

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

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Survey Items

Item	Item Text
Q39	During the COVID-19 pandemic, on average what percentage of your work time have you been physically present at your agency worksite?
Q40_1	Response that BEST describes your teleworking schedule. BEFORE the COVID-19 pandemic
Q40_2	Response that BEST describes your teleworking schedule. DURING the PEAK of the pandemic
Q40_3	Response that BEST describes your teleworking schedule. AS OF the date you responded to this survey
Q41_01	What type(s) of leave have you used because of the pandemic? Leave under the Emergency Paid Sick Leave Act
Q41_02	What type(s) of leave have you used because of the pandemic? Annual leave
Q41_03	What type(s) of leave have you used because of the pandemic? Sick leave
Q41_04	What type(s) of leave have you used because of the pandemic? Weather and safety leave
Q41_05	What type(s) of leave have you used because of the pandemic? Administrative leave
Q41_06	What type(s) of leave have you used because of the pandemic? Other paid leave
Q41_07	What type(s) of leave have you used because of the pandemic? Unpaid leave
Q41_08	What type(s) of leave have you used because of the pandemic? I have not used leave because of the pandemic
Q41_A	During the COVID-19 pandemic, what percentage of your total work time have you used leave because of the pandemic?
Q42	How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic?
Q43_1	How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded telework
Q43_2	How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded work schedule flexibilities
Q43_3	How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded leave policies
Q43_4	How has your organization supported your well-being needs during the COVID-19 pandemic? More information on available leave policies
Q43_5	How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded mental health resources
Q43_6	How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded physical health resources
Q43_7	How has your organization supported your well-being needs during the COVID-19 pandemic? Timely communication about possible COVID-19 illness at my agency worksite
Q43_8	How has your organization supported your well-being needs during the COVID-19 pandemic? Protection of employees at higher risk for severe illness from COVID-19 exposure

Survey Items

Item	Item Text
Q43_9	How has your organization supported your well-being needs during the COVID-19 pandemic? Limited access to my agency worksite buildings/facilities
Q43_10	How has your organization supported your well-being needs during the COVID-19 pandemic? Social distancing
Q43_11	How has your organization supported your well-being needs during the COVID-19 pandemic? Rearranged workspaces to maximize social distancing
Q43_12	How has your organization supported your well-being needs during the COVID-19 pandemic? Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite
Q43_13	How has your organization supported your well-being needs during the COVID-19 pandemic? Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite
Q43_14	How has your organization supported your well-being needs during the COVID-19 pandemic? Training for all employees on health and safety protocols
Q44	During the COVID-19 pandemic my organization's senior leaders have demonstrated commitment to employee health and safety.
Q45	During the COVID-19 pandemic my organization's senior leaders have supported policies and procedures to protect employee health and safety.
Q46	During the COVID-19 pandemic my organization's senior leaders have provided effective communications about the pandemic.
Q47	During the COVID-19 pandemic my supervisor has shown concern for my health and safety.
Q48	During the COVID-19 pandemic my supervisor has supported my efforts to stay healthy and safe while working.
Q49	During the COVID-19 pandemic my supervisor has created an environment where I can voice my concerns about staying healthy and safe.
Q50_1	How has your organization supported your work during the COVID-19 pandemic? Consistent communication
Q50_2	How has your organization supported your work during the COVID-19 pandemic? Training for new/changed work or work processes because of the pandemic
Q50_3	How has your organization supported your work during the COVID-19 pandemic? Reallocation of resources
Q50_4	How has your organization supported your work during the COVID-19 pandemic? Help with commuting issues
Q50_5	How has your organization supported your work during the COVID-19 pandemic? Options for work/business travel
Q50_6	How has your organization supported your work during the COVID-19 pandemic? Information on remote work policies, procedures, and expectations
Q50_7	How has your organization supported your work during the COVID-19 pandemic? Training on how to work remotely
Q50_8	How has your organization supported your work during the COVID-19 pandemic? Equipment and technology for working remotely
Q50_9	How has your organization supported your work during the COVID-19 pandemic? Expanded collaboration tools
Q50_10	How has your organization supported your work during the COVID-19 pandemic? Expanded training for using remote work tools and applications
Q50_11	How has your organization supported your work during the COVID-19 pandemic? Expanded Information Technology (IT) support
Q50_12	How has your organization supported your work during the COVID-19 pandemic? Information about data security policies and procedures
Q51	Does the type of work you do require you to be physically present at a worksite?
Q52	How disruptive has the COVID-19 pandemic been to your ability to do your work?
Q53	How have your work demands changed because of the COVID-19 pandemic?

Survey Items

Item	Item Text
Q54_1	Prior to the COVID-19 pandemic, my work unit met the needs of our customers.
Q54_2	Prior to the COVID-19 pandemic, my work unit contributed positively to my agency's performance.
Q54_3	Prior to the COVID-19 pandemic, my work unit produced high-quality work.
Q54_4	Prior to the COVID-19 pandemic, my work unit adapted to changing priorities.
Q54_5	Prior to the COVID-19 pandemic, my work unit successfully collaborated.
Q54_6	Prior to the COVID-19 pandemic, my work unit achieved our goals.
Q55_1	During the COVID-19 pandemic, my work unit has met the needs of our customers.
Q55_2	During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.
Q55_3	During the COVID-19 pandemic, my work unit has produced high-quality work.
Q55_4	During the COVID-19 pandemic, my work unit has adapted to changing priorities.
Q55_5	During the COVID-19 pandemic, my work unit has successfully collaborated.
Q55_6	During the COVID-19 pandemic, my work unit has achieved our goals.
Q56	In the phased return of employees to the agency worksite, my organization has made employee safety a top priority.
Q57	Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.
Q65_1	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? I do not have any child care responsibilities
Q65_2	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? No arrangements needed to manage child care responsibilities
Q65_3	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Childcare in my own home
Q65_4	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Alternative work arrangement
Q65_5	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Child care center
Q65_6	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Paid leave
Q65_7	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Unpaid leave
Q65_8	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Child care in someone else's home
Q65_9	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Respite care
Q65_10	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Agency emergency back-up care program
Q65_11	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Resource and referral services for dependent child care
Q65_12	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Other services/arrangements
Q66_1	Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? I do not have any elder/adult care responsibilities

Survey Items

Item	Item Text
Q66_2	Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? No arrangements needed to manage elder/adult care responsibilities
Q66_3	Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Alternative work arrangement
Q66_4	Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Elder/adult day care center
Q66_5	Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Paid leave
Q66_6	Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Unpaid leave
Q66_7	Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Long-term care insurance
Q66_8	Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Respite care
Q66_9	Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Other services/arrangements
Q67	During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work?
Q68	During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work?

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(39) During the COVID-19 pandemic, on average what percentage of your work time have you been physically present at your agency worksite?

Demographic	100% of my work time	At least 75% but less than 100%	At least 50% but less than 75%	At least 25% but less than 50%	Less than 25%	I have not been physically present at my agency worksite	Item Response Total**
All Responses	17.5 %	14.0 %	8.2 %	6.9 %	23.8 %	29.5 %	609,505
Work Location							
Headquarters	11.3 %	11.9 %	8.4 %	7.7 %	25.8 %	35.0 %	187,922
Field	24.7 %	18.9 %	10.4 %	7.9 %	20.5 %	17.6 %	285,876
Full-time telework	4.7 %	1.7 %	1.1 %	2.5 %	31.8 %	58.2 %	103,786
Supervisory Status							
Senior Leader	19.3 %	16.4 %	8.6 %	7.8 %	26.2 %	21.7 %	10,726
Manager	20.7 %	18.5 %	8.9 %	7.8 %	24.5 %	19.6 %	41,252
Supervisor	19.8 %	16.6 %	8.9 %	7.6 %	24.9 %	22.2 %	81,738
Team Leader	15.7 %	14.6 %	8.7 %	7.5 %	25.7 %	27.7 %	78,735
Non-Supervisor	16.5 %	12.6 %	7.8 %	6.6 %	23.4 %	33.1 %	369,167
Sex							
Male	20.1 %	16.0 %	9.3 %	7.6 %	24.0 %	23.0 %	307,599
Female	12.9 %	10.6 %	6.5 %	6.0 %	23.9 %	40.1 %	254,823
Hispanic or Latino							
Yes	25.9 %	15.3 %	8.7 %	6.9 %	19.3 %	23.9 %	60,257
No	16.0 %	13.6 %	8.1 %	7.0 %	24.7 %	30.6 %	503,938
Race							
American Indian/Alaska Native	35.4 %	17.0 %	7.4 %	5.9 %	17.1 %	17.2 %	10,958
Asian	15.2 %	11.2 %	7.6 %	6.2 %	23.3 %	36.5 %	32,705
Black/African American	15.1 %	11.8 %	7.2 %	6.4 %	21.5 %	38.0 %	81,122
Native Hawaiian/Pacific Islander	28.5 %	19.5 %	11.5 %	7.6 %	16.2 %	16.7 %	3,761
White	17.1 %	14.2 %	8.4 %	7.1 %	25.0 %	28.1 %	394,758
Two or more races (Not Hispanic/Latino)	19.2 %	15.3 %	9.0 %	7.4 %	23.3 %	25.7 %	24,255
Age Group							
25 and under	17.5 %	21.0 %	10.9 %	7.6 %	23.0 %	20.0 %	6,780
26-29 years old	19.9 %	18.4 %	10.1 %	7.3 %	22.4 %	21.9 %	16,243
30-39 years old	18.6 %	13.9 %	8.3 %	6.8 %	23.4 %	29.0 %	108,279
40-49 years old	18.1 %	14.0 %	8.3 %	7.2 %	23.7 %	28.7 %	150,319
50-59 years old	16.3 %	13.8 %	8.1 %	7.1 %	24.7 %	30.1 %	191,367
60 or older	15.4 %	12.0 %	7.4 %	6.3 %	24.3 %	34.6 %	91,762
Level of Education							
Less than High School	40.6 %	19.5 %	6.7 %	6.1 %	10.8 %	16.2 %	361
H.S. Diploma/GED or equiv	34.1 %	19.4 %	8.7 %	5.4 %	13.2 %	19.1 %	23,645

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Demographic	100% of my work time	At least 75% but less than 100%	At least 50% but less than 75%	At least 25% but less than 50%	Less than 25%	I have not been physically present at my agency worksite	Item Response Total**
All Responses	17.5 %	14.0 %	8.2 %	6.9 %	23.8 %	29.5 %	609,505
Trade/Technical Certificate	35.9 %	21.4 %	9.3 %	5.9 %	13.5 %	14.0 %	12,177
Some College (no degree)	27.9 %	18.2 %	9.0 %	6.6 %	16.8 %	21.5 %	75,390
Associate's Degree	28.3 %	19.4 %	9.8 %	7.1 %	17.0 %	18.4 %	43,948
Bachelor's Degree	14.9 %	13.6 %	8.4 %	7.3 %	25.6 %	30.3 %	202,127
Master's Degree	9.0 %	10.6 %	7.7 %	7.5 %	29.5 %	35.7 %	156,663
Doctoral/Professional Degree	8.1 %	6.4 %	5.0 %	5.6 %	29.0 %	45.9 %	56,842
Pay Category							
Federal Wage System	51.8 %	27.0 %	9.2 %	3.5 %	4.6 %	3.7 %	19,461
GS 1-6	35.0 %	19.7 %	8.9 %	5.7 %	12.3 %	18.4 %	20,618
GS 7-12	20.1 %	15.0 %	8.7 %	7.3 %	22.8 %	26.0 %	238,935
GS 13-15	7.9 %	9.0 %	6.5 %	6.6 %	29.2 %	40.8 %	248,572
SES	10.0 %	12.3 %	7.8 %	8.0 %	33.5 %	28.3 %	5,582
SL/ST	5.8 %	8.2 %	7.2 %	6.8 %	33.3 %	38.7 %	2,054
Other	17.0 %	20.5 %	12.1 %	8.8 %	22.2 %	19.5 %	46,053
Time in Federal Government							
< 1 year	17.6 %	14.0 %	10.1 %	7.7 %	25.0 %	25.6 %	1,738
1-3 years	19.8 %	17.6 %	9.7 %	7.4 %	22.3 %	23.2 %	60,821
4-5 years	18.2 %	15.8 %	9.0 %	7.4 %	22.9 %	26.7 %	49,155
6-10 years	17.2 %	13.8 %	8.4 %	7.0 %	23.6 %	30.0 %	100,420
11-14 years	17.2 %	13.1 %	7.9 %	6.9 %	24.3 %	30.6 %	109,618
15-20 years	18.6 %	14.6 %	8.7 %	7.1 %	23.4 %	27.7 %	105,078
> 20 years	14.5 %	11.3 %	6.8 %	6.5 %	26.0 %	35.0 %	155,132
Time with Current Agency							
< 1 year	16.4 %	15.4 %	9.8 %	8.2 %	26.3 %	23.8 %	7,091
1-3 years	17.5 %	16.0 %	9.4 %	7.4 %	23.7 %	26.0 %	93,989
4-5 years	16.7 %	14.5 %	8.5 %	7.2 %	23.7 %	29.5 %	65,082
6-10 years	16.9 %	13.2 %	8.0 %	6.9 %	23.8 %	31.2 %	106,345
11-14 years	17.9 %	13.3 %	7.9 %	6.9 %	23.8 %	30.2 %	103,053
15-20 years	19.4 %	14.8 %	8.7 %	7.1 %	22.8 %	27.2 %	92,667
> 20 years	14.9 %	11.5 %	6.7 %	6.3 %	26.0 %	34.7 %	113,592
Leaving Before Covid							
No	16.5 %	13.3 %	8.0 %	6.9 %	24.3 %	31.1 %	423,733
Yes, to retire	17.4 %	13.6 %	8.2 %	6.4 %	24.3 %	30.1 %	35,525

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All Responses	17.5 %	14.0 %	8.2 %	6.9 %	23.8 %	29.5 %	609,505
Yes, to other job in Govt	18.8 %	15.4 %	8.8 %	7.4 %	23.5 %	26.0 %	84,528
Yes, to other job outside Govt	17.2 %	15.6 %	8.8 %	7.0 %	25.3 %	26.1 %	13,925
Yes, other	20.7 %	17.0 %	9.1 %	7.5 %	21.5 %	24.1 %	15,429
Leaving Today							
No	15.6 %	12.6 %	7.7 %	6.8 %	24.7 %	32.5 %	389,350
Yes, to retire	16.9 %	13.6 %	8.2 %	6.8 %	24.8 %	29.8 %	40,040
Yes, to other job in Govt	19.8 %	16.1 %	9.1 %	7.5 %	23.2 %	24.2 %	90,452
Yes, to other job outside Govt	19.7 %	17.9 %	9.4 %	7.4 %	23.7 %	21.8 %	18,963
Yes, other	21.0 %	17.7 %	9.5 %	7.4 %	21.4 %	22.9 %	22,703
Retire Before Covid							
Less than 1 year	16.1 %	12.4 %	7.2 %	5.8 %	25.5 %	33.0 %	14,576
1 year	16.4 %	12.9 %	7.5 %	6.5 %	24.2 %	32.6 %	16,512
2 years	16.2 %	13.4 %	8.3 %	7.0 %	24.6 %	30.6 %	32,436
3 years	17.2 %	13.7 %	8.2 %	7.2 %	24.2 %	29.5 %	32,257
4 years	17.5 %	14.0 %	8.8 %	7.0 %	24.6 %	28.2 %	21,270
5 years	17.5 %	13.7 %	8.4 %	7.1 %	24.1 %	29.2 %	41,948
More than 5 years	17.2 %	13.9 %	8.2 %	7.0 %	24.1 %	29.7 %	409,583
Retire Today							
Less than 1 year	17.8 %	13.6 %	7.7 %	6.6 %	24.7 %	29.5 %	20,254
1 year	17.1 %	13.4 %	8.3 %	6.6 %	24.1 %	30.4 %	19,373
2 years	16.3 %	13.8 %	8.3 %	7.0 %	24.6 %	30.0 %	32,223
3 years	16.4 %	13.6 %	8.3 %	7.1 %	24.8 %	29.8 %	29,950
4 years	16.7 %	13.7 %	8.6 %	7.2 %	25.2 %	28.6 %	20,020
5 years	16.7 %	13.6 %	8.3 %	7.3 %	24.3 %	29.8 %	39,727
More than 5 years	16.9 %	13.8 %	8.1 %	7.0 %	24.2 %	30.0 %	399,452
Transgender							
Yes	24.7 %	15.2 %	8.4 %	5.5 %	21.3 %	24.9 %	1,614
No	17.2 %	13.8 %	8.2 %	7.0 %	24.0 %	29.8 %	557,316
Consider Yourself as							
Straight	17.3 %	13.9 %	8.2 %	7.0 %	24.0 %	29.6 %	524,643
Gay or Lesbian	14.4 %	10.9 %	7.3 %	6.4 %	24.7 %	36.3 %	12,315
Bisexual	15.6 %	14.4 %	8.6 %	6.8 %	24.5 %	30.2 %	6,832
Something else	21.3 %	15.9 %	8.8 %	6.3 %	22.4 %	25.1 %	8,863

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All Responses	17.5 %	14.0 %	8.2 %	6.9 %	23.8 %	29.5 %	609,505
Military Service							
No Prior Military Service	15.2 %	11.8 %	6.9 %	6.2 %	24.7 %	35.3 %	407,954
Currently in Guard/Reserves	23.9 %	21.4 %	12.3 %	9.1 %	19.9 %	13.4 %	9,979
Retired	18.4 %	18.6 %	11.4 %	9.2 %	24.7 %	17.7 %	76,858
Separated/Discharged	22.8 %	16.5 %	9.6 %	7.7 %	21.7 %	21.8 %	85,573
Military Spouse							
Spouse of current active duty service member	18.3 %	18.4 %	9.4 %	8.1 %	23.3 %	22.5 %	6,028
Spouse of separated or retired service member with a disability rating of 100%	19.9 %	15.3 %	9.2 %	7.1 %	22.4 %	26.1 %	11,189
Widow(er) of a service member killed while on active duty	19.9 %	18.7 %	10.1 %	8.9 %	16.6 %	25.8 %	305
None of the categories listed	17.1 %	13.7 %	8.1 %	6.9 %	24.1 %	30.0 %	563,613
NoN-Competitive Hiring Authority							
Yes	21.5 %	20.6 %	10.4 %	7.2 %	20.5 %	19.8 %	2,058
No	18.9 %	15.9 %	9.1 %	7.4 %	23.0 %	25.6 %	15,354
Disability							
Yes	18.8 %	15.0 %	8.9 %	7.2 %	23.0 %	27.0 %	85,766
No	16.9 %	13.6 %	8.0 %	6.9 %	24.2 %	30.3 %	482,005

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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(Q40 1) Response that BEST describes your teleworking schedule. BEFORE the COVID-19 pandemic

Demographic	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework	Item Response Total**
All Responses	3.2 %	5.3 %	15.5 %	5.0 %	12.8 %	23.7 %	3.4 %	19.1 %	11.8 %	606,230
Work Location										
Headquarters	1.6 %	5.1 %	22.2 %	6.0 %	15.9 %	13.1 %	4.1 %	19.3 %	12.7 %	187,785
Field	1.3 %	3.5 %	10.5 %	4.4 %	11.9 %	36.2 %	3.4 %	17.8 %	11.1 %	283,651
Full-time telework	12.5 %	11.6 %	19.0 %	5.3 %	10.8 %	3.5 %	2.1 %	22.3 %	12.8 %	103,574
Supervisory Status										
Senior Leader	2.4 %	2.3 %	8.5 %	6.3 %	27.1 %	17.7 %	2.5 %	12.5 %	20.6 %	10,680
Manager	1.6 %	2.4 %	10.2 %	5.9 %	22.1 %	22.3 %	2.9 %	17.0 %	15.7 %	41,235
Supervisor	2.4 %	3.1 %	12.7 %	5.9 %	16.9 %	25.9 %	3.2 %	17.0 %	12.9 %	81,410
Team Leader	2.5 %	4.3 %	15.6 %	6.1 %	15.7 %	23.0 %	3.9 %	18.1 %	10.9 %	78,446
Non-Supervisor	3.8 %	6.4 %	16.9 %	4.6 %	10.3 %	23.2 %	3.4 %	20.1 %	11.3 %	367,201
Sex										
Male	2.8 %	3.9 %	12.3 %	4.6 %	13.3 %	28.2 %	3.7 %	17.8 %	13.4 %	306,245
Female	4.0 %	7.6 %	20.4 %	5.8 %	12.4 %	16.3 %	2.8 %	21.1 %	9.7 %	253,614
Hispanic or Latino										
Yes	3.0 %	4.1 %	11.2 %	3.9 %	8.4 %	35.3 %	2.9 %	20.5 %	10.6 %	59,791
No	3.3 %	5.5 %	16.1 %	5.2 %	13.6 %	21.8 %	3.4 %	18.9 %	12.1 %	501,837
Race										
American Indian/Alaska Native	3.6 %	3.1 %	7.6 %	2.7 %	7.4 %	33.6 %	5.4 %	23.2 %	13.4 %	10,784
Asian	5.2 %	6.9 %	21.2 %	4.7 %	9.9 %	18.3 %	3.5 %	17.5 %	12.7 %	32,599
Black/African American	4.3 %	7.4 %	20.9 %	4.9 %	9.3 %	19.3 %	2.4 %	20.4 %	11.1 %	80,455
Native Hawaiian/Pacific Islander	2.7 %	3.0 %	9.2 %	3.1 %	7.5 %	35.4 %	4.1 %	22.9 %	12.1 %	3,709
White	2.9 %	4.9 %	14.2 %	5.3 %	14.5 %	24.1 %	3.5 %	18.5 %	12.2 %	393,334
Two or more races (Not Hispanic/Latino)	2.9 %	4.7 %	14.1 %	4.7 %	11.0 %	26.3 %	3.2 %	23.0 %	10.0 %	24,236
Age Group										
25 and under	1.3 %	1.3 %	5.3 %	2.8 %	10.8 %	34.5 %	4.0 %	27.1 %	12.9 %	6,836
26-29 years old	1.3 %	2.1 %	10.2 %	3.9 %	11.4 %	34.2 %	3.7 %	23.0 %	10.3 %	16,345
30-39 years old	2.4 %	4.6 %	16.0 %	5.3 %	12.0 %	28.0 %	2.6 %	20.6 %	8.5 %	108,648
40-49 years old	2.8 %	5.4 %	16.3 %	5.3 %	12.4 %	25.9 %	2.8 %	19.9 %	9.3 %	150,227
50-59 years old	3.5 %	5.9 %	15.9 %	5.2 %	14.0 %	20.1 %	3.8 %	18.3 %	13.5 %	189,930
60 or older	5.4 %	6.1 %	14.7 %	4.7 %	13.8 %	16.3 %	4.6 %	15.4 %	18.9 %	90,203
Level of Education										
Less than High School	9.1 %	4.5 %	5.4 %	2.7 %	2.9 %	39.8 %	6.2 %	15.1 %	14.4 %	346
H.S. Diploma/GED or equiv	3.3 %	4.2 %	8.3 %	2.3 %	5.6 %	43.1 %	4.1 %	16.5 %	12.4 %	23,108
Trade/Technical Certificate	2.7 %	3.3 %	6.7 %	2.1 %	5.9 %	46.4 %	5.2 %	18.9 %	8.8 %	11,958
Some College (no degree)	3.2 %	4.7 %	10.6 %	3.0 %	7.6 %	37.4 %	3.5 %	19.8 %	10.2 %	74,284
Associate's Degree	2.6 %	3.8 %	8.8 %	2.9 %	7.7 %	37.2 %	4.0 %	22.5 %	10.6 %	43,410
Bachelor's Degree	3.2 %	5.6 %	15.6 %	5.1 %	13.3 %	21.6 %	3.2 %	20.4 %	11.9 %	201,739
Master's Degree	3.2 %	5.6 %	19.3 %	6.7 %	17.3 %	12.6 %	3.5 %	19.0 %	12.8 %	156,848
Doctoral/Professional Degree	4.4 %	7.4 %	24.8 %	8.0 %	18.5 %	10.4 %	1.9 %	10.3 %	14.2 %	56,863
Pay Category										
Federal Wage System	1.0 %	0.7 %	1.8 %	0.8 %	2.3 %	75.0 %	4.3 %	8.7 %	5.5 %	18,905
GS 1-6	4.3 %	3.0 %	5.1 %	1.2 %	4.0 %	41.3 %	5.3 %	25.2 %	10.5 %	20,187
GS 7-12	2.7 %	4.8 %	12.3 %	3.8 %	9.9 %	23.9 %	3.8 %	26.6 %	12.3 %	237,789
GS 13-15	4.4 %	7.5 %	23.4 %	7.5 %	18.4 %	11.4 %	2.8 %	12.3 %	12.3 %	248,787

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q40 1) Response that BEST describes your teleworking schedule. BEFORE the COVID-19 pandemic

Demographic	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework	Item Response Total**
All Responses	3.2 %	5.3 %	15.5 %	5.0 %	12.8 %	23.7 %	3.4 %	19.1 %	11.8 %	606,230
SES	1.3 %	1.1 %	7.7 %	7.6 %	39.4 %	12.0 %	2.2 %	6.2 %	22.4 %	5,580
SL/ST	2.5 %	3.5 %	14.3 %	9.4 %	28.2 %	10.1 %	2.4 %	9.2 %	20.4 %	2,048
Other	2.1 %	2.6 %	10.1 %	4.4 %	11.9 %	41.7 %	2.7 %	13.7 %	10.8 %	45,318
Time in Federal Government										
< 1 year	2.5 %	1.4 %	6.5 %	2.2 %	9.6 %	26.0 %	4.8 %	33.1 %	13.8 %	1,716
1-3 years	1.5 %	2.7 %	10.4 %	3.6 %	11.1 %	31.1 %	3.5 %	25.3 %	10.9 %	60,773
4-5 years	2.2 %	4.2 %	15.7 %	4.9 %	11.7 %	26.7 %	3.5 %	21.0 %	10.1 %	49,188
6-10 years	3.3 %	5.6 %	16.7 %	5.0 %	12.5 %	23.8 %	3.3 %	19.9 %	10.0 %	100,243
11-14 years	3.5 %	6.0 %	16.7 %	5.3 %	12.6 %	23.5 %	3.3 %	18.8 %	10.3 %	109,240
15-20 years	3.3 %	5.0 %	14.9 %	5.2 %	12.7 %	25.8 %	3.3 %	18.4 %	11.4 %	104,252
> 20 years	4.3 %	6.7 %	17.0 %	5.8 %	15.2 %	16.3 %	3.4 %	15.3 %	16.0 %	153,840
Time with Current Agency										
< 1 year	2.7 %	2.2 %	9.6 %	3.3 %	11.3 %	19.7 %	4.1 %	32.8 %	14.3 %	7,060
1-3 years	1.8 %	3.4 %	12.9 %	4.0 %	11.5 %	26.4 %	3.3 %	25.4 %	11.3 %	93,989
4-5 years	2.7 %	5.1 %	17.8 %	5.3 %	12.5 %	23.6 %	3.4 %	19.6 %	10.0 %	65,064
6-10 years	3.6 %	6.1 %	17.5 %	5.3 %	12.8 %	22.7 %	3.2 %	18.8 %	10.1 %	106,045
11-14 years	3.7 %	6.0 %	16.2 %	5.3 %	12.7 %	24.4 %	3.3 %	17.9 %	10.4 %	102,630
15-20 years	3.4 %	4.8 %	14.1 %	5.1 %	12.7 %	27.5 %	3.4 %	17.3 %	11.8 %	91,749
> 20 years	4.2 %	6.8 %	15.9 %	5.7 %	15.7 %	16.7 %	3.7 %	14.4 %	16.9 %	112,602
Leaving Before Covid										
No	3.5 %	5.9 %	16.0 %	5.2 %	13.5 %	22.7 %	3.3 %	17.4 %	12.5 %	422,323
Yes, to retire	4.5 %	5.6 %	13.4 %	4.5 %	13.2 %	22.5 %	4.0 %	15.7 %	16.5 %	35,038
Yes, to other job in Govt	2.0 %	3.8 %	15.5 %	4.8 %	11.1 %	24.9 %	3.5 %	26.0 %	8.4 %	84,485
Yes, to other job outside Govt	2.6 %	3.1 %	13.7 %	6.1 %	13.4 %	25.7 %	4.2 %	22.4 %	8.8 %	13,902
Yes, other	2.8 %	3.3 %	12.3 %	4.3 %	11.3 %	28.3 %	4.0 %	24.1 %	9.5 %	15,363
Leaving Today										
No	3.5 %	6.0 %	16.8 %	5.4 %	13.8 %	21.9 %	3.1 %	16.9 %	12.6 %	388,005
Yes, to retire	4.0 %	5.3 %	13.1 %	4.5 %	13.6 %	22.3 %	4.3 %	16.4 %	16.5 %	39,487
Yes, to other job in Govt	1.8 %	3.8 %	14.5 %	4.5 %	11.2 %	25.9 %	3.5 %	26.1 %	8.7 %	90,350
Yes, to other job outside Govt	2.2 %	3.0 %	11.5 %	5.5 %	12.6 %	28.7 %	4.5 %	23.5 %	8.5 %	18,925
Yes, other	2.6 %	3.4 %	11.7 %	4.3 %	11.5 %	28.8 %	4.1 %	24.0 %	9.6 %	22,584
Retire Before Covid										
Less than 1 year	5.2 %	6.2 %	14.4 %	4.9 %	13.6 %	19.7 %	4.0 %	15.2 %	16.8 %	14,400
1 year	4.8 %	5.6 %	14.2 %	4.7 %	13.7 %	20.7 %	4.0 %	15.6 %	16.9 %	16,292
2 years	4.4 %	5.7 %	14.0 %	4.9 %	13.8 %	20.9 %	4.0 %	15.7 %	16.6 %	32,027
3 years	4.0 %	5.6 %	14.0 %	4.7 %	14.0 %	21.0 %	3.9 %	16.9 %	15.9 %	31,859
4 years	3.7 %	5.5 %	13.9 %	5.1 %	13.3 %	22.3 %	4.1 %	17.3 %	14.8 %	21,088
5 years	3.7 %	5.7 %	14.5 %	4.9 %	13.4 %	21.6 %	4.1 %	18.3 %	13.8 %	41,544
More than 5 years	2.9 %	5.2 %	16.1 %	5.2 %	12.8 %	24.1 %	3.2 %	19.9 %	10.6 %	409,403
Retire Today										
Less than 1 year	4.3 %	5.2 %	12.8 %	4.5 %	13.3 %	22.5 %	4.2 %	17.1 %	16.1 %	19,993
1 year	4.1 %	5.2 %	13.3 %	4.5 %	13.4 %	21.4 %	4.3 %	17.3 %	16.4 %	19,103
2 years	4.1 %	5.7 %	13.9 %	4.8 %	13.7 %	21.7 %	4.0 %	16.3 %	15.8 %	31,806
3 years	3.8 %	5.6 %	14.5 %	4.6 %	14.3 %	20.8 %	4.0 %	16.9 %	15.4 %	29,582

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q40 1) Response that BEST describes your teleworking schedule. BEFORE the COVID-19 pandemic

Demographic	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework	Item Response Total**
All Responses	3.2 %	5.3 %	15.5 %	5.0 %	12.8 %	23.7 %	3.4 %	19.1 %	11.8 %	606,230
4 years	3.5 %	5.6 %	14.0 %	5.3 %	14.1 %	22.0 %	3.7 %	17.1 %	14.8 %	19,859
5 years	3.5 %	5.7 %	14.8 %	5.2 %	13.7 %	21.4 %	3.9 %	18.2 %	13.7 %	39,311
More than 5 years	2.9 %	5.3 %	16.3 %	5.2 %	12.9 %	23.9 %	3.1 %	19.9 %	10.6 %	399,242
Transgender										
Yes	4.0 %	3.7 %	12.2 %	5.1 %	10.3 %	29.4 %	4.5 %	19.5 %	11.3 %	1,612
No	3.3 %	5.3 %	15.5 %	5.1 %	13.0 %	23.5 %	3.4 %	19.1 %	11.9 %	554,771
Consider Yourself as										
Straight	3.3 %	5.3 %	15.4 %	5.0 %	13.0 %	23.5 %	3.4 %	19.2 %	12.0 %	522,278
Gay or Lesbian	2.8 %	6.3 %	18.9 %	5.8 %	13.5 %	21.2 %	2.7 %	17.0 %	11.6 %	12,282
Bisexual	2.7 %	4.4 %	16.0 %	5.3 %	13.2 %	25.2 %	3.3 %	21.0 %	9.0 %	6,826
Something else	3.4 %	4.7 %	13.6 %	4.7 %	10.8 %	28.1 %	3.8 %	20.0 %	10.9 %	8,799
Military Service										
No Prior Military Service	3.6 %	6.2 %	18.0 %	5.8 %	13.6 %	20.8 %	2.9 %	17.5 %	11.6 %	406,287
Currently in Guard/Reserves	1.3 %	2.7 %	8.8 %	3.4 %	10.9 %	32.8 %	3.4 %	25.0 %	11.6 %	10,014
Retired	2.5 %	3.1 %	9.9 %	3.5 %	13.3 %	23.5 %	5.6 %	23.5 %	15.0 %	76,311
Separated/Discharged	2.8 %	4.3 %	12.2 %	3.9 %	10.6 %	32.3 %	3.4 %	20.3 %	10.2 %	85,094
Military Spouse										
Spouse of current active duty service member	3.9 %	3.2 %	11.3 %	4.4 %	10.0 %	23.0 %	3.1 %	33.0 %	8.2 %	6,037
Spouse of separated or retired service member with a disability rating of 100%	4.0 %	5.0 %	13.1 %	4.2 %	10.3 %	21.0 %	3.4 %	29.2 %	9.8 %	11,086
Widow(er) of a service member killed while on active duty	6.2 %	4.5 %	13.8 %	3.8 %	10.3 %	19.2 %	5.6 %	26.8 %	9.7 %	295
None of the categories listed	3.2 %	5.4 %	15.7 %	5.1 %	13.1 %	23.4 %	3.4 %	18.7 %	12.0 %	561,069
Non-Competitive Hiring Authority										
Yes	3.9 %	3.0 %	8.4 %	3.1 %	8.2 %	22.8 %	2.9 %	38.3 %	9.3 %	2,044
No	4.0 %	4.5 %	13.0 %	4.4 %	10.5 %	21.5 %	3.4 %	29.4 %	9.1 %	15,269
Disability										
Yes	4.0 %	5.2 %	13.3 %	4.1 %	11.2 %	23.4 %	4.2 %	23.7 %	11.0 %	85,266
No	3.1 %	5.4 %	16.0 %	5.3 %	13.3 %	23.4 %	3.2 %	18.2 %	12.1 %	479,898

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q40 2) Response that BEST describes your teleworking schedule. DURING the PEAK of the pandemic

Demographic	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework	Item Response Total**
All Responses	59.0 %	9.5 %	5.2 %	1.0 %	3.3 %	16.0 %	1.6 %	2.2 %	2.2 %	608,111
Work Location										
Headquarters	68.1 %	10.2 %	5.4 %	0.9 %	3.1 %	6.7 %	1.6 %	2.0 %	2.0 %	187,660
Field	43.4 %	11.1 %	6.5 %	1.3 %	4.3 %	26.0 %	1.8 %	2.6 %	2.8 %	285,447
Full-time telework	92.8 %	3.4 %	0.7 %	0.2 %	0.4 %	0.8 %	0.6 %	0.7 %	0.4 %	103,584
Supervisory Status										
Senior Leader	54.1 %	12.2 %	7.6 %	2.0 %	6.0 %	9.9 %	1.0 %	1.9 %	5.3 %	10,676
Manager	50.5 %	12.2 %	8.1 %	1.8 %	6.1 %	13.4 %	1.3 %	2.5 %	4.1 %	41,259
Supervisor	53.0 %	11.2 %	6.4 %	1.3 %	4.4 %	17.3 %	1.5 %	2.1 %	2.8 %	81,655
Team Leader	59.3 %	10.1 %	5.5 %	1.1 %	3.4 %	15.5 %	1.5 %	2.0 %	1.6 %	78,677
Non-Supervisor	61.9 %	8.7 %	4.5 %	0.8 %	2.7 %	15.8 %	1.6 %	2.2 %	1.9 %	368,396
Sex										
Male	52.4 %	10.7 %	6.1 %	1.2 %	3.9 %	19.3 %	1.6 %	2.1 %	2.6 %	307,728
Female	70.2 %	7.6 %	3.7 %	0.6 %	2.2 %	10.4 %	1.4 %	2.2 %	1.5 %	253,799
Hispanic or Latino										
Yes	48.6 %	8.8 %	5.2 %	0.9 %	3.0 %	26.6 %	1.5 %	2.8 %	2.5 %	60,093
No	60.9 %	9.6 %	5.2 %	1.0 %	3.3 %	14.3 %	1.6 %	2.1 %	2.1 %	503,190
Race										
American Indian/Alaska Native	39.2 %	7.9 %	4.7 %	1.3 %	3.8 %	27.2 %	4.4 %	6.1 %	5.4 %	10,852
Asian	66.8 %	8.5 %	5.0 %	0.9 %	2.5 %	11.3 %	1.3 %	1.9 %	1.8 %	32,698
Black/African American	64.8 %	7.9 %	4.6 %	0.7 %	2.5 %	13.4 %	1.4 %	2.6 %	2.1 %	80,693
Native Hawaiian/Pacific Islander	38.6 %	8.7 %	7.1 %	1.2 %	4.7 %	27.4 %	3.2 %	5.3 %	3.9 %	3,741
White	58.7 %	10.0 %	5.3 %	1.0 %	3.5 %	16.0 %	1.5 %	1.8 %	2.1 %	394,451
Two or more races (Not Hispanic/Latino)	54.9 %	9.7 %	5.2 %	0.9 %	3.5 %	18.6 %	1.8 %	3.2 %	2.2 %	24,289
Age Group										
25 and under	50.6 %	8.3 %	4.7 %	0.8 %	2.6 %	26.8 %	1.3 %	2.2 %	2.6 %	6,861
26-29 years old	51.5 %	8.9 %	4.6 %	0.8 %	2.9 %	26.0 %	1.3 %	2.2 %	1.8 %	16,378
30-39 years old	58.4 %	8.7 %	4.7 %	0.9 %	2.8 %	19.6 %	1.1 %	2.4 %	1.4 %	108,752
40-49 years old	57.7 %	10.0 %	5.6 %	1.0 %	3.4 %	16.8 %	1.3 %	2.3 %	1.8 %	150,409
50-59 years old	60.5 %	10.0 %	5.5 %	1.1 %	3.6 %	13.1 %	1.7 %	2.0 %	2.5 %	190,554
60 or older	63.7 %	9.1 %	4.7 %	0.8 %	3.3 %	10.8 %	2.4 %	1.7 %	3.5 %	90,910
Level of Education										
Less than High School	33.1 %	7.8 %	4.1 %	1.3 %	3.3 %	34.2 %	4.3 %	5.9 %	6.0 %	351
H.S. Diploma/GED or equiv	36.4 %	7.0 %	4.5 %	0.7 %	3.5 %	36.7 %	2.9 %	3.5 %	4.8 %	23,365
Trade/Technical Certificate	31.4 %	8.2 %	5.9 %	0.9 %	4.1 %	37.8 %	3.5 %	4.7 %	3.5 %	12,077
Some College (no degree)	43.3 %	8.5 %	5.4 %	0.9 %	3.8 %	29.6 %	2.3 %	3.2 %	3.0 %	74,891
Associate's Degree	41.1 %	9.8 %	6.1 %	1.2 %	4.2 %	28.0 %	2.4 %	3.9 %	3.2 %	43,781
Bachelor's Degree	61.6 %	10.2 %	5.4 %	1.1 %	3.4 %	13.1 %	1.3 %	1.8 %	2.0 %	202,164
Master's Degree	71.5 %	10.2 %	5.1 %	0.9 %	2.9 %	5.6 %	1.1 %	1.3 %	1.4 %	156,796
Doctoral/Professional Degree	79.6 %	7.2 %	3.1 %	0.6 %	1.7 %	5.1 %	0.7 %	0.9 %	1.0 %	56,811
Pay Category										
Federal Wage System	10.0 %	3.9 %	3.3 %	0.8 %	3.8 %	66.6 %	3.8 %	4.3 %	3.5 %	19,351
GS 1-6	35.6 %	7.9 %	5.4 %	0.8 %	3.7 %	31.4 %	4.0 %	7.0 %	4.1 %	20,369
GS 7-12	55.8 %	10.4 %	5.8 %	1.0 %	3.7 %	15.9 %	1.9 %	2.9 %	2.5 %	238,654
GS 13-15	74.7 %	9.5 %	4.7 %	0.9 %	2.8 %	4.6 %	0.7 %	0.7 %	1.4 %	248,396

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q40_2) Response that BEST describes your teleworking schedule. DURING the PEAK of the pandemic

Demographic	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework	Item Response Total**
All Responses	59.0 %	9.5 %	5.2 %	1.0 %	3.3 %	16.0 %	1.6 %	2.2 %	2.2 %	608,111
SES	66.2 %	12.6 %	6.3 %	1.7 %	4.5 %	4.5 %	0.4 %	0.3 %	3.4 %	5,580
SL/ST	75.6 %	10.4 %	4.0 %	1.4 %	1.9 %	3.9 %	0.4 %	0.5 %	1.8 %	2,054
Other	45.5 %	8.6 %	4.9 %	0.9 %	2.6 %	32.8 %	1.0 %	1.5 %	2.2 %	45,928
Time in Federal Government										
< 1 year	55.9 %	10.7 %	5.4 %	1.0 %	3.2 %	16.5 %	2.1 %	2.8 %	2.5 %	1,738
1-3 years	52.3 %	9.5 %	5.6 %	0.9 %	3.3 %	22.5 %	1.5 %	2.3 %	2.1 %	60,949
4-5 years	56.3 %	9.7 %	5.4 %	1.0 %	3.3 %	18.4 %	1.6 %	2.5 %	1.8 %	49,249
6-10 years	59.6 %	9.6 %	5.1 %	0.9 %	3.2 %	16.1 %	1.3 %	2.3 %	1.8 %	100,494
11-14 years	60.1 %	9.3 %	5.0 %	0.9 %	3.3 %	15.8 %	1.5 %	2.2 %	1.8 %	109,528
15-20 years	56.2 %	9.9 %	5.5 %	1.0 %	3.6 %	17.6 %	1.6 %	2.3 %	2.4 %	104,798
> 20 years	65.8 %	9.3 %	4.8 %	1.0 %	3.1 %	9.8 %	1.7 %	1.7 %	2.7 %	154,205
Time with Current Agency										
< 1 year	58.9 %	10.8 %	6.2 %	0.9 %	4.1 %	10.7 %	2.0 %	4.0 %	2.5 %	7,110
1-3 years	56.9 %	9.7 %	5.4 %	0.9 %	3.3 %	18.0 %	1.5 %	2.3 %	1.9 %	94,189
4-5 years	59.4 %	9.5 %	5.2 %	1.0 %	3.2 %	16.0 %	1.5 %	2.3 %	1.8 %	65,123
6-10 years	60.6 %	9.4 %	5.0 %	0.9 %	3.2 %	15.4 %	1.3 %	2.3 %	1.9 %	106,329
11-14 years	59.1 %	9.3 %	5.1 %	0.9 %	3.3 %	16.7 %	1.6 %	2.1 %	1.9 %	102,877
15-20 years	54.6 %	9.9 %	5.5 %	1.1 %	3.5 %	19.0 %	1.6 %	2.2 %	2.5 %	92,302
> 20 years	65.5 %	9.2 %	4.8 %	1.1 %	3.2 %	10.2 %	1.7 %	1.5 %	2.8 %	112,919
Leaving Before Covid										
No	61.0 %	9.5 %	5.1 %	1.0 %	3.2 %	14.8 %	1.4 %	1.7 %	2.2 %	423,017
Yes, to retire	58.3 %	9.7 %	5.3 %	1.0 %	3.4 %	14.9 %	2.2 %	2.0 %	3.1 %	35,256
Yes, to other job in Govt	55.5 %	9.7 %	5.4 %	0.9 %	3.4 %	18.1 %	1.8 %	3.6 %	1.7 %	84,582
Yes, to other job outside Govt	56.7 %	9.7 %	5.0 %	1.0 %	3.7 %	18.1 %	1.7 %	2.6 %	1.5 %	13,942
Yes, other	51.6 %	9.2 %	5.5 %	1.0 %	4.1 %	20.8 %	2.1 %	3.5 %	2.2 %	15,407
Leaving Today										
No	62.7 %	9.3 %	4.9 %	0.9 %	3.0 %	14.2 %	1.3 %	1.4 %	2.2 %	389,088
Yes, to retire	58.4 %	10.0 %	5.5 %	1.0 %	3.6 %	14.5 %	2.3 %	1.9 %	2.8 %	39,849
Yes, to other job in Govt	53.8 %	9.9 %	5.6 %	1.0 %	3.6 %	18.6 %	1.8 %	3.9 %	1.7 %	90,624
Yes, to other job outside Govt	51.3 %	10.6 %	5.7 %	1.2 %	4.0 %	20.1 %	2.0 %	3.6 %	1.5 %	18,981
Yes, other	50.2 %	10.0 %	5.7 %	1.0 %	4.2 %	20.9 %	2.1 %	3.8 %	2.1 %	22,696
Retire Before Covid										
Less than 1 year	61.7 %	9.2 %	4.9 %	0.8 %	3.2 %	13.0 %	2.0 %	2.0 %	3.2 %	14,487
1 year	60.2 %	9.7 %	5.1 %	0.9 %	3.6 %	13.4 %	2.2 %	1.7 %	3.1 %	16,350
2 years	59.4 %	9.9 %	5.5 %	1.0 %	3.3 %	13.7 %	2.1 %	1.9 %	3.1 %	32,223
3 years	58.6 %	10.1 %	5.5 %	1.1 %	3.7 %	13.9 %	2.0 %	2.1 %	3.1 %	31,971
4 years	57.2 %	10.8 %	5.7 %	1.1 %	3.9 %	14.5 %	1.9 %	1.9 %	2.9 %	21,162
5 years	58.7 %	10.0 %	5.4 %	1.1 %	3.8 %	14.1 %	1.9 %	2.3 %	2.6 %	41,705
More than 5 years	59.7 %	9.3 %	5.1 %	0.9 %	3.2 %	16.3 %	1.4 %	2.2 %	1.9 %	409,841
Retire Today										
Less than 1 year	58.0 %	9.5 %	5.1 %	0.9 %	3.5 %	15.2 %	2.4 %	2.5 %	2.9 %	20,153
1 year	58.3 %	10.0 %	5.5 %	1.0 %	3.6 %	14.1 %	2.4 %	2.2 %	2.9 %	19,247
2 years	58.8 %	10.1 %	5.5 %	1.1 %	3.5 %	14.1 %	2.0 %	2.1 %	2.9 %	32,080
3 years	59.3 %	10.2 %	5.6 %	1.1 %	3.6 %	13.4 %	1.9 %	2.0 %	2.9 %	29,775

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q40_2) Response that BEST describes your teleworking schedule. DURING the PEAK of the pandemic

Demographic	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework	Item Response Total**
All Responses	59.0 %	9.5 %	5.2 %	1.0 %	3.3 %	16.0 %	1.6 %	2.2 %	2.2 %	608,111
4 years	58.4 %	10.9 %	5.7 %	1.1 %	3.8 %	13.8 %	1.7 %	1.8 %	2.7 %	19,971
5 years	59.3 %	10.3 %	5.6 %	1.1 %	3.8 %	13.7 %	1.7 %	2.1 %	2.4 %	39,590
More than 5 years	60.1 %	9.3 %	5.0 %	0.9 %	3.1 %	16.1 %	1.3 %	2.1 %	1.9 %	399,994
Transgender										
Yes	50.2 %	7.7 %	4.2 %	1.0 %	4.4 %	22.9 %	3.0 %	4.0 %	2.6 %	1,623
No	59.4 %	9.5 %	5.2 %	1.0 %	3.3 %	15.8 %	1.5 %	2.1 %	2.2 %	556,414
Consider Yourself as										
Straight	59.3 %	9.6 %	5.2 %	1.0 %	3.3 %	15.8 %	1.5 %	2.1 %	2.2 %	523,826
Gay or Lesbian	66.0 %	7.7 %	4.0 %	0.8 %	2.2 %	14.5 %	1.2 %	1.8 %	1.8 %	12,296
Bisexual	59.8 %	8.5 %	4.7 %	0.9 %	2.7 %	18.0 %	1.5 %	2.7 %	1.4 %	6,815
Something else	52.6 %	9.1 %	4.8 %	0.9 %	3.4 %	20.9 %	2.4 %	3.0 %	2.8 %	8,850
Military Service										
No Prior Military Service	65.2 %	8.2 %	4.1 %	0.8 %	2.5 %	14.2 %	1.3 %	1.8 %	1.8 %	407,138
Currently in Guard/Reserves	40.4 %	13.9 %	8.6 %	1.3 %	5.5 %	22.2 %	1.7 %	3.5 %	3.0 %	10,038
Retired	49.4 %	13.5 %	8.2 %	1.4 %	5.4 %	13.9 %	2.4 %	2.6 %	3.3 %	76,745
Separated/Discharged	48.8 %	10.6 %	6.1 %	1.1 %	4.0 %	22.3 %	1.8 %	2.8 %	2.4 %	85,523
Military Spouse										
Spouse of current active duty service member	55.3 %	10.3 %	6.4 %	1.2 %	4.4 %	14.1 %	1.6 %	4.9 %	1.8 %	6,057
Spouse of separated or retired service member with a disability rating of 100%	57.7 %	9.8 %	5.1 %	0.9 %	3.6 %	13.9 %	2.3 %	4.6 %	2.0 %	11,111
Widow(er) of a service member killed while on active duty	53.5 %	7.6 %	5.0 %	1.8 %	6.7 %	14.6 %	3.3 %	4.7 %	2.9 %	301
None of the categories listed	59.6 %	9.5 %	5.2 %	1.0 %	3.3 %	15.8 %	1.5 %	2.1 %	2.2 %	562,722
NoN-Competitive Hiring Authority										
Yes	53.9 %	9.1 %	6.2 %	1.6 %	4.0 %	14.4 %	2.2 %	6.2 %	2.5 %	2,051
No	57.3 %	10.1 %	5.5 %	1.0 %	3.9 %	14.0 %	2.0 %	4.5 %	1.9 %	15,311
Disability										
Yes	56.2 %	9.9 %	5.7 %	1.0 %	3.9 %	15.7 %	2.2 %	3.2 %	2.3 %	85,621
No	60.0 %	9.4 %	5.1 %	1.0 %	3.2 %	15.8 %	1.4 %	2.0 %	2.2 %	481,217

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q40 3) Response that BEST describes your teleworking schedule. AS OF the date you responded to this survey

Demographic	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework	Item Response Total**
All Responses	47.3 %	11.6 %	8.0 %	1.7 %	3.9 %	18.3 %	1.7 %	3.9 %	3.5 %	604,562
Work Location										
Headquarters	53.2 %	13.5 %	9.4 %	1.7 %	4.1 %	8.5 %	1.9 %	4.4 %	3.5 %	187,244
Field	30.4 %	12.2 %	9.6 %	2.1 %	5.0 %	29.4 %	2.0 %	4.7 %	4.6 %	282,968
Full-time telework	90.6 %	6.5 %	0.9 %	0.2 %	0.3 %	0.7 %	0.2 %	0.3 %	0.3 %	103,321
Supervisory Status										
Senior Leader	38.2 %	15.9 %	11.7 %	3.2 %	7.5 %	12.5 %	1.1 %	2.7 %	7.4 %	10,609
Manager	35.7 %	14.4 %	11.4 %	3.0 %	7.6 %	16.0 %	1.4 %	4.1 %	6.4 %	41,063
Supervisor	39.3 %	13.2 %	9.4 %	2.1 %	5.5 %	20.1 %	1.7 %	3.9 %	4.7 %	81,151
Team Leader	46.0 %	12.9 %	8.8 %	2.0 %	4.2 %	17.9 %	1.7 %	3.7 %	2.8 %	78,303
Non-Supervisor	51.2 %	10.8 %	7.2 %	1.3 %	3.1 %	17.8 %	1.7 %	3.9 %	3.1 %	366,340
Sex										
Male	39.9 %	12.3 %	9.1 %	2.0 %	4.6 %	22.0 %	1.9 %	3.9 %	4.3 %	305,392
Female	59.3 %	10.7 %	6.5 %	1.2 %	2.8 %	11.9 %	1.3 %	3.8 %	2.5 %	252,985
Hispanic or Latino										
Yes	39.1 %	10.4 %	8.0 %	1.4 %	3.3 %	28.7 %	1.5 %	4.3 %	3.5 %	59,644
No	48.8 %	11.9 %	8.1 %	1.7 %	4.0 %	16.5 %	1.7 %	3.8 %	3.6 %	500,525
Race										
American Indian/Alaska Native	31.9 %	9.3 %	6.2 %	1.5 %	3.5 %	29.1 %	4.2 %	7.5 %	6.9 %	10,751
Asian	57.3 %	11.1 %	7.3 %	1.2 %	2.7 %	13.0 %	1.6 %	2.9 %	2.9 %	32,478
Black/African American	57.4 %	10.0 %	6.5 %	1.0 %	2.6 %	14.7 %	1.2 %	3.9 %	2.7 %	80,057
Native Hawaiian/Pacific Islander	30.6 %	9.9 %	8.5 %	1.9 %	4.2 %	29.4 %	3.1 %	7.0 %	5.4 %	3,683
White	45.5 %	12.2 %	8.5 %	1.9 %	4.3 %	18.5 %	1.7 %	3.7 %	3.7 %	392,519
Two or more races (Not Hispanic/Latino)	43.4 %	11.6 %	8.3 %	1.5 %	4.1 %	20.9 %	1.8 %	5.3 %	3.2 %	24,189
Age Group										
25 and under	36.7 %	10.5 %	7.4 %	1.8 %	4.0 %	29.1 %	2.0 %	3.9 %	4.6 %	6,842
26-29 years old	38.5 %	10.0 %	7.8 %	1.9 %	3.7 %	28.7 %	1.9 %	4.4 %	3.2 %	16,367
30-39 years old	45.9 %	11.1 %	7.9 %	1.7 %	3.5 %	22.1 %	1.2 %	4.3 %	2.4 %	108,628
40-49 years old	45.7 %	12.1 %	8.6 %	1.7 %	4.1 %	19.4 %	1.4 %	4.0 %	2.9 %	150,039
50-59 years old	48.6 %	12.3 %	8.2 %	1.8 %	4.3 %	15.1 %	1.8 %	3.8 %	4.1 %	189,308
60 or older	53.9 %	11.3 %	7.0 %	1.3 %	3.7 %	12.3 %	2.3 %	2.9 %	5.2 %	89,535
Level of Education										
Less than High School	28.3 %	7.2 %	5.2 %	0.9 %	2.6 %	35.3 %	6.1 %	6.9 %	7.6 %	344
H.S. Diploma/GED or equiv	30.2 %	7.2 %	5.5 %	1.1 %	3.3 %	38.7 %	2.7 %	5.0 %	6.3 %	22,959
Trade/Technical Certificate	24.2 %	8.2 %	6.8 %	1.3 %	3.7 %	41.1 %	3.3 %	6.6 %	4.9 %	11,878
Some College (no degree)	34.9 %	9.1 %	7.0 %	1.3 %	3.9 %	32.0 %	2.3 %	5.1 %	4.4 %	73,974
Associate's Degree	30.9 %	10.1 %	8.0 %	1.8 %	4.1 %	31.3 %	2.3 %	6.6 %	4.8 %	43,275
Bachelor's Degree	48.9 %	12.4 %	8.4 %	1.8 %	4.4 %	15.6 %	1.5 %	3.5 %	3.5 %	201,285
Master's Degree	56.9 %	13.7 %	9.2 %	1.9 %	3.9 %	7.5 %	1.3 %	3.0 %	2.7 %	156,559
Doctoral/Professional Degree	67.3 %	11.8 %	6.7 %	1.3 %	2.4 %	6.2 %	0.7 %	1.5 %	1.9 %	56,806
Pay Category										
Federal Wage System	6.1 %	2.7 %	2.8 %	0.7 %	2.1 %	71.7 %	3.9 %	5.7 %	4.2 %	18,833
GS 1-6	27.0 %	8.4 %	6.1 %	1.2 %	3.5 %	35.0 %	3.7 %	9.3 %	5.7 %	20,066
GS 7-12	43.4 %	11.6 %	8.6 %	1.7 %	4.4 %	18.5 %	2.0 %	5.5 %	4.3 %	237,237
GS 13-15	62.1 %	13.1 %	8.0 %	1.7 %	3.7 %	6.3 %	1.0 %	1.6 %	2.4 %	248,092

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q40_3) Response that BEST describes your teleworking schedule. AS OF the date you responded to this survey

Demographic	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework	Item Response Total**
All Responses	47.3 %	11.6 %	8.0 %	1.7 %	3.9 %	18.3 %	1.7 %	3.9 %	3.5 %	604,562
SES	48.2 %	18.6 %	11.9 %	2.8 %	6.4 %	6.1 %	0.6 %	0.6 %	4.8 %	5,572
SL/ST	60.8 %	14.7 %	9.1 %	1.9 %	4.7 %	5.2 %	0.6 %	0.7 %	2.4 %	2,045
Other	34.4 %	11.5 %	8.5 %	1.9 %	3.2 %	34.1 %	1.1 %	2.2 %	3.1 %	45,246
Time in Federal Government										
< 1 year	43.6 %	12.1 %	8.3 %	1.1 %	3.0 %	20.3 %	2.0 %	5.9 %	3.8 %	1,731
1-3 years	39.7 %	10.9 %	8.6 %	1.8 %	4.0 %	25.3 %	1.8 %	4.4 %	3.7 %	60,752
4-5 years	43.1 %	11.6 %	8.6 %	1.6 %	4.1 %	21.1 %	1.8 %	4.7 %	3.3 %	49,109
6-10 years	47.3 %	11.5 %	8.4 %	1.6 %	3.9 %	18.5 %	1.5 %	4.2 %	3.1 %	100,071
11-14 years	48.4 %	11.6 %	7.9 %	1.6 %	3.8 %	18.1 %	1.6 %	3.9 %	3.0 %	108,986
15-20 years	44.7 %	11.9 %	8.3 %	1.7 %	4.1 %	19.7 %	1.7 %	4.0 %	3.7 %	103,978
> 20 years	55.0 %	12.2 %	7.3 %	1.6 %	3.8 %	11.4 %	1.7 %	2.9 %	4.2 %	153,094
Time with Current Agency										
< 1 year	44.2 %	12.7 %	9.7 %	1.8 %	4.9 %	13.1 %	2.0 %	6.6 %	4.9 %	7,073
1-3 years	43.6 %	11.7 %	8.7 %	1.7 %	4.0 %	20.7 %	1.7 %	4.5 %	3.5 %	93,867
4-5 years	46.8 %	11.6 %	8.3 %	1.6 %	4.0 %	18.5 %	1.7 %	4.5 %	3.1 %	64,932
6-10 years	48.8 %	11.6 %	8.0 %	1.6 %	3.7 %	17.7 %	1.5 %	4.0 %	3.1 %	105,864
11-14 years	47.7 %	11.5 %	7.9 %	1.6 %	3.8 %	18.9 %	1.6 %	3.8 %	3.1 %	102,307
15-20 years	43.8 %	11.6 %	8.2 %	1.8 %	4.1 %	21.2 %	1.7 %	3.7 %	3.8 %	91,505
> 20 years	54.5 %	12.1 %	7.2 %	1.7 %	4.0 %	11.9 %	1.7 %	2.6 %	4.4 %	112,076
Leaving Before Covid										
No	49.1 %	11.8 %	8.1 %	1.7 %	3.9 %	17.1 %	1.5 %	3.2 %	3.6 %	421,205
Yes, to retire	48.5 %	11.7 %	7.3 %	1.4 %	3.8 %	16.9 %	2.3 %	3.4 %	4.9 %	34,842
Yes, to other job in Govt	43.4 %	11.7 %	8.3 %	1.5 %	3.8 %	20.3 %	1.9 %	6.4 %	2.8 %	84,362
Yes, to other job outside Govt	43.3 %	12.5 %	8.0 %	1.7 %	4.1 %	21.1 %	2.0 %	4.5 %	2.8 %	13,889
Yes, other	40.4 %	10.5 %	8.0 %	1.6 %	4.5 %	23.6 %	2.4 %	6.0 %	3.2 %	15,311
Leaving Today										
No	51.0 %	11.7 %	7.9 %	1.7 %	3.8 %	16.3 %	1.4 %	2.6 %	3.6 %	387,254
Yes, to retire	47.9 %	12.0 %	7.8 %	1.5 %	3.9 %	16.6 %	2.3 %	3.5 %	4.5 %	39,368
Yes, to other job in Govt	40.9 %	11.7 %	8.7 %	1.6 %	4.0 %	21.1 %	2.0 %	7.2 %	2.8 %	90,300
Yes, to other job outside Govt	37.2 %	12.5 %	8.7 %	1.9 %	4.4 %	23.4 %	2.4 %	6.7 %	2.8 %	18,908
Yes, other	38.7 %	11.0 %	8.1 %	1.6 %	4.6 %	23.6 %	2.5 %	6.9 %	3.0 %	22,554
Retire Before Covid										
Less than 1 year	52.7 %	11.3 %	6.6 %	1.2 %	3.3 %	15.0 %	2.0 %	3.0 %	4.9 %	14,309
1 year	51.1 %	11.4 %	7.2 %	1.5 %	3.9 %	14.9 %	2.2 %	3.1 %	4.7 %	16,172
2 years	49.0 %	12.1 %	7.9 %	1.6 %	3.9 %	15.4 %	2.1 %	3.2 %	4.8 %	31,815
3 years	47.8 %	11.9 %	8.2 %	1.5 %	4.3 %	16.0 %	2.0 %	3.5 %	4.8 %	31,684
4 years	45.9 %	12.5 %	8.5 %	1.8 %	4.2 %	16.9 %	2.1 %	3.7 %	4.5 %	20,999
5 years	47.2 %	12.2 %	8.1 %	1.8 %	4.2 %	16.1 %	2.0 %	4.1 %	4.2 %	41,358
More than 5 years	47.4 %	11.6 %	8.1 %	1.7 %	3.9 %	18.7 %	1.5 %	4.0 %	3.1 %	408,837
Retire Today										
Less than 1 year	48.0 %	11.3 %	7.3 %	1.5 %	3.6 %	17.2 %	2.4 %	4.2 %	4.4 %	19,904
1 year	48.3 %	11.9 %	7.7 %	1.4 %	4.0 %	15.9 %	2.3 %	4.0 %	4.5 %	19,016
2 years	48.1 %	12.1 %	8.2 %	1.7 %	4.2 %	15.8 %	1.9 %	3.5 %	4.5 %	31,653
3 years	48.0 %	12.2 %	8.2 %	1.6 %	4.3 %	15.6 %	1.9 %	3.6 %	4.6 %	29,465

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q40 3) Response that BEST describes your teleworking schedule. AS OF the date you responded to this survey

Demographic	I telework every work day	I telework 3 or 4 days per week	I telework 1 or 2 days per week	I telework, but only about 1 or 2 days per month	I telework very infrequently, on an unscheduled or short-term basis	I do not telework because I have to be physically present on the job	I do not telework because of technical issues	I do not telework because I did not receive approval to do so	I do not telework because I choose not to telework	Item Response Total**
All Responses	47.3 %	11.6 %	8.0 %	1.7 %	3.9 %	18.3 %	1.7 %	3.9 %	3.5 %	604,562
4 years	46.4 %	12.8 %	8.6 %	1.7 %	4.5 %	16.2 %	2.0 %	3.4 %	4.3 %	19,799
5 years	47.7 %	12.4 %	8.2 %	1.8 %	4.3 %	15.8 %	1.8 %	3.8 %	4.0 %	39,213
More than 5 years	47.8 %	11.6 %	8.1 %	1.7 %	3.8 %	18.5 %	1.5 %	3.9 %	3.1 %	398,874
Transgender										
Yes	40.8 %	9.6 %	6.3 %	2.0 %	4.4 %	24.8 %	2.9 %	5.4 %	3.8 %	1,605
No	47.6 %	11.7 %	8.1 %	1.7 %	3.9 %	18.0 %	1.6 %	3.9 %	3.5 %	553,327
Consider Yourself as										
Straight	47.4 %	11.7 %	8.1 %	1.7 %	4.0 %	18.0 %	1.6 %	3.9 %	3.6 %	520,880
Gay or Lesbian	54.8 %	11.0 %	7.5 %	1.5 %	2.9 %	15.8 %	1.2 %	2.7 %	2.6 %	12,271
Bisexual	47.9 %	11.2 %	7.6 %	1.9 %	3.3 %	19.3 %	1.5 %	4.7 %	2.5 %	6,805
Something else	42.3 %	10.6 %	7.0 %	1.6 %	3.8 %	23.1 %	2.9 %	4.8 %	3.9 %	8,770
Military Service										
No Prior Military Service	54.1 %	11.0 %	6.9 %	1.5 %	3.2 %	16.0 %	1.3 %	3.1 %	2.9 %	405,373
Currently in Guard/Reserves	25.2 %	13.1 %	12.0 %	2.4 %	6.1 %	26.5 %	2.1 %	7.7 %	5.0 %	9,997
Retired	34.5 %	14.4 %	11.4 %	2.2 %	6.3 %	17.4 %	2.8 %	5.4 %	5.6 %	76,019
Separated/Discharged	37.2 %	11.7 %	9.2 %	1.8 %	4.4 %	25.1 %	1.9 %	4.9 %	3.8 %	84,829
Military Spouse										
Spouse of current active duty service member	39.7 %	11.5 %	10.4 %	1.7 %	5.2 %	17.1 %	1.5 %	9.2 %	3.7 %	6,038
Spouse of separated or retired service member with a disability rating of 100%	44.2 %	12.2 %	8.1 %	1.5 %	3.9 %	16.5 %	2.2 %	8.1 %	3.4 %	11,045
Widow(er) of a service member killed while on active duty	43.2 %	10.6 %	9.8 %	0.7 %	4.9 %	15.0 %	1.9 %	8.7 %	5.2 %	292
None of the categories listed	47.8 %	11.7 %	8.0 %	1.7 %	3.9 %	18.0 %	1.7 %	3.7 %	3.5 %	559,603
NoN-Competitive Hiring Authority										
Yes	36.1 %	11.3 %	9.0 %	1.8 %	5.5 %	18.6 %	1.8 %	10.9 %	5.1 %	2,036
No	43.5 %	12.0 %	9.0 %	1.5 %	4.2 %	16.4 %	1.9 %	8.2 %	3.3 %	15,232
Disability										
Yes	44.8 %	11.5 %	8.3 %	1.6 %	4.1 %	18.1 %	2.3 %	5.7 %	3.6 %	84,948
No	48.1 %	11.7 %	8.0 %	1.7 %	3.9 %	18.0 %	1.5 %	3.5 %	3.5 %	478,730

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_01) What type(s) of leave have you used because of the pandemic? Leave under the Emergency Paid Sick Leave Act

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	3.4 %	18,981	593,033
Work Location			
Headquarters	2.2 %	4,018	184,840
Field	4.0 %	10,185	277,675
Full-time telework	3.1 %	3,565	100,771
Supervisory Status			
Senior Leader	1.7 %	145	10,662
Manager	1.8 %	660	40,953
Supervisor	2.6 %	1,978	80,394
Team Leader	2.9 %	2,260	76,905
Non-Supervisor	3.7 %	12,855	358,297
Sex			
Male	3.1 %	8,466	301,609
Female	3.7 %	8,905	246,914
Hispanic or Latino			
Yes	5.6 %	3,092	57,615
No	3.0 %	14,329	492,614
Race			
American Indian/Alaska Native	7.3 %	800	10,213
Asian	3.1 %	1,022	31,941
Black/African American	3.7 %	2,719	78,959
Native Hawaiian/Pacific Islander	5.0 %	167	3,629
White	3.0 %	11,126	385,924
Two or more races (Not Hispanic/Latino)	4.4 %	1,006	23,442
Age Group			
25 and under	3.7 %	257	6,623
26-29 years old	4.4 %	660	15,761
30-39 years old	5.1 %	5,314	103,768
40-49 years old	3.9 %	5,779	145,541
50-59 years old	2.2 %	3,933	188,403
60 or older	1.8 %	1,525	90,689
Level of Education			
Less than High School	5.1 %	18	353
H.S. Diploma/GED or equiv	5.2 %	1,055	22,745
Trade/Technical Certificate	6.0 %	649	11,623
Some College (no degree)	4.8 %	3,172	72,736
Associate's Degree	4.4 %	1,707	42,566
Bachelor's Degree	2.9 %	5,614	197,850
Master's Degree	2.2 %	3,721	153,833
Doctoral/Professional Degree	2.9 %	1,694	55,330
Pay Category			
Federal Wage System	8.2 %	1,397	18,281
GS 1-6	6.8 %	1,273	19,488
GS 7-12	3.8 %	8,413	232,174
GS 13-15	1.9 %	5,250	244,483
SES	0.7 %	39	5,579
SL/ST	1.4 %	25	2,034
Other	3.4 %	1,505	44,847
Time in Federal Government			
< 1 year	3.2 %	62	1,686
1-3 years	4.0 %	2,323	58,982
4-5 years	4.1 %	1,843	47,693
6-10 years	3.9 %	3,737	97,349
11-14 years	3.6 %	3,778	106,516
15-20 years	3.3 %	3,215	102,526
> 20 years	2.0 %	2,935	152,824

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_01) What type(s) of leave have you used because of the pandemic? Leave under the Emergency Paid Sick Leave Act

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	3.4 %	18,981	593,033
Time with Current Agency			
< 1 year	2.8 %	195	6,971
1-3 years	3.6 %	3,199	91,533
4-5 years	3.8 %	2,302	63,246
6-10 years	3.8 %	3,753	103,249
11-14 years	3.6 %	3,510	100,164
15-20 years	3.3 %	2,799	90,407
> 20 years	2.0 %	2,121	111,889
Leaving Before Covid			
No	3.1 %	12,435	413,785
Yes, to retire	2.6 %	768	34,904
Yes, to other job in Govt	4.0 %	3,104	82,023
Yes, to other job outside Govt	4.2 %	577	13,430
Yes, other	4.2 %	618	14,906
Leaving Today			
No	3.0 %	11,058	380,553
Yes, to retire	2.4 %	845	39,369
Yes, to other job in Govt	4.2 %	3,433	87,674
Yes, to other job outside Govt	4.7 %	832	18,229
Yes, other	4.6 %	1,004	21,830
Retire Before Covid			
Less than 1 year	2.7 %	324	14,320
1 year	2.2 %	310	16,265
2 years	2.1 %	618	32,001
3 years	2.1 %	617	31,766
4 years	2.2 %	413	20,978
5 years	2.3 %	890	41,260
More than 5 years	3.7 %	14,264	397,991
Retire Today			
Less than 1 year	2.9 %	505	19,822
1 year	2.5 %	432	19,025
2 years	2.2 %	626	31,753
3 years	2.1 %	587	29,502
4 years	2.2 %	396	19,746
5 years	2.4 %	832	39,089
More than 5 years	3.7 %	13,880	388,194
Transgender			
Yes	4.4 %	58	1,584
No	3.3 %	17,247	543,466
Consider Yourself as			
Straight	3.3 %	16,209	511,693
Gay or Lesbian	3.0 %	316	12,044
Bisexual	4.0 %	270	6,590
Something else	3.8 %	324	8,612
Military Service			
No Prior Military Service	3.6 %	13,762	396,275
Currently in Guard/Reserves	3.2 %	325	9,772
Retired	1.7 %	1,175	76,291
Separated/Discharged	3.5 %	2,627	83,650
Military Spouse			
Spouse of current active duty service member	4.6 %	284	5,800
Spouse of separated or retired service member with a disability rating of 100%	3.7 %	375	10,900
Widow(er) of a service member killed while on active duty	5.3 %	12	298

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_01) What type(s) of leave have you used because of the pandemic? Leave under the Emergency Paid Sick Leave Act

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	3.4 %	18,981	593,033
None of the categories listed	3.3 %	17,240	549,760
NoN-Competitive Hiring Authority			
Yes	4.4 %	81	2,005
No	4.0 %	587	14,885
Disability			
Yes	3.9 %	3,042	83,388
No	3.2 %	14,497	470,321

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_02) What type(s) of leave have you used because of the pandemic? Annual leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	37.1 %	227,449	384,565
Work Location			
Headquarters	38.6 %	72,493	116,365
Field	35.1 %	101,649	186,211
Full-time telework	41.0 %	41,966	62,370
Supervisory Status			
Senior Leader	36.8 %	3,935	6,872
Manager	34.7 %	14,416	27,197
Supervisor	36.3 %	29,783	52,589
Team Leader	38.2 %	30,162	49,003
Non-Supervisor	37.3 %	138,955	232,197
Sex			
Male	39.0 %	122,305	187,770
Female	34.3 %	87,905	167,914
Hispanic or Latino			
Yes	39.4 %	24,220	36,487
No	36.8 %	186,683	320,260
Race			
American Indian/Alaska Native	45.7 %	5,069	5,944
Asian	42.3 %	13,924	19,039
Black/African American	41.0 %	34,008	47,670
Native Hawaiian/Pacific Islander	43.2 %	1,644	2,152
White	35.1 %	139,358	257,692
Two or more races (Not Hispanic/Latino)	41.4 %	10,264	14,184
Age Group			
25 and under	30.8 %	2,164	4,716
26-29 years old	32.8 %	5,425	10,996
30-39 years old	37.5 %	41,294	67,788
40-49 years old	37.8 %	57,674	93,646
50-59 years old	37.1 %	70,645	121,691
60 or older	37.2 %	33,886	58,328
Level of Education			
Less than High School	29.6 %	113	258
H.S. Diploma/GED or equiv	33.2 %	7,851	15,949
Trade/Technical Certificate	34.9 %	4,251	8,021
Some College (no degree)	36.8 %	27,897	48,011
Associate's Degree	36.9 %	16,305	27,968
Bachelor's Degree	37.3 %	75,836	127,628
Master's Degree	38.7 %	61,053	96,501
Doctoral/Professional Degree	35.1 %	20,130	36,894
Pay Category			
Federal Wage System	32.9 %	6,331	13,347
GS 1-6	34.3 %	7,091	13,670
GS 7-12	37.0 %	89,226	151,361
GS 13-15	38.7 %	96,177	153,556
SES	31.6 %	1,768	3,850
SL/ST	33.4 %	694	1,365
Other	34.8 %	15,941	30,411
Time in Federal Government			
< 1 year	24.7 %	434	1,314
1-3 years	30.1 %	18,534	42,771
4-5 years	36.9 %	18,294	31,242
6-10 years	39.1 %	39,715	61,371
11-14 years	39.2 %	43,054	67,240
15-20 years	39.0 %	41,288	64,453
> 20 years	36.4 %	56,068	99,691

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_02) What type(s) of leave have you used because of the pandemic? Annual leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	37.1 %	227,449	384,565
Time with Current Agency			
< 1 year	35.0 %	2,482	4,684
1-3 years	33.4 %	31,911	62,821
4-5 years	38.2 %	25,104	40,444
6-10 years	39.6 %	42,333	64,669
11-14 years	39.0 %	40,286	63,388
15-20 years	38.1 %	35,580	57,626
> 20 years	35.1 %	39,640	74,370
Leaving Before Covid			
No	36.0 %	153,800	272,420
Yes, to retire	36.5 %	12,843	22,829
Yes, to other job in Govt	40.7 %	34,958	50,169
Yes, to other job outside Govt	40.2 %	5,642	8,365
Yes, other	40.0 %	6,291	9,233
Leaving Today			
No	35.2 %	138,511	253,100
Yes, to retire	37.6 %	14,937	25,277
Yes, to other job in Govt	41.1 %	37,694	53,413
Yes, to other job outside Govt	42.5 %	8,062	10,999
Yes, other	41.9 %	9,677	13,157
Retire Before Covid			
Less than 1 year	33.7 %	4,863	9,781
1 year	36.2 %	5,935	10,640
2 years	37.7 %	12,123	20,496
3 years	37.4 %	12,027	20,356
4 years	37.7 %	7,987	13,404
5 years	38.5 %	16,076	26,074
More than 5 years	36.9 %	152,855	259,400
Retire Today			
Less than 1 year	35.2 %	7,016	13,311
1 year	39.2 %	7,518	11,939
2 years	38.1 %	12,156	20,223
3 years	37.6 %	11,158	18,931
4 years	37.5 %	7,476	12,666
5 years	38.3 %	15,096	24,825
More than 5 years	36.7 %	148,173	253,901
Transgender			
Yes	38.3 %	660	982
No	37.2 %	208,285	352,428
Consider Yourself as			
Straight	37.2 %	196,309	331,593
Gay or Lesbian	34.3 %	4,229	8,131
Bisexual	37.5 %	2,568	4,292
Something else	40.5 %	3,626	5,310
Military Service			
No Prior Military Service	34.9 %	143,957	266,080
Currently in Guard/Reserves	32.8 %	3,459	6,638
Retired	43.3 %	33,872	43,594
Separated/Discharged	40.8 %	35,411	50,866
Military Spouse			
Spouse of current active duty service member	36.4 %	2,251	3,833
Spouse of separated or retired service member with a disability rating of 100%	40.5 %	4,613	6,662
Widow(er) of a service member killed while on active duty	41.7 %	129	181

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_02) What type(s) of leave have you used because of the pandemic? Annual leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	37.1 %	227,449	384,565
None of the categories listed	37.0 %	210,039	356,961
NoN-Competitive Hiring Authority			
Yes	36.0 %	759	1,327
No	39.5 %	6,201	9,271
Disability			
Yes	43.4 %	37,449	48,981
No	35.9 %	174,854	309,964

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_03) What type(s) of leave have you used because of the pandemic? Sick leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	29.8 %	178,692	433,322
Work Location			
Headquarters	29.3 %	54,217	134,641
Field	29.0 %	81,353	206,507
Full-time telework	32.8 %	33,708	70,628
Supervisory Status			
Senior Leader	24.9 %	2,638	8,169
Manager	24.3 %	9,911	31,702
Supervisor	27.0 %	21,836	60,536
Team Leader	29.7 %	22,909	56,256
Non-Supervisor	30.9 %	112,956	258,196
Sex			
Male	30.3 %	92,445	217,630
Female	28.8 %	72,418	183,401
Hispanic or Latino			
Yes	34.6 %	20,846	39,861
No	29.0 %	144,486	362,457
Race			
American Indian/Alaska Native	40.6 %	4,489	6,524
Asian	29.8 %	9,535	23,428
Black/African American	34.1 %	28,024	53,654
Native Hawaiian/Pacific Islander	36.4 %	1,352	2,444
White	27.8 %	107,961	289,089
Two or more races (Not Hispanic/Latino)	35.4 %	8,659	15,789
Age Group			
25 and under	29.1 %	2,054	4,826
26-29 years old	30.5 %	4,988	11,433
30-39 years old	31.9 %	34,291	74,791
40-49 years old	29.8 %	44,588	106,732
50-59 years old	28.5 %	53,647	138,689
60 or older	28.8 %	25,925	66,289
Level of Education			
Less than High School	22.8 %	87	284
H.S. Diploma/GED or equiv	28.8 %	6,676	17,124
Trade/Technical Certificate	31.0 %	3,693	8,579
Some College (no degree)	32.2 %	23,875	52,033
Associate's Degree	32.0 %	13,854	30,419
Bachelor's Degree	29.7 %	59,500	143,964
Master's Degree	29.2 %	45,717	111,837
Doctoral/Professional Degree	24.7 %	13,879	43,145
Pay Category			
Federal Wage System	30.7 %	5,749	13,929
GS 1-6	32.1 %	6,532	14,229
GS 7-12	31.5 %	74,851	165,736
GS 13-15	27.8 %	69,128	180,605
SES	20.6 %	1,149	4,469
SL/ST	21.1 %	423	1,636
Other	27.6 %	12,414	33,938
Time in Federal Government			
< 1 year	21.8 %	379	1,369
1-3 years	27.7 %	16,804	44,501
4-5 years	30.3 %	14,818	34,718
6-10 years	31.4 %	31,245	69,841
11-14 years	31.4 %	33,894	76,400
15-20 years	30.0 %	31,138	74,603
> 20 years	27.7 %	42,047	113,712

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_03) What type(s) of leave have you used because of the pandemic? Sick leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	29.8 %	178,692	433,322
Time with Current Agency			
< 1 year	28.1 %	2,015	5,151
1-3 years	29.4 %	27,766	66,966
4-5 years	31.3 %	20,223	45,325
6-10 years	31.4 %	32,909	74,093
11-14 years	30.8 %	31,295	72,379
15-20 years	29.2 %	26,718	66,488
> 20 years	26.5 %	29,354	84,656
Leaving Before Covid			
No	27.8 %	116,613	309,607
Yes, to retire	32.0 %	11,117	24,555
Yes, to other job in Govt	34.7 %	29,415	55,712
Yes, to other job outside Govt	34.0 %	4,652	9,355
Yes, other	35.3 %	5,402	10,122
Leaving Today			
No	26.9 %	103,987	287,624
Yes, to retire	32.9 %	12,853	27,361
Yes, to other job in Govt	35.1 %	31,710	59,397
Yes, to other job outside Govt	36.8 %	6,766	12,295
Yes, other	36.7 %	8,281	14,553
Retire Before Covid			
Less than 1 year	32.5 %	4,620	10,024
1 year	30.3 %	4,897	11,678
2 years	29.6 %	9,385	23,234
3 years	29.1 %	9,164	23,219
4 years	28.9 %	5,995	15,396
5 years	29.3 %	12,088	30,062
More than 5 years	29.6 %	119,823	292,432
Retire Today			
Less than 1 year	34.6 %	6,779	13,548
1 year	31.9 %	6,032	13,425
2 years	30.0 %	9,377	23,002
3 years	28.6 %	8,349	21,740
4 years	28.5 %	5,580	14,562
5 years	28.9 %	11,294	28,627
More than 5 years	29.3 %	115,988	286,086
Transgender			
Yes	35.8 %	595	1,047
No	29.7 %	163,222	397,491
Consider Yourself as			
Straight	29.6 %	153,014	374,888
Gay or Lesbian	29.8 %	3,612	8,748
Bisexual	34.3 %	2,324	4,536
Something else	35.1 %	3,120	5,816
Military Service			
No Prior Military Service	28.1 %	112,930	297,107
Currently in Guard/Reserves	28.4 %	2,872	7,225
Retired	33.0 %	25,664	51,802
Separated/Discharged	33.2 %	28,408	57,869
Military Spouse			
Spouse of current active duty service member	32.0 %	1,943	4,141
Spouse of separated or retired service member with a disability rating of 100%	35.1 %	3,987	7,288
Widow(er) of a service member killed while on active duty	35.4 %	104	206

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_03) What type(s) of leave have you used because of the pandemic? Sick leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	29.8 %	178,692	433,322
None of the categories listed	29.5 %	164,043	402,957
NoN-Competitive Hiring Authority			
Yes	33.1 %	693	1,393
No	34.1 %	5,311	10,161
Disability			
Yes	37.7 %	32,223	54,207
No	28.2 %	134,218	350,600

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_04) What type(s) of leave have you used because of the pandemic? Weather and safety leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	9.7 %	54,788	557,226
Work Location			
Headquarters	5.5 %	8,611	180,247
Field	13.2 %	36,013	251,847
Full-time telework	6.3 %	6,736	97,600
Supervisory Status			
Senior Leader	4.3 %	386	10,421
Manager	6.8 %	2,544	39,069
Supervisor	9.7 %	7,447	74,925
Team Leader	9.3 %	7,044	72,121
Non-Supervisor	10.0 %	34,367	336,785
Sex			
Male	9.4 %	27,801	282,274
Female	10.0 %	22,613	233,206
Hispanic or Latino			
Yes	14.3 %	8,378	52,329
No	8.9 %	42,070	464,873
Race			
American Indian/Alaska Native	10.4 %	1,075	9,938
Asian	8.4 %	2,397	30,566
Black/African American	10.8 %	8,226	73,452
Native Hawaiian/Pacific Islander	16.8 %	667	3,129
White	9.0 %	33,234	363,816
Two or more races (Not Hispanic/Latino)	12.1 %	2,877	21,571
Age Group			
25 and under	21.1 %	1,514	5,366
26-29 years old	17.2 %	2,815	13,606
30-39 years old	11.0 %	11,106	97,976
40-49 years old	9.0 %	12,604	138,716
50-59 years old	8.2 %	14,896	177,440
60 or older	8.7 %	7,671	84,543
Level of Education			
Less than High School	14.9 %	58	313
H.S. Diploma/GED or equiv	18.5 %	4,542	19,258
Trade/Technical Certificate	16.0 %	2,050	10,222
Some College (no degree)	15.9 %	12,191	63,717
Associate's Degree	14.7 %	6,507	37,766
Bachelor's Degree	8.7 %	16,539	186,925
Master's Degree	5.2 %	7,206	150,348
Doctoral/Professional Degree	4.1 %	1,892	55,132
Pay Category			
Federal Wage System	24.7 %	5,353	14,325
GS 1-6	18.2 %	4,043	16,718
GS 7-12	9.4 %	21,727	218,860
GS 13-15	3.7 %	7,830	241,903
SES	2.4 %	114	5,504
SL/ST	3.3 %	55	2,004
Other	26.7 %	12,625	33,727
Time in Federal Government			
< 1 year	10.4 %	182	1,566
1-3 years	13.5 %	8,198	53,107
4-5 years	11.1 %	5,149	44,387
6-10 years	9.3 %	8,709	92,377
11-14 years	9.2 %	9,296	100,998
15-20 years	10.8 %	10,856	94,885
> 20 years	6.8 %	9,507	146,252

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_04) What type(s) of leave have you used because of the pandemic? Weather and safety leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	9.7 %	54,788	557,226
Time with Current Agency			
< 1 year	7.8 %	540	6,626
1-3 years	11.2 %	10,175	84,557
4-5 years	9.7 %	5,809	59,739
6-10 years	9.0 %	8,775	98,227
11-14 years	9.5 %	9,057	94,617
15-20 years	11.6 %	10,380	82,826
> 20 years	7.0 %	7,129	106,881
Leaving Before Covid			
No	9.0 %	35,161	391,059
Yes, to retire	9.6 %	3,202	32,470
Yes, to other job in Govt	11.4 %	9,234	75,893
Yes, to other job outside Govt	11.2 %	1,462	12,545
Yes, other	12.3 %	1,857	13,667
Leaving Today			
No	8.7 %	31,327	360,284
Yes, to retire	9.4 %	3,554	36,660
Yes, to other job in Govt	11.3 %	9,764	81,343
Yes, to other job outside Govt	12.0 %	2,144	16,917
Yes, other	12.9 %	2,845	19,989
Retire Before Covid			
Less than 1 year	9.2 %	1,227	13,417
1 year	8.9 %	1,395	15,180
2 years	9.0 %	2,807	29,812
3 years	8.8 %	2,732	29,651
4 years	8.6 %	1,737	19,654
5 years	8.9 %	3,467	38,683
More than 5 years	9.8 %	37,193	375,062
Retire Today			
Less than 1 year	9.7 %	1,834	18,493
1 year	9.4 %	1,731	17,726
2 years	9.3 %	2,856	29,523
3 years	8.9 %	2,527	27,562
4 years	8.3 %	1,573	18,569
5 years	8.7 %	3,210	36,711
More than 5 years	9.7 %	35,950	366,124
Transgender			
Yes	12.6 %	201	1,441
No	9.6 %	49,854	510,859
Consider Yourself as			
Straight	9.5 %	46,263	481,639
Gay or Lesbian	11.3 %	1,243	11,117
Bisexual	14.3 %	905	5,955
Something else	13.5 %	1,127	7,809
Military Service			
No Prior Military Service	9.9 %	36,347	373,690
Currently in Guard/Reserves	9.5 %	901	9,196
Retired	7.9 %	6,158	71,308
Separated/Discharged	10.0 %	8,334	77,943
Military Spouse			
Spouse of current active duty service member	10.4 %	594	5,490
Spouse of separated or retired service member with a disability rating of 100%	10.1 %	1,088	10,187
Widow(er) of a service member killed while on active duty	14.7 %	40	270

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_04) What type(s) of leave have you used because of the pandemic? Weather and safety leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	9.7 %	54,788	557,226
None of the categories listed	9.6 %	50,075	516,925
NoN-Competitive Hiring Authority			
Yes	11.5 %	222	1,864
No	10.0 %	1,487	13,985
Disability			
Yes	10.1 %	8,506	77,924
No	9.5 %	42,256	442,562

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_05) What type(s) of leave have you used because of the pandemic? Administrative leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	9.2 %	53,660	558,354
Work Location			
Headquarters	9.6 %	17,695	171,163
Field	9.7 %	25,738	262,122
Full-time telework	6.7 %	7,355	96,981
Supervisory Status			
Senior Leader	6.3 %	625	10,182
Manager	7.5 %	2,978	38,635
Supervisor	9.1 %	7,067	75,305
Team Leader	9.7 %	7,386	71,779
Non-Supervisor	9.3 %	33,093	338,059
Sex			
Male	9.3 %	27,349	282,726
Female	9.0 %	22,242	233,577
Hispanic or Latino			
Yes	9.4 %	5,455	55,252
No	9.1 %	44,293	462,650
Race			
American Indian/Alaska Native	11.8 %	1,282	9,731
Asian	9.2 %	3,001	29,962
Black/African American	9.4 %	7,360	74,318
Native Hawaiian/Pacific Islander	9.6 %	360	3,436
White	8.9 %	33,734	363,316
Two or more races (Not Hispanic/Latino)	10.8 %	2,568	21,880
Age Group			
25 and under	12.0 %	790	6,090
26-29 years old	11.1 %	1,677	14,744
30-39 years old	11.0 %	11,968	97,114
40-49 years old	9.4 %	14,237	137,083
50-59 years old	7.9 %	14,232	178,104
60 or older	8.1 %	6,908	85,306
Level of Education			
Less than High School	8.0 %	28	343
H.S. Diploma/GED or equiv	10.1 %	2,165	21,635
Trade/Technical Certificate	12.3 %	1,341	10,931
Some College (no degree)	10.1 %	6,902	69,006
Associate's Degree	11.0 %	4,356	39,917
Bachelor's Degree	8.3 %	15,867	187,597
Master's Degree	8.9 %	14,344	143,210
Doctoral/Professional Degree	9.0 %	5,329	51,695
Pay Category			
Federal Wage System	20.3 %	3,597	16,081
GS 1-6	15.1 %	2,910	17,851
GS 7-12	8.8 %	20,215	220,372
GS 13-15	7.4 %	19,104	230,629
SES	5.9 %	323	5,295
SL/ST	5.6 %	112	1,947
Other	10.6 %	4,913	41,439
Time in Federal Government			
< 1 year	7.8 %	149	1,599
1-3 years	10.1 %	5,878	55,427
4-5 years	11.1 %	5,178	44,358
6-10 years	10.3 %	10,193	90,893
11-14 years	9.4 %	10,177	100,117
15-20 years	8.7 %	8,983	96,758
> 20 years	7.3 %	10,650	145,109

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_05) What type(s) of leave have you used because of the pandemic? Administrative leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	9.2 %	53,660	558,354
Time with Current Agency			
< 1 year	8.7 %	619	6,547
1-3 years	9.6 %	8,704	86,028
4-5 years	10.6 %	6,620	58,928
6-10 years	10.1 %	10,598	96,404
11-14 years	9.3 %	9,376	94,298
15-20 years	8.4 %	7,576	85,630
> 20 years	7.2 %	7,707	106,303
Leaving Before Covid			
No	8.8 %	35,882	390,338
Yes, to retire	8.3 %	2,741	32,931
Yes, to other job in Govt	10.4 %	8,566	76,561
Yes, to other job outside Govt	10.1 %	1,455	12,552
Yes, other	10.7 %	1,612	13,912
Leaving Today			
No	8.5 %	32,497	359,114
Yes, to retire	8.4 %	3,143	37,071
Yes, to other job in Govt	10.6 %	9,052	82,055
Yes, to other job outside Govt	11.4 %	2,162	16,899
Yes, other	11.4 %	2,486	20,348
Retire Before Covid			
Less than 1 year	7.8 %	1,084	13,560
1 year	7.5 %	1,184	15,391
2 years	7.8 %	2,347	30,272
3 years	8.1 %	2,408	29,975
4 years	7.9 %	1,567	19,824
5 years	8.2 %	3,165	38,985
More than 5 years	9.6 %	38,276	373,979
Retire Today			
Less than 1 year	8.7 %	1,606	18,721
1 year	7.9 %	1,454	18,003
2 years	8.1 %	2,408	29,971
3 years	7.7 %	2,166	27,923
4 years	7.9 %	1,489	18,653
5 years	8.1 %	2,995	36,926
More than 5 years	9.6 %	37,305	364,769
Transgender			
Yes	10.0 %	151	1,491
No	9.2 %	49,136	511,577
Consider Yourself as			
Straight	9.1 %	45,937	481,965
Gay or Lesbian	9.5 %	1,074	11,286
Bisexual	12.8 %	821	6,039
Something else	11.0 %	944	7,992
Military Service			
No Prior Military Service	8.9 %	35,137	374,900
Currently in Guard/Reserves	10.8 %	1,008	9,089
Retired	9.3 %	7,027	70,439
Separated/Discharged	9.9 %	7,867	78,410
Military Spouse			
Spouse of current active duty service member	12.8 %	715	5,369
Spouse of separated or retired service member with a disability rating of 100%	9.7 %	1,036	10,239
Widow(er) of a service member killed while on active duty	14.4 %	43	267

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_05) What type(s) of leave have you used because of the pandemic? Administrative leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	9.2 %	53,660	558,354
None of the categories listed	9.1 %	49,345	517,655
NoN-Competitive Hiring Authority			
Yes	13.6 %	268	1,818
No	10.5 %	1,513	13,959
Disability			
Yes	10.4 %	8,523	77,907
No	8.9 %	41,492	443,326

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_06) What type(s) of leave have you used because of the pandemic? Other paid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	9.8 %	61,370	550,644
Work Location			
Headquarters	10.6 %	20,103	168,755
Field	9.0 %	26,936	260,924
Full-time telework	11.2 %	11,456	92,880
Supervisory Status			
Senior Leader	6.2 %	622	10,185
Manager	9.8 %	4,136	37,477
Supervisor	9.9 %	8,256	74,116
Team Leader	11.7 %	9,324	69,841
Non-Supervisor	9.6 %	36,498	334,654
Sex			
Male	9.8 %	30,671	279,404
Female	9.9 %	26,178	229,641
Hispanic or Latino			
Yes	9.7 %	6,086	54,621
No	9.9 %	51,033	455,910
Race			
American Indian/Alaska Native	10.9 %	1,164	9,849
Asian	10.9 %	3,589	29,374
Black/African American	9.0 %	7,543	74,135
Native Hawaiian/Pacific Islander	11.2 %	427	3,369
White	9.8 %	39,539	357,511
Two or more races (Not Hispanic/Latino)	12.3 %	3,058	21,390
Age Group			
25 and under	11.2 %	768	6,112
26-29 years old	10.8 %	1,790	14,631
30-39 years old	11.3 %	13,015	96,067
40-49 years old	10.2 %	15,977	135,343
50-59 years old	9.2 %	17,793	174,543
60 or older	8.4 %	7,780	84,434
Level of Education			
Less than High School	3.9 %	18	353
H.S. Diploma/GED or equiv	5.9 %	1,436	22,364
Trade/Technical Certificate	7.2 %	886	11,386
Some College (no degree)	8.2 %	6,249	69,659
Associate's Degree	8.8 %	3,876	40,397
Bachelor's Degree	10.3 %	21,099	182,365
Master's Degree	11.4 %	17,998	139,556
Doctoral/Professional Degree	10.5 %	6,284	50,740
Pay Category			
Federal Wage System	6.1 %	1,089	18,589
GS 1-6	6.9 %	1,435	19,326
GS 7-12	10.0 %	24,595	215,992
GS 13-15	11.0 %	27,668	222,065
SES	2.1 %	114	5,504
SL/ST	6.8 %	146	1,913
Other	8.4 %	3,762	42,590
Time in Federal Government			
< 1 year	8.3 %	150	1,598
1-3 years	10.6 %	6,674	54,631
4-5 years	10.8 %	5,472	44,064
6-10 years	10.8 %	11,191	89,895
11-14 years	10.6 %	11,864	98,430
15-20 years	9.2 %	9,982	95,759
> 20 years	8.5 %	13,524	142,235

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_06) What type(s) of leave have you used because of the pandemic? Other paid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	9.8 %	61,370	550,644
Time with Current Agency			
< 1 year	9.6 %	652	6,514
1-3 years	10.5 %	9,998	84,734
4-5 years	10.6 %	7,138	58,410
6-10 years	10.6 %	11,667	95,335
11-14 years	10.1 %	10,708	92,966
15-20 years	8.9 %	8,591	84,615
> 20 years	8.7 %	10,092	103,918
Leaving Before Covid			
No	9.6 %	41,644	384,576
Yes, to retire	8.6 %	3,144	32,528
Yes, to other job in Govt	11.2 %	9,731	75,396
Yes, to other job outside Govt	11.3 %	1,656	12,351
Yes, other	11.2 %	1,784	13,740
Leaving Today			
No	9.4 %	37,696	353,915
Yes, to retire	9.0 %	3,720	36,494
Yes, to other job in Govt	11.4 %	10,549	80,558
Yes, to other job outside Govt	12.3 %	2,428	16,633
Yes, other	12.1 %	2,865	19,969
Retire Before Covid			
Less than 1 year	9.3 %	1,385	13,259
1 year	7.9 %	1,336	15,239
2 years	8.3 %	2,703	29,916
3 years	8.7 %	2,805	29,578
4 years	8.3 %	1,822	19,569
5 years	8.9 %	3,803	38,347
More than 5 years	10.4 %	43,777	368,478
Retire Today			
Less than 1 year	9.4 %	1,980	18,347
1 year	8.7 %	1,733	17,724
2 years	8.6 %	2,789	29,590
3 years	8.8 %	2,623	27,466
4 years	8.4 %	1,724	18,418
5 years	9.3 %	3,726	36,195
More than 5 years	10.4 %	42,687	359,387
Transgender			
Yes	9.3 %	165	1,477
No	9.9 %	56,362	504,351
Consider Yourself as			
Straight	9.8 %	52,780	475,122
Gay or Lesbian	10.2 %	1,262	11,098
Bisexual	12.1 %	853	6,007
Something else	10.7 %	986	7,950
Military Service			
No Prior Military Service	9.6 %	40,403	369,634
Currently in Guard/Reserves	14.3 %	1,511	8,586
Retired	11.4 %	8,871	68,595
Separated/Discharged	9.1 %	7,934	78,343
Military Spouse			
Spouse of current active duty service member	10.5 %	683	5,401
Spouse of separated or retired service member with a disability rating of 100%	9.9 %	1,150	10,125
Widow(er) of a service member killed while on active duty	12.6 %	34	276

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_06) What type(s) of leave have you used because of the pandemic? Other paid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	9.8 %	61,370	550,644
None of the categories listed	9.9 %	56,931	510,069
NoN-Competitive Hiring Authority			
Yes	8.4 %	183	1,903
No	10.4 %	1,671	13,801
Disability			
Yes	11.8 %	10,283	76,147
No	9.5 %	47,145	437,673

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_07) What type(s) of leave have you used because of the pandemic? Unpaid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	1.0 %	5,479	606,535
Work Location			
Headquarters	0.7 %	1,151	187,707
Field	1.1 %	2,781	285,079
Full-time telework	1.1 %	1,154	103,182
Supervisory Status			
Senior Leader	0.4 %	29	10,778
Manager	0.3 %	106	41,507
Supervisor	0.5 %	345	82,027
Team Leader	0.8 %	549	78,616
Non-Supervisor	1.2 %	4,093	367,059
Sex			
Male	0.7 %	1,837	308,238
Female	1.4 %	3,127	252,692
Hispanic or Latino			
Yes	1.4 %	773	59,934
No	0.9 %	4,211	502,732
Race			
American Indian/Alaska Native	2.1 %	240	10,773
Asian	0.7 %	201	32,762
Black/African American	1.2 %	889	80,789
Native Hawaiian/Pacific Islander	1.6 %	55	3,741
White	0.8 %	3,049	394,001
Two or more races (Not Hispanic/Latino)	1.7 %	358	24,090
Age Group			
25 and under	2.2 %	173	6,707
26-29 years old	1.9 %	289	16,132
30-39 years old	1.6 %	1,559	107,523
40-49 years old	1.0 %	1,434	149,886
50-59 years old	0.6 %	1,076	191,260
60 or older	0.5 %	457	91,757
Level of Education			
Less than High School	1.3 %	6	365
H.S. Diploma/GED or equiv	1.5 %	312	23,488
Trade/Technical Certificate	1.6 %	183	12,089
Some College (no degree)	1.6 %	1,088	74,820
Associate's Degree	1.5 %	577	43,696
Bachelor's Degree	0.8 %	1,530	201,934
Master's Degree	0.6 %	953	156,601
Doctoral/Professional Degree	0.7 %	382	56,642
Pay Category			
Federal Wage System	2.4 %	389	19,289
GS 1-6	3.3 %	635	20,126
GS 7-12	1.1 %	2,530	238,057
GS 13-15	0.4 %	922	248,811
SES	0.3 %	9	5,609
SL/ST	1.0 %	10	2,049
Other	1.4 %	612	45,740
Time in Federal Government			
< 1 year	1.3 %	22	1,726
1-3 years	1.6 %	918	60,387
4-5 years	1.6 %	656	48,880
6-10 years	1.2 %	1,064	100,022
11-14 years	1.0 %	1,060	109,234
15-20 years	0.8 %	775	104,966
> 20 years	0.4 %	631	155,128

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_07) What type(s) of leave have you used because of the pandemic? Unpaid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	1.0 %	5,479	606,535
Time with Current Agency			
< 1 year	1.3 %	84	7,082
1-3 years	1.4 %	1,184	93,548
4-5 years	1.3 %	732	64,816
6-10 years	1.1 %	1,067	105,935
11-14 years	0.9 %	952	102,722
15-20 years	0.8 %	657	92,549
> 20 years	0.4 %	441	113,569
Leaving Before Covid			
No	0.8 %	3,071	423,149
Yes, to retire	0.7 %	245	35,427
Yes, to other job in Govt	1.4 %	1,103	84,024
Yes, to other job outside Govt	2.0 %	256	13,751
Yes, other	2.4 %	347	15,177
Leaving Today			
No	0.7 %	2,490	389,121
Yes, to retire	0.8 %	292	39,922
Yes, to other job in Govt	1.5 %	1,165	89,942
Yes, to other job outside Govt	2.2 %	395	18,666
Yes, other	2.7 %	591	22,243
Retire Before Covid			
Less than 1 year	1.1 %	149	14,495
1 year	0.7 %	107	16,468
2 years	0.6 %	178	32,441
3 years	0.5 %	160	32,223
4 years	0.6 %	131	21,260
5 years	0.8 %	272	41,878
More than 5 years	1.1 %	3,967	408,288
Retire Today			
Less than 1 year	1.5 %	258	20,069
1 year	0.8 %	149	19,308
2 years	0.7 %	219	32,160
3 years	0.6 %	162	29,927
4 years	0.6 %	107	20,035
5 years	0.8 %	252	39,669
More than 5 years	1.1 %	3,795	398,279
Transgender			
Yes	2.4 %	36	1,606
No	1.0 %	4,899	555,814
Consider Yourself as			
Straight	1.0 %	4,492	523,410
Gay or Lesbian	1.1 %	113	12,247
Bisexual	2.1 %	126	6,734
Something else	2.0 %	161	8,775
Military Service			
No Prior Military Service	1.0 %	3,585	406,452
Currently in Guard/Reserves	5.0 %	499	9,598
Retired	0.4 %	315	77,151
Separated/Discharged	1.0 %	704	85,573
Military Spouse			
Spouse of current active duty service member	2.7 %	145	5,939
Spouse of separated or retired service member with a disability rating of 100%	1.5 %	151	11,124
Widow(er) of a service member killed while on active duty	3.7 %	10	300

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_07) What type(s) of leave have you used because of the pandemic? Unpaid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	1.0 %	5,479	606,535
None of the categories listed	0.9 %	4,814	562,186
NoN-Competitive Hiring Authority			
Yes	2.7 %	46	2,040
No	1.9 %	259	15,213
Disability			
Yes	1.7 %	1,367	85,063
No	0.8 %	3,639	481,179

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_08) What type(s) of leave have you used because of the pandemic? I have not used leave because of the pandemic

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	48.8 %	305,819	306,195
Work Location			
Headquarters	50.5 %	97,573	91,285
Field	47.9 %	141,789	146,071
Full-time telework	49.2 %	51,777	52,559
Supervisory Status			
Senior Leader	54.8 %	6,099	4,708
Manager	55.1 %	23,354	18,259
Supervisor	50.7 %	42,766	39,606
Team Leader	48.3 %	39,001	40,164
Non-Supervisor	48.0 %	182,167	188,985
Sex			
Male	47.3 %	148,876	161,199
Female	51.4 %	134,503	121,316
Hispanic or Latino			
Yes	42.0 %	26,036	34,671
No	49.9 %	258,277	248,666
Race			
American Indian/Alaska Native	36.5 %	4,073	6,940
Asian	44.6 %	15,128	17,835
Black/African American	44.3 %	36,648	45,030
Native Hawaiian/Pacific Islander	36.6 %	1,403	2,393
White	51.4 %	208,729	188,321
Two or more races (Not Hispanic/Latino)	43.2 %	10,647	13,801
Age Group			
25 and under	45.8 %	3,108	3,772
26-29 years old	46.5 %	7,802	8,619
30-39 years old	46.3 %	51,377	57,705
40-49 years old	48.6 %	74,522	76,798
50-59 years old	51.0 %	100,555	91,781
60 or older	49.7 %	47,200	45,014
Level of Education			
Less than High School	49.3 %	178	193
H.S. Diploma/GED or equiv	44.7 %	10,966	12,834
Trade/Technical Certificate	42.8 %	5,418	6,854
Some College (no degree)	44.3 %	34,581	41,327
Associate's Degree	44.4 %	20,229	24,044
Bachelor's Degree	50.0 %	103,869	99,595
Master's Degree	51.0 %	81,312	76,242
Doctoral/Professional Degree	54.8 %	31,388	25,636
Pay Category			
Federal Wage System	35.2 %	7,086	12,592
GS 1-6	40.9 %	8,567	12,194
GS 7-12	48.4 %	118,897	121,690
GS 13-15	53.1 %	133,993	115,740
SES	63.0 %	3,569	2,049
SL/ST	60.0 %	1,243	816
Other	42.2 %	19,768	26,584
Time in Federal Government			
< 1 year	56.0 %	983	765
1-3 years	49.5 %	30,722	30,583
4-5 years	46.9 %	23,778	25,758
6-10 years	46.7 %	48,045	53,041
11-14 years	47.4 %	53,531	56,763
15-20 years	47.5 %	51,268	54,473
> 20 years	53.2 %	85,181	70,578

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_08) What type(s) of leave have you used because of the pandemic? I have not used leave because of the pandemic

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	48.8 %	305,819	306,195
Time with Current Agency			
< 1 year	50.1 %	3,666	3,500
1-3 years	49.1 %	47,201	47,531
4-5 years	47.0 %	31,553	33,995
6-10 years	46.8 %	51,199	55,803
11-14 years	47.6 %	50,555	53,119
15-20 years	47.9 %	45,606	47,600
> 20 years	54.4 %	63,672	50,338
Leaving Before Covid			
No	50.7 %	220,658	205,562
Yes, to retire	48.2 %	17,857	17,815
Yes, to other job in Govt	44.1 %	38,139	46,988
Yes, to other job outside Govt	44.3 %	6,318	7,689
Yes, other	43.5 %	6,827	8,697
Leaving Today			
No	51.8 %	206,495	185,116
Yes, to retire	47.6 %	19,850	20,364
Yes, to other job in Govt	43.5 %	40,547	50,560
Yes, to other job outside Govt	41.5 %	8,139	10,922
Yes, other	41.8 %	9,631	13,203
Retire Before Covid			
Less than 1 year	49.4 %	7,494	7,150
1 year	50.3 %	8,597	7,978
2 years	49.6 %	16,696	15,923
3 years	49.8 %	16,603	15,780
4 years	50.1 %	11,054	10,337
5 years	49.4 %	21,425	20,725
More than 5 years	48.9 %	205,578	206,677
Retire Today			
Less than 1 year	47.5 %	10,055	10,272
1 year	47.6 %	9,578	9,879
2 years	49.4 %	16,549	15,830
3 years	50.3 %	15,580	14,509
4 years	50.8 %	10,542	9,600
5 years	49.8 %	20,509	19,412
More than 5 years	49.2 %	201,630	200,444
Transgender			
Yes	46.0 %	737	905
No	48.9 %	280,880	279,833
Consider Yourself as			
Straight	49.0 %	264,878	263,024
Gay or Lesbian	50.1 %	6,408	5,952
Bisexual	44.2 %	3,114	3,746
Something else	42.9 %	3,904	5,032
Military Service			
No Prior Military Service	51.0 %	213,597	196,440
Currently in Guard/Reserves	49.1 %	4,972	5,125
Retired	44.3 %	34,511	42,955
Separated/Discharged	45.2 %	39,734	46,543
Military Spouse			
Spouse of current active duty service member	45.3 %	2,815	3,269
Spouse of separated or retired service member with a disability rating of 100%	44.3 %	5,060	6,215
Widow(er) of a service member killed while on active duty	36.8 %	123	187

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_08) What type(s) of leave have you used because of the pandemic? I have not used leave because of the pandemic

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	48.8 %	305,819	306,195
None of the categories listed	49.1 %	285,197	281,803
NoN-Competitive Hiring Authority			
Yes	43.8 %	934	1,152
No	44.7 %	7,011	8,461
Disability			
Yes	41.7 %	36,883	49,547
No	50.3 %	249,191	235,627

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_a) During the COVID-19 pandemic, what percentage of your total work time have you used leave because of the pandemic?

Demographic	100% of my work time	At least 75% but less than 100%	At least 50% but less than 75%	At least 25% but less than 50%	Less than 25%	Item Response Total**
All Responses	2.7 %	3.2 %	3.8 %	8.0 %	82.2 %	304,096
Work Location						
Headquarters	2.5 %	2.3 %	2.9 %	6.6 %	85.6 %	90,696
Field	2.7 %	4.0 %	4.7 %	8.9 %	79.7 %	145,293
Full-time telework	3.2 %	2.1 %	2.3 %	7.4 %	85.0 %	52,197
Supervisory Status						
Senior Leader	3.4 %	2.7 %	2.2 %	4.8 %	87.0 %	4,685
Manager	2.4 %	2.3 %	2.4 %	4.8 %	88.0 %	18,178
Supervisor	2.6 %	2.8 %	3.3 %	7.0 %	84.2 %	39,414
Team Leader	2.2 %	2.8 %	3.8 %	7.4 %	83.8 %	39,972
Non-Supervisor	2.8 %	3.4 %	4.0 %	8.6 %	81.2 %	187,713
Sex						
Male	2.8 %	3.1 %	3.7 %	7.2 %	83.2 %	160,450
Female	2.6 %	3.2 %	4.0 %	9.2 %	80.9 %	120,483
Hispanic or Latino						
Yes	3.6 %	4.2 %	4.6 %	9.7 %	77.8 %	34,431
No	2.6 %	3.0 %	3.7 %	7.6 %	83.1 %	247,308
Race						
American Indian/Alaska Native	4.2 %	5.2 %	5.4 %	10.6 %	74.7 %	6,909
Asian	4.5 %	3.5 %	4.0 %	8.0 %	79.9 %	17,714
Black/African American	3.5 %	3.7 %	4.4 %	10.3 %	78.1 %	44,740
Native Hawaiian/Pacific Islander	4.5 %	5.4 %	6.0 %	10.6 %	73.5 %	2,379
White	2.2 %	2.8 %	3.4 %	7.0 %	84.5 %	187,378
Two or more races (Not Hispanic/Latino)	2.9 %	3.9 %	4.3 %	9.1 %	79.7 %	13,740
Age Group						
25 and under	3.0 %	5.8 %	7.1 %	11.4 %	72.6 %	3,756
26-29 years old	3.0 %	5.0 %	6.3 %	10.2 %	75.3 %	8,582
30-39 years old	2.6 %	3.6 %	4.5 %	9.4 %	79.9 %	57,439

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_a) During the COVID-19 pandemic, what percentage of your total work time have you used leave because of the pandemic?

Demographic	100% of my work time	At least 75% but less than 100%	At least 50% but less than 75%	At least 25% but less than 50%	Less than 25%	Item Response Total**
All Responses	2.7 %	3.2 %	3.8 %	8.0 %	82.2 %	304,096
40-49 years old	2.7 %	3.0 %	3.6 %	8.2 %	82.6 %	76,385
50-59 years old	2.7 %	2.7 %	3.1 %	6.7 %	84.7 %	91,264
60 or older	3.0 %	3.0 %	3.4 %	6.8 %	83.8 %	44,675
Level of Education						
Less than High School	9.1 %	6.2 %	6.1 %	16.5 %	62.1 %	192
H.S. Diploma/GED or equiv	4.4 %	5.7 %	6.4 %	10.6 %	72.9 %	12,740
Trade/Technical Certificate	3.8 %	5.5 %	6.1 %	10.9 %	73.7 %	6,807
Some College (no degree)	3.2 %	4.6 %	5.4 %	9.8 %	77.1 %	41,068
Associate's Degree	3.2 %	4.3 %	5.3 %	9.9 %	77.3 %	23,906
Bachelor's Degree	2.5 %	2.8 %	3.4 %	7.5 %	83.8 %	99,041
Master's Degree	2.4 %	2.0 %	2.5 %	6.3 %	86.8 %	75,835
Doctoral/Professional Degree	1.8 %	1.8 %	2.0 %	6.1 %	88.2 %	25,485
Pay Category						
Federal Wage System	3.3 %	7.2 %	8.5 %	12.9 %	68.0 %	12,510
GS 1-6	5.1 %	6.3 %	7.2 %	13.1 %	68.3 %	12,086
GS 7-12	3.0 %	3.0 %	3.5 %	8.2 %	82.3 %	120,924
GS 13-15	2.0 %	1.6 %	2.0 %	5.4 %	89.0 %	115,104
SES	1.3 %	1.5 %	0.9 %	2.9 %	93.4 %	2,040
SL/ST	2.3 %	2.6 %	2.1 %	2.8 %	90.2 %	815
Other	2.3 %	5.5 %	7.3 %	11.4 %	73.4 %	26,433
Time in Federal Government						
< 1 year	5.3 %	4.1 %	3.6 %	9.8 %	77.2 %	760
1-3 years	3.1 %	4.3 %	5.3 %	9.0 %	78.4 %	30,398
4-5 years	2.8 %	3.7 %	4.6 %	9.0 %	79.9 %	25,625
6-10 years	2.6 %	3.0 %	3.8 %	8.3 %	82.4 %	52,773
11-14 years	2.5 %	3.0 %	3.6 %	7.7 %	83.2 %	56,444
15-20 years	2.7 %	3.2 %	3.8 %	8.4 %	81.9 %	54,129

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_a) During the COVID-19 pandemic, what percentage of your total work time have you used leave because of the pandemic?

Demographic	100% of my work time	At least 75% but less than 100%	At least 50% but less than 75%	At least 25% but less than 50%	Less than 25%	Item Response Total**
All Responses	2.7 %	3.2 %	3.8 %	8.0 %	82.2 %	304,096
> 20 years	2.8 %	2.6 %	2.9 %	6.5 %	85.3 %	70,059
Time with Current Agency						
< 1 year	3.4 %	3.2 %	3.9 %	7.6 %	82.0 %	3,481
1-3 years	3.0 %	3.8 %	4.7 %	8.6 %	80.0 %	47,275
4-5 years	2.7 %	3.4 %	4.2 %	8.7 %	81.0 %	33,804
6-10 years	2.6 %	2.9 %	3.5 %	8.1 %	82.8 %	55,499
11-14 years	2.5 %	3.0 %	3.7 %	7.8 %	82.9 %	52,810
15-20 years	2.7 %	3.4 %	3.8 %	8.4 %	81.7 %	47,290
> 20 years	2.6 %	2.5 %	2.8 %	6.2 %	85.9 %	49,965
Leaving Before Covid						
No	2.6 %	3.0 %	3.5 %	7.4 %	83.5 %	204,326
Yes, to retire	2.9 %	3.6 %	4.0 %	7.2 %	82.4 %	17,695
Yes, to other job in Govt	2.9 %	3.4 %	4.4 %	9.6 %	79.8 %	46,737
Yes, to other job outside Govt	2.6 %	3.8 %	4.6 %	9.1 %	79.8 %	7,660
Yes, other	2.8 %	4.0 %	5.1 %	10.3 %	77.8 %	8,626
Leaving Today						
No	2.5 %	2.7 %	3.3 %	7.1 %	84.4 %	184,001
Yes, to retire	2.9 %	3.3 %	3.7 %	7.4 %	82.7 %	20,250
Yes, to other job in Govt	2.9 %	3.6 %	4.5 %	9.4 %	79.6 %	50,301
Yes, to other job outside Govt	2.4 %	4.3 %	5.2 %	10.3 %	77.8 %	10,874
Yes, other	2.9 %	4.3 %	5.4 %	11.0 %	76.3 %	13,128
Retire Before Covid						
Less than 1 year	3.1 %	3.3 %	3.8 %	7.3 %	82.4 %	7,098
1 year	3.3 %	3.2 %	3.5 %	7.3 %	82.7 %	7,921
2 years	2.7 %	3.2 %	3.7 %	7.3 %	83.1 %	15,806
3 years	2.9 %	2.9 %	3.7 %	6.6 %	83.8 %	15,693
4 years	2.6 %	3.2 %	3.3 %	7.3 %	83.6 %	10,276

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_a) During the COVID-19 pandemic, what percentage of your total work time have you used leave because of the pandemic?

Demographic	100% of my work time	At least 75% but less than 100%	At least 50% but less than 75%	At least 25% but less than 50%	Less than 25%	Item Response Total**
All Responses	2.7 %	3.2 %	3.8 %	8.0 %	82.2 %	304,096
5 years	2.8 %	2.9 %	3.1 %	7.4 %	83.8 %	20,587
More than 5 years	2.6 %	3.2 %	3.9 %	8.2 %	82.2 %	205,519
Retire Today						
Less than 1 year	3.3 %	3.7 %	4.4 %	8.4 %	80.3 %	10,207
1 year	3.2 %	3.6 %	3.9 %	7.9 %	81.4 %	9,816
2 years	2.6 %	3.1 %	3.7 %	7.3 %	83.4 %	15,728
3 years	2.7 %	3.1 %	3.5 %	6.6 %	84.2 %	14,427
4 years	2.5 %	2.7 %	3.1 %	6.9 %	84.8 %	9,537
5 years	2.6 %	2.7 %	3.1 %	6.9 %	84.6 %	19,279
More than 5 years	2.6 %	3.1 %	3.8 %	8.1 %	82.4 %	199,337
Transgender						
Yes	4.9 %	7.0 %	7.4 %	9.4 %	71.3 %	900
No	2.7 %	3.2 %	3.8 %	7.9 %	82.4 %	278,287
Consider Yourself as						
Straight	2.7 %	3.1 %	3.7 %	7.9 %	82.6 %	261,582
Gay or Lesbian	2.7 %	3.6 %	4.8 %	7.7 %	81.1 %	5,924
Bisexual	2.4 %	3.8 %	5.0 %	10.7 %	78.2 %	3,736
Something else	3.9 %	5.1 %	5.8 %	10.2 %	75.0 %	4,999
Military Service						
No Prior Military Service	2.6 %	3.2 %	3.8 %	8.2 %	82.1 %	195,146
Currently in Guard/Reserves	3.9 %	4.5 %	5.3 %	10.8 %	75.5 %	5,104
Retired	2.7 %	2.4 %	3.2 %	6.1 %	85.6 %	42,756
Separated/Discharged	2.8 %	3.4 %	3.9 %	8.3 %	81.6 %	46,322
Military Spouse						
Spouse of current active duty service member	3.4 %	4.0 %	5.0 %	9.3 %	78.3 %	3,251
Spouse of separated or retired service member with a disability rating of 100%	3.5 %	3.7 %	4.1 %	9.5 %	79.3 %	6,159

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q41_a) During the COVID-19 pandemic, what percentage of your total work time have you used leave because of the pandemic?

Demographic	100% of my work time	At least 75% but less than 100%	At least 50% but less than 75%	At least 25% but less than 50%	Less than 25%	Item Response Total**
All Responses	2.7 %	3.2 %	3.8 %	8.0 %	82.2 %	304,096
Widow(er) of a service member killed while on active duty	5.7 %	7.7 %	13.3 %	11.6 %	61.7 %	186
None of the categories listed	2.7 %	3.1 %	3.8 %	7.9 %	82.5 %	280,138
NoN-Competitive Hiring Authority						
Yes	5.0 %	4.9 %	6.3 %	9.7 %	74.1 %	1,141
No	3.2 %	3.7 %	4.3 %	9.4 %	79.4 %	8,400
Disability						
Yes	3.4 %	3.6 %	4.3 %	8.8 %	80.0 %	49,288
No	2.6 %	3.1 %	3.7 %	7.7 %	82.9 %	234,248

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q42) How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic?

Demographic	I began an alternative work schedule	I ended my usual alternative work schedule	No change because of the pandemic	(I began) Response Total**	(I ended) Response Total**	(No Change) Response Total**
All Responses	11.3 %	3.1 %	85.5 %	64,827	17,534	529,652
Work Location						
Headquarters	10.8 %	3.3 %	85.9 %	18,416	5,672	165,064
Field	11.7 %	3.2 %	85.0 %	31,918	8,466	247,477
Full-time telework	10.8 %	2.4 %	86.9 %	10,870	2,399	91,073
Supervisory Status						
Senior Leader	9.0 %	2.5 %	88.6 %	868	240	9,704
Manager	8.6 %	2.3 %	89.1 %	3,266	910	37,483
Supervisor	10.0 %	3.0 %	87.0 %	7,638	2,287	72,479
Team Leader	11.9 %	3.3 %	84.8 %	8,899	2,442	67,935
Non-Supervisor	11.7 %	3.2 %	85.1 %	40,942	10,777	319,507
Sex						
Male	11.3 %	3.1 %	85.6 %	32,760	8,780	268,791
Female	11.3 %	3.1 %	85.6 %	27,088	7,341	221,408
Hispanic or Latino						
Yes	12.8 %	3.5 %	83.7 %	7,513	1,955	51,194
No	11.1 %	3.1 %	85.9 %	52,486	14,236	440,562
Race						
American Indian/Alaska Native	12.4 %	4.2 %	83.4 %	1,264	456	9,293
Asian	13.5 %	3.5 %	83.1 %	4,341	1,033	27,584
Black/African American	12.0 %	4.1 %	83.9 %	9,108	3,031	69,374
Native Hawaiian/Pacific Islander	16.5 %	4.5 %	79.0 %	622	163	3,003
White	10.6 %	2.8 %	86.6 %	39,659	10,179	347,706
Two or more races (Not Hispanic/Latino)	13.2 %	3.4 %	83.3 %	3,049	793	20,610
Age Group						
25 and under	16.3 %	3.0 %	80.7 %	1,107	201	5,591
26-29 years old	15.0 %	3.1 %	82.0 %	2,307	472	13,699

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q42) How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic?

Demographic	I began an alternative work schedule	I ended my usual alternative work schedule	No change because of the pandemic	(I began) Response Total**	(I ended) Response Total**	(No Change) Response Total**
All Responses	11.3 %	3.1 %	85.5 %	64,827	17,534	529,652
30-39 years old	13.4 %	3.1 %	83.4 %	14,027	3,071	92,328
40-49 years old	12.0 %	3.0 %	85.0 %	17,235	4,110	130,089
50-59 years old	9.4 %	3.1 %	87.5 %	17,122	5,475	169,702
60 or older	9.6 %	3.3 %	87.1 %	8,336	2,861	80,788
Level of Education						
Less than High School	11.0 %	5.8 %	83.1 %	44	22	303
H.S. Diploma/GED or equiv	11.7 %	3.4 %	84.9 %	2,708	781	20,215
Trade/Technical Certificate	12.6 %	4.2 %	83.3 %	1,486	494	10,259
Some College (no degree)	11.5 %	3.7 %	84.8 %	8,385	2,596	64,758
Associate's Degree	12.5 %	3.9 %	83.6 %	5,336	1,570	37,330
Bachelor's Degree	11.3 %	2.8 %	85.9 %	21,112	5,258	177,270
Master's Degree	10.9 %	3.0 %	86.1 %	16,165	4,317	137,358
Doctoral/Professional Degree	10.0 %	2.5 %	87.5 %	5,490	1,329	50,332
Pay Category						
Federal Wage System	14.9 %	4.6 %	80.5 %	2,954	888	15,785
GS 1-6	15.1 %	4.2 %	80.7 %	3,185	829	16,685
GS 7-12	11.7 %	3.3 %	85.0 %	26,969	7,164	206,480
GS 13-15	9.0 %	2.6 %	88.4 %	20,791	6,080	223,260
SES	6.9 %	0.9 %	92.1 %	349	53	5,224
SL/ST	9.4 %	1.7 %	88.9 %	178	32	1,854
Other	16.0 %	3.7 %	80.3 %	7,148	1,616	37,541
Time in Federal Government						
< 1 year	16.5 %	2.1 %	81.4 %	302	42	1,412
1-3 years	16.0 %	3.2 %	80.8 %	9,580	1,852	49,981
4-5 years	13.8 %	3.5 %	82.7 %	6,494	1,564	41,576
6-10 years	12.1 %	3.3 %	84.6 %	11,636	3,060	86,529

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q42) How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic?

Demographic	I began an alternative work schedule	I ended my usual alternative work schedule	No change because of the pandemic	(I began) Response Total**	(I ended) Response Total**	(No Change) Response Total**
All Responses	11.3 %	3.1 %	85.5 %	64,827	17,534	529,652
11-14 years	10.8 %	3.2 %	86.0 %	11,341	3,278	95,717
15-20 years	10.5 %	3.1 %	86.4 %	10,702	3,000	91,995
> 20 years	8.2 %	2.8 %	89.1 %	11,655	3,871	140,103
Time with Current Agency						
< 1 year	15.6 %	3.6 %	80.7 %	1,074	238	5,858
1-3 years	14.7 %	3.2 %	82.0 %	13,457	2,922	78,542
4-5 years	12.7 %	3.6 %	83.8 %	7,843	2,135	55,671
6-10 years	11.4 %	3.3 %	85.3 %	11,459	3,203	92,446
11-14 years	10.5 %	3.1 %	86.4 %	10,283	2,976	90,402
15-20 years	10.5 %	3.1 %	86.5 %	9,348	2,594	81,184
> 20 years	7.9 %	2.6 %	89.5 %	8,216	2,605	103,115
Leaving Before Covid						
No	11.1 %	2.8 %	86.1 %	44,042	11,010	371,359
Yes, to retire	9.4 %	3.4 %	87.1 %	3,090	1,114	31,431
Yes, to other job in Govt	12.1 %	4.0 %	83.9 %	9,732	3,233	72,229
Yes, to other job outside Govt	13.2 %	3.3 %	83.5 %	1,755	445	11,835
Yes, other	12.5 %	3.8 %	83.7 %	1,873	546	13,113
Leaving Today						
No	11.0 %	2.7 %	86.4 %	40,122	9,601	342,112
Yes, to retire	9.1 %	3.5 %	87.4 %	3,370	1,276	35,529
Yes, to other job in Govt	12.0 %	4.1 %	83.9 %	10,402	3,514	77,282
Yes, to other job outside Govt	13.2 %	3.7 %	83.1 %	2,368	645	16,094
Yes, other	12.9 %	4.0 %	83.1 %	2,827	851	19,182
Retire Before Covid						
Less than 1 year	9.7 %	3.3 %	87.0 %	1,266	423	12,936
1 year	9.1 %	3.2 %	87.7 %	1,390	494	14,664

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q42) How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic?

Demographic	I began an alternative work schedule	I ended my usual alternative work schedule	No change because of the pandemic	(I began) Response Total**	(I ended) Response Total**	(No Change) Response Total**
All Responses	11.3 %	3.1 %	85.5 %	64,827	17,534	529,652
2 years	9.4 %	3.2 %	87.4 %	2,861	966	28,747
3 years	9.2 %	3.4 %	87.4 %	2,771	1,014	28,572
4 years	9.7 %	3.3 %	87.0 %	1,917	630	18,808
5 years	9.9 %	3.3 %	86.8 %	3,937	1,282	36,866
More than 5 years	11.8 %	3.1 %	85.1 %	45,934	11,459	355,343
Retire Today						
Less than 1 year	9.7 %	3.8 %	86.5 %	1,811	692	17,807
1 year	8.8 %	3.5 %	87.7 %	1,603	597	17,242
2 years	9.6 %	3.3 %	87.1 %	2,894	968	28,474
3 years	9.3 %	3.2 %	87.5 %	2,628	899	26,544
4 years	9.4 %	3.3 %	87.3 %	1,756	599	17,772
5 years	10.0 %	3.1 %	86.9 %	3,678	1,182	35,016
More than 5 years	11.9 %	3.0 %	85.2 %	44,847	10,950	346,787
Transgender						
Yes	13.5 %	3.9 %	82.6 %	208	58	1,372
No	11.3 %	3.1 %	85.6 %	59,340	15,975	485,684
Consider Yourself as						
Straight	11.3 %	3.1 %	85.6 %	55,679	15,014	457,459
Gay or Lesbian	11.0 %	3.1 %	85.9 %	1,217	351	10,827
Bisexual	14.0 %	3.3 %	82.7 %	895	208	5,767
Something else	12.8 %	3.7 %	83.5 %	1,089	311	7,552
Military Service						
No Prior Military Service	10.9 %	2.8 %	86.3 %	41,676	10,629	357,943
Currently in Guard/Reserves	15.1 %	3.8 %	81.1 %	1,434	362	8,333
Retired	11.0 %	3.9 %	85.2 %	8,221	2,870	66,375
Separated/Discharged	12.3 %	3.4 %	84.2 %	10,171	2,772	73,374

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q42) How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic?

Demographic	I began an alternative work schedule	I ended my usual alternative work schedule	No change because of the pandemic	(I began) Response Total**	(I ended) Response Total**	(No Change) Response Total**
All Responses	11.3 %	3.1 %	85.5 %	64,827	17,534	529,652
Military Spouse						
Spouse of current active duty service member	17.0 %	4.1 %	78.9 %	1,005	232	4,867
Spouse of separated or retired service member with a disability rating of 100%	12.1 %	4.6 %	83.4 %	1,319	479	9,460
Widow(er) of a service member killed while on active duty	17.7 %	9.6 %	72.7 %	53	28	225
None of the categories listed	11.2 %	3.1 %	85.8 %	59,182	15,918	492,167
NoN-Competitive Hiring Authority						
Yes	16.4 %	5.4 %	78.3 %	321	106	1,654
No	13.6 %	4.3 %	82.1 %	2,040	622	12,818
Disability						
Yes	12.8 %	4.0 %	83.3 %	10,457	3,189	72,753
No	11.0 %	2.9 %	86.1 %	49,882	13,094	422,123

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_1) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded telework

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	65.2 %	8.9 %	25.9 %	424,500	40,720	139,073
Work Location						
Headquarters	74.7 %	6.9 %	18.4 %	149,511	8,711	29,703
Field	54.7 %	12.3 %	33.0 %	173,164	28,069	84,304
Full-time telework	82.3 %	1.6 %	16.1 %	84,478	1,440	17,587
Supervisory Status						
Senior Leader	71.1 %	5.0 %	23.9 %	8,102	387	2,226
Manager	66.9 %	7.6 %	25.4 %	29,445	2,484	9,413
Supervisor	64.3 %	9.0 %	26.7 %	56,393	5,772	19,676
Team Leader	67.5 %	8.7 %	23.8 %	56,790	5,187	16,729
Non-Supervisor	65.2 %	9.0 %	25.9 %	258,920	24,699	84,736
Sex						
Male	61.6 %	9.3 %	29.1 %	204,341	21,998	81,411
Female	71.6 %	8.0 %	20.4 %	191,535	15,207	47,387
Hispanic or Latino						
Yes	55.3 %	13.5 %	31.3 %	36,627	6,580	17,009
No	67.0 %	8.1 %	24.8 %	360,808	30,789	111,853
Race						
American Indian/Alaska Native	47.3 %	17.0 %	35.7 %	5,336	1,745	3,840
Asian	70.1 %	8.2 %	21.7 %	24,301	1,918	6,458
Black/African American	65.0 %	9.2 %	25.8 %	56,111	5,488	19,087
Native Hawaiian/Pacific Islander	49.7 %	14.7 %	35.6 %	2,052	481	1,237
White	66.4 %	8.1 %	25.5 %	282,005	23,967	88,836
Two or more races (Not Hispanic/Latino)	61.6 %	12.2 %	26.1 %	16,162	2,396	5,705
Age Group						
25 and under	56.6 %	11.6 %	31.9 %	4,076	703	2,099
26-29 years old	58.5 %	13.0 %	28.5 %	10,555	1,744	4,125
30-39 years old	66.0 %	11.7 %	22.3 %	79,785	9,190	20,026

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_1) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded telework

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	65.2 %	8.9 %	25.9 %	424,500	40,720	139,073
40-49 years old	66.3 %	9.8 %	23.9 %	108,403	11,113	31,058
50-59 years old	66.0 %	6.9 %	27.0 %	132,936	10,703	47,070
60 or older	65.0 %	5.4 %	29.6 %	61,673	3,983	25,007
Level of Education						
Less than High School	34.6 %	16.6 %	48.8 %	135	55	168
H.S. Diploma/GED or equiv	40.6 %	11.5 %	47.9 %	10,994	2,247	10,194
Trade/Technical Certificate	38.2 %	15.1 %	46.6 %	5,327	1,549	5,242
Some College (no degree)	48.3 %	12.8 %	38.9 %	40,463	7,886	26,685
Associate's Degree	48.9 %	13.9 %	37.2 %	23,676	5,013	15,124
Bachelor's Degree	68.6 %	8.3 %	23.1 %	146,687	12,785	42,701
Master's Degree	78.3 %	5.8 %	15.9 %	127,144	6,637	23,043
Doctoral/Professional Degree	81.5 %	4.3 %	14.2 %	47,947	1,573	7,315
Pay Category						
Federal Wage System	15.2 %	20.3 %	64.6 %	3,609	3,565	12,250
GS 1-6	39.8 %	18.2 %	41.9 %	9,320	3,190	7,921
GS 7-12	62.5 %	10.7 %	26.8 %	161,351	19,757	57,548
GS 13-15	80.1 %	3.8 %	16.2 %	203,444	6,872	38,244
SES	82.8 %	1.7 %	15.6 %	4,766	72	763
SL/ST	83.1 %	2.8 %	14.2 %	1,728	37	280
Other	53.4 %	11.8 %	34.8 %	25,163	5,044	15,680
Time in Federal Government						
< 1 year	63.6 %	8.3 %	28.1 %	1,146	126	468
1-3 years	60.0 %	10.2 %	29.8 %	39,529	5,078	16,461
4-5 years	63.8 %	10.6 %	25.6 %	34,429	3,901	10,976
6-10 years	66.1 %	9.8 %	24.1 %	72,142	7,092	21,282
11-14 years	66.3 %	9.3 %	24.3 %	78,157	7,704	23,729
15-20 years	63.5 %	9.6 %	26.9 %	71,630	7,874	25,350

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_1) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded telework

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	65.2 %	8.9 %	25.9 %	424,500	40,720	139,073
> 20 years	69.6 %	5.7 %	24.7 %	112,699	6,816	34,632
Time with Current Agency						
< 1 year	67.4 %	8.8 %	23.8 %	4,956	544	1,624
1-3 years	63.8 %	9.8 %	26.4 %	64,689	7,316	22,340
4-5 years	66.2 %	9.8 %	24.0 %	46,912	4,730	13,575
6-10 years	66.6 %	9.3 %	24.1 %	76,725	7,090	22,547
11-14 years	65.2 %	9.3 %	25.5 %	72,323	7,259	23,332
15-20 years	62.1 %	9.4 %	28.4 %	61,810	6,863	23,603
> 20 years	69.2 %	5.5 %	25.2 %	82,250	4,735	25,888
Leaving Before Covid						
No	67.1 %	7.0 %	25.9 %	303,791	22,357	97,464
Yes, to retire	63.4 %	7.6 %	29.0 %	23,750	2,087	9,359
Yes, to other job in Govt	61.7 %	14.8 %	23.4 %	57,170	9,889	17,620
Yes, to other job outside Govt	64.5 %	14.1 %	21.4 %	9,819	1,492	2,621
Yes, other	57.5 %	15.2 %	27.3 %	9,719	1,923	3,751
Leaving Today						
No	68.9 %	5.7 %	25.5 %	284,466	16,757	87,974
Yes, to retire	63.9 %	8.1 %	28.0 %	26,947	2,567	10,139
Yes, to other job in Govt	60.1 %	16.1 %	23.9 %	59,927	11,582	19,105
Yes, to other job outside Govt	59.4 %	18.7 %	21.9 %	12,505	2,692	3,766
Yes, other	56.6 %	17.1 %	26.3 %	14,140	3,143	5,369
Retire Before Covid						
Less than 1 year	65.8 %	6.7 %	27.6 %	10,104	745	3,616
1 year	64.3 %	6.4 %	29.3 %	11,130	839	4,380
2 years	64.2 %	6.9 %	29.0 %	21,774	1,790	8,647
3 years	63.8 %	7.1 %	29.1 %	21,640	1,804	8,585
4 years	63.4 %	7.3 %	29.3 %	14,257	1,249	5,664

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_1) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded telework

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	65.2 %	8.9 %	25.9 %	424,500	40,720	139,073
5 years	63.9 %	8.2 %	27.9 %	28,270	2,685	10,763
More than 5 years	66.3 %	9.3 %	24.5 %	294,006	28,415	88,066
Retire Today						
Less than 1 year	62.3 %	9.8 %	27.9 %	13,400	1,535	5,139
1 year	63.1 %	9.0 %	27.9 %	12,898	1,381	4,916
2 years	64.3 %	7.6 %	28.2 %	21,666	1,944	8,360
3 years	64.9 %	7.2 %	28.0 %	20,362	1,683	7,714
4 years	64.7 %	6.5 %	28.7 %	13,649	1,064	5,231
5 years	64.9 %	7.8 %	27.3 %	27,183	2,425	9,908
More than 5 years	66.7 %	9.0 %	24.3 %	288,481	26,747	85,005
Transgender						
Yes	54.9 %	17.2 %	27.9 %	994	232	402
No	65.6 %	8.8 %	25.7 %	392,528	36,846	127,418
Consider Yourself as						
Straight	65.5 %	8.6 %	25.8 %	369,086	34,187	120,931
Gay or Lesbian	70.8 %	8.5 %	20.7 %	9,237	801	2,268
Bisexual	66.2 %	12.4 %	21.4 %	4,941	633	1,270
Something else	57.9 %	14.4 %	27.7 %	5,628	1,018	2,193
Military Service						
No Prior Military Service	69.1 %	8.2 %	22.7 %	300,486	24,472	82,499
Currently in Guard/Reserves	55.1 %	13.4 %	31.5 %	6,050	1,132	2,870
Retired	61.0 %	7.9 %	31.1 %	48,758	5,193	22,763
Separated/Discharged	57.3 %	11.3 %	31.4 %	53,394	7,622	24,493
Military Spouse						
Spouse of current active duty service member	64.0 %	14.8 %	21.2 %	4,168	724	1,176
Spouse of separated or retired service member with a disability rating of 100%	60.6 %	13.5 %	25.8 %	7,291	1,213	2,674

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_1) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded telework

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	65.2 %	8.9 %	25.9 %	424,500	40,720	139,073
Widow(er) of a service member killed while on active duty	54.9 %	18.3 %	26.8 %	176	49	76
None of the categories listed	65.7 %	8.6 %	25.7 %	397,623	36,496	128,847
NoN-Competitive Hiring Authority						
Yes	59.3 %	16.5 %	24.2 %	1,299	281	486
No	62.2 %	13.7 %	24.1 %	10,267	1,688	3,417
Disability						
Yes	62.3 %	11.5 %	26.2 %	57,503	7,666	20,368
No	66.2 %	8.2 %	25.6 %	342,178	29,941	109,517

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_2) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded work schedule flexibilities

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	50.6 %	10.8 %	38.6 %	319,324	53,024	227,378
Work Location						
Headquarters	56.5 %	7.9 %	35.6 %	109,931	11,536	65,084
Field	44.5 %	14.3 %	41.2 %	134,922	33,840	114,578
Full-time telework	59.8 %	4.8 %	35.4 %	61,463	4,596	36,854
Supervisory Status						
Senior Leader	56.4 %	5.4 %	38.2 %	6,244	451	3,991
Manager	52.5 %	8.0 %	39.5 %	22,403	2,779	15,905
Supervisor	51.6 %	9.8 %	38.5 %	43,792	6,705	30,785
Team Leader	53.6 %	10.5 %	35.8 %	43,686	6,752	27,670
Non-Supervisor	49.7 %	11.3 %	39.0 %	191,913	33,619	140,076
Sex						
Male	48.5 %	11.0 %	40.5 %	155,838	27,576	122,054
Female	54.5 %	10.0 %	35.5 %	142,505	20,891	89,058
Hispanic or Latino						
Yes	45.7 %	16.5 %	37.8 %	29,375	8,342	22,106
No	51.6 %	9.9 %	38.6 %	269,935	40,416	189,510
Race						
American Indian/Alaska Native	40.7 %	19.6 %	39.8 %	4,486	2,057	4,321
Asian	58.6 %	10.0 %	31.3 %	20,074	2,648	9,972
Black/African American	51.6 %	11.1 %	37.3 %	43,761	7,122	29,515
Native Hawaiian/Pacific Islander	46.9 %	16.5 %	36.6 %	1,902	543	1,314
White	50.4 %	9.9 %	39.7 %	207,573	31,421	152,479
Two or more races (Not Hispanic/Latino)	50.5 %	14.9 %	34.6 %	12,842	3,068	8,210
Age Group						
25 and under	48.3 %	14.9 %	36.8 %	3,379	956	2,462
26-29 years old	49.8 %	15.6 %	34.6 %	8,643	2,205	5,439
30-39 years old	56.0 %	14.3 %	29.7 %	65,605	12,323	30,337

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_2) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded work schedule flexibilities

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	50.6 %	10.8 %	38.6 %	319,324	53,024	227,378
40-49 years old	53.9 %	11.7 %	34.4 %	86,122	14,514	48,934
50-59 years old	47.8 %	8.3 %	43.9 %	94,169	13,503	81,516
60 or older	44.8 %	6.7 %	48.5 %	41,618	5,271	43,269
Level of Education						
Less than High School	32.1 %	17.8 %	50.1 %	123	55	181
H.S. Diploma/GED or equiv	34.3 %	13.9 %	51.8 %	8,836	2,690	11,742
Trade/Technical Certificate	32.8 %	17.6 %	49.5 %	4,337	1,796	5,897
Some College (no degree)	39.1 %	15.0 %	45.9 %	31,498	9,296	33,736
Associate's Degree	39.9 %	15.7 %	44.4 %	18,607	5,790	19,094
Bachelor's Degree	52.9 %	9.9 %	37.2 %	109,860	16,659	74,217
Master's Degree	60.0 %	7.7 %	32.4 %	95,377	9,981	50,422
Doctoral/Professional Degree	59.2 %	6.7 %	34.1 %	34,325	3,003	19,001
Pay Category						
Federal Wage System	22.1 %	23.9 %	54.0 %	4,739	4,084	10,462
GS 1-6	33.9 %	19.5 %	46.6 %	7,548	3,443	9,326
GS 7-12	47.6 %	12.7 %	39.7 %	119,038	25,161	92,819
GS 13-15	60.4 %	5.2 %	34.3 %	150,722	11,257	84,813
SES	60.4 %	2.3 %	37.3 %	3,382	114	2,062
SL/ST	57.1 %	4.4 %	38.5 %	1,181	66	783
Other	46.3 %	14.4 %	39.3 %	21,280	6,187	17,978
Time in Federal Government						
< 1 year	51.9 %	8.3 %	39.8 %	907	137	693
1-3 years	49.8 %	12.9 %	37.3 %	31,663	6,783	22,151
4-5 years	51.6 %	12.8 %	35.6 %	26,961	5,077	16,909
6-10 years	52.4 %	11.7 %	35.9 %	55,694	9,308	34,878
11-14 years	51.9 %	11.5 %	36.7 %	59,480	10,209	39,101
15-20 years	49.4 %	11.2 %	39.4 %	54,304	9,781	39,924

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_2) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded work schedule flexibilities

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	50.6 %	10.8 %	38.6 %	319,324	53,024	227,378
> 20 years	50.0 %	7.1 %	42.9 %	79,196	9,087	64,808
Time with Current Agency						
< 1 year	54.7 %	9.7 %	35.6 %	3,911	629	2,548
1-3 years	51.7 %	12.4 %	35.9 %	50,886	9,911	32,888
4-5 years	52.8 %	12.0 %	35.2 %	36,322	6,248	22,172
6-10 years	52.1 %	11.2 %	36.6 %	58,636	9,405	37,585
11-14 years	50.6 %	11.3 %	38.1 %	54,581	9,477	38,108
15-20 years	48.2 %	11.0 %	40.8 %	46,698	8,453	36,477
> 20 years	49.4 %	6.7 %	43.9 %	57,124	6,198	48,694
Leaving Before Covid						
No	52.3 %	8.3 %	39.4 %	230,049	28,535	161,849
Yes, to retire	45.0 %	9.1 %	46.0 %	16,371	2,630	15,949
Yes, to other job in Govt	47.5 %	18.6 %	33.9 %	42,573	13,378	28,004
Yes, to other job outside Govt	50.2 %	18.4 %	31.3 %	7,345	2,173	4,288
Yes, other	44.1 %	19.3 %	36.5 %	7,205	2,583	5,479
Leaving Today						
No	53.5 %	6.8 %	39.6 %	215,451	21,802	149,309
Yes, to retire	45.2 %	9.6 %	45.3 %	18,484	3,199	17,680
Yes, to other job in Govt	46.4 %	19.8 %	33.8 %	44,741	15,327	29,773
Yes, to other job outside Govt	47.3 %	23.2 %	29.6 %	9,466	3,703	5,641
Yes, other	44.2 %	21.1 %	34.6 %	10,641	4,160	7,672
Retire Before Covid						
Less than 1 year	46.1 %	8.1 %	45.9 %	6,848	943	6,556
1 year	44.8 %	7.6 %	47.6 %	7,579	1,067	7,576
2 years	45.5 %	7.9 %	46.5 %	15,001	2,194	14,735
3 years	45.4 %	8.8 %	45.8 %	14,987	2,359	14,441
4 years	45.1 %	8.6 %	46.3 %	9,842	1,537	9,623

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_2) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded work schedule flexibilities

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	50.6 %	10.8 %	38.6 %	319,324	53,024	227,378
5 years	46.4 %	9.7 %	43.9 %	19,953	3,371	18,051
More than 5 years	52.7 %	11.3 %	36.0 %	227,107	37,507	142,715
Retire Today						
Less than 1 year	43.6 %	11.4 %	45.0 %	9,067	1,887	8,938
1 year	44.1 %	11.0 %	44.9 %	8,829	1,756	8,475
2 years	45.5 %	8.9 %	45.6 %	14,959	2,389	14,407
3 years	46.4 %	8.7 %	44.9 %	14,123	2,167	13,262
4 years	46.0 %	8.0 %	46.0 %	9,433	1,354	9,026
5 years	47.3 %	9.2 %	43.4 %	19,229	3,053	16,924
More than 5 years	53.1 %	11.1 %	35.9 %	223,169	35,568	138,666
Transgender						
Yes	42.0 %	20.7 %	37.3 %	752	286	574
No	50.9 %	10.6 %	38.5 %	295,860	48,005	209,042
Consider Yourself as						
Straight	50.9 %	10.4 %	38.7 %	278,572	44,245	197,754
Gay or Lesbian	52.2 %	11.7 %	36.1 %	6,568	1,172	4,451
Bisexual	52.3 %	15.9 %	31.8 %	3,794	879	2,115
Something else	46.1 %	18.6 %	35.2 %	4,351	1,401	3,052
Military Service						
No Prior Military Service	53.2 %	10.3 %	36.5 %	224,350	33,738	146,267
Currently in Guard/Reserves	48.3 %	15.6 %	36.2 %	5,163	1,357	3,492
Retired	45.9 %	8.6 %	45.6 %	36,153	5,766	34,353
Separated/Discharged	46.2 %	13.2 %	40.6 %	41,683	9,292	33,953
Military Spouse						
Spouse of current active duty service member	53.6 %	17.5 %	28.9 %	3,464	890	1,685
Spouse of separated or retired service member with a disability rating of 100%	47.1 %	15.1 %	37.8 %	5,551	1,438	4,092

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_2) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded work schedule flexibilities

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	50.6 %	10.8 %	38.6 %	319,324	53,024	227,378
Widow(er) of a service member killed while on active duty	43.3 %	24.1 %	32.6 %	142	59	100
None of the categories listed	50.8 %	10.5 %	38.7 %	298,573	47,842	212,510
NoN-Competitive Hiring Authority						
Yes	47.3 %	19.4 %	33.3 %	1,033	340	693
No	49.8 %	15.6 %	34.6 %	8,073	2,026	5,147
Disability						
Yes	49.0 %	13.8 %	37.2 %	43,943	9,882	31,192
No	51.2 %	10.1 %	38.7 %	257,081	39,183	181,884

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_3) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded leave policies

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	31.5 %	11.1 %	57.5 %	196,078	56,227	347,743
Work Location						
Headquarters	33.0 %	8.9 %	58.1 %	63,653	14,194	108,794
Field	29.1 %	13.6 %	57.3 %	86,330	32,734	164,650
Full-time telework	36.6 %	6.4 %	57.0 %	38,027	6,193	58,723
Supervisory Status						
Senior Leader	37.2 %	6.8 %	56.0 %	4,024	589	6,031
Manager	34.3 %	8.1 %	57.6 %	14,417	2,908	23,799
Supervisor	32.8 %	10.0 %	57.2 %	27,585	6,949	46,773
Team Leader	30.8 %	11.4 %	57.8 %	24,944	7,598	45,688
Non-Supervisor	31.0 %	11.4 %	57.6 %	117,873	35,337	212,708
Sex						
Male	31.0 %	11.3 %	57.6 %	98,948	29,444	177,617
Female	32.6 %	10.1 %	57.3 %	84,481	21,823	146,097
Hispanic or Latino						
Yes	33.3 %	15.9 %	50.7 %	20,880	8,218	30,713
No	31.4 %	10.2 %	58.5 %	163,007	43,338	294,019
Race						
American Indian/Alaska Native	31.9 %	18.0 %	50.2 %	3,531	1,825	5,520
Asian	39.8 %	11.5 %	48.6 %	13,315	3,275	15,988
Black/African American	36.3 %	11.1 %	52.6 %	30,466	7,450	42,314
Native Hawaiian/Pacific Islander	36.1 %	15.4 %	48.4 %	1,420	531	1,806
White	29.7 %	10.0 %	60.3 %	121,225	33,233	237,720
Two or more races (Not Hispanic/Latino)	33.1 %	15.0 %	51.9 %	8,438	3,185	12,528
Age Group						
25 and under	31.2 %	14.9 %	53.9 %	2,187	981	3,652
26-29 years old	33.2 %	16.4 %	50.4 %	5,594	2,374	8,312
30-39 years old	36.5 %	14.6 %	48.9 %	42,541	13,414	52,331

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_3) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded leave policies

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	31.5 %	11.1 %	57.5 %	196,078	56,227	347,743
40-49 years old	33.9 %	11.7 %	54.4 %	53,839	15,062	80,732
50-59 years old	28.6 %	8.5 %	62.9 %	55,730	13,973	119,716
60 or older	26.5 %	7.2 %	66.3 %	24,200	5,790	60,350
Level of Education						
Less than High School	27.1 %	15.9 %	57.0 %	99	55	208
H.S. Diploma/GED or equiv	27.2 %	12.8 %	60.0 %	6,706	2,447	14,129
Trade/Technical Certificate	25.2 %	15.5 %	59.4 %	3,181	1,593	7,270
Some College (no degree)	28.3 %	13.6 %	58.1 %	22,260	8,503	43,845
Associate's Degree	28.2 %	14.0 %	57.8 %	12,739	5,237	25,551
Bachelor's Degree	32.5 %	10.1 %	57.4 %	67,128	17,368	116,370
Master's Degree	34.7 %	9.2 %	56.1 %	55,514	12,509	87,894
Doctoral/Professional Degree	31.2 %	9.0 %	59.8 %	18,292	4,463	33,644
Pay Category						
Federal Wage System	23.4 %	20.7 %	55.9 %	4,739	3,549	11,002
GS 1-6	26.9 %	17.7 %	55.4 %	5,731	3,141	11,439
GS 7-12	30.9 %	11.9 %	57.1 %	76,101	24,213	136,772
GS 13-15	33.8 %	7.3 %	58.9 %	85,358	16,123	145,575
SES	36.3 %	3.9 %	59.8 %	2,021	188	3,342
SL/ST	29.0 %	5.8 %	65.2 %	598	95	1,336
Other	30.9 %	14.1 %	54.9 %	14,333	6,052	25,193
Time in Federal Government						
< 1 year	30.6 %	9.2 %	60.2 %	527	144	1,062
1-3 years	31.1 %	12.5 %	56.5 %	19,213	6,741	34,654
4-5 years	31.9 %	13.3 %	54.7 %	16,374	5,490	27,146
6-10 years	32.6 %	12.1 %	55.2 %	34,297	10,241	55,323
11-14 years	32.2 %	11.7 %	56.1 %	36,651	10,867	61,337
15-20 years	31.3 %	11.2 %	57.5 %	34,061	10,074	60,084

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_3) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded leave policies

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	31.5 %	11.1 %	57.5 %	196,078	56,227	347,743
> 20 years	30.5 %	7.5 %	62.0 %	47,857	9,876	95,484
Time with Current Agency						
< 1 year	34.8 %	9.3 %	55.9 %	2,443	599	4,059
1-3 years	32.4 %	12.0 %	55.6 %	31,229	9,903	52,553
4-5 years	32.9 %	12.7 %	54.5 %	22,312	6,890	35,575
6-10 years	32.4 %	11.7 %	55.9 %	35,965	10,468	59,263
11-14 years	31.5 %	11.5 %	57.0 %	33,725	10,021	58,531
15-20 years	30.7 %	11.0 %	58.3 %	29,419	8,648	53,695
> 20 years	29.5 %	7.1 %	63.3 %	33,823	6,842	71,436
Leaving Before Covid						
No	32.3 %	8.7 %	59.0 %	140,348	31,267	249,198
Yes, to retire	28.2 %	9.2 %	62.6 %	9,998	2,771	22,242
Yes, to other job in Govt	30.0 %	17.8 %	52.1 %	26,523	13,190	44,291
Yes, to other job outside Govt	30.6 %	19.7 %	49.7 %	4,543	2,423	6,905
Yes, other	26.9 %	19.8 %	53.3 %	4,356	2,717	8,222
Leaving Today						
No	32.8 %	7.3 %	59.9 %	130,641	24,474	231,640
Yes, to retire	28.1 %	10.2 %	61.8 %	11,245	3,464	24,757
Yes, to other job in Govt	29.5 %	18.8 %	51.7 %	27,909	14,937	47,094
Yes, to other job outside Govt	29.2 %	23.9 %	46.9 %	5,848	3,991	9,024
Yes, other	27.2 %	21.9 %	50.9 %	6,481	4,434	11,581
Retire Before Covid						
Less than 1 year	28.2 %	8.5 %	63.3 %	4,130	1,030	9,223
1 year	27.7 %	8.3 %	64.0 %	4,560	1,187	10,526
2 years	27.7 %	8.4 %	63.9 %	8,967	2,373	20,688
3 years	27.1 %	9.3 %	63.6 %	8,823	2,567	20,441
4 years	26.9 %	8.7 %	64.4 %	5,763	1,582	13,652

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_3) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded leave policies

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	31.5 %	11.1 %	57.5 %	196,078	56,227	347,743
5 years	28.2 %	9.6 %	62.2 %	11,959	3,417	26,066
More than 5 years	32.8 %	11.5 %	55.6 %	140,108	39,852	227,683
Retire Today						
Less than 1 year	27.0 %	12.0 %	61.0 %	5,508	2,036	12,405
1 year	27.4 %	11.6 %	61.0 %	5,376	1,921	11,845
2 years	27.4 %	9.1 %	63.5 %	8,821	2,506	20,453
3 years	27.4 %	8.9 %	63.7 %	8,215	2,292	19,061
4 years	26.9 %	8.3 %	64.8 %	5,409	1,431	12,971
5 years	28.4 %	9.3 %	62.3 %	11,403	3,128	24,730
More than 5 years	33.0 %	11.3 %	55.7 %	137,372	37,922	222,319
Transgender						
Yes	27.7 %	22.1 %	50.2 %	498	319	808
No	31.7 %	10.8 %	57.5 %	181,878	50,667	320,832
Consider Yourself as						
Straight	31.7 %	10.6 %	57.7 %	171,247	46,672	303,102
Gay or Lesbian	32.3 %	12.0 %	55.7 %	3,987	1,267	6,967
Bisexual	33.4 %	16.1 %	50.5 %	2,383	931	3,471
Something else	30.9 %	19.5 %	49.6 %	2,845	1,516	4,451
Military Service						
No Prior Military Service	32.6 %	10.8 %	56.6 %	136,228	36,760	231,568
Currently in Guard/Reserves	32.9 %	14.9 %	52.2 %	3,486	1,338	5,201
Retired	27.8 %	8.7 %	63.5 %	21,636	5,961	48,757
Separated/Discharged	30.5 %	12.7 %	56.8 %	27,128	9,103	48,861
Military Spouse						
Spouse of current active duty service member	33.6 %	16.8 %	49.6 %	2,118	874	3,039
Spouse of separated or retired service member with a disability rating of 100%	30.8 %	13.0 %	56.2 %	3,604	1,264	6,244

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_3) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded leave policies

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	31.5 %	11.1 %	57.5 %	196,078	56,227	347,743
Widow(er) of a service member killed while on active duty	31.0 %	20.6 %	48.4 %	97	56	150
None of the categories listed	31.5 %	10.8 %	57.7 %	182,927	51,082	325,347
NoN-Competitive Hiring Authority						
Yes	31.9 %	16.4 %	51.7 %	688	283	1,076
No	31.8 %	14.2 %	53.9 %	5,092	1,890	8,308
Disability						
Yes	32.7 %	13.7 %	53.7 %	28,947	10,061	46,078
No	31.4 %	10.3 %	58.3 %	155,922	41,868	280,793

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_4) How has your organization supported your well-being needs during the COVID-19 pandemic? More information on available leave policies

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	34.9 %	11.8 %	53.3 %	217,901	61,035	320,787
Work Location						
Headquarters	37.6 %	9.6 %	52.8 %	73,244	15,379	97,844
Field	32.0 %	14.3 %	53.6 %	95,125	34,866	153,855
Full-time telework	39.4 %	7.6 %	53.0 %	40,796	7,443	54,541
Supervisory Status						
Senior Leader	45.1 %	5.9 %	49.1 %	4,933	500	5,250
Manager	41.6 %	6.9 %	51.4 %	17,653	2,467	21,050
Supervisor	38.2 %	9.5 %	52.3 %	32,296	6,694	42,362
Team Leader	33.9 %	12.3 %	53.9 %	27,478	8,364	42,311
Non-Supervisor	33.6 %	12.6 %	53.7 %	127,820	40,012	197,842
Sex						
Male	34.0 %	12.0 %	53.9 %	108,758	31,627	165,847
Female	36.9 %	10.9 %	52.2 %	95,641	23,992	132,412
Hispanic or Latino						
Yes	36.4 %	17.1 %	46.5 %	22,764	8,951	28,127
No	35.0 %	10.9 %	54.2 %	182,118	47,004	271,062
Race						
American Indian/Alaska Native	34.6 %	18.0 %	47.4 %	3,832	1,860	5,200
Asian	43.6 %	12.0 %	44.4 %	14,547	3,476	14,514
Black/African American	40.2 %	11.6 %	48.2 %	33,536	7,789	38,851
Native Hawaiian/Pacific Islander	39.6 %	16.1 %	44.3 %	1,518	560	1,669
White	33.2 %	10.8 %	56.0 %	136,447	36,400	219,342
Two or more races (Not Hispanic/Latino)	36.2 %	16.4 %	47.4 %	9,179	3,533	11,454
Age Group						
25 and under	36.6 %	16.5 %	46.9 %	2,538	1,100	3,147
26-29 years old	38.3 %	17.9 %	43.7 %	6,418	2,638	7,181
30-39 years old	39.3 %	15.9 %	44.9 %	45,714	14,863	47,260

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_4) How has your organization supported your well-being needs during the COVID-19 pandemic? More information on available leave policies

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	34.9 %	11.8 %	53.3 %	217,901	61,035	320,787
40-49 years old	36.9 %	12.4 %	50.6 %	58,548	16,128	74,686
50-59 years old	32.6 %	8.8 %	58.5 %	63,952	14,738	111,005
60 or older	30.3 %	8.0 %	61.7 %	27,923	6,528	56,279
Level of Education						
Less than High School	27.8 %	16.6 %	55.7 %	107	56	200
H.S. Diploma/GED or equiv	28.9 %	13.5 %	57.6 %	7,057	2,615	13,684
Trade/Technical Certificate	26.6 %	16.5 %	57.0 %	3,397	1,687	6,996
Some College (no degree)	30.3 %	14.3 %	55.4 %	23,755	8,955	41,982
Associate's Degree	30.3 %	14.5 %	55.2 %	13,661	5,517	24,403
Bachelor's Degree	35.7 %	11.1 %	53.2 %	73,720	19,353	107,712
Master's Degree	39.4 %	9.8 %	50.8 %	63,239	13,561	78,874
Doctoral/Professional Degree	37.8 %	9.9 %	52.3 %	22,222	4,952	29,144
Pay Category						
Federal Wage System	25.0 %	21.7 %	53.4 %	5,018	3,711	10,627
GS 1-6	29.6 %	18.9 %	51.6 %	6,270	3,364	10,702
GS 7-12	33.7 %	13.1 %	53.2 %	82,352	27,193	127,495
GS 13-15	38.5 %	7.7 %	53.8 %	97,696	17,274	131,825
SES	46.8 %	3.5 %	49.7 %	2,635	161	2,756
SL/ST	35.4 %	6.1 %	58.5 %	753	95	1,186
Other	33.3 %	14.5 %	52.2 %	15,503	6,183	23,899
Time in Federal Government						
< 1 year	38.1 %	10.9 %	50.9 %	649	174	906
1-3 years	35.7 %	13.5 %	50.7 %	22,142	7,350	31,026
4-5 years	35.9 %	14.2 %	49.8 %	18,377	6,062	24,471
6-10 years	35.9 %	13.2 %	50.9 %	37,763	11,315	50,652
11-14 years	35.1 %	12.6 %	52.3 %	40,066	11,842	56,934
15-20 years	34.1 %	11.8 %	54.1 %	37,350	10,688	56,131

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_4) How has your organization supported your well-being needs during the COVID-19 pandemic? More information on available leave policies

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	34.9 %	11.8 %	53.3 %	217,901	61,035	320,787
> 20 years	34.1 %	8.1 %	57.9 %	54,029	10,596	88,791
Time with Current Agency						
< 1 year	38.8 %	10.3 %	50.9 %	2,746	655	3,683
1-3 years	36.5 %	13.0 %	50.5 %	35,189	10,821	47,534
4-5 years	36.3 %	13.6 %	50.1 %	24,683	7,607	32,416
6-10 years	35.6 %	12.7 %	51.7 %	39,569	11,481	54,496
11-14 years	34.4 %	12.3 %	53.2 %	37,000	10,905	54,432
15-20 years	33.5 %	11.6 %	54.9 %	32,204	9,220	50,301
> 20 years	33.6 %	7.6 %	58.8 %	38,934	7,291	66,055
Leaving Before Covid						
No	36.1 %	9.2 %	54.7 %	157,316	33,673	229,606
Yes, to retire	31.4 %	10.0 %	58.7 %	11,340	2,991	20,773
Yes, to other job in Govt	32.5 %	19.4 %	48.1 %	28,634	14,596	40,703
Yes, to other job outside Govt	33.0 %	21.4 %	45.6 %	4,898	2,644	6,270
Yes, other	29.3 %	21.5 %	49.2 %	4,748	2,997	7,499
Leaving Today						
No	36.8 %	7.8 %	55.4 %	147,160	26,473	213,030
Yes, to retire	31.3 %	11.0 %	57.7 %	12,759	3,738	23,040
Yes, to other job in Govt	31.9 %	20.3 %	47.8 %	30,080	16,399	43,397
Yes, to other job outside Govt	31.2 %	25.4 %	43.5 %	6,264	4,282	8,231
Yes, other	29.2 %	24.0 %	46.9 %	6,925	4,928	10,597
Retire Before Covid						
Less than 1 year	31.4 %	9.5 %	59.2 %	4,670	1,133	8,609
1 year	31.2 %	8.7 %	60.1 %	5,188	1,264	9,854
2 years	31.0 %	8.9 %	60.2 %	10,122	2,506	19,444
3 years	30.9 %	9.7 %	59.4 %	10,174	2,696	19,037
4 years	30.7 %	9.4 %	59.8 %	6,635	1,699	12,730

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_4) How has your organization supported your well-being needs during the COVID-19 pandemic? More information on available leave policies

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	34.9 %	11.8 %	53.3 %	217,901	61,035	320,787
5 years	31.8 %	10.1 %	58.1 %	13,664	3,607	24,267
More than 5 years	36.3 %	12.4 %	51.3 %	154,886	43,640	208,450
Retire Today						
Less than 1 year	30.3 %	13.0 %	56.7 %	6,268	2,197	11,517
1 year	30.5 %	12.3 %	57.3 %	5,996	2,046	11,100
2 years	30.8 %	9.6 %	59.6 %	10,043	2,646	19,177
3 years	31.3 %	9.3 %	59.3 %	9,497	2,433	17,766
4 years	30.8 %	8.8 %	60.4 %	6,253	1,529	12,103
5 years	32.0 %	9.7 %	58.3 %	13,024	3,294	23,034
More than 5 years	36.5 %	12.2 %	51.3 %	152,038	41,630	203,353
Transgender						
Yes	30.0 %	22.9 %	47.1 %	525	334	758
No	35.2 %	11.6 %	53.2 %	202,707	54,975	295,583
Consider Yourself as						
Straight	35.1 %	11.3 %	53.5 %	190,589	50,428	279,990
Gay or Lesbian	37.9 %	12.8 %	49.2 %	4,732	1,395	6,052
Bisexual	38.3 %	17.9 %	43.8 %	2,737	1,076	2,944
Something else	32.9 %	21.1 %	46.0 %	3,048	1,683	4,064
Military Service						
No Prior Military Service	36.3 %	11.8 %	51.9 %	152,584	40,672	210,959
Currently in Guard/Reserves	35.2 %	15.3 %	49.5 %	3,650	1,382	4,969
Retired	31.7 %	8.8 %	59.4 %	24,721	6,084	45,728
Separated/Discharged	32.6 %	13.3 %	54.1 %	28,881	9,626	46,596
Military Spouse						
Spouse of current active duty service member	36.6 %	18.0 %	45.4 %	2,294	925	2,785
Spouse of separated or retired service member with a disability rating of 100%	34.2 %	13.1 %	52.7 %	3,979	1,274	5,877

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_4) How has your organization supported your well-being needs during the COVID-19 pandemic? More information on available leave policies

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	34.9 %	11.8 %	53.3 %	217,901	61,035	320,787
Widow(er) of a service member killed while on active duty	35.8 %	20.0 %	44.2 %	110	49	138
None of the categories listed	35.0 %	11.6 %	53.5 %	203,714	55,646	299,854
NoN-Competitive Hiring Authority						
Yes	36.5 %	16.7 %	46.8 %	788	288	976
No	34.9 %	14.8 %	50.4 %	5,553	1,943	7,772
Disability						
Yes	35.1 %	14.6 %	50.3 %	31,055	10,947	43,027
No	35.1 %	11.1 %	53.8 %	174,913	45,403	258,129

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_5) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded mental health resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	21.5 %	9.6 %	69.0 %	131,337	51,433	421,176
Work Location						
Headquarters	22.0 %	8.0 %	70.1 %	41,493	13,347	132,886
Field	20.1 %	11.1 %	68.7 %	58,639	28,118	198,942
Full-time telework	25.0 %	7.0 %	68.0 %	25,722	7,083	70,896
Supervisory Status						
Senior Leader	28.5 %	5.2 %	66.3 %	3,021	460	7,262
Manager	23.9 %	6.0 %	70.0 %	9,835	2,258	29,289
Supervisor	22.5 %	8.1 %	69.4 %	18,502	5,974	57,351
Team Leader	19.6 %	9.6 %	70.9 %	15,656	6,711	56,307
Non-Supervisor	21.3 %	10.1 %	68.6 %	79,464	33,415	255,585
Sex						
Male	19.6 %	9.1 %	71.3 %	60,421	24,682	223,190
Female	24.8 %	9.8 %	65.3 %	62,865	22,330	168,711
Hispanic or Latino						
Yes	24.9 %	13.8 %	61.3 %	15,470	7,481	37,347
No	21.2 %	8.8 %	70.0 %	108,213	39,813	355,666
Race						
American Indian/Alaska Native	28.1 %	15.6 %	56.3 %	3,189	1,608	6,137
Asian	27.5 %	9.9 %	62.5 %	8,955	3,018	20,778
Black/African American	29.3 %	11.2 %	59.5 %	24,200	7,947	48,814
Native Hawaiian/Pacific Islander	28.3 %	14.1 %	57.6 %	1,084	501	2,193
White	19.0 %	8.2 %	72.7 %	76,652	29,147	288,967
Two or more races (Not Hispanic/Latino)	23.3 %	13.9 %	62.8 %	5,832	3,109	15,361
Age Group						
25 and under	22.6 %	15.1 %	62.3 %	1,607	1,079	4,171
26-29 years old	24.5 %	15.7 %	59.7 %	4,113	2,551	9,700
30-39 years old	23.6 %	13.2 %	63.2 %	26,597	13,191	68,903

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_5) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded mental health resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	21.5 %	9.6 %	69.0 %	131,337	51,433	421,176
40-49 years old	23.0 %	10.2 %	66.8 %	35,375	13,901	101,089
50-59 years old	20.4 %	6.8 %	72.8 %	39,417	11,798	139,718
60 or older	18.1 %	5.8 %	76.0 %	16,604	4,777	69,963
Level of Education						
Less than High School	22.5 %	15.3 %	62.2 %	83	50	226
H.S. Diploma/GED or equiv	20.9 %	11.0 %	68.1 %	5,090	2,175	16,260
Trade/Technical Certificate	18.9 %	12.8 %	68.3 %	2,415	1,335	8,394
Some College (no degree)	21.0 %	11.5 %	67.5 %	16,445	7,383	51,446
Associate's Degree	20.8 %	11.8 %	67.4 %	9,375	4,517	29,982
Bachelor's Degree	21.9 %	8.8 %	69.3 %	44,503	16,233	141,461
Master's Degree	23.3 %	8.0 %	68.7 %	36,697	11,758	108,297
Doctoral/Professional Degree	17.6 %	8.2 %	74.3 %	10,150	4,358	42,176
Pay Category						
Federal Wage System	15.6 %	17.0 %	67.4 %	3,142	2,898	13,417
GS 1-6	22.9 %	16.8 %	60.3 %	4,838	2,986	12,661
GS 7-12	22.8 %	10.8 %	66.5 %	55,323	23,567	159,890
GS 13-15	21.1 %	5.9 %	73.0 %	52,724	14,162	181,595
SES	25.5 %	2.8 %	71.7 %	1,399	143	4,051
SL/ST	18.6 %	5.1 %	76.3 %	384	86	1,574
Other	18.6 %	11.6 %	69.8 %	8,710	5,005	32,231
Time in Federal Government						
< 1 year	24.1 %	9.2 %	66.7 %	419	158	1,160
1-3 years	23.4 %	11.2 %	65.4 %	14,350	6,443	40,192
4-5 years	22.3 %	12.1 %	65.7 %	11,190	5,370	32,692
6-10 years	21.6 %	10.7 %	67.8 %	22,099	9,613	68,724
11-14 years	21.1 %	9.8 %	69.1 %	23,384	9,671	76,501
15-20 years	20.7 %	9.3 %	70.0 %	22,198	8,726	73,958

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_5) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded mental health resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	21.5 %	9.6 %	69.0 %	131,337	51,433	421,176
> 20 years	21.1 %	6.5 %	72.4 %	32,958	8,881	112,682
Time with Current Agency						
< 1 year	26.4 %	8.7 %	64.9 %	1,860	582	4,669
1-3 years	23.9 %	10.9 %	65.2 %	22,842	9,535	61,888
4-5 years	22.4 %	11.5 %	66.1 %	14,867	6,727	43,566
6-10 years	21.2 %	10.3 %	68.6 %	22,983	9,730	73,597
11-14 years	20.5 %	9.5 %	69.9 %	21,519	8,753	72,668
15-20 years	20.4 %	9.0 %	70.6 %	19,296	7,415	65,678
> 20 years	20.3 %	6.0 %	73.7 %	23,208	6,057	83,840
Leaving Before Covid						
No	21.9 %	7.3 %	70.8 %	93,553	27,918	302,077
Yes, to retire	19.7 %	7.5 %	72.8 %	6,941	2,341	26,097
Yes, to other job in Govt	20.9 %	16.1 %	62.9 %	18,188	12,599	53,781
Yes, to other job outside Govt	18.4 %	17.9 %	63.7 %	2,722	2,315	8,880
Yes, other	18.5 %	18.5 %	63.0 %	2,934	2,664	9,769
Leaving Today						
No	22.1 %	6.0 %	71.9 %	86,511	21,418	281,359
Yes, to retire	19.2 %	8.6 %	72.2 %	7,733	2,983	29,115
Yes, to other job in Govt	20.6 %	16.9 %	62.5 %	19,166	14,217	57,123
Yes, to other job outside Govt	18.0 %	21.9 %	60.0 %	3,549	3,887	11,505
Yes, other	19.1 %	20.5 %	60.4 %	4,437	4,373	13,804
Retire Before Covid						
Less than 1 year	19.5 %	7.0 %	73.5 %	2,857	856	10,797
1 year	19.5 %	6.4 %	74.2 %	3,188	931	12,306
2 years	19.2 %	6.6 %	74.3 %	6,163	1,883	24,319
3 years	19.2 %	7.1 %	73.7 %	6,187	2,007	23,951
4 years	18.8 %	7.4 %	73.9 %	4,016	1,363	15,836

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_5) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded mental health resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	21.5 %	9.6 %	69.0 %	131,337	51,433	421,176
5 years	19.8 %	8.1 %	72.1 %	8,347	2,986	30,473
More than 5 years	22.2 %	10.2 %	67.6 %	92,555	37,578	279,750
Retire Today						
Less than 1 year	19.3 %	10.5 %	70.2 %	3,918	1,821	14,395
1 year	18.8 %	9.4 %	71.8 %	3,676	1,580	14,030
2 years	18.8 %	7.1 %	74.1 %	6,018	2,009	24,114
3 years	19.2 %	6.9 %	73.9 %	5,706	1,832	22,326
4 years	18.6 %	6.7 %	74.8 %	3,748	1,184	15,068
5 years	19.8 %	7.6 %	72.6 %	7,896	2,677	29,017
More than 5 years	22.2 %	9.9 %	67.8 %	90,395	35,802	273,580
Transgender						
Yes	20.0 %	23.8 %	56.2 %	333	353	941
No	21.7 %	9.4 %	69.0 %	122,331	46,406	388,420
Consider Yourself as						
Straight	21.6 %	9.0 %	69.4 %	114,662	41,822	368,149
Gay or Lesbian	24.1 %	13.3 %	62.6 %	2,914	1,492	7,894
Bisexual	26.6 %	19.1 %	54.3 %	1,868	1,191	3,756
Something else	22.5 %	19.9 %	57.6 %	2,051	1,640	5,170
Military Service						
No Prior Military Service	22.2 %	9.5 %	68.3 %	91,252	34,726	281,223
Currently in Guard/Reserves	21.7 %	12.3 %	66.0 %	2,194	1,126	6,739
Retired	19.4 %	6.6 %	74.1 %	14,734	4,575	57,674
Separated/Discharged	20.7 %	11.2 %	68.1 %	18,072	8,268	59,330
Military Spouse						
Spouse of current active duty service member	23.6 %	14.9 %	61.5 %	1,448	797	3,817
Spouse of separated or retired service member with a disability rating of 100%	24.5 %	11.9 %	63.6 %	2,801	1,191	7,184

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_5) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded mental health resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	21.5 %	9.6 %	69.0 %	131,337	51,433	421,176
Widow(er) of a service member killed while on active duty	23.8 %	22.2 %	54.1 %	74	60	173
None of the categories listed	21.4 %	9.3 %	69.3 %	122,108	46,719	394,346
NoN-Competitive Hiring Authority						
Yes	26.7 %	14.5 %	58.8 %	558	261	1,249
No	23.7 %	13.0 %	63.3 %	3,731	1,775	9,862
Disability						
Yes	23.9 %	13.7 %	62.4 %	20,948	10,601	54,237
No	21.2 %	8.6 %	70.3 %	103,238	37,005	341,444

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_6) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded physical health resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	23.7 %	17.4 %	58.8 %	129,564	96,666	377,243
Work Location						
Headquarters	25.8 %	14.4 %	59.9 %	43,370	23,917	120,316
Field	23.9 %	21.7 %	54.4 %	61,934	58,538	165,062
Full-time telework	19.0 %	9.5 %	71.4 %	18,386	9,474	75,762
Supervisory Status						
Senior Leader	35.2 %	11.5 %	53.3 %	3,517	1,172	6,043
Manager	29.4 %	14.9 %	55.6 %	11,049	6,051	24,238
Supervisor	26.6 %	17.4 %	56.1 %	19,667	13,533	48,566
Team Leader	23.8 %	18.0 %	58.2 %	16,968	12,965	48,750
Non-Supervisor	22.2 %	17.5 %	60.2 %	73,460	58,721	236,022
Sex						
Male	25.0 %	17.7 %	57.3 %	70,610	50,538	187,039
Female	22.2 %	16.6 %	61.2 %	51,223	38,522	163,896
Hispanic or Latino						
Yes	24.7 %	24.6 %	50.6 %	13,749	13,898	32,603
No	23.8 %	16.3 %	60.0 %	108,230	75,608	319,526
Race						
American Indian/Alaska Native	37.3 %	20.3 %	42.4 %	4,206	2,048	4,701
Asian	29.1 %	17.8 %	53.0 %	8,620	5,364	18,720
Black/African American	27.3 %	17.7 %	55.0 %	20,097	12,977	47,824
Native Hawaiian/Pacific Islander	32.9 %	21.9 %	45.2 %	1,143	812	1,816
White	22.2 %	16.5 %	61.3 %	79,216	59,923	255,363
Two or more races (Not Hispanic/Latino)	25.5 %	22.0 %	52.5 %	5,598	5,035	13,666
Age Group						
25 and under	23.8 %	25.6 %	50.6 %	1,508	1,776	3,552
26-29 years old	26.5 %	25.1 %	48.5 %	3,890	3,998	8,449
30-39 years old	24.3 %	21.2 %	54.5 %	23,655	21,241	63,676

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_6) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded physical health resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	23.7 %	17.4 %	58.8 %	129,564	96,666	377,243
40-49 years old	24.7 %	17.8 %	57.5 %	33,442	24,710	92,026
50-59 years old	23.6 %	14.7 %	61.7 %	41,301	26,304	123,248
60 or older	22.0 %	13.3 %	64.6 %	18,421	11,528	61,465
Level of Education						
Less than High School	29.3 %	18.4 %	52.2 %	109	65	187
H.S. Diploma/GED or equiv	25.6 %	18.9 %	55.5 %	5,514	4,130	13,887
Trade/Technical Certificate	26.4 %	19.8 %	53.8 %	3,015	2,238	6,903
Some College (no degree)	24.6 %	20.0 %	55.3 %	16,884	14,018	44,374
Associate's Degree	27.2 %	19.7 %	53.1 %	10,804	8,122	24,951
Bachelor's Degree	23.4 %	17.0 %	59.6 %	42,497	31,979	127,576
Master's Degree	23.8 %	15.7 %	60.5 %	34,401	22,586	99,607
Doctoral/Professional Degree	18.7 %	14.7 %	66.6 %	9,882	7,447	39,265
Pay Category						
Federal Wage System	25.5 %	27.0 %	47.5 %	4,671	5,096	9,714
GS 1-6	32.6 %	20.4 %	47.0 %	5,989	4,083	10,435
GS 7-12	25.6 %	18.1 %	56.3 %	54,770	40,851	143,130
GS 13-15	21.6 %	13.1 %	65.2 %	49,428	29,809	168,888
SES	28.3 %	12.2 %	59.5 %	1,478	655	3,450
SL/ST	24.7 %	11.5 %	63.9 %	502	203	1,334
Other	17.2 %	26.6 %	56.2 %	7,889	11,666	26,384
Time in Federal Government						
< 1 year	29.2 %	13.1 %	57.6 %	444	243	1,049
1-3 years	27.0 %	19.0 %	54.1 %	14,857	10,995	35,075
4-5 years	25.9 %	19.2 %	54.8 %	11,445	8,769	29,022
6-10 years	24.8 %	17.6 %	57.6 %	22,252	16,225	61,929
11-14 years	22.7 %	18.1 %	59.2 %	22,801	17,881	68,766
15-20 years	22.8 %	18.5 %	58.8 %	21,853	17,952	65,044

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_6) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded physical health resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	23.7 %	17.4 %	58.8 %	129,564	96,666	377,243
> 20 years	21.8 %	14.3 %	63.9 %	31,096	20,452	102,848
Time with Current Agency						
< 1 year	31.8 %	13.5 %	54.7 %	2,089	920	4,111
1-3 years	26.9 %	18.2 %	55.0 %	23,108	16,084	55,007
4-5 years	25.1 %	18.5 %	56.4 %	14,739	11,023	39,323
6-10 years	24.1 %	17.3 %	58.6 %	22,969	16,728	66,587
11-14 years	22.2 %	18.3 %	59.5 %	21,007	16,942	64,895
15-20 years	22.4 %	18.5 %	59.1 %	18,840	15,982	57,543
> 20 years	21.2 %	14.1 %	64.7 %	21,996	14,771	76,244
Leaving Before Covid						
No	23.9 %	15.1 %	61.0 %	91,872	58,929	272,225
Yes, to retire	23.3 %	16.0 %	60.8 %	7,449	5,268	22,663
Yes, to other job in Govt	23.3 %	24.4 %	52.3 %	17,647	19,493	47,429
Yes, to other job outside Govt	20.5 %	27.3 %	52.2 %	2,540	3,526	7,848
Yes, other	21.6 %	25.6 %	52.8 %	3,003	3,719	8,664
Leaving Today						
No	23.8 %	13.6 %	62.6 %	84,078	49,069	255,680
Yes, to retire	22.9 %	17.3 %	59.9 %	8,215	6,463	25,175
Yes, to other job in Govt	23.5 %	25.7 %	50.8 %	19,046	22,125	49,384
Yes, to other job outside Govt	20.8 %	31.4 %	47.8 %	3,474	5,610	9,872
Yes, other	21.6 %	28.1 %	50.3 %	4,376	6,041	12,220
Retire Before Covid						
Less than 1 year	22.4 %	14.4 %	63.2 %	2,959	1,922	9,636
1 year	22.6 %	14.7 %	62.7 %	3,388	2,275	10,737
2 years	23.0 %	15.1 %	61.9 %	6,708	4,612	21,019
3 years	23.4 %	15.2 %	61.4 %	6,816	4,606	20,733
4 years	23.2 %	15.2 %	61.6 %	4,473	3,003	13,721

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_6) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded physical health resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	23.7 %	17.4 %	58.8 %	129,564	96,666	377,243
5 years	23.6 %	16.1 %	60.3 %	9,035	6,203	26,564
More than 5 years	23.8 %	18.1 %	58.1 %	88,201	67,675	253,571
Retire Today						
Less than 1 year	22.7 %	18.1 %	59.2 %	4,132	3,393	12,639
1 year	22.4 %	18.3 %	59.3 %	3,893	3,304	12,072
2 years	22.8 %	15.9 %	61.3 %	6,577	4,783	20,768
3 years	23.2 %	15.4 %	61.4 %	6,358	4,318	19,205
4 years	23.1 %	14.8 %	62.1 %	4,210	2,764	13,025
5 years	23.3 %	15.7 %	61.0 %	8,439	5,737	25,425
More than 5 years	23.7 %	17.8 %	58.5 %	85,698	64,934	248,736
Transgender						
Yes	23.0 %	26.6 %	50.5 %	345	415	871
No	23.9 %	17.2 %	58.8 %	120,847	88,159	347,752
Consider Yourself as						
Straight	24.1 %	16.8 %	59.1 %	114,594	80,849	328,808
Gay or Lesbian	22.1 %	22.4 %	55.5 %	2,465	2,568	7,246
Bisexual	22.8 %	27.1 %	50.2 %	1,388	1,720	3,703
Something else	21.5 %	27.5 %	50.9 %	1,765	2,305	4,807
Military Service						
No Prior Military Service	21.7 %	17.7 %	60.6 %	80,048	65,451	261,324
Currently in Guard/Reserves	31.0 %	18.6 %	50.5 %	2,921	1,776	5,364
Retired	29.3 %	13.6 %	57.2 %	21,178	9,997	45,808
Separated/Discharged	25.6 %	19.0 %	55.5 %	20,267	14,951	50,464
Military Spouse						
Spouse of current active duty service member	30.2 %	19.5 %	50.4 %	1,656	1,083	3,322
Spouse of separated or retired service member with a disability rating of 100%	30.1 %	17.0 %	52.8 %	3,060	1,780	6,327

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_6) How has your organization supported your well-being needs during the COVID-19 pandemic? Expanded physical health resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	23.7 %	17.4 %	58.8 %	129,564	96,666	377,243
Widow(er) of a service member killed while on active duty	29.6 %	26.0 %	44.4 %	79	72	155
None of the categories listed	23.5 %	17.3 %	59.2 %	119,835	89,380	353,608
NoN-Competitive Hiring Authority						
Yes	33.6 %	18.4 %	48.0 %	641	340	1,085
No	29.5 %	18.0 %	52.5 %	4,117	2,575	8,668
Disability						
Yes	27.4 %	19.4 %	53.2 %	21,260	15,544	49,006
No	23.2 %	16.9 %	60.0 %	101,310	74,540	305,434

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_7) How has your organization supported your well-being needs during the COVID-19 pandemic? Timely communication about possible COVID-19 illness at my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	53.8 %	19.0 %	27.1 %	330,105	101,826	173,132
Work Location						
Headquarters	57.3 %	17.9 %	24.8 %	108,214	30,171	49,746
Field	52.3 %	22.0 %	25.7 %	154,319	55,375	76,681
Full-time telework	53.5 %	11.1 %	35.4 %	54,292	10,994	38,520
Supervisory Status						
Senior Leader	72.0 %	8.5 %	19.5 %	7,922	834	2,014
Manager	66.9 %	12.1 %	21.0 %	28,105	4,583	8,795
Supervisor	59.2 %	17.0 %	23.7 %	49,044	12,643	20,292
Team Leader	55.2 %	20.0 %	24.8 %	43,875	14,110	20,916
Non-Supervisor	51.1 %	19.9 %	29.0 %	190,007	65,058	114,082
Sex						
Male	54.9 %	18.7 %	26.4 %	172,589	50,676	85,709
Female	53.5 %	18.7 %	27.8 %	137,549	42,509	74,304
Hispanic or Latino						
Yes	50.0 %	23.9 %	26.1 %	30,951	12,922	16,529
No	54.9 %	18.1 %	27.0 %	279,829	80,890	144,003
Race						
American Indian/Alaska Native	50.2 %	26.3 %	23.4 %	5,614	2,735	2,621
Asian	58.8 %	16.3 %	24.9 %	19,201	4,798	8,819
Black/African American	55.8 %	18.5 %	25.8 %	45,795	13,172	22,123
Native Hawaiian/Pacific Islander	52.8 %	22.6 %	24.7 %	2,040	799	941
White	54.2 %	18.2 %	27.6 %	217,253	63,500	114,817
Two or more races (Not Hispanic/Latino)	51.8 %	23.9 %	24.2 %	12,790	5,251	6,301
Age Group						
25 and under	55.0 %	22.0 %	23.0 %	3,763	1,450	1,649
26-29 years old	52.7 %	24.8 %	22.5 %	8,783	3,699	3,905
30-39 years old	51.9 %	23.1 %	25.1 %	57,566	22,032	29,292

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_7) How has your organization supported your well-being needs during the COVID-19 pandemic? Timely communication about possible COVID-19 illness at my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	53.8 %	19.0 %	27.1 %	330,105	101,826	173,132
40-49 years old	53.5 %	19.7 %	26.8 %	81,457	26,509	42,685
50-59 years old	56.0 %	16.1 %	27.9 %	108,084	27,834	55,425
60 or older	56.0 %	14.6 %	29.4 %	51,473	12,279	27,821
Level of Education						
Less than High School	38.5 %	26.8 %	34.7 %	150	85	131
H.S. Diploma/GED or equiv	47.0 %	20.8 %	32.1 %	11,498	4,264	7,819
Trade/Technical Certificate	46.8 %	24.6 %	28.6 %	5,964	2,591	3,616
Some College (no degree)	49.3 %	22.1 %	28.6 %	38,473	14,549	22,346
Associate's Degree	50.2 %	22.6 %	27.2 %	22,565	8,864	12,569
Bachelor's Degree	55.0 %	18.0 %	27.1 %	111,935	32,361	58,326
Master's Degree	59.1 %	16.5 %	24.4 %	92,682	23,583	40,802
Doctoral/Professional Degree	54.8 %	17.0 %	28.2 %	31,040	8,718	17,055
Pay Category						
Federal Wage System	40.9 %	32.0 %	27.1 %	8,484	5,573	5,464
GS 1-6	45.4 %	26.9 %	27.7 %	9,684	4,802	6,046
GS 7-12	51.4 %	20.8 %	27.8 %	123,908	44,780	70,622
GS 13-15	59.1 %	14.0 %	26.9 %	145,459	32,269	71,151
SES	75.4 %	8.9 %	15.6 %	4,249	478	879
SL/ST	66.9 %	11.2 %	21.9 %	1,383	198	473
Other	55.0 %	21.0 %	24.1 %	25,662	9,043	11,364
Time in Federal Government						
< 1 year	58.5 %	14.3 %	27.2 %	1,004	235	505
1-3 years	54.6 %	19.6 %	25.8 %	33,549	10,863	16,685
4-5 years	53.2 %	21.4 %	25.4 %	26,670	9,261	13,443
6-10 years	52.9 %	20.2 %	26.9 %	53,773	17,812	29,057
11-14 years	52.3 %	20.2 %	27.5 %	58,385	19,528	31,908
15-20 years	53.5 %	19.4 %	27.1 %	56,975	18,252	29,907

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_7) How has your organization supported your well-being needs during the COVID-19 pandemic? Timely communication about possible COVID-19 illness at my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	53.8 %	19.0 %	27.1 %	330,105	101,826	173,132
> 20 years	56.8 %	15.3 %	27.9 %	88,743	21,335	44,668
Time with Current Agency						
< 1 year	60.3 %	13.9 %	25.7 %	4,297	908	1,937
1-3 years	55.1 %	19.3 %	25.6 %	52,482	16,412	25,520
4-5 years	53.1 %	20.7 %	26.1 %	35,292	11,900	18,081
6-10 years	52.7 %	20.0 %	27.4 %	56,815	18,619	31,132
11-14 years	52.0 %	20.3 %	27.7 %	54,601	18,399	30,176
15-20 years	53.5 %	19.1 %	27.3 %	50,261	15,853	26,511
> 20 years	57.3 %	14.8 %	27.9 %	65,369	15,115	32,770
Leaving Before Covid						
No	56.3 %	15.9 %	27.9 %	240,167	59,982	124,229
Yes, to retire	55.5 %	17.1 %	27.4 %	19,868	5,477	10,104
Yes, to other job in Govt	47.2 %	29.0 %	23.9 %	40,944	22,392	21,422
Yes, to other job outside Govt	47.2 %	29.3 %	23.4 %	6,678	3,721	3,544
Yes, other	43.1 %	29.9 %	27.0 %	6,812	4,176	4,427
Leaving Today						
No	57.7 %	14.0 %	28.4 %	225,013	49,063	115,887
Yes, to retire	54.7 %	19.0 %	26.3 %	22,150	6,869	10,925
Yes, to other job in Govt	46.0 %	30.5 %	23.4 %	42,862	25,338	22,534
Yes, to other job outside Govt	43.6 %	34.6 %	21.8 %	8,444	6,001	4,528
Yes, other	42.0 %	32.6 %	25.4 %	9,774	6,775	6,146
Retire Before Covid						
Less than 1 year	55.6 %	16.1 %	28.4 %	8,194	2,083	4,274
1 year	56.0 %	15.8 %	28.3 %	9,294	2,362	4,806
2 years	56.2 %	16.3 %	27.6 %	18,352	4,793	9,283
3 years	55.8 %	16.5 %	27.7 %	18,172	4,799	9,249
4 years	55.3 %	16.8 %	27.9 %	11,900	3,203	6,135

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_7) How has your organization supported your well-being needs during the COVID-19 pandemic? Timely communication about possible COVID-19 illness at my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	53.8 %	19.0 %	27.1 %	330,105	101,826	173,132
5 years	55.1 %	17.5 %	27.4 %	23,303	6,663	11,962
More than 5 years	53.6 %	19.7 %	26.8 %	222,798	71,181	116,674
Retire Today						
Less than 1 year	52.4 %	20.9 %	26.7 %	10,823	3,732	5,642
1 year	53.7 %	20.2 %	26.1 %	10,563	3,521	5,260
2 years	56.3 %	16.8 %	26.8 %	18,310	4,863	9,024
3 years	56.1 %	16.3 %	27.5 %	16,957	4,434	8,529
4 years	56.1 %	16.0 %	27.8 %	11,330	2,915	5,782
5 years	55.7 %	16.9 %	27.4 %	22,262	6,087	11,343
More than 5 years	53.7 %	19.4 %	26.9 %	217,940	68,421	114,135
Transgender						
Yes	43.3 %	30.0 %	26.8 %	744	457	433
No	54.4 %	18.7 %	26.9 %	307,694	92,166	158,382
Consider Yourself as						
Straight	54.6 %	18.3 %	27.0 %	290,869	84,895	149,874
Gay or Lesbian	54.2 %	22.1 %	23.7 %	6,736	2,482	3,110
Bisexual	52.8 %	26.2 %	21.0 %	3,680	1,613	1,550
Something else	44.5 %	29.4 %	26.1 %	4,071	2,396	2,426
Military Service						
No Prior Military Service	53.9 %	19.0 %	27.1 %	222,363	68,406	117,190
Currently in Guard/Reserves	52.7 %	20.1 %	27.2 %	5,455	1,806	2,824
Retired	57.1 %	15.9 %	27.0 %	44,641	11,233	21,320
Separated/Discharged	52.4 %	20.7 %	26.9 %	45,970	15,468	24,421
Military Spouse						
Spouse of current active duty service member	50.4 %	24.6 %	25.0 %	3,119	1,308	1,647
Spouse of separated or retired service member with a disability rating of 100%	51.6 %	22.3 %	26.1 %	5,968	2,195	3,039

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_7) How has your organization supported your well-being needs during the COVID-19 pandemic? Timely communication about possible COVID-19 illness at my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	53.8 %	19.0 %	27.1 %	330,105	101,826	173,132
Widow(er) of a service member killed while on active duty	48.8 %	28.7 %	22.5 %	149	77	82
None of the categories listed	54.2 %	18.7 %	27.1 %	309,618	93,456	161,230
NoN-Competitive Hiring Authority						
Yes	51.1 %	26.3 %	22.6 %	1,089	481	506
No	51.1 %	22.8 %	26.1 %	8,094	3,074	4,231
Disability						
Yes	52.4 %	22.0 %	25.6 %	45,724	16,875	23,353
No	54.6 %	18.2 %	27.2 %	266,859	77,562	138,238

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_8) How has your organization supported your well-being needs during the COVID-19 pandemic? Protection of employees at higher risk for severe illness from COVID-19 exposure

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	42.6 %	12.3 %	45.1 %	259,357	62,620	280,781
Work Location						
Headquarters	44.7 %	10.1 %	45.2 %	83,553	15,739	88,058
Field	41.0 %	15.3 %	43.7 %	120,588	37,368	127,441
Full-time telework	44.6 %	6.0 %	49.4 %	44,541	5,984	52,985
Supervisory Status						
Senior Leader	59.5 %	5.7 %	34.8 %	6,400	515	3,845
Manager	54.0 %	7.6 %	38.3 %	22,319	2,728	16,310
Supervisor	47.9 %	10.5 %	41.6 %	39,389	7,433	34,939
Team Leader	42.0 %	12.2 %	45.8 %	33,091	8,243	37,277
Non-Supervisor	40.4 %	13.0 %	46.6 %	149,130	40,571	178,031
Sex						
Male	42.8 %	12.5 %	44.7 %	133,644	32,858	141,478
Female	43.3 %	11.3 %	45.4 %	110,056	24,216	119,168
Hispanic or Latino						
Yes	42.6 %	17.5 %	40.0 %	26,000	9,110	25,078
No	43.0 %	11.3 %	45.6 %	218,201	48,346	236,453
Race						
American Indian/Alaska Native	46.9 %	20.2 %	32.9 %	5,226	2,090	3,606
Asian	45.8 %	11.8 %	42.4 %	14,638	3,319	14,734
Black/African American	47.7 %	13.6 %	38.6 %	38,544	9,314	33,003
Native Hawaiian/Pacific Islander	46.8 %	19.4 %	33.8 %	1,792	656	1,326
White	41.8 %	10.9 %	47.3 %	167,088	36,181	190,950
Two or more races (Not Hispanic/Latino)	42.2 %	17.2 %	40.5 %	10,459	3,668	10,136
Age Group						
25 and under	35.1 %	14.2 %	50.8 %	2,444	931	3,470
26-29 years old	36.7 %	15.0 %	48.4 %	6,104	2,209	8,016
30-39 years old	38.3 %	14.3 %	47.4 %	42,292	12,733	53,430

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_8) How has your organization supported your well-being needs during the COVID-19 pandemic? Protection of employees at higher risk for severe illness from COVID-19 exposure

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	42.6 %	12.3 %	45.1 %	259,357	62,620	280,781
40-49 years old	41.1 %	12.4 %	46.5 %	61,661	15,798	72,674
50-59 years old	45.0 %	10.4 %	44.5 %	85,530	17,200	87,954
60 or older	51.3 %	10.4 %	38.3 %	46,492	8,508	36,337
Level of Education						
Less than High School	39.7 %	22.7 %	37.6 %	149	68	144
H.S. Diploma/GED or equiv	40.6 %	15.7 %	43.7 %	9,860	3,135	10,546
Trade/Technical Certificate	39.8 %	18.6 %	41.7 %	5,093	1,923	5,127
Some College (no degree)	42.0 %	16.6 %	41.4 %	32,579	10,579	32,043
Associate's Degree	42.4 %	16.4 %	41.2 %	19,108	6,268	18,504
Bachelor's Degree	42.5 %	11.1 %	46.4 %	86,624	19,263	96,051
Master's Degree	45.8 %	9.4 %	44.9 %	71,189	12,804	72,445
Doctoral/Professional Degree	40.0 %	8.3 %	51.7 %	22,229	4,080	30,190
Pay Category						
Federal Wage System	33.3 %	25.4 %	41.3 %	6,903	4,373	8,216
GS 1-6	41.0 %	21.1 %	37.9 %	8,646	3,767	8,107
GS 7-12	42.4 %	13.8 %	43.8 %	102,569	28,533	107,415
GS 13-15	44.6 %	7.3 %	48.2 %	108,941	16,170	122,732
SES	58.4 %	4.1 %	37.6 %	3,229	212	2,155
SL/ST	51.3 %	6.0 %	42.7 %	1,044	101	892
Other	40.6 %	14.7 %	44.6 %	18,917	6,317	20,672
Time in Federal Government						
< 1 year	42.2 %	8.7 %	49.1 %	718	132	881
1-3 years	41.0 %	12.2 %	46.9 %	24,969	6,501	29,430
4-5 years	40.3 %	13.6 %	46.0 %	20,114	5,620	23,467
6-10 years	41.1 %	12.9 %	46.0 %	41,538	10,809	47,934
11-14 years	41.6 %	12.7 %	45.7 %	45,914	11,698	51,781
15-20 years	42.9 %	13.1 %	44.0 %	45,429	11,698	47,636

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_8) How has your organization supported your well-being needs during the COVID-19 pandemic? Protection of employees at higher risk for severe illness from COVID-19 exposure

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	42.6 %	12.3 %	45.1 %	259,357	62,620	280,781
> 20 years	46.5 %	9.9 %	43.6 %	71,827	13,087	69,306
Time with Current Agency						
< 1 year	47.5 %	9.2 %	43.4 %	3,335	589	3,183
1-3 years	42.3 %	12.3 %	45.4 %	40,014	10,045	44,035
4-5 years	41.3 %	13.4 %	45.2 %	27,179	7,298	30,583
6-10 years	41.3 %	12.6 %	46.1 %	44,201	11,177	50,779
11-14 years	41.6 %	12.8 %	45.5 %	43,333	11,053	48,397
15-20 years	42.9 %	12.9 %	44.2 %	40,043	10,288	42,011
> 20 years	46.3 %	9.4 %	44.3 %	52,376	9,061	51,423
Leaving Before Covid						
No	43.8 %	9.7 %	46.6 %	185,239	34,772	202,795
Yes, to retire	49.7 %	12.4 %	37.9 %	17,635	3,804	13,916
Yes, to other job in Govt	38.5 %	19.6 %	41.9 %	33,189	14,591	36,644
Yes, to other job outside Govt	35.3 %	19.3 %	45.4 %	5,008	2,347	6,523
Yes, other	34.6 %	21.3 %	44.1 %	5,531	2,904	6,901
Leaving Today						
No	44.6 %	8.0 %	47.4 %	172,549	26,742	189,329
Yes, to retire	48.6 %	13.8 %	37.7 %	19,556	4,767	15,513
Yes, to other job in Govt	37.3 %	20.9 %	41.8 %	34,517	16,718	39,136
Yes, to other job outside Govt	32.7 %	24.4 %	42.9 %	6,365	4,049	8,494
Yes, other	33.3 %	23.6 %	43.0 %	7,814	4,718	10,039
Retire Before Covid						
Less than 1 year	49.8 %	11.2 %	39.0 %	7,268	1,382	5,867
1 year	49.7 %	11.3 %	39.0 %	8,197	1,632	6,573
2 years	49.4 %	11.2 %	39.3 %	15,945	3,203	13,159
3 years	47.8 %	11.4 %	40.7 %	15,357	3,214	13,522
4 years	46.5 %	11.9 %	41.6 %	9,854	2,179	9,160

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_8) How has your organization supported your well-being needs during the COVID-19 pandemic? Protection of employees at higher risk for severe illness from COVID-19 exposure

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	42.6 %	12.3 %	45.1 %	259,357	62,620	280,781
5 years	45.9 %	12.2 %	41.9 %	19,185	4,434	18,156
More than 5 years	40.9 %	12.2 %	46.9 %	168,717	41,918	198,461
Retire Today						
Less than 1 year	47.0 %	15.5 %	37.6 %	9,594	2,649	7,901
1 year	47.9 %	14.7 %	37.4 %	9,321	2,497	7,436
2 years	48.5 %	12.3 %	39.2 %	15,612	3,395	13,088
3 years	48.0 %	11.2 %	40.9 %	14,303	2,924	12,603
4 years	46.9 %	10.8 %	42.3 %	9,360	1,878	8,738
5 years	45.8 %	11.4 %	42.8 %	18,089	3,940	17,538
More than 5 years	40.8 %	11.9 %	47.3 %	164,399	39,588	195,054
Transgender						
Yes	34.8 %	23.8 %	41.4 %	597	353	679
No	43.1 %	12.0 %	44.9 %	241,653	56,430	258,265
Consider Yourself as						
Straight	43.2 %	11.8 %	45.0 %	228,282	51,851	243,736
Gay or Lesbian	42.5 %	14.0 %	43.5 %	5,260	1,526	5,503
Bisexual	41.4 %	17.1 %	41.5 %	2,937	977	2,892
Something else	37.0 %	21.9 %	41.1 %	3,386	1,732	3,759
Military Service						
No Prior Military Service	41.5 %	11.7 %	46.9 %	170,389	40,029	195,953
Currently in Guard/Reserves	40.3 %	14.4 %	45.3 %	4,161	1,269	4,623
Retired	49.5 %	10.5 %	39.9 %	38,265	7,276	31,435
Separated/Discharged	42.3 %	14.7 %	43.0 %	37,090	10,694	37,861
Military Spouse						
Spouse of current active duty service member	40.6 %	15.9 %	43.5 %	2,504	815	2,726
Spouse of separated or retired service member with a disability rating of 100%	47.0 %	16.3 %	36.7 %	5,359	1,557	4,248

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_8) How has your organization supported your well-being needs during the COVID-19 pandemic? Protection of employees at higher risk for severe illness from COVID-19 exposure

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	42.6 %	12.3 %	45.1 %	259,357	62,620	280,781
Widow(er) of a service member killed while on active duty	43.0 %	24.5 %	32.5 %	134	65	106
None of the categories listed	42.7 %	11.9 %	45.3 %	242,280	56,935	263,124
NoN-Competitive Hiring Authority						
Yes	45.1 %	18.5 %	36.4 %	967	326	776
No	44.4 %	16.0 %	39.6 %	6,977	2,092	6,268
Disability						
Yes	49.4 %	16.8 %	33.8 %	43,379	12,620	29,766
No	41.7 %	11.1 %	47.2 %	202,120	45,233	233,547

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_9) How has your organization supported your well-being needs during the COVID-19 pandemic? Limited access to my agency worksite buildings/facilities

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	53.3 %	8.3 %	38.4 %	327,320	40,720	237,505
Work Location						
Headquarters	56.1 %	6.2 %	37.7 %	105,594	8,889	73,811
Field	52.6 %	11.1 %	36.3 %	156,887	26,340	103,527
Full-time telework	51.2 %	3.3 %	45.4 %	51,362	3,264	49,369
Supervisory Status						
Senior Leader	67.2 %	3.9 %	29.0 %	7,364	341	3,069
Manager	63.6 %	5.2 %	31.2 %	26,850	1,824	12,844
Supervisor	58.5 %	7.4 %	34.1 %	48,819	5,027	28,295
Team Leader	55.6 %	8.4 %	36.0 %	44,150	5,511	29,324
Non-Supervisor	50.7 %	8.8 %	40.6 %	188,776	25,957	154,830
Sex						
Male	53.4 %	8.9 %	37.7 %	168,570	22,576	118,163
Female	54.0 %	7.1 %	38.9 %	138,136	14,708	101,901
Hispanic or Latino						
Yes	50.8 %	13.0 %	36.2 %	31,258	6,626	22,599
No	54.0 %	7.5 %	38.4 %	276,260	30,843	198,267
Race						
American Indian/Alaska Native	56.0 %	12.0 %	32.0 %	6,339	1,185	3,461
Asian	56.4 %	7.6 %	36.0 %	18,203	2,046	12,586
Black/African American	53.8 %	8.8 %	37.4 %	43,505	5,701	32,042
Native Hawaiian/Pacific Islander	53.0 %	13.7 %	33.3 %	2,022	442	1,313
White	53.5 %	7.6 %	38.9 %	216,185	24,205	155,712
Two or more races (Not Hispanic/Latino)	52.7 %	11.8 %	35.5 %	13,017	2,446	8,923
Age Group						
25 and under	49.0 %	12.8 %	38.2 %	3,460	835	2,577
26-29 years old	50.8 %	13.6 %	35.6 %	8,621	1,897	5,885
30-39 years old	52.7 %	11.1 %	36.2 %	59,105	9,452	40,413

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_9) How has your organization supported your well-being needs during the COVID-19 pandemic? Limited access to my agency worksite buildings/facilities

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	53.3 %	8.3 %	38.4 %	327,320	40,720	237,505
40-49 years old	53.8 %	8.6 %	37.7 %	82,264	10,490	58,098
50-59 years old	54.4 %	6.4 %	39.2 %	104,783	10,388	76,453
60 or older	54.4 %	5.5 %	40.1 %	49,685	4,456	37,584
Level of Education						
Less than High School	42.4 %	17.4 %	40.2 %	160	55	150
H.S. Diploma/GED or equiv	42.5 %	11.5 %	46.0 %	10,345	2,258	11,003
Trade/Technical Certificate	45.0 %	12.8 %	42.2 %	5,753	1,299	5,142
Some College (no degree)	46.7 %	11.7 %	41.6 %	36,086	7,314	32,118
Associate's Degree	49.1 %	11.7 %	39.2 %	22,076	4,340	17,613
Bachelor's Degree	54.5 %	7.7 %	37.8 %	111,800	12,860	78,223
Master's Degree	58.9 %	5.9 %	35.2 %	92,353	7,556	57,369
Doctoral/Professional Degree	58.2 %	4.8 %	37.1 %	32,519	2,233	22,087
Pay Category						
Federal Wage System	36.2 %	19.4 %	44.5 %	7,520	3,333	8,683
GS 1-6	49.3 %	13.5 %	37.3 %	10,233	2,348	7,977
GS 7-12	52.6 %	9.5 %	37.9 %	128,837	18,773	92,066
GS 13-15	57.5 %	4.2 %	38.2 %	141,348	8,954	98,864
SES	71.8 %	2.0 %	26.1 %	4,023	108	1,473
SL/ST	62.9 %	4.3 %	32.8 %	1,299	72	681
Other	49.1 %	11.9 %	39.0 %	22,589	5,112	18,393
Time in Federal Government						
< 1 year	52.7 %	7.2 %	40.1 %	914	106	722
1-3 years	52.0 %	9.5 %	38.5 %	32,070	4,979	24,107
4-5 years	52.7 %	10.2 %	37.2 %	26,463	3,951	19,009
6-10 years	52.9 %	9.0 %	38.1 %	53,971	7,073	39,716
11-14 years	53.0 %	8.6 %	38.4 %	58,895	7,618	43,376
15-20 years	53.0 %	8.6 %	38.4 %	56,736	7,519	40,996

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_9) How has your organization supported your well-being needs during the COVID-19 pandemic? Limited access to my agency worksite buildings/facilities

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	53.3 %	8.3 %	38.4 %	327,320	40,720	237,505
> 20 years	55.6 %	5.8 %	38.5 %	87,069	7,505	60,461
Time with Current Agency						
< 1 year	56.4 %	7.1 %	36.5 %	3,977	451	2,714
1-3 years	53.2 %	9.1 %	37.7 %	50,795	7,226	36,529
4-5 years	53.0 %	9.5 %	37.5 %	35,205	4,902	25,264
6-10 years	52.7 %	8.7 %	38.6 %	56,914	7,188	42,584
11-14 years	52.5 %	8.6 %	38.9 %	55,076	7,104	41,057
15-20 years	52.9 %	8.5 %	38.6 %	49,897	6,568	36,264
> 20 years	56.1 %	5.6 %	38.4 %	64,222	5,277	43,950
Leaving Before Covid						
No	54.5 %	6.5 %	39.0 %	233,481	22,482	168,911
Yes, to retire	54.8 %	7.3 %	37.9 %	19,668	2,158	13,703
Yes, to other job in Govt	50.3 %	13.7 %	36.0 %	43,647	9,745	31,479
Yes, to other job outside Govt	50.6 %	14.3 %	35.1 %	7,284	1,632	5,031
Yes, other	46.5 %	15.1 %	38.5 %	7,388	1,970	6,058
Leaving Today						
No	55.2 %	5.3 %	39.5 %	216,432	17,063	156,958
Yes, to retire	54.7 %	8.1 %	37.2 %	22,138	2,718	15,146
Yes, to other job in Govt	49.9 %	14.7 %	35.5 %	46,446	11,167	33,211
Yes, to other job outside Govt	48.4 %	18.0 %	33.6 %	9,597	2,824	6,584
Yes, other	46.4 %	16.5 %	37.1 %	10,904	3,224	8,574
Retire Before Covid						
Less than 1 year	54.9 %	7.0 %	38.1 %	8,119	806	5,664
1 year	53.8 %	6.4 %	39.8 %	8,953	916	6,628
2 years	54.5 %	6.4 %	39.1 %	17,761	1,768	12,959
3 years	54.3 %	6.8 %	38.9 %	17,646	1,846	12,764
4 years	54.0 %	6.8 %	39.2 %	11,585	1,221	8,482

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_9) How has your organization supported your well-being needs during the COVID-19 pandemic? Limited access to my agency worksite buildings/facilities

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	53.3 %	8.3 %	38.4 %	327,320	40,720	237,505
5 years	54.2 %	7.2 %	38.5 %	22,837	2,583	16,560
More than 5 years	53.2 %	8.7 %	38.1 %	222,250	28,553	160,297
Retire Today						
Less than 1 year	53.1 %	9.5 %	37.4 %	10,976	1,561	7,707
1 year	53.7 %	8.4 %	38.0 %	10,509	1,373	7,478
2 years	54.4 %	7.1 %	38.5 %	17,656	1,911	12,667
3 years	54.7 %	6.7 %	38.5 %	16,488	1,712	11,767
4 years	54.9 %	6.0 %	39.1 %	11,052	1,037	7,973
5 years	54.3 %	6.8 %	38.9 %	21,673	2,333	15,750
More than 5 years	53.3 %	8.5 %	38.2 %	217,195	27,030	156,730
Transgender						
Yes	44.8 %	19.6 %	35.6 %	769	276	587
No	53.7 %	8.2 %	38.1 %	304,214	36,797	217,973
Consider Yourself as						
Straight	53.8 %	8.0 %	38.2 %	286,592	33,778	205,986
Gay or Lesbian	55.6 %	9.2 %	35.2 %	6,886	946	4,509
Bisexual	55.1 %	12.7 %	32.2 %	3,876	703	2,269
Something else	46.9 %	15.7 %	37.4 %	4,347	1,199	3,369
Military Service						
No Prior Military Service	53.4 %	7.9 %	38.7 %	221,031	25,571	161,843
Currently in Guard/Reserves	49.7 %	12.4 %	37.9 %	5,188	1,075	3,836
Retired	56.1 %	6.8 %	37.1 %	43,565	4,666	29,058
Separated/Discharged	51.9 %	10.3 %	37.8 %	45,588	7,279	33,113
Military Spouse						
Spouse of current active duty service member	52.0 %	12.9 %	35.1 %	3,210	645	2,234
Spouse of separated or retired service member with a disability rating of 100%	54.1 %	10.8 %	35.1 %	6,125	1,013	4,085

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_9) How has your organization supported your well-being needs during the COVID-19 pandemic? Limited access to my agency worksite buildings/facilities

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	53.3 %	8.3 %	38.4 %	327,320	40,720	237,505
Widow(er) of a service member killed while on active duty	52.8 %	18.3 %	28.9 %	160	50	94
None of the categories listed	53.5 %	8.1 %	38.4 %	306,270	36,943	221,796
NoN-Competitive Hiring Authority						
Yes	54.3 %	13.6 %	32.1 %	1,134	241	702
No	53.2 %	11.4 %	35.5 %	8,301	1,452	5,677
Disability						
Yes	53.6 %	10.5 %	35.9 %	46,556	7,560	31,983
No	53.6 %	7.8 %	38.6 %	262,653	30,167	190,432

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_10) How has your organization supported your well-being needs during the COVID-19 pandemic? Social distancing

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	57.2 %	8.9 %	33.9 %	333,480	43,631	228,752
Work Location						
Headquarters	58.8 %	6.6 %	34.5 %	103,072	9,802	75,389
Field	60.4 %	11.9 %	27.7 %	172,729	28,392	85,873
Full-time telework	44.9 %	3.2 %	51.9 %	43,525	3,002	57,455
Supervisory Status						
Senior Leader	74.5 %	3.6 %	22.0 %	7,888	309	2,593
Manager	71.9 %	5.1 %	23.0 %	29,221	1,729	10,594
Supervisor	65.6 %	7.6 %	26.9 %	52,426	5,187	24,606
Team Leader	59.6 %	9.0 %	31.4 %	44,874	5,888	28,250
Non-Supervisor	53.3 %	9.5 %	37.2 %	187,365	28,297	154,020
Sex						
Male	60.4 %	9.2 %	30.4 %	182,501	23,264	103,635
Female	53.3 %	8.0 %	38.7 %	130,407	16,560	107,946
Hispanic or Latino						
Yes	56.3 %	13.7 %	30.0 %	33,401	7,007	20,118
No	57.7 %	8.1 %	34.2 %	280,189	32,997	192,373
Race						
American Indian/Alaska Native	61.9 %	12.6 %	25.5 %	6,832	1,244	2,910
Asian	59.5 %	7.9 %	32.5 %	18,314	2,103	12,462
Black/African American	53.8 %	9.4 %	36.9 %	41,159	6,213	33,905
Native Hawaiian/Pacific Islander	63.0 %	13.2 %	23.8 %	2,335	464	994
White	58.3 %	8.2 %	33.5 %	223,325	25,975	146,926
Two or more races (Not Hispanic/Latino)	56.8 %	12.2 %	31.0 %	13,379	2,492	8,508
Age Group						
25 and under	58.3 %	14.3 %	27.4 %	3,913	935	2,012
26-29 years old	58.0 %	15.1 %	26.9 %	9,294	2,134	4,970
30-39 years old	56.0 %	12.3 %	31.7 %	58,880	10,643	39,428

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_10) How has your organization supported your well-being needs during the COVID-19 pandemic? Social distancing

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	57.2 %	8.9 %	33.9 %	333,480	43,631	228,752
40-49 years old	57.5 %	9.4 %	33.2 %	83,259	11,538	56,051
50-59 years old	58.7 %	6.5 %	34.8 %	108,433	10,643	72,712
60 or older	57.6 %	5.2 %	37.1 %	50,511	4,170	37,170
Level of Education						
Less than High School	48.7 %	16.1 %	35.2 %	182	52	133
H.S. Diploma/GED or equiv	53.9 %	12.1 %	34.0 %	12,540	2,450	8,660
Trade/Technical Certificate	56.7 %	13.2 %	30.1 %	6,918	1,346	3,951
Some College (no degree)	55.1 %	12.1 %	32.8 %	40,739	7,670	27,163
Associate's Degree	58.6 %	12.1 %	29.3 %	25,330	4,554	14,201
Bachelor's Degree	57.6 %	8.4 %	34.0 %	112,943	13,830	76,164
Master's Degree	60.2 %	6.4 %	33.4 %	89,930	8,141	59,205
Doctoral/Professional Degree	53.8 %	5.3 %	41.0 %	28,585	2,423	25,848
Pay Category						
Federal Wage System	56.3 %	18.8 %	24.9 %	11,347	3,265	4,959
GS 1-6	57.2 %	14.4 %	28.4 %	11,690	2,474	6,447
GS 7-12	57.8 %	9.8 %	32.4 %	135,039	19,414	85,376
GS 13-15	56.4 %	4.8 %	38.8 %	131,700	9,860	107,538
SES	74.5 %	2.4 %	23.1 %	4,049	128	1,436
SL/ST	65.0 %	3.1 %	31.8 %	1,270	48	735
Other	58.6 %	14.2 %	27.1 %	26,623	6,208	13,333
Time in Federal Government						
< 1 year	62.2 %	8.0 %	29.8 %	1,008	122	603
1-3 years	59.6 %	10.7 %	29.7 %	35,128	5,684	20,385
4-5 years	58.0 %	11.3 %	30.7 %	27,532	4,413	17,474
6-10 years	56.9 %	9.6 %	33.5 %	54,718	7,675	38,394
11-14 years	56.3 %	9.1 %	34.5 %	59,583	8,143	42,212
15-20 years	57.8 %	9.2 %	33.0 %	58,992	8,061	38,271

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_10) How has your organization supported your well-being needs during the COVID-19 pandemic? Social distancing

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	57.2 %	8.9 %	33.9 %	333,480	43,631	228,752
> 20 years	56.8 %	5.8 %	37.5 %	85,050	7,364	62,700
Time with Current Agency						
< 1 year	64.8 %	7.6 %	27.6 %	4,454	462	2,219
1-3 years	59.5 %	10.0 %	30.5 %	54,106	8,086	32,390
4-5 years	57.2 %	10.2 %	32.5 %	35,846	5,310	24,189
6-10 years	55.9 %	9.3 %	34.8 %	57,023	7,808	41,881
11-14 years	56.0 %	9.2 %	34.8 %	55,742	7,703	39,832
15-20 years	57.7 %	9.1 %	33.2 %	51,966	7,065	33,788
> 20 years	57.3 %	5.4 %	37.3 %	62,835	4,988	45,714
Leaving Before Covid						
No	58.4 %	7.0 %	34.6 %	237,800	24,123	163,090
Yes, to retire	58.5 %	7.3 %	34.2 %	20,068	2,131	13,331
Yes, to other job in Govt	54.3 %	14.4 %	31.2 %	44,527	10,457	29,871
Yes, to other job outside Govt	53.4 %	15.6 %	31.0 %	7,178	1,779	4,995
Yes, other	50.9 %	16.6 %	32.5 %	7,633	2,171	5,620
Leaving Today						
No	58.6 %	5.8 %	35.6 %	218,525	18,523	153,529
Yes, to retire	58.4 %	7.9 %	33.7 %	22,685	2,633	14,733
Yes, to other job in Govt	54.5 %	15.5 %	30.0 %	48,137	12,026	30,674
Yes, to other job outside Govt	52.3 %	19.8 %	27.9 %	9,709	3,076	6,210
Yes, other	51.1 %	18.1 %	30.8 %	11,360	3,482	7,872
Retire Before Covid						
Less than 1 year	57.0 %	6.9 %	36.1 %	8,010	791	5,781
1 year	57.2 %	6.5 %	36.3 %	9,120	903	6,489
2 years	58.3 %	6.4 %	35.3 %	18,231	1,779	12,480
3 years	58.8 %	6.7 %	34.5 %	18,309	1,862	12,119
4 years	58.7 %	7.4 %	33.9 %	12,055	1,334	7,907

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_10) How has your organization supported your well-being needs during the COVID-19 pandemic? Social distancing

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	57.2 %	8.9 %	33.9 %	333,480	43,631	228,752
5 years	58.4 %	7.8 %	33.8 %	23,644	2,744	15,615
More than 5 years	57.1 %	9.4 %	33.6 %	225,496	30,938	154,693
Retire Today						
Less than 1 year	56.5 %	9.8 %	33.8 %	11,157	1,585	7,502
1 year	57.3 %	8.5 %	34.2 %	10,752	1,367	7,279
2 years	58.0 %	7.1 %	34.9 %	18,085	1,911	12,257
3 years	59.0 %	6.6 %	34.3 %	17,080	1,726	11,209
4 years	59.1 %	6.8 %	34.1 %	11,434	1,155	7,489
5 years	58.5 %	7.2 %	34.4 %	22,353	2,414	15,008
More than 5 years	57.1 %	9.2 %	33.7 %	219,780	29,545	151,703
Transgender						
Yes	47.3 %	19.3 %	33.4 %	784	267	586
No	57.7 %	8.7 %	33.6 %	310,425	39,329	209,473
Consider Yourself as						
Straight	57.9 %	8.5 %	33.6 %	293,373	35,970	197,220
Gay or Lesbian	55.2 %	11.1 %	33.6 %	6,589	1,121	4,635
Bisexual	56.5 %	13.9 %	29.6 %	3,775	769	2,297
Something else	50.2 %	16.7 %	33.2 %	4,428	1,261	3,229
Military Service						
No Prior Military Service	54.7 %	8.7 %	36.6 %	214,717	28,332	165,562
Currently in Guard/Reserves	60.0 %	12.3 %	27.7 %	6,045	1,060	2,989
Retired	66.7 %	6.7 %	26.6 %	50,803	4,518	22,008
Separated/Discharged	58.8 %	10.4 %	30.7 %	49,661	7,370	29,006
Military Spouse						
Spouse of current active duty service member	59.4 %	13.9 %	26.7 %	3,512	706	1,856
Spouse of separated or retired service member with a disability rating of 100%	59.7 %	11.3 %	29.0 %	6,499	1,046	3,694

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_10) How has your organization supported your well-being needs during the COVID-19 pandemic? Social distancing

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	57.2 %	8.9 %	33.9 %	333,480	43,631	228,752
Widow(er) of a service member killed while on active duty	57.4 %	18.6 %	24.0 %	169	50	89
None of the categories listed	57.3 %	8.6 %	34.1 %	311,456	39,539	214,263
NoN-Competitive Hiring Authority						
Yes	61.4 %	14.4 %	24.2 %	1,266	248	566
No	59.3 %	12.0 %	28.7 %	8,850	1,536	5,045
Disability						
Yes	58.6 %	10.6 %	30.8 %	48,767	7,501	29,878
No	57.3 %	8.4 %	34.3 %	266,585	32,811	184,055

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_11) How has your organization supported your well-being needs during the COVID-19 pandemic? Rearranged workspaces to maximize social distancing

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	33.3 %	12.9 %	53.8 %	189,934	65,949	347,774
Work Location						
Headquarters	33.1 %	11.9 %	55.1 %	56,583	18,815	112,296
Field	36.2 %	15.3 %	48.5 %	101,114	37,681	147,182
Full-time telework	24.6 %	6.7 %	68.7 %	23,835	6,102	73,669
Supervisory Status						
Senior Leader	51.7 %	6.4 %	41.9 %	5,263	620	4,856
Manager	45.3 %	9.0 %	45.7 %	17,877	3,321	20,228
Supervisor	38.6 %	12.0 %	49.3 %	30,214	8,586	43,158
Team Leader	33.5 %	14.2 %	52.3 %	24,650	9,573	44,567
Non-Supervisor	30.5 %	13.1 %	56.4 %	104,959	40,832	222,521
Sex						
Male	35.8 %	13.1 %	51.1 %	106,447	34,717	167,331
Female	30.1 %	12.0 %	57.9 %	71,953	25,840	156,119
Hispanic or Latino						
Yes	37.5 %	17.3 %	45.2 %	21,863	9,138	29,318
No	33.0 %	12.1 %	55.0 %	156,862	51,709	295,270
Race						
American Indian/Alaska Native	42.6 %	17.5 %	39.8 %	4,678	1,803	4,458
Asian	38.4 %	12.7 %	49.0 %	11,830	3,456	17,437
Black/African American	34.9 %	13.2 %	51.9 %	26,153	9,140	45,608
Native Hawaiian/Pacific Islander	43.9 %	17.7 %	38.4 %	1,627	616	1,532
White	32.5 %	12.0 %	55.5 %	121,751	40,073	233,248
Two or more races (Not Hispanic/Latino)	33.7 %	16.8 %	49.5 %	7,843	3,580	12,873
Age Group						
25 and under	34.7 %	18.7 %	46.7 %	2,379	1,212	3,268
26-29 years old	34.5 %	19.6 %	45.9 %	5,490	2,843	8,051
30-39 years old	32.1 %	17.0 %	50.9 %	32,923	15,559	60,263

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_11) How has your organization supported your well-being needs during the COVID-19 pandemic? Rearranged workspaces to maximize social distancing

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	33.3 %	12.9 %	53.8 %	189,934	65,949	347,774
40-49 years old	33.3 %	13.4 %	53.3 %	46,971	17,365	86,144
50-59 years old	34.2 %	10.1 %	55.7 %	61,954	17,004	112,033
60 or older	34.3 %	8.5 %	57.3 %	29,414	6,879	55,015
Level of Education						
Less than High School	37.3 %	17.5 %	45.2 %	139	54	166
H.S. Diploma/GED or equiv	37.9 %	13.8 %	48.4 %	8,708	2,788	12,029
Trade/Technical Certificate	38.5 %	16.3 %	45.2 %	4,676	1,687	5,791
Some College (no degree)	36.0 %	14.6 %	49.4 %	26,187	9,474	39,631
Associate's Degree	38.1 %	15.0 %	46.9 %	16,111	5,744	22,042
Bachelor's Degree	32.1 %	12.5 %	55.4 %	61,759	21,486	119,061
Master's Degree	32.7 %	11.7 %	55.6 %	48,104	15,848	92,855
Doctoral/Professional Degree	28.4 %	9.2 %	62.4 %	14,910	4,488	37,248
Pay Category						
Federal Wage System	41.4 %	21.2 %	37.4 %	8,355	3,682	7,474
GS 1-6	40.8 %	17.7 %	41.6 %	8,312	3,035	9,141
GS 7-12	34.1 %	13.3 %	52.6 %	77,880	27,364	133,758
GS 13-15	29.5 %	9.7 %	60.7 %	68,185	20,772	159,358
SES	45.3 %	6.4 %	48.3 %	2,388	325	2,885
SL/ST	36.9 %	7.7 %	55.3 %	745	119	1,181
Other	37.6 %	17.5 %	44.9 %	17,174	7,598	21,186
Time in Federal Government						
< 1 year	38.8 %	10.4 %	50.8 %	630	169	937
1-3 years	36.7 %	14.4 %	48.9 %	21,449	7,809	31,810
4-5 years	34.5 %	15.3 %	50.3 %	16,197	6,286	26,792
6-10 years	32.9 %	14.0 %	53.1 %	31,185	11,707	57,622
11-14 years	32.3 %	13.4 %	54.2 %	33,322	12,491	63,749
15-20 years	33.7 %	13.2 %	53.1 %	33,571	12,046	59,340

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_11) How has your organization supported your well-being needs during the COVID-19 pandemic? Rearranged workspaces to maximize social distancing

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	33.3 %	12.9 %	53.8 %	189,934	65,949	347,774
> 20 years	32.0 %	9.3 %	58.7 %	46,827	12,463	95,074
Time with Current Agency						
< 1 year	41.5 %	10.6 %	48.0 %	2,805	691	3,625
1-3 years	36.0 %	14.0 %	50.0 %	32,447	11,574	50,342
4-5 years	33.4 %	14.6 %	52.0 %	20,694	7,912	36,549
6-10 years	32.2 %	13.6 %	54.1 %	32,245	12,012	62,126
11-14 years	32.0 %	13.5 %	54.6 %	30,972	11,762	60,190
15-20 years	33.8 %	13.0 %	53.2 %	29,744	10,432	52,297
> 20 years	32.0 %	8.7 %	59.3 %	34,222	8,546	70,196
Leaving Before Covid						
No	34.1 %	10.5 %	55.4 %	135,922	37,980	249,757
Yes, to retire	34.8 %	10.5 %	54.7 %	11,575	3,192	20,595
Yes, to other job in Govt	30.9 %	20.1 %	49.0 %	24,738	15,133	44,727
Yes, to other job outside Govt	28.1 %	22.4 %	49.5 %	3,731	2,645	7,535
Yes, other	28.7 %	21.6 %	49.7 %	4,215	2,900	8,273
Leaving Today						
No	34.0 %	9.2 %	56.8 %	123,913	30,953	234,421
Yes, to retire	33.7 %	11.6 %	54.6 %	12,775	3,994	23,063
Yes, to other job in Govt	31.3 %	21.1 %	47.6 %	27,068	16,954	46,540
Yes, to other job outside Govt	28.6 %	26.4 %	45.0 %	5,213	4,281	9,458
Yes, other	28.8 %	22.9 %	48.3 %	6,292	4,532	11,820
Retire Before Covid						
Less than 1 year	33.4 %	9.8 %	56.8 %	4,561	1,204	8,741
1 year	33.9 %	9.3 %	56.8 %	5,213	1,347	9,857
2 years	34.5 %	9.8 %	55.7 %	10,562	2,783	19,033
3 years	34.0 %	10.5 %	55.5 %	10,353	2,970	18,813
4 years	34.1 %	10.7 %	55.2 %	6,853	1,977	12,390

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_11) How has your organization supported your well-being needs during the COVID-19 pandemic? Rearranged workspaces to maximize social distancing

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	33.3 %	12.9 %	53.8 %	189,934	65,949	347,774
5 years	34.2 %	11.4 %	54.4 %	13,526	4,167	24,119
More than 5 years	32.9 %	13.6 %	53.5 %	127,603	46,986	235,451
Retire Today						
Less than 1 year	32.9 %	12.9 %	54.2 %	6,350	2,201	11,603
1 year	33.2 %	12.5 %	54.3 %	6,045	2,054	11,172
2 years	33.8 %	10.8 %	55.4 %	10,311	3,010	18,817
3 years	33.8 %	10.4 %	55.9 %	9,578	2,740	17,544
4 years	33.6 %	10.1 %	56.3 %	6,316	1,788	11,903
5 years	34.1 %	10.9 %	55.0 %	12,791	3,750	23,049
More than 5 years	32.9 %	13.4 %	53.8 %	123,983	45,091	230,847
Transgender						
Yes	30.1 %	23.0 %	46.9 %	490	329	804
No	33.6 %	12.7 %	53.7 %	177,029	59,903	320,426
Consider Yourself as						
Straight	33.8 %	12.4 %	53.9 %	167,554	54,929	302,373
Gay or Lesbian	31.3 %	16.6 %	52.1 %	3,641	1,748	6,914
Bisexual	32.1 %	19.8 %	48.0 %	2,104	1,130	3,591
Something else	31.1 %	21.1 %	47.8 %	2,643	1,659	4,570
Military Service						
No Prior Military Service	30.9 %	12.9 %	56.2 %	118,850	44,044	244,189
Currently in Guard/Reserves	37.2 %	15.3 %	47.5 %	3,682	1,360	5,035
Retired	40.6 %	10.0 %	49.4 %	30,546	6,972	39,601
Separated/Discharged	35.6 %	14.1 %	50.2 %	29,638	10,370	45,776
Military Spouse						
Spouse of current active duty service member	37.2 %	17.5 %	45.3 %	2,133	931	3,003
Spouse of separated or retired service member with a disability rating of 100%	37.4 %	14.9 %	47.7 %	4,025	1,440	5,744

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_11) How has your organization supported your well-being needs during the COVID-19 pandemic? Rearranged workspaces to maximize social distancing

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	33.3 %	12.9 %	53.8 %	189,934	65,949	347,774
Widow(er) of a service member killed while on active duty	39.9 %	22.7 %	37.3 %	113	61	132
None of the categories listed	33.2 %	12.6 %	54.2 %	176,699	60,387	326,185
NoN-Competitive Hiring Authority						
Yes	41.6 %	17.7 %	40.7 %	840	312	923
No	36.7 %	15.7 %	47.6 %	5,388	2,102	7,909
Disability						
Yes	36.2 %	14.5 %	49.3 %	29,520	10,824	45,511
No	32.9 %	12.4 %	54.7 %	150,132	50,460	281,214

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_12) How has your organization supported your well-being needs during the COVID-19 pandemic? Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	64.2 %	5.5 %	30.3 %	369,104	28,974	206,964
Work Location						
Headquarters	62.5 %	5.0 %	32.4 %	108,080	8,550	71,395
Field	70.9 %	6.3 %	22.8 %	199,428	15,434	71,773
Full-time telework	47.3 %	3.4 %	49.3 %	45,730	3,314	54,783
Supervisory Status						
Senior Leader	76.1 %	3.2 %	20.7 %	8,055	299	2,433
Manager	76.4 %	3.5 %	20.1 %	30,813	1,326	9,352
Supervisor	71.7 %	4.8 %	23.5 %	56,992	3,428	21,678
Team Leader	66.6 %	5.3 %	28.1 %	49,547	3,703	25,680
Non-Supervisor	60.8 %	5.8 %	33.4 %	210,503	18,668	140,011
Sex						
Male	68.1 %	5.5 %	26.4 %	202,718	14,890	91,411
Female	59.2 %	5.1 %	35.7 %	143,199	11,305	100,055
Hispanic or Latino						
Yes	66.6 %	7.3 %	26.1 %	38,748	3,917	17,766
No	64.3 %	5.1 %	30.7 %	307,902	22,443	174,569
Race						
American Indian/Alaska Native	69.8 %	8.7 %	21.5 %	7,636	900	2,450
Asian	61.5 %	6.2 %	32.3 %	18,543	1,810	12,441
Black/African American	60.5 %	5.6 %	33.9 %	45,772	3,986	31,401
Native Hawaiian/Pacific Islander	70.7 %	8.6 %	20.7 %	2,628	287	870
White	65.7 %	4.8 %	29.5 %	247,702	16,712	131,347
Two or more races (Not Hispanic/Latino)	65.1 %	7.3 %	27.5 %	15,119	1,599	7,639
Age Group						
25 and under	69.5 %	5.7 %	24.8 %	4,642	380	1,822
26-29 years old	69.2 %	6.6 %	24.2 %	10,750	990	4,620
30-39 years old	64.5 %	6.6 %	28.9 %	66,011	6,167	36,581

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_12) How has your organization supported your well-being needs during the COVID-19 pandemic? Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	64.2 %	5.5 %	30.3 %	369,104	28,974	206,964
40-49 years old	64.5 %	5.7 %	29.8 %	92,115	7,540	51,028
50-59 years old	64.7 %	4.5 %	30.7 %	118,711	7,763	65,068
60 or older	63.1 %	4.2 %	32.7 %	55,247	3,521	32,988
Level of Education						
Less than High School	53.8 %	14.8 %	31.4 %	201	45	115
H.S. Diploma/GED or equiv	65.5 %	6.2 %	28.3 %	15,031	1,218	7,384
Trade/Technical Certificate	68.7 %	6.9 %	24.4 %	8,236	730	3,234
Some College (no degree)	66.1 %	6.0 %	27.9 %	48,327	3,853	23,302
Associate's Degree	69.1 %	6.2 %	24.7 %	29,511	2,399	12,158
Bachelor's Degree	64.7 %	5.1 %	30.2 %	125,378	9,114	68,181
Master's Degree	63.8 %	5.0 %	31.2 %	94,420	7,085	55,511
Doctoral/Professional Degree	56.3 %	4.5 %	39.2 %	29,589	2,282	24,895
Pay Category						
Federal Wage System	71.4 %	9.2 %	19.5 %	14,185	1,541	3,818
GS 1-6	68.4 %	8.4 %	23.3 %	13,783	1,454	5,330
GS 7-12	65.4 %	6.0 %	28.7 %	150,278	12,806	76,430
GS 13-15	60.2 %	4.0 %	35.8 %	139,908	9,063	99,836
SES	75.3 %	2.8 %	21.9 %	4,095	154	1,360
SL/ST	66.5 %	3.0 %	30.5 %	1,295	52	706
Other	71.4 %	5.5 %	23.2 %	32,231	2,359	11,502
Time in Federal Government						
< 1 year	66.1 %	4.2 %	29.7 %	1,082	74	581
1-3 years	68.6 %	5.0 %	26.4 %	39,991	2,679	18,386
4-5 years	66.1 %	6.1 %	27.8 %	30,635	2,644	16,089
6-10 years	64.2 %	5.7 %	30.1 %	60,523	4,931	35,202
11-14 years	63.1 %	5.8 %	31.1 %	65,740	5,579	38,481
15-20 years	65.3 %	5.7 %	29.1 %	65,960	5,206	34,041

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_12) How has your organization supported your well-being needs during the COVID-19 pandemic? Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	64.2 %	5.5 %	30.3 %	369,104	28,974	206,964
> 20 years	62.0 %	4.6 %	33.4 %	92,224	6,333	56,375
Time with Current Agency						
< 1 year	69.6 %	4.6 %	25.7 %	4,735	302	2,097
1-3 years	67.2 %	5.2 %	27.5 %	60,445	4,388	29,566
4-5 years	64.3 %	6.1 %	29.5 %	39,523	3,493	22,256
6-10 years	63.1 %	5.7 %	31.2 %	63,029	5,237	38,289
11-14 years	63.1 %	5.8 %	31.1 %	61,880	5,210	36,072
15-20 years	65.7 %	5.5 %	28.8 %	58,549	4,401	29,777
> 20 years	62.4 %	4.3 %	33.2 %	67,958	4,391	41,063
Leaving Before Covid						
No	64.8 %	4.3 %	30.9 %	260,835	15,898	147,759
Yes, to retire	65.2 %	5.0 %	29.7 %	22,182	1,590	11,725
Yes, to other job in Govt	63.3 %	8.7 %	28.0 %	50,905	6,714	27,092
Yes, to other job outside Govt	61.9 %	9.8 %	28.2 %	8,138	1,224	4,575
Yes, other	59.8 %	10.6 %	29.6 %	8,821	1,447	5,124
Leaving Today						
No	64.6 %	3.5 %	31.8 %	238,295	12,479	139,365
Yes, to retire	65.4 %	5.6 %	29.0 %	25,215	1,975	12,826
Yes, to other job in Govt	64.0 %	9.2 %	26.8 %	55,393	7,578	27,698
Yes, to other job outside Govt	62.4 %	12.2 %	25.4 %	11,238	2,054	5,676
Yes, other	61.1 %	11.0 %	27.9 %	13,312	2,210	7,134
Retire Before Covid						
Less than 1 year	62.9 %	5.1 %	31.9 %	8,824	623	5,130
1 year	63.8 %	4.7 %	31.5 %	10,087	682	5,716
2 years	64.9 %	4.7 %	30.5 %	20,229	1,338	10,914
3 years	64.7 %	4.9 %	30.4 %	20,103	1,422	10,742
4 years	65.4 %	5.0 %	29.6 %	13,360	936	6,983

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_12) How has your organization supported your well-being needs during the COVID-19 pandemic? Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	64.2 %	5.5 %	30.3 %	369,104	28,974	206,964
5 years	64.8 %	5.3 %	29.9 %	26,036	1,996	13,905
More than 5 years	64.3 %	5.5 %	30.2 %	249,647	19,662	141,247
Retire Today						
Less than 1 year	64.0 %	6.7 %	29.3 %	12,534	1,165	6,526
1 year	64.3 %	5.8 %	29.9 %	11,933	1,000	6,437
2 years	64.6 %	5.1 %	30.3 %	20,033	1,408	10,808
3 years	65.1 %	4.9 %	30.0 %	18,791	1,321	9,878
4 years	65.7 %	4.5 %	29.8 %	12,630	788	6,638
5 years	64.6 %	5.1 %	30.2 %	24,640	1,809	13,284
More than 5 years	64.3 %	5.4 %	30.4 %	243,027	18,676	138,739
Transgender						
Yes	54.7 %	14.8 %	30.6 %	876	213	537
No	64.7 %	5.3 %	30.0 %	343,073	25,830	189,595
Consider Yourself as						
Straight	64.8 %	5.2 %	30.0 %	323,719	23,550	178,621
Gay or Lesbian	62.4 %	6.7 %	30.9 %	7,299	743	4,288
Bisexual	66.3 %	8.1 %	25.7 %	4,337	471	2,024
Something else	59.7 %	11.1 %	29.3 %	5,112	898	2,887
Military Service						
No Prior Military Service	61.4 %	5.3 %	33.2 %	237,002	19,058	151,983
Currently in Guard/Reserves	68.8 %	7.5 %	23.7 %	6,839	660	2,588
Retired	72.7 %	4.5 %	22.8 %	55,072	3,179	19,009
Separated/Discharged	67.7 %	6.0 %	26.3 %	56,396	4,400	25,134
Military Spouse						
Spouse of current active duty service member	66.8 %	8.4 %	24.8 %	3,855	448	1,762
Spouse of separated or retired service member with a disability rating of 100%	65.3 %	7.5 %	27.2 %	7,073	726	3,420

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_12) How has your organization supported your well-being needs during the COVID-19 pandemic? Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	64.2 %	5.5 %	30.3 %	369,104	28,974	206,964
Widow(er) of a service member killed while on active duty	58.1 %	17.0 %	24.9 %	173	46	88
None of the categories listed	64.3 %	5.3 %	30.4 %	344,635	26,148	193,753
NoN-Competitive Hiring Authority						
Yes	67.3 %	9.5 %	23.2 %	1,366	164	546
No	65.5 %	7.7 %	26.8 %	9,666	1,047	4,692
Disability						
Yes	65.4 %	7.2 %	27.4 %	53,690	5,485	26,875
No	64.3 %	5.0 %	30.7 %	294,944	21,131	166,725

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_13) How has your organization supported your well-being needs during the COVID-19 pandemic? Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	60.7 %	9.1 %	30.1 %	347,747	48,547	209,063
Work Location						
Headquarters	58.7 %	8.8 %	32.5 %	101,089	14,215	72,840
Field	68.1 %	10.1 %	21.7 %	191,284	25,832	69,731
Full-time telework	42.0 %	6.1 %	51.9 %	40,437	5,889	57,477
Supervisory Status						
Senior Leader	75.4 %	4.8 %	19.8 %	7,961	450	2,359
Manager	74.8 %	6.2 %	19.0 %	30,123	2,377	9,050
Supervisor	69.0 %	8.2 %	22.9 %	54,587	6,079	21,494
Team Leader	62.3 %	9.6 %	28.1 %	46,241	6,575	26,119
Non-Supervisor	57.0 %	9.5 %	33.5 %	196,398	30,727	142,254
Sex						
Male	65.1 %	9.0 %	25.9 %	193,442	24,465	91,266
Female	54.9 %	8.9 %	36.2 %	132,654	19,761	102,294
Hispanic or Latino						
Yes	62.5 %	11.9 %	25.6 %	36,403	6,417	17,687
No	60.8 %	8.6 %	30.6 %	290,259	38,074	176,798
Race						
American Indian/Alaska Native	66.7 %	12.8 %	20.5 %	7,301	1,318	2,376
Asian	59.5 %	8.6 %	31.8 %	17,880	2,539	12,395
Black/African American	56.2 %	9.2 %	34.7 %	42,246	6,583	32,346
Native Hawaiian/Pacific Islander	67.7 %	12.8 %	19.6 %	2,517	427	834
White	62.2 %	8.4 %	29.3 %	234,085	29,257	132,622
Two or more races (Not Hispanic/Latino)	60.6 %	12.2 %	27.3 %	14,042	2,656	7,685
Age Group						
25 and under	68.0 %	9.7 %	22.3 %	4,544	634	1,697
26-29 years old	65.6 %	11.0 %	23.4 %	10,238	1,649	4,526
30-39 years old	60.5 %	10.6 %	28.8 %	61,739	9,967	37,211

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_13) How has your organization supported your well-being needs during the COVID-19 pandemic? Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	60.7 %	9.1 %	30.1 %	347,747	48,547	209,063
40-49 years old	60.8 %	9.6 %	29.6 %	86,355	12,758	51,689
50-59 years old	61.3 %	7.9 %	30.8 %	112,150	13,627	65,772
60 or older	60.3 %	7.0 %	32.7 %	52,587	5,827	33,272
Level of Education						
Less than High School	53.2 %	17.4 %	29.3 %	200	54	109
H.S. Diploma/GED or equiv	63.1 %	9.9 %	27.0 %	14,508	2,009	7,102
Trade/Technical Certificate	66.6 %	11.0 %	22.4 %	7,958	1,176	3,073
Some College (no degree)	62.8 %	10.3 %	26.9 %	45,847	6,799	22,904
Associate's Degree	66.3 %	10.1 %	23.7 %	28,233	3,986	11,846
Bachelor's Degree	61.0 %	8.8 %	30.2 %	117,987	15,701	69,093
Master's Degree	60.0 %	8.4 %	31.6 %	88,555	11,678	56,922
Doctoral/Professional Degree	52.3 %	7.3 %	40.5 %	27,217	3,708	25,835
Pay Category						
Federal Wage System	69.4 %	13.6 %	16.9 %	13,888	2,283	3,381
GS 1-6	65.5 %	12.5 %	22.0 %	13,220	2,240	5,134
GS 7-12	61.8 %	10.1 %	28.1 %	141,842	21,747	76,115
GS 13-15	56.1 %	7.1 %	36.7 %	129,710	15,998	103,133
SES	75.0 %	3.9 %	21.0 %	4,094	206	1,311
SL/ST	63.9 %	5.0 %	31.2 %	1,242	86	731
Other	69.0 %	8.5 %	22.5 %	31,221	3,655	11,248
Time in Federal Government						
< 1 year	63.3 %	8.8 %	27.9 %	1,025	137	580
1-3 years	65.4 %	8.8 %	25.8 %	38,018	4,795	18,392
4-5 years	62.2 %	10.1 %	27.7 %	28,788	4,276	16,348
6-10 years	60.2 %	9.7 %	30.0 %	56,568	8,499	35,639
11-14 years	59.3 %	9.6 %	31.1 %	61,474	9,318	39,042
15-20 years	61.8 %	9.3 %	28.9 %	62,195	8,717	34,322

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_13) How has your organization supported your well-being needs during the COVID-19 pandemic? Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	60.7 %	9.1 %	30.1 %	347,747	48,547	209,063
> 20 years	58.9 %	7.6 %	33.5 %	87,493	10,520	56,915
Time with Current Agency						
< 1 year	66.0 %	8.7 %	25.3 %	4,487	561	2,101
1-3 years	63.9 %	9.1 %	27.0 %	57,238	7,641	29,674
4-5 years	60.5 %	10.0 %	29.5 %	37,070	5,636	22,630
6-10 years	59.3 %	9.6 %	31.2 %	59,021	8,858	38,750
11-14 years	59.3 %	9.6 %	31.1 %	57,889	8,722	36,580
15-20 years	62.3 %	9.0 %	28.7 %	55,325	7,408	29,996
> 20 years	59.4 %	7.2 %	33.3 %	64,529	7,383	41,464
Leaving Before Covid						
No	61.6 %	7.4 %	31.0 %	247,110	27,772	149,858
Yes, to retire	62.3 %	8.1 %	29.6 %	21,185	2,575	11,745
Yes, to other job in Govt	58.2 %	14.4 %	27.5 %	46,652	11,027	27,140
Yes, to other job outside Govt	57.5 %	15.2 %	27.3 %	7,514	1,870	4,570
Yes, other	55.8 %	15.5 %	28.7 %	8,186	2,161	5,089
Leaving Today						
No	61.5 %	6.5 %	32.1 %	225,782	22,678	141,820
Yes, to retire	62.0 %	9.0 %	29.0 %	23,872	3,194	12,926
Yes, to other job in Govt	59.0 %	14.9 %	26.1 %	50,879	12,266	27,613
Yes, to other job outside Govt	58.3 %	17.6 %	24.1 %	10,428	2,977	5,588
Yes, other	56.6 %	16.4 %	27.0 %	12,260	3,355	7,099
Retire Before Covid						
Less than 1 year	60.3 %	7.7 %	32.0 %	8,406	988	5,188
1 year	61.1 %	7.5 %	31.3 %	9,675	1,115	5,684
2 years	62.0 %	7.8 %	30.2 %	19,318	2,252	10,916
3 years	62.1 %	7.9 %	29.9 %	19,224	2,320	10,725
4 years	62.1 %	8.2 %	29.7 %	12,664	1,547	7,060

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_13) How has your organization supported your well-being needs during the COVID-19 pandemic? Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	60.7 %	9.1 %	30.1 %	347,747	48,547	209,063
5 years	61.4 %	8.8 %	29.8 %	24,589	3,302	14,059
More than 5 years	60.6 %	9.3 %	30.1 %	234,321	33,525	143,130
Retire Today						
Less than 1 year	60.9 %	10.1 %	29.0 %	11,920	1,764	6,544
1 year	60.3 %	9.8 %	29.9 %	11,230	1,666	6,461
2 years	61.7 %	8.2 %	30.1 %	19,080	2,328	10,829
3 years	62.2 %	7.9 %	29.8 %	17,895	2,163	9,897
4 years	62.6 %	7.8 %	29.6 %	11,993	1,393	6,658
5 years	61.2 %	8.5 %	30.3 %	23,216	3,019	13,490
More than 5 years	60.5 %	9.2 %	30.3 %	228,121	32,027	140,659
Transgender						
Yes	51.1 %	19.4 %	29.5 %	818	282	530
No	61.1 %	8.9 %	29.9 %	323,371	43,686	191,733
Consider Yourself as						
Straight	61.3 %	8.7 %	29.9 %	305,569	40,171	180,445
Gay or Lesbian	58.0 %	10.4 %	31.5 %	6,774	1,150	4,409
Bisexual	62.0 %	11.6 %	26.4 %	4,038	699	2,109
Something else	55.5 %	15.6 %	29.0 %	4,714	1,275	2,893
Military Service						
No Prior Military Service	57.8 %	8.8 %	33.4 %	222,299	31,452	154,483
Currently in Guard/Reserves	64.3 %	13.6 %	22.1 %	6,410	1,209	2,486
Retired	69.5 %	8.3 %	22.3 %	52,581	5,872	18,835
Separated/Discharged	64.2 %	10.1 %	25.7 %	53,461	7,534	24,989
Military Spouse						
Spouse of current active duty service member	63.3 %	13.1 %	23.7 %	3,650	711	1,722
Spouse of separated or retired service member with a disability rating of 100%	62.1 %	11.4 %	26.5 %	6,701	1,133	3,403

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_13) How has your organization supported your well-being needs during the COVID-19 pandemic? Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	60.7 %	9.1 %	30.1 %	347,747	48,547	209,063
Widow(er) of a service member killed while on active duty	56.8 %	19.5 %	23.7 %	165	56	86
None of the categories listed	60.8 %	8.9 %	30.3 %	324,639	44,251	195,895
NoN-Competitive Hiring Authority						
Yes	65.1 %	13.1 %	21.8 %	1,323	245	514
No	62.1 %	12.0 %	26.0 %	9,131	1,637	4,668
Disability						
Yes	61.0 %	11.6 %	27.5 %	49,846	8,907	27,316
No	61.0 %	8.5 %	30.5 %	278,743	35,938	168,387

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_14) How has your organization supported your well-being needs during the COVID-19 pandemic? Training for all employees on health and safety protocols

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	56.5 %	13.2 %	30.3 %	331,038	73,278	199,854
Work Location						
Headquarters	54.2 %	13.2 %	32.6 %	95,716	23,260	68,747
Field	60.4 %	14.5 %	25.1 %	172,505	37,630	76,206
Full-time telework	49.6 %	8.6 %	41.8 %	48,943	8,740	46,020
Supervisory Status						
Senior Leader	70.1 %	7.8 %	22.0 %	7,397	837	2,519
Manager	68.3 %	10.3 %	21.4 %	27,750	4,129	9,589
Supervisor	62.6 %	12.5 %	24.9 %	50,112	9,704	22,147
Team Leader	57.8 %	13.4 %	28.8 %	43,968	9,681	25,175
Non-Supervisor	53.7 %	13.5 %	32.8 %	190,257	45,636	132,812
Sex						
Male	59.3 %	12.9 %	27.8 %	179,940	36,233	92,572
Female	53.3 %	13.1 %	33.5 %	131,240	30,923	91,989
Hispanic or Latino						
Yes	57.5 %	16.9 %	25.6 %	34,138	9,448	16,761
No	56.8 %	12.5 %	30.7 %	277,591	58,125	168,587
Race						
American Indian/Alaska Native	62.7 %	16.2 %	21.1 %	6,903	1,705	2,352
Asian	59.5 %	12.5 %	28.0 %	18,425	3,832	10,492
Black/African American	56.8 %	13.3 %	29.9 %	44,106	9,821	27,074
Native Hawaiian/Pacific Islander	64.8 %	15.5 %	19.7 %	2,412	549	812
White	56.8 %	12.5 %	30.8 %	218,461	45,418	131,517
Two or more races (Not Hispanic/Latino)	56.0 %	16.3 %	27.7 %	13,280	3,704	7,317
Age Group						
25 and under	57.3 %	16.1 %	26.7 %	3,859	1,101	1,899
26-29 years old	56.9 %	17.0 %	26.1 %	9,047	2,700	4,638
30-39 years old	53.3 %	16.7 %	30.1 %	55,394	16,940	36,426

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_14) How has your organization supported your well-being needs during the COVID-19 pandemic? Training for all employees on health and safety protocols

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	56.5 %	13.2 %	30.3 %	331,038	73,278	199,854
40-49 years old	55.2 %	14.0 %	30.7 %	80,118	19,613	50,800
50-59 years old	59.0 %	10.8 %	30.1 %	109,955	19,277	61,973
60 or older	61.0 %	9.1 %	29.9 %	54,029	7,870	29,613
Level of Education						
Less than High School	51.5 %	17.1 %	31.4 %	192	55	113
H.S. Diploma/GED or equiv	59.3 %	12.3 %	28.4 %	13,921	2,470	7,179
Trade/Technical Certificate	60.6 %	14.1 %	25.3 %	7,447	1,492	3,249
Some College (no degree)	59.4 %	13.2 %	27.5 %	44,382	8,713	22,294
Associate's Degree	61.2 %	13.5 %	25.3 %	26,684	5,291	11,998
Bachelor's Degree	56.7 %	12.7 %	30.6 %	111,926	23,812	66,735
Master's Degree	56.1 %	13.2 %	30.7 %	84,600	19,696	52,557
Doctoral/Professional Degree	48.3 %	12.9 %	38.8 %	25,997	6,889	23,794
Pay Category						
Federal Wage System	60.2 %	18.3 %	21.5 %	12,261	3,090	4,174
GS 1-6	62.0 %	15.4 %	22.5 %	12,701	2,843	5,008
GS 7-12	57.5 %	13.9 %	28.6 %	134,544	30,937	73,794
GS 13-15	53.2 %	11.5 %	35.3 %	126,277	27,158	94,947
SES	65.4 %	9.9 %	24.7 %	3,593	539	1,462
SL/ST	62.0 %	8.1 %	29.9 %	1,253	151	646
Other	62.8 %	12.1 %	25.1 %	28,789	5,254	12,006
Time in Federal Government						
< 1 year	63.0 %	9.8 %	27.2 %	1,043	165	523
1-3 years	60.4 %	12.2 %	27.5 %	35,864	6,995	18,211
4-5 years	56.6 %	14.7 %	28.7 %	26,956	6,644	15,754
6-10 years	55.8 %	14.0 %	30.2 %	53,661	13,008	33,915
11-14 years	54.6 %	14.1 %	31.3 %	58,038	14,228	37,381
15-20 years	56.7 %	13.6 %	29.7 %	58,188	13,073	33,751

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_14) How has your organization supported your well-being needs during the COVID-19 pandemic? Training for all employees on health and safety protocols

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	56.5 %	13.2 %	30.3 %	331,038	73,278	199,854
> 20 years	56.9 %	11.1 %	32.0 %	85,996	15,911	52,673
Time with Current Agency						
< 1 year	63.1 %	10.7 %	26.2 %	4,373	726	2,032
1-3 years	59.1 %	12.8 %	28.0 %	54,122	11,360	28,885
4-5 years	55.3 %	14.6 %	30.1 %	34,862	8,784	21,591
6-10 years	55.0 %	13.9 %	31.1 %	56,058	13,603	36,773
11-14 years	54.8 %	13.9 %	31.2 %	54,755	13,218	35,037
15-20 years	57.2 %	13.2 %	29.6 %	51,948	11,086	29,536
> 20 years	57.6 %	10.6 %	31.8 %	63,635	11,184	38,316
Leaving Before Covid						
No	58.5 %	10.9 %	30.7 %	239,335	43,097	141,486
Yes, to retire	59.6 %	11.3 %	29.2 %	20,575	3,655	11,166
Yes, to other job in Govt	50.7 %	20.2 %	29.1 %	41,587	16,088	27,007
Yes, to other job outside Govt	47.1 %	22.9 %	30.0 %	6,271	2,977	4,663
Yes, other	48.3 %	20.5 %	31.1 %	7,258	2,964	5,154
Leaving Today						
No	59.1 %	9.5 %	31.4 %	221,674	35,226	132,721
Yes, to retire	58.4 %	12.7 %	28.8 %	22,845	4,665	12,430
Yes, to other job in Govt	50.5 %	21.3 %	28.2 %	44,264	18,271	28,091
Yes, to other job outside Govt	46.2 %	26.5 %	27.3 %	8,459	4,705	5,784
Yes, other	47.9 %	22.1 %	29.9 %	10,529	4,782	7,330
Retire Before Covid						
Less than 1 year	59.0 %	10.7 %	30.3 %	8,369	1,399	4,766
1 year	59.5 %	10.4 %	30.1 %	9,559	1,586	5,303
2 years	59.6 %	10.7 %	29.7 %	18,839	3,205	10,369
3 years	59.6 %	11.0 %	29.4 %	18,793	3,285	10,106
4 years	59.5 %	11.3 %	29.2 %	12,369	2,191	6,679

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_14) How has your organization supported your well-being needs during the COVID-19 pandemic? Training for all employees on health and safety protocols

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	56.5 %	13.2 %	30.3 %	331,038	73,278	199,854
5 years	59.1 %	11.6 %	29.2 %	24,061	4,507	13,302
More than 5 years	55.6 %	13.8 %	30.6 %	220,466	52,176	137,517
Retire Today						
Less than 1 year	57.2 %	13.9 %	28.9 %	11,352	2,548	6,294
1 year	57.6 %	13.4 %	29.1 %	10,888	2,358	6,083
2 years	59.3 %	11.2 %	29.5 %	18,696	3,288	10,204
3 years	59.7 %	10.9 %	29.4 %	17,442	3,057	9,393
4 years	60.0 %	10.7 %	29.4 %	11,714	1,951	6,348
5 years	59.1 %	11.3 %	29.6 %	22,791	4,184	12,692
More than 5 years	55.7 %	13.6 %	30.8 %	214,846	50,216	135,042
Transgender						
Yes	44.4 %	24.5 %	31.1 %	741	368	512
No	57.0 %	12.9 %	30.0 %	308,689	66,396	182,754
Consider Yourself as						
Straight	57.4 %	12.6 %	30.0 %	292,488	60,719	172,102
Gay or Lesbian	52.9 %	17.5 %	29.6 %	6,271	2,032	4,001
Bisexual	54.0 %	19.4 %	26.6 %	3,628	1,244	1,959
Something else	48.1 %	22.0 %	29.9 %	4,167	1,848	2,848
Military Service						
No Prior Military Service	53.9 %	13.7 %	32.4 %	212,613	51,197	143,623
Currently in Guard/Reserves	58.0 %	15.3 %	26.7 %	5,872	1,387	2,829
Retired	65.6 %	9.7 %	24.7 %	50,148	6,928	20,088
Separated/Discharged	59.3 %	13.3 %	27.4 %	50,417	10,244	25,215
Military Spouse						
Spouse of current active duty service member	57.2 %	16.6 %	26.2 %	3,361	926	1,786
Spouse of separated or retired service member with a disability rating of 100%	59.6 %	14.1 %	26.3 %	6,519	1,443	3,231

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q43_14) How has your organization supported your well-being needs during the COVID-19 pandemic? Training for all employees on health and safety protocols

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	56.5 %	13.2 %	30.3 %	331,038	73,278	199,854
Widow(er) of a service member killed while on active duty	52.4 %	24.0 %	23.6 %	157	69	82
None of the categories listed	56.6 %	13.0 %	30.4 %	309,421	67,424	186,947
NoN-Competitive Hiring Authority						
Yes	61.1 %	15.4 %	23.5 %	1,258	291	530
No	58.2 %	15.1 %	26.7 %	8,712	2,130	4,546
Disability						
Yes	58.2 %	15.1 %	26.7 %	48,645	12,072	25,208
No	56.6 %	12.6 %	30.8 %	264,791	55,953	161,471

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q44) During the COVID-19 pandemic my organization's senior leaders have demonstrated commitment to employee health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	45.6 %	34.1 %	9.4 %	5.2 %	4.4 %	598,829	8,025
Work Location							
Headquarters	52.0 %	32.6 %	7.8 %	4.2 %	3.4 %	187,333	1,895
Field	40.2 %	36.0 %	11.2 %	6.7 %	6.0 %	284,675	3,428
Full-time telework	56.3 %	33.2 %	6.6 %	2.2 %	1.7 %	102,187	2,205
Supervisory Status							
Senior Leader	72.8 %	19.7 %	4.0 %	2.1 %	1.5 %	10,797	18
Manager	56.2 %	30.6 %	6.4 %	3.8 %	2.9 %	41,547	118
Supervisor	48.4 %	34.7 %	8.5 %	4.7 %	3.6 %	81,959	503
Team Leader	46.9 %	34.3 %	9.2 %	5.2 %	4.4 %	78,520	792
Non-Supervisor	44.5 %	35.2 %	10.0 %	5.5 %	4.9 %	365,374	6,165
Sex							
Male	46.0 %	34.6 %	9.5 %	5.2 %	4.7 %	307,019	3,330
Female	48.4 %	34.0 %	8.8 %	5.0 %	3.9 %	252,433	3,732
Hispanic or Latino							
Yes	42.2 %	33.5 %	11.3 %	6.6 %	6.5 %	60,064	710
No	47.5 %	34.5 %	9.0 %	4.9 %	4.1 %	501,111	6,395
Race							
American Indian/Alaska Native	34.6 %	37.6 %	13.7 %	7.5 %	6.6 %	10,915	111
Asian	48.7 %	36.9 %	8.0 %	3.2 %	3.2 %	32,610	370
Black/African American	47.8 %	34.5 %	9.1 %	4.4 %	4.2 %	80,258	1,341
Native Hawaiian/Pacific Islander	39.7 %	35.9 %	11.9 %	5.9 %	6.7 %	3,760	39
White	47.6 %	34.0 %	9.0 %	5.2 %	4.2 %	393,112	4,538
Two or more races (Not Hispanic/Latino)	42.0 %	33.0 %	11.8 %	6.4 %	6.7 %	24,091	380
Age Group							
25 and under	40.6 %	36.7 %	10.8 %	7.0 %	5.0 %	6,817	87
26-29 years old	39.1 %	35.2 %	11.3 %	7.5 %	6.9 %	16,314	169
30-39 years old	42.1 %	34.1 %	10.4 %	6.9 %	6.6 %	108,100	1,315
40-49 years old	45.0 %	34.5 %	9.7 %	5.7 %	5.1 %	149,719	1,812
50-59 years old	50.1 %	34.3 %	8.4 %	4.1 %	3.2 %	190,079	2,332
60 or older	52.5 %	34.3 %	8.0 %	3.1 %	2.2 %	90,723	1,389
Level of Education							
Less than High School	32.7 %	33.7 %	17.4 %	5.4 %	10.8 %	363	6
H.S. Diploma/GED or equiv	36.9 %	37.6 %	13.2 %	6.5 %	5.7 %	23,433	353

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q44) During the COVID-19 pandemic my organization's senior leaders have demonstrated commitment to employee health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	45.6 %	34.1 %	9.4 %	5.2 %	4.4 %	598,829	8,025
Trade/Technical Certificate	34.0 %	37.1 %	14.3 %	7.5 %	7.2 %	12,090	185
Some College (no degree)	40.2 %	35.2 %	12.1 %	6.6 %	5.9 %	74,774	1,095
Associate's Degree	39.7 %	36.1 %	11.8 %	6.7 %	5.8 %	43,635	638
Bachelor's Degree	47.3 %	35.1 %	8.8 %	4.8 %	4.0 %	201,135	2,557
Master's Degree	53.0 %	32.5 %	7.1 %	4.0 %	3.4 %	156,153	1,701
Doctoral/Professional Degree	53.1 %	31.3 %	7.4 %	4.4 %	3.8 %	56,416	750
Pay Category							
Federal Wage System	24.7 %	36.8 %	16.9 %	11.0 %	10.6 %	19,431	233
GS 1-6	35.3 %	36.2 %	13.5 %	7.6 %	7.4 %	20,351	408
GS 7-12	42.3 %	36.3 %	10.6 %	5.8 %	5.0 %	236,966	3,806
GS 13-15	55.9 %	31.9 %	6.4 %	3.3 %	2.5 %	247,560	2,653
SES	73.3 %	18.3 %	3.8 %	2.5 %	2.1 %	5,620	12
SL/ST	67.6 %	23.3 %	3.9 %	3.2 %	2.0 %	2,055	7
Other	41.2 %	35.6 %	11.1 %	6.2 %	5.9 %	45,912	454
Time in Federal Government							
< 1 year	56.1 %	31.7 %	6.6 %	2.9 %	2.6 %	1,728	24
1-3 years	47.0 %	33.7 %	9.6 %	5.6 %	4.2 %	60,751	692
4-5 years	44.0 %	34.4 %	10.2 %	6.0 %	5.5 %	49,048	594
6-10 years	44.8 %	34.7 %	9.6 %	5.7 %	5.2 %	99,967	1,304
11-14 years	45.3 %	34.6 %	9.7 %	5.5 %	4.8 %	108,907	1,508
15-20 years	44.7 %	34.9 %	10.0 %	5.5 %	4.9 %	104,465	1,351
> 20 years	50.7 %	34.2 %	8.2 %	3.7 %	3.1 %	153,660	2,123
Time with Current Agency							
< 1 year	56.4 %	30.6 %	7.1 %	3.4 %	2.5 %	7,060	118
1-3 years	48.3 %	33.0 %	9.2 %	5.4 %	4.1 %	93,873	1,063
4-5 years	44.9 %	34.2 %	9.8 %	5.8 %	5.3 %	64,873	779
6-10 years	44.6 %	35.0 %	9.8 %	5.6 %	5.0 %	105,750	1,433
11-14 years	44.6 %	35.1 %	9.8 %	5.5 %	5.0 %	102,324	1,436
15-20 years	44.3 %	35.3 %	10.1 %	5.4 %	4.8 %	92,035	1,216
> 20 years	51.0 %	34.3 %	8.0 %	3.6 %	3.0 %	112,489	1,546
Leaving Before Covid							
No	50.8 %	33.7 %	8.0 %	4.2 %	3.3 %	421,966	4,925
Yes, to retire	46.1 %	36.5 %	9.5 %	4.5 %	3.4 %	35,169	507

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q44) During the COVID-19 pandemic my organization's senior leaders have demonstrated commitment to employee health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	45.6 %	34.1 %	9.4 %	5.2 %	4.4 %	598,829	8,025
Yes, to other job in Govt	33.8 %	36.4 %	13.3 %	8.3 %	8.2 %	83,773	1,473
Yes, to other job outside Govt	33.0 %	34.6 %	13.0 %	9.2 %	10.1 %	13,802	225
Yes, other	28.2 %	35.9 %	16.3 %	9.2 %	10.4 %	15,210	345
Leaving Today							
No	53.3 %	33.6 %	7.4 %	3.4 %	2.3 %	387,716	4,427
Yes, to retire	44.1 %	37.0 %	10.1 %	4.8 %	3.9 %	39,594	597
Yes, to other job in Govt	31.9 %	36.2 %	13.7 %	9.2 %	9.0 %	89,697	1,528
Yes, to other job outside Govt	26.5 %	33.8 %	14.3 %	11.2 %	14.2 %	18,778	316
Yes, other	26.4 %	35.4 %	15.8 %	10.2 %	12.2 %	22,401	470
Retire Before Covid							
Less than 1 year	50.5 %	33.1 %	8.7 %	4.1 %	3.5 %	14,424	227
1 year	48.0 %	36.3 %	9.1 %	3.6 %	3.0 %	16,326	248
2 years	48.9 %	35.3 %	8.7 %	4.0 %	3.0 %	32,148	464
3 years	48.3 %	35.3 %	9.2 %	4.0 %	3.2 %	32,012	403
4 years	48.1 %	35.0 %	9.1 %	4.4 %	3.3 %	21,166	238
5 years	47.4 %	35.2 %	9.1 %	4.7 %	3.6 %	41,622	548
More than 5 years	46.0 %	34.1 %	9.5 %	5.5 %	4.9 %	407,755	5,280
Retire Today							
Less than 1 year	43.5 %	34.3 %	10.5 %	5.4 %	6.2 %	19,993	341
1 year	43.9 %	35.9 %	10.5 %	5.3 %	4.4 %	19,165	281
2 years	48.1 %	35.1 %	9.0 %	4.4 %	3.3 %	31,927	430
3 years	49.4 %	34.6 %	8.7 %	4.1 %	3.1 %	29,702	399
4 years	48.8 %	35.2 %	8.5 %	4.3 %	3.2 %	19,914	237
5 years	48.4 %	35.0 %	8.7 %	4.5 %	3.4 %	39,391	521
More than 5 years	46.4 %	34.1 %	9.4 %	5.4 %	4.7 %	397,643	5,115
Transgender							
Yes	33.8 %	29.6 %	14.5 %	8.2 %	13.8 %	1,609	30
No	47.0 %	34.3 %	9.2 %	5.1 %	4.4 %	554,412	6,928
Consider Yourself as							
Straight	47.4 %	34.4 %	9.1 %	5.0 %	4.2 %	522,074	6,401
Gay or Lesbian	46.3 %	32.1 %	9.2 %	6.4 %	6.0 %	12,250	135
Bisexual	40.7 %	31.9 %	10.7 %	8.3 %	8.4 %	6,800	70
Something else	31.5 %	33.8 %	15.6 %	8.6 %	10.5 %	8,738	207

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q44) During the COVID-19 pandemic my organization's senior leaders have demonstrated commitment to employee health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	45.6 %	34.1 %	9.4 %	5.2 %	4.4 %	598,829	8,025
Military Service							
No Prior Military Service	46.6 %	34.6 %	9.2 %	5.2 %	4.4 %	405,087	5,517
Currently in Guard/Reserves	42.9 %	33.0 %	11.4 %	6.5 %	6.1 %	9,987	141
Retired	51.2 %	34.1 %	8.1 %	3.9 %	2.7 %	76,761	731
Separated/Discharged	43.0 %	34.2 %	10.9 %	6.0 %	5.9 %	85,163	1,169
Military Spouse							
Spouse of current active duty service member	44.2 %	32.3 %	10.5 %	6.8 %	6.2 %	6,024	80
Spouse of separated or retired service member with a disability rating of 100%	46.0 %	33.0 %	10.0 %	5.9 %	5.1 %	11,152	139
Widow(er) of a service member killed while on active duty	41.7 %	31.6 %	12.6 %	8.6 %	5.5 %	298	6
None of the categories listed	46.7 %	34.5 %	9.3 %	5.1 %	4.4 %	560,290	7,340
NoN-Competitive Hiring Authority							
Yes	44.9 %	32.6 %	10.7 %	6.8 %	5.1 %	2,061	24
No	45.3 %	32.8 %	10.2 %	6.2 %	5.6 %	15,304	199
Disability							
Yes	44.9 %	32.9 %	10.5 %	5.8 %	5.8 %	85,143	1,271
No	47.2 %	34.6 %	9.0 %	5.0 %	4.2 %	479,542	5,911

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q45) During the COVID-19 pandemic my organization's senior leaders have supported policies and procedures to protect employee health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	45.6 %	35.2 %	9.3 %	4.7 %	3.9 %	596,817	8,475
Work Location							
Headquarters	52.1 %	33.4 %	7.6 %	3.9 %	3.0 %	186,654	2,114
Field	40.2 %	37.3 %	11.1 %	6.1 %	5.3 %	283,799	3,576
Full-time telework	56.3 %	34.0 %	6.3 %	1.9 %	1.5 %	101,853	2,267
Supervisory Status							
Senior Leader	72.5 %	20.2 %	4.0 %	1.8 %	1.4 %	10,769	20
Manager	56.3 %	31.4 %	6.2 %	3.6 %	2.5 %	41,428	123
Supervisor	48.4 %	35.7 %	8.4 %	4.3 %	3.2 %	81,714	510
Team Leader	46.9 %	35.4 %	8.9 %	4.9 %	4.0 %	78,266	857
Non-Supervisor	44.5 %	36.3 %	9.9 %	5.0 %	4.3 %	364,145	6,509
Sex							
Male	46.0 %	35.7 %	9.3 %	4.8 %	4.2 %	306,207	3,385
Female	48.4 %	35.0 %	8.7 %	4.5 %	3.5 %	251,411	4,100
Hispanic or Latino							
Yes	42.2 %	34.6 %	11.4 %	6.1 %	5.7 %	59,847	734
No	47.5 %	35.5 %	8.8 %	4.5 %	3.7 %	499,511	6,788
Race							
American Indian/Alaska Native	34.4 %	38.7 %	14.4 %	6.8 %	5.7 %	10,865	123
Asian	48.8 %	37.7 %	7.7 %	3.1 %	2.8 %	32,509	393
Black/African American	47.9 %	35.7 %	8.8 %	3.9 %	3.7 %	79,905	1,413
Native Hawaiian/Pacific Islander	39.6 %	37.0 %	12.2 %	5.3 %	5.9 %	3,748	42
White	47.6 %	35.0 %	8.8 %	4.8 %	3.8 %	391,979	4,783
Two or more races (Not Hispanic/Latino)	42.0 %	34.5 %	11.4 %	6.0 %	6.1 %	23,992	415
Age Group							
25 and under	40.8 %	39.1 %	10.5 %	5.4 %	4.2 %	6,769	103
26-29 years old	39.3 %	37.7 %	10.7 %	6.4 %	5.8 %	16,248	187
30-39 years old	42.1 %	35.4 %	10.4 %	6.2 %	5.8 %	107,696	1,426
40-49 years old	45.0 %	35.5 %	9.7 %	5.3 %	4.5 %	149,262	1,901
50-59 years old	50.1 %	35.0 %	8.2 %	3.8 %	2.9 %	189,492	2,441
60 or older	52.5 %	35.1 %	7.7 %	2.9 %	1.9 %	90,479	1,446
Level of Education							
Less than High School	32.6 %	35.4 %	16.1 %	6.5 %	9.4 %	363	7
H.S. Diploma/GED or equiv	36.9 %	39.3 %	13.0 %	5.8 %	5.0 %	23,364	346

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q45) During the COVID-19 pandemic my organization's senior leaders have supported policies and procedures to protect employee health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	45.6 %	35.2 %	9.3 %	4.7 %	3.9 %	596,817	8,475
Trade/Technical Certificate	34.0 %	39.0 %	14.1 %	6.8 %	6.1 %	12,054	181
Some College (no degree)	40.2 %	36.5 %	12.0 %	5.9 %	5.3 %	74,512	1,126
Associate's Degree	39.8 %	37.3 %	11.8 %	6.1 %	5.1 %	43,515	649
Bachelor's Degree	47.2 %	36.2 %	8.6 %	4.5 %	3.6 %	200,475	2,737
Master's Degree	53.0 %	33.3 %	7.0 %	3.7 %	3.0 %	155,655	1,817
Doctoral/Professional Degree	53.4 %	32.1 %	7.0 %	4.1 %	3.3 %	56,227	834
Pay Category							
Federal Wage System	24.9 %	39.1 %	17.2 %	9.8 %	9.0 %	19,386	219
GS 1-6	35.5 %	37.1 %	13.6 %	7.1 %	6.6 %	20,296	410
GS 7-12	42.2 %	37.5 %	10.4 %	5.3 %	4.5 %	236,168	3,999
GS 13-15	55.9 %	32.6 %	6.3 %	3.0 %	2.3 %	246,732	2,882
SES	73.8 %	19.3 %	3.1 %	2.0 %	1.9 %	5,598	14
SL/ST	68.3 %	22.8 %	4.7 %	2.5 %	1.7 %	2,047	11
Other	41.5 %	37.2 %	10.8 %	5.5 %	5.0 %	45,765	475
Time in Federal Government							
< 1 year	56.7 %	31.0 %	6.4 %	3.6 %	2.3 %	1,714	31
1-3 years	47.1 %	35.2 %	9.3 %	4.8 %	3.5 %	60,574	696
4-5 years	44.2 %	35.6 %	9.9 %	5.6 %	4.8 %	48,848	660
6-10 years	44.8 %	35.8 %	9.5 %	5.1 %	4.7 %	99,624	1,385
11-14 years	45.3 %	35.6 %	9.6 %	5.1 %	4.3 %	108,538	1,605
15-20 years	44.5 %	36.1 %	9.9 %	5.1 %	4.4 %	104,140	1,414
> 20 years	50.7 %	34.9 %	8.0 %	3.5 %	2.8 %	153,194	2,240
Time with Current Agency							
< 1 year	56.4 %	30.9 %	6.8 %	3.7 %	2.1 %	7,020	130
1-3 years	48.3 %	34.3 %	9.0 %	4.7 %	3.6 %	93,606	1,076
4-5 years	45.0 %	35.3 %	9.7 %	5.4 %	4.7 %	64,642	850
6-10 years	44.6 %	36.2 %	9.6 %	5.0 %	4.6 %	105,404	1,506
11-14 years	44.7 %	36.1 %	9.6 %	5.1 %	4.5 %	101,951	1,549
15-20 years	44.3 %	36.4 %	10.0 %	5.1 %	4.2 %	91,745	1,298
> 20 years	51.1 %	35.0 %	7.9 %	3.4 %	2.7 %	112,152	1,605
Leaving Before Covid							
No	50.8 %	34.6 %	7.9 %	3.8 %	2.9 %	420,581	5,157
Yes, to retire	46.3 %	37.3 %	9.2 %	4.2 %	3.0 %	35,004	547

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q45) During the COVID-19 pandemic my organization's senior leaders have supported policies and procedures to protect employee health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	45.6 %	35.2 %	9.3 %	4.7 %	3.9 %	596,817	8,475
Yes, to other job in Govt	33.9 %	38.1 %	13.1 %	7.7 %	7.2 %	83,465	1,547
Yes, to other job outside Govt	33.0 %	36.4 %	13.2 %	8.4 %	9.0 %	13,743	246
Yes, other	28.2 %	37.7 %	16.3 %	8.3 %	9.5 %	15,135	382
Leaving Today							
No	53.3 %	34.4 %	7.2 %	3.1 %	2.0 %	386,608	4,632
Yes, to retire	44.1 %	37.9 %	10.0 %	4.4 %	3.6 %	39,452	635
Yes, to other job in Govt	31.9 %	38.1 %	13.6 %	8.5 %	8.0 %	89,411	1,598
Yes, to other job outside Govt	26.8 %	35.8 %	14.3 %	10.6 %	12.6 %	18,698	346
Yes, other	26.3 %	37.1 %	16.2 %	9.3 %	11.1 %	22,294	531
Retire Before Covid							
Less than 1 year	50.5 %	34.1 %	8.2 %	3.9 %	3.2 %	14,351	248
1 year	48.1 %	37.3 %	8.7 %	3.2 %	2.8 %	16,270	258
2 years	48.8 %	36.2 %	8.6 %	3.7 %	2.6 %	32,032	495
3 years	48.3 %	36.0 %	8.9 %	3.9 %	2.9 %	31,907	399
4 years	48.2 %	35.9 %	8.7 %	4.2 %	3.0 %	21,083	263
5 years	47.4 %	35.9 %	9.1 %	4.3 %	3.2 %	41,461	571
More than 5 years	46.0 %	35.3 %	9.4 %	5.0 %	4.3 %	406,349	5,568
Retire Today							
Less than 1 year	43.6 %	35.4 %	10.3 %	4.9 %	5.7 %	19,925	352
1 year	43.9 %	36.9 %	10.3 %	5.0 %	4.0 %	19,081	311
2 years	48.1 %	36.1 %	8.9 %	4.0 %	2.9 %	31,874	443
3 years	49.3 %	35.3 %	8.6 %	4.0 %	2.8 %	29,638	399
4 years	48.6 %	36.3 %	8.2 %	4.1 %	2.9 %	19,857	252
5 years	48.5 %	35.5 %	8.7 %	4.1 %	3.1 %	39,279	558
More than 5 years	46.4 %	35.3 %	9.2 %	4.9 %	4.2 %	396,358	5,410
Transgender							
Yes	34.5 %	29.6 %	14.0 %	8.6 %	13.3 %	1,606	34
No	47.0 %	35.4 %	9.1 %	4.7 %	3.9 %	552,602	7,344
Consider Yourself as							
Straight	47.4 %	35.4 %	8.9 %	4.5 %	3.7 %	520,389	6,765
Gay or Lesbian	46.3 %	33.4 %	9.3 %	5.9 %	5.2 %	12,209	153
Bisexual	41.0 %	33.8 %	10.2 %	7.6 %	7.4 %	6,768	86
Something else	31.6 %	35.3 %	15.7 %	7.9 %	9.4 %	8,710	225

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q45) During the COVID-19 pandemic my organization's senior leaders have supported policies and procedures to protect employee health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	45.6 %	35.2 %	9.3 %	4.7 %	3.9 %	596,817	8,475
Military Service							
No Prior Military Service	46.6 %	35.7 %	9.1 %	4.7 %	3.9 %	403,656	5,940
Currently in Guard/Reserves	42.6 %	34.8 %	11.0 %	6.1 %	5.4 %	9,957	148
Retired	51.3 %	34.7 %	7.9 %	3.6 %	2.5 %	76,601	703
Separated/Discharged	43.1 %	35.4 %	10.7 %	5.7 %	5.1 %	84,896	1,201
Military Spouse							
Spouse of current active duty service member	44.4 %	32.6 %	10.9 %	6.7 %	5.5 %	6,013	81
Spouse of separated or retired service member with a disability rating of 100%	45.9 %	33.6 %	9.9 %	5.7 %	4.9 %	11,096	145
Widow(er) of a service member killed while on active duty	40.5 %	35.2 %	12.4 %	7.2 %	4.6 %	301	5
None of the categories listed	46.7 %	35.6 %	9.2 %	4.7 %	3.9 %	558,471	7,764
NoN-Competitive Hiring Authority							
Yes	44.3 %	33.0 %	10.9 %	6.5 %	5.2 %	2,051	27
No	45.5 %	33.3 %	10.2 %	6.0 %	5.1 %	15,251	202
Disability							
Yes	45.0 %	33.9 %	10.3 %	5.5 %	5.2 %	84,922	1,288
No	47.2 %	35.7 %	8.9 %	4.5 %	3.7 %	477,923	6,318

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q46) During the COVID-19 pandemic my organization's senior leaders have provided effective communications about the pandemic.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	41.0 %	34.5 %	11.7 %	6.8 %	5.1 %	599,237	4,738
Work Location							
Headquarters	46.3 %	33.2 %	10.2 %	6.0 %	4.2 %	187,332	1,017
Field	36.0 %	35.8 %	13.3 %	8.2 %	6.7 %	284,652	2,160
Full-time telework	51.0 %	34.2 %	8.7 %	3.8 %	2.3 %	102,618	1,259
Supervisory Status							
Senior Leader	68.2 %	22.5 %	4.9 %	2.6 %	1.7 %	10,729	17
Manager	50.3 %	32.6 %	8.8 %	5.0 %	3.4 %	41,398	78
Supervisor	43.1 %	35.4 %	10.8 %	6.5 %	4.2 %	81,742	297
Team Leader	41.5 %	34.4 %	11.7 %	7.3 %	5.2 %	78,523	470
Non-Supervisor	40.0 %	35.2 %	12.2 %	7.1 %	5.6 %	366,239	3,600
Sex							
Male	41.0 %	34.7 %	12.0 %	6.8 %	5.4 %	306,723	2,113
Female	43.8 %	34.5 %	10.6 %	6.6 %	4.5 %	253,017	2,030
Hispanic or Latino							
Yes	38.8 %	33.5 %	13.2 %	7.8 %	6.6 %	60,029	435
No	42.4 %	34.8 %	11.2 %	6.6 %	4.9 %	501,480	3,723
Race							
American Indian/Alaska Native	31.4 %	36.7 %	15.4 %	9.1 %	7.3 %	10,894	78
Asian	44.9 %	37.4 %	10.0 %	4.5 %	3.2 %	32,555	247
Black/African American	45.7 %	35.5 %	9.5 %	5.1 %	4.2 %	80,376	693
Native Hawaiian/Pacific Islander	37.8 %	35.6 %	13.1 %	6.6 %	6.9 %	3,741	36
White	41.9 %	34.2 %	11.6 %	7.1 %	5.2 %	393,300	2,685
Two or more races (Not Hispanic/Latino)	37.6 %	33.4 %	13.6 %	8.2 %	7.2 %	24,137	235
Age Group							
25 and under	34.9 %	36.8 %	12.6 %	9.6 %	6.1 %	6,791	66
26-29 years old	34.2 %	35.0 %	13.3 %	9.3 %	8.2 %	16,277	123
30-39 years old	36.8 %	34.0 %	12.8 %	8.8 %	7.6 %	108,147	831
40-49 years old	40.1 %	34.8 %	11.9 %	7.3 %	5.8 %	149,832	1,033
50-59 years old	45.4 %	34.8 %	10.6 %	5.5 %	3.7 %	190,159	1,331
60 or older	48.1 %	34.5 %	10.2 %	4.7 %	2.5 %	90,847	779
Level of Education							
Less than High School	30.3 %	38.9 %	13.4 %	7.4 %	10.0 %	352	8
H.S. Diploma/GED or equiv	35.0 %	37.5 %	14.4 %	7.2 %	5.9 %	23,400	235

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q46) During the COVID-19 pandemic my organization's senior leaders have provided effective communications about the pandemic.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	41.0 %	34.5 %	11.7 %	6.8 %	5.1 %	599,237	4,738
Trade/Technical Certificate	31.5 %	36.1 %	15.5 %	9.0 %	7.9 %	12,078	119
Some College (no degree)	37.4 %	35.0 %	13.6 %	7.6 %	6.4 %	74,833	662
Associate's Degree	36.8 %	35.5 %	13.4 %	7.9 %	6.5 %	43,691	388
Bachelor's Degree	42.0 %	35.4 %	11.3 %	6.5 %	4.8 %	201,272	1,521
Master's Degree	47.1 %	33.5 %	9.5 %	5.8 %	4.1 %	156,177	966
Doctoral/Professional Degree	45.1 %	31.9 %	10.5 %	7.4 %	5.1 %	56,536	374
Pay Category							
Federal Wage System	22.7 %	34.9 %	18.4 %	12.3 %	11.8 %	19,362	176
GS 1-6	32.7 %	35.9 %	14.6 %	8.8 %	8.0 %	20,390	272
GS 7-12	38.2 %	36.0 %	12.6 %	7.5 %	5.7 %	237,379	2,286
GS 13-15	49.3 %	33.1 %	9.2 %	5.1 %	3.3 %	247,690	1,388
SES	67.8 %	21.6 %	4.8 %	3.6 %	2.1 %	5,595	9
SL/ST	60.5 %	25.8 %	6.4 %	5.1 %	2.3 %	2,049	4
Other	37.3 %	36.0 %	13.1 %	7.4 %	6.2 %	45,834	314
Time in Federal Government							
< 1 year	50.2 %	32.0 %	10.0 %	4.7 %	3.0 %	1,725	18
1-3 years	42.4 %	34.2 %	11.4 %	7.1 %	5.0 %	60,677	465
4-5 years	39.2 %	34.2 %	12.2 %	8.1 %	6.4 %	49,070	359
6-10 years	39.7 %	34.8 %	12.0 %	7.3 %	6.1 %	100,070	771
11-14 years	40.3 %	34.7 %	12.1 %	7.3 %	5.7 %	109,014	910
15-20 years	40.0 %	35.4 %	12.0 %	7.1 %	5.5 %	104,565	769
> 20 years	45.9 %	34.6 %	10.6 %	5.3 %	3.6 %	153,821	1,173
Time with Current Agency							
< 1 year	52.2 %	31.6 %	9.2 %	4.1 %	2.9 %	7,040	94
1-3 years	43.8 %	33.5 %	11.0 %	6.8 %	4.9 %	93,824	668
4-5 years	40.0 %	34.2 %	11.8 %	7.8 %	6.1 %	64,923	445
6-10 years	39.7 %	35.0 %	12.1 %	7.3 %	6.0 %	105,835	834
11-14 years	39.6 %	35.2 %	12.2 %	7.4 %	5.7 %	102,423	896
15-20 years	39.7 %	35.7 %	12.3 %	7.0 %	5.4 %	92,157	671
> 20 years	45.9 %	34.9 %	10.6 %	5.2 %	3.5 %	112,623	848
Leaving Before Covid							
No	45.8 %	34.3 %	10.3 %	5.7 %	3.9 %	422,014	2,896
Yes, to retire	41.7 %	36.5 %	12.0 %	6.1 %	3.7 %	35,183	296

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q46) During the COVID-19 pandemic my organization's senior leaders have provided effective communications about the pandemic.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	41.0 %	34.5 %	11.7 %	6.8 %	5.1 %	599,237	4,738
Yes, to other job in Govt	29.4 %	35.7 %	15.2 %	10.5 %	9.2 %	84,067	835
Yes, to other job outside Govt	27.5 %	33.6 %	15.4 %	11.8 %	11.7 %	13,825	142
Yes, other	24.4 %	34.2 %	18.8 %	11.0 %	11.6 %	15,283	205
Leaving Today							
No	48.1 %	34.5 %	9.7 %	4.9 %	2.8 %	387,699	2,671
Yes, to retire	39.6 %	36.4 %	12.9 %	6.8 %	4.3 %	39,648	326
Yes, to other job in Govt	27.5 %	35.5 %	15.6 %	11.2 %	10.2 %	90,009	844
Yes, to other job outside Govt	22.0 %	31.8 %	16.6 %	13.8 %	15.7 %	18,835	176
Yes, other	22.6 %	33.3 %	18.6 %	12.1 %	13.4 %	22,509	273
Retire Before Covid							
Less than 1 year	46.1 %	34.1 %	10.9 %	5.1 %	3.9 %	14,444	127
1 year	43.6 %	36.2 %	11.5 %	5.4 %	3.4 %	16,333	153
2 years	44.3 %	35.8 %	11.2 %	5.4 %	3.3 %	32,184	262
3 years	44.3 %	35.2 %	11.3 %	5.7 %	3.5 %	31,994	237
4 years	43.8 %	35.3 %	11.0 %	6.1 %	3.8 %	21,177	123
5 years	43.1 %	35.2 %	11.5 %	6.1 %	4.1 %	41,669	292
More than 5 years	40.9 %	34.4 %	11.7 %	7.2 %	5.7 %	408,105	3,137
Retire Today							
Less than 1 year	39.3 %	34.3 %	13.0 %	6.9 %	6.6 %	20,044	179
1 year	39.4 %	35.5 %	13.0 %	7.1 %	5.0 %	19,180	172
2 years	43.5 %	35.6 %	11.4 %	5.8 %	3.7 %	31,972	237
3 years	45.1 %	34.9 %	11.0 %	5.5 %	3.5 %	29,720	227
4 years	44.5 %	35.4 %	10.4 %	6.1 %	3.6 %	19,925	121
5 years	44.0 %	35.0 %	11.3 %	5.7 %	3.9 %	39,440	294
More than 5 years	41.2 %	34.4 %	11.6 %	7.1 %	5.6 %	397,991	3,049
Transgender							
Yes	30.7 %	29.4 %	14.9 %	10.8 %	14.3 %	1,610	21
No	42.1 %	34.7 %	11.4 %	6.7 %	5.1 %	554,668	4,077
Consider Yourself as							
Straight	42.6 %	34.7 %	11.3 %	6.6 %	4.9 %	522,257	3,739
Gay or Lesbian	40.2 %	32.3 %	12.1 %	8.6 %	6.8 %	12,253	81
Bisexual	35.3 %	31.6 %	13.5 %	10.3 %	9.3 %	6,800	44
Something else	27.2 %	33.0 %	17.6 %	10.9 %	11.3 %	8,756	151

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q46) During the COVID-19 pandemic my organization's senior leaders have provided effective communications about the pandemic.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	41.0 %	34.5 %	11.7 %	6.8 %	5.1 %	599,237	4,738
Military Service							
No Prior Military Service	41.3 %	35.0 %	11.6 %	7.0 %	5.2 %	405,576	3,132
Currently in Guard/Reserves	39.4 %	33.8 %	12.7 %	7.4 %	6.7 %	9,973	104
Retired	47.2 %	34.1 %	10.3 %	5.2 %	3.2 %	76,665	458
Separated/Discharged	39.1 %	34.2 %	12.8 %	7.5 %	6.4 %	85,188	748
Military Spouse							
Spouse of current active duty service member	40.1 %	32.3 %	11.9 %	8.7 %	7.0 %	6,029	47
Spouse of separated or retired service member with a disability rating of 100%	42.9 %	33.8 %	10.9 %	7.0 %	5.4 %	11,114	101
Widow(er) of a service member killed while on active duty	39.3 %	31.7 %	13.9 %	6.8 %	8.3 %	302	3
None of the categories listed	41.8 %	34.7 %	11.6 %	6.8 %	5.1 %	560,734	4,290
NoN-Competitive Hiring Authority							
Yes	41.9 %	31.7 %	12.4 %	7.7 %	6.2 %	2,058	17
No	41.8 %	33.4 %	11.2 %	7.6 %	6.0 %	15,282	132
Disability							
Yes	41.2 %	32.8 %	12.3 %	7.3 %	6.3 %	85,186	802
No	42.1 %	35.0 %	11.4 %	6.6 %	4.9 %	479,808	3,417

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q47) During the COVID-19 pandemic my supervisor has shown concern for my health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	52.0 %	31.6 %	8.7 %	3.6 %	3.2 %	600,764	5,929
Work Location							
Headquarters	58.5 %	29.3 %	7.2 %	2.7 %	2.4 %	187,506	1,675
Field	47.3 %	33.8 %	10.0 %	4.6 %	4.2 %	285,845	2,212
Full-time telework	59.8 %	29.8 %	7.0 %	1.9 %	1.5 %	102,695	1,679
Supervisory Status							
Senior Leader	73.2 %	18.7 %	4.8 %	1.6 %	1.6 %	10,771	34
Manager	60.8 %	28.5 %	6.3 %	2.5 %	1.9 %	41,471	184
Supervisor	53.3 %	32.8 %	8.0 %	3.3 %	2.6 %	81,936	485
Team Leader	54.4 %	31.3 %	8.0 %	3.3 %	2.9 %	78,660	615
Non-Supervisor	51.2 %	32.3 %	9.2 %	3.8 %	3.5 %	367,255	4,279
Sex							
Male	52.6 %	32.3 %	8.4 %	3.4 %	3.2 %	307,840	2,439
Female	54.2 %	30.5 %	8.6 %	3.6 %	3.0 %	253,315	2,797
Hispanic or Latino							
Yes	47.5 %	31.5 %	10.9 %	5.1 %	5.0 %	60,224	520
No	53.9 %	31.7 %	8.2 %	3.3 %	2.9 %	502,643	4,769
Race							
American Indian/Alaska Native	39.4 %	35.0 %	13.1 %	6.7 %	5.8 %	10,933	81
Asian	52.2 %	34.8 %	8.4 %	2.4 %	2.3 %	32,491	481
Black/African American	52.0 %	32.4 %	8.6 %	3.6 %	3.5 %	80,504	1,048
Native Hawaiian/Pacific Islander	44.2 %	33.3 %	12.7 %	4.7 %	5.0 %	3,766	31
White	54.6 %	31.1 %	8.1 %	3.4 %	2.9 %	394,501	3,123
Two or more races (Not Hispanic/Latino)	49.2 %	30.8 %	10.4 %	4.6 %	5.1 %	24,188	271
Age Group							
25 and under	49.5 %	34.3 %	8.5 %	4.1 %	3.6 %	6,844	56
26-29 years old	49.9 %	32.6 %	9.4 %	4.3 %	3.9 %	16,367	119
30-39 years old	52.0 %	31.1 %	8.5 %	4.2 %	4.1 %	108,513	902
40-49 years old	52.1 %	31.6 %	8.8 %	3.9 %	3.6 %	150,177	1,313
50-59 years old	54.3 %	31.8 %	8.3 %	3.1 %	2.6 %	190,535	1,819
60 or older	55.6 %	31.7 %	8.2 %	2.6 %	1.8 %	91,044	1,052
Level of Education							
Less than High School	37.4 %	31.7 %	16.8 %	4.8 %	9.2 %	357	8
H.S. Diploma/GED or equiv	42.2 %	36.1 %	12.3 %	4.8 %	4.5 %	23,513	243

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q47) During the COVID-19 pandemic my supervisor has shown concern for my health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	52.0 %	31.6 %	8.7 %	3.6 %	3.2 %	600,764	5,929
Trade/Technical Certificate	39.1 %	36.9 %	13.3 %	5.3 %	5.4 %	12,164	108
Some College (no degree)	45.8 %	33.7 %	11.2 %	4.8 %	4.6 %	75,128	703
Associate's Degree	45.0 %	34.5 %	10.9 %	4.9 %	4.6 %	43,826	428
Bachelor's Degree	53.5 %	32.3 %	8.0 %	3.4 %	2.8 %	201,757	1,921
Master's Degree	59.4 %	29.1 %	6.6 %	2.7 %	2.3 %	156,516	1,339
Doctoral/Professional Degree	62.8 %	26.8 %	6.3 %	2.3 %	1.9 %	56,525	640
Pay Category							
Federal Wage System	31.9 %	38.7 %	15.0 %	7.1 %	7.4 %	19,520	143
GS 1-6	40.0 %	34.4 %	13.2 %	6.0 %	6.4 %	20,496	248
GS 7-12	48.7 %	33.6 %	9.7 %	4.2 %	3.7 %	238,332	2,438
GS 13-15	62.2 %	28.3 %	5.9 %	2.0 %	1.6 %	247,899	2,292
SES	77.5 %	16.7 %	3.8 %	1.1 %	0.9 %	5,608	17
SL/ST	69.2 %	22.7 %	4.8 %	1.8 %	1.5 %	2,050	13
Other	47.8 %	33.9 %	10.2 %	4.3 %	3.8 %	45,844	445
Time in Federal Government							
< 1 year	60.9 %	28.3 %	5.7 %	2.4 %	2.6 %	1,736	13
1-3 years	54.0 %	31.4 %	8.5 %	3.4 %	2.8 %	60,949	499
4-5 years	52.2 %	31.6 %	8.5 %	4.1 %	3.7 %	49,224	399
6-10 years	52.6 %	31.4 %	8.7 %	3.8 %	3.5 %	100,292	955
11-14 years	51.9 %	32.0 %	8.7 %	3.9 %	3.5 %	109,219	1,164
15-20 years	50.4 %	32.7 %	9.4 %	3.9 %	3.6 %	104,815	978
> 20 years	55.3 %	31.5 %	8.1 %	2.7 %	2.5 %	154,169	1,595
Time with Current Agency							
< 1 year	59.5 %	28.7 %	6.8 %	2.5 %	2.4 %	7,073	92
1-3 years	54.4 %	30.6 %	8.4 %	3.6 %	3.0 %	94,173	756
4-5 years	52.5 %	31.4 %	8.5 %	4.0 %	3.7 %	65,081	547
6-10 years	52.4 %	31.5 %	8.8 %	3.8 %	3.5 %	106,154	1,020
11-14 years	51.2 %	32.5 %	8.9 %	3.8 %	3.5 %	102,607	1,130
15-20 years	50.0 %	33.1 %	9.5 %	3.9 %	3.5 %	92,329	894
> 20 years	55.9 %	31.6 %	7.8 %	2.5 %	2.2 %	112,880	1,144
Leaving Before Covid							
No	57.6 %	30.6 %	7.1 %	2.6 %	2.0 %	423,193	3,597
Yes, to retire	50.7 %	34.2 %	9.1 %	3.4 %	2.6 %	35,299	377

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q47) During the COVID-19 pandemic my supervisor has shown concern for my health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	52.0 %	31.6 %	8.7 %	3.6 %	3.2 %	600,764	5,929
Yes, to other job in Govt	38.6 %	34.9 %	13.2 %	6.6 %	6.7 %	84,157	1,099
Yes, to other job outside Govt	42.8 %	33.1 %	11.1 %	6.0 %	7.0 %	13,868	161
Yes, other	33.8 %	34.8 %	15.2 %	7.3 %	8.9 %	15,254	291
Leaving Today							
No	60.0 %	30.1 %	6.5 %	2.1 %	1.4 %	388,792	3,242
Yes, to retire	49.0 %	34.7 %	9.7 %	3.7 %	3.0 %	39,791	394
Yes, to other job in Govt	37.0 %	35.3 %	13.5 %	7.2 %	7.1 %	90,115	1,117
Yes, to other job outside Govt	37.6 %	33.8 %	11.9 %	7.5 %	9.2 %	18,857	242
Yes, other	33.1 %	34.9 %	14.7 %	7.7 %	9.5 %	22,484	389
Retire Before Covid							
Less than 1 year	54.5 %	31.0 %	8.4 %	3.0 %	3.0 %	14,477	163
1 year	52.7 %	33.7 %	8.3 %	2.9 %	2.4 %	16,387	182
2 years	52.4 %	33.3 %	8.9 %	3.1 %	2.4 %	32,256	351
3 years	52.5 %	32.5 %	9.1 %	3.3 %	2.6 %	32,071	338
4 years	52.7 %	32.1 %	9.1 %	3.5 %	2.7 %	21,210	190
5 years	51.6 %	32.5 %	9.1 %	3.7 %	3.0 %	41,756	406
More than 5 years	53.1 %	31.4 %	8.5 %	3.6 %	3.3 %	409,125	3,828
Retire Today							
Less than 1 year	48.2 %	32.2 %	10.1 %	4.4 %	5.1 %	20,103	221
1 year	48.5 %	33.8 %	9.9 %	4.2 %	3.6 %	19,257	195
2 years	51.9 %	33.2 %	9.2 %	3.2 %	2.6 %	32,031	317
3 years	53.6 %	31.9 %	8.7 %	3.2 %	2.7 %	29,774	323
4 years	53.9 %	32.2 %	8.2 %	3.1 %	2.5 %	19,957	184
5 years	52.9 %	32.3 %	8.8 %	3.2 %	2.8 %	39,512	402
More than 5 years	53.6 %	31.3 %	8.3 %	3.6 %	3.2 %	398,983	3,701
Transgender							
Yes	41.6 %	26.4 %	13.5 %	6.8 %	11.7 %	1,612	23
No	53.2 %	31.7 %	8.5 %	3.5 %	3.1 %	556,037	5,174
Consider Yourself as							
Straight	53.4 %	31.7 %	8.4 %	3.5 %	3.0 %	523,512	4,831
Gay or Lesbian	55.8 %	28.9 %	8.1 %	3.6 %	3.6 %	12,294	96
Bisexual	52.4 %	29.1 %	9.0 %	4.6 %	4.9 %	6,825	44
Something else	39.6 %	33.3 %	13.8 %	5.7 %	7.6 %	8,796	139

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q47) During the COVID-19 pandemic my supervisor has shown concern for my health and safety.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	52.0 %	31.6 %	8.7 %	3.6 %	3.2 %	600,764	5,929
Military Service							
No Prior Military Service	53.7 %	31.6 %	8.3 %	3.4 %	3.0 %	406,326	4,224
Currently in Guard/Reserves	48.5 %	32.8 %	10.0 %	4.1 %	4.6 %	10,019	108
Retired	55.1 %	31.5 %	8.0 %	3.1 %	2.3 %	77,008	446
Separated/Discharged	48.7 %	32.5 %	9.9 %	4.4 %	4.4 %	85,505	802
Military Spouse							
Spouse of current active duty service member	49.4 %	29.8 %	10.0 %	5.3 %	5.5 %	6,060	44
Spouse of separated or retired service member with a disability rating of 100%	49.6 %	30.2 %	10.2 %	5.1 %	4.9 %	11,169	115
Widow(er) of a service member killed while on active duty	39.8 %	31.8 %	15.1 %	4.3 %	9.2 %	302	4
None of the categories listed	53.0 %	31.8 %	8.5 %	3.5 %	3.1 %	562,101	5,424
NoN-Competitive Hiring Authority							
Yes	48.4 %	29.7 %	10.7 %	5.7 %	5.5 %	2,064	21
No	49.6 %	30.1 %	10.1 %	5.1 %	5.2 %	15,359	141
Disability							
Yes	50.4 %	30.2 %	9.9 %	4.6 %	5.0 %	85,580	848
No	53.6 %	32.0 %	8.3 %	3.4 %	2.8 %	480,833	4,501

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q48) During the COVID-19 pandemic my supervisor has supported my efforts to stay healthy and safe while working.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	52.6 %	31.7 %	8.7 %	3.0 %	2.7 %	597,230	8,491
Work Location							
Headquarters	59.5 %	29.2 %	7.1 %	2.2 %	2.0 %	186,453	2,448
Field	48.0 %	34.3 %	10.1 %	3.9 %	3.7 %	284,517	3,075
Full-time telework	61.1 %	29.6 %	6.7 %	1.4 %	1.2 %	101,755	2,462
Supervisory Status							
Senior Leader	74.5 %	18.6 %	4.4 %	1.3 %	1.2 %	10,736	52
Manager	61.7 %	28.6 %	6.1 %	2.0 %	1.6 %	41,319	267
Supervisor	54.4 %	33.0 %	7.8 %	2.6 %	2.2 %	81,602	706
Team Leader	55.2 %	31.5 %	7.9 %	2.8 %	2.5 %	78,253	931
Non-Supervisor	52.0 %	32.5 %	9.3 %	3.2 %	3.1 %	364,836	6,074
Sex							
Male	53.4 %	32.5 %	8.4 %	2.9 %	2.8 %	306,478	3,336
Female	55.1 %	30.8 %	8.6 %	2.9 %	2.6 %	251,528	4,173
Hispanic or Latino							
Yes	48.1 %	32.3 %	11.1 %	4.1 %	4.4 %	59,935	694
No	54.8 %	31.8 %	8.2 %	2.8 %	2.5 %	499,776	6,899
Race							
American Indian/Alaska Native	39.8 %	35.8 %	14.0 %	5.2 %	5.2 %	10,888	105
Asian	53.1 %	34.6 %	8.1 %	2.1 %	2.1 %	32,377	578
Black/African American	52.7 %	32.6 %	8.6 %	2.9 %	3.1 %	79,771	1,630
Native Hawaiian/Pacific Islander	44.6 %	35.0 %	11.7 %	4.2 %	4.5 %	3,751	41
White	55.5 %	31.2 %	8.0 %	2.8 %	2.5 %	392,470	4,534
Two or more races (Not Hispanic/Latino)	49.8 %	31.2 %	10.7 %	4.1 %	4.3 %	24,081	360
Age Group							
25 and under	50.4 %	35.0 %	8.4 %	3.4 %	2.9 %	6,820	61
26-29 years old	50.6 %	33.1 %	9.3 %	3.5 %	3.4 %	16,324	130
30-39 years old	53.0 %	31.2 %	8.7 %	3.4 %	3.7 %	108,115	1,192
40-49 years old	52.9 %	31.9 %	8.7 %	3.3 %	3.1 %	149,501	1,773
50-59 years old	55.2 %	31.9 %	8.3 %	2.5 %	2.2 %	189,367	2,728
60 or older	56.2 %	31.8 %	8.2 %	2.2 %	1.6 %	90,229	1,649
Level of Education							
Less than High School	35.6 %	35.0 %	15.4 %	5.1 %	8.9 %	361	8
H.S. Diploma/GED or equiv	42.7 %	37.0 %	12.6 %	3.7 %	3.9 %	23,388	310

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q48) During the COVID-19 pandemic my supervisor has supported my efforts to stay healthy and safe while working.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	52.6 %	31.7 %	8.7 %	3.0 %	2.7 %	597,230	8,491
Trade/Technical Certificate	39.2 %	37.7 %	13.6 %	4.8 %	4.7 %	12,102	126
Some College (no degree)	46.2 %	34.4 %	11.5 %	4.0 %	3.9 %	74,652	1,057
Associate's Degree	45.5 %	35.2 %	11.2 %	4.2 %	3.9 %	43,611	570
Bachelor's Degree	54.4 %	32.4 %	7.9 %	2.8 %	2.5 %	200,723	2,687
Master's Degree	60.5 %	29.0 %	6.5 %	2.1 %	1.9 %	155,632	1,967
Doctoral/Professional Degree	64.1 %	26.4 %	6.1 %	1.8 %	1.6 %	56,099	1,005
Pay Category							
Federal Wage System	32.2 %	40.2 %	15.4 %	5.9 %	6.3 %	19,436	179
GS 1-6	40.4 %	35.4 %	13.7 %	5.0 %	5.5 %	20,386	312
GS 7-12	49.3 %	34.0 %	9.8 %	3.6 %	3.3 %	236,936	3,431
GS 13-15	63.4 %	28.0 %	5.6 %	1.6 %	1.4 %	246,331	3,500
SES	79.0 %	16.3 %	3.3 %	0.7 %	0.7 %	5,592	29
SL/ST	70.5 %	22.4 %	4.2 %	1.7 %	1.2 %	2,037	24
Other	48.6 %	34.2 %	10.4 %	3.6 %	3.3 %	45,689	556
Time in Federal Government							
< 1 year	61.5 %	27.6 %	7.1 %	1.5 %	2.3 %	1,728	20
1-3 years	54.9 %	31.5 %	8.4 %	2.8 %	2.4 %	60,729	630
4-5 years	53.1 %	31.6 %	8.6 %	3.5 %	3.2 %	49,023	536
6-10 years	53.5 %	31.5 %	8.8 %	3.1 %	3.1 %	99,743	1,341
11-14 years	52.6 %	32.4 %	8.8 %	3.2 %	3.0 %	108,624	1,608
15-20 years	51.2 %	33.1 %	9.3 %	3.3 %	3.1 %	104,258	1,376
> 20 years	56.2 %	31.4 %	8.0 %	2.3 %	2.1 %	152,961	2,519
Time with Current Agency							
< 1 year	60.1 %	28.9 %	7.2 %	1.7 %	2.1 %	7,058	101
1-3 years	55.3 %	30.8 %	8.3 %	3.0 %	2.6 %	93,771	1,005
4-5 years	53.4 %	31.3 %	8.7 %	3.4 %	3.2 %	64,763	762
6-10 years	53.2 %	31.9 %	8.8 %	3.0 %	3.0 %	105,502	1,504
11-14 years	52.0 %	32.9 %	8.9 %	3.2 %	3.1 %	102,053	1,541
15-20 years	50.8 %	33.5 %	9.4 %	3.3 %	3.0 %	91,805	1,273
> 20 years	56.9 %	31.4 %	7.8 %	2.1 %	1.8 %	111,998	1,831
Leaving Before Covid							
No	58.5 %	30.6 %	7.0 %	2.2 %	1.8 %	420,872	5,171
Yes, to retire	51.3 %	34.2 %	9.4 %	2.7 %	2.4 %	34,998	581

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q48) During the COVID-19 pandemic my supervisor has supported my efforts to stay healthy and safe while working.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	52.6 %	31.7 %	8.7 %	3.0 %	2.7 %	597,230	8,491
Yes, to other job in Govt	39.5 %	35.8 %	13.4 %	5.5 %	5.8 %	83,537	1,575
Yes, to other job outside Govt	43.9 %	33.2 %	11.7 %	4.9 %	6.2 %	13,764	238
Yes, other	34.7 %	35.5 %	16.0 %	6.0 %	7.8 %	15,140	366
Leaving Today							
No	60.9 %	30.0 %	6.3 %	1.6 %	1.2 %	386,882	4,647
Yes, to retire	49.6 %	34.8 %	10.0 %	3.0 %	2.6 %	39,484	648
Yes, to other job in Govt	37.8 %	36.2 %	13.8 %	6.0 %	6.2 %	89,520	1,580
Yes, to other job outside Govt	38.5 %	33.9 %	12.7 %	6.7 %	8.2 %	18,707	356
Yes, other	33.8 %	35.6 %	15.8 %	6.4 %	8.4 %	22,301	531
Retire Before Covid							
Less than 1 year	55.4 %	30.8 %	8.5 %	2.6 %	2.7 %	14,369	235
1 year	53.5 %	33.6 %	8.5 %	2.3 %	2.1 %	16,236	305
2 years	53.1 %	33.5 %	8.8 %	2.6 %	2.1 %	31,964	552
3 years	53.3 %	32.8 %	9.0 %	2.7 %	2.2 %	31,816	507
4 years	53.2 %	32.6 %	9.1 %	2.8 %	2.3 %	21,065	290
5 years	52.3 %	32.9 %	9.1 %	3.2 %	2.5 %	41,433	609
More than 5 years	54.1 %	31.6 %	8.5 %	3.0 %	2.9 %	406,949	5,358
Retire Today							
Less than 1 year	48.9 %	32.5 %	10.3 %	3.7 %	4.7 %	19,933	351
1 year	49.1 %	34.0 %	10.4 %	3.5 %	3.0 %	19,102	326
2 years	52.6 %	33.4 %	9.0 %	2.8 %	2.2 %	31,798	507
3 years	54.4 %	32.0 %	8.7 %	2.7 %	2.2 %	29,576	482
4 years	54.4 %	32.7 %	8.5 %	2.5 %	2.0 %	19,824	283
5 years	53.7 %	32.5 %	8.5 %	2.9 %	2.4 %	39,254	592
More than 5 years	54.6 %	31.5 %	8.3 %	2.9 %	2.8 %	397,008	5,163
Transgender							
Yes	42.1 %	27.7 %	14.5 %	5.1 %	10.6 %	1,599	35
No	54.1 %	31.8 %	8.5 %	2.9 %	2.7 %	552,926	7,438
Consider Yourself as							
Straight	54.3 %	31.9 %	8.4 %	2.9 %	2.6 %	520,567	6,961
Gay or Lesbian	56.8 %	29.0 %	8.3 %	2.9 %	3.1 %	12,230	144
Bisexual	54.0 %	28.6 %	9.4 %	3.7 %	4.3 %	6,796	62
Something else	40.5 %	33.4 %	14.5 %	5.0 %	6.6 %	8,750	175

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q48) During the COVID-19 pandemic my supervisor has supported my efforts to stay healthy and safe while working.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	52.6 %	31.7 %	8.7 %	3.0 %	2.7 %	597,230	8,491
Military Service							
No Prior Military Service	54.7 %	31.6 %	8.3 %	2.8 %	2.6 %	403,808	6,091
Currently in Guard/Reserves	49.3 %	33.3 %	9.9 %	3.6 %	3.9 %	9,988	124
Retired	55.6 %	31.9 %	8.0 %	2.6 %	1.9 %	76,619	704
Separated/Discharged	49.4 %	32.9 %	10.1 %	3.7 %	3.9 %	85,124	1,081
Military Spouse							
Spouse of current active duty service member	50.4 %	30.1 %	9.9 %	4.7 %	5.0 %	6,032	66
Spouse of separated or retired service member with a disability rating of 100%	50.6 %	30.8 %	10.0 %	4.3 %	4.4 %	11,117	149
Widow(er) of a service member killed while on active duty	39.1 %	30.7 %	16.1 %	5.9 %	8.2 %	304	5
None of the categories listed	53.9 %	32.0 %	8.6 %	2.9 %	2.7 %	558,847	7,794
NoN-Competitive Hiring Authority							
Yes	49.4 %	29.3 %	11.7 %	5.2 %	4.4 %	2,058	26
No	50.5 %	30.7 %	9.8 %	4.3 %	4.8 %	15,287	193
Disability							
Yes	51.0 %	30.6 %	10.1 %	3.9 %	4.3 %	85,038	1,238
No	54.5 %	32.1 %	8.2 %	2.7 %	2.4 %	478,160	6,447

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q49) During the COVID-19 pandemic my supervisor has created an environment where I can voice my concerns about staying healthy and safe.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	49.4 %	29.2 %	11.1 %	4.4 %	4.0 %	593,747	11,755
Work Location							
Headquarters	56.3 %	27.8 %	9.4 %	3.5 %	2.9 %	185,282	3,525
Field	45.2 %	31.2 %	12.6 %	5.6 %	5.3 %	283,306	4,227
Full-time telework	57.4 %	28.4 %	9.8 %	2.5 %	1.9 %	100,852	3,323
Supervisory Status							
Senior Leader	72.5 %	18.5 %	5.2 %	1.9 %	1.9 %	10,713	55
Manager	59.5 %	27.3 %	7.6 %	3.2 %	2.4 %	41,251	296
Supervisor	51.8 %	31.1 %	9.9 %	3.9 %	3.3 %	81,356	908
Team Leader	52.1 %	29.5 %	10.4 %	4.3 %	3.7 %	77,815	1,324
Non-Supervisor	48.7 %	29.9 %	12.1 %	4.8 %	4.4 %	362,270	8,606
Sex							
Male	50.5 %	30.3 %	10.8 %	4.2 %	4.0 %	304,764	4,893
Female	51.8 %	28.5 %	11.3 %	4.6 %	3.8 %	250,093	5,581
Hispanic or Latino							
Yes	45.4 %	29.3 %	13.6 %	6.0 %	5.9 %	59,705	924
No	51.8 %	29.7 %	10.7 %	4.2 %	3.7 %	496,841	9,653
Race							
American Indian/Alaska Native	37.0 %	31.8 %	16.3 %	7.7 %	7.2 %	10,847	133
Asian	49.9 %	33.3 %	11.1 %	3.0 %	2.7 %	32,068	835
Black/African American	49.7 %	30.5 %	11.3 %	4.3 %	4.2 %	79,418	1,941
Native Hawaiian/Pacific Islander	42.3 %	32.6 %	13.6 %	5.7 %	5.8 %	3,735	51
White	52.5 %	29.0 %	10.5 %	4.3 %	3.7 %	390,258	6,669
Two or more races (Not Hispanic/Latino)	46.5 %	28.4 %	13.1 %	5.7 %	6.2 %	23,949	486
Age Group							
25 and under	46.5 %	32.8 %	11.2 %	5.2 %	4.3 %	6,808	86
26-29 years old	47.2 %	30.8 %	11.7 %	5.5 %	4.8 %	16,239	214
30-39 years old	50.0 %	28.8 %	10.8 %	5.2 %	5.1 %	107,581	1,670
40-49 years old	50.0 %	29.5 %	11.2 %	4.7 %	4.6 %	148,739	2,531
50-59 years old	52.1 %	29.9 %	10.9 %	3.9 %	3.3 %	188,284	3,733
60 or older	53.2 %	29.8 %	11.2 %	3.4 %	2.4 %	89,525	2,274
Level of Education							
Less than High School	32.7 %	31.7 %	20.3 %	6.3 %	8.9 %	355	10
H.S. Diploma/GED or equiv	40.4 %	33.6 %	15.1 %	5.3 %	5.6 %	23,272	421

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q49) During the COVID-19 pandemic my supervisor has created an environment where I can voice my concerns about staying healthy and safe.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	49.4 %	29.2 %	11.1 %	4.4 %	4.0 %	593,747	11,755
Trade/Technical Certificate	36.9 %	33.9 %	15.9 %	6.9 %	6.4 %	12,045	187
Some College (no degree)	43.6 %	30.9 %	14.1 %	5.8 %	5.6 %	74,311	1,378
Associate's Degree	42.9 %	32.0 %	13.7 %	5.9 %	5.6 %	43,410	751
Bachelor's Degree	51.2 %	30.3 %	10.7 %	4.2 %	3.6 %	199,490	3,814
Master's Degree	57.4 %	27.5 %	8.7 %	3.5 %	3.0 %	154,733	2,848
Doctoral/Professional Degree	60.3 %	25.2 %	8.6 %	3.3 %	2.6 %	55,692	1,384
Pay Category							
Federal Wage System	30.4 %	34.8 %	17.5 %	8.1 %	9.2 %	19,436	175
GS 1-6	37.7 %	31.2 %	16.3 %	7.4 %	7.5 %	20,241	433
GS 7-12	46.4 %	31.3 %	12.6 %	5.1 %	4.6 %	235,611	4,731
GS 13-15	60.2 %	26.9 %	8.0 %	2.8 %	2.2 %	244,745	4,992
SES	76.8 %	16.4 %	4.2 %	1.5 %	1.1 %	5,578	33
SL/ST	68.8 %	20.8 %	6.8 %	1.8 %	1.8 %	2,027	33
Other	45.5 %	31.4 %	12.9 %	5.4 %	4.9 %	45,446	760
Time in Federal Government							
< 1 year	58.7 %	27.2 %	9.2 %	2.5 %	2.3 %	1,722	23
1-3 years	51.7 %	29.5 %	10.7 %	4.5 %	3.5 %	60,453	878
4-5 years	50.4 %	29.1 %	11.0 %	4.9 %	4.6 %	48,780	766
6-10 years	50.7 %	29.1 %	11.1 %	4.7 %	4.4 %	99,226	1,839
11-14 years	49.5 %	30.1 %	11.2 %	4.7 %	4.4 %	107,989	2,221
15-20 years	48.3 %	30.3 %	12.0 %	4.8 %	4.5 %	103,639	1,945
> 20 years	52.9 %	29.6 %	10.8 %	3.6 %	3.1 %	151,928	3,495
Time with Current Agency							
< 1 year	57.8 %	27.8 %	9.4 %	2.4 %	2.6 %	7,021	125
1-3 years	52.3 %	28.7 %	10.7 %	4.6 %	3.8 %	93,360	1,393
4-5 years	50.6 %	29.0 %	11.1 %	4.7 %	4.6 %	64,447	1,064
6-10 years	50.3 %	29.4 %	11.3 %	4.7 %	4.4 %	104,933	2,040
11-14 years	48.8 %	30.5 %	11.4 %	4.8 %	4.4 %	101,403	2,165
15-20 years	47.8 %	30.8 %	12.2 %	4.8 %	4.4 %	91,244	1,805
> 20 years	53.6 %	29.7 %	10.5 %	3.4 %	2.8 %	111,221	2,557
Leaving Before Covid							
No	55.5 %	29.1 %	9.5 %	3.4 %	2.6 %	418,424	7,546
Yes, to retire	48.3 %	32.0 %	12.3 %	4.0 %	3.4 %	34,805	777

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q49) During the COVID-19 pandemic my supervisor has created an environment where I can voice my concerns about staying healthy and safe.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	49.4 %	29.2 %	11.1 %	4.4 %	4.0 %	593,747	11,755
Yes, to other job in Govt	36.2 %	31.1 %	16.2 %	8.1 %	8.3 %	83,173	1,964
Yes, to other job outside Govt	40.0 %	29.0 %	14.6 %	7.6 %	8.8 %	13,687	314
Yes, other	31.7 %	30.4 %	18.3 %	8.5 %	11.1 %	15,106	425
Leaving Today							
No	58.0 %	28.9 %	8.8 %	2.7 %	1.7 %	384,393	6,962
Yes, to retire	46.5 %	32.1 %	12.9 %	4.6 %	3.8 %	39,212	886
Yes, to other job in Govt	34.6 %	31.4 %	16.5 %	8.7 %	8.9 %	89,142	1,970
Yes, to other job outside Govt	35.0 %	28.9 %	15.2 %	9.2 %	11.7 %	18,625	426
Yes, other	30.9 %	30.1 %	17.9 %	9.3 %	11.9 %	22,247	592
Retire Before Covid							
Less than 1 year	52.1 %	29.4 %	11.0 %	3.7 %	3.8 %	14,265	330
1 year	50.4 %	31.4 %	11.6 %	3.6 %	3.0 %	16,166	381
2 years	50.0 %	31.1 %	11.9 %	3.8 %	3.2 %	31,802	720
3 years	50.2 %	30.6 %	11.8 %	4.1 %	3.3 %	31,627	695
4 years	50.2 %	30.4 %	11.7 %	4.5 %	3.3 %	20,905	441
5 years	49.2 %	30.6 %	11.9 %	4.5 %	3.9 %	41,169	880
More than 5 years	51.0 %	29.3 %	10.9 %	4.6 %	4.2 %	404,814	7,476
Retire Today							
Less than 1 year	46.0 %	29.5 %	12.8 %	5.3 %	6.5 %	19,841	431
1 year	45.8 %	31.5 %	13.3 %	5.0 %	4.5 %	18,994	419
2 years	49.3 %	30.8 %	12.2 %	4.2 %	3.5 %	31,590	689
3 years	51.4 %	30.1 %	11.4 %	3.9 %	3.2 %	29,362	674
4 years	51.6 %	30.1 %	11.1 %	4.1 %	3.0 %	19,664	440
5 years	50.5 %	30.3 %	11.5 %	4.2 %	3.5 %	38,976	847
More than 5 years	51.5 %	29.3 %	10.7 %	4.4 %	4.0 %	394,831	7,250
Transgender							
Yes	38.6 %	25.3 %	15.0 %	7.0 %	14.1 %	1,595	37
No	51.1 %	29.6 %	11.0 %	4.4 %	3.9 %	549,806	10,371
Consider Yourself as							
Straight	51.3 %	29.7 %	10.9 %	4.3 %	3.8 %	517,669	9,708
Gay or Lesbian	53.7 %	26.3 %	10.4 %	4.9 %	4.7 %	12,154	221
Bisexual	49.9 %	26.5 %	10.9 %	6.4 %	6.3 %	6,777	79
Something else	37.6 %	29.3 %	16.2 %	7.1 %	9.8 %	8,692	217

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q49) During the COVID-19 pandemic my supervisor has created an environment where I can voice my concerns about staying healthy and safe.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	49.4 %	29.2 %	11.1 %	4.4 %	4.0 %	593,747	11,755
Military Service							
No Prior Military Service	51.2 %	29.5 %	11.1 %	4.4 %	3.8 %	401,204	8,575
Currently in Guard/Reserves	47.3 %	30.8 %	11.2 %	5.1 %	5.6 %	9,975	141
Retired	53.6 %	29.8 %	10.1 %	3.6 %	2.9 %	76,346	943
Separated/Discharged	46.9 %	29.8 %	12.4 %	5.4 %	5.5 %	84,690	1,485
Military Spouse							
Spouse of current active duty service member	48.1 %	27.1 %	11.4 %	6.5 %	6.9 %	6,014	72
Spouse of separated or retired service member with a disability rating of 100%	47.9 %	28.0 %	12.5 %	5.8 %	5.8 %	11,065	202
Widow(er) of a service member killed while on active duty	38.2 %	27.7 %	16.0 %	6.6 %	11.5 %	299	5
None of the categories listed	50.8 %	29.7 %	11.1 %	4.4 %	3.9 %	555,597	10,870
NoN-Competitive Hiring Authority							
Yes	46.8 %	26.4 %	13.4 %	7.1 %	6.4 %	2,051	31
No	48.0 %	27.8 %	12.0 %	5.9 %	6.3 %	15,221	246
Disability							
Yes	48.1 %	27.9 %	12.3 %	5.5 %	6.2 %	84,629	1,601
No	51.5 %	30.0 %	10.8 %	4.2 %	3.5 %	475,356	9,101

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_1) How has your organization supported your work during the COVID-19 pandemic? Consistent communication

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	75.8 %	15.1 %	9.1 %	465,717	79,765	50,387
Work Location						
Headquarters	79.8 %	12.9 %	7.2 %	153,423	21,428	12,545
Field	71.5 %	18.3 %	10.2 %	212,134	46,304	26,549
Full-time telework	82.7 %	8.9 %	8.5 %	85,305	8,872	9,131
Supervisory Status						
Senior Leader	87.9 %	5.7 %	6.4 %	9,611	540	578
Manager	83.2 %	10.2 %	6.6 %	35,048	3,783	2,488
Supervisor	78.4 %	13.6 %	8.0 %	65,664	10,003	5,984
Team Leader	76.1 %	15.9 %	7.9 %	61,638	11,106	5,835
Non-Supervisor	74.5 %	15.8 %	9.7 %	282,072	51,644	33,654
Sex						
Male	74.8 %	14.9 %	10.3 %	237,253	40,344	29,909
Female	78.4 %	14.8 %	6.8 %	203,459	33,356	16,558
Hispanic or Latino						
Yes	71.8 %	18.1 %	10.0 %	44,795	9,665	5,624
No	76.8 %	14.5 %	8.8 %	396,979	64,546	41,007
Race						
American Indian/Alaska Native	67.6 %	22.4 %	9.9 %	7,502	2,340	1,053
Asian	81.1 %	10.9 %	8.0 %	27,004	3,116	2,568
Black/African American	79.8 %	12.0 %	8.2 %	66,084	8,172	6,330
Native Hawaiian/Pacific Islander	72.1 %	18.1 %	9.8 %	2,794	613	353
White	75.8 %	15.2 %	9.1 %	308,260	53,105	32,625
Two or more races (Not Hispanic/Latino)	71.8 %	19.2 %	9.0 %	17,976	4,184	2,108
Age Group						
25 and under	73.5 %	18.2 %	8.3 %	5,086	1,247	524
26-29 years old	71.7 %	20.2 %	8.1 %	12,083	3,092	1,194
30-39 years old	72.4 %	19.4 %	8.2 %	82,203	18,717	7,755

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_1) How has your organization supported your work during the COVID-19 pandemic? Consistent communication

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	75.8 %	15.1 %	9.1 %	465,717	79,765	50,387
40-49 years old	75.0 %	16.1 %	8.9 %	116,363	21,671	12,122
50-59 years old	78.7 %	12.2 %	9.2 %	153,065	20,915	16,421
60 or older	79.7 %	10.4 %	10.0 %	73,355	8,625	8,761
Level of Education						
Less than High School	60.5 %	23.0 %	16.6 %	225	74	63
H.S. Diploma/GED or equiv	68.4 %	16.2 %	15.3 %	16,775	3,270	3,355
Trade/Technical Certificate	65.8 %	20.1 %	14.1 %	8,358	2,109	1,619
Some College (no degree)	70.1 %	17.4 %	12.5 %	54,842	11,217	8,795
Associate's Degree	70.1 %	18.1 %	11.8 %	31,854	6,924	4,939
Bachelor's Degree	77.3 %	14.3 %	8.4 %	159,741	25,958	16,058
Master's Degree	80.9 %	12.8 %	6.3 %	128,798	18,306	9,479
Doctoral/Professional Degree	80.0 %	14.4 %	5.6 %	46,268	7,362	3,060
Pay Category						
Federal Wage System	56.0 %	26.9 %	17.1 %	11,497	4,630	3,236
GS 1-6	66.0 %	22.0 %	12.0 %	14,123	3,965	2,333
GS 7-12	73.6 %	16.6 %	9.8 %	179,999	36,144	21,880
GS 13-15	82.3 %	10.8 %	6.9 %	206,611	24,616	16,839
SES	91.2 %	5.6 %	3.2 %	5,137	290	171
SL/ST	86.9 %	8.6 %	4.5 %	1,819	144	91
Other	74.1 %	16.9 %	9.0 %	34,546	7,234	4,004
Time in Federal Government						
< 1 year	80.9 %	11.4 %	7.7 %	1,412	184	139
1-3 years	76.1 %	15.2 %	8.7 %	47,556	8,570	4,834
4-5 years	73.9 %	17.4 %	8.7 %	37,778	7,610	3,854
6-10 years	74.7 %	16.6 %	8.7 %	77,639	14,574	8,060
11-14 years	74.7 %	16.2 %	9.1 %	84,359	15,694	9,291
15-20 years	74.9 %	15.6 %	9.5 %	80,790	14,561	9,216

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_1) How has your organization supported your work during the COVID-19 pandemic? Consistent communication

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	75.8 %	15.1 %	9.1 %	465,717	79,765	50,387
> 20 years	79.3 %	11.6 %	9.1 %	124,579	15,960	13,221
Time with Current Agency						
< 1 year	80.4 %	11.0 %	8.7 %	5,769	739	610
1-3 years	76.6 %	15.0 %	8.4 %	73,917	12,941	7,317
4-5 years	74.4 %	16.8 %	8.8 %	50,153	9,659	5,232
6-10 years	74.6 %	16.5 %	9.0 %	82,088	15,165	8,830
11-14 years	74.6 %	16.1 %	9.4 %	79,151	14,633	8,922
15-20 years	74.9 %	15.4 %	9.7 %	71,173	12,624	8,283
> 20 years	79.9 %	11.3 %	8.9 %	91,861	11,315	9,393
Leaving Before Covid						
No	79.3 %	12.0 %	8.6 %	343,445	45,372	33,950
Yes, to retire	76.7 %	13.1 %	10.2 %	27,637	4,111	3,418
Yes, to other job in Govt	66.0 %	24.5 %	9.4 %	57,706	19,130	7,483
Yes, to other job outside Govt	63.7 %	27.1 %	9.2 %	9,229	3,471	1,194
Yes, other	60.7 %	27.3 %	12.0 %	9,734	3,843	1,743
Leaving Today						
No	81.5 %	10.0 %	8.5 %	322,974	34,969	30,574
Yes, to retire	75.4 %	14.9 %	9.7 %	30,654	5,294	3,664
Yes, to other job in Govt	64.2 %	26.5 %	9.3 %	60,023	22,261	7,964
Yes, to other job outside Govt	58.1 %	32.7 %	9.2 %	11,492	5,776	1,645
Yes, other	59.0 %	30.0 %	11.0 %	13,865	6,340	2,353
Retire Before Covid						
Less than 1 year	77.3 %	12.1 %	10.6 %	11,444	1,541	1,465
1 year	78.3 %	12.0 %	9.7 %	13,048	1,764	1,519
2 years	78.0 %	12.1 %	9.9 %	25,627	3,526	3,053
3 years	77.6 %	12.3 %	10.0 %	25,397	3,551	3,025
4 years	77.2 %	12.8 %	10.0 %	16,725	2,402	1,995

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_1) How has your organization supported your work during the COVID-19 pandemic? Consistent communication

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	75.8 %	15.1 %	9.1 %	465,717	79,765	50,387
5 years	76.8 %	13.5 %	9.7 %	32,751	5,050	3,879
More than 5 years	75.5 %	15.9 %	8.6 %	319,326	57,615	32,409
Retire Today						
Less than 1 year	72.4 %	17.3 %	10.3 %	14,953	3,101	1,984
1 year	74.8 %	15.9 %	9.3 %	14,718	2,722	1,711
2 years	77.4 %	12.8 %	9.7 %	25,364	3,639	2,960
3 years	78.1 %	12.1 %	9.8 %	23,733	3,234	2,726
4 years	78.6 %	12.0 %	9.4 %	15,960	2,161	1,793
5 years	77.6 %	12.9 %	9.4 %	31,319	4,604	3,548
More than 5 years	75.8 %	15.6 %	8.6 %	312,683	55,223	31,321
Transgender						
Yes	59.4 %	27.3 %	13.4 %	1,007	415	201
No	76.3 %	14.8 %	8.9 %	437,115	72,838	45,875
Consider Yourself as						
Straight	76.6 %	14.5 %	8.9 %	413,180	66,808	43,411
Gay or Lesbian	75.9 %	17.6 %	6.5 %	9,561	1,957	741
Bisexual	71.6 %	22.1 %	6.3 %	5,073	1,355	392
Something else	61.7 %	25.6 %	12.6 %	5,674	2,096	1,063
Military Service						
No Prior Military Service	76.9 %	15.1 %	8.0 %	321,665	54,285	30,299
Currently in Guard/Reserves	70.5 %	16.9 %	12.7 %	7,334	1,536	1,187
Retired	77.7 %	11.8 %	10.5 %	60,573	8,286	7,901
Separated/Discharged	71.9 %	17.0 %	11.1 %	63,623	12,731	9,057
Military Spouse						
Spouse of current active duty service member	71.9 %	20.4 %	7.7 %	4,539	1,075	444
Spouse of separated or retired service member with a disability rating of 100%	74.2 %	17.1 %	8.7 %	8,530	1,682	924

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_1) How has your organization supported your work during the COVID-19 pandemic? Consistent communication

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	75.8 %	15.1 %	9.1 %	465,717	79,765	50,387
Widow(er) of a service member killed while on active duty	67.4 %	22.8 %	9.8 %	203	62	29
None of the categories listed	76.1 %	14.9 %	9.0 %	440,518	74,121	47,133
NoN-Competitive Hiring Authority						
Yes	71.2 %	21.1 %	7.8 %	1,534	374	155
No	73.5 %	18.0 %	8.5 %	11,658	2,428	1,232
Disability						
Yes	72.6 %	17.7 %	9.8 %	63,877	13,610	7,965
No	76.9 %	14.4 %	8.8 %	380,423	61,117	39,083

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_2) How has your organization supported your work during the COVID-19 pandemic? Training for new/changed work or work processes because of the pandemic

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	50.3 %	14.3 %	35.4 %	302,978	76,280	215,519
Work Location						
Headquarters	49.5 %	12.5 %	37.9 %	91,862	21,009	74,134
Field	49.1 %	16.8 %	34.1 %	144,593	42,741	97,205
Full-time telework	56.1 %	9.7 %	34.2 %	56,828	9,590	36,872
Supervisory Status						
Senior Leader	62.3 %	7.4 %	30.3 %	6,654	707	3,364
Manager	56.3 %	11.3 %	32.3 %	23,380	4,242	13,597
Supervisor	52.8 %	13.9 %	33.3 %	43,541	10,339	27,635
Team Leader	49.1 %	14.9 %	36.0 %	38,606	10,496	29,346
Non-Supervisor	49.3 %	14.6 %	36.1 %	183,047	47,930	135,865
Sex						
Male	49.7 %	14.3 %	35.9 %	155,173	39,075	112,657
Female	52.2 %	13.8 %	34.0 %	132,435	31,630	89,104
Hispanic or Latino						
Yes	53.0 %	18.7 %	28.3 %	32,754	10,073	17,220
No	50.3 %	13.5 %	36.2 %	255,409	60,994	185,362
Race						
American Indian/Alaska Native	51.5 %	22.4 %	26.1 %	5,754	2,338	2,830
Asian	57.7 %	12.3 %	30.0 %	18,896	3,567	10,256
Black/African American	57.6 %	13.7 %	28.7 %	46,964	9,680	23,963
Native Hawaiian/Pacific Islander	56.0 %	19.0 %	24.9 %	2,147	654	967
White	48.6 %	13.6 %	37.8 %	194,041	48,025	151,140
Two or more races (Not Hispanic/Latino)	49.6 %	19.1 %	31.4 %	12,295	4,163	7,755
Age Group						
25 and under	54.5 %	14.9 %	30.6 %	3,781	1,031	2,018
26-29 years old	52.0 %	17.1 %	30.9 %	8,654	2,624	5,034
30-39 years old	49.7 %	17.6 %	32.7 %	55,001	16,979	36,321

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_2) How has your organization supported your work during the COVID-19 pandemic? Training for new/changed work or work processes because of the pandemic

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	50.3 %	14.3 %	35.4 %	302,978	76,280	215,519
40-49 years old	50.2 %	15.3 %	34.5 %	76,261	20,681	52,888
50-59 years old	51.4 %	12.0 %	36.6 %	98,580	20,797	70,788
60 or older	50.6 %	10.7 %	38.7 %	46,177	9,012	35,783
Level of Education						
Less than High School	49.4 %	20.3 %	30.4 %	187	70	110
H.S. Diploma/GED or equiv	51.4 %	14.2 %	34.4 %	12,549	2,828	8,065
Trade/Technical Certificate	47.9 %	17.8 %	34.3 %	6,123	1,882	4,088
Some College (no degree)	50.5 %	15.8 %	33.7 %	39,290	10,260	25,356
Associate's Degree	50.2 %	16.6 %	33.2 %	22,665	6,423	14,612
Bachelor's Degree	50.9 %	13.8 %	35.3 %	103,570	25,148	72,623
Master's Degree	51.5 %	13.2 %	35.4 %	80,131	19,035	57,059
Doctoral/Professional Degree	47.0 %	12.3 %	40.8 %	26,632	6,356	23,534
Pay Category						
Federal Wage System	40.0 %	22.2 %	37.9 %	8,309	3,772	7,308
GS 1-6	51.9 %	19.7 %	28.4 %	11,057	3,639	5,749
GS 7-12	51.2 %	15.9 %	32.9 %	124,073	34,714	79,006
GS 13-15	49.5 %	10.9 %	39.6 %	122,140	25,038	100,288
SES	58.2 %	7.4 %	34.5 %	3,275	369	1,934
SL/ST	52.5 %	8.0 %	39.6 %	1,048	137	855
Other	54.8 %	14.1 %	31.1 %	25,252	6,063	14,430
Time in Federal Government						
< 1 year	59.7 %	12.2 %	28.2 %	1,033	200	494
1-3 years	55.6 %	13.4 %	31.0 %	34,212	7,552	19,048
4-5 years	50.9 %	15.5 %	33.6 %	25,520	6,758	16,820
6-10 years	50.1 %	15.5 %	34.4 %	50,861	13,809	35,426
11-14 years	49.2 %	15.2 %	35.6 %	54,506	14,872	39,721
15-20 years	49.0 %	15.1 %	35.9 %	52,223	14,028	38,218

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_2) How has your organization supported your work during the COVID-19 pandemic? Training for new/changed work or work processes because of the pandemic

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	50.3 %	14.3 %	35.4 %	302,978	76,280	215,519
> 20 years	49.7 %	11.9 %	38.3 %	77,128	16,569	60,018
Time with Current Agency						
< 1 year	59.2 %	12.5 %	28.3 %	4,201	835	2,056
1-3 years	54.6 %	13.8 %	31.6 %	51,846	11,947	30,148
4-5 years	50.2 %	15.3 %	34.5 %	33,149	8,894	22,877
6-10 years	49.3 %	15.4 %	35.3 %	52,942	14,427	38,546
11-14 years	48.7 %	15.2 %	36.1 %	50,858	13,862	37,771
15-20 years	49.0 %	14.8 %	36.2 %	46,047	12,100	33,886
> 20 years	49.6 %	11.4 %	39.0 %	56,393	11,655	44,492
Leaving Before Covid						
No	52.8 %	11.5 %	35.7 %	224,452	43,651	153,829
Yes, to retire	48.1 %	13.0 %	38.9 %	17,062	4,134	13,970
Yes, to other job in Govt	43.7 %	23.1 %	33.2 %	37,352	18,006	28,785
Yes, to other job outside Govt	40.4 %	24.6 %	35.1 %	5,682	3,163	4,995
Yes, other	40.1 %	24.5 %	35.4 %	6,247	3,524	5,524
Leaving Today						
No	54.1 %	9.6 %	36.3 %	210,452	33,885	143,487
Yes, to retire	46.9 %	14.7 %	38.5 %	18,829	5,262	15,553
Yes, to other job in Govt	42.3 %	24.7 %	33.0 %	38,769	20,785	30,553
Yes, to other job outside Govt	37.7 %	30.0 %	32.3 %	7,213	5,318	6,308
Yes, other	39.1 %	27.2 %	33.7 %	8,971	5,807	7,727
Retire Before Covid						
Less than 1 year	48.4 %	11.8 %	39.9 %	7,002	1,511	5,918
1 year	49.3 %	11.8 %	38.9 %	8,163	1,774	6,417
2 years	49.5 %	12.0 %	38.5 %	16,007	3,526	12,657
3 years	49.7 %	12.7 %	37.7 %	16,110	3,685	12,196
4 years	49.2 %	13.0 %	37.8 %	10,508	2,432	8,163

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_2) How has your organization supported your work during the COVID-19 pandemic? Training for new/changed work or work processes because of the pandemic

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	50.3 %	14.3 %	35.4 %	302,978	76,280	215,519
5 years	50.0 %	13.5 %	36.5 %	21,024	5,066	15,498
More than 5 years	50.7 %	14.8 %	34.6 %	209,663	53,936	144,687
Retire Today						
Less than 1 year	45.1 %	16.8 %	38.1 %	9,205	3,040	7,816
1 year	46.7 %	15.9 %	37.4 %	9,088	2,757	7,337
2 years	48.9 %	13.0 %	38.1 %	15,788	3,720	12,454
3 years	49.9 %	12.3 %	37.8 %	15,002	3,330	11,384
4 years	49.7 %	12.2 %	38.1 %	9,977	2,168	7,753
5 years	50.2 %	13.1 %	36.7 %	19,998	4,684	14,746
More than 5 years	50.8 %	14.5 %	34.7 %	205,018	51,414	141,866
Transgender						
Yes	39.1 %	26.7 %	34.2 %	661	397	561
No	50.8 %	14.1 %	35.1 %	285,357	69,874	199,841
Consider Yourself as						
Straight	51.0 %	13.8 %	35.2 %	270,071	64,249	188,373
Gay or Lesbian	49.8 %	17.0 %	33.2 %	6,117	1,898	4,231
Bisexual	48.2 %	19.6 %	32.3 %	3,361	1,220	2,231
Something else	42.1 %	23.7 %	34.2 %	3,802	1,964	3,079
Military Service						
No Prior Military Service	50.1 %	14.3 %	35.6 %	205,446	51,598	148,538
Currently in Guard/Reserves	49.8 %	16.4 %	33.8 %	5,143	1,518	3,356
Retired	52.7 %	11.3 %	36.1 %	40,740	7,991	27,980
Separated/Discharged	49.7 %	16.4 %	33.9 %	43,428	12,390	29,484
Military Spouse						
Spouse of current active duty service member	52.6 %	18.2 %	29.2 %	3,227	1,003	1,811
Spouse of separated or retired service member with a disability rating of 100%	54.2 %	16.1 %	29.7 %	6,145	1,624	3,392

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_2) How has your organization supported your work during the COVID-19 pandemic? Training for new/changed work or work processes because of the pandemic

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	50.3 %	14.3 %	35.4 %	302,978	76,280	215,519
Widow(er) of a service member killed while on active duty	49.4 %	29.4 %	21.2 %	152	78	73
None of the categories listed	50.3 %	14.1 %	35.6 %	285,663	70,915	204,320
NoN-Competitive Hiring Authority						
Yes	56.3 %	18.5 %	25.2 %	1,191	350	526
No	53.1 %	17.0 %	29.9 %	8,274	2,342	4,713
Disability						
Yes	50.9 %	17.8 %	31.3 %	44,190	13,762	27,502
No	50.6 %	13.5 %	36.0 %	245,523	57,816	176,481

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_3) How has your organization supported your work during the COVID-19 pandemic? Reallocation of resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	37.5 %	16.2 %	46.3 %	225,819	88,464	282,164
Work Location						
Headquarters	37.6 %	14.6 %	47.9 %	70,038	25,077	92,488
Field	37.2 %	19.0 %	43.9 %	109,514	49,314	126,654
Full-time telework	38.8 %	10.8 %	50.5 %	39,277	10,897	53,381
Supervisory Status						
Senior Leader	58.2 %	9.2 %	32.7 %	6,297	882	3,581
Manager	50.3 %	14.2 %	35.5 %	20,912	5,599	14,872
Supervisor	41.9 %	17.0 %	41.0 %	34,638	12,939	34,260
Team Leader	36.8 %	18.1 %	45.1 %	28,887	13,102	36,679
Non-Supervisor	35.0 %	15.9 %	49.1 %	129,336	53,136	185,398
Sex						
Male	38.6 %	16.2 %	45.2 %	121,681	45,126	141,406
Female	36.5 %	15.8 %	47.8 %	92,972	36,956	123,723
Hispanic or Latino						
Yes	39.9 %	20.4 %	39.8 %	24,624	11,222	24,453
No	37.4 %	15.5 %	47.1 %	190,287	71,332	241,712
Race						
American Indian/Alaska Native	42.1 %	23.3 %	34.6 %	4,748	2,420	3,769
Asian	41.9 %	15.9 %	42.2 %	13,717	4,701	14,313
Black/African American	41.5 %	15.5 %	42.9 %	33,867	11,280	35,679
Native Hawaiian/Pacific Islander	44.3 %	20.3 %	35.4 %	1,709	710	1,367
White	36.5 %	15.4 %	48.1 %	146,127	55,541	192,986
Two or more races (Not Hispanic/Latino)	36.8 %	21.6 %	41.6 %	9,110	4,862	10,314
Age Group						
25 and under	36.3 %	17.4 %	46.4 %	2,576	1,167	3,117
26-29 years old	36.7 %	20.1 %	43.1 %	6,128	3,103	7,116
30-39 years old	36.1 %	20.3 %	43.7 %	40,032	20,216	48,429

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_3) How has your organization supported your work during the COVID-19 pandemic? Reallocation of resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	37.5 %	16.2 %	46.3 %	225,819	88,464	282,164
40-49 years old	37.8 %	17.4 %	44.8 %	57,324	24,027	68,940
50-59 years old	38.6 %	13.4 %	48.0 %	74,123	23,753	92,891
60 or older	38.6 %	11.9 %	49.5 %	35,092	10,306	45,878
Level of Education						
Less than High School	35.8 %	23.8 %	40.4 %	136	80	147
H.S. Diploma/GED or equiv	38.7 %	15.7 %	45.6 %	9,388	3,199	10,933
Trade/Technical Certificate	36.3 %	18.9 %	44.8 %	4,658	2,012	5,476
Some College (no degree)	37.2 %	17.4 %	45.4 %	29,048	11,481	34,623
Associate's Degree	38.0 %	17.7 %	44.4 %	17,112	6,917	19,787
Bachelor's Degree	37.6 %	15.5 %	46.9 %	76,789	28,577	96,665
Master's Degree	38.6 %	15.3 %	46.0 %	60,112	22,680	73,920
Doctoral/Professional Degree	35.0 %	16.4 %	48.6 %	19,876	8,722	28,023
Pay Category						
Federal Wage System	30.3 %	24.4 %	45.3 %	6,416	4,250	8,801
GS 1-6	37.8 %	20.9 %	41.3 %	8,043	3,823	8,614
GS 7-12	37.3 %	17.1 %	45.7 %	90,108	37,272	111,106
GS 13-15	37.7 %	13.4 %	48.9 %	92,697	31,584	123,950
SES	57.7 %	8.7 %	33.6 %	3,207	455	1,940
SL/ST	44.0 %	12.0 %	44.0 %	903	211	937
Other	40.5 %	18.1 %	41.4 %	18,763	8,037	19,120
Time in Federal Government						
< 1 year	38.8 %	12.5 %	48.8 %	676	207	843
1-3 years	38.8 %	15.6 %	45.6 %	23,806	8,959	28,185
4-5 years	36.5 %	18.1 %	45.4 %	18,224	8,131	22,909
6-10 years	36.9 %	17.7 %	45.3 %	37,598	16,108	46,683
11-14 years	36.6 %	17.2 %	46.2 %	40,466	17,244	51,720
15-20 years	37.6 %	16.9 %	45.5 %	39,968	16,224	48,583

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_3) How has your organization supported your work during the COVID-19 pandemic? Reallocation of resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	37.5 %	16.2 %	46.3 %	225,819	88,464	282,164
> 20 years	38.4 %	13.3 %	48.4 %	59,535	18,839	75,856
Time with Current Agency						
< 1 year	43.8 %	12.0 %	44.2 %	3,054	821	3,235
1-3 years	38.9 %	15.8 %	45.3 %	37,000	13,916	43,272
4-5 years	36.6 %	17.8 %	45.6 %	24,167	10,559	30,408
6-10 years	36.6 %	17.6 %	45.9 %	39,434	16,838	49,986
11-14 years	36.4 %	17.2 %	46.5 %	37,752	16,062	48,973
15-20 years	37.7 %	16.6 %	45.7 %	35,334	14,013	42,965
> 20 years	38.3 %	12.9 %	48.8 %	43,525	13,428	55,936
Leaving Before Covid						
No	39.5 %	13.2 %	47.3 %	167,684	51,600	203,901
Yes, to retire	37.4 %	14.4 %	48.2 %	13,290	4,593	17,433
Yes, to other job in Govt	31.6 %	25.6 %	42.8 %	27,124	20,342	36,993
Yes, to other job outside Govt	29.6 %	28.8 %	41.6 %	4,204	3,786	5,918
Yes, other	28.9 %	27.1 %	44.0 %	4,515	3,944	6,885
Leaving Today						
No	40.5 %	11.2 %	48.3 %	157,356	40,551	191,023
Yes, to retire	36.5 %	16.1 %	47.4 %	14,623	5,846	19,342
Yes, to other job in Govt	30.6 %	27.3 %	42.1 %	28,079	23,466	38,853
Yes, to other job outside Govt	27.2 %	35.0 %	37.8 %	5,281	6,293	7,359
Yes, other	27.7 %	30.4 %	41.8 %	6,370	6,581	9,628
Retire Before Covid						
Less than 1 year	37.6 %	12.9 %	49.5 %	5,423	1,677	7,409
1 year	37.6 %	13.2 %	49.2 %	6,210	2,001	8,187
2 years	38.2 %	13.3 %	48.4 %	12,362	3,959	15,988
3 years	38.4 %	13.7 %	47.9 %	12,406	4,098	15,608
4 years	37.4 %	14.0 %	48.5 %	7,959	2,735	10,500

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_3) How has your organization supported your work during the COVID-19 pandemic? Reallocation of resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	37.5 %	16.2 %	46.3 %	225,819	88,464	282,164
5 years	38.1 %	15.2 %	46.7 %	15,974	5,820	19,970
More than 5 years	37.3 %	16.9 %	45.8 %	154,723	63,384	191,428
Retire Today						
Less than 1 year	35.0 %	18.0 %	46.9 %	7,117	3,288	9,710
1 year	35.6 %	17.3 %	47.2 %	6,962	3,046	9,263
2 years	37.6 %	14.5 %	47.9 %	12,113	4,245	15,725
3 years	38.3 %	13.8 %	47.9 %	11,470	3,792	14,551
4 years	37.6 %	13.6 %	48.8 %	7,530	2,518	9,927
5 years	38.2 %	14.5 %	47.3 %	15,152	5,334	19,055
More than 5 years	37.4 %	16.6 %	46.0 %	151,206	60,432	187,862
Transgender						
Yes	29.6 %	27.9 %	42.5 %	497	424	708
No	37.8 %	16.0 %	46.2 %	212,916	81,134	262,784
Consider Yourself as						
Straight	38.0 %	15.7 %	46.3 %	201,566	74,609	248,225
Gay or Lesbian	37.0 %	19.8 %	43.2 %	4,548	2,272	5,459
Bisexual	35.9 %	22.6 %	41.5 %	2,501	1,421	2,912
Something else	32.1 %	26.3 %	41.7 %	2,886	2,219	3,765
Military Service						
No Prior Military Service	36.6 %	16.4 %	47.0 %	150,421	60,979	195,313
Currently in Guard/Reserves	37.8 %	17.9 %	44.4 %	3,938	1,712	4,415
Retired	41.3 %	12.5 %	46.3 %	32,084	8,947	35,970
Separated/Discharged	37.8 %	18.1 %	44.1 %	33,347	13,732	38,546
Military Spouse						
Spouse of current active duty service member	37.5 %	20.1 %	42.4 %	2,311	1,098	2,643
Spouse of separated or retired service member with a disability rating of 100%	39.3 %	17.1 %	43.5 %	4,484	1,749	4,948

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_3) How has your organization supported your work during the COVID-19 pandemic? Reallocation of resources

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	37.5 %	16.2 %	46.3 %	225,819	88,464	282,164
Widow(er) of a service member killed while on active duty	38.6 %	26.4 %	35.0 %	117	73	111
None of the categories listed	37.5 %	16.1 %	46.4 %	213,187	82,580	266,877
NoN-Competitive Hiring Authority						
Yes	41.5 %	17.3 %	41.2 %	878	328	864
No	38.2 %	18.5 %	43.3 %	5,984	2,573	6,799
Disability						
Yes	38.7 %	19.5 %	41.8 %	33,599	15,342	36,781
No	37.5 %	15.4 %	47.1 %	182,496	67,793	231,037

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_4) How has your organization supported your work during the COVID-19 pandemic? Help with commuting issues

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	16.4 %	7.1 %	76.5 %	95,161	37,718	465,178
Work Location						
Headquarters	18.2 %	6.6 %	75.2 %	32,661	11,408	144,026
Field	15.4 %	8.4 %	76.2 %	43,454	21,197	221,482
Full-time telework	16.1 %	3.6 %	80.2 %	15,974	3,592	84,271
Supervisory Status						
Senior Leader	29.6 %	5.6 %	64.7 %	3,054	548	7,164
Manager	21.0 %	6.1 %	72.9 %	8,334	2,335	30,784
Supervisor	18.1 %	7.3 %	74.6 %	14,249	5,384	62,329
Team Leader	15.2 %	7.0 %	77.9 %	11,510	4,909	62,417
Non-Supervisor	15.5 %	7.1 %	77.4 %	55,337	23,153	290,520
Sex						
Male	17.8 %	7.5 %	74.7 %	55,006	20,678	232,974
Female	14.5 %	6.2 %	79.3 %	35,441	14,290	204,833
Hispanic or Latino						
Yes	20.5 %	10.7 %	68.8 %	12,261	5,803	42,295
No	15.9 %	6.5 %	77.6 %	78,224	29,441	396,955
Race						
American Indian/Alaska Native	21.0 %	13.8 %	65.2 %	2,310	1,466	7,188
Asian	23.1 %	8.0 %	69.0 %	7,486	2,396	22,934
Black/African American	22.0 %	8.0 %	70.0 %	17,429	5,634	58,110
Native Hawaiian/Pacific Islander	24.2 %	12.6 %	63.2 %	935	426	2,416
White	14.5 %	6.1 %	79.4 %	55,661	21,706	318,099
Two or more races (Not Hispanic/Latino)	16.4 %	9.7 %	73.9 %	3,992	2,163	18,170
Age Group						
25 and under	18.7 %	9.5 %	71.7 %	1,302	657	4,893
26-29 years old	19.1 %	10.5 %	70.5 %	3,054	1,651	11,651
30-39 years old	17.3 %	8.7 %	74.0 %	18,724	8,391	81,643

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_4) How has your organization supported your work during the COVID-19 pandemic? Help with commuting issues

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	16.4 %	7.1 %	76.5 %	95,161	37,718	465,178
40-49 years old	17.1 %	7.3 %	75.7 %	24,734	9,755	116,119
50-59 years old	15.7 %	5.8 %	78.5 %	29,319	10,053	151,923
60 or older	15.2 %	5.5 %	79.2 %	13,558	4,666	73,466
Level of Education						
Less than High School	26.8 %	17.8 %	55.4 %	102	60	203
H.S. Diploma/GED or equiv	20.5 %	8.9 %	70.6 %	4,830	1,786	16,972
Trade/Technical Certificate	17.3 %	10.4 %	72.3 %	2,194	1,082	8,886
Some College (no degree)	17.4 %	8.5 %	74.1 %	13,163	5,507	56,708
Associate's Degree	17.3 %	8.6 %	74.1 %	7,581	3,332	33,018
Bachelor's Degree	16.0 %	6.4 %	77.6 %	31,367	11,568	159,569
Master's Degree	16.8 %	6.1 %	77.1 %	25,351	9,120	122,571
Doctoral/Professional Degree	12.2 %	5.7 %	82.0 %	6,763	3,124	46,938
Pay Category						
Federal Wage System	16.3 %	13.5 %	70.2 %	3,388	2,346	13,746
GS 1-6	18.2 %	11.2 %	70.6 %	3,808	2,060	14,701
GS 7-12	16.6 %	7.4 %	76.0 %	38,436	15,623	185,194
GS 13-15	15.6 %	5.0 %	79.3 %	37,128	12,146	199,490
SES	24.7 %	5.6 %	69.7 %	1,329	279	3,984
SL/ST	17.0 %	4.5 %	78.5 %	359	82	1,614
Other	17.4 %	8.7 %	73.8 %	8,150	3,845	34,015
Time in Federal Government						
< 1 year	19.9 %	6.0 %	74.0 %	339	102	1,300
1-3 years	18.8 %	7.0 %	74.2 %	11,207	4,050	45,775
4-5 years	17.7 %	8.2 %	74.0 %	8,508	3,583	37,269
6-10 years	16.7 %	7.4 %	76.0 %	16,447	6,517	77,656
11-14 years	16.1 %	7.3 %	76.6 %	17,075	7,052	85,569
15-20 years	15.9 %	7.4 %	76.7 %	16,414	7,019	81,647

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_4) How has your organization supported your work during the COVID-19 pandemic? Help with commuting issues

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	16.4 %	7.1 %	76.5 %	95,161	37,718	465,178
> 20 years	15.1 %	5.8 %	79.1 %	22,664	8,081	124,003
Time with Current Agency						
< 1 year	23.2 %	6.2 %	70.5 %	1,623	416	5,100
1-3 years	19.1 %	7.2 %	73.7 %	17,727	6,324	70,301
4-5 years	17.6 %	8.1 %	74.3 %	11,207	4,654	49,393
6-10 years	16.3 %	7.2 %	76.5 %	17,030	6,714	82,748
11-14 years	15.5 %	7.3 %	77.2 %	15,438	6,602	81,031
15-20 years	15.5 %	7.3 %	77.2 %	14,090	6,038	72,457
> 20 years	14.1 %	5.5 %	80.4 %	15,494	5,606	92,202
Leaving Before Covid						
No	16.9 %	5.4 %	77.7 %	69,037	20,856	334,288
Yes, to retire	15.4 %	6.9 %	77.7 %	5,268	2,172	28,017
Yes, to other job in Govt	15.1 %	11.7 %	73.1 %	12,640	9,113	62,895
Yes, to other job outside Govt	13.2 %	13.0 %	73.9 %	1,790	1,696	10,438
Yes, other	13.1 %	13.1 %	73.8 %	2,004	1,839	11,544
Leaving Today						
No	17.1 %	4.5 %	78.4 %	63,960	16,260	309,678
Yes, to retire	14.2 %	7.2 %	78.6 %	5,487	2,567	31,883
Yes, to other job in Govt	14.8 %	12.1 %	73.1 %	13,210	10,226	67,178
Yes, to other job outside Govt	12.7 %	15.5 %	71.8 %	2,367	2,730	13,855
Yes, other	12.4 %	13.7 %	73.9 %	2,800	2,865	16,979
Retire Before Covid						
Less than 1 year	15.9 %	6.5 %	77.7 %	2,186	817	11,557
1 year	14.8 %	6.0 %	79.1 %	2,361	882	13,227
2 years	15.1 %	6.0 %	78.8 %	4,708	1,770	25,926
3 years	15.0 %	6.3 %	78.7 %	4,727	1,814	25,652
4 years	14.7 %	6.1 %	79.1 %	3,073	1,186	17,005

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_4) How has your organization supported your work during the COVID-19 pandemic? Help with commuting issues

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	16.4 %	7.1 %	76.5 %	95,161	37,718	465,178
5 years	15.7 %	6.7 %	77.7 %	6,372	2,512	33,005
More than 5 years	16.7 %	7.2 %	76.1 %	66,587	26,336	317,426
Retire Today						
Less than 1 year	14.1 %	8.4 %	77.5 %	2,769	1,466	15,946
1 year	13.7 %	7.9 %	78.4 %	2,589	1,357	15,377
2 years	14.3 %	6.4 %	79.2 %	4,472	1,846	25,888
3 years	14.7 %	6.0 %	79.3 %	4,290	1,618	24,015
4 years	14.5 %	5.8 %	79.6 %	2,856	1,060	16,133
5 years	15.2 %	6.2 %	78.6 %	5,871	2,226	31,614
More than 5 years	16.7 %	7.0 %	76.3 %	64,839	25,060	310,385
Transgender						
Yes	15.9 %	17.5 %	66.6 %	270	255	1,101
No	16.6 %	7.0 %	76.5 %	89,673	34,512	433,997
Consider Yourself as						
Straight	16.6 %	6.8 %	76.6 %	84,833	31,512	409,299
Gay or Lesbian	16.4 %	9.6 %	74.0 %	1,965	1,078	9,257
Bisexual	14.6 %	10.1 %	75.2 %	981	633	5,220
Something else	16.2 %	13.9 %	69.9 %	1,416	1,138	6,324
Military Service						
No Prior Military Service	15.3 %	7.0 %	77.6 %	60,542	25,534	321,785
Currently in Guard/Reserves	21.3 %	8.2 %	70.5 %	2,221	778	7,073
Retired	19.0 %	5.2 %	75.8 %	14,457	3,733	58,986
Separated/Discharged	17.6 %	8.2 %	74.2 %	15,159	6,187	64,437
Military Spouse						
Spouse of current active duty service member	18.5 %	7.4 %	74.1 %	1,104	411	4,559
Spouse of separated or retired service member with a disability rating of 100%	18.0 %	7.6 %	74.4 %	2,005	758	8,439

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_4) How has your organization supported your work during the COVID-19 pandemic? Help with commuting issues

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	16.4 %	7.1 %	76.5 %	95,161	37,718	465,178
Widow(er) of a service member killed while on active duty	21.9 %	20.2 %	57.8 %	71	52	184
None of the categories listed	16.3 %	7.0 %	76.7 %	89,304	35,073	439,724
NoN-Competitive Hiring Authority						
Yes	19.6 %	8.9 %	71.5 %	410	159	1,506
No	18.0 %	7.6 %	74.4 %	2,745	1,051	11,602
Disability						
Yes	18.4 %	9.0 %	72.6 %	15,532	6,947	63,444
No	16.1 %	6.6 %	77.3 %	75,459	28,489	378,583

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_5) How has your organization supported your work during the COVID-19 pandemic? Options for work/business travel

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	20.8 %	8.3 %	70.9 %	122,796	42,621	429,483
Work Location						
Headquarters	21.9 %	7.1 %	71.0 %	39,289	11,107	136,700
Field	20.4 %	10.3 %	69.4 %	59,718	25,635	199,484
Full-time telework	20.4 %	4.6 %	75.0 %	20,244	4,337	78,566
Supervisory Status						
Senior Leader	38.3 %	6.4 %	55.3 %	4,032	570	6,112
Manager	28.6 %	7.7 %	63.7 %	11,691	2,830	26,718
Supervisor	23.6 %	8.8 %	67.5 %	18,962	6,259	56,370
Team Leader	21.7 %	9.6 %	68.6 %	16,720	6,518	55,242
Non-Supervisor	18.8 %	8.0 %	73.2 %	68,294	25,035	273,678
Sex						
Male	23.4 %	9.5 %	67.1 %	73,557	25,837	208,132
Female	17.2 %	6.2 %	76.6 %	43,130	13,752	195,920
Hispanic or Latino						
Yes	22.4 %	11.5 %	66.1 %	13,709	6,011	40,366
No	20.7 %	7.8 %	71.5 %	103,157	33,779	365,063
Race						
American Indian/Alaska Native	22.6 %	14.5 %	62.9 %	2,460	1,506	6,956
Asian	24.6 %	8.4 %	67.0 %	7,856	2,319	22,412
Black/African American	22.8 %	8.0 %	69.2 %	18,090	5,413	57,073
Native Hawaiian/Pacific Islander	25.3 %	13.9 %	60.7 %	988	469	2,311
White	20.2 %	7.7 %	72.1 %	79,391	26,161	288,074
Two or more races (Not Hispanic/Latino)	20.4 %	11.6 %	68.0 %	4,997	2,472	16,759
Age Group						
25 and under	19.5 %	10.1 %	70.4 %	1,364	660	4,803
26-29 years old	20.6 %	11.0 %	68.3 %	3,345	1,590	11,389
30-39 years old	20.3 %	10.0 %	69.7 %	22,104	9,115	77,202

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_5) How has your organization supported your work during the COVID-19 pandemic? Options for work/business travel

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	20.8 %	8.3 %	70.9 %	122,796	42,621	429,483
40-49 years old	21.8 %	8.9 %	69.4 %	32,353	11,395	106,172
50-59 years old	21.3 %	7.1 %	71.6 %	40,242	12,027	137,940
60 or older	19.8 %	6.2 %	73.9 %	17,784	5,104	68,069
Level of Education						
Less than High School	23.6 %	18.7 %	57.7 %	87	59	216
H.S. Diploma/GED or equiv	18.4 %	8.7 %	72.9 %	4,345	1,762	17,383
Trade/Technical Certificate	16.7 %	10.8 %	72.5 %	2,159	1,128	8,825
Some College (no degree)	18.4 %	9.3 %	72.3 %	13,976	5,912	55,086
Associate's Degree	18.7 %	9.7 %	71.6 %	8,319	3,671	31,761
Bachelor's Degree	21.5 %	8.0 %	70.5 %	43,326	13,818	144,377
Master's Degree	24.0 %	7.7 %	68.3 %	36,462	10,568	109,131
Doctoral/Professional Degree	17.5 %	7.0 %	75.6 %	9,569	3,448	43,464
Pay Category						
Federal Wage System	13.8 %	13.4 %	72.8 %	2,961	2,353	14,148
GS 1-6	16.0 %	10.8 %	73.2 %	3,359	1,962	15,128
GS 7-12	19.7 %	8.8 %	71.6 %	46,834	18,018	173,099
GS 13-15	23.6 %	6.6 %	69.8 %	55,634	14,333	177,496
SES	34.7 %	4.9 %	60.4 %	1,873	244	3,456
SL/ST	24.5 %	7.0 %	68.5 %	488	119	1,432
Other	19.0 %	9.9 %	71.1 %	8,679	4,209	32,889
Time in Federal Government						
< 1 year	23.3 %	7.4 %	69.4 %	390	119	1,222
1-3 years	21.1 %	8.0 %	70.8 %	12,662	4,337	43,802
4-5 years	20.9 %	9.5 %	69.7 %	10,215	3,935	35,018
6-10 years	20.5 %	8.8 %	70.7 %	20,432	7,480	72,198
11-14 years	20.5 %	8.8 %	70.7 %	22,160	8,199	78,838
15-20 years	20.9 %	8.9 %	70.2 %	21,816	8,130	74,595

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_5) How has your organization supported your work during the COVID-19 pandemic? Options for work/business travel

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	20.8 %	8.3 %	70.9 %	122,796	42,621	429,483
> 20 years	21.0 %	6.8 %	72.1 %	32,193	9,114	112,415
Time with Current Agency						
< 1 year	27.0 %	7.9 %	65.2 %	1,897	509	4,695
1-3 years	22.1 %	8.1 %	69.8 %	20,570	6,698	66,679
4-5 years	21.3 %	9.3 %	69.4 %	13,768	5,102	46,135
6-10 years	20.2 %	8.8 %	71.0 %	21,403	7,851	76,727
11-14 years	20.0 %	8.8 %	71.2 %	20,340	7,719	74,527
15-20 years	20.4 %	8.7 %	71.0 %	18,768	6,990	66,293
> 20 years	20.6 %	6.5 %	72.9 %	23,127	6,386	82,996
Leaving Before Covid						
No	21.7 %	6.6 %	71.7 %	90,389	24,224	307,412
Yes, to retire	20.6 %	7.9 %	71.5 %	7,199	2,432	25,645
Yes, to other job in Govt	18.0 %	13.3 %	68.8 %	15,265	9,923	59,085
Yes, to other job outside Govt	17.5 %	15.9 %	66.7 %	2,467	1,932	9,484
Yes, other	16.3 %	14.4 %	69.3 %	2,526	1,989	10,805
Leaving Today						
No	22.2 %	5.6 %	72.2 %	84,339	18,986	284,473
Yes, to retire	19.8 %	8.4 %	71.8 %	7,849	2,930	28,947
Yes, to other job in Govt	17.5 %	13.8 %	68.7 %	15,958	11,199	63,031
Yes, to other job outside Govt	16.1 %	19.1 %	64.9 %	3,114	3,175	12,612
Yes, other	15.3 %	15.7 %	69.0 %	3,505	3,220	15,821
Retire Before Covid						
Less than 1 year	21.3 %	7.2 %	71.5 %	3,007	889	10,579
1 year	19.9 %	6.9 %	73.2 %	3,233	1,001	12,157
2 years	20.2 %	7.2 %	72.6 %	6,480	2,049	23,671
3 years	20.9 %	7.5 %	71.6 %	6,707	2,111	23,163
4 years	20.6 %	7.2 %	72.2 %	4,339	1,351	15,425

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_5) How has your organization supported your work during the COVID-19 pandemic? Options for work/business travel

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	20.8 %	8.3 %	70.9 %	122,796	42,621	429,483
5 years	21.1 %	8.2 %	70.7 %	8,801	2,978	29,862
More than 5 years	20.8 %	8.5 %	70.7 %	84,232	29,814	294,522
Retire Today						
Less than 1 year	19.0 %	9.8 %	71.2 %	3,828	1,676	14,571
1 year	19.2 %	9.1 %	71.7 %	3,697	1,548	13,985
2 years	19.5 %	7.7 %	72.8 %	6,271	2,142	23,552
3 years	21.0 %	7.5 %	71.5 %	6,254	1,964	21,514
4 years	21.3 %	7.2 %	71.5 %	4,172	1,275	14,443
5 years	20.9 %	7.7 %	71.4 %	8,232	2,690	28,523
More than 5 years	20.8 %	8.3 %	70.9 %	82,196	28,191	288,073
Transgender						
Yes	19.2 %	18.7 %	62.1 %	324	272	1,020
No	20.9 %	8.2 %	70.9 %	115,637	39,046	400,636
Consider Yourself as						
Straight	21.1 %	8.0 %	70.9 %	109,693	35,933	377,321
Gay or Lesbian	18.9 %	9.6 %	71.5 %	2,296	1,032	8,919
Bisexual	18.8 %	11.4 %	69.7 %	1,280	666	4,847
Something else	19.4 %	15.6 %	65.0 %	1,733	1,250	5,867
Military Service						
No Prior Military Service	19.1 %	7.9 %	73.0 %	77,224	27,280	301,087
Currently in Guard/Reserves	28.1 %	11.4 %	60.6 %	2,926	1,056	6,076
Retired	25.5 %	7.4 %	67.1 %	19,871	5,229	51,715
Separated/Discharged	22.3 %	10.1 %	67.7 %	19,565	7,553	58,312
Military Spouse						
Spouse of current active duty service member	21.1 %	9.2 %	69.7 %	1,304	492	4,234
Spouse of separated or retired service member with a disability rating of 100%	21.0 %	8.4 %	70.6 %	2,377	821	7,934

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_5) How has your organization supported your work during the COVID-19 pandemic? Options for work/business travel

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	20.8 %	8.3 %	70.9 %	122,796	42,621	429,483
Widow(er) of a service member killed while on active duty	21.7 %	20.7 %	57.7 %	69	54	180
None of the categories listed	20.8 %	8.3 %	70.9 %	115,960	39,822	405,421
NoN-Competitive Hiring Authority						
Yes	20.9 %	9.1 %	70.1 %	446	159	1,447
No	21.1 %	8.9 %	70.0 %	3,276	1,197	10,831
Disability						
Yes	22.0 %	10.5 %	67.5 %	18,873	7,890	58,724
No	20.7 %	7.8 %	71.5 %	98,660	32,207	349,153

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_6) How has your organization supported your work during the COVID-19 pandemic? Information on remote work policies, procedures, and expectations

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	63.4 %	9.0 %	27.6 %	396,587	45,313	154,645
Work Location						
Headquarters	70.4 %	7.6 %	22.0 %	136,479	11,749	39,447
Field	56.1 %	11.2 %	32.8 %	172,015	27,230	86,237
Full-time telework	74.1 %	4.6 %	21.3 %	75,958	4,516	23,074
Supervisory Status						
Senior Leader	75.9 %	4.9 %	19.1 %	8,466	420	1,870
Manager	70.5 %	7.0 %	22.6 %	30,222	2,494	8,694
Supervisor	64.9 %	8.7 %	26.4 %	55,421	6,081	20,298
Team Leader	65.1 %	9.2 %	25.7 %	53,203	6,213	19,299
Non-Supervisor	62.0 %	9.2 %	28.8 %	239,658	28,472	99,849
Sex						
Male	61.2 %	9.1 %	29.7 %	197,537	23,830	86,789
Female	67.8 %	8.4 %	23.9 %	177,869	18,071	57,806
Hispanic or Latino						
Yes	56.9 %	12.8 %	30.2 %	36,632	6,662	16,902
No	64.7 %	8.3 %	27.0 %	339,806	35,513	128,142
Race						
American Indian/Alaska Native	51.6 %	16.0 %	32.4 %	5,794	1,665	3,470
Asian	69.1 %	7.9 %	23.0 %	23,388	2,156	7,198
Black/African American	65.8 %	8.7 %	25.5 %	55,441	5,704	19,573
Native Hawaiian/Pacific Islander	54.7 %	15.1 %	30.1 %	2,170	494	1,100
White	63.7 %	8.3 %	28.0 %	264,121	27,860	102,829
Two or more races (Not Hispanic/Latino)	59.8 %	12.6 %	27.6 %	15,245	2,664	6,366
Age Group						
25 and under	61.5 %	10.4 %	28.1 %	4,251	703	1,870
26-29 years old	59.9 %	11.7 %	28.4 %	10,269	1,703	4,348
30-39 years old	62.1 %	11.3 %	26.5 %	72,338	10,214	26,009

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_6) How has your organization supported your work during the COVID-19 pandemic? Information on remote work policies, procedures, and expectations

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	63.4 %	9.0 %	27.6 %	396,587	45,313	154,645
40-49 years old	63.4 %	9.7 %	26.9 %	100,550	12,319	37,427
50-59 years old	65.3 %	7.3 %	27.5 %	128,968	12,155	49,725
60 or older	64.3 %	6.3 %	29.4 %	60,290	5,083	26,016
Level of Education						
Less than High School	43.0 %	18.2 %	38.8 %	171	63	129
H.S. Diploma/GED or equiv	47.1 %	10.1 %	42.9 %	12,121	2,006	9,384
Trade/Technical Certificate	44.6 %	12.2 %	43.2 %	5,996	1,274	4,875
Some College (no degree)	51.7 %	11.0 %	37.3 %	41,939	6,919	26,282
Associate's Degree	52.5 %	11.4 %	36.2 %	24,642	4,249	14,925
Bachelor's Degree	65.9 %	8.4 %	25.7 %	137,722	14,563	49,769
Master's Degree	72.8 %	7.5 %	19.7 %	115,984	10,172	30,542
Doctoral/Professional Degree	72.7 %	7.2 %	20.1 %	42,272	3,456	11,024
Pay Category						
Federal Wage System	24.7 %	15.6 %	59.7 %	5,502	2,706	11,249
GS 1-6	46.3 %	14.4 %	39.3 %	10,417	2,586	7,448
GS 7-12	62.1 %	10.3 %	27.6 %	155,577	21,195	61,801
GS 13-15	73.2 %	5.8 %	21.0 %	183,316	12,739	52,311
SES	82.4 %	3.1 %	14.5 %	4,667	151	774
SL/ST	79.1 %	4.0 %	16.9 %	1,632	71	346
Other	55.3 %	9.9 %	34.9 %	25,658	4,259	15,952
Time in Federal Government						
< 1 year	70.7 %	6.2 %	23.1 %	1,235	107	388
1-3 years	62.7 %	8.7 %	28.6 %	39,860	4,725	16,307
4-5 years	62.8 %	10.0 %	27.2 %	32,768	4,109	12,386
6-10 years	63.4 %	9.7 %	26.9 %	67,086	8,057	25,257
11-14 years	62.9 %	9.7 %	27.4 %	72,158	8,947	28,338
15-20 years	61.5 %	9.5 %	29.0 %	67,736	8,516	28,603

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_6) How has your organization supported your work during the COVID-19 pandemic? Information on remote work policies, procedures, and expectations

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	63.4 %	9.0 %	27.6 %	396,587	45,313	154,645
> 20 years	66.5 %	7.0 %	26.5 %	106,204	9,291	38,834
Time with Current Agency						
< 1 year	70.1 %	7.8 %	22.1 %	5,052	520	1,531
1-3 years	64.6 %	8.9 %	26.6 %	63,304	7,335	23,493
4-5 years	63.4 %	9.9 %	26.7 %	43,549	5,400	16,179
6-10 years	62.9 %	9.5 %	27.6 %	70,517	8,383	27,391
11-14 years	62.1 %	9.6 %	28.3 %	67,106	8,343	27,387
15-20 years	60.9 %	9.3 %	29.8 %	59,257	7,313	25,783
> 20 years	66.9 %	6.6 %	26.5 %	78,278	6,396	28,311
Leaving Before Covid						
No	66.2 %	6.9 %	26.9 %	291,806	24,547	106,894
Yes, to retire	61.4 %	8.1 %	30.5 %	22,657	2,471	10,207
Yes, to other job in Govt	56.5 %	15.3 %	28.2 %	50,356	11,527	22,541
Yes, to other job outside Govt	57.2 %	16.4 %	26.4 %	8,410	2,011	3,470
Yes, other	52.0 %	16.8 %	31.3 %	8,443	2,334	4,562
Leaving Today						
No	68.0 %	5.5 %	26.5 %	274,122	18,310	96,612
Yes, to retire	61.0 %	9.1 %	29.9 %	25,390	3,134	11,311
Yes, to other job in Govt	55.1 %	16.4 %	28.6 %	52,750	13,269	24,386
Yes, to other job outside Govt	52.6 %	20.4 %	27.0 %	10,622	3,378	4,910
Yes, other	51.1 %	18.4 %	30.5 %	12,231	3,762	6,592
Retire Before Covid						
Less than 1 year	63.1 %	7.5 %	29.4 %	9,529	904	4,094
1 year	62.7 %	7.2 %	30.1 %	10,684	1,038	4,689
2 years	62.8 %	7.4 %	29.8 %	20,978	2,095	9,248
3 years	62.6 %	8.0 %	29.4 %	20,890	2,230	8,988
4 years	63.1 %	7.8 %	29.0 %	13,885	1,416	5,869

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_6) How has your organization supported your work during the COVID-19 pandemic? Information on remote work policies, procedures, and expectations

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	63.4 %	9.0 %	27.6 %	396,587	45,313	154,645
5 years	63.1 %	8.5 %	28.4 %	27,332	3,071	11,383
More than 5 years	64.0 %	9.3 %	26.8 %	275,399	31,871	102,201
Retire Today						
Less than 1 year	59.3 %	11.0 %	29.8 %	12,516	1,876	5,750
1 year	60.6 %	10.0 %	29.4 %	12,224	1,678	5,383
2 years	62.3 %	8.1 %	29.6 %	20,785	2,237	9,091
3 years	63.7 %	7.7 %	28.6 %	19,680	1,977	8,174
4 years	64.0 %	7.4 %	28.6 %	13,235	1,270	5,475
5 years	63.9 %	8.2 %	27.9 %	26,197	2,817	10,592
More than 5 years	64.4 %	9.0 %	26.7 %	270,212	30,039	99,204
Transgender						
Yes	50.6 %	20.7 %	28.8 %	863	312	442
No	63.8 %	8.8 %	27.4 %	372,374	41,366	143,132
Consider Yourself as						
Straight	63.9 %	8.6 %	27.4 %	351,301	38,053	134,994
Gay or Lesbian	65.4 %	10.0 %	24.6 %	8,367	1,071	2,846
Bisexual	63.2 %	12.0 %	24.8 %	4,560	720	1,536
Something else	52.6 %	16.5 %	30.9 %	4,917	1,326	2,619
Military Service						
No Prior Military Service	65.2 %	8.7 %	26.1 %	277,160	29,845	99,859
Currently in Guard/Reserves	58.1 %	11.4 %	30.4 %	6,132	1,037	2,877
Retired	64.2 %	7.2 %	28.5 %	50,607	4,998	21,402
Separated/Discharged	57.7 %	10.5 %	31.7 %	52,318	7,668	25,603
Military Spouse						
Spouse of current active duty service member	61.8 %	14.0 %	24.2 %	3,951	730	1,373
Spouse of separated or retired service member with a disability rating of 100%	61.4 %	11.4 %	27.2 %	7,178	1,116	2,861

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_6) How has your organization supported your work during the COVID-19 pandemic? Information on remote work policies, procedures, and expectations

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	63.4 %	9.0 %	27.6 %	396,587	45,313	154,645
Widow(er) of a service member killed while on active duty	58.2 %	19.9 %	22.0 %	191	51	63
None of the categories listed	63.7 %	8.8 %	27.5 %	375,426	41,736	145,626
NoN-Competitive Hiring Authority						
Yes	60.5 %	14.3 %	25.2 %	1,334	253	477
No	61.7 %	12.2 %	26.1 %	9,921	1,632	3,790
Disability						
Yes	61.1 %	11.6 %	27.3 %	54,913	8,622	22,165
No	64.2 %	8.3 %	27.4 %	323,636	33,828	123,940

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_7) How has your organization supported your work during the COVID-19 pandemic? Training on how to work remotely

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	45.9 %	9.8 %	44.3 %	279,211	51,068	266,947
Work Location						
Headquarters	49.8 %	8.5 %	41.7 %	92,687	13,656	81,477
Field	40.4 %	11.9 %	47.7 %	121,445	29,977	134,506
Full-time telework	56.2 %	5.6 %	38.2 %	56,312	5,449	41,852
Supervisory Status						
Senior Leader	57.6 %	7.0 %	35.4 %	6,263	645	3,843
Manager	50.6 %	9.5 %	39.9 %	21,261	3,539	16,645
Supervisor	46.6 %	10.6 %	42.8 %	38,757	7,720	35,435
Team Leader	45.3 %	10.2 %	44.5 %	35,848	7,053	35,848
Non-Supervisor	45.3 %	9.5 %	45.1 %	170,167	30,343	167,940
Sex						
Male	44.7 %	10.1 %	45.2 %	140,391	27,350	140,767
Female	48.6 %	9.1 %	42.3 %	124,449	20,108	109,452
Hispanic or Latino						
Yes	44.0 %	13.4 %	42.6 %	28,081	7,094	25,164
No	46.5 %	9.2 %	44.3 %	237,313	40,577	226,045
Race						
American Indian/Alaska Native	40.4 %	17.6 %	42.0 %	4,510	1,862	4,577
Asian	53.2 %	8.6 %	38.1 %	17,632	2,332	12,773
Black/African American	52.8 %	8.8 %	38.4 %	43,864	5,925	31,184
Native Hawaiian/Pacific Islander	44.6 %	15.8 %	39.6 %	1,771	521	1,492
White	44.6 %	9.4 %	46.0 %	179,139	32,597	183,316
Two or more races (Not Hispanic/Latino)	45.0 %	12.8 %	42.2 %	11,224	2,753	10,337
Age Group						
25 and under	45.7 %	12.0 %	42.3 %	3,134	804	2,916
26-29 years old	43.3 %	11.9 %	44.8 %	7,196	1,794	7,386
30-39 years old	43.7 %	11.3 %	44.9 %	48,845	10,427	49,488

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_7) How has your organization supported your work during the COVID-19 pandemic? Training on how to work remotely

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	45.9 %	9.8 %	44.3 %	279,211	51,068	266,947
40-49 years old	45.6 %	10.3 %	44.1 %	69,901	13,354	67,227
50-59 years old	47.9 %	8.5 %	43.6 %	92,523	14,641	83,893
60 or older	48.0 %	8.1 %	43.9 %	43,994	6,744	40,610
Level of Education						
Less than High School	35.9 %	20.1 %	44.0 %	138	70	154
H.S. Diploma/GED or equiv	37.8 %	10.1 %	52.1 %	9,647	2,049	11,828
Trade/Technical Certificate	35.8 %	12.0 %	52.1 %	4,752	1,315	6,097
Some College (no degree)	40.7 %	11.0 %	48.3 %	32,517	7,141	35,598
Associate's Degree	41.9 %	11.6 %	46.5 %	19,419	4,483	19,999
Bachelor's Degree	47.8 %	9.4 %	42.9 %	97,233	16,638	88,452
Master's Degree	51.2 %	9.0 %	39.8 %	79,267	12,574	65,018
Doctoral/Professional Degree	44.5 %	8.3 %	47.2 %	25,339	4,037	27,340
Pay Category						
Federal Wage System	17.5 %	14.5 %	68.0 %	3,916	2,598	12,981
GS 1-6	39.3 %	14.6 %	46.1 %	8,861	2,690	8,982
GS 7-12	49.1 %	10.8 %	40.2 %	120,800	22,752	95,364
GS 13-15	48.2 %	7.2 %	44.5 %	117,506	15,951	115,004
SES	56.0 %	7.0 %	37.0 %	3,155	345	2,099
SL/ST	51.6 %	6.2 %	42.1 %	1,054	105	890
Other	37.5 %	11.2 %	51.3 %	16,984	4,898	24,056
Time in Federal Government						
< 1 year	56.7 %	8.7 %	34.7 %	1,006	132	597
1-3 years	48.1 %	9.2 %	42.7 %	30,124	5,113	25,783
4-5 years	45.9 %	10.1 %	43.9 %	23,116	4,257	21,985
6-10 years	45.8 %	10.1 %	44.1 %	46,856	8,605	45,067
11-14 years	44.9 %	10.3 %	44.8 %	49,974	9,748	49,871
15-20 years	43.9 %	10.5 %	45.6 %	47,153	9,671	48,112

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_7) How has your organization supported your work during the COVID-19 pandemic? Training on how to work remotely

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	45.9 %	9.8 %	44.3 %	279,211	51,068	266,947
> 20 years	47.5 %	8.7 %	43.9 %	74,194	11,868	68,327
Time with Current Agency						
< 1 year	57.6 %	8.6 %	33.8 %	4,106	570	2,452
1-3 years	49.5 %	9.3 %	41.2 %	47,567	7,871	38,885
4-5 years	45.8 %	10.0 %	44.2 %	30,384	5,556	29,314
6-10 years	45.2 %	10.1 %	44.8 %	48,867	9,072	48,426
11-14 years	44.0 %	10.4 %	45.6 %	46,303	9,204	47,474
15-20 years	43.2 %	10.5 %	46.3 %	41,139	8,509	42,779
> 20 years	47.2 %	8.5 %	44.3 %	54,040	8,559	50,385
Leaving Before Covid						
No	47.9 %	7.9 %	44.2 %	205,500	29,202	189,051
Yes, to retire	44.5 %	10.1 %	45.4 %	16,071	3,171	16,121
Yes, to other job in Govt	41.4 %	15.1 %	43.4 %	35,782	11,499	37,291
Yes, to other job outside Govt	37.4 %	17.3 %	45.3 %	5,237	2,157	6,533
Yes, other	36.9 %	16.8 %	46.3 %	5,809	2,383	7,178
Leaving Today						
No	49.0 %	6.6 %	44.3 %	192,294	22,895	174,201
Yes, to retire	43.9 %	11.1 %	45.0 %	17,850	3,969	18,023
Yes, to other job in Govt	40.4 %	15.9 %	43.7 %	37,321	13,070	40,158
Yes, to other job outside Govt	35.3 %	20.8 %	43.9 %	6,755	3,564	8,637
Yes, other	36.2 %	18.4 %	45.4 %	8,410	3,828	10,382
Retire Before Covid						
Less than 1 year	45.2 %	9.4 %	45.4 %	6,645	1,183	6,712
1 year	45.5 %	9.3 %	45.2 %	7,604	1,369	7,455
2 years	45.7 %	9.1 %	45.2 %	14,897	2,614	14,805
3 years	45.8 %	9.6 %	44.6 %	14,964	2,777	14,394
4 years	46.0 %	9.3 %	44.8 %	9,915	1,736	9,581

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_7) How has your organization supported your work during the COVID-19 pandemic? Training on how to work remotely

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	45.9 %	9.8 %	44.3 %	279,211	51,068	266,947
5 years	46.8 %	9.8 %	43.4 %	19,790	3,639	18,382
More than 5 years	46.1 %	9.8 %	44.1 %	192,410	34,746	182,944
Retire Today						
Less than 1 year	42.5 %	12.9 %	44.7 %	8,742	2,274	9,140
1 year	43.5 %	11.9 %	44.6 %	8,612	2,039	8,630
2 years	45.1 %	9.7 %	45.2 %	14,666	2,735	14,679
3 years	46.5 %	9.5 %	44.0 %	14,015	2,559	13,272
4 years	46.2 %	8.8 %	45.0 %	9,309	1,572	9,131
5 years	47.2 %	9.4 %	43.5 %	18,840	3,353	17,420
More than 5 years	46.3 %	9.5 %	44.2 %	188,278	32,747	178,970
Transgender						
Yes	36.5 %	20.9 %	42.6 %	601	315	708
No	46.3 %	9.7 %	44.0 %	262,778	46,807	247,884
Consider Yourself as						
Straight	46.6 %	9.5 %	44.0 %	248,882	43,084	232,963
Gay or Lesbian	44.3 %	11.8 %	43.9 %	5,519	1,278	5,496
Bisexual	42.0 %	13.6 %	44.4 %	2,964	837	3,036
Something else	38.3 %	17.2 %	44.5 %	3,442	1,406	4,029
Military Service						
No Prior Military Service	45.4 %	9.7 %	44.9 %	188,358	34,087	184,751
Currently in Guard/Reserves	45.9 %	11.4 %	42.7 %	4,751	1,044	4,280
Retired	51.0 %	8.4 %	40.6 %	39,515	5,944	31,679
Separated/Discharged	44.0 %	10.8 %	45.2 %	39,184	8,098	38,477
Military Spouse						
Spouse of current active duty service member	49.2 %	12.9 %	37.9 %	3,050	702	2,314
Spouse of separated or retired service member with a disability rating of 100%	49.6 %	10.8 %	39.5 %	5,714	1,071	4,406

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_7) How has your organization supported your work during the COVID-19 pandemic? Training on how to work remotely

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	45.9 %	9.8 %	44.3 %	279,211	51,068	266,947
Widow(er) of a service member killed while on active duty	50.7 %	18.7 %	30.6 %	156	47	100
None of the categories listed	45.9 %	9.7 %	44.4 %	263,263	47,450	252,672
NoN-Competitive Hiring Authority						
Yes	51.9 %	13.1 %	35.0 %	1,127	239	702
No	49.1 %	11.5 %	39.3 %	7,741	1,572	6,070
Disability						
Yes	48.0 %	12.0 %	40.0 %	42,136	9,140	34,510
No	45.8 %	9.3 %	44.9 %	224,771	38,848	218,340

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_8) How has your organization supported your work during the COVID-19 pandemic? Equipment and technology for working remotely

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	62.8 %	12.6 %	24.7 %	398,390	65,979	134,379
Work Location						
Headquarters	69.3 %	12.3 %	18.4 %	136,121	20,077	32,130
Field	54.8 %	14.2 %	31.0 %	171,273	35,925	79,271
Full-time telework	76.2 %	7.8 %	16.0 %	78,450	7,572	17,944
Supervisory Status						
Senior Leader	77.3 %	7.6 %	15.2 %	8,651	670	1,455
Manager	70.7 %	10.4 %	19.0 %	30,512	3,752	7,265
Supervisor	64.2 %	12.5 %	23.4 %	55,634	8,851	17,642
Team Leader	63.0 %	13.8 %	23.2 %	52,396	9,647	16,881
Non-Supervisor	61.5 %	12.6 %	25.9 %	241,207	40,994	87,189
Sex						
Male	60.2 %	12.7 %	27.1 %	197,460	34,066	77,545
Female	67.5 %	11.9 %	20.6 %	178,985	27,159	48,646
Hispanic or Latino						
Yes	57.1 %	14.4 %	28.5 %	37,362	7,648	15,459
No	63.9 %	12.2 %	24.0 %	340,248	53,874	111,043
Race						
American Indian/Alaska Native	49.3 %	19.1 %	31.6 %	5,588	2,006	3,383
Asian	67.8 %	11.4 %	20.7 %	23,267	3,162	6,398
Black/African American	68.8 %	9.8 %	21.4 %	58,875	6,664	15,720
Native Hawaiian/Pacific Islander	54.3 %	16.3 %	29.5 %	2,200	542	1,043
White	62.3 %	12.5 %	25.2 %	261,857	43,467	90,578
Two or more races (Not Hispanic/Latino)	58.7 %	16.3 %	25.0 %	15,235	3,535	5,588
Age Group						
25 and under	54.3 %	15.0 %	30.7 %	3,914	917	2,014
26-29 years old	53.0 %	16.9 %	30.1 %	9,403	2,463	4,505
30-39 years old	58.9 %	15.5 %	25.6 %	69,452	14,762	24,598

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_8) How has your organization supported your work during the COVID-19 pandemic? Equipment and technology for working remotely

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	62.8 %	12.6 %	24.7 %	398,390	65,979	134,379
40-49 years old	62.5 %	13.0 %	24.5 %	100,319	17,070	33,363
50-59 years old	66.0 %	10.6 %	23.5 %	131,666	18,200	41,722
60 or older	66.5 %	9.8 %	23.7 %	62,946	8,273	20,621
Level of Education						
Less than High School	43.4 %	19.5 %	37.1 %	170	67	129
H.S. Diploma/GED or equiv	47.3 %	10.7 %	42.0 %	12,538	2,175	8,909
Trade/Technical Certificate	44.0 %	13.6 %	42.5 %	6,063	1,427	4,702
Some College (no degree)	52.9 %	12.2 %	34.9 %	43,637	7,984	23,839
Associate's Degree	53.0 %	13.0 %	34.0 %	25,360	5,011	13,646
Bachelor's Degree	65.5 %	12.2 %	22.3 %	139,178	21,405	42,136
Master's Degree	70.8 %	12.8 %	16.4 %	114,166	17,944	25,116
Doctoral/Professional Degree	69.9 %	12.8 %	17.3 %	40,837	6,496	9,564
Pay Category						
Federal Wage System	20.8 %	14.3 %	64.9 %	4,824	2,570	12,111
GS 1-6	44.6 %	15.9 %	39.5 %	10,293	2,962	7,313
GS 7-12	62.6 %	13.5 %	23.9 %	159,816	28,155	51,557
GS 13-15	72.1 %	10.9 %	17.0 %	182,755	23,849	42,485
SES	83.1 %	6.8 %	10.1 %	4,734	347	529
SL/ST	75.9 %	8.7 %	15.4 %	1,589	155	307
Other	51.8 %	13.1 %	35.0 %	24,150	5,870	16,053
Time in Federal Government						
< 1 year	64.7 %	11.9 %	23.4 %	1,169	177	387
1-3 years	58.4 %	12.7 %	28.8 %	38,003	6,975	16,125
4-5 years	59.5 %	14.2 %	26.2 %	31,565	6,145	11,672
6-10 years	61.4 %	13.8 %	24.8 %	65,831	12,086	22,769
11-14 years	62.3 %	13.4 %	24.4 %	72,232	12,938	24,671
15-20 years	61.7 %	12.6 %	25.7 %	68,738	11,638	24,820

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_8) How has your organization supported your work during the COVID-19 pandemic? Equipment and technology for working remotely

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	62.8 %	12.6 %	24.7 %	398,390	65,979	134,379
> 20 years	68.8 %	10.2 %	21.0 %	110,991	13,958	30,116
Time with Current Agency						
< 1 year	69.1 %	11.3 %	19.6 %	5,065	748	1,330
1-3 years	61.8 %	12.8 %	25.4 %	61,784	10,764	21,910
4-5 years	61.5 %	13.7 %	24.7 %	42,810	7,879	14,598
6-10 years	61.8 %	13.5 %	24.7 %	70,046	12,482	24,080
11-14 years	61.8 %	13.2 %	25.0 %	67,590	11,936	23,700
15-20 years	61.0 %	12.4 %	26.6 %	60,013	10,082	22,570
> 20 years	68.5 %	10.0 %	21.5 %	81,147	10,007	22,365
Leaving Before Covid						
No	65.2 %	10.6 %	24.2 %	291,449	39,402	93,822
Yes, to retire	63.2 %	11.7 %	25.1 %	23,650	3,638	8,235
Yes, to other job in Govt	56.9 %	18.3 %	24.8 %	51,645	13,989	19,117
Yes, to other job outside Govt	52.7 %	23.1 %	24.2 %	7,863	2,918	3,144
Yes, other	51.9 %	19.8 %	28.3 %	8,581	2,836	3,994
Leaving Today						
No	66.9 %	9.3 %	23.8 %	273,123	32,419	84,745
Yes, to retire	63.0 %	12.5 %	24.6 %	26,514	4,461	9,074
Yes, to other job in Govt	55.3 %	19.2 %	25.4 %	53,979	15,746	21,000
Yes, to other job outside Govt	48.9 %	26.2 %	24.9 %	10,049	4,469	4,440
Yes, other	50.4 %	21.9 %	27.8 %	12,306	4,566	5,800
Retire Before Covid						
Less than 1 year	64.7 %	10.9 %	24.4 %	9,893	1,376	3,320
1 year	65.0 %	10.4 %	24.6 %	11,200	1,568	3,736
2 years	64.6 %	10.9 %	24.5 %	21,861	3,157	7,459
3 years	64.4 %	11.0 %	24.6 %	21,673	3,222	7,347
4 years	64.2 %	11.4 %	24.4 %	14,336	2,151	4,816

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_8) How has your organization supported your work during the COVID-19 pandemic? Equipment and technology for working remotely

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	62.8 %	12.6 %	24.7 %	398,390	65,979	134,379
5 years	64.5 %	11.8 %	23.7 %	28,268	4,441	9,253
More than 5 years	62.4 %	13.0 %	24.6 %	272,893	46,455	91,386
Retire Today						
Less than 1 year	60.9 %	14.3 %	24.8 %	13,010	2,519	4,700
1 year	62.4 %	13.3 %	24.3 %	12,767	2,287	4,336
2 years	64.1 %	11.4 %	24.4 %	21,648	3,265	7,327
3 years	65.2 %	11.2 %	23.7 %	20,328	3,049	6,594
4 years	65.2 %	10.9 %	23.9 %	13,630	1,960	4,487
5 years	65.0 %	11.3 %	23.6 %	26,965	4,084	8,703
More than 5 years	62.7 %	12.8 %	24.5 %	267,263	44,477	88,928
Transgender						
Yes	49.2 %	23.1 %	27.7 %	862	347	421
No	63.1 %	12.4 %	24.5 %	373,457	60,415	124,909
Consider Yourself as						
Straight	63.3 %	12.1 %	24.5 %	352,937	55,647	117,578
Gay or Lesbian	62.6 %	14.8 %	22.6 %	8,121	1,620	2,587
Bisexual	58.7 %	17.2 %	24.2 %	4,314	1,058	1,460
Something else	50.6 %	21.3 %	28.1 %	4,836	1,720	2,340
Military Service						
No Prior Military Service	64.1 %	12.6 %	23.3 %	276,611	44,887	86,818
Currently in Guard/Reserves	56.8 %	13.7 %	29.5 %	6,101	1,254	2,729
Retired	64.5 %	11.0 %	24.4 %	51,466	7,748	18,045
Separated/Discharged	57.9 %	13.2 %	28.9 %	53,475	9,822	22,621
Military Spouse						
Spouse of current active duty service member	62.2 %	16.2 %	21.6 %	3,992	870	1,208
Spouse of separated or retired service member with a disability rating of 100%	63.8 %	13.3 %	22.9 %	7,566	1,336	2,337

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_8) How has your organization supported your work during the COVID-19 pandemic? Equipment and technology for working remotely

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	62.8 %	12.6 %	24.7 %	398,390	65,979	134,379
Widow(er) of a service member killed while on active duty	61.6 %	21.5 %	16.9 %	201	58	46
None of the categories listed	62.9 %	12.5 %	24.6 %	376,381	61,571	126,812
NoN-Competitive Hiring Authority						
Yes	64.2 %	15.4 %	20.4 %	1,407	289	382
No	63.0 %	14.4 %	22.6 %	10,277	1,962	3,186
Disability						
Yes	61.2 %	15.0 %	23.8 %	55,899	11,528	18,599
No	63.4 %	12.0 %	24.7 %	323,892	50,435	108,759

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_9) How has your organization supported your work during the COVID-19 pandemic? Expanded collaboration tools

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	71.9 %	7.3 %	20.9 %	453,707	36,291	108,888
Work Location						
Headquarters	79.6 %	6.2 %	14.2 %	155,643	9,627	23,116
Field	64.2 %	8.9 %	26.9 %	198,684	21,245	66,650
Full-time telework	82.3 %	4.1 %	13.6 %	85,285	3,955	14,722
Supervisory Status						
Senior Leader	84.7 %	5.5 %	9.8 %	9,413	482	878
Manager	82.3 %	6.1 %	11.6 %	35,113	2,191	4,224
Supervisor	76.0 %	7.1 %	16.9 %	64,985	4,954	12,193
Team Leader	73.3 %	8.0 %	18.6 %	60,647	5,359	12,974
Non-Supervisor	69.7 %	7.2 %	23.1 %	272,333	21,978	75,191
Sex						
Male	69.1 %	7.8 %	23.1 %	225,688	20,098	63,371
Female	76.8 %	6.2 %	17.0 %	202,911	13,502	38,437
Hispanic or Latino						
Yes	64.5 %	9.8 %	25.7 %	41,899	5,003	13,567
No	73.2 %	6.8 %	19.9 %	388,098	28,782	88,436
Race						
American Indian/Alaska Native	60.6 %	12.4 %	27.0 %	6,903	1,274	2,787
Asian	75.4 %	6.9 %	17.7 %	25,787	1,820	5,241
Black/African American	74.4 %	6.4 %	19.2 %	63,354	4,107	13,798
Native Hawaiian/Pacific Islander	61.3 %	11.5 %	27.3 %	2,462	365	960
White	72.3 %	6.9 %	20.8 %	301,885	23,022	71,124
Two or more races (Not Hispanic/Latino)	68.4 %	9.4 %	22.2 %	17,631	1,949	4,790
Age Group						
25 and under	61.9 %	9.2 %	28.9 %	4,450	558	1,859
26-29 years old	62.9 %	9.6 %	27.5 %	11,091	1,317	3,994
30-39 years old	69.0 %	9.0 %	22.1 %	80,737	7,986	20,215

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_9) How has your organization supported your work during the COVID-19 pandemic? Expanded collaboration tools

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	71.9 %	7.3 %	20.9 %	453,707	36,291	108,888
40-49 years old	72.1 %	7.6 %	20.3 %	114,826	9,414	26,596
50-59 years old	74.6 %	6.0 %	19.4 %	148,373	10,025	33,190
60 or older	74.6 %	5.7 %	19.7 %	70,689	4,557	16,474
Level of Education						
Less than High School	45.3 %	18.7 %	36.0 %	175	61	127
H.S. Diploma/GED or equiv	52.0 %	8.2 %	39.8 %	13,614	1,600	8,386
Trade/Technical Certificate	50.2 %	9.5 %	40.3 %	6,877	962	4,353
Some College (no degree)	59.4 %	8.2 %	32.4 %	48,805	5,089	21,560
Associate's Degree	59.9 %	8.8 %	31.2 %	28,503	3,228	12,286
Bachelor's Degree	74.5 %	6.8 %	18.7 %	157,401	11,436	33,961
Master's Degree	82.1 %	6.5 %	11.4 %	131,912	8,672	16,717
Doctoral/Professional Degree	82.4 %	6.4 %	11.1 %	47,747	3,192	5,983
Pay Category						
Federal Wage System	27.8 %	12.0 %	60.2 %	6,410	2,062	11,055
GS 1-6	49.3 %	11.0 %	39.7 %	11,337	1,954	7,285
GS 7-12	70.1 %	7.9 %	22.0 %	177,744	15,533	46,287
GS 13-15	83.7 %	5.3 %	11.1 %	210,639	11,475	27,080
SES	91.5 %	4.1 %	4.4 %	5,176	209	227
SL/ST	86.7 %	5.3 %	8.0 %	1,812	86	158
Other	62.2 %	8.4 %	29.4 %	29,117	3,702	13,261
Time in Federal Government						
< 1 year	70.9 %	6.8 %	22.3 %	1,279	94	364
1-3 years	66.5 %	7.1 %	26.3 %	43,073	3,722	14,337
4-5 years	68.8 %	8.6 %	22.7 %	36,411	3,399	9,617
6-10 years	71.4 %	7.8 %	20.8 %	76,094	6,400	18,248
11-14 years	72.1 %	7.7 %	20.2 %	83,199	7,066	19,626
15-20 years	71.0 %	7.6 %	21.4 %	78,750	6,657	19,835

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_9) How has your organization supported your work during the COVID-19 pandemic? Expanded collaboration tools

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	71.9 %	7.3 %	20.9 %	453,707	36,291	108,888
> 20 years	77.1 %	5.8 %	17.0 %	123,814	7,698	23,487
Time with Current Agency						
< 1 year	75.5 %	5.9 %	18.6 %	5,574	367	1,207
1-3 years	70.0 %	7.2 %	22.9 %	69,680	5,720	19,115
4-5 years	70.6 %	8.1 %	21.3 %	49,100	4,331	11,925
6-10 years	71.7 %	7.7 %	20.5 %	80,798	6,693	19,126
11-14 years	71.6 %	7.5 %	20.9 %	77,837	6,498	18,931
15-20 years	70.5 %	7.4 %	22.1 %	68,936	5,752	18,014
> 20 years	77.0 %	5.8 %	17.1 %	90,662	5,643	17,166
Leaving Before Covid						
No	74.3 %	5.7 %	20.0 %	330,253	20,370	74,261
Yes, to retire	71.7 %	7.4 %	20.9 %	26,707	2,230	6,569
Yes, to other job in Govt	66.3 %	11.5 %	22.2 %	60,002	8,251	16,559
Yes, to other job outside Govt	64.3 %	14.2 %	21.4 %	9,577	1,755	2,621
Yes, other	60.8 %	12.8 %	26.4 %	10,065	1,742	3,614
Leaving Today						
No	75.7 %	4.9 %	19.4 %	307,905	16,156	66,364
Yes, to retire	72.0 %	7.7 %	20.4 %	30,143	2,620	7,234
Yes, to other job in Govt	65.3 %	12.0 %	22.7 %	63,426	9,286	18,062
Yes, to other job outside Govt	61.7 %	16.3 %	22.0 %	12,563	2,690	3,733
Yes, other	60.6 %	13.8 %	25.7 %	14,760	2,743	5,174
Retire Before Covid						
Less than 1 year	72.6 %	6.9 %	20.5 %	11,068	849	2,662
1 year	73.2 %	6.2 %	20.6 %	12,602	902	2,982
2 years	73.2 %	6.4 %	20.4 %	24,688	1,787	6,011
3 years	73.0 %	6.6 %	20.4 %	24,566	1,825	5,872
4 years	73.3 %	6.6 %	20.1 %	16,274	1,201	3,823

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_9) How has your organization supported your work during the COVID-19 pandemic? Expanded collaboration tools

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	71.9 %	7.3 %	20.9 %	453,707	36,291	108,888
5 years	73.5 %	6.7 %	19.8 %	32,054	2,425	7,471
More than 5 years	71.8 %	7.4 %	20.8 %	311,950	25,130	73,965
Retire Today						
Less than 1 year	69.5 %	9.1 %	21.5 %	14,815	1,532	3,865
1 year	71.7 %	8.2 %	20.1 %	14,534	1,370	3,456
2 years	73.4 %	6.4 %	20.2 %	24,607	1,782	5,844
3 years	74.0 %	6.3 %	19.6 %	23,056	1,658	5,256
4 years	74.6 %	6.3 %	19.1 %	15,488	1,096	3,481
5 years	74.1 %	6.5 %	19.4 %	30,594	2,220	6,909
More than 5 years	72.1 %	7.2 %	20.7 %	305,265	23,838	71,800
Transgender						
Yes	57.7 %	16.1 %	26.2 %	1,007	237	384
No	72.2 %	7.1 %	20.6 %	425,118	33,112	100,728
Consider Yourself as						
Straight	72.3 %	7.0 %	20.6 %	401,007	30,475	94,837
Gay or Lesbian	74.0 %	8.1 %	17.9 %	9,521	870	1,940
Bisexual	69.9 %	9.9 %	20.2 %	5,091	575	1,173
Something else	60.7 %	13.7 %	25.6 %	5,766	1,077	2,050
Military Service						
No Prior Military Service	73.7 %	7.1 %	19.2 %	315,855	24,035	68,573
Currently in Guard/Reserves	65.0 %	8.8 %	26.2 %	6,977	778	2,342
Retired	72.5 %	6.3 %	21.2 %	57,922	4,272	15,059
Separated/Discharged	66.4 %	8.2 %	25.3 %	60,833	5,815	19,288
Military Spouse						
Spouse of current active duty service member	70.2 %	10.2 %	19.6 %	4,523	520	1,034
Spouse of separated or retired service member with a disability rating of 100%	70.3 %	8.8 %	20.9 %	8,319	832	2,072

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_9) How has your organization supported your work during the COVID-19 pandemic? Expanded collaboration tools

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	71.9 %	7.3 %	20.9 %	453,707	36,291	108,888
Widow(er) of a service member killed while on active duty	64.4 %	18.9 %	16.6 %	203	54	47
None of the categories listed	72.1 %	7.1 %	20.7 %	429,141	33,569	102,232
NoN-Competitive Hiring Authority						
Yes	67.5 %	10.3 %	22.2 %	1,487	190	400
No	70.6 %	9.3 %	20.0 %	11,480	1,208	2,730
Disability						
Yes	69.4 %	9.2 %	21.5 %	63,108	6,669	16,239
No	72.7 %	6.8 %	20.5 %	369,333	27,347	86,577

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_10) How has your organization supported your work during the COVID-19 pandemic? Expanded training for using remote work tools and applications

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	52.0 %	13.8 %	34.1 %	325,238	75,350	196,122
Work Location						
Headquarters	57.1 %	13.1 %	29.8 %	110,032	22,156	55,516
Field	45.5 %	15.5 %	39.0 %	139,986	40,718	104,916
Full-time telework	63.8 %	9.8 %	26.4 %	65,245	9,731	28,643
Supervisory Status						
Senior Leader	68.4 %	9.3 %	22.3 %	7,513	917	2,319
Manager	60.2 %	13.6 %	26.2 %	25,636	5,234	10,542
Supervisor	54.5 %	14.9 %	30.6 %	46,420	11,257	24,200
Team Leader	51.2 %	15.3 %	33.5 %	41,967	10,957	25,836
Non-Supervisor	50.7 %	13.3 %	35.9 %	195,719	44,592	127,744
Sex						
Male	49.9 %	14.0 %	36.1 %	161,304	39,062	107,852
Female	56.2 %	13.2 %	30.6 %	147,157	30,906	75,864
Hispanic or Latino						
Yes	49.7 %	16.0 %	34.3 %	32,127	8,828	19,329
No	52.7 %	13.4 %	33.9 %	277,112	61,551	164,955
Race						
American Indian/Alaska Native	44.7 %	20.1 %	35.2 %	5,036	2,125	3,765
Asian	59.8 %	11.4 %	28.8 %	20,339	3,180	9,207
Black/African American	60.1 %	11.1 %	28.8 %	50,918	7,771	22,260
Native Hawaiian/Pacific Islander	48.7 %	17.0 %	34.3 %	1,965	576	1,229
White	50.6 %	13.9 %	35.5 %	209,746	50,440	134,641
Two or more races (Not Hispanic/Latino)	49.6 %	17.1 %	33.3 %	12,713	3,816	7,748
Age Group						
25 and under	45.1 %	13.7 %	41.2 %	3,186	870	2,763
26-29 years old	44.7 %	14.8 %	40.6 %	7,711	2,197	6,412
30-39 years old	49.0 %	14.9 %	36.1 %	56,598	14,386	37,522

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_10) How has your organization supported your work during the COVID-19 pandemic? Expanded training for using remote work tools and applications

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	52.0 %	13.8 %	34.1 %	325,238	75,350	196,122
40-49 years old	52.1 %	14.1 %	33.7 %	82,288	19,193	48,850
50-59 years old	54.7 %	12.9 %	32.4 %	108,092	22,816	60,104
60 or older	54.8 %	12.7 %	32.5 %	51,426	10,974	29,089
Level of Education						
Less than High School	35.5 %	23.3 %	41.2 %	140	78	147
H.S. Diploma/GED or equiv	41.5 %	11.2 %	47.2 %	10,780	2,375	10,371
Trade/Technical Certificate	37.7 %	14.2 %	48.1 %	5,153	1,550	5,447
Some College (no degree)	44.9 %	13.4 %	41.7 %	36,693	8,996	29,525
Associate's Degree	44.9 %	14.5 %	40.6 %	21,258	5,735	16,853
Bachelor's Degree	53.7 %	13.6 %	32.6 %	112,456	25,291	64,404
Master's Degree	59.1 %	14.2 %	26.8 %	93,995	20,431	42,320
Doctoral/Professional Degree	55.1 %	13.5 %	31.4 %	31,991	6,938	17,772
Pay Category						
Federal Wage System	18.8 %	15.0 %	66.2 %	4,282	2,741	12,434
GS 1-6	38.3 %	16.7 %	45.0 %	8,737	3,140	8,588
GS 7-12	52.3 %	14.8 %	33.0 %	131,327	32,349	75,044
GS 13-15	59.1 %	12.2 %	28.7 %	147,801	27,816	72,765
SES	70.1 %	10.0 %	19.8 %	3,970	508	1,111
SL/ST	62.9 %	10.2 %	26.9 %	1,323	177	551
Other	42.9 %	14.1 %	43.0 %	19,789	6,267	19,843
Time in Federal Government						
< 1 year	56.6 %	10.5 %	32.8 %	1,009	163	554
1-3 years	50.0 %	12.0 %	38.0 %	31,988	6,708	22,183
4-5 years	50.3 %	14.0 %	35.7 %	26,265	6,118	16,860
6-10 years	51.5 %	14.2 %	34.3 %	54,261	12,812	33,332
11-14 years	51.8 %	14.5 %	33.7 %	59,117	14,477	35,879
15-20 years	50.9 %	14.6 %	34.5 %	56,001	14,075	34,813

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_10) How has your organization supported your work during the COVID-19 pandemic? Expanded training for using remote work tools and applications

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	52.0 %	13.8 %	34.1 %	325,238	75,350	196,122
> 20 years	55.6 %	13.1 %	31.3 %	88,794	18,673	47,029
Time with Current Agency						
< 1 year	60.6 %	11.2 %	28.2 %	4,419	747	1,956
1-3 years	52.6 %	12.7 %	34.8 %	51,818	10,880	31,442
4-5 years	51.5 %	14.1 %	34.5 %	35,382	8,147	21,581
6-10 years	51.5 %	14.2 %	34.3 %	57,406	13,577	35,281
11-14 years	51.1 %	14.5 %	34.4 %	55,045	13,619	34,220
15-20 years	50.3 %	14.5 %	35.2 %	48,956	12,316	31,147
> 20 years	55.0 %	13.1 %	31.9 %	64,380	13,699	35,009
Leaving Before Covid						
No	54.8 %	11.4 %	33.8 %	241,084	44,507	137,803
Yes, to retire	50.9 %	14.6 %	34.5 %	18,761	4,798	11,796
Yes, to other job in Govt	45.1 %	20.7 %	34.2 %	40,287	16,365	27,803
Yes, to other job outside Govt	40.9 %	23.1 %	36.0 %	5,999	2,997	4,902
Yes, other	39.9 %	21.6 %	38.5 %	6,512	3,169	5,678
Leaving Today						
No	56.3 %	10.0 %	33.7 %	226,621	36,166	126,391
Yes, to retire	50.2 %	15.9 %	33.9 %	20,874	5,938	13,048
Yes, to other job in Govt	43.8 %	21.7 %	34.5 %	41,917	18,457	30,020
Yes, to other job outside Govt	37.9 %	27.2 %	35.0 %	7,556	4,798	6,541
Yes, other	38.7 %	23.9 %	37.4 %	9,331	5,116	8,129
Retire Before Covid						
Less than 1 year	51.3 %	13.9 %	34.9 %	7,742	1,843	4,948
1 year	52.4 %	13.6 %	34.0 %	8,943	2,115	5,360
2 years	52.7 %	13.4 %	33.8 %	17,629	4,033	10,701
3 years	53.3 %	13.9 %	32.8 %	17,771	4,152	10,217
4 years	52.8 %	14.0 %	33.2 %	11,599	2,761	6,871

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_10) How has your organization supported your work during the COVID-19 pandemic? Expanded training for using remote work tools and applications

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	52.0 %	13.8 %	34.1 %	325,238	75,350	196,122
5 years	53.5 %	14.1 %	32.4 %	23,134	5,498	13,176
More than 5 years	51.9 %	13.7 %	34.4 %	223,300	50,896	135,319
Retire Today						
Less than 1 year	47.5 %	17.8 %	34.7 %	10,079	3,298	6,759
1 year	50.0 %	16.7 %	33.4 %	10,080	3,000	6,206
2 years	52.1 %	14.3 %	33.5 %	17,388	4,244	10,521
3 years	53.8 %	13.8 %	32.4 %	16,580	3,837	9,449
4 years	53.5 %	13.6 %	32.9 %	10,996	2,541	6,486
5 years	54.1 %	13.8 %	32.1 %	22,127	5,120	12,359
More than 5 years	52.1 %	13.4 %	34.4 %	218,740	48,424	132,328
Transgender						
Yes	40.0 %	24.4 %	35.6 %	681	376	565
No	52.5 %	13.6 %	33.9 %	306,058	69,082	181,968
Consider Yourself as						
Straight	52.8 %	13.4 %	33.9 %	289,955	63,650	171,008
Gay or Lesbian	50.8 %	16.2 %	32.9 %	6,484	1,851	3,942
Bisexual	46.4 %	18.8 %	34.8 %	3,394	1,187	2,243
Something else	41.5 %	22.6 %	35.9 %	3,872	1,884	3,115
Military Service						
No Prior Military Service	52.3 %	13.8 %	33.9 %	222,792	51,051	133,115
Currently in Guard/Reserves	49.8 %	14.5 %	35.7 %	5,331	1,353	3,372
Retired	55.7 %	12.6 %	31.7 %	44,089	9,139	23,840
Separated/Discharged	48.8 %	14.6 %	36.6 %	44,465	11,242	29,931
Military Spouse						
Spouse of current active duty service member	51.9 %	17.5 %	30.5 %	3,334	970	1,754
Spouse of separated or retired service member with a disability rating of 100%	55.4 %	15.0 %	29.6 %	6,505	1,537	3,150

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_10) How has your organization supported your work during the COVID-19 pandemic? Expanded training for using remote work tools and applications

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	52.0 %	13.8 %	34.1 %	325,238	75,350	196,122
Widow(er) of a service member killed while on active duty	52.0 %	25.7 %	22.3 %	164	69	69
None of the categories listed	52.1 %	13.7 %	34.2 %	307,131	70,328	185,520
NoN-Competitive Hiring Authority						
Yes	54.7 %	16.6 %	28.8 %	1,200	319	546
No	54.0 %	16.1 %	30.0 %	8,737	2,245	4,395
Disability						
Yes	52.2 %	16.5 %	31.2 %	47,027	13,113	25,626
No	52.3 %	13.2 %	34.5 %	263,867	57,739	159,982

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_11) How has your organization supported your work during the COVID-19 pandemic? Expanded Information Technology (IT) support

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	54.2 %	15.1 %	30.7 %	341,187	82,444	174,223
Work Location						
Headquarters	60.1 %	14.6 %	25.3 %	117,686	24,461	45,996
Field	46.5 %	17.1 %	36.4 %	143,375	45,309	97,465
Full-time telework	67.3 %	10.0 %	22.7 %	69,312	9,872	24,586
Supervisory Status						
Senior Leader	71.9 %	11.3 %	16.8 %	7,958	1,101	1,699
Manager	60.5 %	17.1 %	22.4 %	25,897	6,618	8,978
Supervisor	55.2 %	17.5 %	27.3 %	47,247	13,417	21,360
Team Leader	52.8 %	17.3 %	29.9 %	43,632	12,456	22,754
Non-Supervisor	53.4 %	13.9 %	32.7 %	207,853	46,401	114,617
Sex						
Male	50.9 %	15.9 %	33.2 %	165,508	45,148	98,143
Female	60.1 %	13.4 %	26.5 %	157,669	31,532	65,206
Hispanic or Latino						
Yes	52.8 %	15.6 %	31.5 %	34,248	8,548	17,569
No	54.7 %	14.9 %	30.4 %	289,738	68,573	146,283
Race						
American Indian/Alaska Native	51.3 %	18.9 %	29.8 %	5,876	1,977	3,096
Asian	62.7 %	12.3 %	25.1 %	21,551	3,523	7,730
Black/African American	65.1 %	10.6 %	24.3 %	55,352	7,359	18,408
Native Hawaiian/Pacific Islander	52.2 %	16.5 %	31.4 %	2,088	566	1,119
White	51.8 %	15.7 %	32.5 %	216,632	57,013	121,869
Two or more races (Not Hispanic/Latino)	51.6 %	18.3 %	30.1 %	13,347	4,095	6,893
Age Group						
25 and under	44.0 %	16.3 %	39.6 %	3,204	1,011	2,637
26-29 years old	45.3 %	17.2 %	37.6 %	7,941	2,533	5,900
30-39 years old	49.0 %	17.4 %	33.7 %	57,118	17,191	34,500

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_11) How has your organization supported your work during the COVID-19 pandemic? Expanded Information Technology (IT) support

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	54.2 %	15.1 %	30.7 %	341,187	82,444	174,223
40-49 years old	53.3 %	15.8 %	30.9 %	84,539	21,827	44,359
50-59 years old	57.7 %	13.4 %	28.8 %	114,292	23,951	53,071
60 or older	60.5 %	12.6 %	26.9 %	56,864	10,758	23,863
Level of Education						
Less than High School	39.5 %	25.3 %	35.2 %	155	80	126
H.S. Diploma/GED or equiv	45.1 %	11.2 %	43.7 %	11,724	2,358	9,461
Trade/Technical Certificate	41.5 %	13.6 %	44.9 %	5,686	1,483	4,991
Some College (no degree)	48.6 %	13.4 %	37.9 %	39,855	8,987	26,481
Associate's Degree	48.0 %	14.5 %	37.5 %	22,861	5,763	15,317
Bachelor's Degree	55.2 %	15.0 %	29.8 %	116,725	27,524	58,292
Master's Degree	60.4 %	16.0 %	23.6 %	96,932	23,114	37,066
Doctoral/Professional Degree	57.2 %	17.4 %	25.3 %	33,432	9,024	14,353
Pay Category						
Federal Wage System	21.6 %	15.6 %	62.8 %	4,890	2,846	11,740
GS 1-6	44.1 %	15.1 %	40.8 %	9,991	2,843	7,680
GS 7-12	54.7 %	15.4 %	29.9 %	138,419	33,587	67,229
GS 13-15	60.3 %	14.7 %	25.0 %	152,479	33,308	63,078
SES	76.2 %	10.2 %	13.6 %	4,323	523	759
SL/ST	67.9 %	13.5 %	18.6 %	1,439	235	382
Other	44.8 %	15.0 %	40.1 %	20,928	6,666	18,341
Time in Federal Government						
< 1 year	58.9 %	10.9 %	30.2 %	1,059	175	498
1-3 years	51.2 %	13.4 %	35.4 %	33,151	7,415	20,488
4-5 years	51.7 %	15.5 %	32.8 %	27,252	6,771	15,338
6-10 years	52.8 %	15.9 %	31.3 %	56,203	14,425	30,033
11-14 years	53.3 %	16.3 %	30.5 %	61,244	16,434	32,048
15-20 years	52.6 %	16.1 %	31.3 %	58,332	15,485	31,249

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_11) How has your organization supported your work during the COVID-19 pandemic? Expanded Information Technology (IT) support

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	54.2 %	15.1 %	30.7 %	341,187	82,444	174,223
> 20 years	59.7 %	13.5 %	26.8 %	95,532	19,331	39,784
Time with Current Agency						
< 1 year	62.7 %	11.7 %	25.6 %	4,583	804	1,743
1-3 years	54.3 %	13.9 %	31.8 %	54,016	11,917	28,454
4-5 years	53.0 %	15.5 %	31.5 %	36,808	9,014	19,439
6-10 years	53.3 %	15.7 %	31.0 %	59,914	15,143	31,502
11-14 years	52.8 %	16.3 %	31.0 %	57,216	15,391	30,499
15-20 years	52.0 %	15.9 %	32.1 %	50,955	13,501	28,083
> 20 years	59.0 %	13.6 %	27.5 %	69,252	14,233	29,700
Leaving Before Covid						
No	56.6 %	12.8 %	30.5 %	251,101	50,057	123,071
Yes, to retire	55.7 %	15.1 %	29.2 %	20,600	4,915	9,900
Yes, to other job in Govt	47.8 %	21.4 %	30.8 %	43,013	16,962	24,708
Yes, to other job outside Govt	41.0 %	27.0 %	32.0 %	6,140	3,501	4,296
Yes, other	42.6 %	22.7 %	34.6 %	7,022	3,345	5,032
Leaving Today						
No	58.1 %	11.5 %	30.4 %	235,542	41,510	112,785
Yes, to retire	54.6 %	16.5 %	28.9 %	22,783	6,072	11,047
Yes, to other job in Govt	46.2 %	22.5 %	31.3 %	44,558	19,214	26,874
Yes, to other job outside Govt	38.0 %	30.5 %	31.6 %	7,769	5,377	5,823
Yes, other	41.6 %	24.5 %	33.9 %	10,073	5,322	7,262
Retire Before Covid						
Less than 1 year	56.3 %	14.3 %	29.3 %	8,565	1,885	4,096
1 year	57.2 %	13.6 %	29.2 %	9,775	2,101	4,565
2 years	57.2 %	13.7 %	29.2 %	19,218	4,086	9,094
3 years	56.9 %	14.5 %	28.5 %	19,049	4,332	8,815
4 years	56.5 %	14.7 %	28.8 %	12,511	2,879	5,879

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_11) How has your organization supported your work during the COVID-19 pandemic? Expanded Information Technology (IT) support

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	54.2 %	15.1 %	30.7 %	341,187	82,444	174,223
5 years	57.1 %	14.8 %	28.0 %	24,821	5,759	11,295
More than 5 years	53.3 %	15.3 %	31.4 %	231,194	57,234	122,065
Retire Today						
Less than 1 year	52.4 %	17.6 %	30.0 %	11,135	3,239	5,798
1 year	54.3 %	17.3 %	28.3 %	10,998	3,107	5,203
2 years	56.6 %	14.5 %	28.9 %	18,909	4,310	8,955
3 years	57.4 %	14.5 %	28.1 %	17,773	4,029	8,081
4 years	57.2 %	14.2 %	28.6 %	11,864	2,642	5,531
5 years	57.3 %	14.5 %	28.2 %	23,607	5,345	10,708
More than 5 years	53.4 %	15.1 %	31.5 %	226,093	54,845	119,464
Transgender						
Yes	39.3 %	26.8 %	33.9 %	700	410	515
No	54.6 %	14.9 %	30.5 %	320,731	75,693	161,740
Consider Yourself as						
Straight	54.9 %	14.6 %	30.5 %	303,864	69,705	152,048
Gay or Lesbian	51.9 %	17.9 %	30.2 %	6,712	2,055	3,547
Bisexual	48.2 %	21.3 %	30.5 %	3,528	1,349	1,956
Something else	42.5 %	24.5 %	33.0 %	3,988	2,053	2,828
Military Service						
No Prior Military Service	54.6 %	15.1 %	30.4 %	234,271	55,821	117,681
Currently in Guard/Reserves	49.3 %	16.8 %	33.9 %	5,316	1,594	3,173
Retired	57.8 %	13.9 %	28.3 %	45,903	10,099	21,197
Separated/Discharged	50.8 %	15.7 %	33.5 %	46,500	12,252	27,045
Military Spouse						
Spouse of current active duty service member	55.3 %	18.0 %	26.7 %	3,536	1,007	1,531
Spouse of separated or retired service member with a disability rating of 100%	60.4 %	14.7 %	24.8 %	7,097	1,515	2,602

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_11) How has your organization supported your work during the COVID-19 pandemic? Expanded Information Technology (IT) support

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	54.2 %	15.1 %	30.7 %	341,187	82,444	174,223
Widow(er) of a service member killed while on active duty	56.7 %	22.0 %	21.3 %	182	62	59
None of the categories listed	54.1 %	15.0 %	30.8 %	321,610	77,329	165,112
NoN-Competitive Hiring Authority						
Yes	58.5 %	16.4 %	25.1 %	1,298	314	466
No	58.4 %	16.0 %	25.5 %	9,447	2,255	3,701
Disability						
Yes	55.1 %	17.3 %	27.6 %	49,958	13,764	22,251
No	54.3 %	14.5 %	31.2 %	275,872	63,868	142,704

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_12) How has your organization supported your work during the COVID-19 pandemic? Information about data security policies and procedures

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	63.9 %	7.7 %	28.4 %	391,214	40,532	164,015
Work Location						
Headquarters	68.4 %	7.1 %	24.5 %	129,240	12,017	46,116
Field	58.1 %	9.0 %	32.9 %	174,259	22,436	88,489
Full-time telework	73.9 %	4.6 %	21.5 %	75,352	4,501	23,638
Supervisory Status						
Senior Leader	76.4 %	5.7 %	17.9 %	8,283	551	1,890
Manager	69.8 %	7.3 %	22.9 %	29,218	2,771	9,323
Supervisor	65.1 %	8.1 %	26.8 %	54,360	5,975	21,420
Team Leader	64.2 %	8.4 %	27.5 %	51,368	5,875	21,341
Non-Supervisor	62.9 %	7.5 %	29.7 %	238,232	23,933	105,424
Sex						
Male	61.8 %	7.9 %	30.3 %	195,406	21,429	90,905
Female	68.0 %	7.1 %	25.0 %	175,013	16,105	62,427
Hispanic or Latino						
Yes	61.8 %	10.1 %	28.1 %	39,000	5,358	15,805
No	64.5 %	7.2 %	28.2 %	332,283	32,409	138,159
Race						
American Indian/Alaska Native	61.2 %	12.6 %	26.2 %	6,842	1,315	2,746
Asian	70.4 %	7.5 %	22.0 %	23,465	2,152	7,062
Black/African American	71.0 %	6.9 %	22.1 %	59,098	4,630	17,125
Native Hawaiian/Pacific Islander	61.8 %	11.6 %	26.6 %	2,417	385	969
White	62.5 %	7.3 %	30.2 %	253,559	25,710	114,908
Two or more races (Not Hispanic/Latino)	62.3 %	9.8 %	28.0 %	15,576	2,138	6,534
Age Group						
25 and under	57.3 %	9.6 %	33.0 %	3,966	629	2,222
26-29 years old	57.0 %	10.2 %	32.9 %	9,525	1,534	5,225
30-39 years old	59.3 %	9.5 %	31.2 %	66,586	9,060	32,654

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_12) How has your organization supported your work during the COVID-19 pandemic? Information about data security policies and procedures

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	63.9 %	7.7 %	28.4 %	391,214	40,532	164,015
40-49 years old	62.7 %	8.0 %	29.3 %	96,685	10,702	42,761
50-59 years old	67.3 %	6.4 %	26.4 %	130,541	10,995	49,171
60 or older	69.5 %	5.8 %	24.6 %	64,185	4,870	22,298
Level of Education						
Less than High School	49.7 %	18.1 %	32.3 %	190	58	113
H.S. Diploma/GED or equiv	54.2 %	7.9 %	37.9 %	13,663	1,567	8,244
Trade/Technical Certificate	52.2 %	8.9 %	38.9 %	6,869	935	4,334
Some College (no degree)	58.5 %	7.9 %	33.6 %	46,594	5,010	23,525
Associate's Degree	58.6 %	8.2 %	33.2 %	27,028	3,156	13,609
Bachelor's Degree	65.6 %	7.2 %	27.3 %	134,945	12,846	54,035
Master's Degree	69.4 %	7.7 %	22.9 %	108,825	10,944	36,761
Doctoral/Professional Degree	65.6 %	7.3 %	27.1 %	37,354	3,715	15,501
Pay Category						
Federal Wage System	32.8 %	11.3 %	56.0 %	7,016	1,974	10,418
GS 1-6	54.9 %	10.4 %	34.7 %	12,060	1,857	6,561
GS 7-12	64.9 %	8.0 %	27.1 %	160,232	16,794	61,403
GS 13-15	69.2 %	6.3 %	24.6 %	170,690	14,249	62,994
SES	76.8 %	6.1 %	17.1 %	4,296	307	971
SL/ST	74.3 %	5.9 %	19.8 %	1,525	103	423
Other	55.3 %	8.9 %	35.8 %	25,507	3,868	16,438
Time in Federal Government						
< 1 year	70.5 %	6.5 %	23.0 %	1,231	103	393
1-3 years	63.1 %	6.9 %	30.0 %	39,556	3,839	17,423
4-5 years	61.5 %	8.7 %	29.8 %	31,421	3,650	14,117
6-10 years	62.7 %	8.2 %	29.1 %	64,703	7,179	28,336
11-14 years	62.9 %	8.2 %	28.9 %	70,401	7,994	30,916
15-20 years	62.4 %	8.1 %	29.4 %	67,209	7,552	29,923

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_12) How has your organization supported your work during the COVID-19 pandemic? Information about data security policies and procedures

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	63.9 %	7.7 %	28.4 %	391,214	40,532	164,015
> 20 years	68.2 %	6.4 %	25.4 %	107,062	8,850	38,368
Time with Current Agency						
< 1 year	71.9 %	6.2 %	21.9 %	5,154	417	1,536
1-3 years	64.9 %	7.2 %	27.9 %	62,701	6,137	25,203
4-5 years	62.5 %	8.4 %	29.0 %	42,091	4,700	18,235
6-10 years	62.7 %	8.1 %	29.1 %	68,441	7,574	30,066
11-14 years	62.5 %	8.1 %	29.4 %	65,952	7,432	29,359
15-20 years	62.0 %	8.1 %	29.9 %	59,002	6,565	26,679
> 20 years	68.0 %	6.2 %	25.8 %	78,217	6,315	28,373
Leaving Before Covid						
No	66.3 %	6.0 %	27.7 %	286,300	22,628	113,722
Yes, to retire	64.8 %	7.7 %	27.6 %	23,482	2,379	9,444
Yes, to other job in Govt	58.0 %	12.4 %	29.7 %	50,469	9,522	24,405
Yes, to other job outside Govt	52.6 %	14.6 %	32.8 %	7,483	1,872	4,516
Yes, other	52.6 %	13.9 %	33.5 %	8,371	1,992	4,981
Leaving Today						
No	67.5 %	5.1 %	27.4 %	267,329	17,854	103,339
Yes, to retire	64.3 %	8.2 %	27.6 %	26,230	2,879	10,673
Yes, to other job in Govt	56.8 %	12.8 %	30.4 %	52,915	10,685	26,716
Yes, to other job outside Govt	50.0 %	17.6 %	32.4 %	9,691	3,056	6,122
Yes, other	51.9 %	15.1 %	33.1 %	12,111	3,174	7,284
Retire Before Covid						
Less than 1 year	65.0 %	7.2 %	27.8 %	9,665	911	3,918
1 year	66.1 %	6.7 %	27.1 %	11,105	987	4,326
2 years	66.4 %	6.6 %	27.0 %	21,860	1,889	8,562
3 years	66.6 %	7.0 %	26.4 %	21,829	2,035	8,241
4 years	66.3 %	6.8 %	26.9 %	14,377	1,288	5,543

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_12) How has your organization supported your work during the COVID-19 pandemic? Information about data security policies and procedures

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	63.9 %	7.7 %	28.4 %	391,214	40,532	164,015
5 years	66.9 %	7.1 %	26.0 %	28,417	2,665	10,671
More than 5 years	63.2 %	7.9 %	29.0 %	265,821	28,321	114,698
Retire Today						
Less than 1 year	62.1 %	9.2 %	28.7 %	12,889	1,612	5,609
1 year	64.3 %	8.6 %	27.1 %	12,723	1,490	5,056
2 years	66.1 %	7.0 %	27.0 %	21,677	1,976	8,462
3 years	67.0 %	7.1 %	25.9 %	20,374	1,907	7,556
4 years	67.0 %	6.2 %	26.7 %	13,598	1,154	5,235
5 years	67.2 %	6.9 %	25.9 %	26,985	2,489	10,076
More than 5 years	63.3 %	7.7 %	29.0 %	259,760	26,939	112,125
Transgender						
Yes	49.0 %	17.6 %	33.4 %	832	264	525
No	64.3 %	7.5 %	28.2 %	367,446	36,985	151,818
Consider Yourself as						
Straight	64.6 %	7.4 %	28.1 %	347,568	33,862	142,393
Gay or Lesbian	62.1 %	9.8 %	28.2 %	7,780	1,069	3,408
Bisexual	60.5 %	10.7 %	28.7 %	4,292	671	1,840
Something else	52.3 %	14.9 %	32.8 %	4,801	1,217	2,836
Military Service						
No Prior Military Service	64.1 %	7.8 %	28.1 %	267,589	27,724	111,017
Currently in Guard/Reserves	58.6 %	9.0 %	32.3 %	6,103	844	3,086
Retired	67.9 %	6.1 %	26.0 %	52,909	4,298	19,719
Separated/Discharged	60.8 %	8.3 %	30.9 %	54,139	6,142	25,262
Military Spouse						
Spouse of current active duty service member	64.0 %	9.7 %	26.4 %	3,982	527	1,540
Spouse of separated or retired service member with a disability rating of 100%	67.3 %	8.5 %	24.2 %	7,770	842	2,569

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q50_12) How has your organization supported your work during the COVID-19 pandemic? Information about data security policies and procedures

Demographic	Needed and available to me	Needed, but not available to me	Not needed by me now	(Available) Response Total**	(Not Available) Response Total**	(Not needed) Response Total**
All Responses	63.9 %	7.7 %	28.4 %	391,214	40,532	164,015
Widow(er) of a service member killed while on active duty	59.1 %	19.8 %	21.2 %	190	50	64
None of the categories listed	64.0 %	7.6 %	28.5 %	369,339	37,657	155,102
NoN-Competitive Hiring Authority						
Yes	66.6 %	10.5 %	22.9 %	1,442	190	431
No	65.8 %	8.9 %	25.2 %	10,428	1,219	3,713
Disability						
Yes	64.9 %	9.2 %	25.9 %	57,377	6,960	21,319
No	64.0 %	7.3 %	28.7 %	316,077	31,029	133,721

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q51) Does the type of work you do require you to be physically present at a worksite?

Demographic	Yes	No	Other	(Yes) Response Total**	(No) Response Total**	(Other) Response Total**
All Responses	27.3 %	62.4 %	10.3 %	132,556	400,504	54,811
Work Location						
Headquarters	16.4 %	73.2 %	10.5 %	23,200	145,798	16,198
Field	41.7 %	46.5 %	11.8 %	101,633	147,265	31,974
Full-time telework	3.1 %	91.9 %	5.0 %	2,915	94,403	4,507
Supervisory Status						
Senior Leader	23.0 %	67.4 %	9.7 %	1,964	7,644	888
Manager	26.9 %	62.9 %	10.2 %	9,514	27,332	3,767
Supervisor	30.4 %	59.4 %	10.2 %	20,874	51,887	7,667
Team Leader	28.4 %	59.2 %	12.3 %	18,838	50,101	8,729
Non-Supervisor	26.4 %	63.8 %	9.9 %	77,504	252,948	32,259
Sex						
Male	33.8 %	54.6 %	11.6 %	88,998	180,517	32,375
Female	17.4 %	74.5 %	8.0 %	36,269	196,120	18,758
Hispanic or Latino						
Yes	39.1 %	51.9 %	9.0 %	19,726	34,151	5,036
No	25.6 %	64.0 %	10.3 %	105,455	344,255	46,172
Race						
American Indian/Alaska Native	41.1 %	49.1 %	9.8 %	4,158	5,505	995
Asian	22.3 %	68.7 %	9.1 %	5,620	23,742	2,449
Black/African American	22.0 %	70.7 %	7.4 %	13,797	60,096	5,084
Native Hawaiian/Pacific Islander	42.7 %	47.6 %	9.6 %	1,387	1,911	339
White	28.1 %	61.2 %	10.7 %	90,545	260,976	38,049
Two or more races (Not Hispanic/Latino)	30.2 %	57.2 %	12.6 %	6,131	15,031	2,739
Age Group						
25 and under	38.5 %	50.0 %	11.5 %	2,456	3,630	692
26-29 years old	37.0 %	50.8 %	12.1 %	5,228	9,207	1,689
30-39 years old	30.1 %	59.2 %	10.8 %	25,763	71,277	10,318

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q51) Does the type of work you do require you to be physically present at a worksite?

Demographic	Yes	No	Other	(Yes) Response Total**	(No) Response Total**	(Other) Response Total**
All Responses	27.3 %	62.4 %	10.3 %	132,556	400,504	54,811
40-49 years old	28.6 %	61.3 %	10.0 %	34,907	99,892	13,427
50-59 years old	24.9 %	65.1 %	10.0 %	39,874	130,372	17,266
60 or older	22.8 %	67.4 %	9.8 %	17,731	63,454	8,162
Level of Education						
Less than High School	50.1 %	36.3 %	13.6 %	149	148	41
H.S. Diploma/GED or equiv	49.6 %	42.4 %	8.0 %	9,745	11,350	1,743
Trade/Technical Certificate	53.9 %	35.5 %	10.5 %	5,749	4,918	1,209
Some College (no degree)	42.3 %	48.0 %	9.7 %	26,935	39,743	6,854
Associate's Degree	42.3 %	46.7 %	11.0 %	16,031	22,455	4,492
Bachelor's Degree	24.9 %	64.2 %	10.9 %	42,123	137,212	19,816
Master's Degree	15.6 %	74.2 %	10.2 %	20,024	120,796	13,955
Doctoral/Professional Degree	13.6 %	77.7 %	8.6 %	6,022	46,029	4,085
Pay Category						
Federal Wage System	82.8 %	11.0 %	6.2 %	15,198	2,495	1,190
GS 1-6	45.4 %	44.3 %	10.3 %	7,987	9,978	2,136
GS 7-12	27.8 %	60.7 %	11.5 %	55,290	154,130	25,517
GS 13-15	14.4 %	76.3 %	9.3 %	29,333	196,138	19,694
SES	15.1 %	76.9 %	8.0 %	656	4,481	389
SL/ST	16.6 %	74.5 %	8.9 %	281	1,586	155
Other	46.5 %	43.1 %	10.5 %	19,928	20,793	4,187
Time in Federal Government						
< 1 year	29.4 %	59.0 %	11.6 %	449	1,065	189
1-3 years	34.9 %	53.9 %	11.2 %	18,422	35,541	6,138
4-5 years	30.6 %	57.8 %	11.6 %	12,222	31,297	5,004
6-10 years	27.3 %	62.1 %	10.6 %	21,780	67,727	9,544
11-14 years	26.8 %	63.2 %	10.1 %	23,739	74,175	9,912
15-20 years	29.5 %	60.3 %	10.1 %	26,026	67,508	9,554

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q51) Does the type of work you do require you to be physically present at a worksite?

Demographic	Yes	No	Other	(Yes) Response Total**	(No) Response Total**	(Other) Response Total**
All Responses	27.3 %	62.4 %	10.3 %	132,556	400,504	54,811
> 20 years	20.8 %	69.9 %	9.3 %	26,224	112,635	12,999
Time with Current Agency						
< 1 year	21.6 %	67.5 %	10.9 %	1,353	4,938	698
1-3 years	29.6 %	59.4 %	10.9 %	23,679	59,952	9,192
4-5 years	27.6 %	61.5 %	10.9 %	14,239	43,660	6,284
6-10 years	26.5 %	63.2 %	10.3 %	22,177	72,862	9,707
11-14 years	27.9 %	62.2 %	9.9 %	23,206	68,860	9,226
15-20 years	31.4 %	58.4 %	10.3 %	24,362	57,871	8,488
> 20 years	21.5 %	69.0 %	9.5 %	19,841	81,701	9,737
Leaving Before Covid						
No	26.6 %	63.3 %	10.1 %	91,651	287,043	38,203
Yes, to retire	27.3 %	63.3 %	9.4 %	7,963	23,642	3,006
Yes, to other job in Govt	28.0 %	61.1 %	10.9 %	19,400	55,682	8,263
Yes, to other job outside Govt	30.0 %	59.1 %	10.8 %	3,441	9,000	1,293
Yes, other	31.9 %	54.5 %	13.6 %	4,117	9,145	1,895
Leaving Today						
No	25.7 %	64.4 %	9.9 %	81,127	267,676	34,431
Yes, to retire	26.9 %	63.4 %	9.7 %	8,930	26,675	3,514
Yes, to other job in Govt	29.2 %	59.7 %	11.1 %	21,732	58,477	9,061
Yes, to other job outside Govt	32.5 %	56.1 %	11.4 %	5,164	11,658	1,883
Yes, other	31.9 %	53.9 %	14.2 %	6,143	13,269	2,926
Retire Before Covid						
Less than 1 year	24.8 %	66.9 %	8.3 %	2,878	10,238	1,082
1 year	24.8 %	66.0 %	9.2 %	3,381	11,308	1,383
2 years	25.5 %	64.9 %	9.5 %	7,024	21,764	2,824
3 years	26.1 %	63.8 %	10.0 %	7,123	21,412	2,968
4 years	26.7 %	62.8 %	10.6 %	4,765	14,017	2,030

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q51) Does the type of work you do require you to be physically present at a worksite?

Demographic	Yes	No	Other	(Yes) Response Total**	(No) Response Total**	(Other) Response Total**
All Responses	27.3 %	62.4 %	10.3 %	132,556	400,504	54,811
5 years	26.3 %	63.8 %	10.0 %	9,202	27,987	3,827
More than 5 years	27.6 %	61.9 %	10.5 %	91,236	274,638	38,207
Retire Today						
Less than 1 year	27.0 %	63.6 %	9.4 %	4,498	13,520	1,711
1 year	25.9 %	64.1 %	10.0 %	4,206	12,974	1,761
2 years	25.9 %	64.4 %	9.7 %	7,061	21,540	2,853
3 years	25.5 %	64.4 %	10.1 %	6,457	20,089	2,762
4 years	26.3 %	63.3 %	10.4 %	4,420	13,330	1,895
5 years	25.6 %	64.2 %	10.1 %	8,525	26,740	3,679
More than 5 years	27.4 %	62.2 %	10.5 %	87,982	269,170	37,088
Transgender						
Yes	35.2 %	53.8 %	11.0 %	468	942	169
No	27.3 %	62.5 %	10.2 %	123,834	373,580	50,596
Consider Yourself as						
Straight	27.4 %	62.5 %	10.1 %	116,939	351,527	47,448
Gay or Lesbian	23.5 %	68.0 %	8.6 %	2,373	8,845	935
Bisexual	27.0 %	62.0 %	10.9 %	1,510	4,548	675
Something else	33.0 %	54.2 %	12.8 %	2,410	5,202	1,044
Military Service						
No Prior Military Service	23.7 %	67.0 %	9.3 %	77,286	290,873	33,228
Currently in Guard/Reserves	37.3 %	50.4 %	12.3 %	3,306	5,408	1,166
Retired	30.1 %	56.8 %	13.1 %	21,006	44,874	9,553
Separated/Discharged	36.8 %	51.7 %	11.5 %	26,936	47,823	9,228
Military Spouse						
Spouse of current active duty service member	24.0 %	66.1 %	9.9 %	1,224	4,214	545
Spouse of separated or retired service member with a disability rating of 100%	23.1 %	67.9 %	9.0 %	2,145	7,873	940

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q51) Does the type of work you do require you to be physically present at a worksite?

Demographic	Yes	No	Other	(Yes) Response Total**	(No) Response Total**	(Other) Response Total**
All Responses	27.3 %	62.4 %	10.3 %	132,556	400,504	54,811
Widow(er) of a service member killed while on active duty	25.4 %	66.3 %	8.2 %	65	200	18
None of the categories listed	27.3 %	62.4 %	10.3 %	125,243	377,232	51,742
NoN-Competitive Hiring Authority						
Yes	23.1 %	67.3 %	9.6 %	400	1,444	180
No	23.5 %	67.3 %	9.3 %	3,009	10,778	1,314
Disability						
Yes	28.5 %	60.2 %	11.4 %	20,145	55,100	8,944
No	27.1 %	63.0 %	10.0 %	106,000	325,337	42,744

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q52) How disruptive has the COVID-19 pandemic been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No Basis to Judge
All Responses	8.5 %	13.8 %	30.2 %	22.1 %	24.5 %	597,470	4,807
Work Location							
Headquarters	6.0 %	11.6 %	29.2 %	24.4 %	28.7 %	188,178	1,207
Field	11.3 %	17.0 %	33.2 %	20.2 %	18.3 %	286,339	2,123
Full-time telework	5.2 %	8.7 %	24.4 %	24.9 %	36.8 %	103,388	1,173
Supervisory Status							
Senior Leader	9.3 %	14.2 %	32.6 %	23.9 %	20.1 %	10,779	47
Manager	10.3 %	16.7 %	33.5 %	21.7 %	17.8 %	41,579	124
Supervisor	9.9 %	16.1 %	32.7 %	21.2 %	20.1 %	82,140	388
Team Leader	8.3 %	14.6 %	32.0 %	23.1 %	21.9 %	78,966	401
Non-Supervisor	8.1 %	13.0 %	29.3 %	22.5 %	27.1 %	368,450	3,607
Sex							
Male	9.2 %	15.4 %	33.0 %	22.2 %	20.1 %	308,759	1,992
Female	7.5 %	11.4 %	26.7 %	22.7 %	31.8 %	254,033	2,362
Hispanic or Latino							
Yes	12.3 %	15.9 %	30.7 %	18.4 %	22.7 %	60,147	693
No	8.0 %	13.6 %	30.5 %	22.9 %	25.0 %	504,405	3,663
Race							
American Indian/Alaska Native	15.0 %	18.6 %	30.7 %	17.4 %	18.2 %	10,831	199
Asian	9.0 %	14.9 %	29.7 %	21.2 %	25.3 %	32,681	343
Black/African American	8.1 %	10.9 %	26.7 %	21.3 %	33.0 %	80,566	1,175
Native Hawaiian/Pacific Islander	14.4 %	15.6 %	32.1 %	17.1 %	20.9 %	3,735	68
White	8.1 %	14.1 %	31.5 %	23.1 %	23.2 %	395,938	2,117
Two or more races (Not Hispanic/Latino)	11.1 %	15.0 %	29.7 %	20.9 %	23.4 %	24,250	242
Age Group							
25 and under	8.2 %	12.6 %	31.8 %	24.5 %	22.9 %	6,777	127
26-29 years old	9.1 %	14.2 %	30.4 %	22.5 %	23.8 %	16,301	189
30-39 years old	10.1 %	14.9 %	29.9 %	21.5 %	23.7 %	108,653	855
40-49 years old	9.8 %	14.4 %	29.9 %	21.3 %	24.5 %	150,575	1,065
50-59 years old	7.3 %	13.0 %	30.5 %	23.4 %	25.8 %	191,326	1,327

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q52) How disruptive has the COVID-19 pandemic been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No Basis to Judge
All Responses	8.5 %	13.8 %	30.2 %	22.1 %	24.5 %	597,470	4,807
60 or older	6.7 %	13.3 %	32.7 %	23.0 %	24.3 %	91,510	798
Level of Education							
Less than High School	18.8 %	11.6 %	31.1 %	16.7 %	21.8 %	346	25
H.S. Diploma/GED or equiv	10.2 %	13.0 %	29.6 %	18.9 %	28.3 %	23,346	481
Trade/Technical Certificate	11.8 %	15.5 %	32.5 %	19.0 %	21.1 %	12,130	160
Some College (no degree)	10.3 %	14.1 %	30.0 %	19.8 %	25.7 %	75,017	972
Associate's Degree	10.2 %	14.9 %	31.3 %	20.4 %	23.3 %	43,833	511
Bachelor's Degree	8.1 %	13.6 %	30.5 %	22.9 %	24.9 %	202,610	1,293
Master's Degree	6.9 %	13.1 %	30.0 %	24.4 %	25.6 %	157,204	806
Doctoral/Professional Degree	8.5 %	16.1 %	32.2 %	23.3 %	19.9 %	57,056	163
Pay Category							
Federal Wage System	13.3 %	17.0 %	34.9 %	17.2 %	17.6 %	19,428	269
GS 1-6	12.6 %	15.8 %	29.9 %	18.5 %	23.1 %	20,300	494
GS 7-12	8.8 %	13.7 %	30.4 %	21.9 %	25.2 %	238,823	2,326
GS 13-15	6.7 %	12.9 %	29.6 %	24.3 %	26.4 %	249,425	948
SES	7.0 %	14.1 %	33.7 %	27.7 %	17.6 %	5,627	9
SL/ST	8.7 %	16.3 %	34.6 %	23.4 %	17.0 %	2,056	5
Other	11.3 %	17.3 %	32.4 %	19.6 %	19.4 %	45,917	515
Time in Federal Government							
< 1 year	6.9 %	11.6 %	30.7 %	26.5 %	24.4 %	1,696	58
1-3 years	8.0 %	13.2 %	31.1 %	22.9 %	24.9 %	60,844	658
4-5 years	8.8 %	14.3 %	30.7 %	22.2 %	24.0 %	49,262	432
6-10 years	9.2 %	14.4 %	30.0 %	22.1 %	24.3 %	100,643	727
11-14 years	9.0 %	14.4 %	30.0 %	21.9 %	24.8 %	109,735	791
15-20 years	9.4 %	14.7 %	31.1 %	21.4 %	23.4 %	105,221	730
> 20 years	7.4 %	12.9 %	30.3 %	23.3 %	26.2 %	154,813	1,196
Time with Current Agency							
< 1 year	7.4 %	12.4 %	30.2 %	23.1 %	26.8 %	7,000	182
1-3 years	7.8 %	12.7 %	29.9 %	23.1 %	26.5 %	94,103	922

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q52) How disruptive has the COVID-19 pandemic been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No Basis to Judge
All Responses	8.5 %	13.8 %	30.2 %	22.1 %	24.5 %	597,470	4,807
4-5 years	8.5 %	13.8 %	30.0 %	22.2 %	25.5 %	65,213	514
6-10 years	8.9 %	14.1 %	29.9 %	22.2 %	24.9 %	106,561	734
11-14 years	9.2 %	14.4 %	30.2 %	21.8 %	24.4 %	103,125	743
15-20 years	9.5 %	15.2 %	31.8 %	21.1 %	22.4 %	92,731	643
> 20 years	7.7 %	13.4 %	31.0 %	23.4 %	24.5 %	113,371	833
Leaving Before Covid							
No	8.0 %	13.5 %	30.6 %	22.7 %	25.2 %	424,055	3,177
Yes, to retire	8.5 %	14.7 %	33.4 %	22.5 %	20.8 %	35,470	253
Yes, to other job in Govt	9.8 %	14.3 %	29.1 %	21.5 %	25.3 %	84,568	759
Yes, to other job outside Govt	12.1 %	17.2 %	30.3 %	20.9 %	19.5 %	13,972	69
Yes, other	11.6 %	15.9 %	29.3 %	20.1 %	23.1 %	15,350	217
Leaving Today							
No	6.8 %	12.7 %	30.5 %	23.5 %	26.4 %	389,621	2,916
Yes, to retire	9.4 %	15.7 %	33.7 %	21.8 %	19.4 %	39,990	269
Yes, to other job in Govt	11.2 %	15.4 %	29.4 %	20.6 %	23.4 %	90,584	764
Yes, to other job outside Govt	16.2 %	20.0 %	30.1 %	18.2 %	15.5 %	19,025	91
Yes, other	15.0 %	17.7 %	29.2 %	18.6 %	19.6 %	22,635	260
Retire Before Covid							
Less than 1 year	8.4 %	13.0 %	32.3 %	23.4 %	22.9 %	14,564	115
1 year	7.4 %	13.5 %	33.0 %	23.8 %	22.3 %	16,462	123
2 years	7.3 %	13.8 %	32.8 %	22.6 %	23.5 %	32,410	258
3 years	7.6 %	13.9 %	32.5 %	22.5 %	23.5 %	32,198	237
4 years	7.6 %	14.2 %	31.8 %	23.1 %	23.4 %	21,283	132
5 years	8.2 %	14.1 %	31.3 %	22.2 %	24.3 %	41,907	294
More than 5 years	8.8 %	13.9 %	29.8 %	22.3 %	25.2 %	410,102	3,245
Retire Today							
Less than 1 year	11.5 %	15.8 %	32.2 %	21.4 %	19.2 %	20,215	154
1 year	10.1 %	15.8 %	33.1 %	21.4 %	19.7 %	19,352	130
2 years	7.8 %	14.4 %	32.4 %	22.7 %	22.6 %	32,187	238

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q52) How disruptive has the COVID-19 pandemic been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No Basis to Judge
All Responses	8.5 %	13.8 %	30.2 %	22.1 %	24.5 %	597,470	4,807
3 years	7.3 %	13.5 %	32.3 %	22.9 %	23.9 %	29,920	210
4 years	7.5 %	13.8 %	32.2 %	22.8 %	23.7 %	20,049	125
5 years	7.9 %	13.9 %	31.5 %	22.4 %	24.3 %	39,733	249
More than 5 years	8.5 %	13.7 %	29.8 %	22.5 %	25.4 %	399,991	3,159
Transgender							
Yes	17.3 %	15.6 %	25.1 %	19.1 %	23.0 %	1,617	22
No	8.5 %	13.8 %	30.5 %	22.4 %	24.7 %	557,689	4,281
Consider Yourself as							
Straight	8.4 %	13.8 %	30.6 %	22.4 %	24.8 %	525,070	3,990
Gay or Lesbian	9.4 %	13.6 %	28.1 %	23.1 %	26.0 %	12,315	87
Bisexual	10.7 %	16.4 %	29.8 %	21.5 %	21.6 %	6,837	40
Something else	14.1 %	16.4 %	29.3 %	19.7 %	20.5 %	8,827	137
Military Service							
No Prior Military Service	8.3 %	13.4 %	29.5 %	22.7 %	26.0 %	407,833	3,226
Currently in Guard/Reserves	8.7 %	14.4 %	32.3 %	21.6 %	23.0 %	10,010	128
Retired	7.1 %	14.1 %	34.1 %	23.3 %	21.4 %	77,112	459
Separated/Discharged	10.7 %	15.5 %	30.6 %	20.4 %	22.8 %	85,717	735
Military Spouse							
Spouse of current active duty service member	9.9 %	14.3 %	26.5 %	21.6 %	27.7 %	6,057	53
Spouse of separated or retired service member with a disability rating of 100%	8.4 %	11.7 %	26.6 %	21.8 %	31.5 %	11,154	146
Widow(er) of a service member killed while on active duty	11.2 %	16.6 %	29.8 %	18.7 %	23.8 %	307	3
None of the categories listed	8.5 %	13.9 %	30.6 %	22.4 %	24.5 %	563,935	4,355
NoN-Competitive Hiring Authority							
Yes	9.2 %	10.5 %	27.2 %	20.7 %	32.5 %	2,060	30
No	9.0 %	13.1 %	26.5 %	21.8 %	29.6 %	15,348	171
Disability							

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q52) How disruptive has the COVID-19 pandemic been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No Basis to Judge
All Responses	8.5 %	13.8 %	30.2 %	22.1 %	24.5 %	597,470	4,807
Yes	10.9 %	14.8 %	29.9 %	20.6 %	23.8 %	85,643	931
No	8.1 %	13.7 %	30.6 %	22.7 %	24.9 %	482,460	3,478

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q53) How have your work demands changed because of the COVID-19 pandemic?

Demographic	Greatly Increased	Somewhat Increased	About the Same	Somewhat Decreased	Greatly Decreased	Item Response Total**	No Basis to Judge
All Responses	18.1 %	29.9 %	41.4 %	6.4 %	2.4 %	592,024	10,273
Work Location							
Headquarters	17.8 %	32.4 %	43.2 %	5.2 %	1.4 %	186,763	2,645
Field	20.0 %	29.8 %	38.7 %	8.0 %	3.5 %	283,958	4,511
Full-time telework	14.3 %	28.6 %	51.3 %	4.5 %	1.2 %	102,043	2,548
Supervisory Status							
Senior Leader	32.0 %	37.9 %	25.8 %	3.6 %	0.7 %	10,745	79
Manager	30.8 %	38.4 %	26.1 %	3.7 %	1.0 %	41,486	228
Supervisor	24.9 %	35.7 %	32.6 %	5.0 %	1.9 %	81,686	854
Team Leader	19.7 %	33.4 %	38.9 %	5.9 %	2.2 %	78,546	826
Non-Supervisor	15.1 %	27.7 %	47.1 %	7.3 %	2.8 %	364,246	7,841
Sex							
Male	17.5 %	30.6 %	42.1 %	7.1 %	2.7 %	306,189	4,538
Female	19.4 %	30.1 %	42.7 %	5.7 %	2.1 %	251,575	4,918
Hispanic or Latino							
Yes	23.7 %	30.1 %	36.7 %	6.7 %	2.9 %	59,533	1,307
No	17.5 %	30.5 %	43.1 %	6.5 %	2.4 %	499,970	8,168
Race							
American Indian/Alaska Native	30.3 %	30.4 %	30.9 %	5.9 %	2.4 %	10,740	292
Asian	18.1 %	29.4 %	44.2 %	6.3 %	2.1 %	32,373	670
Black/African American	19.9 %	31.0 %	40.7 %	6.0 %	2.4 %	79,690	2,079
Native Hawaiian/Pacific Islander	23.4 %	29.8 %	36.6 %	6.1 %	4.0 %	3,715	91
White	17.1 %	30.3 %	43.4 %	6.7 %	2.4 %	392,595	5,475
Two or more races (Not Hispanic/Latino)	22.1 %	31.0 %	37.6 %	6.5 %	2.8 %	24,031	474
Age Group							
25 and under	12.0 %	24.1 %	47.6 %	11.3 %	5.0 %	6,666	240
26-29 years old	16.1 %	26.9 %	43.6 %	9.0 %	4.4 %	16,105	391
30-39 years old	19.3 %	29.3 %	42.1 %	6.7 %	2.6 %	107,625	1,915
40-49 years old	20.1 %	30.4 %	40.8 %	6.3 %	2.4 %	149,305	2,349
50-59 years old	17.9 %	31.6 %	42.2 %	6.2 %	2.1 %	189,707	2,945
60 or older	15.5 %	30.9 %	44.7 %	6.6 %	2.2 %	90,686	1,641
Level of Education							
Less than High School	28.6 %	24.9 %	36.3 %	7.9 %	2.4 %	336	35
H.S. Diploma/GED or equiv	19.0 %	26.5 %	43.2 %	7.2 %	4.1 %	22,911	907
Trade/Technical Certificate	20.5 %	28.7 %	40.2 %	7.2 %	3.4 %	11,972	321
Some College (no degree)	19.7 %	28.9 %	40.4 %	7.4 %	3.6 %	74,172	1,820
Associate's Degree	19.8 %	29.0 %	40.5 %	7.3 %	3.5 %	43,354	1,006

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q53) How have your work demands changed because of the COVID-19 pandemic?

Demographic	Greatly Increased	Somewhat Increased	About the Same	Somewhat Decreased	Greatly Decreased	Item Response Total**	No Basis to Judge
All Responses	18.1 %	29.9 %	41.4 %	6.4 %	2.4 %	592,024	10,273
Bachelor's Degree	17.1 %	30.0 %	43.8 %	6.7 %	2.4 %	200,822	3,103
Master's Degree	17.8 %	32.3 %	42.7 %	5.6 %	1.6 %	156,095	1,929
Doctoral/Professional Degree	19.5 %	33.2 %	40.1 %	5.8 %	1.3 %	56,753	480
Pay Category							
Federal Wage System	21.1 %	27.4 %	39.7 %	7.6 %	4.2 %	19,189	496
GS 1-6	23.0 %	27.4 %	38.2 %	7.9 %	3.5 %	19,926	872
GS 7-12	17.5 %	28.5 %	45.1 %	6.6 %	2.3 %	236,097	5,074
GS 13-15	18.3 %	33.5 %	41.8 %	5.1 %	1.4 %	247,973	2,457
SES	32.2 %	42.2 %	22.2 %	3.0 %	0.3 %	5,618	14
SL/ST	24.1 %	35.7 %	34.3 %	5.0 %	0.9 %	2,056	12
Other	18.1 %	28.4 %	34.5 %	12.0 %	7.1 %	45,504	921
Time in Federal Government							
< 1 year	12.1 %	29.1 %	49.4 %	7.4 %	2.0 %	1,605	147
1-3 years	15.7 %	27.8 %	45.4 %	7.8 %	3.2 %	60,103	1,416
4-5 years	17.9 %	29.6 %	42.6 %	7.2 %	2.7 %	48,757	938
6-10 years	18.9 %	30.5 %	42.0 %	6.3 %	2.3 %	99,782	1,587
11-14 years	18.9 %	30.7 %	41.6 %	6.4 %	2.4 %	108,824	1,728
15-20 years	19.5 %	30.7 %	40.4 %	6.5 %	2.9 %	104,439	1,514
> 20 years	18.2 %	31.6 %	42.5 %	5.9 %	1.8 %	153,483	2,542
Time with Current Agency							
< 1 year	13.5 %	28.7 %	49.2 %	6.2 %	2.3 %	6,619	553
1-3 years	16.4 %	28.7 %	44.9 %	7.2 %	2.7 %	93,062	1,994
4-5 years	18.3 %	30.1 %	42.5 %	6.7 %	2.5 %	64,623	1,100
6-10 years	19.1 %	30.8 %	41.7 %	6.2 %	2.2 %	105,763	1,542
11-14 years	19.1 %	30.5 %	41.5 %	6.5 %	2.5 %	102,326	1,557
15-20 years	19.5 %	30.7 %	39.8 %	6.9 %	3.1 %	92,048	1,337
> 20 years	18.2 %	31.8 %	42.4 %	5.8 %	1.8 %	112,453	1,759
Leaving Before Covid							
No	17.1 %	30.5 %	43.6 %	6.4 %	2.3 %	420,141	7,144
Yes, to retire	17.0 %	29.8 %	43.1 %	7.4 %	2.7 %	35,209	515
Yes, to other job in Govt	22.2 %	30.5 %	37.9 %	6.6 %	2.8 %	83,925	1,409
Yes, to other job outside Govt	23.3 %	30.0 %	36.5 %	7.1 %	3.1 %	13,874	170
Yes, other	22.8 %	29.1 %	38.6 %	6.3 %	3.2 %	15,166	405
Leaving Today							
No	15.5 %	30.6 %	45.2 %	6.5 %	2.2 %	386,041	6,556
Yes, to retire	18.7 %	29.9 %	41.5 %	7.3 %	2.7 %	39,707	555

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q53) How have your work demands changed because of the COVID-19 pandemic?

Demographic	Greatly Increased	Somewhat Increased	About the Same	Somewhat Decreased	Greatly Decreased	Item Response Total**	No Basis to Judge
All Responses	18.1 %	29.9 %	41.4 %	6.4 %	2.4 %	592,024	10,273
Yes, to other job in Govt	24.2 %	30.3 %	36.2 %	6.5 %	2.9 %	89,969	1,380
Yes, to other job outside Govt	28.2 %	29.9 %	31.8 %	6.8 %	3.3 %	18,887	233
Yes, other	27.0 %	29.0 %	34.6 %	6.2 %	3.2 %	22,362	539
Retire Before Covid							
Less than 1 year	16.2 %	27.7 %	45.2 %	8.0 %	2.8 %	14,426	253
1 year	16.2 %	30.2 %	44.2 %	7.1 %	2.4 %	16,338	253
2 years	16.0 %	30.8 %	43.5 %	7.2 %	2.5 %	32,163	504
3 years	17.4 %	31.5 %	41.9 %	6.7 %	2.4 %	31,936	511
4 years	17.7 %	31.8 %	41.8 %	6.6 %	2.1 %	21,091	330
5 years	18.7 %	32.2 %	40.6 %	6.2 %	2.3 %	41,565	637
More than 5 years	18.7 %	30.1 %	42.3 %	6.4 %	2.5 %	406,360	7,038
Retire Today							
Less than 1 year	19.8 %	28.6 %	40.9 %	7.7 %	3.0 %	20,016	345
1 year	20.2 %	30.4 %	40.0 %	6.8 %	2.7 %	19,228	261
2 years	17.4 %	31.1 %	42.0 %	7.2 %	2.4 %	31,987	440
3 years	16.7 %	31.7 %	42.6 %	6.7 %	2.3 %	29,680	470
4 years	17.2 %	32.1 %	41.6 %	6.9 %	2.1 %	19,880	294
5 years	18.2 %	32.3 %	41.0 %	6.2 %	2.3 %	39,403	580
More than 5 years	18.3 %	30.1 %	42.7 %	6.4 %	2.5 %	396,400	6,805
Transgender							
Yes	26.0 %	23.7 %	38.9 %	7.7 %	3.7 %	1,595	43
No	18.2 %	30.4 %	42.3 %	6.5 %	2.4 %	552,716	9,335
Consider Yourself as							
Straight	18.1 %	30.4 %	42.6 %	6.5 %	2.4 %	520,448	8,680
Gay or Lesbian	20.7 %	31.6 %	37.9 %	6.6 %	3.2 %	12,228	180
Bisexual	19.9 %	30.0 %	38.2 %	7.8 %	4.0 %	6,772	106
Something else	23.9 %	28.2 %	37.4 %	6.9 %	3.7 %	8,676	283
Military Service							
No Prior Military Service	18.5 %	30.3 %	42.7 %	6.2 %	2.3 %	404,268	6,869
Currently in Guard/Reserves	17.6 %	29.1 %	43.5 %	7.0 %	2.8 %	9,883	256
Retired	16.4 %	32.1 %	42.4 %	6.9 %	2.1 %	76,473	1,108
Separated/Discharged	19.7 %	29.4 %	40.4 %	7.4 %	3.0 %	84,882	1,556
Military Spouse							
Spouse of current active duty service member	21.2 %	30.2 %	40.4 %	6.3 %	2.0 %	5,983	126

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q53) How have your work demands changed because of the COVID-19 pandemic?

Demographic	Greatly Increased	Somewhat Increased	About the Same	Somewhat Decreased	Greatly Decreased	Item Response Total**	No Basis to Judge
All Responses	18.1 %	29.9 %	41.4 %	6.4 %	2.4 %	592,024	10,273
Spouse of separated or retired service member with a disability rating of 100%	21.0 %	31.4 %	40.2 %	5.6 %	1.8 %	11,066	235
Widow(er) of a service member killed while on active duty	23.3 %	31.7 %	35.6 %	7.2 %	2.3 %	302	8
None of the categories listed	18.2 %	30.4 %	42.3 %	6.5 %	2.5 %	558,909	9,459
NoN-Competitive Hiring Authority							
Yes	21.1 %	28.8 %	41.7 %	6.7 %	1.7 %	2,028	60
No	21.1 %	31.3 %	40.0 %	5.8 %	1.9 %	15,215	306
Disability							
Yes	21.6 %	30.6 %	39.4 %	6.0 %	2.4 %	84,702	1,877
No	17.7 %	30.4 %	42.9 %	6.6 %	2.5 %	478,334	7,683

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_1) Prior to the COVID-19 pandemic, my work unit met the needs of our customers.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	56.1 %	35.1 %	4.2 %	0.8 %	0.3 %	577,506	20,717
Work Location							
Headquarters	60.8 %	34.8 %	3.6 %	0.6 %	0.2 %	183,706	5,140
Field	55.6 %	38.1 %	5.0 %	1.0 %	0.4 %	276,830	10,553
Full-time telework	61.9 %	33.7 %	3.6 %	0.6 %	0.2 %	100,095	4,099
Supervisory Status							
Senior Leader	61.9 %	34.7 %	2.6 %	0.6 %	0.3 %	10,662	127
Manager	55.1 %	41.0 %	3.2 %	0.5 %	0.1 %	41,089	485
Supervisor	57.3 %	38.0 %	3.7 %	0.7 %	0.2 %	80,519	1,767
Team Leader	56.0 %	38.6 %	4.4 %	0.7 %	0.2 %	77,355	1,809
Non-Supervisor	59.2 %	35.0 %	4.6 %	0.8 %	0.3 %	354,827	15,845
Sex							
Male	57.6 %	36.7 %	4.5 %	0.9 %	0.3 %	299,526	10,101
Female	59.8 %	35.4 %	4.0 %	0.6 %	0.2 %	246,854	8,795
Hispanic or Latino							
Yes	59.9 %	32.8 %	5.6 %	1.1 %	0.6 %	58,024	2,561
No	58.2 %	36.7 %	4.1 %	0.7 %	0.2 %	490,021	16,439
Race							
American Indian/Alaska Native	53.1 %	38.0 %	6.9 %	1.4 %	0.6 %	10,692	298
Asian	59.9 %	35.0 %	4.1 %	0.7 %	0.4 %	31,515	1,368
Black/African American	64.4 %	30.7 %	3.8 %	0.7 %	0.3 %	78,881	2,502
Native Hawaiian/Pacific Islander	58.3 %	34.5 %	5.2 %	1.2 %	0.8 %	3,666	127
White	57.3 %	37.6 %	4.2 %	0.7 %	0.2 %	383,938	12,957
Two or more races (Not Hispanic/Latino)	56.3 %	36.7 %	5.4 %	1.1 %	0.5 %	23,514	923
Age Group							
25 and under	59.2 %	35.5 %	4.2 %	0.7 %	0.4 %	6,470	413
26-29 years old	56.7 %	36.7 %	5.3 %	1.0 %	0.3 %	15,683	770
30-39 years old	56.0 %	37.4 %	5.2 %	1.0 %	0.4 %	104,496	4,716
40-49 years old	57.2 %	36.9 %	4.8 %	0.9 %	0.3 %	145,711	5,543
50-59 years old	59.9 %	35.6 %	3.7 %	0.6 %	0.2 %	187,008	4,983
60 or older	61.0 %	34.9 %	3.3 %	0.5 %	0.2 %	89,291	2,541
Level of Education							
Less than High School	53.9 %	31.4 %	7.5 %	3.6 %	3.6 %	328	38
H.S. Diploma/GED or equiv	62.8 %	30.0 %	5.5 %	1.1 %	0.7 %	22,713	977
Trade/Technical Certificate	59.0 %	34.1 %	5.4 %	1.1 %	0.3 %	11,788	439

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_1) Prior to the COVID-19 pandemic, my work unit met the needs of our customers.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	56.1 %	35.1 %	4.2 %	0.8 %	0.3 %	577,506	20,717
Some College (no degree)	61.3 %	32.6 %	4.8 %	0.9 %	0.4 %	72,988	2,710
Associate's Degree	60.4 %	33.6 %	4.7 %	0.9 %	0.4 %	42,787	1,373
Bachelor's Degree	57.5 %	37.3 %	4.2 %	0.7 %	0.3 %	196,492	6,829
Master's Degree	57.2 %	38.0 %	3.9 %	0.7 %	0.2 %	153,202	4,345
Doctoral/Professional Degree	55.8 %	39.4 %	4.0 %	0.6 %	0.2 %	54,420	2,596
Pay Category							
Federal Wage System	53.4 %	37.9 %	6.8 %	1.4 %	0.5 %	18,939	662
GS 1-6	57.1 %	35.0 %	6.1 %	1.3 %	0.5 %	19,615	1,067
GS 7-12	58.9 %	35.3 %	4.7 %	0.9 %	0.3 %	231,165	9,084
GS 13-15	58.4 %	37.4 %	3.5 %	0.6 %	0.1 %	242,637	7,064
SES	59.1 %	38.9 %	1.6 %	0.3 %	0.1 %	5,560	53
SL/ST	54.6 %	40.5 %	3.8 %	0.4 %	0.7 %	1,967	95
Other	57.8 %	36.3 %	4.6 %	0.9 %	0.4 %	44,299	1,922
Time in Federal Government							
< 1 year	62.6 %	33.3 %	3.6 %	0.3 %	0.3 %	1,534	214
1-3 years	61.3 %	33.8 %	4.0 %	0.7 %	0.2 %	58,726	2,593
4-5 years	58.2 %	35.9 %	4.7 %	0.9 %	0.3 %	47,795	1,748
6-10 years	57.8 %	36.5 %	4.6 %	0.8 %	0.3 %	97,663	3,385
11-14 years	57.2 %	37.1 %	4.5 %	0.8 %	0.3 %	106,092	4,047
15-20 years	57.2 %	37.0 %	4.6 %	0.8 %	0.3 %	101,970	3,559
> 20 years	58.9 %	36.4 %	3.8 %	0.7 %	0.3 %	150,983	4,465
Time with Current Agency							
< 1 year	63.3 %	32.5 %	3.3 %	0.6 %	0.3 %	6,173	993
1-3 years	61.1 %	33.8 %	4.1 %	0.7 %	0.2 %	91,280	3,464
4-5 years	58.4 %	35.7 %	4.8 %	0.8 %	0.3 %	63,448	2,096
6-10 years	57.8 %	36.6 %	4.5 %	0.9 %	0.3 %	103,579	3,346
11-14 years	56.9 %	37.3 %	4.6 %	0.8 %	0.3 %	99,797	3,702
15-20 years	57.0 %	37.3 %	4.6 %	0.8 %	0.3 %	89,851	3,151
> 20 years	58.2 %	37.3 %	3.7 %	0.6 %	0.2 %	110,542	3,233
Leaving Before Covid							
No	61.8 %	34.5 %	3.1 %	0.4 %	0.2 %	412,264	13,738
Yes, to retire	55.3 %	39.2 %	4.4 %	0.8 %	0.3 %	34,573	1,014
Yes, to other job in Govt	48.5 %	41.2 %	8.0 %	1.8 %	0.6 %	81,718	3,398
Yes, to other job outside Govt	43.0 %	43.7 %	9.8 %	2.4 %	1.1 %	13,391	601

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_1) Prior to the COVID-19 pandemic, my work unit met the needs of our customers.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	56.1 %	35.1 %	4.2 %	0.8 %	0.3 %	577,506	20,717
Yes, other	45.2 %	41.7 %	9.8 %	2.2 %	1.1 %	14,578	947
Leaving Today							
No	62.8 %	33.9 %	2.8 %	0.4 %	0.1 %	378,415	12,868
Yes, to retire	54.4 %	40.2 %	4.4 %	0.8 %	0.2 %	38,978	1,092
Yes, to other job in Govt	48.6 %	41.5 %	7.6 %	1.7 %	0.5 %	87,660	3,412
Yes, to other job outside Govt	42.6 %	44.2 %	9.8 %	2.4 %	1.0 %	18,277	774
Yes, other	45.9 %	42.6 %	8.7 %	1.9 %	0.9 %	21,602	1,229
Retire Before Covid							
Less than 1 year	56.6 %	37.6 %	4.3 %	0.9 %	0.5 %	14,166	447
1 year	56.8 %	37.9 %	4.2 %	0.8 %	0.3 %	16,077	443
2 years	58.4 %	36.9 %	3.8 %	0.6 %	0.2 %	31,631	926
3 years	58.0 %	37.0 %	4.0 %	0.7 %	0.2 %	31,384	928
4 years	58.2 %	37.1 %	3.8 %	0.7 %	0.2 %	20,727	634
5 years	59.0 %	35.8 %	4.1 %	0.8 %	0.2 %	40,917	1,167
More than 5 years	58.3 %	36.2 %	4.4 %	0.8 %	0.3 %	397,337	14,953
Retire Today							
Less than 1 year	54.0 %	39.6 %	4.8 %	1.1 %	0.6 %	19,667	606
1 year	55.1 %	38.8 %	4.8 %	1.0 %	0.3 %	18,857	540
2 years	57.8 %	37.6 %	3.9 %	0.6 %	0.2 %	31,332	948
3 years	58.1 %	37.0 %	4.0 %	0.7 %	0.2 %	29,121	873
4 years	58.3 %	37.2 %	3.7 %	0.7 %	0.1 %	19,529	572
5 years	59.4 %	35.7 %	4.0 %	0.7 %	0.2 %	38,675	1,152
More than 5 years	58.5 %	36.1 %	4.3 %	0.8 %	0.3 %	387,372	14,609
Transgender							
Yes	49.9 %	35.0 %	8.5 %	3.1 %	3.4 %	1,548	92
No	58.5 %	36.2 %	4.3 %	0.8 %	0.3 %	541,449	18,679
Consider Yourself as							
Straight	58.7 %	36.1 %	4.2 %	0.7 %	0.3 %	510,060	17,287
Gay or Lesbian	56.9 %	37.1 %	4.9 %	0.8 %	0.3 %	11,989	381
Bisexual	51.9 %	40.7 %	5.8 %	1.2 %	0.5 %	6,578	276
Something else	50.1 %	38.7 %	7.8 %	2.1 %	1.3 %	8,418	505
Military Service							
No Prior Military Service	57.1 %	37.5 %	4.4 %	0.8 %	0.3 %	394,706	14,993
Currently in Guard/Reserves	55.6 %	36.8 %	5.9 %	1.1 %	0.5 %	9,717	401

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_1) Prior to the COVID-19 pandemic, my work unit met the needs of our customers.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	56.1 %	35.1 %	4.2 %	0.8 %	0.3 %	577,506	20,717
Retired	64.1 %	32.0 %	3.1 %	0.6 %	0.1 %	75,881	1,405
Separated/Discharged	58.2 %	35.5 %	4.9 %	1.0 %	0.4 %	83,030	3,110
Military Spouse							
Spouse of current active duty service member	58.1 %	35.6 %	5.3 %	0.8 %	0.2 %	5,840	255
Spouse of separated or retired service member with a disability rating of 100%	63.1 %	30.8 %	5.0 %	0.7 %	0.4 %	10,996	261
Widow(er) of a service member killed while on active duty	50.1 %	35.4 %	7.5 %	3.5 %	3.4 %	300	8
None of the categories listed	58.2 %	36.4 %	4.3 %	0.8 %	0.3 %	546,958	19,414
NoN-Competitive Hiring Authority							
Yes	62.6 %	30.6 %	5.1 %	1.0 %	0.7 %	2,034	50
No	60.8 %	33.0 %	5.2 %	0.8 %	0.3 %	14,997	469
Disability							
Yes	60.3 %	33.4 %	4.9 %	1.1 %	0.4 %	83,470	2,744
No	58.0 %	36.8 %	4.2 %	0.7 %	0.3 %	467,964	16,435

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_2) Prior to the COVID-19 pandemic, my work unit contributed positively to my agency's performance.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	62.0 %	29.2 %	4.8 %	1.0 %	0.4 %	579,911	14,405
Work Location							
Headquarters	67.7 %	27.5 %	3.8 %	0.7 %	0.3 %	183,698	3,992
Field	60.2 %	32.0 %	5.9 %	1.3 %	0.6 %	279,091	6,300
Full-time telework	67.2 %	28.2 %	3.7 %	0.7 %	0.2 %	100,212	3,381
Supervisory Status							
Senior Leader	74.0 %	23.1 %	2.3 %	0.4 %	0.3 %	10,643	97
Manager	65.6 %	30.5 %	3.1 %	0.6 %	0.2 %	41,022	289
Supervisor	64.0 %	30.8 %	4.1 %	0.8 %	0.3 %	80,770	977
Team Leader	62.7 %	31.2 %	4.8 %	1.0 %	0.3 %	77,516	1,130
Non-Supervisor	63.5 %	29.6 %	5.3 %	1.1 %	0.5 %	356,934	11,352
Sex							
Male	62.9 %	30.5 %	5.0 %	1.1 %	0.4 %	301,273	6,316
Female	65.5 %	28.7 %	4.5 %	0.9 %	0.4 %	247,432	6,628
Hispanic or Latino							
Yes	62.8 %	28.4 %	6.5 %	1.5 %	0.8 %	58,494	1,592
No	64.0 %	30.1 %	4.6 %	0.9 %	0.4 %	491,893	11,450
Race							
American Indian/Alaska Native	55.7 %	32.7 %	8.7 %	2.1 %	0.8 %	10,612	269
Asian	63.7 %	30.8 %	4.4 %	0.8 %	0.3 %	31,890	902
Black/African American	67.7 %	26.2 %	4.6 %	1.0 %	0.5 %	78,661	2,173
Native Hawaiian/Pacific Islander	61.1 %	29.8 %	6.4 %	1.4 %	1.3 %	3,666	104
White	63.7 %	30.4 %	4.6 %	0.9 %	0.4 %	386,086	8,255
Two or more races (Not Hispanic/Latino)	61.4 %	30.5 %	6.0 %	1.3 %	0.8 %	23,529	733
Age Group							
25 and under	63.0 %	30.2 %	5.0 %	1.0 %	0.7 %	6,591	254
26-29 years old	60.9 %	30.9 %	6.3 %	1.3 %	0.6 %	15,851	493
30-39 years old	61.2 %	31.3 %	5.6 %	1.3 %	0.6 %	105,739	2,871
40-49 years old	62.5 %	30.6 %	5.3 %	1.1 %	0.5 %	146,679	3,454
50-59 years old	65.7 %	28.9 %	4.2 %	0.8 %	0.3 %	186,833	3,858
60 or older	67.2 %	28.2 %	3.8 %	0.7 %	0.2 %	89,327	2,039
Level of Education							
Less than High School	55.5 %	27.5 %	9.7 %	3.7 %	3.7 %	331	32
H.S. Diploma/GED or equiv	63.6 %	27.2 %	6.6 %	1.7 %	0.9 %	22,798	720
Trade/Technical Certificate	60.7 %	30.3 %	6.5 %	1.6 %	0.9 %	11,788	337

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_2) Prior to the COVID-19 pandemic, my work unit contributed positively to my agency's performance.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	62.0 %	29.2 %	4.8 %	1.0 %	0.4 %	579,911	14,405
Some College (no degree)	63.5 %	28.4 %	6.1 %	1.4 %	0.6 %	73,270	1,863
Associate's Degree	62.7 %	29.3 %	6.0 %	1.3 %	0.6 %	42,736	1,093
Bachelor's Degree	63.3 %	30.8 %	4.7 %	0.9 %	0.3 %	197,358	4,624
Master's Degree	64.8 %	30.2 %	3.9 %	0.8 %	0.3 %	153,296	3,335
Doctoral/Professional Degree	66.5 %	29.2 %	3.5 %	0.6 %	0.2 %	55,524	1,235
Pay Category							
Federal Wage System	54.7 %	34.3 %	8.0 %	2.0 %	1.0 %	18,930	485
GS 1-6	59.0 %	30.2 %	7.9 %	2.0 %	1.0 %	19,667	848
GS 7-12	62.9 %	30.1 %	5.4 %	1.1 %	0.5 %	232,070	6,455
GS 13-15	66.5 %	29.2 %	3.4 %	0.6 %	0.2 %	243,589	4,699
SES	76.5 %	21.8 %	1.4 %	0.2 %	0.1 %	5,571	29
SL/ST	68.4 %	27.1 %	3.3 %	0.6 %	0.6 %	2,018	29
Other	61.6 %	30.6 %	5.8 %	1.4 %	0.6 %	44,741	1,241
Time in Federal Government							
< 1 year	67.9 %	27.1 %	4.3 %	0.4 %	0.3 %	1,564	177
1-3 years	65.9 %	28.1 %	4.7 %	0.9 %	0.4 %	59,226	1,729
4-5 years	63.5 %	29.8 %	5.1 %	1.2 %	0.4 %	47,997	1,187
6-10 years	63.1 %	30.3 %	5.0 %	1.1 %	0.5 %	98,066	2,400
11-14 years	62.6 %	30.7 %	5.2 %	1.1 %	0.5 %	106,764	2,671
15-20 years	62.4 %	30.9 %	5.2 %	1.1 %	0.4 %	102,384	2,372
> 20 years	65.2 %	29.4 %	4.2 %	0.8 %	0.3 %	151,179	3,301
Time with Current Agency							
< 1 year	68.6 %	27.0 %	3.4 %	0.7 %	0.4 %	6,201	931
1-3 years	65.8 %	28.0 %	4.8 %	1.0 %	0.4 %	91,784	2,390
4-5 years	63.3 %	29.9 %	5.1 %	1.1 %	0.5 %	63,648	1,413
6-10 years	63.0 %	30.3 %	5.1 %	1.2 %	0.4 %	103,915	2,401
11-14 years	62.4 %	30.9 %	5.2 %	1.1 %	0.5 %	100,414	2,379
15-20 years	62.3 %	31.0 %	5.2 %	1.0 %	0.4 %	90,320	2,029
> 20 years	65.2 %	29.7 %	4.0 %	0.8 %	0.3 %	110,814	2,263
Leaving Before Covid							
No	67.9 %	28.0 %	3.4 %	0.5 %	0.2 %	414,711	8,785
Yes, to retire	61.1 %	32.3 %	5.2 %	1.0 %	0.4 %	34,567	721
Yes, to other job in Govt	51.9 %	35.5 %	9.1 %	2.5 %	1.0 %	81,408	2,877
Yes, to other job outside Govt	48.4 %	36.6 %	10.4 %	2.9 %	1.6 %	13,468	419

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_2) Prior to the COVID-19 pandemic, my work unit contributed positively to my agency's performance.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	62.0 %	29.2 %	4.8 %	1.0 %	0.4 %	579,911	14,405
Yes, other	48.2 %	35.7 %	11.0 %	3.3 %	1.8 %	14,544	802
Leaving Today							
No	69.0 %	27.3 %	3.1 %	0.5 %	0.1 %	381,088	8,167
Yes, to retire	60.4 %	33.2 %	5.2 %	1.0 %	0.3 %	38,991	817
Yes, to other job in Govt	52.1 %	35.7 %	9.0 %	2.3 %	0.9 %	87,463	2,775
Yes, to other job outside Govt	47.8 %	37.5 %	10.3 %	2.8 %	1.6 %	18,349	557
Yes, other	49.7 %	36.0 %	10.0 %	2.8 %	1.5 %	21,623	991
Retire Before Covid							
Less than 1 year	62.9 %	30.6 %	4.8 %	1.1 %	0.7 %	14,164	333
1 year	62.7 %	31.2 %	4.8 %	1.0 %	0.3 %	16,071	325
2 years	64.3 %	30.1 %	4.5 %	0.8 %	0.3 %	31,598	720
3 years	63.6 %	30.4 %	4.7 %	0.9 %	0.3 %	31,407	670
4 years	64.3 %	30.0 %	4.5 %	0.9 %	0.3 %	20,728	451
5 years	64.1 %	29.8 %	4.7 %	1.0 %	0.4 %	40,892	882
More than 5 years	63.8 %	29.8 %	4.9 %	1.0 %	0.4 %	399,473	10,084
Retire Today							
Less than 1 year	59.8 %	32.5 %	5.6 %	1.4 %	0.8 %	19,665	467
1 year	60.9 %	31.8 %	5.7 %	1.1 %	0.4 %	18,867	414
2 years	63.4 %	30.9 %	4.5 %	0.9 %	0.3 %	31,405	674
3 years	64.4 %	29.9 %	4.6 %	0.9 %	0.3 %	29,163	637
4 years	64.2 %	30.2 %	4.5 %	0.8 %	0.2 %	19,546	425
5 years	64.8 %	29.3 %	4.6 %	1.0 %	0.3 %	38,763	832
More than 5 years	64.0 %	29.7 %	4.8 %	1.0 %	0.4 %	389,728	9,804
Transgender							
Yes	53.5 %	28.8 %	9.4 %	3.9 %	4.5 %	1,560	69
No	64.0 %	29.8 %	4.8 %	1.0 %	0.4 %	543,784	12,776
Consider Yourself as							
Straight	64.2 %	29.7 %	4.7 %	1.0 %	0.4 %	512,227	11,774
Gay or Lesbian	63.5 %	29.4 %	5.5 %	1.1 %	0.5 %	12,039	247
Bisexual	59.5 %	32.3 %	5.7 %	1.4 %	1.0 %	6,621	180
Something else	54.1 %	32.5 %	9.0 %	2.7 %	1.7 %	8,470	392
Military Service							
No Prior Military Service	63.2 %	30.6 %	4.8 %	1.0 %	0.4 %	397,253	9,910
Currently in Guard/Reserves	59.4 %	31.7 %	6.6 %	1.5 %	0.8 %	9,741	297

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_2) Prior to the COVID-19 pandemic, my work unit contributed positively to my agency's performance.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	62.0 %	29.2 %	4.8 %	1.0 %	0.4 %	579,911	14,405
Retired	69.1 %	26.2 %	3.7 %	0.8 %	0.2 %	75,493	1,301
Separated/Discharged	62.0 %	30.2 %	5.8 %	1.4 %	0.6 %	83,270	2,234
Military Spouse							
Spouse of current active duty service member	61.5 %	29.8 %	6.4 %	1.4 %	0.8 %	5,831	216
Spouse of separated or retired service member with a disability rating of 100%	65.8 %	26.5 %	6.0 %	1.1 %	0.6 %	10,927	231
Widow(er) of a service member killed while on active duty	58.0 %	25.5 %	8.8 %	4.4 %	3.3 %	295	10
None of the categories listed	63.8 %	30.0 %	4.8 %	1.0 %	0.4 %	549,448	13,319
NoN-Competitive Hiring Authority							
Yes	63.4 %	27.2 %	6.9 %	1.1 %	1.4 %	2,016	48
No	64.2 %	27.8 %	6.0 %	1.3 %	0.6 %	14,932	405
Disability							
Yes	64.6 %	27.7 %	5.6 %	1.4 %	0.7 %	83,274	2,332
No	63.7 %	30.3 %	4.7 %	0.9 %	0.4 %	470,507	10,825

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_3) Prior to the COVID-19 pandemic, my work unit produced high-quality work.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	60.5 %	29.9 %	5.8 %	1.1 %	0.4 %	584,115	13,416
Work Location							
Headquarters	66.0 %	28.3 %	4.6 %	0.7 %	0.2 %	185,112	3,451
Field	58.4 %	32.6 %	7.0 %	1.5 %	0.5 %	281,240	5,895
Full-time telework	65.6 %	28.8 %	4.6 %	0.7 %	0.2 %	100,694	3,404
Supervisory Status							
Senior Leader	70.7 %	25.8 %	2.9 %	0.4 %	0.3 %	10,699	86
Manager	62.5 %	32.9 %	3.9 %	0.6 %	0.2 %	41,234	276
Supervisor	62.0 %	32.0 %	4.9 %	0.9 %	0.3 %	81,335	855
Team Leader	60.7 %	31.9 %	6.0 %	1.1 %	0.3 %	78,152	917
Non-Supervisor	62.1 %	29.9 %	6.3 %	1.3 %	0.4 %	359,537	10,767
Sex							
Male	61.1 %	31.2 %	6.1 %	1.2 %	0.4 %	303,615	5,741
Female	63.9 %	29.5 %	5.4 %	0.9 %	0.3 %	248,976	6,327
Hispanic or Latino							
Yes	61.1 %	29.1 %	7.4 %	1.7 %	0.7 %	58,978	1,555
No	62.3 %	30.7 %	5.6 %	1.1 %	0.3 %	495,289	10,623
Race							
American Indian/Alaska Native	55.1 %	32.9 %	8.9 %	2.3 %	0.8 %	10,689	278
Asian	61.8 %	31.4 %	5.4 %	1.0 %	0.3 %	31,995	896
Black/African American	66.3 %	27.0 %	5.3 %	0.9 %	0.4 %	79,162	2,098
Native Hawaiian/Pacific Islander	59.9 %	29.5 %	7.4 %	2.0 %	1.1 %	3,693	94
White	61.8 %	31.1 %	5.7 %	1.1 %	0.3 %	388,972	7,531
Two or more races (Not Hispanic/Latino)	59.5 %	30.8 %	7.4 %	1.7 %	0.7 %	23,699	685
Age Group							
25 and under	60.4 %	30.9 %	6.7 %	1.4 %	0.6 %	6,639	242
26-29 years old	58.1 %	31.9 %	7.9 %	1.4 %	0.6 %	15,978	462
30-39 years old	58.9 %	32.1 %	7.0 %	1.5 %	0.5 %	106,359	2,697
40-49 years old	60.6 %	31.4 %	6.4 %	1.3 %	0.4 %	147,774	3,232
50-59 years old	64.1 %	29.7 %	5.0 %	0.9 %	0.3 %	188,200	3,576
60 or older	66.4 %	28.3 %	4.4 %	0.7 %	0.2 %	89,982	1,884
Level of Education							
Less than High School	54.5 %	28.0 %	8.2 %	4.8 %	4.5 %	334	31
H.S. Diploma/GED or equiv	63.3 %	27.0 %	7.1 %	1.8 %	0.8 %	23,008	669
Trade/Technical Certificate	61.2 %	29.3 %	7.3 %	1.6 %	0.6 %	11,919	299

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_3) Prior to the COVID-19 pandemic, my work unit produced high-quality work.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	60.5 %	29.9 %	5.8 %	1.1 %	0.4 %	584,115	13,416
Some College (no degree)	62.7 %	28.6 %	6.7 %	1.4 %	0.5 %	73,877	1,730
Associate's Degree	61.7 %	29.4 %	6.9 %	1.5 %	0.5 %	43,126	987
Bachelor's Degree	60.8 %	31.9 %	5.9 %	1.0 %	0.3 %	198,644	4,402
Master's Degree	62.6 %	31.2 %	5.1 %	0.9 %	0.3 %	154,309	3,080
Doctoral/Professional Degree	65.0 %	29.6 %	4.5 %	0.8 %	0.2 %	55,853	1,145
Pay Category							
Federal Wage System	56.1 %	32.2 %	8.6 %	2.2 %	0.8 %	19,182	390
GS 1-6	58.1 %	30.3 %	8.7 %	2.1 %	0.8 %	19,856	825
GS 7-12	61.1 %	30.6 %	6.5 %	1.3 %	0.4 %	233,753	6,164
GS 13-15	64.5 %	30.3 %	4.4 %	0.7 %	0.2 %	245,184	4,264
SES	72.8 %	24.8 %	2.1 %	0.2 %	0.1 %	5,594	25
SL/ST	67.0 %	28.7 %	3.1 %	0.6 %	0.6 %	2,035	26
Other	59.0 %	31.9 %	7.0 %	1.5 %	0.6 %	45,052	1,154
Time in Federal Government							
< 1 year	67.5 %	26.4 %	5.0 %	0.9 %	0.2 %	1,566	180
1-3 years	63.5 %	29.0 %	6.1 %	1.1 %	0.4 %	59,581	1,665
4-5 years	61.6 %	30.3 %	6.3 %	1.3 %	0.4 %	48,363	1,106
6-10 years	61.1 %	31.0 %	6.2 %	1.3 %	0.4 %	98,690	2,248
11-14 years	60.6 %	31.5 %	6.3 %	1.2 %	0.4 %	107,503	2,535
15-20 years	60.8 %	31.4 %	6.2 %	1.2 %	0.4 %	103,269	2,167
> 20 years	64.0 %	30.0 %	4.8 %	0.9 %	0.3 %	152,268	3,003
Time with Current Agency							
< 1 year	67.0 %	27.5 %	4.2 %	0.9 %	0.4 %	6,216	937
1-3 years	63.6 %	29.0 %	6.0 %	1.1 %	0.4 %	92,331	2,295
4-5 years	61.6 %	30.3 %	6.3 %	1.3 %	0.5 %	64,123	1,299
6-10 years	61.2 %	30.9 %	6.3 %	1.2 %	0.4 %	104,656	2,199
11-14 years	60.3 %	31.8 %	6.2 %	1.2 %	0.4 %	101,167	2,215
15-20 years	60.8 %	31.5 %	6.1 %	1.2 %	0.4 %	91,065	1,859
> 20 years	63.9 %	30.3 %	4.7 %	0.8 %	0.3 %	111,593	2,071
Leaving Before Covid							
No	66.1 %	28.9 %	4.2 %	0.6 %	0.2 %	417,155	8,425
Yes, to retire	60.4 %	32.3 %	5.9 %	1.1 %	0.4 %	34,886	661
Yes, to other job in Govt	50.1 %	35.4 %	11.0 %	2.6 %	0.9 %	82,344	2,541
Yes, to other job outside Govt	46.6 %	36.5 %	12.0 %	3.4 %	1.5 %	13,627	349

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_3) Prior to the COVID-19 pandemic, my work unit produced high-quality work.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	60.5 %	29.9 %	5.8 %	1.1 %	0.4 %	584,115	13,416
Yes, other	46.3 %	35.9 %	12.7 %	3.5 %	1.6 %	14,794	698
Leaving Today							
No	67.1 %	28.4 %	3.8 %	0.5 %	0.1 %	383,170	7,844
Yes, to retire	59.7 %	33.0 %	6.0 %	1.0 %	0.3 %	39,299	736
Yes, to other job in Govt	50.2 %	35.8 %	10.7 %	2.4 %	0.8 %	88,393	2,470
Yes, to other job outside Govt	46.1 %	37.2 %	12.0 %	3.3 %	1.5 %	18,549	463
Yes, other	48.0 %	35.9 %	11.7 %	3.0 %	1.3 %	21,922	870
Retire Before Covid							
Less than 1 year	61.9 %	30.5 %	5.9 %	1.1 %	0.6 %	14,288	316
1 year	61.6 %	31.8 %	5.3 %	1.1 %	0.3 %	16,213	299
2 years	63.4 %	30.4 %	5.1 %	0.9 %	0.3 %	31,888	657
3 years	62.5 %	30.6 %	5.6 %	1.0 %	0.3 %	31,675	610
4 years	63.2 %	30.3 %	5.1 %	1.0 %	0.3 %	20,936	389
5 years	63.0 %	30.0 %	5.6 %	1.1 %	0.3 %	41,186	841
More than 5 years	61.8 %	30.7 %	6.0 %	1.2 %	0.4 %	402,223	9,440
Retire Today							
Less than 1 year	59.1 %	32.1 %	6.6 %	1.5 %	0.8 %	19,832	435
1 year	59.4 %	32.6 %	6.4 %	1.2 %	0.4 %	19,017	377
2 years	62.5 %	31.0 %	5.3 %	0.9 %	0.3 %	31,649	622
3 years	62.9 %	30.6 %	5.3 %	1.0 %	0.3 %	29,412	569
4 years	63.0 %	30.6 %	5.3 %	0.9 %	0.2 %	19,728	358
5 years	63.6 %	29.8 %	5.3 %	1.0 %	0.3 %	38,981	804
More than 5 years	61.9 %	30.6 %	6.0 %	1.1 %	0.4 %	392,348	9,159
Transgender							
Yes	51.9 %	28.4 %	11.2 %	4.2 %	4.3 %	1,570	67
No	62.2 %	30.5 %	5.8 %	1.1 %	0.4 %	547,620	11,923
Consider Yourself as							
Straight	62.5 %	30.4 %	5.7 %	1.1 %	0.3 %	515,815	10,999
Gay or Lesbian	60.8 %	30.5 %	7.0 %	1.2 %	0.5 %	12,131	228
Bisexual	56.4 %	33.3 %	7.6 %	1.9 %	0.8 %	6,672	171
Something else	52.7 %	32.5 %	10.5 %	2.7 %	1.6 %	8,532	371
Military Service							
No Prior Military Service	61.4 %	31.3 %	5.8 %	1.1 %	0.4 %	399,911	9,328
Currently in Guard/Reserves	57.2 %	32.0 %	8.3 %	1.8 %	0.7 %	9,838	268

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_3) Prior to the COVID-19 pandemic, my work unit produced high-quality work.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	60.5 %	29.9 %	5.8 %	1.1 %	0.4 %	584,115	13,416
Retired	67.3 %	27.2 %	4.5 %	0.8 %	0.2 %	76,052	1,170
Separated/Discharged	60.4 %	30.5 %	6.9 %	1.6 %	0.6 %	84,007	2,039
Military Spouse							
Spouse of current active duty service member	60.2 %	30.7 %	7.1 %	1.6 %	0.4 %	5,867	208
Spouse of separated or retired service member with a disability rating of 100%	64.9 %	27.3 %	6.3 %	1.1 %	0.5 %	11,027	221
Widow(er) of a service member killed while on active duty	54.2 %	29.4 %	9.9 %	2.8 %	3.7 %	302	6
None of the categories listed	62.0 %	30.7 %	5.8 %	1.1 %	0.4 %	553,375	12,401
NoN-Competitive Hiring Authority							
Yes	63.2 %	27.2 %	7.8 %	0.8 %	0.9 %	2,024	52
No	63.0 %	28.8 %	6.4 %	1.4 %	0.5 %	15,066	379
Disability							
Yes	63.2 %	28.2 %	6.5 %	1.5 %	0.6 %	83,935	2,158
No	61.9 %	31.0 %	5.7 %	1.1 %	0.3 %	473,778	10,141

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_4) Prior to the COVID-19 pandemic, my work unit adapted to changing priorities.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	59.0 %	29.3 %	7.0 %	1.8 %	0.5 %	584,064	13,438
Work Location							
Headquarters	64.3 %	27.9 %	6.0 %	1.4 %	0.4 %	184,924	3,646
Field	56.8 %	31.9 %	8.4 %	2.3 %	0.7 %	281,288	5,832
Full-time telework	64.7 %	28.2 %	5.6 %	1.2 %	0.3 %	100,794	3,264
Supervisory Status							
Senior Leader	70.1 %	24.9 %	3.9 %	0.8 %	0.4 %	10,702	83
Manager	61.9 %	31.4 %	5.5 %	1.0 %	0.2 %	41,265	279
Supervisor	60.3 %	31.7 %	6.1 %	1.5 %	0.4 %	81,298	892
Team Leader	58.9 %	31.3 %	7.4 %	1.9 %	0.5 %	78,015	1,016
Non-Supervisor	60.5 %	29.3 %	7.5 %	2.0 %	0.6 %	359,634	10,646
Sex							
Male	59.5 %	30.4 %	7.5 %	2.0 %	0.6 %	303,388	6,008
Female	62.5 %	29.1 %	6.5 %	1.5 %	0.4 %	249,180	6,078
Hispanic or Latino							
Yes	60.3 %	28.3 %	8.3 %	2.2 %	1.0 %	59,010	1,481
No	60.6 %	30.2 %	6.9 %	1.8 %	0.5 %	495,220	10,696
Race							
American Indian/Alaska Native	52.9 %	32.3 %	10.5 %	3.2 %	1.1 %	10,729	242
Asian	60.3 %	31.4 %	6.4 %	1.4 %	0.5 %	31,969	896
Black/African American	65.2 %	26.7 %	6.1 %	1.4 %	0.6 %	79,411	1,901
Native Hawaiian/Pacific Islander	59.3 %	29.0 %	8.3 %	2.1 %	1.3 %	3,687	92
White	60.1 %	30.4 %	7.1 %	1.8 %	0.5 %	388,666	7,807
Two or more races (Not Hispanic/Latino)	58.3 %	29.8 %	8.2 %	2.6 %	1.1 %	23,721	670
Age Group							
25 and under	60.4 %	29.7 %	7.5 %	1.7 %	0.8 %	6,601	251
26-29 years old	58.6 %	29.6 %	8.7 %	2.4 %	0.7 %	15,914	451
30-39 years old	57.9 %	30.7 %	8.3 %	2.3 %	0.7 %	106,154	2,737
40-49 years old	59.4 %	30.4 %	7.5 %	2.0 %	0.6 %	147,782	3,173
50-59 years old	62.3 %	29.5 %	6.3 %	1.5 %	0.4 %	188,397	3,545
60 or older	63.6 %	29.0 %	5.9 %	1.2 %	0.3 %	90,033	1,965
Level of Education							
Less than High School	52.8 %	29.1 %	9.2 %	5.1 %	3.8 %	336	29
H.S. Diploma/GED or equiv	62.3 %	26.7 %	8.0 %	2.1 %	0.9 %	23,063	638
Trade/Technical Certificate	59.0 %	29.0 %	8.5 %	2.4 %	1.1 %	11,936	295

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_4) Prior to the COVID-19 pandemic, my work unit adapted to changing priorities.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	59.0 %	29.3 %	7.0 %	1.8 %	0.5 %	584,064	13,438
Some College (no degree)	61.6 %	27.8 %	7.8 %	2.1 %	0.7 %	73,966	1,665
Associate's Degree	60.4 %	28.7 %	8.0 %	2.1 %	0.7 %	43,214	915
Bachelor's Degree	59.8 %	30.9 %	7.0 %	1.7 %	0.5 %	198,797	4,244
Master's Degree	61.1 %	30.5 %	6.4 %	1.6 %	0.4 %	154,188	3,139
Doctoral/Professional Degree	60.1 %	31.1 %	6.8 %	1.6 %	0.3 %	55,527	1,434
Pay Category							
Federal Wage System	53.1 %	32.2 %	10.5 %	3.0 %	1.2 %	19,147	435
GS 1-6	55.7 %	30.1 %	10.4 %	2.7 %	1.1 %	19,870	808
GS 7-12	59.9 %	29.8 %	7.6 %	2.1 %	0.6 %	234,066	5,885
GS 13-15	62.8 %	29.8 %	5.8 %	1.3 %	0.3 %	244,875	4,513
SES	70.9 %	25.3 %	3.1 %	0.7 %	0.1 %	5,582	28
SL/ST	61.6 %	30.3 %	6.0 %	1.2 %	0.9 %	2,017	43
Other	58.2 %	31.0 %	8.0 %	2.1 %	0.7 %	45,052	1,156
Time in Federal Government							
< 1 year	67.0 %	26.6 %	5.3 %	0.8 %	0.2 %	1,564	181
1-3 years	62.8 %	28.1 %	6.9 %	1.7 %	0.5 %	59,476	1,694
4-5 years	60.2 %	29.6 %	7.5 %	2.1 %	0.6 %	48,333	1,113
6-10 years	59.9 %	29.9 %	7.5 %	2.1 %	0.6 %	98,663	2,203
11-14 years	59.2 %	30.7 %	7.5 %	2.0 %	0.6 %	107,597	2,453
15-20 years	59.1 %	30.8 %	7.5 %	1.9 %	0.6 %	103,235	2,179
> 20 years	61.8 %	30.0 %	6.3 %	1.4 %	0.5 %	152,334	3,092
Time with Current Agency							
< 1 year	66.2 %	26.9 %	5.2 %	1.1 %	0.5 %	6,218	939
1-3 years	62.8 %	28.0 %	6.9 %	1.8 %	0.5 %	92,283	2,266
4-5 years	60.1 %	29.6 %	7.5 %	2.1 %	0.7 %	64,122	1,294
6-10 years	59.8 %	29.9 %	7.5 %	2.0 %	0.6 %	104,637	2,155
11-14 years	59.0 %	30.9 %	7.6 %	2.0 %	0.6 %	101,218	2,182
15-20 years	59.0 %	31.0 %	7.5 %	1.9 %	0.6 %	91,051	1,851
> 20 years	61.4 %	30.6 %	6.2 %	1.3 %	0.4 %	111,583	2,201
Leaving Before Covid							
No	64.5 %	28.6 %	5.4 %	1.1 %	0.3 %	416,944	8,493
Yes, to retire	57.8 %	32.4 %	7.7 %	1.7 %	0.5 %	34,891	677
Yes, to other job in Govt	48.8 %	33.6 %	12.1 %	4.0 %	1.3 %	82,514	2,422
Yes, to other job outside Govt	45.0 %	34.2 %	14.1 %	4.6 %	2.2 %	13,567	385

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_4) Prior to the COVID-19 pandemic, my work unit adapted to changing priorities.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	59.0 %	29.3 %	7.0 %	1.8 %	0.5 %	584,064	13,438
Yes, other	45.3 %	33.6 %	13.9 %	5.2 %	2.1 %	14,765	710
Leaving Today							
No	65.8 %	28.1 %	5.0 %	0.9 %	0.2 %	382,981	7,936
Yes, to retire	56.7 %	33.2 %	8.0 %	1.7 %	0.5 %	39,348	757
Yes, to other job in Govt	48.9 %	34.0 %	11.9 %	3.9 %	1.3 %	88,540	2,366
Yes, to other job outside Govt	43.9 %	35.0 %	14.2 %	4.8 %	2.2 %	18,523	486
Yes, other	46.5 %	34.1 %	12.9 %	4.7 %	1.9 %	21,900	872
Retire Before Covid							
Less than 1 year	59.5 %	30.8 %	7.3 %	1.6 %	0.8 %	14,288	335
1 year	59.3 %	31.3 %	7.2 %	1.7 %	0.4 %	16,216	317
2 years	60.7 %	30.9 %	6.6 %	1.4 %	0.4 %	31,906	641
3 years	60.3 %	30.7 %	7.0 %	1.5 %	0.5 %	31,662	640
4 years	60.8 %	30.6 %	6.7 %	1.4 %	0.5 %	20,927	426
5 years	61.0 %	30.1 %	6.6 %	1.8 %	0.5 %	41,231	821
More than 5 years	60.5 %	29.7 %	7.3 %	1.9 %	0.6 %	402,016	9,399
Retire Today							
Less than 1 year	56.5 %	32.1 %	8.2 %	2.1 %	1.0 %	19,839	455
1 year	56.9 %	32.5 %	8.1 %	2.0 %	0.6 %	19,035	379
2 years	59.9 %	31.4 %	6.8 %	1.5 %	0.5 %	31,672	629
3 years	60.8 %	30.5 %	6.8 %	1.6 %	0.4 %	29,416	599
4 years	60.9 %	30.6 %	6.8 %	1.3 %	0.4 %	19,712	399
5 years	61.4 %	29.9 %	6.4 %	1.7 %	0.5 %	39,085	757
More than 5 years	60.7 %	29.7 %	7.2 %	1.9 %	0.6 %	392,164	9,130
Transgender							
Yes	50.0 %	28.9 %	11.2 %	5.4 %	4.5 %	1,569	63
No	60.7 %	29.9 %	7.1 %	1.8 %	0.5 %	547,587	11,945
Consider Yourself as							
Straight	60.9 %	29.8 %	7.0 %	1.7 %	0.5 %	515,798	10,999
Gay or Lesbian	59.5 %	29.6 %	8.2 %	2.1 %	0.6 %	12,099	250
Bisexual	55.2 %	32.0 %	8.8 %	2.9 %	1.1 %	6,676	168
Something else	50.5 %	32.2 %	11.5 %	3.9 %	1.9 %	8,532	362
Military Service							
No Prior Military Service	59.8 %	30.8 %	7.2 %	1.8 %	0.5 %	399,653	9,443
Currently in Guard/Reserves	56.7 %	31.0 %	8.7 %	2.5 %	1.0 %	9,829	267

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_4) Prior to the COVID-19 pandemic, my work unit adapted to changing priorities.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	59.0 %	29.3 %	7.0 %	1.8 %	0.5 %	584,064	13,438
Retired	65.7 %	27.0 %	5.7 %	1.3 %	0.4 %	76,161	1,148
Separated/Discharged	59.2 %	29.4 %	8.0 %	2.5 %	0.8 %	84,114	1,971
Military Spouse							
Spouse of current active duty service member	58.8 %	29.2 %	8.6 %	2.7 %	0.7 %	5,879	204
Spouse of separated or retired service member with a disability rating of 100%	63.0 %	27.0 %	7.4 %	1.9 %	0.6 %	11,036	203
Widow(er) of a service member killed while on active duty	53.5 %	29.2 %	9.7 %	3.6 %	4.0 %	303	6
None of the categories listed	60.5 %	30.1 %	7.1 %	1.8 %	0.6 %	553,293	12,456
NoN-Competitive Hiring Authority							
Yes	61.3 %	26.8 %	8.2 %	2.4 %	1.3 %	2,029	48
No	61.3 %	28.0 %	7.8 %	2.2 %	0.7 %	15,084	360
Disability							
Yes	61.5 %	27.6 %	7.8 %	2.3 %	0.9 %	84,039	2,108
No	60.4 %	30.4 %	7.0 %	1.7 %	0.5 %	473,646	10,192

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_5) Prior to the COVID-19 pandemic, my work unit successfully collaborated.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	55.4 %	29.6 %	9.1 %	2.8 %	0.8 %	585,588	12,858
Work Location							
Headquarters	60.3 %	28.8 %	8.1 %	2.3 %	0.6 %	185,565	3,311
Field	53.0 %	31.8 %	10.6 %	3.5 %	1.1 %	281,817	5,803
Full-time telework	61.7 %	28.4 %	7.4 %	2.0 %	0.5 %	101,128	3,080
Supervisory Status							
Senior Leader	66.8 %	26.8 %	4.9 %	1.1 %	0.4 %	10,725	77
Manager	58.4 %	33.1 %	6.6 %	1.5 %	0.4 %	41,329	262
Supervisor	57.4 %	32.0 %	7.9 %	2.0 %	0.6 %	81,471	854
Team Leader	54.7 %	31.9 %	10.0 %	2.8 %	0.7 %	78,262	921
Non-Supervisor	56.7 %	29.3 %	9.7 %	3.3 %	1.0 %	360,620	10,251
Sex							
Male	56.0 %	30.8 %	9.4 %	2.9 %	0.9 %	304,206	5,728
Female	58.5 %	29.1 %	8.9 %	2.7 %	0.8 %	249,731	5,887
Hispanic or Latino							
Yes	57.3 %	28.4 %	9.9 %	3.1 %	1.3 %	59,182	1,448
No	56.9 %	30.5 %	9.1 %	2.8 %	0.8 %	496,448	10,247
Race							
American Indian/Alaska Native	49.6 %	31.2 %	12.9 %	4.8 %	1.5 %	10,744	250
Asian	58.8 %	31.4 %	7.3 %	1.9 %	0.6 %	32,069	828
Black/African American	61.9 %	26.8 %	8.0 %	2.4 %	0.9 %	79,411	1,992
Native Hawaiian/Pacific Islander	56.1 %	29.6 %	8.7 %	3.8 %	1.9 %	3,690	93
White	56.3 %	30.8 %	9.3 %	2.9 %	0.8 %	389,835	7,313
Two or more races (Not Hispanic/Latino)	53.6 %	30.0 %	11.1 %	3.7 %	1.5 %	23,768	671
Age Group							
25 and under	56.5 %	31.0 %	9.0 %	2.6 %	0.8 %	6,631	242
26-29 years old	54.6 %	30.6 %	10.6 %	3.2 %	1.1 %	15,995	446
30-39 years old	54.2 %	30.6 %	10.6 %	3.4 %	1.1 %	106,609	2,575
40-49 years old	55.4 %	30.7 %	9.8 %	3.2 %	0.9 %	148,184	3,061
50-59 years old	58.5 %	29.9 %	8.4 %	2.5 %	0.7 %	188,709	3,435
60 or older	60.7 %	29.1 %	7.5 %	2.0 %	0.6 %	90,134	1,886
Level of Education							
Less than High School	50.4 %	29.9 %	8.9 %	6.0 %	4.7 %	334	28
H.S. Diploma/GED or equiv	58.6 %	27.2 %	9.7 %	3.3 %	1.2 %	23,030	692
Trade/Technical Certificate	54.8 %	28.7 %	10.9 %	4.3 %	1.3 %	11,934	323

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_5) Prior to the COVID-19 pandemic, my work unit successfully collaborated.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	55.4 %	29.6 %	9.1 %	2.8 %	0.8 %	585,588	12,858
Some College (no degree)	57.3 %	28.1 %	10.2 %	3.3 %	1.1 %	73,935	1,785
Associate's Degree	55.9 %	29.0 %	10.5 %	3.5 %	1.1 %	43,233	993
Bachelor's Degree	56.2 %	31.3 %	9.0 %	2.8 %	0.8 %	199,290	4,119
Master's Degree	57.4 %	31.0 %	8.5 %	2.4 %	0.7 %	154,730	2,846
Doctoral/Professional Degree	58.4 %	30.3 %	8.3 %	2.4 %	0.6 %	55,959	1,087
Pay Category							
Federal Wage System	48.0 %	31.4 %	13.9 %	5.1 %	1.6 %	19,116	521
GS 1-6	52.3 %	29.0 %	12.2 %	4.5 %	1.9 %	19,821	869
GS 7-12	56.1 %	29.8 %	9.9 %	3.3 %	1.0 %	234,478	5,897
GS 13-15	59.4 %	30.6 %	7.6 %	1.9 %	0.5 %	245,905	3,834
SES	67.5 %	27.5 %	4.1 %	0.8 %	0.2 %	5,598	25
SL/ST	60.3 %	30.1 %	6.8 %	1.8 %	1.0 %	2,035	27
Other	53.7 %	31.6 %	10.3 %	3.2 %	1.1 %	45,137	1,154
Time in Federal Government							
< 1 year	62.7 %	27.6 %	6.7 %	2.4 %	0.6 %	1,581	165
1-3 years	59.0 %	28.3 %	9.3 %	2.7 %	0.8 %	59,733	1,595
4-5 years	56.1 %	29.7 %	10.0 %	3.3 %	1.0 %	48,479	1,051
6-10 years	55.8 %	30.3 %	9.8 %	3.2 %	0.9 %	98,903	2,175
11-14 years	55.4 %	30.9 %	9.7 %	3.1 %	0.9 %	107,850	2,357
15-20 years	55.3 %	31.0 %	9.7 %	3.0 %	1.0 %	103,503	2,126
> 20 years	58.7 %	30.4 %	7.9 %	2.3 %	0.7 %	152,633	2,901
Time with Current Agency							
< 1 year	63.3 %	27.2 %	6.7 %	2.0 %	0.9 %	6,257	903
1-3 years	58.9 %	28.0 %	9.3 %	2.9 %	0.8 %	92,608	2,134
4-5 years	56.1 %	29.7 %	9.8 %	3.3 %	1.1 %	64,312	1,215
6-10 years	55.7 %	30.3 %	9.9 %	3.2 %	0.9 %	104,841	2,138
11-14 years	55.2 %	31.2 %	9.7 %	3.0 %	0.9 %	101,478	2,085
15-20 years	55.3 %	31.4 %	9.5 %	2.9 %	0.9 %	91,299	1,804
> 20 years	58.5 %	31.0 %	7.7 %	2.2 %	0.6 %	111,805	2,055
Leaving Before Covid							
No	61.2 %	29.5 %	7.2 %	1.8 %	0.4 %	418,022	8,116
Yes, to retire	54.6 %	32.5 %	9.4 %	2.8 %	0.7 %	34,947	682
Yes, to other job in Govt	43.6 %	32.1 %	15.8 %	6.4 %	2.1 %	82,742	2,356
Yes, to other job outside Govt	40.6 %	32.7 %	17.2 %	6.6 %	2.8 %	13,666	337

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_5) Prior to the COVID-19 pandemic, my work unit successfully collaborated.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	55.4 %	29.6 %	9.1 %	2.8 %	0.8 %	585,588	12,858
Yes, other	39.9 %	32.5 %	16.9 %	7.6 %	3.1 %	14,849	657
Leaving Today							
No	62.5 %	29.0 %	6.6 %	1.5 %	0.3 %	383,978	7,558
Yes, to retire	53.4 %	33.2 %	9.8 %	2.9 %	0.8 %	39,375	763
Yes, to other job in Govt	43.7 %	32.6 %	15.5 %	6.2 %	2.0 %	88,765	2,285
Yes, to other job outside Govt	39.5 %	33.4 %	17.4 %	6.9 %	2.8 %	18,598	456
Yes, other	41.4 %	32.9 %	16.0 %	7.0 %	2.7 %	22,012	804
Retire Before Covid							
Less than 1 year	56.6 %	30.5 %	8.9 %	2.8 %	1.1 %	14,317	326
1 year	56.1 %	32.3 %	8.2 %	2.8 %	0.7 %	16,232	307
2 years	57.7 %	30.7 %	8.5 %	2.4 %	0.7 %	31,964	633
3 years	56.9 %	31.2 %	8.7 %	2.5 %	0.7 %	31,720	618
4 years	57.4 %	30.6 %	8.9 %	2.3 %	0.8 %	20,983	401
5 years	57.5 %	30.2 %	8.6 %	2.9 %	0.8 %	41,284	814
More than 5 years	56.6 %	30.1 %	9.5 %	3.0 %	0.9 %	403,314	8,933
Retire Today							
Less than 1 year	53.2 %	31.5 %	10.3 %	3.6 %	1.4 %	19,884	430
1 year	53.5 %	32.5 %	9.8 %	3.3 %	0.9 %	19,061	367
2 years	56.9 %	31.2 %	8.7 %	2.5 %	0.7 %	31,721	619
3 years	57.0 %	31.3 %	8.6 %	2.4 %	0.7 %	29,446	579
4 years	57.5 %	30.7 %	8.9 %	2.3 %	0.6 %	19,750	377
5 years	57.8 %	30.1 %	8.5 %	2.8 %	0.8 %	39,102	764
More than 5 years	56.9 %	30.0 %	9.4 %	2.9 %	0.9 %	393,390	8,667
Transgender							
Yes	47.8 %	27.1 %	12.5 %	6.9 %	5.7 %	1,567	65
No	57.0 %	30.2 %	9.2 %	2.8 %	0.8 %	548,943	11,474
Consider Yourself as							
Straight	57.3 %	30.1 %	9.0 %	2.8 %	0.8 %	517,057	10,576
Gay or Lesbian	55.3 %	30.0 %	10.5 %	3.2 %	1.0 %	12,134	235
Bisexual	50.4 %	31.5 %	12.0 %	4.4 %	1.8 %	6,688	163
Something else	47.0 %	30.1 %	14.2 %	6.0 %	2.7 %	8,575	348
Military Service							
No Prior Military Service	56.4 %	30.9 %	9.2 %	2.7 %	0.8 %	400,997	8,838
Currently in Guard/Reserves	53.1 %	30.3 %	11.6 %	3.6 %	1.4 %	9,854	255

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_5) Prior to the COVID-19 pandemic, my work unit successfully collaborated.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	55.4 %	29.6 %	9.1 %	2.8 %	0.8 %	585,588	12,858
Retired	61.3 %	28.1 %	7.7 %	2.3 %	0.6 %	76,226	1,181
Separated/Discharged	54.8 %	29.6 %	10.5 %	3.9 %	1.2 %	84,169	2,010
Military Spouse							
Spouse of current active duty service member	55.2 %	27.9 %	11.1 %	4.3 %	1.4 %	5,881	199
Spouse of separated or retired service member with a disability rating of 100%	58.7 %	27.3 %	9.9 %	3.0 %	1.1 %	11,048	209
Widow(er) of a service member killed while on active duty	51.2 %	26.8 %	11.1 %	5.9 %	5.1 %	297	13
None of the categories listed	56.8 %	30.3 %	9.2 %	2.8 %	0.8 %	554,791	11,883
NoN-Competitive Hiring Authority							
Yes	58.3 %	24.8 %	10.8 %	3.9 %	2.1 %	2,031	51
No	57.1 %	27.9 %	10.3 %	3.5 %	1.2 %	15,091	364
Disability							
Yes	56.9 %	27.6 %	10.4 %	3.8 %	1.4 %	84,195	2,097
No	56.9 %	30.7 %	9.0 %	2.7 %	0.8 %	474,889	9,711

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_6) Prior to the COVID-19 pandemic, my work unit achieved our goals.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	55.2 %	34.4 %	6.1 %	1.1 %	0.4 %	580,734	16,033
Work Location							
Headquarters	60.0 %	33.7 %	5.2 %	0.9 %	0.3 %	183,985	4,247
Field	53.6 %	37.1 %	7.3 %	1.5 %	0.5 %	279,729	7,140
Full-time telework	60.9 %	33.2 %	5.0 %	0.7 %	0.2 %	100,108	3,859
Supervisory Status							
Senior Leader	65.3 %	30.6 %	3.2 %	0.6 %	0.3 %	10,669	98
Manager	56.1 %	38.1 %	4.9 %	0.7 %	0.2 %	41,148	298
Supervisor	56.4 %	36.9 %	5.4 %	0.9 %	0.3 %	81,118	969
Team Leader	54.4 %	37.6 %	6.5 %	1.2 %	0.3 %	77,785	1,196
Non-Supervisor	57.4 %	34.4 %	6.6 %	1.2 %	0.5 %	356,983	12,869
Sex							
Male	55.9 %	35.9 %	6.4 %	1.3 %	0.4 %	301,965	7,099
Female	58.7 %	34.3 %	5.8 %	0.9 %	0.3 %	247,582	7,301
Hispanic or Latino							
Yes	58.1 %	32.1 %	7.5 %	1.6 %	0.8 %	58,743	1,738
No	56.8 %	35.7 %	6.0 %	1.1 %	0.4 %	492,455	12,773
Race							
American Indian/Alaska Native	50.5 %	36.3 %	10.2 %	2.3 %	0.8 %	10,652	321
Asian	59.0 %	34.4 %	5.3 %	0.8 %	0.4 %	31,836	957
Black/African American	62.4 %	30.6 %	5.6 %	1.0 %	0.4 %	78,823	2,321
Native Hawaiian/Pacific Islander	57.3 %	32.4 %	7.2 %	2.0 %	1.1 %	3,666	114
White	56.1 %	36.4 %	6.1 %	1.1 %	0.4 %	386,759	9,293
Two or more races (Not Hispanic/Latino)	54.4 %	35.6 %	7.6 %	1.6 %	0.8 %	23,563	801
Age Group							
25 and under	57.9 %	35.0 %	5.9 %	0.7 %	0.6 %	6,594	268
26-29 years old	55.4 %	35.4 %	7.3 %	1.3 %	0.6 %	15,878	504
30-39 years old	54.6 %	36.4 %	7.1 %	1.4 %	0.5 %	105,745	3,050
40-49 years old	55.7 %	35.8 %	6.7 %	1.3 %	0.4 %	146,981	3,782
50-59 years old	58.4 %	34.8 %	5.5 %	1.0 %	0.3 %	187,219	4,436
60 or older	59.8 %	33.9 %	5.2 %	0.8 %	0.3 %	89,441	2,402
Level of Education							
Less than High School	51.4 %	30.7 %	10.3 %	4.3 %	3.4 %	332	34
H.S. Diploma/GED or equiv	60.0 %	30.2 %	7.4 %	1.7 %	0.8 %	22,950	733
Trade/Technical Certificate	55.7 %	34.2 %	7.7 %	1.8 %	0.6 %	11,853	370

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_6) Prior to the COVID-19 pandemic, my work unit achieved our goals.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	55.2 %	34.4 %	6.1 %	1.1 %	0.4 %	580,734	16,033
Some College (no degree)	58.6 %	32.5 %	7.0 %	1.4 %	0.5 %	73,526	2,052
Associate's Degree	57.6 %	33.4 %	7.0 %	1.5 %	0.5 %	42,967	1,183
Bachelor's Degree	56.2 %	36.3 %	6.1 %	1.1 %	0.3 %	197,608	5,196
Master's Degree	56.8 %	36.5 %	5.5 %	0.9 %	0.3 %	153,277	3,758
Doctoral/Professional Degree	55.9 %	37.3 %	5.7 %	0.8 %	0.3 %	55,417	1,438
Pay Category							
Federal Wage System	50.2 %	37.6 %	9.3 %	2.1 %	0.8 %	19,086	508
GS 1-6	54.1 %	33.8 %	9.0 %	2.2 %	0.9 %	19,701	949
GS 7-12	56.7 %	34.8 %	6.7 %	1.3 %	0.5 %	232,539	7,263
GS 13-15	58.2 %	35.8 %	5.0 %	0.8 %	0.2 %	243,661	5,241
SES	64.6 %	32.3 %	2.7 %	0.3 %	0.1 %	5,570	33
SL/ST	56.2 %	37.7 %	4.9 %	0.6 %	0.6 %	2,024	32
Other	55.9 %	35.8 %	6.6 %	1.2 %	0.6 %	44,818	1,343
Time in Federal Government							
< 1 year	60.9 %	33.8 %	4.7 %	0.3 %	0.3 %	1,550	190
1-3 years	59.7 %	33.1 %	5.8 %	1.0 %	0.3 %	59,168	1,936
4-5 years	56.8 %	35.0 %	6.6 %	1.2 %	0.4 %	48,084	1,300
6-10 years	56.2 %	35.7 %	6.5 %	1.3 %	0.4 %	98,126	2,622
11-14 years	55.7 %	36.1 %	6.6 %	1.2 %	0.4 %	106,915	2,988
15-20 years	55.4 %	36.1 %	6.7 %	1.3 %	0.5 %	102,743	2,627
> 20 years	57.8 %	35.3 %	5.5 %	1.0 %	0.4 %	151,408	3,754
Time with Current Agency							
< 1 year	62.8 %	31.9 %	4.3 %	0.6 %	0.5 %	6,176	962
1-3 years	59.6 %	33.0 %	6.0 %	1.0 %	0.3 %	91,764	2,691
4-5 years	56.7 %	34.9 %	6.6 %	1.3 %	0.5 %	63,760	1,570
6-10 years	56.2 %	35.5 %	6.5 %	1.3 %	0.4 %	104,004	2,626
11-14 years	55.3 %	36.3 %	6.6 %	1.2 %	0.4 %	100,624	2,656
15-20 years	55.4 %	36.4 %	6.6 %	1.2 %	0.4 %	90,606	2,270
> 20 years	57.3 %	36.2 %	5.3 %	0.9 %	0.3 %	110,980	2,609
Leaving Before Covid							
No	60.8 %	33.8 %	4.6 %	0.6 %	0.2 %	415,076	9,738
Yes, to retire	53.9 %	37.8 %	6.7 %	1.2 %	0.4 %	34,622	888
Yes, to other job in Govt	45.6 %	39.6 %	11.2 %	2.7 %	0.9 %	81,688	3,196
Yes, to other job outside Govt	40.3 %	41.8 %	13.1 %	3.2 %	1.6 %	13,482	483

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_6) Prior to the COVID-19 pandemic, my work unit achieved our goals.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	55.2 %	34.4 %	6.1 %	1.1 %	0.4 %	580,734	16,033
Yes, other	42.2 %	39.7 %	13.1 %	3.3 %	1.7 %	14,579	887
Leaving Today							
No	62.0 %	33.2 %	4.2 %	0.5 %	0.1 %	381,396	8,943
Yes, to retire	52.6 %	39.1 %	6.7 %	1.1 %	0.4 %	39,049	995
Yes, to other job in Govt	45.7 %	40.0 %	10.9 %	2.6 %	0.8 %	87,649	3,188
Yes, to other job outside Govt	39.6 %	42.7 %	13.0 %	3.2 %	1.5 %	18,402	608
Yes, other	42.9 %	40.8 %	12.0 %	2.9 %	1.4 %	21,646	1,119
Retire Before Covid							
Less than 1 year	55.8 %	35.8 %	6.5 %	1.2 %	0.7 %	14,185	408
1 year	54.8 %	37.3 %	6.4 %	1.1 %	0.4 %	16,093	403
2 years	57.3 %	35.7 %	5.7 %	1.0 %	0.4 %	31,675	845
3 years	56.5 %	35.9 %	6.1 %	1.2 %	0.4 %	31,464	793
4 years	57.2 %	35.7 %	5.7 %	1.0 %	0.4 %	20,817	500
5 years	57.5 %	34.9 %	6.0 %	1.2 %	0.4 %	40,980	1,033
More than 5 years	56.9 %	35.3 %	6.3 %	1.1 %	0.4 %	399,913	11,023
Retire Today							
Less than 1 year	52.7 %	37.7 %	7.2 %	1.5 %	0.8 %	19,681	585
1 year	52.8 %	38.1 %	7.3 %	1.4 %	0.5 %	18,891	500
2 years	56.4 %	36.5 %	5.7 %	1.1 %	0.3 %	31,476	800
3 years	56.7 %	35.9 %	6.0 %	1.1 %	0.3 %	29,240	725
4 years	57.3 %	35.7 %	5.7 %	1.0 %	0.3 %	19,593	484
5 years	57.7 %	34.9 %	6.0 %	1.0 %	0.4 %	38,813	963
More than 5 years	57.1 %	35.2 %	6.2 %	1.1 %	0.4 %	390,115	10,710
Transgender							
Yes	49.4 %	31.5 %	11.0 %	3.6 %	4.5 %	1,547	85
No	57.1 %	35.3 %	6.2 %	1.1 %	0.4 %	544,635	14,205
Consider Yourself as							
Straight	57.3 %	35.2 %	6.1 %	1.1 %	0.4 %	513,082	13,058
Gay or Lesbian	55.6 %	36.0 %	6.8 %	1.1 %	0.5 %	12,031	288
Bisexual	51.1 %	38.6 %	7.7 %	1.8 %	0.8 %	6,642	195
Something else	48.3 %	36.2 %	10.8 %	3.1 %	1.5 %	8,441	463
Military Service							
No Prior Military Service	55.8 %	36.5 %	6.3 %	1.1 %	0.4 %	397,568	11,075
Currently in Guard/Reserves	54.4 %	35.9 %	7.5 %	1.5 %	0.7 %	9,776	315

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q54_6) Prior to the COVID-19 pandemic, my work unit achieved our goals.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	55.2 %	34.4 %	6.1 %	1.1 %	0.4 %	580,734	16,033
Retired	62.8 %	31.2 %	4.8 %	0.9 %	0.3 %	75,721	1,483
Separated/Discharged	55.9 %	34.7 %	7.2 %	1.6 %	0.6 %	83,503	2,443
Military Spouse							
Spouse of current active duty service member	57.3 %	33.0 %	7.8 %	1.5 %	0.4 %	5,815	242
Spouse of separated or retired service member with a disability rating of 100%	60.8 %	30.6 %	6.8 %	1.3 %	0.5 %	10,976	258
Widow(er) of a service member killed while on active duty	51.4 %	31.6 %	10.1 %	1.7 %	5.1 %	299	9
None of the categories listed	56.8 %	35.5 %	6.2 %	1.1 %	0.4 %	550,242	14,839
NoN-Competitive Hiring Authority							
Yes	61.4 %	28.1 %	8.2 %	1.2 %	1.1 %	2,020	59
No	59.0 %	32.1 %	7.0 %	1.4 %	0.5 %	14,964	445
Disability							
Yes	58.6 %	32.2 %	7.0 %	1.6 %	0.6 %	83,492	2,598
No	56.6 %	35.9 %	6.0 %	1.1 %	0.4 %	471,118	12,073

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_1) During the COVID-19 pandemic, my work unit has met the needs of our customers.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	44.7 %	37.5 %	10.6 %	2.5 %	0.6 %	573,075	24,126
Work Location							
Headquarters	50.9 %	38.4 %	8.6 %	1.7 %	0.4 %	183,225	5,459
Field	41.5 %	40.5 %	13.6 %	3.5 %	0.8 %	274,302	12,556
Full-time telework	54.4 %	36.2 %	7.5 %	1.5 %	0.4 %	99,067	5,004
Supervisory Status							
Senior Leader	49.9 %	39.8 %	8.1 %	1.6 %	0.5 %	10,671	110
Manager	40.0 %	44.4 %	12.7 %	2.4 %	0.5 %	41,072	454
Supervisor	42.9 %	41.4 %	12.3 %	2.9 %	0.6 %	80,421	1,788
Team Leader	43.5 %	41.5 %	11.9 %	2.6 %	0.6 %	76,975	2,104
Non-Supervisor	48.8 %	37.5 %	10.4 %	2.6 %	0.7 %	351,186	18,878
Sex							
Male	45.0 %	40.0 %	11.5 %	2.8 %	0.7 %	297,411	11,709
Female	49.6 %	37.7 %	10.1 %	2.1 %	0.5 %	245,087	10,264
Hispanic or Latino							
Yes	47.2 %	35.7 %	12.6 %	3.3 %	1.1 %	57,601	2,908
No	46.7 %	39.6 %	10.7 %	2.4 %	0.6 %	486,521	19,238
Race							
American Indian/Alaska Native	38.8 %	39.0 %	16.1 %	5.0 %	1.1 %	10,578	388
Asian	49.2 %	38.3 %	9.7 %	2.0 %	0.7 %	31,260	1,618
Black/African American	54.9 %	34.7 %	8.1 %	1.8 %	0.6 %	78,144	3,066
Native Hawaiian/Pacific Islander	45.3 %	37.7 %	13.0 %	2.8 %	1.2 %	3,618	166
White	45.2 %	40.3 %	11.3 %	2.6 %	0.6 %	381,497	14,880
Two or more races (Not Hispanic/Latino)	44.9 %	38.1 %	13.0 %	3.0 %	1.0 %	23,367	1,040
Age Group							
25 and under	49.8 %	37.7 %	9.7 %	2.1 %	0.7 %	6,500	374
26-29 years old	47.3 %	37.5 %	11.7 %	2.7 %	0.7 %	15,718	714
30-39 years old	46.2 %	37.8 %	12.2 %	3.1 %	0.8 %	104,472	4,645
40-49 years old	45.9 %	38.6 %	11.9 %	3.0 %	0.7 %	145,002	6,066
50-59 years old	47.4 %	39.8 %	10.1 %	2.2 %	0.5 %	185,310	6,408
60 or older	47.2 %	41.2 %	9.4 %	1.8 %	0.5 %	87,765	3,875
Level of Education							
Less than High School	42.5 %	36.9 %	12.1 %	3.9 %	4.6 %	324	36
H.S. Diploma/GED or equiv	51.7 %	33.2 %	10.9 %	3.1 %	1.1 %	22,444	1,193
Trade/Technical Certificate	45.7 %	37.2 %	12.5 %	4.0 %	0.8 %	11,651	566

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_1) During the COVID-19 pandemic, my work unit has met the needs of our customers.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	44.7 %	37.5 %	10.6 %	2.5 %	0.6 %	573,075	24,126
Some College (no degree)	48.8 %	36.1 %	11.4 %	2.9 %	0.9 %	72,146	3,333
Associate's Degree	46.4 %	37.8 %	11.9 %	3.1 %	0.8 %	42,318	1,762
Bachelor's Degree	46.0 %	39.8 %	11.0 %	2.5 %	0.6 %	195,135	7,903
Master's Degree	46.6 %	40.7 %	10.1 %	2.1 %	0.5 %	152,747	4,680
Doctoral/Professional Degree	44.6 %	41.4 %	11.2 %	2.3 %	0.4 %	53,950	3,035
Pay Category							
Federal Wage System	41.0 %	39.2 %	14.7 %	4.0 %	1.0 %	18,721	815
GS 1-6	42.3 %	36.4 %	15.5 %	4.7 %	1.1 %	19,219	1,410
GS 7-12	46.5 %	38.1 %	11.7 %	2.9 %	0.7 %	228,814	11,038
GS 13-15	47.9 %	40.5 %	9.4 %	1.8 %	0.4 %	241,721	7,779
SES	49.5 %	42.4 %	7.0 %	1.0 %	0.2 %	5,573	41
SL/ST	43.1 %	44.3 %	10.6 %	1.3 %	0.7 %	1,958	104
Other	47.0 %	38.9 %	10.9 %	2.4 %	0.8 %	44,052	2,053
Time in Federal Government							
< 1 year	54.3 %	35.5 %	8.0 %	1.4 %	0.7 %	1,601	148
1-3 years	50.8 %	36.7 %	9.8 %	2.1 %	0.5 %	58,661	2,585
4-5 years	47.0 %	38.2 %	11.2 %	2.9 %	0.7 %	47,588	1,887
6-10 years	46.5 %	38.7 %	11.4 %	2.7 %	0.6 %	97,178	3,724
11-14 years	45.8 %	39.3 %	11.4 %	2.7 %	0.7 %	105,443	4,575
15-20 years	45.0 %	39.9 %	11.6 %	2.8 %	0.7 %	101,128	4,297
> 20 years	46.5 %	40.1 %	10.5 %	2.3 %	0.6 %	149,008	6,106
Time with Current Agency							
< 1 year	54.0 %	36.1 %	7.7 %	1.7 %	0.5 %	6,712	450
1-3 years	50.9 %	36.8 %	9.7 %	2.2 %	0.5 %	91,005	3,617
4-5 years	47.7 %	38.0 %	11.0 %	2.6 %	0.7 %	63,096	2,365
6-10 years	46.6 %	38.8 %	11.2 %	2.8 %	0.6 %	102,885	3,917
11-14 years	45.3 %	39.6 %	11.6 %	2.8 %	0.7 %	98,919	4,412
15-20 years	44.3 %	40.3 %	11.9 %	2.8 %	0.7 %	88,945	3,937
> 20 years	44.9 %	41.2 %	11.0 %	2.4 %	0.6 %	108,957	4,594
Leaving Before Covid							
No	49.5 %	38.2 %	9.7 %	2.1 %	0.4 %	409,674	15,851
Yes, to retire	42.1 %	42.9 %	11.8 %	2.6 %	0.7 %	33,931	1,534
Yes, to other job in Govt	39.6 %	40.9 %	14.4 %	4.0 %	1.0 %	81,182	3,818
Yes, to other job outside Govt	34.0 %	42.1 %	17.0 %	5.2 %	1.6 %	13,298	683

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_1) During the COVID-19 pandemic, my work unit has met the needs of our customers.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	44.7 %	37.5 %	10.6 %	2.5 %	0.6 %	573,075	24,126
Yes, other	36.4 %	41.5 %	15.7 %	4.6 %	1.8 %	14,400	1,101
Leaving Today							
No	51.3 %	38.0 %	8.7 %	1.6 %	0.3 %	376,383	14,465
Yes, to retire	39.6 %	44.0 %	12.8 %	3.0 %	0.6 %	38,218	1,724
Yes, to other job in Govt	37.8 %	41.2 %	15.6 %	4.4 %	1.1 %	86,943	3,981
Yes, to other job outside Govt	30.6 %	41.3 %	19.3 %	6.8 %	2.0 %	18,120	903
Yes, other	33.9 %	41.8 %	17.2 %	5.3 %	1.8 %	21,353	1,457
Retire Before Covid							
Less than 1 year	44.6 %	41.2 %	10.7 %	2.6 %	0.9 %	13,886	669
1 year	44.3 %	42.3 %	10.7 %	2.2 %	0.6 %	15,797	677
2 years	44.9 %	42.1 %	10.4 %	2.1 %	0.6 %	31,130	1,334
3 years	44.3 %	41.7 %	11.0 %	2.4 %	0.6 %	31,025	1,247
4 years	44.8 %	41.8 %	10.4 %	2.4 %	0.6 %	20,525	821
5 years	45.6 %	40.5 %	10.8 %	2.4 %	0.6 %	40,462	1,536
More than 5 years	47.3 %	38.3 %	11.1 %	2.7 %	0.6 %	395,476	16,411
Retire Today							
Less than 1 year	39.7 %	41.8 %	13.2 %	3.9 %	1.3 %	19,255	950
1 year	40.0 %	43.5 %	12.7 %	3.2 %	0.6 %	18,521	826
2 years	43.4 %	42.9 %	11.0 %	2.3 %	0.5 %	30,882	1,319
3 years	44.6 %	41.8 %	10.7 %	2.3 %	0.6 %	28,784	1,160
4 years	44.9 %	41.9 %	10.3 %	2.3 %	0.5 %	19,329	761
5 years	45.9 %	40.4 %	10.7 %	2.3 %	0.6 %	38,281	1,464
More than 5 years	47.7 %	38.2 %	10.9 %	2.6 %	0.6 %	385,666	15,920
Transgender							
Yes	40.5 %	34.0 %	14.6 %	6.1 %	4.9 %	1,537	98
No	46.8 %	39.1 %	10.9 %	2.5 %	0.6 %	537,634	21,716
Consider Yourself as							
Straight	47.1 %	39.1 %	10.8 %	2.5 %	0.6 %	506,508	20,120
Gay or Lesbian	46.1 %	38.2 %	12.0 %	3.0 %	0.7 %	11,912	439
Bisexual	41.0 %	40.5 %	13.5 %	4.1 %	0.9 %	6,554	286
Something else	38.4 %	39.0 %	15.6 %	5.0 %	2.1 %	8,343	574
Military Service							
No Prior Military Service	46.7 %	39.1 %	11.0 %	2.5 %	0.6 %	391,659	17,466
Currently in Guard/Reserves	41.7 %	41.2 %	12.7 %	3.6 %	0.8 %	9,700	396

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_1) During the COVID-19 pandemic, my work unit has met the needs of our customers.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	44.7 %	37.5 %	10.6 %	2.5 %	0.6 %	573,075	24,126
Retired	48.6 %	39.7 %	9.4 %	1.9 %	0.4 %	75,482	1,733
Separated/Discharged	45.5 %	38.2 %	12.0 %	3.4 %	0.8 %	82,380	3,603
Military Spouse							
Spouse of current active duty service member	47.2 %	37.4 %	11.8 %	3.1 %	0.5 %	5,891	199
Spouse of separated or retired service member with a disability rating of 100%	51.7 %	34.5 %	10.5 %	2.7 %	0.7 %	10,894	331
Widow(er) of a service member killed while on active duty	38.2 %	37.7 %	14.3 %	4.9 %	4.9 %	295	8
None of the categories listed	46.6 %	39.3 %	11.0 %	2.6 %	0.6 %	542,885	22,705
NoN-Competitive Hiring Authority							
Yes	51.2 %	34.1 %	11.0 %	2.9 %	0.9 %	2,020	52
No	49.6 %	35.9 %	11.0 %	2.9 %	0.7 %	14,959	480
Disability							
Yes	47.1 %	37.5 %	11.4 %	3.1 %	0.9 %	82,627	3,434
No	46.7 %	39.4 %	10.9 %	2.4 %	0.6 %	464,832	18,906

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_2) During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	54.2 %	31.0 %	8.7 %	2.3 %	0.7 %	577,185	17,994
Work Location							
Headquarters	61.6 %	29.9 %	6.6 %	1.5 %	0.4 %	183,809	4,329
Field	50.3 %	34.1 %	11.2 %	3.3 %	1.0 %	277,274	8,455
Full-time telework	63.1 %	29.3 %	6.0 %	1.2 %	0.3 %	99,494	4,311
Supervisory Status							
Senior Leader	64.9 %	27.8 %	5.7 %	1.1 %	0.4 %	10,678	77
Manager	55.1 %	34.4 %	8.4 %	1.8 %	0.4 %	41,136	263
Supervisor	53.8 %	33.8 %	9.3 %	2.4 %	0.6 %	80,791	1,025
Team Leader	54.3 %	33.5 %	9.1 %	2.4 %	0.6 %	77,229	1,480
Non-Supervisor	56.8 %	31.1 %	8.9 %	2.5 %	0.8 %	354,544	14,472
Sex							
Male	54.1 %	32.9 %	9.5 %	2.7 %	0.8 %	300,127	7,965
Female	59.4 %	30.4 %	7.9 %	1.8 %	0.5 %	246,327	8,179
Hispanic or Latino							
Yes	53.8 %	30.5 %	11.0 %	3.5 %	1.2 %	58,254	1,996
No	56.5 %	32.1 %	8.6 %	2.2 %	0.6 %	489,794	14,327
Race							
American Indian/Alaska Native	45.3 %	34.3 %	14.6 %	4.5 %	1.2 %	10,550	357
Asian	56.2 %	33.4 %	8.1 %	1.9 %	0.5 %	31,664	1,166
Black/African American	62.0 %	28.5 %	7.1 %	1.7 %	0.6 %	78,310	2,752
Native Hawaiian/Pacific Islander	50.9 %	32.4 %	12.6 %	2.5 %	1.6 %	3,642	130
White	55.5 %	32.5 %	8.9 %	2.4 %	0.6 %	384,662	10,279
Two or more races (Not Hispanic/Latino)	53.6 %	31.6 %	10.8 %	2.9 %	1.1 %	23,456	853
Age Group							
25 and under	56.9 %	31.3 %	8.5 %	2.3 %	1.0 %	6,651	198
26-29 years old	54.7 %	31.7 %	9.7 %	2.9 %	0.9 %	15,919	462
30-39 years old	54.5 %	31.7 %	9.7 %	3.1 %	1.0 %	105,926	2,885
40-49 years old	55.0 %	31.9 %	9.7 %	2.7 %	0.7 %	146,410	4,078
50-59 years old	57.4 %	31.9 %	8.2 %	2.0 %	0.5 %	185,737	5,277
60 or older	58.0 %	32.5 %	7.6 %	1.5 %	0.4 %	88,068	3,345
Level of Education							
Less than High School	47.3 %	28.5 %	14.2 %	4.7 %	5.3 %	327	32
H.S. Diploma/GED or equiv	55.9 %	29.0 %	10.6 %	3.3 %	1.2 %	22,611	925
Trade/Technical Certificate	51.2 %	32.8 %	11.2 %	3.7 %	1.1 %	11,719	449

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_2) During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	54.2 %	31.0 %	8.7 %	2.3 %	0.7 %	577,185	17,994
Some College (no degree)	55.2 %	30.5 %	10.2 %	3.1 %	1.0 %	72,775	2,522
Associate's Degree	53.1 %	32.0 %	10.6 %	3.2 %	1.0 %	42,379	1,514
Bachelor's Degree	55.5 %	32.8 %	8.9 %	2.3 %	0.6 %	196,511	5,795
Master's Degree	58.0 %	32.2 %	7.5 %	1.8 %	0.5 %	153,225	3,711
Doctoral/Professional Degree	59.3 %	31.3 %	7.4 %	1.6 %	0.4 %	55,168	1,655
Pay Category							
Federal Wage System	45.1 %	34.8 %	13.9 %	4.6 %	1.5 %	18,821	636
GS 1-6	48.9 %	32.1 %	13.3 %	4.4 %	1.4 %	19,353	1,186
GS 7-12	54.7 %	32.1 %	9.7 %	2.7 %	0.8 %	230,559	8,431
GS 13-15	59.8 %	31.5 %	6.9 %	1.5 %	0.3 %	243,186	5,529
SES	70.1 %	25.4 %	3.8 %	0.5 %	0.2 %	5,587	17
SL/ST	58.5 %	32.1 %	7.4 %	1.4 %	0.6 %	2,012	38
Other	54.0 %	32.5 %	9.9 %	2.7 %	0.9 %	44,558	1,430
Time in Federal Government							
< 1 year	61.6 %	30.1 %	6.7 %	1.0 %	0.6 %	1,628	115
1-3 years	59.2 %	30.0 %	8.1 %	2.2 %	0.6 %	59,340	1,721
4-5 years	56.0 %	31.2 %	9.4 %	2.7 %	0.7 %	48,003	1,323
6-10 years	55.6 %	32.0 %	9.1 %	2.6 %	0.8 %	97,787	2,786
11-14 years	55.0 %	32.4 %	9.3 %	2.6 %	0.7 %	106,350	3,277
15-20 years	54.2 %	32.8 %	9.6 %	2.6 %	0.8 %	101,805	3,194
> 20 years	56.9 %	32.3 %	8.2 %	1.9 %	0.6 %	149,762	4,895
Time with Current Agency							
< 1 year	61.6 %	30.0 %	6.5 %	1.4 %	0.5 %	6,721	410
1-3 years	59.3 %	29.8 %	8.1 %	2.2 %	0.5 %	91,829	2,530
4-5 years	56.3 %	31.1 %	9.2 %	2.5 %	0.8 %	63,564	1,691
6-10 years	55.6 %	32.0 %	9.1 %	2.6 %	0.8 %	103,451	2,998
11-14 years	54.5 %	32.7 %	9.4 %	2.6 %	0.8 %	99,826	3,163
15-20 years	53.7 %	33.3 %	9.7 %	2.5 %	0.8 %	89,655	2,879
> 20 years	56.2 %	32.9 %	8.3 %	2.0 %	0.6 %	109,550	3,604
Leaving Before Covid							
No	59.8 %	30.7 %	7.4 %	1.7 %	0.4 %	413,006	11,012
Yes, to retire	51.7 %	35.1 %	10.2 %	2.4 %	0.6 %	34,113	1,219
Yes, to other job in Govt	45.9 %	35.0 %	13.3 %	4.4 %	1.4 %	81,239	3,339
Yes, to other job outside Govt	42.5 %	36.1 %	14.0 %	5.4 %	2.1 %	13,392	512

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_2) During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	54.2 %	31.0 %	8.7 %	2.3 %	0.7 %	577,185	17,994
Yes, other	42.6 %	35.6 %	14.2 %	5.4 %	2.3 %	14,436	985
Leaving Today							
No	61.8 %	30.2 %	6.5 %	1.3 %	0.3 %	380,001	9,804
Yes, to retire	49.4 %	36.4 %	10.9 %	2.6 %	0.7 %	38,384	1,454
Yes, to other job in Govt	44.2 %	35.5 %	14.1 %	4.7 %	1.4 %	87,084	3,435
Yes, to other job outside Govt	38.5 %	35.7 %	16.6 %	6.7 %	2.5 %	18,200	709
Yes, other	40.8 %	36.0 %	15.1 %	5.8 %	2.2 %	21,400	1,264
Retire Before Covid							
Less than 1 year	54.5 %	33.4 %	9.0 %	2.3 %	0.9 %	13,952	547
1 year	54.5 %	34.0 %	9.0 %	2.0 %	0.5 %	15,873	546
2 years	55.0 %	33.8 %	8.8 %	1.8 %	0.5 %	31,237	1,141
3 years	54.0 %	34.1 %	9.1 %	2.2 %	0.6 %	31,130	1,005
4 years	55.2 %	33.3 %	8.6 %	2.2 %	0.7 %	20,595	644
5 years	55.4 %	32.9 %	8.8 %	2.2 %	0.7 %	40,525	1,280
More than 5 years	56.5 %	31.4 %	8.9 %	2.5 %	0.7 %	398,593	11,689
Retire Today							
Less than 1 year	49.0 %	34.8 %	11.1 %	3.7 %	1.4 %	19,317	820
1 year	50.1 %	35.4 %	11.1 %	2.7 %	0.8 %	18,604	688
2 years	53.8 %	34.5 %	9.1 %	2.1 %	0.5 %	31,051	1,068
3 years	54.8 %	33.6 %	9.0 %	2.1 %	0.6 %	28,976	909
4 years	55.8 %	33.3 %	8.4 %	2.0 %	0.5 %	19,406	610
5 years	55.9 %	32.7 %	8.6 %	2.2 %	0.6 %	38,415	1,208
More than 5 years	57.0 %	31.3 %	8.7 %	2.4 %	0.7 %	388,993	11,267
Transgender							
Yes	46.7 %	29.1 %	13.6 %	6.0 %	4.6 %	1,546	81
No	56.2 %	31.9 %	8.8 %	2.3 %	0.7 %	541,574	15,933
Consider Yourself as							
Straight	56.4 %	31.9 %	8.8 %	2.3 %	0.6 %	510,183	14,726
Gay or Lesbian	56.8 %	31.0 %	9.0 %	2.4 %	0.8 %	11,990	308
Bisexual	52.3 %	32.9 %	10.1 %	3.4 %	1.3 %	6,631	198
Something else	46.1 %	33.7 %	13.2 %	4.9 %	2.1 %	8,399	465
Military Service							
No Prior Military Service	56.4 %	32.0 %	8.7 %	2.2 %	0.7 %	395,251	12,577
Currently in Guard/Reserves	48.7 %	34.8 %	11.7 %	3.8 %	1.0 %	9,794	282

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_2) During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	54.2 %	31.0 %	8.7 %	2.3 %	0.7 %	577,185	17,994
Retired	58.7 %	31.3 %	7.8 %	1.9 %	0.4 %	75,287	1,615
Separated/Discharged	53.3 %	32.0 %	10.4 %	3.3 %	1.0 %	82,940	2,728
Military Spouse							
Spouse of current active duty service member	54.6 %	31.5 %	9.8 %	3.1 %	1.0 %	5,898	172
Spouse of separated or retired service member with a disability rating of 100%	58.1 %	29.2 %	9.2 %	2.5 %	0.9 %	10,901	310
Widow(er) of a service member killed while on active duty	46.6 %	31.2 %	14.6 %	2.3 %	5.3 %	293	9
None of the categories listed	56.0 %	32.0 %	8.9 %	2.4 %	0.7 %	546,907	16,760
NoN-Competitive Hiring Authority							
Yes	56.7 %	29.9 %	9.4 %	2.5 %	1.5 %	2,019	48
No	56.6 %	30.2 %	9.5 %	2.8 %	1.0 %	14,966	440
Disability							
Yes	55.6 %	30.4 %	9.9 %	3.0 %	1.0 %	82,699	3,031
No	56.2 %	32.2 %	8.7 %	2.2 %	0.6 %	468,721	13,440

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_3) During the COVID-19 pandemic, my work unit has produced high-quality work.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	53.8 %	31.0 %	9.4 %	2.3 %	0.6 %	580,572	17,169
Work Location							
Headquarters	60.6 %	30.2 %	7.4 %	1.4 %	0.3 %	185,028	3,779
Field	50.2 %	33.6 %	12.0 %	3.4 %	0.9 %	279,039	8,118
Full-time telework	62.0 %	29.7 %	6.7 %	1.3 %	0.3 %	99,786	4,408
Supervisory Status							
Senior Leader	63.2 %	29.0 %	6.2 %	1.2 %	0.4 %	10,723	71
Manager	53.4 %	35.6 %	9.1 %	1.7 %	0.4 %	41,325	224
Supervisor	53.1 %	34.1 %	9.9 %	2.4 %	0.5 %	81,344	903
Team Leader	53.5 %	33.3 %	10.3 %	2.4 %	0.6 %	77,857	1,243
Non-Supervisor	56.4 %	30.8 %	9.6 %	2.5 %	0.7 %	356,450	14,078
Sex							
Male	53.7 %	32.6 %	10.2 %	2.7 %	0.7 %	302,153	7,406
Female	58.6 %	30.5 %	8.6 %	1.9 %	0.5 %	247,432	8,017
Hispanic or Latino							
Yes	53.8 %	30.1 %	11.5 %	3.5 %	1.1 %	58,599	1,987
No	55.8 %	32.1 %	9.4 %	2.2 %	0.5 %	492,596	13,615
Race							
American Indian/Alaska Native	46.3 %	33.7 %	14.2 %	4.8 %	1.1 %	10,618	355
Asian	55.2 %	33.3 %	9.2 %	1.9 %	0.5 %	31,769	1,137
Black/African American	61.0 %	28.6 %	7.9 %	1.8 %	0.6 %	78,636	2,715
Native Hawaiian/Pacific Islander	51.2 %	31.8 %	12.3 %	3.2 %	1.5 %	3,663	126
White	55.0 %	32.4 %	9.7 %	2.4 %	0.6 %	387,042	9,672
Two or more races (Not Hispanic/Latino)	53.1 %	31.5 %	11.4 %	3.0 %	1.0 %	23,617	799
Age Group							
25 and under	54.8 %	31.6 %	10.2 %	2.5 %	0.8 %	6,688	191
26-29 years old	52.8 %	32.0 %	11.2 %	3.1 %	0.9 %	16,008	420
30-39 years old	53.0 %	31.8 %	11.2 %	3.2 %	0.8 %	106,469	2,698
40-49 years old	54.3 %	32.0 %	10.3 %	2.7 %	0.7 %	147,270	3,851
50-59 years old	57.1 %	31.8 %	8.7 %	1.9 %	0.5 %	186,863	5,065
60 or older	58.9 %	31.5 %	7.9 %	1.4 %	0.3 %	88,562	3,283
Level of Education							
Less than High School	49.7 %	28.0 %	11.4 %	6.2 %	4.7 %	327	31
H.S. Diploma/GED or equiv	56.7 %	28.5 %	10.5 %	3.2 %	1.1 %	22,759	920
Trade/Technical Certificate	54.2 %	30.2 %	11.2 %	3.4 %	0.9 %	11,806	433

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_3) During the COVID-19 pandemic, my work unit has produced high-quality work.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	53.8 %	31.0 %	9.4 %	2.3 %	0.6 %	580,572	17,169
Some College (no degree)	55.4 %	29.9 %	10.8 %	3.1 %	0.9 %	73,226	2,405
Associate's Degree	53.5 %	31.5 %	10.8 %	3.3 %	0.8 %	42,720	1,405
Bachelor's Degree	54.4 %	32.9 %	9.9 %	2.3 %	0.5 %	197,583	5,596
Master's Degree	56.7 %	32.5 %	8.5 %	1.8 %	0.4 %	154,035	3,490
Doctoral/Professional Degree	59.0 %	31.0 %	8.1 %	1.6 %	0.3 %	55,466	1,572
Pay Category							
Federal Wage System	49.0 %	32.6 %	12.9 %	4.1 %	1.3 %	19,040	530
GS 1-6	49.4 %	31.4 %	13.8 %	4.2 %	1.2 %	19,493	1,177
GS 7-12	54.1 %	31.8 %	10.6 %	2.8 %	0.7 %	231,767	8,294
GS 13-15	58.7 %	31.9 %	7.6 %	1.5 %	0.3 %	244,549	5,099
SES	67.8 %	27.4 %	4.1 %	0.6 %	0.1 %	5,612	13
SL/ST	59.4 %	31.0 %	7.5 %	1.4 %	0.6 %	2,026	35
Other	52.7 %	32.7 %	11.0 %	2.7 %	0.9 %	44,900	1,319
Time in Federal Government							
< 1 year	62.9 %	28.5 %	7.3 %	0.6 %	0.6 %	1,632	114
1-3 years	57.8 %	30.1 %	9.4 %	2.2 %	0.5 %	59,609	1,683
4-5 years	55.1 %	31.2 %	10.2 %	2.7 %	0.7 %	48,298	1,235
6-10 years	54.6 %	31.9 %	10.2 %	2.7 %	0.6 %	98,346	2,645
11-14 years	54.0 %	32.6 %	10.1 %	2.6 %	0.6 %	107,011	3,133
15-20 years	53.9 %	32.6 %	10.2 %	2.6 %	0.7 %	102,525	2,956
> 20 years	57.2 %	31.9 %	8.6 %	1.9 %	0.5 %	150,552	4,749
Time with Current Agency							
< 1 year	60.9 %	30.3 %	6.8 %	1.6 %	0.5 %	6,762	400
1-3 years	58.0 %	30.1 %	9.2 %	2.2 %	0.5 %	92,202	2,501
4-5 years	55.5 %	31.1 %	10.1 %	2.6 %	0.7 %	63,935	1,574
6-10 years	54.8 %	31.8 %	10.2 %	2.7 %	0.6 %	104,073	2,804
11-14 years	53.7 %	32.8 %	10.2 %	2.7 %	0.7 %	100,500	2,999
15-20 years	53.7 %	32.9 %	10.1 %	2.5 %	0.7 %	90,227	2,716
> 20 years	56.5 %	32.5 %	8.7 %	1.8 %	0.5 %	110,178	3,491
Leaving Before Covid							
No	59.1 %	30.8 %	8.0 %	1.7 %	0.4 %	415,140	10,656
Yes, to retire	52.6 %	34.3 %	10.3 %	2.3 %	0.6 %	34,344	1,210
Yes, to other job in Govt	45.1 %	34.6 %	14.7 %	4.4 %	1.2 %	81,932	3,059
Yes, to other job outside Govt	41.4 %	35.6 %	15.9 %	5.2 %	1.9 %	13,534	451

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_3) During the COVID-19 pandemic, my work unit has produced high-quality work.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	53.8 %	31.0 %	9.4 %	2.3 %	0.6 %	580,572	17,169
Yes, other	42.2 %	34.5 %	15.9 %	5.4 %	2.1 %	14,615	883
Leaving Today							
No	61.1 %	30.4 %	7.0 %	1.3 %	0.3 %	381,724	9,524
Yes, to retire	50.2 %	35.5 %	11.1 %	2.5 %	0.6 %	38,667	1,410
Yes, to other job in Govt	43.5 %	35.0 %	15.5 %	4.8 %	1.2 %	87,814	3,142
Yes, to other job outside Govt	38.1 %	34.9 %	18.2 %	6.6 %	2.2 %	18,394	622
Yes, other	40.7 %	34.6 %	16.9 %	5.8 %	2.0 %	21,630	1,176
Retire Before Covid							
Less than 1 year	55.7 %	32.0 %	9.4 %	2.1 %	0.8 %	14,053	545
1 year	54.6 %	33.8 %	9.1 %	2.1 %	0.5 %	15,959	549
2 years	55.7 %	33.0 %	9.0 %	1.8 %	0.5 %	31,468	1,075
3 years	54.4 %	33.6 %	9.5 %	2.1 %	0.5 %	31,297	975
4 years	55.5 %	32.6 %	9.2 %	2.2 %	0.5 %	20,748	617
5 years	55.6 %	32.1 %	9.5 %	2.1 %	0.6 %	40,825	1,224
More than 5 years	55.6 %	31.5 %	9.8 %	2.5 %	0.6 %	400,936	11,042
Retire Today							
Less than 1 year	50.1 %	33.4 %	11.7 %	3.4 %	1.3 %	19,437	816
1 year	50.8 %	34.4 %	11.4 %	2.8 %	0.6 %	18,733	677
2 years	54.3 %	33.8 %	9.6 %	1.9 %	0.4 %	31,239	1,032
3 years	55.1 %	33.2 %	9.1 %	2.1 %	0.5 %	29,111	859
4 years	55.9 %	32.8 %	8.8 %	2.0 %	0.4 %	19,532	575
5 years	56.1 %	32.1 %	9.3 %	2.1 %	0.5 %	38,653	1,160
More than 5 years	55.9 %	31.4 %	9.6 %	2.4 %	0.6 %	391,200	10,639
Transgender							
Yes	46.6 %	28.6 %	13.6 %	6.8 %	4.6 %	1,551	79
No	55.6 %	31.8 %	9.6 %	2.3 %	0.6 %	544,681	15,214
Consider Yourself as							
Straight	55.9 %	31.8 %	9.5 %	2.3 %	0.6 %	513,073	14,073
Gay or Lesbian	55.5 %	30.6 %	10.4 %	2.8 %	0.7 %	12,068	290
Bisexual	50.6 %	32.4 %	12.5 %	3.3 %	1.2 %	6,657	188
Something else	45.7 %	32.4 %	14.9 %	4.8 %	2.1 %	8,474	446
Military Service							
No Prior Military Service	55.7 %	32.0 %	9.5 %	2.2 %	0.6 %	397,399	12,085
Currently in Guard/Reserves	48.6 %	33.6 %	13.1 %	3.9 %	0.9 %	9,839	264

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_3) During the COVID-19 pandemic, my work unit has produced high-quality work.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	53.8 %	31.0 %	9.4 %	2.3 %	0.6 %	580,572	17,169
Retired	58.1 %	31.2 %	8.5 %	1.8 %	0.4 %	75,802	1,505
Separated/Discharged	53.1 %	31.6 %	11.1 %	3.3 %	0.9 %	83,534	2,546
Military Spouse							
Spouse of current active duty service member	53.7 %	31.4 %	11.1 %	3.2 %	0.6 %	5,930	154
Spouse of separated or retired service member with a disability rating of 100%	58.6 %	28.3 %	9.6 %	2.8 %	0.8 %	10,938	302
Widow(er) of a service member killed while on active duty	45.5 %	33.5 %	12.5 %	4.2 %	4.4 %	301	7
None of the categories listed	55.4 %	31.9 %	9.6 %	2.4 %	0.6 %	550,139	15,990
NoN-Competitive Hiring Authority							
Yes	57.0 %	28.9 %	10.5 %	2.6 %	1.0 %	2,028	48
No	56.5 %	29.6 %	10.1 %	3.0 %	0.7 %	15,038	412
Disability							
Yes	55.5 %	30.1 %	10.5 %	3.0 %	0.9 %	83,289	2,915
No	55.6 %	32.2 %	9.5 %	2.2 %	0.5 %	471,305	12,843

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_4) During the COVID-19 pandemic, my work unit has adapted to changing priorities.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	54.7 %	29.8 %	9.6 %	2.7 %	0.8 %	583,180	14,582
Work Location							
Headquarters	61.2 %	28.5 %	7.9 %	1.9 %	0.5 %	185,350	3,412
Field	50.9 %	32.4 %	11.9 %	3.7 %	1.1 %	280,507	6,746
Full-time telework	63.1 %	28.2 %	6.8 %	1.5 %	0.4 %	100,477	3,669
Supervisory Status							
Senior Leader	65.2 %	26.9 %	6.3 %	1.1 %	0.5 %	10,746	53
Manager	56.0 %	32.7 %	9.0 %	1.9 %	0.4 %	41,361	199
Supervisor	54.7 %	32.3 %	9.9 %	2.6 %	0.6 %	81,434	844
Team Leader	54.1 %	31.6 %	10.7 %	2.9 %	0.8 %	77,967	1,141
Non-Supervisor	56.8 %	29.7 %	9.7 %	2.9 %	0.9 %	358,718	11,767
Sex							
Male	54.1 %	31.4 %	10.6 %	3.1 %	0.9 %	302,934	6,683
Female	59.9 %	29.0 %	8.5 %	2.1 %	0.6 %	249,047	6,376
Hispanic or Latino							
Yes	54.8 %	29.1 %	11.2 %	3.6 %	1.3 %	59,003	1,599
No	56.5 %	30.6 %	9.6 %	2.6 %	0.7 %	494,622	11,595
Race							
American Indian/Alaska Native	46.8 %	32.9 %	14.2 %	4.7 %	1.4 %	10,671	297
Asian	56.0 %	32.5 %	8.8 %	2.1 %	0.6 %	31,956	965
Black/African American	61.7 %	27.6 %	8.0 %	2.0 %	0.7 %	79,236	2,170
Native Hawaiian/Pacific Islander	51.1 %	31.0 %	12.3 %	3.8 %	1.7 %	3,688	107
White	55.7 %	30.9 %	9.9 %	2.8 %	0.7 %	388,361	8,313
Two or more races (Not Hispanic/Latino)	54.2 %	29.3 %	11.6 %	3.6 %	1.3 %	23,739	670
Age Group							
25 and under	56.8 %	29.8 %	9.8 %	2.6 %	0.9 %	6,704	167
26-29 years old	55.0 %	29.1 %	11.0 %	3.8 %	1.2 %	16,051	355
30-39 years old	54.4 %	29.9 %	11.0 %	3.7 %	1.1 %	106,743	2,330
40-49 years old	55.3 %	30.3 %	10.4 %	3.1 %	0.9 %	147,836	3,225
50-59 years old	57.7 %	30.6 %	9.0 %	2.2 %	0.6 %	187,763	4,238
60 or older	58.1 %	31.5 %	8.3 %	1.6 %	0.4 %	89,175	2,816
Level of Education							
Less than High School	45.1 %	29.2 %	13.0 %	7.3 %	5.4 %	334	29
H.S. Diploma/GED or equiv	56.9 %	27.9 %	10.8 %	3.3 %	1.2 %	22,905	792
Trade/Technical Certificate	52.6 %	30.7 %	11.5 %	4.0 %	1.2 %	11,876	373

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_4) During the COVID-19 pandemic, my work unit has adapted to changing priorities.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	54.7 %	29.8 %	9.6 %	2.7 %	0.8 %	583,180	14,582
Some College (no degree)	55.6 %	28.9 %	11.0 %	3.3 %	1.1 %	73,629	2,029
Associate's Degree	53.7 %	30.4 %	11.4 %	3.5 %	1.0 %	42,986	1,155
Bachelor's Degree	55.7 %	31.3 %	9.7 %	2.7 %	0.7 %	198,679	4,504
Master's Degree	58.0 %	30.6 %	8.7 %	2.2 %	0.6 %	154,528	2,960
Doctoral/Professional Degree	58.1 %	30.5 %	8.8 %	2.1 %	0.5 %	55,440	1,562
Pay Category							
Federal Wage System	45.7 %	32.7 %	14.8 %	5.1 %	1.7 %	19,048	541
GS 1-6	49.8 %	31.0 %	13.3 %	4.5 %	1.4 %	19,707	973
GS 7-12	55.0 %	30.5 %	10.5 %	3.2 %	0.9 %	233,415	6,695
GS 13-15	59.6 %	30.2 %	8.0 %	1.8 %	0.4 %	245,052	4,562
SES	70.6 %	24.2 %	4.6 %	0.4 %	0.1 %	5,607	13
SL/ST	58.9 %	30.0 %	8.8 %	1.5 %	0.8 %	2,016	44
Other	54.3 %	30.9 %	10.8 %	3.0 %	1.0 %	45,070	1,133
Time in Federal Government							
< 1 year	64.1 %	27.3 %	6.4 %	1.8 %	0.4 %	1,647	97
1-3 years	59.0 %	28.3 %	9.2 %	2.7 %	0.7 %	59,811	1,437
4-5 years	56.0 %	29.5 %	10.3 %	3.3 %	0.9 %	48,411	1,059
6-10 years	55.7 %	30.0 %	10.3 %	3.0 %	0.9 %	98,794	2,197
11-14 years	54.9 %	31.0 %	10.2 %	3.0 %	0.8 %	107,460	2,627
15-20 years	54.5 %	31.3 %	10.4 %	2.9 %	0.9 %	102,992	2,534
> 20 years	57.3 %	31.1 %	8.9 %	2.1 %	0.6 %	151,384	4,061
Time with Current Agency							
< 1 year	62.2 %	28.2 %	6.8 %	2.0 %	0.7 %	6,796	362
1-3 years	59.2 %	28.3 %	9.1 %	2.8 %	0.7 %	92,569	2,076
4-5 years	56.3 %	29.4 %	10.2 %	3.1 %	1.0 %	64,095	1,331
6-10 years	55.7 %	30.1 %	10.3 %	3.0 %	0.8 %	104,542	2,366
11-14 years	54.5 %	31.4 %	10.3 %	3.0 %	0.8 %	100,902	2,545
15-20 years	54.3 %	31.6 %	10.4 %	2.8 %	0.9 %	90,724	2,295
> 20 years	56.6 %	31.8 %	9.0 %	2.1 %	0.6 %	110,784	3,010
Leaving Before Covid							
No	59.9 %	29.5 %	8.2 %	2.0 %	0.5 %	416,772	8,949
Yes, to retire	52.3 %	33.8 %	10.8 %	2.4 %	0.7 %	34,558	1,020
Yes, to other job in Govt	46.0 %	32.5 %	14.7 %	5.2 %	1.6 %	82,400	2,580
Yes, to other job outside Govt	42.7 %	33.5 %	15.5 %	5.9 %	2.4 %	13,547	422

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_4) During the COVID-19 pandemic, my work unit has adapted to changing priorities.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	54.7 %	29.8 %	9.6 %	2.7 %	0.8 %	583,180	14,582
Yes, other	42.9 %	33.0 %	15.3 %	6.2 %	2.6 %	14,685	805
Leaving Today							
No	62.0 %	29.1 %	7.2 %	1.4 %	0.3 %	383,191	8,028
Yes, to retire	49.9 %	34.9 %	11.7 %	2.8 %	0.7 %	38,932	1,181
Yes, to other job in Govt	44.3 %	33.0 %	15.4 %	5.7 %	1.7 %	88,300	2,631
Yes, to other job outside Govt	38.4 %	32.7 %	17.8 %	8.2 %	2.9 %	18,442	564
Yes, other	41.2 %	32.7 %	16.8 %	6.8 %	2.5 %	21,783	1,026
Retire Before Covid							
Less than 1 year	55.4 %	31.8 %	9.8 %	2.1 %	0.9 %	14,147	464
1 year	54.8 %	32.8 %	9.6 %	2.3 %	0.6 %	16,076	453
2 years	55.2 %	32.8 %	9.4 %	2.0 %	0.6 %	31,616	930
3 years	54.6 %	32.5 %	10.1 %	2.3 %	0.6 %	31,487	832
4 years	55.1 %	32.5 %	9.5 %	2.4 %	0.6 %	20,832	533
5 years	55.8 %	31.5 %	9.6 %	2.4 %	0.7 %	40,992	1,053
More than 5 years	56.6 %	29.8 %	9.8 %	2.9 %	0.8 %	402,436	9,339
Retire Today							
Less than 1 year	49.5 %	33.1 %	12.1 %	3.8 %	1.5 %	19,600	679
1 year	50.2 %	34.1 %	11.7 %	3.1 %	0.8 %	18,857	571
2 years	54.2 %	32.9 %	10.0 %	2.3 %	0.6 %	31,428	878
3 years	55.1 %	32.4 %	9.7 %	2.2 %	0.6 %	29,265	774
4 years	55.6 %	32.6 %	9.1 %	2.2 %	0.5 %	19,626	495
5 years	56.5 %	31.2 %	9.4 %	2.2 %	0.7 %	38,866	964
More than 5 years	57.0 %	29.7 %	9.7 %	2.8 %	0.8 %	392,662	9,004
Transgender							
Yes	47.6 %	25.7 %	13.5 %	7.8 %	5.3 %	1,559	72
No	56.4 %	30.4 %	9.7 %	2.7 %	0.8 %	547,041	12,868
Consider Yourself as							
Straight	56.6 %	30.4 %	9.6 %	2.6 %	0.7 %	515,257	11,911
Gay or Lesbian	56.9 %	29.0 %	10.2 %	3.0 %	0.9 %	12,117	249
Bisexual	52.7 %	29.8 %	12.3 %	3.9 %	1.2 %	6,697	142
Something else	45.5 %	31.7 %	14.4 %	5.8 %	2.6 %	8,521	392
Military Service							
No Prior Military Service	56.6 %	30.6 %	9.5 %	2.5 %	0.7 %	399,210	10,223
Currently in Guard/Reserves	49.6 %	33.1 %	12.0 %	4.2 %	1.2 %	9,876	237

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_4) During the COVID-19 pandemic, my work unit has adapted to changing priorities.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	54.7 %	29.8 %	9.6 %	2.7 %	0.8 %	583,180	14,582
Retired	58.4 %	29.8 %	9.1 %	2.2 %	0.5 %	76,062	1,296
Separated/Discharged	53.8 %	30.0 %	11.2 %	3.9 %	1.1 %	83,936	2,157
Military Spouse							
Spouse of current active duty service member	54.9 %	29.6 %	10.6 %	4.1 %	0.8 %	5,941	139
Spouse of separated or retired service member with a disability rating of 100%	58.6 %	27.6 %	10.0 %	2.8 %	0.9 %	11,009	236
Widow(er) of a service member killed while on active duty	46.7 %	28.1 %	15.4 %	4.6 %	5.2 %	299	10
None of the categories listed	56.2 %	30.5 %	9.8 %	2.7 %	0.8 %	552,587	13,576
NoN-Competitive Hiring Authority							
Yes	57.2 %	28.6 %	9.8 %	3.3 %	1.0 %	2,033	38
No	57.0 %	28.4 %	10.4 %	3.3 %	1.0 %	15,111	342
Disability							
Yes	55.8 %	28.7 %	10.8 %	3.5 %	1.2 %	83,725	2,482
No	56.4 %	30.8 %	9.6 %	2.6 %	0.7 %	473,335	10,836

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_5) During the COVID-19 pandemic, my work unit has successfully collaborated.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	49.5 %	30.2 %	12.4 %	4.1 %	1.1 %	583,022	15,134
Work Location							
Headquarters	55.1 %	29.9 %	11.0 %	3.2 %	0.8 %	185,526	3,354
Field	45.8 %	32.3 %	14.9 %	5.4 %	1.5 %	280,140	7,332
Full-time telework	58.7 %	28.7 %	9.2 %	2.7 %	0.6 %	100,561	3,657
Supervisory Status							
Senior Leader	60.1 %	29.4 %	8.0 %	1.9 %	0.6 %	10,739	53
Manager	50.0 %	34.4 %	12.3 %	2.8 %	0.5 %	41,387	201
Supervisor	49.3 %	33.2 %	12.9 %	3.7 %	0.8 %	81,459	850
Team Leader	47.6 %	32.7 %	14.3 %	4.5 %	1.0 %	78,093	1,094
Non-Supervisor	51.9 %	29.9 %	12.5 %	4.5 %	1.3 %	358,412	12,344
Sex							
Male	48.8 %	32.0 %	13.5 %	4.6 %	1.2 %	303,035	6,790
Female	54.6 %	29.4 %	11.3 %	3.6 %	1.0 %	248,797	6,800
Hispanic or Latino							
Yes	51.2 %	29.0 %	13.5 %	4.8 %	1.6 %	58,919	1,704
No	51.0 %	31.2 %	12.5 %	4.1 %	1.1 %	494,575	12,021
Race							
American Indian/Alaska Native	42.8 %	31.5 %	17.0 %	6.8 %	1.9 %	10,656	321
Asian	52.3 %	33.1 %	11.0 %	2.8 %	0.8 %	31,900	1,002
Black/African American	58.2 %	28.1 %	9.9 %	2.9 %	1.0 %	78,953	2,468
Native Hawaiian/Pacific Islander	48.2 %	30.3 %	13.7 %	5.6 %	2.2 %	3,671	120
White	50.0 %	31.5 %	13.1 %	4.4 %	1.1 %	388,616	8,407
Two or more races (Not Hispanic/Latino)	48.0 %	29.9 %	14.7 %	5.6 %	1.8 %	23,722	710
Age Group							
25 and under	49.1 %	32.2 %	13.0 %	4.5 %	1.1 %	6,698	180
26-29 years old	48.0 %	30.3 %	14.7 %	5.5 %	1.5 %	16,064	382
30-39 years old	48.7 %	30.2 %	14.3 %	5.4 %	1.5 %	106,893	2,356
40-49 years old	50.0 %	30.8 %	13.3 %	4.7 %	1.3 %	147,948	3,299
50-59 years old	52.6 %	31.3 %	11.7 %	3.6 %	0.9 %	187,556	4,496
60 or older	54.0 %	31.8 %	10.8 %	2.8 %	0.7 %	88,972	2,946
Level of Education							
Less than High School	43.0 %	31.7 %	11.1 %	9.3 %	4.9 %	338	26
H.S. Diploma/GED or equiv	53.5 %	28.1 %	12.8 %	4.2 %	1.5 %	22,806	886
Trade/Technical Certificate	48.6 %	30.3 %	13.8 %	5.7 %	1.7 %	11,811	436

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_5) During the COVID-19 pandemic, my work unit has successfully collaborated.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	49.5 %	30.2 %	12.4 %	4.1 %	1.1 %	583,022	15,134
Some College (no degree)	51.4 %	29.1 %	13.1 %	4.9 %	1.5 %	73,395	2,295
Associate's Degree	49.1 %	30.2 %	14.1 %	5.2 %	1.4 %	42,829	1,339
Bachelor's Degree	50.3 %	31.8 %	12.6 %	4.2 %	1.1 %	198,614	4,719
Master's Degree	51.7 %	31.7 %	12.0 %	3.6 %	0.9 %	154,763	2,857
Doctoral/Professional Degree	52.4 %	31.1 %	12.0 %	3.6 %	0.9 %	55,685	1,390
Pay Category							
Federal Wage System	41.3 %	31.6 %	17.6 %	7.3 %	2.2 %	18,943	648
GS 1-6	46.1 %	30.1 %	15.3 %	6.3 %	2.2 %	19,559	1,134
GS 7-12	50.1 %	30.4 %	13.3 %	4.9 %	1.3 %	232,966	7,320
GS 13-15	53.7 %	31.6 %	11.1 %	3.0 %	0.6 %	245,704	4,082
SES	63.9 %	28.7 %	6.2 %	1.1 %	0.1 %	5,608	11
SL/ST	52.4 %	32.3 %	11.5 %	3.1 %	0.8 %	2,025	36
Other	48.4 %	32.0 %	13.8 %	4.4 %	1.4 %	44,980	1,255
Time in Federal Government							
< 1 year	57.2 %	29.4 %	8.8 %	3.8 %	0.9 %	1,649	100
1-3 years	53.1 %	29.4 %	12.3 %	4.3 %	1.0 %	59,861	1,459
4-5 years	50.3 %	29.9 %	13.4 %	5.0 %	1.4 %	48,433	1,122
6-10 years	50.1 %	30.7 %	13.3 %	4.7 %	1.3 %	98,720	2,328
11-14 years	49.6 %	31.5 %	13.2 %	4.5 %	1.2 %	107,506	2,708
15-20 years	49.4 %	31.7 %	13.3 %	4.4 %	1.2 %	102,934	2,680
> 20 years	52.8 %	31.5 %	11.5 %	3.3 %	0.9 %	151,265	4,148
Time with Current Agency							
< 1 year	57.8 %	28.6 %	9.6 %	3.0 %	0.9 %	6,794	362
1-3 years	53.3 %	29.2 %	12.2 %	4.3 %	1.0 %	92,654	2,119
4-5 years	50.9 %	30.0 %	12.9 %	4.7 %	1.4 %	64,125	1,416
6-10 years	50.2 %	30.7 %	13.3 %	4.6 %	1.2 %	104,479	2,484
11-14 years	49.3 %	31.7 %	13.3 %	4.4 %	1.2 %	100,928	2,625
15-20 years	49.1 %	32.0 %	13.4 %	4.3 %	1.2 %	90,603	2,441
> 20 years	52.0 %	32.2 %	11.7 %	3.3 %	0.8 %	110,694	3,067
Leaving Before Covid							
No	54.8 %	30.5 %	11.0 %	3.1 %	0.7 %	416,742	9,343
Yes, to retire	47.9 %	33.9 %	13.3 %	3.9 %	1.0 %	34,485	1,076
Yes, to other job in Govt	39.9 %	31.7 %	18.2 %	7.9 %	2.4 %	82,376	2,726
Yes, to other job outside Govt	35.8 %	32.4 %	19.8 %	8.9 %	3.1 %	13,594	400

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_5) During the COVID-19 pandemic, my work unit has successfully collaborated.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	49.5 %	30.2 %	12.4 %	4.1 %	1.1 %	583,022	15,134
Yes, other	36.8 %	32.2 %	18.5 %	8.9 %	3.7 %	14,735	775
Leaving Today							
No	56.9 %	30.4 %	9.9 %	2.4 %	0.5 %	383,122	8,357
Yes, to retire	45.2 %	34.7 %	14.5 %	4.4 %	1.1 %	38,825	1,243
Yes, to other job in Govt	38.1 %	31.7 %	19.3 %	8.5 %	2.5 %	88,314	2,763
Yes, to other job outside Govt	31.8 %	31.3 %	22.0 %	11.0 %	3.9 %	18,489	552
Yes, other	34.9 %	31.6 %	20.0 %	10.0 %	3.5 %	21,804	1,025
Retire Before Covid							
Less than 1 year	51.2 %	31.5 %	12.5 %	3.5 %	1.2 %	14,133	474
1 year	50.1 %	33.7 %	11.7 %	3.6 %	0.8 %	16,033	487
2 years	50.9 %	32.8 %	12.2 %	3.2 %	0.9 %	31,579	980
3 years	50.1 %	32.8 %	12.6 %	3.6 %	0.9 %	31,460	863
4 years	50.5 %	32.5 %	12.4 %	3.7 %	1.0 %	20,811	564
5 years	50.9 %	31.9 %	12.3 %	3.8 %	1.1 %	40,967	1,115
More than 5 years	51.0 %	30.4 %	12.9 %	4.5 %	1.2 %	402,624	9,631
Retire Today							
Less than 1 year	45.3 %	32.1 %	15.1 %	5.4 %	2.1 %	19,563	711
1 year	45.4 %	34.2 %	14.4 %	4.9 %	1.2 %	18,806	598
2 years	49.7 %	33.0 %	12.7 %	3.6 %	1.0 %	31,365	939
3 years	50.5 %	32.7 %	12.4 %	3.5 %	0.9 %	29,245	785
4 years	50.5 %	33.2 %	12.0 %	3.5 %	0.8 %	19,594	523
5 years	51.4 %	31.6 %	12.4 %	3.6 %	1.0 %	38,805	1,037
More than 5 years	51.4 %	30.4 %	12.7 %	4.4 %	1.1 %	392,840	9,252
Transgender							
Yes	42.1 %	26.6 %	15.6 %	9.7 %	6.0 %	1,561	72
No	51.1 %	31.0 %	12.6 %	4.2 %	1.1 %	546,904	13,410
Consider Yourself as							
Straight	51.4 %	31.0 %	12.5 %	4.1 %	1.1 %	515,121	12,421
Gay or Lesbian	51.0 %	29.9 %	12.9 %	4.7 %	1.4 %	12,109	255
Bisexual	45.7 %	30.7 %	15.5 %	6.2 %	1.9 %	6,703	154
Something else	40.4 %	30.5 %	17.6 %	8.0 %	3.5 %	8,521	397
Military Service							
No Prior Military Service	51.3 %	31.1 %	12.5 %	4.0 %	1.1 %	399,339	10,416
Currently in Guard/Reserves	45.1 %	31.8 %	15.7 %	5.9 %	1.5 %	9,868	241

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_5) During the COVID-19 pandemic, my work unit has successfully collaborated.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	49.5 %	30.2 %	12.4 %	4.1 %	1.1 %	583,022	15,134
Retired	52.8 %	30.9 %	12.0 %	3.6 %	0.8 %	75,983	1,404
Separated/Discharged	48.6 %	30.3 %	13.8 %	5.6 %	1.6 %	83,768	2,378
Military Spouse							
Spouse of current active duty service member	49.6 %	29.5 %	12.7 %	6.6 %	1.6 %	5,938	150
Spouse of separated or retired service member with a disability rating of 100%	53.7 %	28.2 %	12.2 %	4.6 %	1.3 %	10,981	260
Widow(er) of a service member killed while on active duty	43.6 %	27.4 %	17.9 %	6.3 %	4.8 %	297	10
None of the categories listed	50.9 %	31.1 %	12.7 %	4.2 %	1.1 %	552,484	14,070
NoN-Competitive Hiring Authority							
Yes	53.1 %	27.6 %	12.4 %	5.0 %	1.9 %	2,032	43
No	51.9 %	28.9 %	12.4 %	5.4 %	1.4 %	15,078	374
Disability							
Yes	50.5 %	29.0 %	13.5 %	5.3 %	1.7 %	83,625	2,619
No	51.1 %	31.3 %	12.5 %	4.0 %	1.0 %	473,261	11,256

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_6) During the COVID-19 pandemic, my work unit has achieved our goals.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	47.8 %	34.7 %	10.8 %	2.6 %	0.7 %	576,880	20,806
Work Location							
Headquarters	53.9 %	34.9 %	9.1 %	1.8 %	0.4 %	183,859	4,809
Field	44.5 %	37.3 %	13.6 %	3.6 %	1.0 %	277,410	9,905
Full-time telework	57.1 %	33.3 %	7.8 %	1.4 %	0.4 %	99,091	5,059
Supervisory Status							
Senior Leader	56.3 %	33.9 %	7.7 %	1.6 %	0.5 %	10,711	84
Manager	45.8 %	39.3 %	12.0 %	2.3 %	0.4 %	41,287	273
Supervisor	46.7 %	37.8 %	12.2 %	2.7 %	0.6 %	81,175	1,086
Team Leader	46.1 %	38.2 %	12.3 %	2.7 %	0.6 %	77,467	1,614
Non-Supervisor	51.2 %	34.7 %	10.7 %	2.6 %	0.8 %	353,504	16,977
Sex							
Male	47.6 %	36.9 %	11.8 %	2.9 %	0.8 %	300,479	9,148
Female	53.0 %	34.2 %	10.1 %	2.1 %	0.5 %	245,814	9,542
Hispanic or Latino							
Yes	50.1 %	33.0 %	12.4 %	3.3 %	1.2 %	58,279	2,289
No	49.6 %	36.3 %	11.0 %	2.5 %	0.6 %	489,584	16,619
Race							
American Indian/Alaska Native	42.0 %	35.8 %	16.0 %	4.9 %	1.3 %	10,542	441
Asian	51.9 %	36.0 %	9.7 %	1.9 %	0.6 %	31,609	1,280
Black/African American	57.4 %	31.7 %	8.6 %	1.8 %	0.6 %	78,261	3,091
Native Hawaiian/Pacific Islander	47.6 %	35.2 %	12.6 %	3.2 %	1.4 %	3,633	154
White	48.3 %	36.8 %	11.5 %	2.7 %	0.7 %	384,713	11,969
Two or more races (Not Hispanic/Latino)	47.5 %	35.0 %	13.0 %	3.3 %	1.1 %	23,420	1,005
Age Group							
25 and under	51.2 %	35.8 %	10.5 %	1.8 %	0.8 %	6,638	226
26-29 years old	48.6 %	35.6 %	11.9 %	2.9 %	0.9 %	15,932	491
30-39 years old	48.1 %	35.3 %	12.4 %	3.3 %	0.9 %	105,885	3,214
40-49 years old	48.6 %	35.7 %	12.0 %	3.0 %	0.8 %	146,479	4,663
50-59 years old	50.8 %	36.1 %	10.3 %	2.3 %	0.5 %	185,652	6,276
60 or older	51.6 %	36.6 %	9.5 %	1.8 %	0.5 %	87,983	3,910
Level of Education							
Less than High School	42.7 %	31.8 %	15.1 %	5.3 %	5.1 %	328	35
H.S. Diploma/GED or equiv	53.0 %	31.1 %	11.6 %	3.2 %	1.1 %	22,683	1,004
Trade/Technical Certificate	47.5 %	35.0 %	12.7 %	3.7 %	1.1 %	11,725	518

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_6) During the COVID-19 pandemic, my work unit has achieved our goals.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	47.8 %	34.7 %	10.8 %	2.6 %	0.7 %	576,880	20,806
Some College (no degree)	50.8 %	33.5 %	11.6 %	3.1 %	1.0 %	72,861	2,816
Associate's Degree	48.6 %	35.0 %	12.1 %	3.4 %	0.9 %	42,486	1,670
Bachelor's Degree	49.1 %	36.7 %	11.0 %	2.6 %	0.6 %	196,349	6,813
Master's Degree	50.2 %	36.9 %	10.3 %	2.1 %	0.5 %	153,035	4,419
Doctoral/Professional Degree	48.4 %	37.2 %	11.7 %	2.2 %	0.5 %	55,049	1,952
Pay Category							
Federal Wage System	41.2 %	37.3 %	15.5 %	4.7 %	1.3 %	18,931	682
GS 1-6	45.6 %	33.9 %	14.5 %	4.7 %	1.3 %	19,324	1,352
GS 7-12	49.3 %	35.3 %	11.7 %	2.9 %	0.8 %	230,205	9,904
GS 13-15	51.4 %	36.6 %	9.7 %	1.9 %	0.4 %	243,136	6,383
SES	57.5 %	34.8 %	6.8 %	0.8 %	0.2 %	5,591	20
SL/ST	47.0 %	39.2 %	11.1 %	2.0 %	0.7 %	2,016	45
Other	48.6 %	36.1 %	11.8 %	2.6 %	0.9 %	44,652	1,585
Time in Federal Government							
< 1 year	55.8 %	34.7 %	7.7 %	1.0 %	0.7 %	1,618	125
1-3 years	53.0 %	34.2 %	10.0 %	2.3 %	0.5 %	59,221	2,048
4-5 years	49.6 %	35.4 %	11.4 %	2.8 %	0.8 %	47,977	1,506
6-10 years	49.1 %	35.8 %	11.5 %	2.9 %	0.7 %	97,755	3,225
11-14 years	48.6 %	36.3 %	11.5 %	2.8 %	0.8 %	106,283	3,843
15-20 years	47.9 %	36.4 %	12.1 %	2.8 %	0.8 %	101,937	3,593
> 20 years	50.2 %	36.3 %	10.6 %	2.3 %	0.6 %	149,649	5,681
Time with Current Agency							
< 1 year	56.7 %	33.4 %	7.9 %	1.5 %	0.6 %	6,703	447
1-3 years	53.3 %	34.0 %	9.9 %	2.3 %	0.5 %	91,652	3,021
4-5 years	50.0 %	35.2 %	11.2 %	2.7 %	0.8 %	63,476	1,968
6-10 years	49.1 %	35.8 %	11.5 %	2.8 %	0.7 %	103,434	3,436
11-14 years	48.1 %	36.4 %	11.8 %	2.9 %	0.8 %	99,830	3,659
15-20 years	47.5 %	36.7 %	12.2 %	2.8 %	0.8 %	89,731	3,266
> 20 years	48.9 %	37.3 %	10.9 %	2.3 %	0.6 %	109,520	4,200
Leaving Before Covid							
No	52.9 %	35.1 %	9.6 %	2.0 %	0.5 %	412,856	12,801
Yes, to retire	45.7 %	38.8 %	12.1 %	2.7 %	0.7 %	34,073	1,454
Yes, to other job in Govt	40.7 %	37.5 %	15.9 %	4.5 %	1.3 %	81,208	3,819
Yes, to other job outside Govt	35.3 %	39.1 %	17.9 %	5.7 %	1.9 %	13,392	596

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_6) During the COVID-19 pandemic, my work unit has achieved our goals.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	47.8 %	34.7 %	10.8 %	2.6 %	0.7 %	576,880	20,806
Yes, other	37.3 %	38.4 %	16.8 %	5.3 %	2.2 %	14,408	1,096
Leaving Today							
No	54.8 %	34.8 %	8.5 %	1.5 %	0.3 %	379,862	11,296
Yes, to retire	43.0 %	40.0 %	13.2 %	2.9 %	0.8 %	38,353	1,712
Yes, to other job in Govt	38.9 %	38.0 %	16.7 %	5.0 %	1.3 %	87,002	3,992
Yes, to other job outside Govt	31.5 %	38.0 %	20.8 %	7.2 %	2.5 %	18,227	804
Yes, other	35.1 %	38.3 %	18.4 %	5.9 %	2.3 %	21,312	1,497
Retire Before Covid							
Less than 1 year	48.7 %	36.8 %	11.3 %	2.4 %	0.8 %	13,950	652
1 year	47.5 %	38.7 %	11.0 %	2.3 %	0.6 %	15,831	657
2 years	49.0 %	37.5 %	10.7 %	2.2 %	0.6 %	31,209	1,306
3 years	48.2 %	37.4 %	11.4 %	2.4 %	0.6 %	31,084	1,216
4 years	48.8 %	37.0 %	11.1 %	2.4 %	0.7 %	20,595	757
5 years	49.3 %	36.4 %	11.0 %	2.6 %	0.7 %	40,554	1,495
More than 5 years	49.9 %	35.5 %	11.2 %	2.7 %	0.7 %	398,445	13,410
Retire Today							
Less than 1 year	43.3 %	37.8 %	13.7 %	3.7 %	1.5 %	19,292	968
1 year	43.1 %	39.6 %	13.3 %	3.1 %	0.9 %	18,540	849
2 years	47.7 %	38.1 %	11.2 %	2.5 %	0.5 %	31,038	1,252
3 years	48.4 %	37.5 %	11.1 %	2.4 %	0.6 %	28,926	1,087
4 years	49.1 %	37.4 %	10.6 %	2.3 %	0.6 %	19,399	709
5 years	49.7 %	36.3 %	11.0 %	2.4 %	0.6 %	38,444	1,398
More than 5 years	50.3 %	35.4 %	11.0 %	2.6 %	0.7 %	388,815	12,917
Transgender							
Yes	42.0 %	31.4 %	15.3 %	6.2 %	5.1 %	1,537	98
No	49.8 %	35.9 %	11.1 %	2.6 %	0.7 %	541,456	18,419
Consider Yourself as							
Straight	50.0 %	35.8 %	11.0 %	2.5 %	0.7 %	510,105	16,995
Gay or Lesbian	49.2 %	35.1 %	12.0 %	2.9 %	0.8 %	12,002	358
Bisexual	44.3 %	37.2 %	13.5 %	3.7 %	1.2 %	6,628	227
Something else	40.5 %	35.4 %	16.3 %	5.4 %	2.4 %	8,366	558
Military Service							
No Prior Military Service	49.5 %	36.1 %	11.2 %	2.5 %	0.7 %	394,805	14,569
Currently in Guard/Reserves	44.3 %	37.8 %	13.3 %	3.7 %	0.9 %	9,779	322

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q55_6) During the COVID-19 pandemic, my work unit has achieved our goals.

Demographic	Always	Most of the time	Sometime	Rarely	Never	Item Response Total**	No Basis to Judge
All Responses	47.8 %	34.7 %	10.8 %	2.6 %	0.7 %	576,880	20,806
Retired	52.8 %	35.2 %	9.5 %	2.1 %	0.5 %	75,477	1,878
Separated/Discharged	47.8 %	35.5 %	12.2 %	3.5 %	1.0 %	82,976	3,134
Military Spouse							
Spouse of current active duty service member	50.2 %	33.9 %	11.7 %	3.5 %	0.7 %	5,890	203
Spouse of separated or retired service member with a disability rating of 100%	54.1 %	31.5 %	10.7 %	3.0 %	0.8 %	10,894	355
Widow(er) of a service member killed while on active duty	40.9 %	33.0 %	16.3 %	4.1 %	5.7 %	294	8
None of the categories listed	49.5 %	36.0 %	11.2 %	2.6 %	0.7 %	546,701	19,390
NoN-Competitive Hiring Authority							
Yes	54.3 %	30.5 %	10.8 %	3.3 %	1.1 %	2,021	55
No	52.2 %	32.7 %	11.2 %	3.2 %	0.8 %	14,954	506
Disability							
Yes	50.3 %	34.0 %	11.5 %	3.1 %	1.1 %	82,747	3,486
No	49.6 %	36.2 %	11.1 %	2.5 %	0.6 %	468,507	15,589

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q56) In the phased return of employees to the agency worksite, my organization has made employee safety a top priority.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	34.9 %	29.8 %	12.7 %	6.1 %	4.6 %	522,557	76,453
Work Location							
Headquarters	43.8 %	32.7 %	12.8 %	6.3 %	4.5 %	166,252	23,052
Field	34.4 %	35.1 %	15.7 %	8.3 %	6.4 %	259,233	29,034
Full-time telework	50.2 %	31.7 %	12.2 %	3.4 %	2.5 %	82,673	21,845
Supervisory Status							
Senior Leader	64.8 %	24.3 %	6.2 %	2.8 %	1.9 %	10,327	489
Manager	49.8 %	32.6 %	9.9 %	4.8 %	2.9 %	38,746	2,948
Supervisor	41.8 %	35.0 %	13.1 %	6.1 %	3.9 %	74,826	7,662
Team Leader	38.9 %	34.5 %	14.2 %	7.1 %	5.3 %	70,078	9,240
Non-Supervisor	37.7 %	33.8 %	15.2 %	7.4 %	5.8 %	317,766	54,086
Sex							
Male	39.2 %	34.5 %	14.3 %	6.8 %	5.2 %	276,117	34,419
Female	41.4 %	32.6 %	13.9 %	7.0 %	5.0 %	219,618	36,709
Hispanic or Latino							
Yes	36.5 %	32.3 %	16.0 %	8.1 %	7.1 %	53,978	6,825
No	40.5 %	34.0 %	13.9 %	6.7 %	4.9 %	443,171	64,666
Race							
American Indian/Alaska Native	31.6 %	35.4 %	18.6 %	8.5 %	5.9 %	9,963	1,066
Asian	44.4 %	34.8 %	12.5 %	4.7 %	3.6 %	29,430	3,594
Black/African American	40.9 %	32.0 %	15.4 %	6.3 %	5.3 %	70,105	11,619
Native Hawaiian/Pacific Islander	35.9 %	33.6 %	16.8 %	7.1 %	6.7 %	3,505	301
White	40.4 %	34.2 %	13.6 %	7.0 %	4.9 %	348,439	49,390
Two or more races (Not Hispanic/Latino)	34.6 %	32.3 %	16.4 %	9.0 %	7.7 %	21,463	3,031
Age Group							
25 and under	32.1 %	35.9 %	15.4 %	10.1 %	6.5 %	6,285	617
26-29 years old	31.3 %	33.7 %	16.4 %	10.5 %	8.2 %	14,905	1,582
30-39 years old	34.1 %	33.1 %	15.6 %	9.5 %	7.7 %	95,001	14,451
40-49 years old	37.9 %	34.0 %	15.0 %	7.4 %	5.6 %	132,598	18,949
50-59 years old	43.6 %	34.2 %	13.1 %	5.4 %	3.7 %	168,674	23,875
60 or older	47.4 %	33.6 %	12.2 %	4.1 %	2.6 %	80,336	11,953
Level of Education							
Less than High School	29.4 %	33.5 %	19.5 %	7.6 %	10.0 %	332	39
H.S. Diploma/GED or equiv	33.2 %	35.1 %	17.9 %	7.4 %	6.4 %	21,178	2,644
Trade/Technical Certificate	29.6 %	35.3 %	19.1 %	8.9 %	7.1 %	11,064	1,220

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q56) In the phased return of employees to the agency worksite, my organization has made employee safety a top priority.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	34.9 %	29.8 %	12.7 %	6.1 %	4.6 %	522,557	76,453
Some College (no degree)	34.2 %	33.8 %	17.5 %	8.1 %	6.5 %	66,872	9,102
Associate's Degree	33.8 %	35.0 %	16.9 %	8.2 %	6.0 %	39,484	4,839
Bachelor's Degree	39.9 %	34.7 %	13.8 %	6.8 %	4.8 %	176,831	26,964
Master's Degree	44.8 %	33.0 %	11.9 %	5.9 %	4.4 %	138,758	19,149
Doctoral/Professional Degree	48.0 %	30.7 %	10.7 %	6.1 %	4.5 %	48,605	8,578
Pay Category							
Federal Wage System	22.1 %	35.4 %	20.9 %	11.8 %	9.9 %	18,491	1,177
GS 1-6	30.5 %	34.0 %	18.4 %	9.9 %	7.3 %	18,620	2,172
GS 7-12	35.5 %	34.8 %	16.2 %	7.7 %	5.8 %	208,036	33,008
GS 13-15	48.3 %	32.5 %	10.8 %	4.9 %	3.4 %	216,475	33,740
SES	67.5 %	21.1 %	6.1 %	3.2 %	2.1 %	5,354	277
SL/ST	60.3 %	26.8 %	6.0 %	4.7 %	2.3 %	1,905	157
Other	35.1 %	34.7 %	14.9 %	8.2 %	7.0 %	42,632	3,773
Time in Federal Government							
< 1 year	48.6 %	32.2 %	11.8 %	4.5 %	2.9 %	1,561	195
1-3 years	39.1 %	33.9 %	14.3 %	7.7 %	5.0 %	55,069	6,402
4-5 years	36.3 %	33.6 %	15.3 %	8.3 %	6.5 %	43,865	5,812
6-10 years	37.6 %	33.6 %	14.9 %	7.8 %	6.1 %	87,849	13,419
11-14 years	38.1 %	34.0 %	14.8 %	7.4 %	5.8 %	95,412	15,060
15-20 years	38.2 %	34.4 %	14.9 %	7.2 %	5.3 %	93,008	12,877
> 20 years	45.2 %	33.5 %	12.7 %	4.9 %	3.7 %	135,305	20,646
Time with Current Agency							
< 1 year	47.7 %	32.4 %	11.3 %	5.3 %	3.4 %	6,366	812
1-3 years	40.2 %	33.2 %	14.2 %	7.4 %	5.0 %	84,481	10,512
4-5 years	37.4 %	33.3 %	15.1 %	7.8 %	6.4 %	57,653	8,049
6-10 years	37.8 %	33.8 %	14.9 %	7.5 %	6.0 %	92,634	14,562
11-14 years	37.6 %	34.3 %	14.9 %	7.4 %	5.7 %	89,620	14,184
15-20 years	38.2 %	34.8 %	14.8 %	7.0 %	5.3 %	82,091	11,229
> 20 years	45.8 %	33.7 %	12.3 %	4.8 %	3.4 %	99,121	15,033
Leaving Before Covid							
No	44.0 %	33.9 %	12.7 %	5.6 %	3.8 %	373,762	53,263
Yes, to retire	41.1 %	35.2 %	14.2 %	5.5 %	4.0 %	31,116	4,583
Yes, to other job in Govt	26.3 %	33.4 %	19.5 %	11.4 %	9.5 %	73,752	11,531
Yes, to other job outside Govt	26.3 %	31.6 %	17.9 %	12.2 %	11.9 %	12,238	1,794

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q56) In the phased return of employees to the agency worksite, my organization has made employee safety a top priority.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	34.9 %	29.8 %	12.7 %	6.1 %	4.6 %	522,557	76,453
Yes, other	22.2 %	32.7 %	21.0 %	12.0 %	12.1 %	13,353	2,218
Leaving Today							
No	46.3 %	34.3 %	12.0 %	4.8 %	2.7 %	342,386	49,961
Yes, to retire	39.2 %	35.4 %	14.7 %	6.2 %	4.4 %	35,161	5,081
Yes, to other job in Govt	24.6 %	33.0 %	19.8 %	12.0 %	10.5 %	79,370	11,911
Yes, to other job outside Govt	21.3 %	29.2 %	18.7 %	15.1 %	15.8 %	16,841	2,260
Yes, other	20.8 %	31.3 %	20.9 %	12.8 %	14.1 %	19,798	3,093
Retire Before Covid							
Less than 1 year	45.1 %	32.8 %	13.1 %	5.0 %	3.9 %	12,777	1,879
1 year	43.0 %	35.4 %	13.2 %	4.8 %	3.7 %	14,414	2,175
2 years	43.2 %	34.8 %	13.3 %	5.1 %	3.5 %	28,490	4,170
3 years	42.4 %	34.7 %	13.7 %	5.6 %	3.6 %	28,424	3,992
4 years	42.1 %	34.7 %	13.6 %	5.7 %	3.9 %	18,791	2,609
5 years	41.2 %	34.4 %	14.0 %	5.9 %	4.5 %	36,979	5,226
More than 5 years	38.8 %	33.6 %	14.5 %	7.4 %	5.7 %	360,411	52,694
Retire Today							
Less than 1 year	39.3 %	32.4 %	14.7 %	6.9 %	6.8 %	17,830	2,513
1 year	38.4 %	34.4 %	15.2 %	6.8 %	5.2 %	16,994	2,495
2 years	42.2 %	34.7 %	13.4 %	5.8 %	3.9 %	28,299	4,108
3 years	42.7 %	34.8 %	13.3 %	5.4 %	3.7 %	26,390	3,734
4 years	43.0 %	34.8 %	13.1 %	5.5 %	3.6 %	17,654	2,510
5 years	42.1 %	34.3 %	13.9 %	5.6 %	4.0 %	34,976	4,998
More than 5 years	39.2 %	33.6 %	14.4 %	7.4 %	5.5 %	351,225	51,683
Transgender							
Yes	28.0 %	28.5 %	16.8 %	10.5 %	16.1 %	1,407	235
No	40.1 %	33.8 %	14.1 %	6.9 %	5.1 %	491,285	70,409
Consider Yourself as							
Straight	40.5 %	33.9 %	14.0 %	6.7 %	4.9 %	463,067	65,741
Gay or Lesbian	38.0 %	31.6 %	14.1 %	8.9 %	7.4 %	10,642	1,756
Bisexual	32.5 %	31.5 %	15.6 %	10.8 %	9.7 %	6,033	840
Something else	26.3 %	30.6 %	20.2 %	11.0 %	11.9 %	7,731	1,231
Military Service							
No Prior Military Service	39.9 %	33.6 %	14.0 %	7.1 %	5.4 %	355,041	55,806
Currently in Guard/Reserves	34.9 %	34.1 %	16.4 %	8.1 %	6.4 %	9,234	902

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q56) In the phased return of employees to the agency worksite, my organization has made employee safety a top priority.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	34.9 %	29.8 %	12.7 %	6.1 %	4.6 %	522,557	76,453
Retired	43.5 %	35.1 %	13.3 %	5.1 %	3.0 %	70,119	7,426
Separated/Discharged	36.7 %	33.5 %	15.7 %	7.7 %	6.4 %	76,362	10,042
Military Spouse							
Spouse of current active duty service member	35.4 %	30.9 %	16.9 %	9.5 %	7.2 %	5,450	661
Spouse of separated or retired service member with a disability rating of 100%	38.2 %	32.1 %	16.4 %	7.4 %	5.8 %	9,993	1,303
Widow(er) of a service member killed while on active duty	29.4 %	30.1 %	19.1 %	12.2 %	9.3 %	283	27
None of the categories listed	39.9 %	33.9 %	14.2 %	6.9 %	5.1 %	495,722	72,282
NoN-Competitive Hiring Authority							
Yes	36.7 %	31.4 %	17.0 %	8.8 %	6.1 %	1,893	196
No	37.1 %	31.7 %	16.6 %	8.2 %	6.4 %	13,736	1,780
Disability							
Yes	38.1 %	31.7 %	15.7 %	7.6 %	6.8 %	75,785	10,759
No	40.3 %	34.2 %	13.9 %	6.8 %	4.8 %	424,482	61,207

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	35.3 %	36.1 %	15.2 %	6.3 %	5.0 %	586,420	12,842
Work Location							
Headquarters	40.1 %	36.6 %	13.8 %	5.5 %	4.0 %	185,800	3,598
Field	30.8 %	36.8 %	17.6 %	8.1 %	6.7 %	283,409	4,988
Full-time telework	45.6 %	37.6 %	11.5 %	3.1 %	2.2 %	100,870	3,685
Supervisory Status							
Senior Leader	60.6 %	28.0 %	7.6 %	2.3 %	1.6 %	10,754	77
Manager	43.6 %	36.1 %	12.4 %	4.9 %	3.0 %	41,351	351
Supervisor	37.0 %	38.0 %	14.9 %	6.2 %	4.0 %	81,378	1,155
Team Leader	34.8 %	37.4 %	16.1 %	6.7 %	5.1 %	77,976	1,372
Non-Supervisor	34.9 %	36.9 %	15.9 %	6.7 %	5.6 %	362,658	9,375
Sex							
Male	35.1 %	37.0 %	15.7 %	6.7 %	5.5 %	304,807	5,899
Female	38.7 %	36.8 %	14.4 %	5.8 %	4.2 %	250,817	5,602
Hispanic or Latino							
Yes	34.8 %	34.3 %	16.6 %	7.4 %	6.9 %	59,635	1,201
No	36.7 %	37.3 %	15.0 %	6.2 %	4.8 %	497,613	10,432
Race							
American Indian/Alaska Native	30.8 %	37.1 %	18.5 %	7.5 %	6.1 %	10,788	244
Asian	41.0 %	38.0 %	13.0 %	4.5 %	3.6 %	32,228	818
Black/African American	40.1 %	36.3 %	13.8 %	5.1 %	4.6 %	79,723	2,016
Native Hawaiian/Pacific Islander	35.1 %	33.6 %	18.6 %	6.4 %	6.3 %	3,728	78
White	36.1 %	37.2 %	15.2 %	6.6 %	4.9 %	390,723	7,291
Two or more races (Not Hispanic/Latino)	31.6 %	34.4 %	17.9 %	8.4 %	7.7 %	23,875	621
Age Group							
25 and under	28.9 %	36.7 %	17.5 %	9.8 %	7.1 %	6,790	117
26-29 years old	27.3 %	34.7 %	18.6 %	10.4 %	9.0 %	16,251	240
30-39 years old	30.1 %	35.5 %	17.5 %	9.0 %	7.9 %	107,436	2,054
40-49 years old	34.3 %	36.9 %	16.2 %	7.0 %	5.6 %	148,744	2,896
50-59 years old	40.4 %	37.9 %	13.7 %	4.7 %	3.3 %	188,673	3,961
60 or older	44.2 %	37.6 %	12.4 %	3.7 %	2.1 %	89,977	2,344
Level of Education							
Less than High School	32.2 %	30.1 %	21.7 %	5.4 %	10.6 %	349	22
H.S. Diploma/GED or equiv	33.3 %	36.4 %	17.6 %	6.6 %	6.0 %	23,267	562
Trade/Technical Certificate	29.1 %	36.4 %	19.5 %	7.9 %	7.0 %	12,002	283

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	35.3 %	36.1 %	15.2 %	6.3 %	5.0 %	586,420	12,842
Some College (no degree)	33.6 %	35.8 %	17.0 %	7.3 %	6.4 %	74,359	1,631
Associate's Degree	32.7 %	36.6 %	17.1 %	7.5 %	6.0 %	43,438	889
Bachelor's Degree	36.1 %	37.8 %	15.0 %	6.4 %	4.8 %	199,784	4,128
Master's Degree	39.9 %	37.0 %	13.5 %	5.5 %	4.0 %	155,029	2,964
Doctoral/Professional Degree	38.8 %	35.8 %	14.7 %	6.1 %	4.6 %	55,834	1,372
Pay Category							
Federal Wage System	20.2 %	33.7 %	23.0 %	12.0 %	11.1 %	19,349	334
GS 1-6	31.4 %	35.4 %	18.4 %	8.2 %	6.6 %	20,301	510
GS 7-12	33.5 %	37.5 %	16.3 %	7.0 %	5.7 %	235,636	5,467
GS 13-15	42.2 %	37.1 %	12.7 %	4.8 %	3.2 %	245,163	5,201
SES	60.5 %	26.7 %	8.0 %	3.2 %	1.6 %	5,610	29
SL/ST	52.0 %	32.1 %	9.6 %	3.6 %	2.8 %	2,042	23
Other	31.1 %	36.6 %	17.6 %	7.7 %	6.9 %	45,657	773
Time in Federal Government							
< 1 year	46.6 %	35.0 %	12.1 %	3.9 %	2.5 %	1,710	43
1-3 years	37.1 %	35.7 %	15.3 %	6.9 %	5.1 %	60,523	980
4-5 years	33.4 %	35.8 %	16.4 %	7.8 %	6.5 %	48,791	899
6-10 years	34.0 %	36.5 %	16.1 %	7.3 %	6.1 %	99,204	2,131
11-14 years	34.4 %	37.0 %	15.9 %	7.1 %	5.6 %	108,094	2,432
15-20 years	34.2 %	37.6 %	16.2 %	6.7 %	5.2 %	103,716	2,207
> 20 years	40.9 %	37.6 %	13.6 %	4.5 %	3.3 %	152,339	3,679
Time with Current Agency							
< 1 year	46.1 %	35.3 %	12.1 %	4.1 %	2.4 %	6,995	184
1-3 years	38.2 %	35.4 %	14.8 %	6.6 %	5.0 %	93,431	1,612
4-5 years	34.3 %	36.0 %	16.1 %	7.4 %	6.3 %	64,489	1,235
6-10 years	34.1 %	36.7 %	16.1 %	7.2 %	5.8 %	104,923	2,337
11-14 years	33.9 %	37.4 %	16.1 %	7.0 %	5.6 %	101,503	2,362
15-20 years	34.2 %	37.7 %	16.3 %	6.7 %	5.2 %	91,413	1,942
> 20 years	40.8 %	38.0 %	13.6 %	4.5 %	3.2 %	111,533	2,667
Leaving Before Covid							
No	40.3 %	37.4 %	13.6 %	5.1 %	3.6 %	419,081	8,161
Yes, to retire	37.1 %	38.8 %	15.2 %	5.3 %	3.6 %	34,808	894
Yes, to other job in Govt	23.3 %	35.5 %	20.9 %	10.7 %	9.6 %	83,157	2,156
Yes, to other job outside Govt	21.3 %	32.2 %	20.6 %	12.9 %	13.0 %	13,668	372

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(Q57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	35.3 %	36.1 %	15.2 %	6.3 %	5.0 %	586,420	12,842
Yes, other	19.6 %	32.8 %	24.5 %	11.2 %	11.9 %	15,056	518
Leaving Today							
No	42.5 %	38.1 %	12.8 %	4.3 %	2.4 %	385,117	7,419
Yes, to retire	34.7 %	38.9 %	16.2 %	6.0 %	4.1 %	39,219	1,031
Yes, to other job in Govt	21.5 %	34.7 %	21.5 %	11.7 %	10.6 %	89,077	2,240
Yes, to other job outside Govt	16.2 %	28.5 %	21.9 %	15.4 %	17.9 %	18,662	452
Yes, other	17.8 %	31.1 %	24.4 %	12.6 %	14.1 %	22,186	713
Retire Before Covid							
Less than 1 year	41.3 %	36.4 %	14.2 %	4.6 %	3.5 %	14,261	404
1 year	39.3 %	39.1 %	13.9 %	4.6 %	3.3 %	16,183	398
2 years	39.5 %	39.0 %	13.9 %	4.6 %	3.0 %	31,862	807
3 years	39.0 %	38.6 %	14.3 %	4.8 %	3.3 %	31,678	750
4 years	39.0 %	38.1 %	14.3 %	5.0 %	3.6 %	20,996	426
5 years	38.1 %	38.0 %	14.5 %	5.4 %	3.9 %	41,346	878
More than 5 years	35.1 %	36.4 %	15.8 %	7.0 %	5.7 %	405,036	8,272
Retire Today							
Less than 1 year	35.1 %	35.2 %	16.3 %	6.8 %	6.5 %	19,800	548
1 year	34.3 %	38.2 %	16.3 %	6.6 %	4.7 %	19,017	477
2 years	38.5 %	38.5 %	14.5 %	5.0 %	3.6 %	31,644	773
3 years	39.3 %	38.7 %	14.0 %	4.7 %	3.4 %	29,456	683
4 years	39.5 %	38.4 %	13.7 %	5.1 %	3.3 %	19,765	406
5 years	38.8 %	38.0 %	14.3 %	5.1 %	3.7 %	39,200	798
More than 5 years	35.4 %	36.5 %	15.7 %	6.9 %	5.5 %	395,041	8,054
Transgender							
Yes	25.6 %	29.1 %	18.1 %	9.4 %	17.8 %	1,579	63
No	36.6 %	37.0 %	15.2 %	6.4 %	4.9 %	550,657	11,292
Consider Yourself as							
Straight	37.1 %	37.1 %	14.9 %	6.2 %	4.7 %	518,661	10,385
Gay or Lesbian	32.8 %	35.0 %	17.0 %	8.1 %	7.0 %	12,151	257
Bisexual	28.9 %	33.0 %	17.7 %	10.2 %	10.3 %	6,751	121
Something else	22.6 %	31.4 %	21.7 %	11.5 %	12.8 %	8,615	348
Military Service							
No Prior Military Service	35.7 %	37.2 %	15.5 %	6.6 %	5.1 %	402,034	9,035
Currently in Guard/Reserves	33.0 %	35.1 %	17.5 %	7.3 %	7.1 %	9,930	203

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

Demographic	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	No Basis to Judge
All Responses	35.3 %	36.1 %	15.2 %	6.3 %	5.0 %	586,420	12,842
Retired	41.7 %	37.5 %	13.4 %	4.6 %	2.9 %	76,306	1,271
Separated/Discharged	34.0 %	35.3 %	16.5 %	7.5 %	6.7 %	84,663	1,765
Military Spouse							
Spouse of current active duty service member	34.4 %	34.7 %	16.1 %	8.1 %	6.7 %	5,989	123
Spouse of separated or retired service member with a disability rating of 100%	38.7 %	35.4 %	15.1 %	6.0 %	4.8 %	11,088	211
Widow(er) of a service member killed while on active duty	33.3 %	33.6 %	17.0 %	8.9 %	7.2 %	304	4
None of the categories listed	36.2 %	37.0 %	15.4 %	6.4 %	5.0 %	556,322	11,957
NoN-Competitive Hiring Authority							
Yes	38.1 %	34.6 %	15.4 %	7.1 %	4.7 %	2,057	34
No	36.9 %	35.2 %	15.5 %	6.8 %	5.7 %	15,217	300
Disability							
Yes	36.2 %	34.3 %	16.0 %	7.0 %	6.5 %	84,479	2,087
No	36.5 %	37.4 %	15.1 %	6.3 %	4.7 %	476,288	9,638

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_1) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? I do not have any child care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	61.0 %	366,946	224,961
Work Location			
Headquarters	62.5 %	117,852	70,207
Field	59.3 %	174,026	112,314
Full-time telework	63.3 %	66,240	37,593
Supervisory Status			
Senior Leader	68.3 %	7,409	3,337
Manager	60.8 %	25,432	16,004
Supervisor	58.7 %	48,891	33,093
Team Leader	57.2 %	46,151	32,712
Non-Supervisor	62.2 %	233,128	136,157
Sex			
Male	59.4 %	186,158	121,997
Female	63.5 %	162,954	92,287
Hispanic or Latino			
Yes	55.7 %	34,432	25,968
No	61.7 %	315,697	189,082
Race			
American Indian/Alaska Native	59.6 %	6,636	4,346
Asian	59.1 %	19,142	13,596
Black/African American	65.4 %	53,690	27,597
Native Hawaiian/Pacific Islander	56.7 %	2,205	1,570
White	60.7 %	244,729	150,870
Two or more races (Not Hispanic/Latino)	56.0 %	13,934	10,395
Age Group			
25 and under	91.4 %	6,172	636
26-29 years old	78.1 %	12,941	3,373
30-39 years old	40.5 %	45,516	62,934
40-49 years old	40.8 %	60,554	90,167
50-59 years old	74.8 %	142,499	49,082
60 or older	89.7 %	82,488	9,413
Level of Education			
Less than High School	62.1 %	238	130
H.S. Diploma/GED or equiv	68.9 %	17,042	6,623
Trade/Technical Certificate	63.9 %	8,194	4,036
Some College (no degree)	64.9 %	51,092	24,459
Associate's Degree	63.2 %	29,059	14,977
Bachelor's Degree	60.2 %	123,398	79,176
Master's Degree	59.2 %	93,771	63,053
Doctoral/Professional Degree	55.4 %	31,509	25,273
Pay Category			
Federal Wage System	59.0 %	12,141	7,411
GS 1-6	66.3 %	14,123	6,526
GS 7-12	62.5 %	153,088	86,368
GS 13-15	58.5 %	147,030	101,664
SES	66.3 %	3,717	1,873
SL/ST	64.6 %	1,346	702
Other	62.5 %	29,261	16,734
Time in Federal Government			
< 1 year	61.5 %	1,088	654
1-3 years	61.6 %	37,908	23,046
4-5 years	58.1 %	29,202	20,051
6-10 years	55.1 %	56,627	43,918
11-14 years	54.1 %	60,607	49,150
15-20 years	57.2 %	60,603	44,607
> 20 years	74.1 %	115,118	40,023

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_1) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? I do not have any child care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	61.0 %	366,946	224,961
Time with Current Agency			
< 1 year	59.9 %	4,402	2,721
1-3 years	60.6 %	57,839	36,437
4-5 years	58.4 %	38,652	26,545
6-10 years	56.5 %	61,406	45,060
11-14 years	55.7 %	58,683	44,459
15-20 years	59.5 %	55,582	37,132
> 20 years	74.2 %	84,549	29,031
Leaving Before Covid			
No	60.2 %	258,817	165,553
Yes, to retire	84.0 %	30,288	5,236
Yes, to other job in Govt	57.3 %	49,616	35,021
Yes, to other job outside Govt	54.8 %	7,661	6,240
Yes, other	60.8 %	9,457	5,934
Leaving Today			
No	60.0 %	236,270	153,753
Yes, to retire	83.4 %	33,831	6,200
Yes, to other job in Govt	56.4 %	52,427	38,155
Yes, to other job outside Govt	54.0 %	10,332	8,554
Yes, other	58.4 %	13,411	9,258
Retire Before Covid			
Less than 1 year	84.9 %	12,491	2,084
1 year	85.7 %	14,297	2,226
2 years	85.6 %	27,971	4,519
3 years	83.5 %	27,105	5,162
4 years	80.7 %	17,347	3,936
5 years	77.1 %	32,640	9,358
More than 5 years	53.2 %	220,580	189,675
Retire Today			
Less than 1 year	83.1 %	17,082	3,160
1 year	83.0 %	16,308	3,081
2 years	83.6 %	27,213	5,053
3 years	82.1 %	24,843	5,143
4 years	79.6 %	16,140	3,925
5 years	75.6 %	30,299	9,460
More than 5 years	52.8 %	213,324	186,834
Transgender			
Yes	61.6 %	1,008	611
No	61.0 %	345,685	212,637
Consider Yourself as			
Straight	60.2 %	321,475	204,374
Gay or Lesbian	87.1 %	10,639	1,622
Bisexual	66.8 %	4,605	2,212
Something else	65.0 %	5,852	2,998
Military Service			
No Prior Military Service	59.8 %	247,559	160,638
Currently in Guard/Reserves	42.6 %	4,399	5,633
Retired	75.9 %	59,175	17,982
Separated/Discharged	55.1 %	49,190	36,635
Military Spouse			
Spouse of current active duty service member	37.3 %	2,342	3,739
Spouse of separated or retired service member with a disability rating of 100%	64.2 %	7,369	3,874

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_1) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? I do not have any child care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	61.0 %	366,946	224,961
Widow(er) of a service member killed while on active duty	61.7 %	198	110
None of the categories listed	61.3 %	350,990	213,428
NoN-Competitive Hiring Authority			
Yes	50.4 %	1,104	981
No	54.7 %	8,745	6,691
Disability			
Yes	64.1 %	56,605	29,386
No	60.4 %	295,736	186,945

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_2) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? No arrangements needed to manage child care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	11.3 %	67,203	524,704
Work Location			
Headquarters	11.1 %	21,304	166,755
Field	11.7 %	33,702	252,638
Full-time telework	10.2 %	10,663	93,170
Supervisory Status			
Senior Leader	13.0 %	1,405	9,341
Manager	14.1 %	5,955	35,481
Supervisor	12.4 %	10,305	71,679
Team Leader	12.0 %	9,539	69,324
Non-Supervisor	10.5 %	38,925	330,360
Sex			
Male	12.1 %	37,995	270,160
Female	9.9 %	25,979	229,262
Hispanic or Latino			
Yes	11.5 %	6,853	53,547
No	11.2 %	57,327	447,452
Race			
American Indian/Alaska Native	11.4 %	1,272	9,710
Asian	10.5 %	3,685	29,053
Black/African American	10.6 %	8,588	72,699
Native Hawaiian/Pacific Islander	12.5 %	462	3,313
White	11.5 %	45,821	349,778
Two or more races (Not Hispanic/Latino)	10.6 %	2,625	21,704
Age Group			
25 and under	1.1 %	79	6,729
26-29 years old	1.9 %	287	16,027
30-39 years old	6.5 %	6,337	102,113
40-49 years old	17.5 %	25,875	124,846
50-59 years old	13.5 %	26,492	165,089
60 or older	5.7 %	5,253	86,648
Level of Education			
Less than High School	11.9 %	39	329
H.S. Diploma/GED or equiv	11.4 %	2,572	21,093
Trade/Technical Certificate	12.4 %	1,496	10,734
Some College (no degree)	12.1 %	8,927	66,624
Associate's Degree	12.0 %	5,204	38,832
Bachelor's Degree	11.1 %	23,304	179,270
Master's Degree	10.8 %	17,152	139,672
Doctoral/Professional Degree	10.9 %	6,335	50,447
Pay Category			
Federal Wage System	12.4 %	2,453	17,099
GS 1-6	9.5 %	1,921	18,728
GS 7-12	10.4 %	24,701	214,755
GS 13-15	12.4 %	30,839	217,855
SES	15.2 %	866	4,724
SL/ST	14.3 %	294	1,754
Other	10.6 %	4,995	41,000
Time in Federal Government			
< 1 year	10.0 %	176	1,566
1-3 years	8.8 %	5,463	55,491
4-5 years	9.4 %	4,614	44,639
6-10 years	10.3 %	10,168	90,377
11-14 years	10.8 %	11,856	97,901
15-20 years	13.1 %	13,701	91,509
> 20 years	12.9 %	20,162	134,979

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_2) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? No arrangements needed to manage child care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	11.3 %	67,203	524,704
Time with Current Agency			
< 1 year	10.6 %	764	6,359
1-3 years	9.4 %	8,980	85,296
4-5 years	9.8 %	6,392	58,805
6-10 years	10.5 %	11,087	95,379
11-14 years	11.3 %	11,601	91,541
15-20 years	13.3 %	12,244	80,470
> 20 years	13.2 %	15,070	98,510
Leaving Before Covid			
No	11.8 %	50,703	373,667
Yes, to retire	7.7 %	2,625	32,899
Yes, to other job in Govt	10.9 %	9,211	75,426
Yes, to other job outside Govt	8.9 %	1,279	12,622
Yes, other	9.5 %	1,450	13,941
Leaving Today			
No	12.1 %	47,458	342,565
Yes, to retire	8.1 %	3,105	36,926
Yes, to other job in Govt	10.7 %	9,768	80,814
Yes, to other job outside Govt	8.7 %	1,710	17,176
Yes, other	9.4 %	2,154	20,515
Retire Before Covid			
Less than 1 year	7.2 %	1,003	13,572
1 year	7.4 %	1,171	15,352
2 years	7.5 %	2,392	30,098
3 years	8.4 %	2,688	29,579
4 years	10.3 %	2,147	19,136
5 years	11.2 %	4,647	37,351
More than 5 years	12.1 %	50,799	359,456
Retire Today			
Less than 1 year	7.5 %	1,424	18,818
1 year	7.9 %	1,486	17,903
2 years	8.2 %	2,602	29,664
3 years	9.0 %	2,608	27,378
4 years	10.3 %	2,031	18,034
5 years	11.6 %	4,605	35,154
More than 5 years	12.1 %	49,534	350,624
Transgender			
Yes	8.7 %	152	1,467
No	11.3 %	63,456	494,866
Consider Yourself as			
Straight	11.6 %	61,357	464,492
Gay or Lesbian	2.9 %	375	11,886
Bisexual	7.5 %	516	6,301
Something else	8.8 %	763	8,087
Military Service			
No Prior Military Service	10.7 %	44,724	363,473
Currently in Guard/Reserves	12.6 %	1,262	8,770
Retired	11.5 %	8,717	68,440
Separated/Discharged	13.2 %	11,298	74,527
Military Spouse			
Spouse of current active duty service member	11.6 %	725	5,356
Spouse of separated or retired service member with a disability rating of 100%	12.6 %	1,394	9,849

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_2) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? No arrangements needed to manage child care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	11.3 %	67,203	524,704
Widow(er) of a service member killed while on active duty	8.3 %	28	280
None of the categories listed	11.2 %	63,933	500,485
NoN-Competitive Hiring Authority			
Yes	12.5 %	260	1,825
No	12.1 %	1,870	13,566
Disability			
Yes	11.3 %	9,568	76,423
No	11.3 %	55,056	427,625

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_3) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Childcare in my own home

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	17.3 %	97,504	494,403
Work Location			
Headquarters	16.6 %	30,404	157,655
Field	18.5 %	49,587	236,753
Full-time telework	15.6 %	15,724	88,109
Supervisory Status			
Senior Leader	11.6 %	1,214	9,532
Manager	16.6 %	6,609	34,827
Supervisor	18.6 %	14,545	67,439
Team Leader	20.1 %	14,925	63,938
Non-Supervisor	16.7 %	58,842	310,443
Sex			
Male	19.1 %	56,082	252,073
Female	14.8 %	37,152	218,089
Hispanic or Latino			
Yes	20.8 %	12,068	48,332
No	16.9 %	81,390	423,389
Race			
American Indian/Alaska Native	17.0 %	1,795	9,187
Asian	19.8 %	6,349	26,389
Black/African American	12.8 %	10,110	71,177
Native Hawaiian/Pacific Islander	17.6 %	626	3,149
White	17.9 %	66,735	328,864
Two or more races (Not Hispanic/Latino)	21.1 %	4,857	19,472
Age Group			
25 and under	4.4 %	316	6,492
26-29 years old	13.1 %	2,019	14,295
30-39 years old	35.8 %	38,495	69,955
40-49 years old	26.0 %	39,561	111,160
50-59 years old	6.2 %	11,633	179,948
60 or older	2.1 %	1,827	90,074
Level of Education			
Less than High School	10.6 %	35	333
H.S. Diploma/GED or equiv	11.0 %	2,228	21,437
Trade/Technical Certificate	13.6 %	1,452	10,778
Some College (no degree)	13.9 %	9,094	66,457
Associate's Degree	14.8 %	5,646	38,390
Bachelor's Degree	18.0 %	34,426	168,148
Master's Degree	19.2 %	29,072	127,752
Doctoral/Professional Degree	22.8 %	12,695	44,087
Pay Category			
Federal Wage System	17.9 %	3,081	16,471
GS 1-6	12.7 %	2,399	18,250
GS 7-12	16.3 %	36,359	203,097
GS 13-15	19.1 %	45,691	203,003
SES	12.9 %	691	4,899
SL/ST	12.9 %	250	1,798
Other	17.8 %	7,646	38,349
Time in Federal Government			
< 1 year	17.7 %	294	1,448
1-3 years	18.7 %	10,941	50,013
4-5 years	20.9 %	9,904	39,349
6-10 years	22.6 %	21,910	78,635
11-14 years	22.9 %	24,018	85,739
15-20 years	18.4 %	18,879	86,331
> 20 years	6.9 %	10,215	144,926

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_3) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Childcare in my own home

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	17.3 %	97,504	494,403
Time with Current Agency			
< 1 year	17.8 %	1,177	5,946
1-3 years	18.7 %	16,956	77,320
4-5 years	20.5 %	12,896	52,301
6-10 years	21.3 %	21,781	84,685
11-14 years	21.4 %	20,993	82,149
15-20 years	16.8 %	15,184	77,530
> 20 years	6.7 %	7,169	106,411
Leaving Before Covid			
No	17.7 %	71,680	352,690
Yes, to retire	4.4 %	1,362	34,162
Yes, to other job in Govt	19.5 %	15,689	68,948
Yes, to other job outside Govt	23.9 %	3,289	10,612
Yes, other	17.3 %	2,597	12,794
Leaving Today			
No	17.8 %	66,539	323,484
Yes, to retire	4.6 %	1,621	38,410
Yes, to other job in Govt	20.4 %	17,447	73,135
Yes, to other job outside Govt	24.5 %	4,490	14,396
Yes, other	19.2 %	4,227	18,442
Retire Before Covid			
Less than 1 year	3.8 %	528	14,047
1 year	3.5 %	515	16,008
2 years	3.5 %	1,066	31,424
3 years	4.2 %	1,268	30,999
4 years	4.7 %	894	20,389
5 years	6.4 %	2,520	39,478
More than 5 years	22.1 %	87,505	322,750
Retire Today			
Less than 1 year	4.7 %	869	19,373
1 year	4.8 %	811	18,578
2 years	4.3 %	1,276	30,990
3 years	4.9 %	1,351	28,635
4 years	5.5 %	1,006	19,059
5 years	7.2 %	2,694	37,065
More than 5 years	22.5 %	86,727	313,431
Transgender			
Yes	16.1 %	252	1,367
No	17.4 %	92,550	465,772
Consider Yourself as			
Straight	17.8 %	88,932	436,917
Gay or Lesbian	5.8 %	730	11,531
Bisexual	15.7 %	1,054	5,763
Something else	14.8 %	1,230	7,620
Military Service			
No Prior Military Service	18.5 %	71,680	336,517
Currently in Guard/Reserves	29.4 %	2,886	7,146
Retired	7.6 %	5,527	71,630
Separated/Discharged	20.0 %	15,884	69,941
Military Spouse			
Spouse of current active duty service member	25.9 %	1,588	4,493
Spouse of separated or retired service member with a disability rating of 100%	12.5 %	1,338	9,905

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_3) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? *Childcare in my own home*

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	17.3 %	97,504	494,403
Widow(er) of a service member killed while on active duty	13.2 %	34	274
None of the categories listed	17.4 %	93,093	471,325
NoN-Competitive Hiring Authority			
Yes	15.9 %	315	1,770
No	17.8 %	2,632	12,804
Disability			
Yes	14.8 %	11,747	74,244
No	17.9 %	82,308	400,373

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_4) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Alternative work arrangement

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	12.4 %	77,216	514,691
Work Location			
Headquarters	13.6 %	27,045	161,014
Field	11.1 %	33,446	252,894
Full-time telework	14.4 %	15,089	88,744
Supervisory Status			
Senior Leader	7.6 %	820	9,926
Manager	10.9 %	4,678	36,758
Supervisor	12.8 %	10,896	71,088
Team Leader	14.6 %	11,918	66,945
Non-Supervisor	12.1 %	47,658	321,627
Sex			
Male	10.8 %	34,525	273,630
Female	14.8 %	39,027	216,214
Hispanic or Latino			
Yes	11.5 %	7,402	52,998
No	12.5 %	66,520	438,259
Race			
American Indian/Alaska Native	8.0 %	859	10,123
Asian	13.4 %	4,739	27,999
Black/African American	10.7 %	9,139	72,148
Native Hawaiian/Pacific Islander	10.0 %	392	3,383
White	12.7 %	52,804	342,795
Two or more races (Not Hispanic/Latino)	14.4 %	3,620	20,709
Age Group			
25 and under	2.0 %	153	6,655
26-29 years old	6.4 %	1,129	15,185
30-39 years old	23.9 %	28,468	79,982
40-49 years old	19.7 %	32,796	117,925
50-59 years old	4.8 %	9,944	181,637
60 or older	1.6 %	1,530	90,371
Level of Education			
Less than High School	3.7 %	16	352
H.S. Diploma/GED or equiv	4.3 %	1,048	22,617
Trade/Technical Certificate	5.6 %	669	11,561
Some College (no degree)	6.8 %	5,157	70,394
Associate's Degree	7.7 %	3,350	40,686
Bachelor's Degree	13.0 %	27,215	175,359
Master's Degree	15.9 %	25,674	131,150
Doctoral/Professional Degree	19.7 %	11,651	45,131
Pay Category			
Federal Wage System	4.8 %	909	18,643
GS 1-6	7.3 %	1,505	19,144
GS 7-12	11.4 %	28,612	210,844
GS 13-15	15.6 %	39,764	208,930
SES	8.7 %	493	5,097
SL/ST	10.4 %	216	1,832
Other	9.8 %	4,464	41,531
Time in Federal Government			
< 1 year	12.3 %	219	1,523
1-3 years	11.9 %	7,795	53,159
4-5 years	14.0 %	7,475	41,778
6-10 years	15.9 %	17,139	83,406
11-14 years	16.2 %	18,761	90,996
15-20 years	13.6 %	15,146	90,064
> 20 years	5.9 %	9,489	145,652

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_4) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Alternative work arrangement

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	12.4 %	77,216	514,691
Time with Current Agency			
< 1 year	12.6 %	874	6,249
1-3 years	12.9 %	12,866	81,410
4-5 years	14.2 %	10,030	55,167
6-10 years	15.2 %	17,373	89,093
11-14 years	14.8 %	16,228	86,914
15-20 years	12.2 %	11,944	80,770
> 20 years	5.7 %	6,697	106,883
Leaving Before Covid			
No	12.8 %	57,495	366,875
Yes, to retire	2.7 %	926	34,598
Yes, to other job in Govt	13.6 %	12,085	72,552
Yes, to other job outside Govt	16.0 %	2,439	11,462
Yes, other	11.8 %	1,976	13,415
Leaving Today			
No	13.1 %	54,112	335,911
Yes, to retire	2.8 %	1,100	38,931
Yes, to other job in Govt	13.6 %	12,942	77,640
Yes, to other job outside Govt	15.9 %	3,258	15,628
Yes, other	13.7 %	3,314	19,355
Retire Before Covid			
Less than 1 year	2.5 %	381	14,194
1 year	2.2 %	387	16,136
2 years	2.4 %	762	31,728
3 years	2.7 %	892	31,375
4 years	3.1 %	685	20,598
5 years	4.2 %	1,830	40,168
More than 5 years	15.9 %	69,801	340,454
Retire Today			
Less than 1 year	2.9 %	595	19,647
1 year	3.0 %	569	18,820
2 years	2.8 %	866	31,400
3 years	3.1 %	949	29,037
4 years	3.7 %	763	19,302
5 years	4.9 %	1,978	37,781
More than 5 years	16.2 %	69,403	330,755
Transgender			
Yes	8.4 %	155	1,464
No	12.4 %	73,098	485,224
Consider Yourself as			
Straight	12.6 %	69,994	455,855
Gay or Lesbian	4.3 %	587	11,674
Bisexual	12.8 %	944	5,873
Something else	9.4 %	914	7,936
Military Service			
No Prior Military Service	14.2 %	60,350	347,847
Currently in Guard/Reserves	16.8 %	1,736	8,296
Retired	4.4 %	3,464	73,693
Separated/Discharged	11.9 %	10,283	75,542
Military Spouse			
Spouse of current active duty service member	27.8 %	1,708	4,373
Spouse of separated or retired service member with a disability rating of 100%	9.9 %	1,129	10,114

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_4) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Alternative work arrangement

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	12.4 %	77,216	514,691
Widow(er) of a service member killed while on active duty	11.6 %	33	275
None of the categories listed	12.2 %	73,004	491,414
NoN-Competitive Hiring Authority			
Yes	18.0 %	352	1,733
No	16.4 %	2,499	12,937
Disability			
Yes	9.8 %	8,697	77,294
No	12.9 %	65,542	417,139

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_5) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Child care center

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	4.2 %	23,798	568,109
Work Location			
Headquarters	4.2 %	7,700	180,359
Field	4.4 %	11,890	274,450
Full-time telework	3.7 %	3,760	100,073
Supervisory Status			
Senior Leader	2.2 %	212	10,534
Manager	3.3 %	1,295	40,141
Supervisor	4.3 %	3,350	78,634
Team Leader	4.7 %	3,620	75,243
Non-Supervisor	4.2 %	14,983	354,302
Sex			
Male	3.8 %	10,916	297,239
Female	4.9 %	11,912	243,329
Hispanic or Latino			
Yes	3.9 %	2,239	58,161
No	4.3 %	20,728	484,051
Race			
American Indian/Alaska Native	2.7 %	270	10,712
Asian	3.5 %	1,122	31,616
Black/African American	3.0 %	2,186	79,101
Native Hawaiian/Pacific Islander	2.8 %	95	3,680
White	4.6 %	17,610	377,989
Two or more races (Not Hispanic/Latino)	4.8 %	1,089	23,240
Age Group			
25 and under	0.9 %	78	6,730
26-29 years old	3.8 %	603	15,711
30-39 years old	11.5 %	12,886	95,564
40-49 years old	5.1 %	7,992	142,729
50-59 years old	0.7 %	1,256	190,325
60 or older	0.2 %	193	91,708
Level of Education			
Less than High School	2.4 %	7	361
H.S. Diploma/GED or equiv	1.8 %	341	23,324
Trade/Technical Certificate	2.9 %	301	11,929
Some College (no degree)	2.6 %	1,603	73,948
Associate's Degree	3.1 %	1,136	42,900
Bachelor's Degree	4.4 %	8,518	194,056
Master's Degree	5.1 %	7,754	149,070
Doctoral/Professional Degree	6.3 %	3,502	53,280
Pay Category			
Federal Wage System	3.6 %	589	18,963
GS 1-6	4.0 %	685	19,964
GS 7-12	4.1 %	9,432	230,024
GS 13-15	4.6 %	11,035	237,659
SES	1.8 %	101	5,489
SL/ST	2.8 %	46	2,002
Other	3.6 %	1,577	44,418
Time in Federal Government			
< 1 year	5.5 %	88	1,654
1-3 years	5.4 %	3,143	57,811
4-5 years	5.6 %	2,772	46,481
6-10 years	6.4 %	6,215	94,330
11-14 years	5.7 %	6,264	103,493
15-20 years	3.6 %	3,756	101,454
> 20 years	0.8 %	1,248	153,893

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_5) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Child care center

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	4.2 %	23,798	568,109
Time with Current Agency			
< 1 year	5.9 %	379	6,744
1-3 years	5.3 %	4,750	89,526
4-5 years	5.4 %	3,546	61,651
6-10 years	5.7 %	5,917	100,549
11-14 years	5.1 %	5,249	97,893
15-20 years	3.1 %	2,853	89,861
> 20 years	0.7 %	787	112,793
Leaving Before Covid			
No	4.3 %	17,573	406,797
Yes, to retire	0.7 %	191	35,333
Yes, to other job in Govt	4.8 %	3,819	80,818
Yes, to other job outside Govt	5.7 %	813	13,088
Yes, other	4.2 %	644	14,747
Leaving Today			
No	4.3 %	16,259	373,764
Yes, to retire	0.6 %	212	39,819
Yes, to other job in Govt	5.0 %	4,345	86,237
Yes, to other job outside Govt	6.3 %	1,184	17,702
Yes, other	4.9 %	1,079	21,590
Retire Before Covid			
Less than 1 year	0.6 %	82	14,493
1 year	0.5 %	67	16,456
2 years	0.4 %	120	32,370
3 years	0.5 %	143	32,124
4 years	0.7 %	132	21,151
5 years	0.8 %	320	41,678
More than 5 years	5.5 %	22,135	388,120
Retire Today			
Less than 1 year	0.8 %	134	20,108
1 year	0.7 %	117	19,272
2 years	0.5 %	151	32,115
3 years	0.7 %	166	29,820
4 years	0.8 %	131	19,934
5 years	1.0 %	352	39,407
More than 5 years	5.7 %	22,162	377,996
Transgender			
Yes	6.2 %	88	1,531
No	4.2 %	22,705	535,617
Consider Yourself as			
Straight	4.3 %	21,811	504,038
Gay or Lesbian	1.7 %	198	12,063
Bisexual	4.8 %	310	6,507
Something else	3.5 %	289	8,561
Military Service			
No Prior Military Service	4.7 %	18,230	389,967
Currently in Guard/Reserves	8.1 %	794	9,238
Retired	1.2 %	845	76,312
Separated/Discharged	4.5 %	3,563	82,262
Military Spouse			
Spouse of current active duty service member	16.3 %	938	5,143
Spouse of separated or retired service member with a disability rating of 100%	3.2 %	318	10,925

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_5) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Child care center

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	4.2 %	23,798	568,109
Widow(er) of a service member killed while on active duty	4.9 %	14	294
None of the categories listed	4.1 %	22,178	542,240
NoN-Competitive Hiring Authority			
Yes	11.7 %	224	1,861
No	7.6 %	1,042	14,394
Disability			
Yes	3.0 %	2,397	83,594
No	4.4 %	20,618	462,063

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_6) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Paid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	10.6 %	63,016	528,891
Work Location			
Headquarters	10.3 %	19,911	168,148
Field	11.2 %	31,269	255,071
Full-time telework	9.8 %	10,563	93,270
Supervisory Status			
Senior Leader	5.7 %	618	10,128
Manager	9.8 %	4,054	37,382
Supervisor	11.2 %	9,242	72,742
Team Leader	12.6 %	9,821	69,042
Non-Supervisor	10.3 %	38,238	331,047
Sex			
Male	10.7 %	32,360	275,795
Female	10.4 %	27,441	227,800
Hispanic or Latino			
Yes	11.6 %	6,883	53,517
No	10.5 %	53,247	451,532
Race			
American Indian/Alaska Native	10.3 %	1,064	9,918
Asian	10.7 %	3,605	29,133
Black/African American	7.2 %	5,898	75,389
Native Hawaiian/Pacific Islander	10.8 %	397	3,378
White	11.0 %	43,849	351,750
Two or more races (Not Hispanic/Latino)	14.0 %	3,328	21,001
Age Group			
25 and under	2.5 %	193	6,615
26-29 years old	7.2 %	1,168	15,146
30-39 years old	21.9 %	24,618	83,832
40-49 years old	15.9 %	25,653	125,068
50-59 years old	3.7 %	7,454	184,127
60 or older	1.3 %	1,173	90,728
Level of Education			
Less than High School	6.0 %	19	349
H.S. Diploma/GED or equiv	5.9 %	1,214	22,451
Trade/Technical Certificate	8.1 %	838	11,392
Some College (no degree)	8.0 %	5,332	70,219
Associate's Degree	8.5 %	3,287	40,749
Bachelor's Degree	10.9 %	21,972	180,602
Master's Degree	11.9 %	19,133	137,691
Doctoral/Professional Degree	15.7 %	9,097	47,685
Pay Category			
Federal Wage System	11.3 %	1,920	17,632
GS 1-6	7.5 %	1,435	19,214
GS 7-12	9.9 %	23,173	216,283
GS 13-15	12.0 %	30,663	218,031
SES	6.4 %	355	5,235
SL/ST	7.2 %	144	1,904
Other	9.6 %	4,287	41,708
Time in Federal Government			
< 1 year	6.2 %	108	1,634
1-3 years	9.0 %	5,561	55,393
4-5 years	12.2 %	6,035	43,218
6-10 years	14.0 %	14,319	86,226
11-14 years	14.4 %	15,921	93,836
15-20 years	12.0 %	12,762	92,448
> 20 years	4.7 %	7,328	147,813

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_6) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Paid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	10.6 %	63,016	528,891
Time with Current Agency			
< 1 year	8.4 %	564	6,559
1-3 years	9.7 %	9,317	84,959
4-5 years	12.4 %	8,234	56,963
6-10 years	13.5 %	14,458	92,008
11-14 years	13.6 %	14,075	89,067
15-20 years	10.9 %	10,202	82,512
> 20 years	4.5 %	5,158	108,422
Leaving Before Covid			
No	10.4 %	44,946	379,424
Yes, to retire	2.8 %	882	34,642
Yes, to other job in Govt	13.0 %	10,869	73,768
Yes, to other job outside Govt	17.3 %	2,469	11,432
Yes, other	11.9 %	1,894	13,497
Leaving Today			
No	10.2 %	40,884	349,139
Yes, to retire	2.9 %	1,063	38,968
Yes, to other job in Govt	13.8 %	12,174	78,408
Yes, to other job outside Govt	18.5 %	3,504	15,382
Yes, other	14.3 %	3,327	19,342
Retire Before Covid			
Less than 1 year	2.4 %	330	14,245
1 year	2.3 %	351	16,172
2 years	2.3 %	709	31,781
3 years	2.6 %	804	31,463
4 years	2.9 %	616	20,667
5 years	3.9 %	1,607	40,391
More than 5 years	13.5 %	56,432	353,823
Retire Today			
Less than 1 year	3.4 %	623	19,619
1 year	3.4 %	593	18,796
2 years	2.9 %	873	31,393
3 years	3.0 %	889	29,097
4 years	3.5 %	671	19,394
5 years	4.6 %	1,755	38,004
More than 5 years	13.6 %	55,772	344,386
Transgender			
Yes	11.1 %	183	1,436
No	10.6 %	59,357	498,965
Consider Yourself as			
Straight	10.7 %	56,488	469,361
Gay or Lesbian	4.1 %	551	11,710
Bisexual	12.4 %	852	5,965
Something else	10.9 %	990	7,860
Military Service			
No Prior Military Service	11.8 %	48,390	359,807
Currently in Guard/Reserves	14.6 %	1,474	8,558
Retired	3.4 %	2,555	74,602
Separated/Discharged	11.6 %	9,414	76,411
Military Spouse			
Spouse of current active duty service member	18.4 %	1,130	4,951
Spouse of separated or retired service member with a disability rating of 100%	7.4 %	789	10,454

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_6) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Paid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	10.6 %	63,016	528,891
Widow(er) of a service member killed while on active duty	7.8 %	23	285
None of the categories listed	10.6 %	59,937	504,481
NoN-Competitive Hiring Authority			
Yes	10.3 %	204	1,881
No	11.7 %	1,731	13,705
Disability			
Yes	9.3 %	7,691	78,300
No	10.9 %	52,750	429,931

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_7) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Unpaid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.9 %	5,107	586,800
Work Location			
Headquarters	0.8 %	1,365	186,694
Field	1.0 %	2,660	283,680
Full-time telework	0.9 %	969	102,864
Supervisory Status			
Senior Leader	0.4 %	35	10,711
Manager	0.6 %	214	41,222
Supervisor	0.6 %	505	81,479
Team Leader	0.9 %	712	78,151
Non-Supervisor	1.0 %	3,554	365,731
Sex			
Male	0.6 %	1,750	306,405
Female	1.3 %	3,096	252,145
Hispanic or Latino			
Yes	1.3 %	724	59,676
No	0.9 %	4,145	500,634
Race			
American Indian/Alaska Native	1.5 %	155	10,827
Asian	1.0 %	318	32,420
Black/African American	0.9 %	638	80,649
Native Hawaiian/Pacific Islander	1.4 %	51	3,724
White	0.8 %	3,202	392,397
Two or more races (Not Hispanic/Latino)	1.4 %	319	24,010
Age Group			
25 and under	0.7 %	55	6,753
26-29 years old	1.4 %	219	16,095
30-39 years old	2.1 %	2,240	106,210
40-49 years old	1.2 %	1,823	148,898
50-59 years old	0.2 %	442	191,139
60 or older	0.1 %	97	91,804
Level of Education			
Less than High School	2.2 %	7	361
H.S. Diploma/GED or equiv	0.8 %	174	23,491
Trade/Technical Certificate	1.1 %	114	12,116
Some College (no degree)	1.0 %	637	74,914
Associate's Degree	1.2 %	432	43,604
Bachelor's Degree	0.8 %	1,482	201,092
Master's Degree	0.8 %	1,353	155,471
Doctoral/Professional Degree	1.3 %	726	56,056
Pay Category			
Federal Wage System	1.7 %	280	19,272
GS 1-6	2.0 %	351	20,298
GS 7-12	0.9 %	2,122	237,334
GS 13-15	0.6 %	1,726	246,968
SES	0.3 %	15	5,575
SL/ST	0.7 %	10	2,038
Other	1.2 %	506	45,489
Time in Federal Government			
< 1 year	0.9 %	16	1,726
1-3 years	1.3 %	746	60,208
4-5 years	1.4 %	646	48,607
6-10 years	1.2 %	1,198	99,347
11-14 years	1.1 %	1,199	108,558
15-20 years	0.8 %	852	104,358
> 20 years	0.2 %	368	154,773

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_7) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Unpaid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.9 %	5,107	586,800
Time with Current Agency			
< 1 year	0.9 %	62	7,061
1-3 years	1.2 %	1,025	93,251
4-5 years	1.3 %	775	64,422
6-10 years	1.2 %	1,158	105,308
11-14 years	1.0 %	1,089	102,053
15-20 years	0.7 %	640	92,074
> 20 years	0.2 %	267	113,313
Leaving Before Covid			
No	0.8 %	3,263	421,107
Yes, to retire	0.3 %	86	35,438
Yes, to other job in Govt	1.2 %	1,008	83,629
Yes, to other job outside Govt	2.1 %	296	13,605
Yes, other	1.9 %	270	15,121
Leaving Today			
No	0.7 %	2,676	387,347
Yes, to retire	0.3 %	102	39,929
Yes, to other job in Govt	1.3 %	1,120	89,462
Yes, to other job outside Govt	2.6 %	471	18,415
Yes, other	2.4 %	524	22,145
Retire Before Covid			
Less than 1 year	0.4 %	49	14,526
1 year	0.2 %	29	16,494
2 years	0.2 %	51	32,439
3 years	0.2 %	64	32,203
4 years	0.2 %	44	21,239
5 years	0.4 %	137	41,861
More than 5 years	1.1 %	4,501	405,754
Retire Today			
Less than 1 year	0.6 %	107	20,135
1 year	0.4 %	75	19,314
2 years	0.3 %	79	32,187
3 years	0.2 %	70	29,916
4 years	0.2 %	44	20,021
5 years	0.5 %	158	39,601
More than 5 years	1.1 %	4,359	395,799
Transgender			
Yes	2.4 %	35	1,584
No	0.9 %	4,792	553,530
Consider Yourself as			
Straight	0.9 %	4,471	521,378
Gay or Lesbian	0.4 %	55	12,206
Bisexual	1.7 %	107	6,710
Something else	1.6 %	147	8,703
Military Service			
No Prior Military Service	1.0 %	4,028	404,169
Currently in Guard/Reserves	1.9 %	173	9,859
Retired	0.2 %	161	76,996
Separated/Discharged	0.9 %	642	85,183
Military Spouse			
Spouse of current active duty service member	3.5 %	193	5,888
Spouse of separated or retired service member with a disability rating of 100%	1.2 %	111	11,132

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_7) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Unpaid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.9 %	5,107	586,800
Widow(er) of a service member killed while on active duty	4.2 %	10	298
None of the categories listed	0.9 %	4,678	559,740
NoN-Competitive Hiring Authority			
Yes	2.2 %	40	2,045
No	2.1 %	272	15,164
Disability			
Yes	1.0 %	809	85,182
No	0.9 %	4,097	478,584

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_8) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Child care in someone else's home

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	5.1 %	28,183	563,724
Work Location			
Headquarters	4.5 %	8,032	180,027
Field	5.8 %	15,231	271,109
Full-time telework	4.4 %	4,377	99,456
Supervisory Status			
Senior Leader	2.3 %	239	10,507
Manager	3.4 %	1,356	40,080
Supervisor	5.0 %	3,784	78,200
Team Leader	5.9 %	4,303	74,560
Non-Supervisor	5.2 %	18,103	351,182
Sex			
Male	4.9 %	13,506	294,649
Female	5.6 %	13,514	241,727
Hispanic or Latino			
Yes	5.8 %	3,248	57,152
No	5.1 %	23,847	480,932
Race			
American Indian/Alaska Native	5.8 %	587	10,395
Asian	4.1 %	1,236	31,502
Black/African American	3.8 %	2,789	78,498
Native Hawaiian/Pacific Islander	4.8 %	160	3,615
White	5.4 %	19,938	375,661
Two or more races (Not Hispanic/Latino)	7.1 %	1,558	22,771
Age Group			
25 and under	2.1 %	162	6,646
26-29 years old	6.6 %	1,068	15,246
30-39 years old	13.2 %	14,220	94,230
40-49 years old	6.4 %	9,709	141,012
50-59 years old	1.0 %	1,786	189,795
60 or older	0.3 %	287	91,614
Level of Education			
Less than High School	2.9 %	9	359
H.S. Diploma/GED or equiv	3.7 %	699	22,966
Trade/Technical Certificate	5.1 %	513	11,717
Some College (no degree)	4.6 %	2,900	72,651
Associate's Degree	5.2 %	1,933	42,103
Bachelor's Degree	5.5 %	10,655	191,919
Master's Degree	5.1 %	7,724	149,100
Doctoral/Professional Degree	5.4 %	2,983	53,799
Pay Category			
Federal Wage System	6.9 %	1,120	18,432
GS 1-6	6.1 %	1,093	19,556
GS 7-12	5.5 %	12,413	227,043
GS 13-15	4.5 %	10,908	237,786
SES	1.9 %	102	5,488
SL/ST	3.2 %	56	1,992
Other	4.9 %	2,105	43,890
Time in Federal Government			
< 1 year	5.7 %	107	1,635
1-3 years	6.6 %	3,793	57,161
4-5 years	7.0 %	3,247	46,006
6-10 years	7.1 %	6,768	93,777
11-14 years	6.9 %	7,193	102,564
15-20 years	4.7 %	4,810	100,400
> 20 years	1.3 %	1,882	153,259

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_8) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Child care in someone else's home

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	5.1 %	28,183	563,724
Time with Current Agency			
< 1 year	5.9 %	375	6,748
1-3 years	6.1 %	5,451	88,825
4-5 years	6.7 %	4,134	61,063
6-10 years	6.6 %	6,607	99,859
11-14 years	6.3 %	6,148	96,994
15-20 years	4.3 %	3,798	88,916
> 20 years	1.2 %	1,289	112,291
Leaving Before Covid			
No	5.1 %	20,295	404,075
Yes, to retire	1.0 %	299	35,225
Yes, to other job in Govt	6.2 %	4,805	79,832
Yes, to other job outside Govt	7.7 %	1,034	12,867
Yes, other	5.7 %	873	14,518
Leaving Today			
No	5.0 %	18,580	371,443
Yes, to retire	0.9 %	315	39,716
Yes, to other job in Govt	6.6 %	5,419	85,163
Yes, to other job outside Govt	8.3 %	1,496	17,390
Yes, other	6.9 %	1,475	21,194
Retire Before Covid			
Less than 1 year	0.9 %	127	14,448
1 year	0.7 %	115	16,408
2 years	0.6 %	170	32,320
3 years	0.7 %	199	32,068
4 years	0.9 %	169	21,114
5 years	1.2 %	482	41,516
More than 5 years	6.7 %	25,969	384,286
Retire Today			
Less than 1 year	1.2 %	216	20,026
1 year	1.0 %	162	19,227
2 years	0.9 %	248	32,018
3 years	0.8 %	239	29,747
4 years	1.1 %	186	19,879
5 years	1.4 %	536	39,223
More than 5 years	6.8 %	25,856	374,302
Transgender			
Yes	5.5 %	83	1,536
No	5.2 %	26,811	531,511
Consider Yourself as			
Straight	5.2 %	25,644	500,205
Gay or Lesbian	1.9 %	219	12,042
Bisexual	6.2 %	377	6,440
Something else	4.9 %	408	8,442
Military Service			
No Prior Military Service	5.8 %	21,829	386,368
Currently in Guard/Reserves	8.8 %	832	9,200
Retired	1.4 %	983	76,174
Separated/Discharged	5.4 %	4,118	81,707
Military Spouse			
Spouse of current active duty service member	10.1 %	580	5,501
Spouse of separated or retired service member with a disability rating of 100%	3.2 %	328	10,915

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_8) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Child care in someone else's home

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	5.1 %	28,183	563,724
Widow(er) of a service member killed while on active duty	6.5 %	18	290
None of the categories listed	5.1 %	26,823	537,595
NoN-Competitive Hiring Authority			
Yes	5.1 %	91	1,994
No	5.9 %	831	14,605
Disability			
Yes	4.3 %	3,316	82,675
No	5.3 %	23,919	458,762

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_9) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Respite care

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.3 %	1,947	589,960
Work Location			
Headquarters	0.3 %	593	187,466
Field	0.4 %	934	285,406
Full-time telework	0.4 %	382	103,451
Supervisory Status			
Senior Leader	0.2 %	25	10,721
Manager	0.3 %	103	41,333
Supervisor	0.3 %	248	81,736
Team Leader	0.4 %	316	78,547
Non-Supervisor	0.3 %	1,222	368,063
Sex			
Male	0.3 %	1,007	307,148
Female	0.3 %	855	254,386
Hispanic or Latino			
Yes	0.4 %	262	60,138
No	0.3 %	1,597	503,182
Race			
American Indian/Alaska Native	0.4 %	45	10,937
Asian	0.3 %	97	32,641
Black/African American	0.3 %	255	81,032
Native Hawaiian/Pacific Islander	0.3 %	12	3,763
White	0.3 %	1,234	394,365
Two or more races (Not Hispanic/Latino)	0.6 %	139	24,190
Age Group			
25 and under	0.1 %	11	6,797
26-29 years old	0.2 %	37	16,277
30-39 years old	0.5 %	549	107,901
40-49 years old	0.4 %	640	150,081
50-59 years old	0.2 %	467	191,114
60 or older	0.2 %	161	91,740
Level of Education			
Less than High School	1.2 %	3	365
H.S. Diploma/GED or equiv	0.3 %	54	23,611
Trade/Technical Certificate	0.4 %	46	12,184
Some College (no degree)	0.3 %	243	75,308
Associate's Degree	0.4 %	143	43,893
Bachelor's Degree	0.3 %	604	201,970
Master's Degree	0.4 %	590	156,234
Doctoral/Professional Degree	0.4 %	211	56,571
Pay Category			
Federal Wage System	0.5 %	84	19,468
GS 1-6	0.4 %	83	20,566
GS 7-12	0.3 %	815	238,641
GS 13-15	0.3 %	800	247,894
SES	0.2 %	14	5,576
SL/ST	0.5 %	8	2,040
Other	0.2 %	112	45,883
Time in Federal Government			
< 1 year	0.2 %	5	1,737
1-3 years	0.3 %	168	60,786
4-5 years	0.4 %	168	49,085
6-10 years	0.4 %	396	100,149
11-14 years	0.4 %	423	109,334
15-20 years	0.4 %	377	104,833
> 20 years	0.3 %	381	154,760

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_9) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Respite care

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.3 %	1,947	589,960
Time with Current Agency			
< 1 year	0.3 %	18	7,105
1-3 years	0.3 %	306	93,970
4-5 years	0.4 %	231	64,966
6-10 years	0.4 %	404	106,062
11-14 years	0.4 %	393	102,749
15-20 years	0.3 %	312	92,402
> 20 years	0.2 %	252	113,328
Leaving Before Covid			
No	0.3 %	1,296	423,074
Yes, to retire	0.2 %	65	35,459
Yes, to other job in Govt	0.5 %	384	84,253
Yes, to other job outside Govt	0.5 %	73	13,828
Yes, other	0.4 %	71	15,320
Leaving Today			
No	0.3 %	1,104	388,919
Yes, to retire	0.2 %	94	39,937
Yes, to other job in Govt	0.5 %	436	90,146
Yes, to other job outside Govt	0.5 %	97	18,789
Yes, other	0.5 %	133	22,536
Retire Before Covid			
Less than 1 year	0.1 %	23	14,552
1 year	0.2 %	27	16,496
2 years	0.2 %	59	32,431
3 years	0.2 %	72	32,195
4 years	0.3 %	57	21,226
5 years	0.2 %	94	41,904
More than 5 years	0.4 %	1,530	408,725
Retire Today			
Less than 1 year	0.3 %	47	20,195
1 year	0.3 %	52	19,337
2 years	0.2 %	63	32,203
3 years	0.2 %	72	29,914
4 years	0.3 %	54	20,011
5 years	0.2 %	96	39,663
More than 5 years	0.4 %	1,472	398,686
Transgender			
Yes	1.0 %	14	1,605
No	0.3 %	1,827	556,495
Consider Yourself as			
Straight	0.3 %	1,732	524,117
Gay or Lesbian	0.1 %	21	12,240
Bisexual	0.5 %	28	6,789
Something else	0.6 %	48	8,802
Military Service			
No Prior Military Service	0.4 %	1,394	406,803
Currently in Guard/Reserves	0.5 %	55	9,977
Retired	0.2 %	155	77,002
Separated/Discharged	0.4 %	307	85,518
Military Spouse			
Spouse of current active duty service member	0.8 %	36	6,045
Spouse of separated or retired service member with a disability rating of 100%	0.4 %	43	11,200

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_9) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Respite care

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.3 %	1,947	589,960
Widow(er) of a service member killed while on active duty	1.6 %	4	304
None of the categories listed	0.3 %	1,834	562,584
NoN-Competitive Hiring Authority			
Yes	0.5 %	10	2,075
No	0.6 %	73	15,363
Disability			
Yes	0.5 %	386	85,605
No	0.3 %	1,489	481,192

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_10) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Agency emergency back-up care program

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.2 %	1,253	590,654
Work Location			
Headquarters	0.2 %	400	187,659
Field	0.2 %	569	285,771
Full-time telework	0.2 %	259	103,574
Supervisory Status			
Senior Leader	0.2 %	18	10,728
Manager	0.2 %	91	41,345
Supervisor	0.2 %	197	81,787
Team Leader	0.2 %	154	78,709
Non-Supervisor	0.2 %	778	368,507
Sex			
Male	0.1 %	452	307,703
Female	0.3 %	744	254,497
Hispanic or Latino			
Yes	0.3 %	183	60,217
No	0.2 %	1,023	503,756
Race			
American Indian/Alaska Native	0.2 %	23	10,959
Asian	0.3 %	90	32,648
Black/African American	0.2 %	175	81,112
Native Hawaiian/Pacific Islander	0.0 %	3	3,772
White	0.2 %	810	394,789
Two or more races (Not Hispanic/Latino)	0.2 %	65	24,264
Age Group			
25 and under	0.1 %	9	6,799
26-29 years old	0.1 %	15	16,299
30-39 years old	0.4 %	566	107,884
40-49 years old	0.3 %	472	150,249
50-59 years old	0.1 %	119	191,462
60 or older	0.0 %	29	91,872
Level of Education			
Less than High School	0.7 %	2	366
H.S. Diploma/GED or equiv	0.1 %	27	23,638
Trade/Technical Certificate	0.1 %	15	12,215
Some College (no degree)	0.1 %	84	75,467
Associate's Degree	0.1 %	43	43,993
Bachelor's Degree	0.2 %	378	202,196
Master's Degree	0.2 %	445	156,379
Doctoral/Professional Degree	0.4 %	221	56,561
Pay Category			
Federal Wage System	0.1 %	24	19,528
GS 1-6	0.2 %	36	20,613
GS 7-12	0.2 %	417	239,039
GS 13-15	0.2 %	621	248,073
SES	0.3 %	17	5,573
SL/ST	0.1 %	2	2,046
Other	0.2 %	121	45,874
Time in Federal Government			
< 1 year	0.2 %	4	1,738
1-3 years	0.2 %	110	60,844
4-5 years	0.2 %	120	49,133
6-10 years	0.3 %	340	100,205
11-14 years	0.3 %	322	109,435
15-20 years	0.2 %	232	104,978
> 20 years	0.1 %	107	155,034

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_10) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Agency emergency back-up care program

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.2 %	1,253	590,654
Time with Current Agency			
< 1 year	0.1 %	10	7,113
1-3 years	0.2 %	173	94,103
4-5 years	0.2 %	183	65,014
6-10 years	0.3 %	339	106,127
11-14 years	0.2 %	264	102,878
15-20 years	0.2 %	195	92,519
> 20 years	0.1 %	73	113,507
Leaving Before Covid			
No	0.2 %	906	423,464
Yes, to retire	0.1 %	20	35,504
Yes, to other job in Govt	0.2 %	185	84,452
Yes, to other job outside Govt	0.4 %	64	13,837
Yes, other	0.2 %	34	15,357
Leaving Today			
No	0.2 %	848	389,175
Yes, to retire	0.1 %	21	40,010
Yes, to other job in Govt	0.2 %	202	90,380
Yes, to other job outside Govt	0.3 %	69	18,817
Yes, other	0.2 %	62	22,607
Retire Before Covid			
Less than 1 year	0.1 %	8	14,567
1 year	0.1 %	9	16,514
2 years	0.1 %	19	32,471
3 years	0.1 %	22	32,245
4 years	0.0 %	11	21,272
5 years	0.1 %	25	41,973
More than 5 years	0.2 %	1,107	409,148
Retire Today			
Less than 1 year	0.1 %	13	20,229
1 year	0.1 %	15	19,374
2 years	0.1 %	19	32,247
3 years	0.1 %	18	29,968
4 years	0.1 %	19	20,046
5 years	0.1 %	29	39,730
More than 5 years	0.2 %	1,099	399,059
Transgender			
Yes	0.6 %	10	1,609
No	0.2 %	1,183	557,139
Consider Yourself as			
Straight	0.2 %	1,119	524,730
Gay or Lesbian	0.1 %	18	12,243
Bisexual	0.3 %	22	6,795
Something else	0.3 %	25	8,825
Military Service			
No Prior Military Service	0.2 %	1,058	407,139
Currently in Guard/Reserves	0.2 %	25	10,007
Retired	0.1 %	43	77,114
Separated/Discharged	0.1 %	107	85,718
Military Spouse			
Spouse of current active duty service member	0.4 %	30	6,051
Spouse of separated or retired service member with a disability rating of 100%	0.2 %	20	11,223

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_10) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Agency emergency back-up care program

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.2 %	1,253	590,654
Widow(er) of a service member killed while on active duty	1.6 %	5	303
None of the categories listed	0.2 %	1,180	563,238
NoN-Competitive Hiring Authority			
Yes	0.5 %	12	2,073
No	0.3 %	43	15,393
Disability			
Yes	0.2 %	153	85,838
No	0.2 %	1,056	481,625

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_11) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Resource and referral services for dependent child care

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.1 %	800	591,107
Work Location			
Headquarters	0.1 %	290	187,769
Field	0.1 %	338	286,002
Full-time telework	0.1 %	148	103,685
Supervisory Status			
Senior Leader	0.1 %	13	10,733
Manager	0.1 %	52	41,384
Supervisor	0.1 %	96	81,888
Team Leader	0.2 %	124	78,739
Non-Supervisor	0.1 %	498	368,787
Sex			
Male	0.1 %	344	307,811
Female	0.2 %	406	254,835
Hispanic or Latino			
Yes	0.2 %	111	60,289
No	0.1 %	637	504,142
Race			
American Indian/Alaska Native	0.2 %	24	10,958
Asian	0.2 %	61	32,677
Black/African American	0.2 %	137	81,150
Native Hawaiian/Pacific Islander	0.1 %	6	3,769
White	0.1 %	450	395,149
Two or more races (Not Hispanic/Latino)	0.3 %	54	24,275
Age Group			
25 and under	0.0 %	2	6,806
26-29 years old	0.1 %	18	16,296
30-39 years old	0.2 %	274	108,176
40-49 years old	0.2 %	275	150,446
50-59 years old	0.1 %	131	191,450
60 or older	0.1 %	52	91,849
Level of Education			
Less than High School	1.3 %	4	364
H.S. Diploma/GED or equiv	0.1 %	17	23,648
Trade/Technical Certificate	0.1 %	14	12,216
Some College (no degree)	0.1 %	73	75,478
Associate's Degree	0.1 %	37	43,999
Bachelor's Degree	0.1 %	258	202,316
Master's Degree	0.2 %	254	156,570
Doctoral/Professional Degree	0.2 %	107	56,675
Pay Category			
Federal Wage System	0.1 %	20	19,532
GS 1-6	0.2 %	40	20,609
GS 7-12	0.1 %	321	239,135
GS 13-15	0.1 %	331	248,363
SES	0.1 %	6	5,584
SL/ST	0.2 %	3	2,045
Other	0.1 %	63	45,932
Time in Federal Government			
< 1 year	0.2 %	6	1,736
1-3 years	0.1 %	87	60,867
4-5 years	0.2 %	75	49,178
6-10 years	0.2 %	199	100,346
11-14 years	0.2 %	166	109,591
15-20 years	0.1 %	134	105,076
> 20 years	0.1 %	108	155,033

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_11) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Resource and referral services for dependent child care

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.1 %	800	591,107
Time with Current Agency			
< 1 year	0.2 %	19	7,104
1-3 years	0.1 %	140	94,136
4-5 years	0.2 %	110	65,087
6-10 years	0.2 %	180	106,286
11-14 years	0.1 %	150	102,992
15-20 years	0.1 %	100	92,614
> 20 years	0.1 %	77	113,503
Leaving Before Covid			
No	0.1 %	533	423,837
Yes, to retire	0.0 %	13	35,511
Yes, to other job in Govt	0.2 %	146	84,491
Yes, to other job outside Govt	0.2 %	31	13,870
Yes, other	0.2 %	37	15,354
Leaving Today			
No	0.1 %	454	389,569
Yes, to retire	0.1 %	28	40,003
Yes, to other job in Govt	0.2 %	171	90,411
Yes, to other job outside Govt	0.2 %	45	18,841
Yes, other	0.2 %	57	22,612
Retire Before Covid			
Less than 1 year	0.1 %	11	14,564
1 year	0.1 %	12	16,511
2 years	0.1 %	24	32,466
3 years	0.1 %	22	32,245
4 years	0.1 %	15	21,268
5 years	0.1 %	26	41,972
More than 5 years	0.2 %	642	409,613
Retire Today			
Less than 1 year	0.1 %	16	20,226
1 year	0.1 %	23	19,366
2 years	0.1 %	26	32,240
3 years	0.1 %	20	29,966
4 years	0.1 %	15	20,050
5 years	0.1 %	29	39,730
More than 5 years	0.2 %	625	399,533
Transgender			
Yes	0.6 %	6	1,613
No	0.1 %	741	557,581
Consider Yourself as			
Straight	0.1 %	693	525,156
Gay or Lesbian	0.1 %	9	12,252
Bisexual	0.2 %	13	6,804
Something else	0.3 %	24	8,826
Military Service			
No Prior Military Service	0.1 %	563	407,634
Currently in Guard/Reserves	0.2 %	27	10,005
Retired	0.1 %	53	77,104
Separated/Discharged	0.2 %	140	85,685
Military Spouse			
Spouse of current active duty service member	0.7 %	34	6,047
Spouse of separated or retired service member with a disability rating of 100%	0.3 %	28	11,215

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_11) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Resource and referral services for dependent child care

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.1 %	800	591,107
Widow(er) of a service member killed while on active duty	0.5 %	2	306
None of the categories listed	0.1 %	715	563,703
NoN-Competitive Hiring Authority			
Yes	0.6 %	10	2,075
No	0.4 %	53	15,383
Disability			
Yes	0.2 %	163	85,828
No	0.1 %	597	482,084

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_12) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Other services/arrangements

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	3.1 %	17,193	574,714
Work Location			
Headquarters	2.9 %	5,257	182,802
Field	3.2 %	8,490	277,850
Full-time telework	2.9 %	2,978	100,855
Supervisory Status			
Senior Leader	2.7 %	253	10,493
Manager	2.7 %	1,050	40,386
Supervisor	3.2 %	2,443	79,541
Team Leader	3.2 %	2,429	76,434
Non-Supervisor	3.0 %	10,602	358,683
Sex			
Male	3.0 %	8,854	299,301
Female	2.9 %	7,178	248,063
Hispanic or Latino			
Yes	4.2 %	2,426	57,974
No	2.8 %	13,743	491,036
Race			
American Indian/Alaska Native	4.4 %	461	10,521
Asian	2.9 %	895	31,843
Black/African American	3.2 %	2,422	78,865
Native Hawaiian/Pacific Islander	4.2 %	160	3,615
White	2.8 %	10,492	385,107
Two or more races (Not Hispanic/Latino)	4.5 %	1,055	23,274
Age Group			
25 and under	1.0 %	71	6,737
26-29 years old	1.6 %	259	16,055
30-39 years old	5.1 %	5,288	103,162
40-49 years old	4.7 %	7,069	143,652
50-59 years old	1.5 %	2,862	188,719
60 or older	0.8 %	647	91,254
Level of Education			
Less than High School	8.0 %	29	339
H.S. Diploma/GED or equiv	2.8 %	580	23,085
Trade/Technical Certificate	2.9 %	319	11,911
Some College (no degree)	3.0 %	1,930	73,621
Associate's Degree	3.0 %	1,180	42,856
Bachelor's Degree	2.9 %	5,617	196,957
Master's Degree	3.1 %	4,778	152,046
Doctoral/Professional Degree	3.4 %	1,946	54,836
Pay Category			
Federal Wage System	3.7 %	625	18,927
GS 1-6	3.4 %	651	19,998
GS 7-12	3.1 %	6,876	232,580
GS 13-15	2.8 %	7,031	241,663
SES	1.9 %	100	5,490
SL/ST	2.3 %	47	2,001
Other	3.3 %	1,467	44,528
Time in Federal Government			
< 1 year	2.9 %	56	1,686
1-3 years	3.3 %	1,915	59,039
4-5 years	3.5 %	1,606	47,647
6-10 years	3.7 %	3,544	97,001
11-14 years	3.7 %	3,927	105,830
15-20 years	3.3 %	3,378	101,832
> 20 years	1.6 %	2,381	152,760

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_12) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Other services/arrangements

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	3.1 %	17,193	574,714
Time with Current Agency			
< 1 year	3.5 %	232	6,891
1-3 years	3.3 %	3,030	91,246
4-5 years	3.4 %	2,162	63,035
6-10 years	3.6 %	3,600	102,866
11-14 years	3.5 %	3,460	99,682
15-20 years	3.0 %	2,717	89,997
> 20 years	1.4 %	1,583	111,997
Leaving Before Covid			
No	2.8 %	11,484	412,886
Yes, to retire	1.2 %	357	35,167
Yes, to other job in Govt	4.0 %	3,302	81,335
Yes, to other job outside Govt	4.2 %	579	13,322
Yes, other	5.1 %	766	14,625
Leaving Today			
No	2.7 %	10,140	379,883
Yes, to retire	1.1 %	399	39,632
Yes, to other job in Govt	4.2 %	3,648	86,934
Yes, to other job outside Govt	4.8 %	872	18,014
Yes, other	5.3 %	1,177	21,492
Retire Before Covid			
Less than 1 year	1.3 %	166	14,409
1 year	1.0 %	151	16,372
2 years	1.0 %	310	32,180
3 years	1.1 %	336	31,931
4 years	1.2 %	232	21,051
5 years	1.7 %	675	41,323
More than 5 years	3.6 %	14,458	395,797
Retire Today			
Less than 1 year	1.6 %	273	19,969
1 year	1.3 %	238	19,151
2 years	1.2 %	338	31,928
3 years	1.3 %	349	29,637
4 years	1.3 %	240	19,825
5 years	1.8 %	658	39,101
More than 5 years	3.7 %	14,171	385,987
Transgender			
Yes	5.1 %	74	1,545
No	3.0 %	15,893	542,429
Consider Yourself as			
Straight	3.0 %	14,897	510,952
Gay or Lesbian	1.5 %	172	12,089
Bisexual	3.1 %	213	6,604
Something else	5.9 %	504	8,346
Military Service			
No Prior Military Service	3.1 %	11,976	396,221
Currently in Guard/Reserves	5.1 %	522	9,510
Retired	1.7 %	1,223	75,934
Separated/Discharged	3.8 %	2,992	82,833
Military Spouse			
Spouse of current active duty service member	6.6 %	395	5,686
Spouse of separated or retired service member with a disability rating of 100%	3.1 %	337	10,906

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q65_12) Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Other services/arrangements

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	3.1 %	17,193	574,714
Widow(er) of a service member killed while on active duty	6.0 %	15	293
None of the categories listed	3.0 %	16,012	548,406
NoN-Competitive Hiring Authority			
Yes	6.2 %	108	1,977
No	4.2 %	635	14,801
Disability			
Yes	3.5 %	2,830	83,161
No	2.9 %	13,435	469,246

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_1) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? I do not have any elder/adult care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	82.4 %	482,113	107,900
Work Location			
Headquarters	83.2 %	154,463	33,122
Field	82.2 %	233,302	52,083
Full-time telework	81.5 %	83,621	19,885
Supervisory Status			
Senior Leader	80.9 %	8,657	2,060
Manager	81.9 %	33,592	7,716
Supervisor	82.4 %	66,892	14,869
Team Leader	81.3 %	63,397	15,205
Non-Supervisor	82.8 %	302,226	65,915
Sex			
Male	83.7 %	255,680	51,468
Female	80.9 %	204,611	49,987
Hispanic or Latino			
Yes	79.4 %	47,382	12,819
No	83.0 %	414,181	89,171
Race			
American Indian/Alaska Native	77.5 %	8,385	2,564
Asian	76.9 %	24,762	7,891
Black/African American	80.7 %	64,683	16,446
Native Hawaiian/Pacific Islander	77.0 %	2,882	884
White	84.0 %	329,044	65,396
Two or more races (Not Hispanic/Latino)	79.4 %	19,024	5,214
Age Group			
25 and under	94.4 %	6,394	413
26-29 years old	92.9 %	15,102	1,177
30-39 years old	88.3 %	95,520	12,334
40-49 years old	80.2 %	120,161	30,013
50-59 years old	78.4 %	148,408	42,853
60 or older	83.8 %	76,542	15,199
Level of Education			
Less than High School	77.2 %	279	89
H.S. Diploma/GED or equiv	82.1 %	19,336	4,255
Trade/Technical Certificate	80.8 %	9,778	2,410
Some College (no degree)	81.1 %	60,670	14,697
Associate's Degree	82.1 %	35,785	8,146
Bachelor's Degree	83.0 %	166,116	35,862
Master's Degree	83.0 %	128,560	27,819
Doctoral/Professional Degree	82.4 %	46,324	10,209
Pay Category			
Federal Wage System	82.6 %	16,047	3,445
GS 1-6	83.2 %	17,024	3,566
GS 7-12	83.0 %	196,981	41,775
GS 13-15	81.7 %	200,972	46,972
SES	79.8 %	4,453	1,126
SL/ST	80.8 %	1,651	394
Other	82.5 %	37,409	8,395
Time in Federal Government			
< 1 year	87.5 %	1,502	232
1-3 years	87.9 %	52,983	7,804
4-5 years	86.2 %	41,959	7,127
6-10 years	84.4 %	84,098	16,061
11-14 years	83.2 %	90,545	18,785
15-20 years	80.4 %	83,856	21,031
> 20 years	77.8 %	120,017	34,789

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_1) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? I do not have any elder/adult care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	82.4 %	482,113	107,900
Time with Current Agency			
< 1 year	86.1 %	6,067	1,041
1-3 years	86.7 %	80,672	13,319
4-5 years	84.9 %	54,718	10,269
6-10 years	83.5 %	88,050	18,033
11-14 years	82.3 %	84,255	18,515
15-20 years	79.7 %	73,322	19,106
> 20 years	77.7 %	87,835	25,503
Leaving Before Covid			
No	82.8 %	347,273	75,882
Yes, to retire	81.8 %	28,948	6,491
Yes, to other job in Govt	81.7 %	68,180	16,158
Yes, to other job outside Govt	82.5 %	11,267	2,548
Yes, other	80.6 %	12,221	3,111
Leaving Today			
No	83.0 %	320,036	68,939
Yes, to retire	80.6 %	32,159	7,777
Yes, to other job in Govt	82.0 %	73,363	16,897
Yes, to other job outside Govt	81.6 %	15,138	3,640
Yes, other	80.4 %	17,938	4,632
Retire Before Covid			
Less than 1 year	82.3 %	11,967	2,583
1 year	82.0 %	13,454	3,034
2 years	81.6 %	26,330	6,097
3 years	80.4 %	25,712	6,511
4 years	80.2 %	16,972	4,302
5 years	79.6 %	33,122	8,773
More than 5 years	83.1 %	336,789	72,025
Retire Today			
Less than 1 year	81.3 %	16,419	3,786
1 year	80.0 %	15,433	3,898
2 years	80.6 %	25,875	6,340
3 years	80.3 %	23,855	6,086
4 years	80.4 %	15,982	4,061
5 years	79.5 %	31,356	8,345
More than 5 years	83.4 %	329,659	69,087
Transgender			
Yes	78.0 %	1,257	358
No	82.6 %	456,261	100,464
Consider Yourself as			
Straight	82.6 %	429,923	94,428
Gay or Lesbian	84.7 %	10,276	1,975
Bisexual	84.7 %	5,682	1,113
Something else	78.2 %	6,847	1,972
Military Service			
No Prior Military Service	81.2 %	328,101	78,794
Currently in Guard/Reserves	84.9 %	8,414	1,579
Retired	86.4 %	66,333	10,679
Separated/Discharged	83.5 %	71,119	14,436
Military Spouse			
Spouse of current active duty service member	88.9 %	5,324	731
Spouse of separated or retired service member with a disability rating of 100%	79.7 %	8,877	2,352

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_1) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? I do not have any elder/adult care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	82.4 %	482,113	107,900
Widow(er) of a service member killed while on active duty	68.0 %	212	94
None of the categories listed	82.4 %	460,245	102,457
NoN-Competitive Hiring Authority			
Yes	85.6 %	1,762	316
No	82.6 %	12,573	2,831
Disability			
Yes	81.4 %	69,040	16,672
No	82.7 %	395,186	86,094

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_2) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? No arrangements needed to manage elder/adult care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	8.5 %	50,641	539,372
Work Location			
Headquarters	7.9 %	15,250	172,335
Field	9.1 %	25,920	259,465
Full-time telework	7.7 %	8,220	95,286
Supervisory Status			
Senior Leader	9.5 %	1,006	9,711
Manager	9.7 %	4,025	37,283
Supervisor	9.0 %	7,380	74,381
Team Leader	8.9 %	7,100	71,502
Non-Supervisor	8.2 %	30,218	337,923
Sex			
Male	8.8 %	27,297	279,851
Female	7.9 %	20,617	233,981
Hispanic or Latino			
Yes	9.6 %	5,866	54,335
No	8.3 %	42,264	461,088
Race			
American Indian/Alaska Native	9.5 %	1,051	9,898
Asian	11.2 %	3,758	28,895
Black/African American	8.2 %	6,770	74,359
Native Hawaiian/Pacific Islander	10.9 %	403	3,363
White	8.2 %	32,427	362,013
Two or more races (Not Hispanic/Latino)	8.9 %	2,192	22,046
Age Group			
25 and under	2.1 %	159	6,648
26-29 years old	3.1 %	487	15,792
30-39 years old	5.7 %	5,713	102,141
40-49 years old	10.6 %	15,565	134,609
50-59 years old	10.3 %	20,044	171,217
60 or older	6.7 %	6,200	85,541
Level of Education			
Less than High School	7.8 %	30	338
H.S. Diploma/GED or equiv	9.2 %	2,111	21,480
Trade/Technical Certificate	10.1 %	1,232	10,956
Some College (no degree)	9.4 %	7,079	68,288
Associate's Degree	9.0 %	3,965	39,966
Bachelor's Degree	8.3 %	17,143	184,835
Master's Degree	8.0 %	12,714	143,665
Doctoral/Professional Degree	7.8 %	4,499	52,034
Pay Category			
Federal Wage System	9.6 %	1,893	17,599
GS 1-6	7.8 %	1,621	18,969
GS 7-12	8.1 %	19,320	219,436
GS 13-15	8.8 %	21,934	226,010
SES	9.8 %	548	5,031
SL/ST	9.0 %	182	1,863
Other	8.8 %	4,179	41,625
Time in Federal Government			
< 1 year	7.1 %	122	1,612
1-3 years	6.6 %	4,171	56,616
4-5 years	7.0 %	3,473	45,613
6-10 years	7.7 %	7,691	92,468
11-14 years	8.2 %	8,871	100,459
15-20 years	9.5 %	9,895	94,992
> 20 years	10.1 %	15,523	139,283

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_2) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? No arrangements needed to manage elder/adult care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	8.5 %	50,641	539,372
Time with Current Agency			
< 1 year	7.1 %	517	6,591
1-3 years	6.9 %	6,762	87,229
4-5 years	7.3 %	4,801	60,186
6-10 years	7.9 %	8,370	97,713
11-14 years	8.7 %	8,816	93,954
15-20 years	9.8 %	9,010	83,418
> 20 years	10.2 %	11,475	101,863
Leaving Before Covid			
No	8.7 %	37,150	386,005
Yes, to retire	7.8 %	2,706	32,733
Yes, to other job in Govt	8.1 %	6,907	77,431
Yes, to other job outside Govt	7.2 %	1,019	12,796
Yes, other	7.8 %	1,225	14,107
Leaving Today			
No	8.7 %	34,347	354,628
Yes, to retire	8.0 %	3,132	36,804
Yes, to other job in Govt	8.1 %	7,311	82,949
Yes, to other job outside Govt	7.4 %	1,415	17,363
Yes, other	7.9 %	1,842	20,728
Retire Before Covid			
Less than 1 year	7.3 %	1,043	13,507
1 year	7.8 %	1,283	15,205
2 years	7.8 %	2,537	29,890
3 years	8.4 %	2,721	29,502
4 years	9.2 %	1,919	19,355
5 years	9.4 %	3,976	37,919
More than 5 years	8.5 %	35,175	373,639
Retire Today			
Less than 1 year	7.6 %	1,482	18,723
1 year	8.1 %	1,553	17,778
2 years	8.3 %	2,662	29,553
3 years	8.6 %	2,575	27,366
4 years	9.3 %	1,856	18,187
5 years	9.6 %	3,819	35,882
More than 5 years	8.4 %	34,073	364,673
Transgender			
Yes	7.0 %	117	1,498
No	8.5 %	47,495	509,230
Consider Yourself as			
Straight	8.5 %	45,168	479,183
Gay or Lesbian	5.5 %	709	11,542
Bisexual	6.3 %	448	6,347
Something else	8.2 %	726	8,093
Military Service			
No Prior Military Service	8.7 %	35,604	371,291
Currently in Guard/Reserves	8.5 %	857	9,136
Retired	7.4 %	5,696	71,316
Separated/Discharged	8.7 %	7,461	78,094
Military Spouse			
Spouse of current active duty service member	5.7 %	358	5,697
Spouse of separated or retired service member with a disability rating of 100%	8.6 %	969	10,260

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_2) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? No arrangements needed to manage elder/adult care responsibilities

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	8.5 %	50,641	539,372
Widow(er) of a service member killed while on active duty	9.2 %	27	279
None of the categories listed	8.5 %	48,337	514,365
NoN-Competitive Hiring Authority			
Yes	6.4 %	139	1,939
No	7.7 %	1,205	14,199
Disability			
Yes	8.3 %	7,199	78,513
No	8.5 %	41,254	440,026

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_3) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Alternative work arrangement

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	3.6 %	23,890	566,123
Work Location			
Headquarters	3.8 %	8,119	179,466
Field	2.9 %	9,546	275,839
Full-time telework	5.1 %	5,620	97,886
Supervisory Status			
Senior Leader	3.4 %	407	10,310
Manager	3.2 %	1,491	39,817
Supervisor	3.3 %	3,006	78,755
Team Leader	4.0 %	3,518	75,084
Non-Supervisor	3.5 %	14,991	353,150
Sex			
Male	2.6 %	8,847	298,301
Female	5.0 %	13,543	241,055
Hispanic or Latino			
Yes	3.3 %	2,351	57,850
No	3.5 %	20,194	483,158
Race			
American Indian/Alaska Native	3.3 %	387	10,562
Asian	5.3 %	1,934	30,719
Black/African American	4.6 %	4,301	76,828
Native Hawaiian/Pacific Islander	4.3 %	185	3,581
White	3.0 %	13,683	380,757
Two or more races (Not Hispanic/Latino)	4.3 %	1,216	23,022
Age Group			
25 and under	0.9 %	76	6,731
26-29 years old	1.6 %	283	15,996
30-39 years old	2.3 %	2,799	105,055
40-49 years old	3.6 %	6,115	144,059
50-59 years old	4.5 %	9,610	181,651
60 or older	3.6 %	3,614	88,127
Level of Education			
Less than High School	2.5 %	12	356
H.S. Diploma/GED or equiv	2.5 %	694	22,897
Trade/Technical Certificate	2.7 %	387	11,801
Some College (no degree)	3.1 %	2,713	72,654
Associate's Degree	2.8 %	1,439	42,492
Bachelor's Degree	3.5 %	8,009	193,969
Master's Degree	4.0 %	7,007	149,372
Doctoral/Professional Degree	4.3 %	2,620	53,913
Pay Category			
Federal Wage System	1.3 %	280	19,212
GS 1-6	2.2 %	536	20,054
GS 7-12	3.3 %	9,006	229,750
GS 13-15	4.4 %	11,926	236,018
SES	4.1 %	241	5,338
SL/ST	4.2 %	93	1,952
Other	2.5 %	1,302	44,502
Time in Federal Government			
< 1 year	2.0 %	45	1,689
1-3 years	2.0 %	1,449	59,338
4-5 years	2.6 %	1,540	47,546
6-10 years	3.1 %	3,605	96,554
11-14 years	3.4 %	4,125	105,205
15-20 years	3.6 %	4,291	100,596
> 20 years	5.0 %	8,373	146,433

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_3) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Alternative work arrangement

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	3.6 %	23,890	566,123
Time with Current Agency			
< 1 year	2.3 %	195	6,913
1-3 years	2.5 %	2,747	91,244
4-5 years	3.1 %	2,322	62,665
6-10 years	3.5 %	4,209	101,874
11-14 years	3.4 %	3,974	98,796
15-20 years	3.8 %	3,910	88,518
> 20 years	5.0 %	6,056	107,282
Leaving Before Covid			
No	3.5 %	16,796	406,359
Yes, to retire	3.8 %	1,482	33,957
Yes, to other job in Govt	3.6 %	3,570	80,768
Yes, to other job outside Govt	3.5 %	575	13,240
Yes, other	3.7 %	653	14,679
Leaving Today			
No	3.5 %	15,441	373,534
Yes, to retire	4.3 %	1,841	38,095
Yes, to other job in Govt	3.4 %	3,611	86,649
Yes, to other job outside Govt	3.7 %	811	17,967
Yes, other	3.6 %	963	21,607
Retire Before Covid			
Less than 1 year	3.8 %	602	13,948
1 year	3.9 %	707	15,781
2 years	4.1 %	1,430	30,997
3 years	4.3 %	1,504	30,719
4 years	3.9 %	927	20,347
5 years	4.1 %	1,928	39,967
More than 5 years	3.4 %	15,809	393,005
Retire Today			
Less than 1 year	3.8 %	838	19,367
1 year	4.4 %	908	18,423
2 years	4.2 %	1,454	30,761
3 years	4.3 %	1,428	28,513
4 years	3.7 %	857	19,186
5 years	4.3 %	1,863	37,838
More than 5 years	3.3 %	15,226	383,520
Transgender			
Yes	3.9 %	71	1,544
No	3.5 %	22,218	534,507
Consider Yourself as			
Straight	3.5 %	20,665	503,686
Gay or Lesbian	4.2 %	571	11,680
Bisexual	3.5 %	286	6,509
Something else	4.2 %	419	8,400
Military Service			
No Prior Military Service	4.2 %	18,813	388,082
Currently in Guard/Reserves	2.1 %	238	9,755
Retired	2.1 %	1,789	75,223
Separated/Discharged	2.6 %	2,495	83,060
Military Spouse			
Spouse of current active duty service member	2.0 %	149	5,906
Spouse of separated or retired service member with a disability rating of 100%	4.6 %	578	10,651

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_3) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Alternative work arrangement

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	3.6 %	23,890	566,123
Widow(er) of a service member killed while on active duty	7.1 %	22	284
None of the categories listed	3.5 %	22,628	540,074
NoN-Competitive Hiring Authority			
Yes	2.8 %	69	2,009
No	3.8 %	671	14,733
Disability			
Yes	3.8 %	3,796	81,916
No	3.5 %	18,904	462,376

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_4) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Elder/adult day care center

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.3 %	1,495	588,518
Work Location			
Headquarters	0.3 %	474	187,111
Field	0.3 %	709	284,676
Full-time telework	0.3 %	279	103,227
Supervisory Status			
Senior Leader	0.5 %	45	10,672
Manager	0.2 %	105	41,203
Supervisor	0.3 %	218	81,543
Team Leader	0.3 %	258	78,344
Non-Supervisor	0.2 %	841	367,300
Sex			
Male	0.3 %	797	306,351
Female	0.2 %	625	253,973
Hispanic or Latino			
Yes	0.4 %	238	59,963
No	0.2 %	1,184	502,168
Race			
American Indian/Alaska Native	0.4 %	40	10,909
Asian	0.4 %	140	32,513
Black/African American	0.4 %	322	80,807
Native Hawaiian/Pacific Islander	0.5 %	20	3,746
White	0.2 %	735	393,705
Two or more races (Not Hispanic/Latino)	0.5 %	118	24,120
Age Group			
25 and under	0.1 %	7	6,800
26-29 years old	0.1 %	14	16,265
30-39 years old	0.2 %	181	107,673
40-49 years old	0.3 %	391	149,783
50-59 years old	0.3 %	578	190,683
60 or older	0.3 %	257	91,484
Level of Education			
Less than High School	1.3 %	5	363
H.S. Diploma/GED or equiv	0.2 %	50	23,541
Trade/Technical Certificate	0.3 %	39	12,149
Some College (no degree)	0.3 %	212	75,155
Associate's Degree	0.3 %	112	43,819
Bachelor's Degree	0.2 %	477	201,501
Master's Degree	0.3 %	418	155,961
Doctoral/Professional Degree	0.2 %	132	56,401
Pay Category			
Federal Wage System	0.2 %	51	19,441
GS 1-6	0.3 %	60	20,530
GS 7-12	0.2 %	581	238,175
GS 13-15	0.3 %	638	247,306
SES	0.4 %	21	5,558
SL/ST	0.1 %	2	2,043
Other	0.3 %	118	45,686
Time in Federal Government			
< 1 year	0.2 %	5	1,729
1-3 years	0.1 %	76	60,711
4-5 years	0.2 %	109	48,977
6-10 years	0.3 %	247	99,912
11-14 years	0.3 %	272	109,058
15-20 years	0.3 %	316	104,571
> 20 years	0.3 %	445	154,361

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_4) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Elder/adult day care center

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.3 %	1,495	588,518
Time with Current Agency			
< 1 year	0.2 %	16	7,092
1-3 years	0.2 %	165	93,826
4-5 years	0.3 %	169	64,818
6-10 years	0.3 %	266	105,817
11-14 years	0.3 %	259	102,511
15-20 years	0.3 %	276	92,152
> 20 years	0.3 %	317	113,021
Leaving Before Covid			
No	0.2 %	967	422,188
Yes, to retire	0.3 %	108	35,331
Yes, to other job in Govt	0.3 %	271	84,067
Yes, to other job outside Govt	0.3 %	39	13,776
Yes, other	0.3 %	38	15,294
Leaving Today			
No	0.2 %	837	388,138
Yes, to retire	0.3 %	125	39,811
Yes, to other job in Govt	0.3 %	281	89,979
Yes, to other job outside Govt	0.3 %	62	18,716
Yes, other	0.3 %	63	22,507
Retire Before Covid			
Less than 1 year	0.3 %	44	14,506
1 year	0.2 %	31	16,457
2 years	0.3 %	89	32,338
3 years	0.3 %	99	32,124
4 years	0.3 %	70	21,204
5 years	0.3 %	128	41,767
More than 5 years	0.2 %	955	407,859
Retire Today			
Less than 1 year	0.3 %	66	20,139
1 year	0.3 %	52	19,279
2 years	0.3 %	98	32,117
3 years	0.3 %	95	29,846
4 years	0.3 %	56	19,987
5 years	0.3 %	115	39,586
More than 5 years	0.2 %	888	397,858
Transgender			
Yes	1.3 %	19	1,596
No	0.2 %	1,396	555,329
Consider Yourself as			
Straight	0.2 %	1,294	523,057
Gay or Lesbian	0.3 %	40	12,211
Bisexual	0.3 %	19	6,776
Something else	0.5 %	44	8,775
Military Service			
No Prior Military Service	0.3 %	1,012	405,883
Currently in Guard/Reserves	0.4 %	41	9,952
Retired	0.2 %	177	76,835
Separated/Discharged	0.3 %	237	85,318
Military Spouse			
Spouse of current active duty service member	0.3 %	21	6,034
Spouse of separated or retired service member with a disability rating of 100%	0.5 %	66	11,163

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_4) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Elder/adult day care center

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.3 %	1,495	588,518
Widow(er) of a service member killed while on active duty	1.5 %	6	300
None of the categories listed	0.2 %	1,372	561,330
NoN-Competitive Hiring Authority			
Yes	0.6 %	16	2,062
No	0.4 %	76	15,328
Disability			
Yes	0.4 %	322	85,390
No	0.2 %	1,109	480,171

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_5) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Paid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	5.0 %	31,684	558,329
Work Location			
Headquarters	4.8 %	9,901	177,684
Field	4.9 %	14,783	270,602
Full-time telework	5.6 %	6,202	97,304
Supervisory Status			
Senior Leader	4.4 %	513	10,204
Manager	4.6 %	2,066	39,242
Supervisor	4.8 %	4,192	77,569
Team Leader	5.6 %	4,646	73,956
Non-Supervisor	5.0 %	19,650	348,491
Sex			
Male	4.2 %	13,452	293,696
Female	6.1 %	16,249	238,349
Hispanic or Latino			
Yes	5.7 %	3,662	56,539
No	4.8 %	26,186	477,166
Race			
American Indian/Alaska Native	7.0 %	819	10,130
Asian	5.9 %	2,030	30,623
Black/African American	5.3 %	4,684	76,445
Native Hawaiian/Pacific Islander	5.3 %	213	3,553
White	4.5 %	19,284	375,156
Two or more races (Not Hispanic/Latino)	6.6 %	1,692	22,546
Age Group			
25 and under	1.5 %	113	6,694
26-29 years old	2.0 %	345	15,934
30-39 years old	3.4 %	3,763	104,091
40-49 years old	5.2 %	8,195	141,979
50-59 years old	6.3 %	12,809	178,452
60 or older	4.8 %	4,610	87,131
Level of Education			
Less than High School	3.0 %	13	355
H.S. Diploma/GED or equiv	4.2 %	1,036	22,555
Trade/Technical Certificate	4.6 %	592	11,596
Some College (no degree)	5.0 %	4,040	71,327
Associate's Degree	4.8 %	2,228	41,703
Bachelor's Degree	4.9 %	10,668	191,310
Master's Degree	5.0 %	8,474	147,905
Doctoral/Professional Degree	5.6 %	3,288	53,245
Pay Category			
Federal Wage System	4.4 %	874	18,618
GS 1-6	4.3 %	934	19,656
GS 7-12	4.8 %	12,160	226,596
GS 13-15	5.5 %	14,429	233,515
SES	5.5 %	301	5,278
SL/ST	5.0 %	109	1,936
Other	4.5 %	2,219	43,585
Time in Federal Government			
< 1 year	1.6 %	32	1,702
1-3 years	2.4 %	1,634	59,153
4-5 years	3.7 %	1,983	47,103
6-10 years	4.4 %	4,649	95,510
11-14 years	4.8 %	5,489	103,841
15-20 years	5.8 %	6,359	98,528
> 20 years	6.8 %	10,926	143,880

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_5) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Paid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	5.0 %	31,684	558,329
Time with Current Agency			
< 1 year	3.4 %	250	6,858
1-3 years	3.1 %	3,265	90,726
4-5 years	4.2 %	2,981	62,006
6-10 years	4.8 %	5,379	100,704
11-14 years	5.0 %	5,411	97,359
15-20 years	5.9 %	5,731	86,697
> 20 years	6.8 %	8,042	105,296
Leaving Before Covid			
No	4.7 %	21,285	401,870
Yes, to retire	5.6 %	2,087	33,352
Yes, to other job in Govt	5.8 %	5,361	78,977
Yes, to other job outside Govt	6.4 %	951	12,864
Yes, other	5.9 %	983	14,349
Leaving Today			
No	4.5 %	18,981	369,994
Yes, to retire	6.4 %	2,651	37,285
Yes, to other job in Govt	5.7 %	5,589	84,671
Yes, to other job outside Govt	6.8 %	1,364	17,414
Yes, other	6.3 %	1,545	21,025
Retire Before Covid			
Less than 1 year	5.4 %	822	13,728
1 year	5.5 %	965	15,523
2 years	5.8 %	1,991	30,436
3 years	6.0 %	2,049	30,174
4 years	5.9 %	1,338	19,936
5 years	6.0 %	2,645	39,250
More than 5 years	4.7 %	20,581	388,233
Retire Today			
Less than 1 year	6.1 %	1,290	18,915
1 year	6.7 %	1,322	18,009
2 years	6.1 %	2,044	30,171
3 years	6.1 %	1,964	27,977
4 years	5.9 %	1,271	18,772
5 years	6.1 %	2,565	37,136
More than 5 years	4.5 %	19,569	379,177
Transgender			
Yes	6.6 %	106	1,509
No	4.9 %	29,394	527,331
Consider Yourself as			
Straight	4.9 %	27,308	497,043
Gay or Lesbian	5.6 %	734	11,517
Bisexual	5.4 %	413	6,382
Something else	6.3 %	607	8,212
Military Service			
No Prior Military Service	5.6 %	24,234	382,661
Currently in Guard/Reserves	3.2 %	346	9,647
Retired	3.1 %	2,507	74,505
Separated/Discharged	4.3 %	3,911	81,644
Military Spouse			
Spouse of current active duty service member	2.5 %	180	5,875
Spouse of separated or retired service member with a disability rating of 100%	5.9 %	709	10,520

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_5) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Paid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	5.0 %	31,684	558,329
Widow(er) of a service member killed while on active duty	7.8 %	24	282
None of the categories listed	5.0 %	30,116	532,586
NoN-Competitive Hiring Authority			
Yes	3.4 %	74	2,004
No	4.9 %	830	14,574
Disability			
Yes	5.5 %	5,098	80,614
No	4.8 %	25,038	456,242

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_6) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Unpaid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.4 %	2,108	587,905
Work Location			
Headquarters	0.3 %	491	187,094
Field	0.4 %	1,111	284,274
Full-time telework	0.4 %	442	103,064
Supervisory Status			
Senior Leader	0.3 %	29	10,688
Manager	0.3 %	97	41,211
Supervisor	0.3 %	192	81,569
Team Leader	0.3 %	253	78,349
Non-Supervisor	0.4 %	1,483	366,658
Sex			
Male	0.3 %	836	306,312
Female	0.5 %	1,139	253,459
Hispanic or Latino			
Yes	0.6 %	326	59,875
No	0.3 %	1,668	501,684
Race			
American Indian/Alaska Native	0.7 %	82	10,867
Asian	0.4 %	136	32,517
Black/African American	0.5 %	353	80,776
Native Hawaiian/Pacific Islander	0.5 %	23	3,743
White	0.3 %	1,133	393,307
Two or more races (Not Hispanic/Latino)	0.8 %	171	24,067
Age Group			
25 and under	0.3 %	25	6,782
26-29 years old	0.3 %	48	16,231
30-39 years old	0.4 %	374	107,480
40-49 years old	0.4 %	612	149,562
50-59 years old	0.3 %	669	190,592
60 or older	0.3 %	261	91,480
Level of Education			
Less than High School	1.5 %	6	362
H.S. Diploma/GED or equiv	0.5 %	107	23,484
Trade/Technical Certificate	0.5 %	62	12,126
Some College (no degree)	0.5 %	376	74,991
Associate's Degree	0.6 %	223	43,708
Bachelor's Degree	0.3 %	613	201,365
Master's Degree	0.3 %	451	155,928
Doctoral/Professional Degree	0.3 %	187	56,346
Pay Category			
Federal Wage System	0.8 %	132	19,360
GS 1-6	0.9 %	178	20,412
GS 7-12	0.4 %	935	237,821
GS 13-15	0.2 %	547	247,397
SES	0.1 %	8	5,571
SL/ST	0.5 %	7	2,038
Other	0.6 %	252	45,552
Time in Federal Government			
< 1 year	0.2 %	5	1,729
1-3 years	0.3 %	185	60,602
4-5 years	0.4 %	167	48,919
6-10 years	0.4 %	404	99,755
11-14 years	0.4 %	405	108,925
15-20 years	0.5 %	471	104,416
> 20 years	0.3 %	426	154,380

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_6) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Unpaid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.4 %	2,108	587,905
Time with Current Agency			
< 1 year	0.3 %	21	7,087
1-3 years	0.3 %	295	93,696
4-5 years	0.4 %	248	64,739
6-10 years	0.4 %	417	105,666
11-14 years	0.4 %	395	102,375
15-20 years	0.5 %	379	92,049
> 20 years	0.3 %	300	113,038
Leaving Before Covid			
No	0.3 %	1,167	421,988
Yes, to retire	0.4 %	141	35,298
Yes, to other job in Govt	0.6 %	473	83,865
Yes, to other job outside Govt	0.7 %	101	13,714
Yes, other	0.9 %	134	15,198
Leaving Today			
No	0.2 %	911	388,064
Yes, to retire	0.4 %	162	39,774
Yes, to other job in Govt	0.6 %	498	89,762
Yes, to other job outside Govt	0.9 %	177	18,601
Yes, other	1.0 %	210	22,360
Retire Before Covid			
Less than 1 year	0.6 %	73	14,477
1 year	0.4 %	59	16,429
2 years	0.3 %	96	32,331
3 years	0.3 %	101	32,122
4 years	0.3 %	69	21,205
5 years	0.5 %	164	41,731
More than 5 years	0.4 %	1,434	407,380
Retire Today			
Less than 1 year	0.7 %	124	20,081
1 year	0.5 %	91	19,240
2 years	0.4 %	125	32,090
3 years	0.4 %	106	29,835
4 years	0.4 %	67	19,976
5 years	0.4 %	144	39,557
More than 5 years	0.3 %	1,301	397,445
Transgender			
Yes	2.5 %	28	1,587
No	0.4 %	1,942	554,783
Consider Yourself as			
Straight	0.4 %	1,757	522,594
Gay or Lesbian	0.4 %	52	12,199
Bisexual	0.9 %	48	6,747
Something else	1.1 %	89	8,730
Military Service			
No Prior Military Service	0.4 %	1,583	405,312
Currently in Guard/Reserves	0.4 %	42	9,951
Retired	0.2 %	132	76,880
Separated/Discharged	0.4 %	292	85,263
Military Spouse			
Spouse of current active duty service member	0.5 %	27	6,028
Spouse of separated or retired service member with a disability rating of 100%	0.8 %	84	11,145

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_6) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Unpaid leave

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.4 %	2,108	587,905
Widow(er) of a service member killed while on active duty	2.2 %	8	298
None of the categories listed	0.4 %	1,934	560,768
NoN-Competitive Hiring Authority			
Yes	0.6 %	12	2,066
No	0.7 %	106	15,298
Disability			
Yes	0.6 %	520	85,192
No	0.3 %	1,493	479,787

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_7) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Long-term care insurance

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.1 %	790	589,223
Work Location			
Headquarters	0.1 %	299	187,286
Field	0.1 %	336	285,049
Full-time telework	0.1 %	138	103,368
Supervisory Status			
Senior Leader	0.3 %	28	10,689
Manager	0.2 %	70	41,238
Supervisor	0.1 %	120	81,641
Team Leader	0.2 %	122	78,480
Non-Supervisor	0.1 %	428	367,713
Sex			
Male	0.1 %	384	306,764
Female	0.1 %	358	254,240
Hispanic or Latino			
Yes	0.1 %	84	60,117
No	0.1 %	664	502,688
Race			
American Indian/Alaska Native	0.1 %	18	10,931
Asian	0.2 %	69	32,584
Black/African American	0.1 %	116	81,013
Native Hawaiian/Pacific Islander	0.1 %	5	3,761
White	0.1 %	462	393,978
Two or more races (Not Hispanic/Latino)	0.2 %	55	24,183
Age Group			
25 and under	0.0 %	3	6,804
26-29 years old	0.0 %	8	16,271
30-39 years old	0.1 %	87	107,767
40-49 years old	0.1 %	176	149,998
50-59 years old	0.1 %	307	190,954
60 or older	0.2 %	171	91,570
Level of Education			
Less than High School	1.7 %	7	361
H.S. Diploma/GED or equiv	0.1 %	18	23,573
Trade/Technical Certificate	0.1 %	13	12,175
Some College (no degree)	0.1 %	61	75,306
Associate's Degree	0.1 %	36	43,895
Bachelor's Degree	0.1 %	220	201,758
Master's Degree	0.2 %	275	156,104
Doctoral/Professional Degree	0.2 %	130	56,403
Pay Category			
Federal Wage System	0.1 %	21	19,471
GS 1-6	0.1 %	23	20,567
GS 7-12	0.1 %	240	238,516
GS 13-15	0.1 %	391	247,553
SES	0.5 %	26	5,553
SL/ST	0.4 %	8	2,037
Other	0.1 %	65	45,739
Time in Federal Government			
< 1 year	0.1 %	2	1,732
1-3 years	0.1 %	42	60,745
4-5 years	0.1 %	50	49,036
6-10 years	0.1 %	101	100,058
11-14 years	0.1 %	149	109,181
15-20 years	0.1 %	144	104,743
> 20 years	0.2 %	283	154,523

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_7) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Long-term care insurance

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.1 %	790	589,223
Time with Current Agency			
< 1 year	0.1 %	13	7,095
1-3 years	0.1 %	83	93,908
4-5 years	0.1 %	70	64,917
6-10 years	0.1 %	117	105,966
11-14 years	0.1 %	147	102,623
15-20 years	0.1 %	140	92,288
> 20 years	0.2 %	203	113,135
Leaving Before Covid			
No	0.1 %	513	422,642
Yes, to retire	0.2 %	64	35,375
Yes, to other job in Govt	0.2 %	132	84,206
Yes, to other job outside Govt	0.2 %	28	13,787
Yes, other	0.2 %	25	15,307
Leaving Today			
No	0.1 %	449	388,526
Yes, to retire	0.2 %	80	39,856
Yes, to other job in Govt	0.1 %	130	90,130
Yes, to other job outside Govt	0.2 %	36	18,742
Yes, other	0.2 %	47	22,523
Retire Before Covid			
Less than 1 year	0.2 %	29	14,521
1 year	0.2 %	32	16,456
2 years	0.2 %	58	32,369
3 years	0.2 %	56	32,167
4 years	0.1 %	24	21,250
5 years	0.1 %	68	41,827
More than 5 years	0.1 %	481	408,333
Retire Today			
Less than 1 year	0.2 %	34	20,171
1 year	0.2 %	41	19,290
2 years	0.2 %	62	32,153
3 years	0.2 %	55	29,886
4 years	0.1 %	25	20,018
5 years	0.1 %	59	39,642
More than 5 years	0.1 %	448	398,298
Transgender			
Yes	0.7 %	13	1,602
No	0.1 %	727	555,998
Consider Yourself as			
Straight	0.1 %	676	523,675
Gay or Lesbian	0.2 %	24	12,227
Bisexual	0.2 %	9	6,786
Something else	0.2 %	23	8,796
Military Service			
No Prior Military Service	0.1 %	560	406,335
Currently in Guard/Reserves	0.1 %	17	9,976
Retired	0.1 %	95	76,917
Separated/Discharged	0.1 %	99	85,456
Military Spouse			
Spouse of current active duty service member	0.1 %	5	6,050
Spouse of separated or retired service member with a disability rating of 100%	0.2 %	26	11,203

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_7) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Long-term care insurance

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.1 %	790	589,223
Widow(er) of a service member killed while on active duty	0.5 %	2	304
None of the categories listed	0.1 %	738	561,964
NoN-Competitive Hiring Authority			
Yes	0.1 %	4	2,074
No	0.1 %	29	15,375
Disability			
Yes	0.2 %	169	85,543
No	0.1 %	590	480,690

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_8) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Respite care

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.5 %	3,402	586,611
Work Location			
Headquarters	0.5 %	1,077	186,508
Field	0.5 %	1,477	283,908
Full-time telework	0.7 %	775	102,731
Supervisory Status			
Senior Leader	0.5 %	62	10,655
Manager	0.4 %	199	41,109
Supervisor	0.5 %	444	81,317
Team Leader	0.7 %	531	78,071
Non-Supervisor	0.5 %	2,107	366,034
Sex			
Male	0.4 %	1,377	305,771
Female	0.7 %	1,844	252,754
Hispanic or Latino			
Yes	0.6 %	440	59,761
No	0.5 %	2,799	500,553
Race			
American Indian/Alaska Native	0.8 %	99	10,850
Asian	0.6 %	202	32,451
Black/African American	0.8 %	655	80,474
Native Hawaiian/Pacific Islander	0.6 %	24	3,742
White	0.5 %	1,919	392,521
Two or more races (Not Hispanic/Latino)	0.8 %	213	24,025
Age Group			
25 and under	0.2 %	13	6,794
26-29 years old	0.2 %	37	16,242
30-39 years old	0.3 %	325	107,529
40-49 years old	0.5 %	743	149,431
50-59 years old	0.8 %	1,499	189,762
60 or older	0.7 %	632	91,109
Level of Education			
Less than High School	1.0 %	4	364
H.S. Diploma/GED or equiv	0.5 %	127	23,464
Trade/Technical Certificate	0.6 %	72	12,116
Some College (no degree)	0.6 %	479	74,888
Associate's Degree	0.5 %	258	43,673
Bachelor's Degree	0.5 %	1,099	200,879
Master's Degree	0.6 %	959	155,420
Doctoral/Professional Degree	0.5 %	277	56,256
Pay Category			
Federal Wage System	0.4 %	91	19,401
GS 1-6	0.5 %	120	20,470
GS 7-12	0.5 %	1,379	237,377
GS 13-15	0.6 %	1,460	246,484
SES	0.7 %	39	5,540
SL/ST	0.7 %	15	2,030
Other	0.5 %	236	45,568
Time in Federal Government			
< 1 year	0.1 %	3	1,731
1-3 years	0.3 %	170	60,617
4-5 years	0.4 %	188	48,898
6-10 years	0.4 %	456	99,703
11-14 years	0.5 %	569	108,761
15-20 years	0.6 %	684	104,203
> 20 years	0.8 %	1,279	153,527

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_8) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Respite care

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.5 %	3,402	586,611
Time with Current Agency			
< 1 year	0.1 %	12	7,096
1-3 years	0.3 %	342	93,649
4-5 years	0.5 %	325	64,662
6-10 years	0.5 %	568	105,515
11-14 years	0.5 %	599	102,171
15-20 years	0.7 %	613	91,815
> 20 years	0.8 %	881	112,457
Leaving Before Covid			
No	0.5 %	2,274	420,881
Yes, to retire	0.7 %	259	35,180
Yes, to other job in Govt	0.6 %	589	83,749
Yes, to other job outside Govt	0.4 %	78	13,737
Yes, other	0.6 %	96	15,236
Leaving Today			
No	0.5 %	1,941	387,034
Yes, to retire	0.9 %	356	39,580
Yes, to other job in Govt	0.6 %	625	89,635
Yes, to other job outside Govt	0.6 %	123	18,655
Yes, other	0.6 %	157	22,413
Retire Before Covid			
Less than 1 year	0.7 %	103	14,447
1 year	0.7 %	114	16,374
2 years	0.7 %	232	32,195
3 years	0.8 %	262	31,961
4 years	0.8 %	156	21,118
5 years	0.7 %	319	41,576
More than 5 years	0.5 %	2,073	406,741
Retire Today			
Less than 1 year	0.8 %	169	20,036
1 year	0.9 %	165	19,166
2 years	0.8 %	257	31,958
3 years	0.7 %	238	29,703
4 years	0.8 %	157	19,886
5 years	0.7 %	287	39,414
More than 5 years	0.5 %	1,936	396,810
Transgender			
Yes	0.9 %	18	1,597
No	0.5 %	3,179	553,546
Consider Yourself as			
Straight	0.5 %	2,943	521,408
Gay or Lesbian	0.6 %	86	12,165
Bisexual	0.7 %	55	6,740
Something else	0.9 %	79	8,740
Military Service			
No Prior Military Service	0.6 %	2,509	404,386
Currently in Guard/Reserves	0.2 %	35	9,958
Retired	0.4 %	352	76,660
Separated/Discharged	0.5 %	439	85,116
Military Spouse			
Spouse of current active duty service member	0.3 %	21	6,034
Spouse of separated or retired service member with a disability rating of 100%	0.8 %	95	11,134

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_8) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Respite care

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	0.5 %	3,402	586,611
Widow(er) of a service member killed while on active duty	2.4 %	6	300
None of the categories listed	0.5 %	3,222	559,480
NoN-Competitive Hiring Authority			
Yes	0.3 %	9	2,069
No	0.7 %	113	15,291
Disability			
Yes	0.7 %	696	85,016
No	0.5 %	2,565	478,715

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_9) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Other services/arrangements

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	2.6 %	15,721	574,292
Work Location			
Headquarters	2.4 %	4,718	182,867
Field	2.6 %	7,379	278,006
Full-time telework	2.9 %	3,117	100,389
Supervisory Status			
Senior Leader	3.3 %	333	10,384
Manager	2.3 %	992	40,316
Supervisor	2.5 %	2,016	79,745
Team Leader	2.7 %	2,165	76,437
Non-Supervisor	2.6 %	9,808	358,333
Sex			
Male	2.2 %	6,672	300,476
Female	3.1 %	7,851	246,747
Hispanic or Latino			
Yes	3.8 %	2,346	57,855
No	2.4 %	12,297	491,055
Race			
American Indian/Alaska Native	4.8 %	544	10,405
Asian	3.3 %	1,095	31,558
Black/African American	3.5 %	2,943	78,186
Native Hawaiian/Pacific Islander	3.9 %	159	3,607
White	2.1 %	8,301	386,139
Two or more races (Not Hispanic/Latino)	3.9 %	982	23,256
Age Group			
25 and under	1.2 %	85	6,722
26-29 years old	1.1 %	193	16,086
30-39 years old	1.7 %	1,847	106,007
40-49 years old	2.7 %	4,083	146,091
50-59 years old	3.1 %	5,938	185,323
60 or older	2.7 %	2,481	89,260
Level of Education			
Less than High School	8.5 %	31	337
H.S. Diploma/GED or equiv	3.0 %	666	22,925
Trade/Technical Certificate	3.0 %	373	11,815
Some College (no degree)	3.0 %	2,278	73,089
Associate's Degree	2.7 %	1,244	42,687
Bachelor's Degree	2.3 %	4,759	197,219
Master's Degree	2.5 %	4,032	152,347
Doctoral/Professional Degree	2.6 %	1,492	55,041
Pay Category			
Federal Wage System	2.7 %	527	18,965
GS 1-6	3.3 %	688	19,902
GS 7-12	2.6 %	6,292	232,464
GS 13-15	2.4 %	6,106	241,838
SES	3.1 %	166	5,413
SL/ST	2.7 %	55	1,990
Other	3.1 %	1,480	44,324
Time in Federal Government			
< 1 year	2.0 %	41	1,693
1-3 years	1.9 %	1,186	59,601
4-5 years	2.0 %	1,027	48,059
6-10 years	2.3 %	2,354	97,805
11-14 years	2.5 %	2,803	106,527
15-20 years	3.0 %	3,154	101,733
> 20 years	3.1 %	4,767	150,039

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_9) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Other services/arrangements

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	2.6 %	15,721	574,292
Time with Current Agency			
< 1 year	2.2 %	165	6,943
1-3 years	2.0 %	1,990	92,001
4-5 years	2.2 %	1,492	63,495
6-10 years	2.5 %	2,696	103,387
11-14 years	2.6 %	2,737	100,033
15-20 years	3.1 %	2,838	89,590
> 20 years	3.1 %	3,396	109,942
Leaving Before Covid			
No	2.4 %	10,264	412,891
Yes, to retire	2.7 %	933	34,506
Yes, to other job in Govt	3.1 %	2,741	81,597
Yes, to other job outside Govt	2.8 %	414	13,401
Yes, other	4.4 %	702	14,630
Leaving Today			
No	2.2 %	8,978	379,997
Yes, to retire	2.9 %	1,153	38,783
Yes, to other job in Govt	3.0 %	2,822	87,438
Yes, to other job outside Govt	3.1 %	619	18,159
Yes, other	4.4 %	1,010	21,560
Retire Before Covid			
Less than 1 year	3.0 %	423	14,127
1 year	2.7 %	446	16,042
2 years	2.8 %	901	31,526
3 years	3.1 %	988	31,235
4 years	3.0 %	653	20,621
5 years	3.0 %	1,267	40,628
More than 5 years	2.4 %	10,213	398,601
Retire Today			
Less than 1 year	3.2 %	623	19,582
1 year	3.5 %	654	18,677
2 years	3.0 %	971	31,244
3 years	3.0 %	896	29,045
4 years	2.8 %	566	19,477
5 years	3.0 %	1,178	38,523
More than 5 years	2.3 %	9,613	389,133
Transgender			
Yes	5.4 %	93	1,522
No	2.5 %	14,363	542,362
Consider Yourself as			
Straight	2.5 %	13,196	511,155
Gay or Lesbian	2.6 %	327	11,924
Bisexual	2.6 %	183	6,612
Something else	5.4 %	480	8,339
Military Service			
No Prior Military Service	2.8 %	11,389	395,506
Currently in Guard/Reserves	2.1 %	230	9,763
Retired	2.0 %	1,545	75,467
Separated/Discharged	2.4 %	2,091	83,464
Military Spouse			
Spouse of current active duty service member	1.9 %	116	5,939
Spouse of separated or retired service member with a disability rating of 100%	3.6 %	413	10,816

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q66_9) Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? Other services/arrangements

Demographic	% of Participants	Participants Total**	Non Participants Total**
All Responses	2.6 %	15,721	574,292
Widow(er) of a service member killed while on active duty	10.4 %	23	283
None of the categories listed	2.6 %	14,736	547,966
NoN-Competitive Hiring Authority			
Yes	2.7 %	49	2,029
No	3.1 %	499	14,905
Disability			
Yes	3.4 %	2,994	82,718
No	2.4 %	11,772	469,508

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q67) During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No School-Aged Children Responsibility (N)**	Does Not Apply (N)**
All Responses	9.4 %	6.3 %	10.6 %	7.0 %	7.6 %	237,199	295,138	63,146
Work Location								
Headquarters	21.3 %	15.1 %	26.1 %	18.5 %	19.0 %	73,571	96,674	19,004
Field	24.9 %	15.9 %	25.9 %	15.7 %	17.6 %	118,936	138,558	30,685
Full-time telework	19.5 %	14.2 %	25.5 %	19.3 %	21.5 %	39,728	53,141	11,660
Supervisory Status								
Senior Leader	23.5 %	15.5 %	27.9 %	16.6 %	16.3 %	4,056	5,827	932
Manager	23.2 %	16.5 %	27.1 %	17.4 %	15.9 %	18,265	20,030	3,385
Supervisor	24.3 %	16.6 %	26.6 %	16.3 %	16.3 %	36,110	38,809	7,552
Team Leader	22.4 %	15.6 %	26.5 %	17.9 %	17.5 %	33,576	38,054	7,706
Non-Supervisor	22.7 %	14.9 %	25.5 %	17.1 %	19.9 %	141,467	188,014	42,292
Sex								
Male	21.7 %	15.5 %	26.4 %	16.8 %	19.6 %	131,970	145,778	32,835
Female	25.3 %	15.1 %	25.0 %	17.7 %	16.9 %	94,059	135,726	26,510
Hispanic or Latino								
Yes	29.4 %	16.1 %	24.1 %	13.5 %	16.9 %	28,070	26,204	6,533
No	21.9 %	15.2 %	26.2 %	17.7 %	18.9 %	198,661	256,160	53,018
Race								
American Indian/Alaska Native	30.4 %	16.6 %	25.5 %	12.9 %	14.6 %	5,098	4,852	1,069
Asian	23.6 %	16.6 %	26.9 %	15.5 %	17.4 %	14,490	14,920	3,615
Black/African American	24.2 %	13.9 %	24.0 %	17.1 %	20.8 %	31,153	41,257	9,333
Native Hawaiian/Pacific Islander	31.2 %	15.4 %	22.8 %	14.8 %	15.8 %	1,739	1,592	472
White	21.8 %	15.4 %	26.5 %	17.7 %	18.6 %	156,247	201,289	40,314
Two or more races (Not Hispanic/Latino)	27.1 %	15.9 %	24.9 %	14.8 %	17.3 %	10,964	10,820	2,705
Age Group								
25 and under	21.4 %	15.5 %	25.4 %	11.6 %	26.1 %	750	4,961	1,189
26-29 years old	28.7 %	14.5 %	23.1 %	11.6 %	22.2 %	2,620	11,098	2,765
30-39 years old	31.4 %	17.9 %	24.0 %	13.4 %	13.2 %	53,640	43,539	12,246
40-49 years old	24.2 %	16.2 %	26.0 %	16.6 %	17.0 %	97,590	43,133	10,884
50-59 years old	13.4 %	12.0 %	27.5 %	21.7 %	25.4 %	61,087	110,428	21,046
60 or older	11.5 %	11.3 %	29.2 %	21.6 %	26.4 %	11,606	69,253	11,421
Level of Education								
Less than High School	33.9 %	9.1 %	23.2 %	14.0 %	19.8 %	126	184	58
H.S. Diploma/GED or equiv	22.5 %	13.1 %	24.1 %	14.8 %	25.6 %	7,475	13,072	3,265
Trade/Technical Certificate	24.1 %	14.9 %	25.1 %	15.1 %	20.8 %	4,408	6,309	1,565
Some College (no degree)	23.7 %	14.2 %	25.0 %	15.2 %	22.0 %	27,384	39,455	9,117
Associate's Degree	24.3 %	14.6 %	24.9 %	15.9 %	20.3 %	16,828	22,347	5,147

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q67) During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No School-Aged Children Responsibility (N)**	Does Not Apply (N)**
All Responses	9.4 %	6.3 %	10.6 %	7.0 %	7.6 %	237,199	295,138	63,146
Bachelor's Degree	22.1 %	15.2 %	26.0 %	17.7 %	19.0 %	83,187	99,326	21,291
Master's Degree	22.7 %	15.9 %	26.3 %	18.3 %	16.8 %	65,674	76,984	15,228
Doctoral/Professional Degree	24.7 %	18.0 %	27.9 %	17.0 %	12.4 %	24,534	27,926	4,728
Pay Category								
Federal Wage System	27.5 %	15.2 %	23.8 %	12.8 %	20.7 %	8,047	9,167	2,455
GS 1-6	29.3 %	14.6 %	23.8 %	13.3 %	19.0 %	7,252	10,683	2,852
GS 7-12	23.6 %	15.1 %	25.4 %	16.5 %	19.5 %	91,457	121,873	27,661
GS 13-15	21.0 %	15.7 %	26.8 %	18.9 %	17.6 %	106,351	121,340	22,536
SES	20.3 %	16.2 %	29.7 %	19.8 %	14.0 %	2,179	3,047	404
SL/ST	18.5 %	16.5 %	28.0 %	21.2 %	15.8 %	745	1,171	145
Other	24.3 %	15.3 %	26.1 %	15.5 %	18.9 %	17,474	23,147	5,760
Time in Federal Government								
< 1 year	20.3 %	15.4 %	25.2 %	21.4 %	17.7 %	639	896	216
1-3 years	23.9 %	15.6 %	25.2 %	15.7 %	19.6 %	22,929	30,828	7,689
4-5 years	25.3 %	16.4 %	25.1 %	15.3 %	18.0 %	19,962	23,904	5,795
6-10 years	25.9 %	16.1 %	25.1 %	15.8 %	17.0 %	43,376	46,990	10,901
11-14 years	25.6 %	16.0 %	25.5 %	16.1 %	16.7 %	50,464	49,067	10,935
15-20 years	23.3 %	16.0 %	26.5 %	16.8 %	17.3 %	48,631	47,146	10,071
> 20 years	15.0 %	12.4 %	27.2 %	21.7 %	23.7 %	47,667	91,948	16,318
Time with Current Agency								
< 1 year	23.5 %	14.3 %	25.4 %	17.5 %	19.3 %	2,853	3,456	858
1-3 years	24.0 %	15.7 %	25.2 %	16.1 %	19.0 %	37,057	46,459	11,444
4-5 years	25.1 %	16.0 %	25.1 %	15.7 %	18.1 %	26,892	31,440	7,346
6-10 years	25.4 %	16.0 %	25.5 %	16.0 %	17.2 %	45,292	50,529	11,371
11-14 years	25.0 %	15.9 %	25.8 %	16.3 %	17.1 %	46,265	47,288	10,253
15-20 years	22.3 %	15.7 %	26.6 %	17.4 %	18.0 %	40,851	43,471	8,982
> 20 years	14.0 %	12.3 %	27.5 %	22.1 %	24.0 %	34,377	68,138	11,629
Leaving Before Covid								
No	21.4 %	15.2 %	26.3 %	17.7 %	19.4 %	173,563	210,122	43,324
Yes, to retire	18.3 %	13.8 %	27.5 %	19.1 %	21.3 %	6,332	25,129	4,232
Yes, to other job in Govt	27.0 %	15.8 %	24.6 %	15.6 %	17.0 %	37,289	38,242	9,696
Yes, to other job outside Govt	31.9 %	17.6 %	24.1 %	13.1 %	13.3 %	6,350	6,134	1,537
Yes, other	29.4 %	14.9 %	24.7 %	14.7 %	16.3 %	6,320	7,193	2,026
Leaving Today								
No	19.7 %	15.0 %	26.7 %	18.4 %	20.1 %	160,259	192,599	39,522
Yes, to retire	18.5 %	14.4 %	27.7 %	19.0 %	20.4 %	7,461	28,112	4,659

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q67) During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No School-Aged Children Responsibility (N)**	Does Not Apply (N)**
All Responses	9.4 %	6.3 %	10.6 %	7.0 %	7.6 %	237,199	295,138	63,146
Yes, to other job in Govt	29.0 %	16.0 %	24.2 %	14.7 %	16.0 %	40,645	40,422	10,162
Yes, to other job outside Govt	35.7 %	18.2 %	22.5 %	12.2 %	11.3 %	8,792	8,235	2,050
Yes, other	33.7 %	15.9 %	23.1 %	13.7 %	13.6 %	9,736	10,294	2,823
Retire Before Covid								
Less than 1 year	17.5 %	13.6 %	27.0 %	18.9 %	23.0 %	2,493	10,453	1,710
1 year	15.8 %	11.7 %	28.5 %	20.5 %	23.4 %	2,700	11,868	2,010
2 years	15.6 %	12.1 %	29.0 %	19.4 %	24.0 %	5,569	23,170	3,922
3 years	14.2 %	12.6 %	28.0 %	21.1 %	24.1 %	6,328	22,239	3,861
4 years	16.1 %	12.8 %	27.7 %	20.0 %	23.5 %	5,031	13,925	2,461
5 years	18.0 %	13.8 %	26.2 %	19.4 %	22.5 %	11,330	26,042	4,826
More than 5 years	23.9 %	15.8 %	25.7 %	16.7 %	17.9 %	195,079	176,540	41,408
Retire Today								
Less than 1 year	23.9 %	13.7 %	25.5 %	17.1 %	19.8 %	3,752	14,219	2,365
1 year	20.6 %	13.8 %	28.8 %	17.4 %	19.3 %	3,752	13,408	2,308
2 years	17.8 %	13.3 %	27.8 %	19.4 %	21.8 %	6,091	22,552	3,777
3 years	16.5 %	12.7 %	26.8 %	19.8 %	24.2 %	6,266	20,396	3,471
4 years	16.6 %	13.1 %	26.3 %	20.7 %	23.3 %	4,933	12,961	2,276
5 years	18.2 %	14.0 %	26.5 %	20.0 %	21.3 %	11,320	24,227	4,421
More than 5 years	23.7 %	15.7 %	25.7 %	16.8 %	18.0 %	191,380	171,212	40,265
Transgender								
Yes	37.0 %	13.8 %	20.4 %	12.5 %	16.3 %	684	758	196
No	22.9 %	15.4 %	25.9 %	17.2 %	18.6 %	224,094	278,886	58,725
Consider Yourself as								
Straight	22.7 %	15.3 %	26.0 %	17.3 %	18.7 %	215,065	259,403	54,375
Gay or Lesbian	26.8 %	15.4 %	23.3 %	14.4 %	20.1 %	1,826	8,813	1,750
Bisexual	31.2 %	17.9 %	23.3 %	14.2 %	13.4 %	2,290	3,801	779
Something else	33.2 %	16.5 %	23.1 %	12.5 %	14.6 %	3,400	4,378	1,174
Military Service								
No Prior Military Service	23.0 %	15.6 %	26.2 %	17.5 %	17.8 %	163,994	204,385	42,446
Currently in Guard/Reserves	29.0 %	16.5 %	24.4 %	14.1 %	16.1 %	5,782	3,250	1,094
Retired	17.0 %	13.4 %	26.8 %	18.7 %	24.1 %	23,502	45,029	9,003
Separated/Discharged	25.4 %	15.5 %	24.8 %	15.5 %	18.9 %	39,745	37,531	9,116
Military Spouse								
Spouse of current active duty service member	35.4 %	16.9 %	21.9 %	12.9 %	12.9 %	3,705	1,911	491
Spouse of separated or retired service member with a disability rating of 100%	22.5 %	15.5 %	25.4 %	17.4 %	19.3 %	4,517	5,551	1,226

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q67) During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No School-Aged Children Responsibility (N)**	Does Not Apply (N)**
All Responses	9.4 %	6.3 %	10.6 %	7.0 %	7.6 %	237,199	295,138	63,146
Widow(er) of a service member killed while on active duty	31.4 %	21.9 %	25.3 %	13.4 %	8.0 %	127	139	41
None of the categories listed	22.7 %	15.3 %	26.0 %	17.2 %	18.8 %	224,953	282,985	60,044
NoN-Competitive Hiring Authority								
Yes	27.9 %	16.7 %	23.5 %	15.8 %	16.1 %	1,035	855	194
No	28.9 %	16.0 %	23.7 %	15.2 %	16.2 %	7,255	6,706	1,551
Disability								
Yes	26.6 %	15.3 %	24.5 %	15.2 %	18.4 %	33,538	43,177	9,772
No	22.3 %	15.4 %	26.2 %	17.5 %	18.7 %	194,670	240,807	50,248

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q68) During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No Day Care Children Responsibility (N)**	Does Not Apply (N)**
All Responses	7.2 %	4.2 %	6.1 %	3.7 %	5.4 %	151,023	345,956	98,502
Work Location								
Headquarters	26.5 %	15.8 %	22.8 %	14.6 %	20.3 %	46,676	112,912	29,650
Field	28.2 %	16.2 %	23.4 %	13.1 %	19.2 %	75,436	163,861	48,948
Full-time telework	23.8 %	15.0 %	22.8 %	15.3 %	23.0 %	25,933	61,273	17,303
Supervisory Status								
Senior Leader	29.9 %	14.2 %	21.9 %	11.8 %	22.2 %	2,095	7,096	1,623
Manager	27.9 %	16.4 %	23.6 %	13.1 %	19.0 %	9,785	25,323	6,578
Supervisor	28.5 %	16.9 %	23.2 %	13.0 %	18.4 %	21,812	47,436	13,256
Team Leader	26.7 %	16.6 %	23.0 %	14.5 %	19.2 %	21,692	45,040	12,609
Non-Supervisor	26.5 %	15.5 %	23.1 %	14.1 %	20.8 %	93,339	215,817	62,601
Sex								
Male	25.0 %	15.8 %	23.5 %	14.0 %	21.7 %	82,404	173,847	54,348
Female	30.3 %	16.1 %	22.5 %	13.7 %	17.4 %	61,752	156,053	38,519
Hispanic or Latino								
Yes	31.8 %	16.0 %	21.8 %	11.8 %	18.6 %	19,437	31,129	10,236
No	26.1 %	15.9 %	23.4 %	14.3 %	20.3 %	125,217	299,748	82,912
Race								
American Indian/Alaska Native	31.2 %	16.1 %	22.4 %	12.8 %	17.4 %	3,240	5,997	1,788
Asian	28.4 %	16.7 %	23.9 %	13.2 %	17.9 %	10,029	17,683	5,302
Black/African American	28.5 %	14.3 %	21.7 %	14.1 %	21.5 %	19,801	48,684	13,270
Native Hawaiian/Pacific Islander	34.9 %	14.1 %	22.8 %	10.8 %	17.4 %	1,165	1,952	683
White	25.8 %	16.2 %	23.5 %	14.2 %	20.3 %	98,118	234,835	64,935
Two or more races (Not Hispanic/Latino)	30.2 %	16.0 %	22.4 %	12.5 %	19.0 %	7,535	12,801	4,158
Age Group								
25 and under	25.7 %	16.6 %	23.6 %	12.1 %	21.9 %	555	5,040	1,303
26-29 years old	29.1 %	15.9 %	21.8 %	13.8 %	19.3 %	2,891	10,708	2,890
30-39 years old	31.7 %	17.8 %	23.1 %	12.9 %	14.5 %	52,136	41,734	15,567
40-49 years old	27.4 %	16.1 %	22.7 %	13.6 %	20.2 %	59,766	65,978	25,853
50-59 years old	16.8 %	11.9 %	23.7 %	16.2 %	31.3 %	24,769	134,081	33,735
60 or older	12.2 %	10.1 %	26.4 %	19.0 %	32.4 %	4,910	73,510	13,871
Level of Education								
Less than High School	36.5 %	7.3 %	20.0 %	8.7 %	27.5 %	93	204	74
H.S. Diploma/GED or equiv	25.1 %	12.7 %	21.8 %	12.1 %	28.4 %	4,482	14,766	4,570
Trade/Technical Certificate	26.3 %	14.2 %	24.0 %	12.1 %	23.4 %	2,752	7,280	2,250
Some College (no degree)	26.9 %	14.5 %	22.3 %	12.8 %	23.5 %	16,281	45,907	13,754
Associate's Degree	26.7 %	14.1 %	23.0 %	13.3 %	22.8 %	10,203	26,248	7,884

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q68) During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No Day Care Children Responsibility (N)**	Does Not Apply (N)**
All Responses	7.2 %	4.2 %	6.1 %	3.7 %	5.4 %	151,023	345,956	98,502
Bachelor's Degree	25.7 %	15.6 %	23.4 %	14.6 %	20.6 %	53,334	116,702	33,775
Master's Degree	27.4 %	16.8 %	23.0 %	14.7 %	18.1 %	43,126	90,483	24,306
Doctoral/Professional Degree	32.2 %	20.0 %	23.8 %	11.7 %	12.3 %	16,071	33,238	7,873
Pay Category								
Federal Wage System	29.6 %	15.4 %	21.6 %	11.1 %	22.2 %	5,217	10,731	3,722
GS 1-6	32.7 %	14.6 %	22.0 %	10.7 %	20.0 %	4,732	12,172	3,891
GS 7-12	26.1 %	15.5 %	23.2 %	14.2 %	21.0 %	60,643	139,614	40,748
GS 13-15	26.8 %	16.6 %	23.3 %	14.5 %	18.9 %	65,738	145,801	38,689
SES	29.2 %	16.5 %	23.6 %	14.3 %	16.5 %	923	3,903	807
SL/ST	28.5 %	15.0 %	22.7 %	12.5 %	21.3 %	369	1,409	285
Other	28.3 %	15.5 %	23.4 %	12.4 %	20.4 %	11,166	26,753	8,464
Time in Federal Government								
< 1 year	20.9 %	15.6 %	26.1 %	17.9 %	19.5 %	472	977	301
1-3 years	26.6 %	16.2 %	23.1 %	14.0 %	20.1 %	17,114	33,896	10,450
4-5 years	28.6 %	16.5 %	22.4 %	13.4 %	19.1 %	15,002	26,448	8,220
6-10 years	29.4 %	16.7 %	22.8 %	13.3 %	17.8 %	31,982	53,027	16,268
11-14 years	28.9 %	16.3 %	23.1 %	13.6 %	18.2 %	35,105	57,650	17,695
15-20 years	26.6 %	16.2 %	23.4 %	13.7 %	20.0 %	29,015	59,061	17,769
> 20 years	18.9 %	12.5 %	23.8 %	16.1 %	28.7 %	20,144	109,791	26,015
Time with Current Agency								
< 1 year	25.6 %	15.5 %	23.5 %	14.7 %	20.7 %	2,000	3,973	1,207
1-3 years	27.3 %	16.2 %	22.6 %	14.0 %	19.9 %	26,937	52,006	16,044
4-5 years	28.4 %	16.2 %	22.7 %	13.1 %	19.6 %	19,658	35,356	10,675
6-10 years	28.9 %	16.4 %	23.1 %	13.5 %	18.1 %	32,171	57,700	17,321
11-14 years	28.5 %	16.3 %	23.1 %	13.7 %	18.4 %	30,901	56,118	16,777
15-20 years	25.6 %	15.8 %	23.7 %	13.9 %	21.0 %	23,348	54,129	15,810
> 20 years	17.7 %	12.5 %	23.9 %	16.4 %	29.4 %	13,775	81,533	18,846
Leaving Before Covid								
No	25.3 %	15.8 %	23.7 %	14.3 %	21.0 %	109,182	248,294	69,533
Yes, to retire	22.7 %	15.4 %	23.0 %	14.7 %	24.2 %	2,995	27,205	5,503
Yes, to other job in Govt	30.8 %	16.2 %	21.8 %	13.3 %	18.0 %	25,023	45,326	14,901
Yes, to other job outside Govt	35.8 %	18.9 %	20.6 %	10.8 %	13.9 %	4,615	7,090	2,321
Yes, other	33.2 %	14.6 %	21.9 %	12.9 %	17.3 %	4,285	8,305	2,948
Leaving Today								
No	23.4 %	15.8 %	24.1 %	14.8 %	21.9 %	100,176	228,155	64,054
Yes, to retire	22.6 %	14.0 %	24.3 %	15.3 %	23.8 %	3,486	30,592	6,163

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q68) During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No Day Care Children Responsibility (N)**	Does Not Apply (N)**
All Responses	7.2 %	4.2 %	6.1 %	3.7 %	5.4 %	151,023	345,956	98,502
Yes, to other job in Govt	32.8 %	16.4 %	21.2 %	12.5 %	17.1 %	27,663	47,956	15,628
Yes, to other job outside Govt	40.0 %	18.1 %	19.5 %	10.3 %	12.0 %	6,443	9,606	3,030
Yes, other	38.2 %	15.4 %	20.6 %	11.3 %	14.6 %	6,793	11,954	4,103
Retire Before Covid								
Less than 1 year	24.6 %	14.3 %	21.2 %	15.7 %	24.2 %	1,216	11,243	2,195
1 year	18.2 %	13.0 %	23.8 %	16.8 %	28.2 %	1,183	12,847	2,557
2 years	19.4 %	11.6 %	25.8 %	16.0 %	27.2 %	2,475	25,127	5,059
3 years	16.9 %	11.7 %	25.5 %	15.8 %	30.0 %	2,733	24,492	5,198
4 years	19.2 %	12.1 %	24.5 %	16.1 %	28.2 %	2,076	15,766	3,576
5 years	22.9 %	13.6 %	22.8 %	15.0 %	25.7 %	5,129	29,996	7,078
More than 5 years	27.6 %	16.3 %	23.0 %	13.8 %	19.4 %	130,638	213,803	68,611
Retire Today								
Less than 1 year	31.7 %	13.6 %	21.3 %	13.5 %	19.9 %	1,891	15,389	3,056
1 year	25.1 %	14.1 %	23.3 %	14.7 %	22.8 %	1,835	14,675	2,968
2 years	21.4 %	13.2 %	25.0 %	15.2 %	25.1 %	2,742	24,693	4,984
3 years	21.0 %	12.4 %	22.4 %	14.6 %	29.6 %	2,736	22,583	4,812
4 years	21.0 %	12.7 %	23.3 %	15.6 %	27.4 %	2,040	14,807	3,324
5 years	23.9 %	13.3 %	23.1 %	15.2 %	24.5 %	5,153	28,201	6,615
More than 5 years	27.3 %	16.3 %	23.1 %	13.8 %	19.4 %	128,800	207,211	66,870
Transgender								
Yes	42.4 %	10.6 %	18.0 %	11.6 %	17.5 %	498	873	270
No	26.9 %	15.9 %	23.2 %	13.9 %	20.1 %	143,034	326,809	91,909
Consider Yourself as								
Straight	26.6 %	15.9 %	23.2 %	14.1 %	20.2 %	137,071	305,551	86,262
Gay or Lesbian	32.2 %	14.9 %	22.0 %	11.8 %	19.2 %	1,248	9,150	1,997
Bisexual	35.2 %	19.1 %	21.5 %	10.6 %	13.6 %	1,605	4,204	1,063
Something else	35.8 %	15.5 %	20.3 %	9.3 %	19.1 %	2,294	5,033	1,629
Military Service								
No Prior Military Service	27.2 %	16.5 %	23.6 %	13.9 %	18.8 %	107,491	237,833	65,510
Currently in Guard/Reserves	29.9 %	16.9 %	22.2 %	12.6 %	18.5 %	4,342	3,976	1,810
Retired	20.0 %	12.6 %	22.5 %	15.5 %	29.4 %	11,187	52,610	13,757
Separated/Discharged	28.5 %	15.1 %	22.0 %	13.4 %	21.0 %	25,384	45,751	15,277
Military Spouse								
Spouse of current active duty service member	38.5 %	17.1 %	20.3 %	11.5 %	12.6 %	2,988	2,297	815
Spouse of separated or retired service member with a disability rating of 100%	26.9 %	15.7 %	21.8 %	14.2 %	21.4 %	2,579	6,797	1,919

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Covid-19 Report by Demographics

(Q68) During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work?

Demographic	Extremely	Very	Somewhat	Slightly	Not at all	Item Response Total**	No Day Care Children Responsibility (N)**	Does Not Apply (N)**
All Responses	7.2 %	4.2 %	6.1 %	3.7 %	5.4 %	151,023	345,956	98,502
Widow(er) of a service member killed while on active duty	29.8 %	24.0 %	22.9 %	13.2 %	10.0 %	92	163	54
None of the categories listed	26.6 %	15.9 %	23.2 %	14.0 %	20.3 %	142,899	331,364	93,770
NoN-Competitive Hiring Authority								
Yes	32.7 %	18.7 %	19.7 %	12.5 %	16.4 %	749	1,008	325
No	33.7 %	16.2 %	21.2 %	12.7 %	16.3 %	4,869	8,198	2,443
Disability								
Yes	30.1 %	14.3 %	22.1 %	12.9 %	20.7 %	20,565	50,929	15,005
No	26.4 %	16.2 %	23.3 %	14.1 %	20.0 %	124,957	281,928	78,865

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

*In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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