	53.5%	40.0%	6.5%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

Department of Labor Trend Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation:

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2013 Governmentwide	351,757	3.3%	9.2%	4.0%	10.2%
2013 Department of Labor	4,913	5.3%	21.9%	9.5%	22.6%
2012 Department of Labor	6,992	4.8%	19.0%	8.3%	20.6%
2011 Department of Labor	7,074	3.4%	12.4%	7.4%	21.2%
2010 Department of Labor	--	--	--	--	--
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

(continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2013 Governmentwide	351,757	34.1%	5.5%	21.2%	12.5%
2013 Department of Labor	4,913	10.6%	3.2%	12.1%	14.7%
2012 Department of Labor	6,992	11.3%	4.5%	15.7%	15.9%
2011 Department of Labor	7,074	13.3%	5.1%	24.3%	12.8%
2010 Department of Labor	--	--	--	--	--
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

Department of Labor *Trend Report*

Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2013 Governmentwide	355,682	32.6%	45.2%	22.2%
2013 Department of Labor	4,900	28.9%	53.2%	17.9%
2012 Department of Labor	7,023	28.1%	54.4%	17.6%
2011 Department of Labor	7,112	28.4%	55.5%	16.0%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2013 Governmentwide	354,458	28.2%	59.4%	12.4%
2013 Department of Labor	4,898	25.0%	65.9%	9.1%
2012 Department of Labor	6,998	26.1%	65.7%	8.2%
2011 Department of Labor	7,121	25.5%	66.4%	8.1%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2013 Governmentwide	351,827	14.3%	80.0%	5.7%
2013 Department of Labor	4,876	16.4%	80.3%	3.3%
2012 Department of Labor	6,991	14.8%	81.8%	3.4%
2011 Department of Labor	7,102	13.8%	83.1%	3.1%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

Department of Labor *Trend Report*

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2013 Governmentwide	356,035	3.9%	78.7%	17.4%
2013 Department of Labor	4,928	5.2%	84.2%	10.7%
2012 Department of Labor	7,019	3.4%	84.7%	11.9%
2011 Department of Labor	7,086	3.0%	86.9%	10.2%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2013 Governmentwide	356,650	2.6%	79.7%	17.7%
2013 Department of Labor	4,937	3.1%	85.8%	11.1%
2012 Department of Labor	7,028	2.5%	85.3%	12.2%
2011 Department of Labor	7,076	2.0%	87.8%	10.2%
2010 Department of Labor	--	--	--	--
2008 Department of Labor	--	--	--	--
2006 Department of Labor	--	--	--	--

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	147,505	75.6%	15.3%	9.1%	8,017
2013 Department of Labor	2,912	76.2%	13.5%	10.3%	98
2012 Department of Labor	3,648	76.2%	13.5%	10.3%	137
2011 Department of Labor	3,084	69.7%	16.9%	13.4%	171
2010 Department of Labor	--	--	--	--	--
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Department of Labor Trend Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	134,642	88.7%	7.9%	3.4%	3,316
2013 Department of Labor	1,392	88.3%	9.8%	2.0%	81
2012 Department of Labor	1,923	87.3%	9.6%	3.1%	78
2011 Department of Labor	2,017	87.7%	9.2%	3.1%	61
2010 Department of Labor	--	--	--	--	--
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	95,574	79.6%	16.9%	3.6%	7,496
2013 Department of Labor	1,162	80.8%	16.4%	2.9%	121
2012 Department of Labor	1,708	78.3%	18.2%	3.5%	166
2011 Department of Labor	1,754	77.9%	17.6%	4.5%	71
2010 Department of Labor	--	--	--	--	--
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	50,775	74.1%	21.8%	4.1%	8,526
2013 Department of Labor	749	77.2%	18.5%	4.3%	150
2012 Department of Labor	939	78.3%	18.6%	3.2%	175
2011 Department of Labor	933	80.9%	16.7%	2.4%	95
2010 Department of Labor	--	--	--	--	--
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Department of Labor *Trend Report*

Work/Life (continued)

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	10,108	70.3%	25.9%	3.8%	4,459
2013 Department of Labor	194	76.1%	22.9%	1.0%	91
2012 Department of Labor	182	77.2%	21.7%	1.1%	109
2011 Department of Labor	183	78.3%	18.9%	2.8%	80
2010 Department of Labor	--	--	--	--	--
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	7,391	66.3%	31.3%	2.3%	3,445
2013 Department of Labor	110	71.9%	27.3%	0.8%	72
2012 Department of Labor	125	70.3%	29.0%	0.7%	87
2011 Department of Labor	113	66.7%	27.8%	5.5%	89
2010 Department of Labor	--	--	--	--	--
2008 Department of Labor	--	--	--	--	--
2006 Department of Labor	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Department of Labor

Trend Report

Demographic Questions

85. *Where do you work?*

	N	%
Headquarters	2,060	41.7%
Field	2,876	58.3%

86. *What is your supervisory status?*

	N	%
Non-Supervisor	3,575	72.4%
Team Leader	447	9.1%
Supervisor	563	11.4%
Manager	268	5.4%
Executive	82	1.7%

87. *Are you:*

	N	%
Male	2,339	47.9%
Female	2,544	52.1%

88. *Are you Hispanic or Latino?*

	N	%
Yes	528	10.9%
No	4,307	89.1%

89. *Race*

	N	%
American Indian or Alaska Native	42	0.9%
Asian	221	4.7%
Black or African American	924	19.8%
Native Hawaiian or Other Pacific Islander	18	0.4%
White	3,293	70.5%
Two or more races (Not Hispanic or Latino)	171	3.7%

Department of Labor *Trend Report*

Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	51	1.1%
26-29	229	4.7%
30-39	879	18.2%
40-49	1,248	25.8%
50-59	1,605	33.2%
60 or older	825	17.1%

91. What is your pay category/grade?

	N	%
Federal Wage System	2	0.0%
GS 1-6	266	5.4%
GS 7-12	2,682	54.7%
GS 13-15	1,852	37.8%
Senior Executive Service	63	1.3%
Senior Level (SL) or Scientific or Professional (ST)	9	0.2%
Other	26	0.5%

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	126	2.6%
1 to 3 years	676	13.8%
4 to 5 years	499	10.2%
6 to 10 years	827	16.9%
11 to 14 years	588	12.0%
15 to 20 years	538	11.0%
More than 20 years	1,645	33.6%

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	237	4.8%
1 to 3 years	970	19.8%
4 to 5 years	553	11.3%
6 to 10 years	862	17.6%
11 to 20 years	1,142	23.3%
More than 20 years	1,133	23.1%

Department of Labor *Trend Report*

Demographic Questions (continued)

94. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	3,068	62.6%
Yes, to retire	329	6.7%
Yes, to take another job within the Federal Government	1,003	20.5%
Yes, to take another job outside the Federal Government	259	5.3%
Yes, other	240	4.9%

95. I am planning to retire:

	N	%
Within one year	197	4.1%
Between one and three years	500	10.3%
Between three and five years	506	10.5%
Five or more years	3,633	75.1%

96. Self-Identify as:

	N	%
Heterosexual or Straight	3,943	84.3%
Gay, Lesbian, Bisexual, or Transgender	174	3.7%
I prefer not to say	562	12.0%

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	1,200	24.6%
No	3,677	75.4%

98. Are you an individual with a disability?

	N	%
Yes	823	16.9%
No	4,040	83.1%