Appendix for ***Politicization within Government Agencies in the Canadian Federal Government***

**Table A1:** The Government of Canada Organizations Divided by Departments and Agency Type

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Depts** | **Administrative agencies** | **Adjudicative****agencies** | **Regulatory agencies** | **Enforcement agencies** | **Parliamentary agencies** |
| ESDC – 002DoD – 003FOC – 005HC – 006PSPC – 007Agr – 009ISEDC – 010ECCC – 011TC – 012IRC – 013GA – 014NRC – 015INAC – 017VA – 018DoJ – 019Herit – 020FIN – 024TBS – 026PCO – 028WED – 043PSafe – 053InfC – 082SOW – 140 | CRA – 001 Stats – 008 PSC – 021 CAS – 030 ACOA – 032CSA – 033 EDQR – 034 SSC – 037 TSBC – 039PHAC – 070 LAC – 074 FTRA – 087 Parks – 088 ATSS – 091 NFB – 092 FDev– 093 CICC – 103  | IRB – 023 CRTC – 031 PBC – 036 CHRC – 041 MPCC – 101 CRBC – 105 IJC – 107 NFPC – 109 PMPR -111 CRCC – 114 MGER – 119 RPER – 125 VRAB – 150  | CGC – 025 CEAA – 047 CTA – 054 NEB – 075CFIA - 086OCLC – 139 IOG – 149  | CSC – 004 RCMP – 016 ODPP – 046 CBSA – 083 CSEC – 089  | OCEO – 040 OCOL – 042 OAG – 052 OGG – 073 OPC – 080 OCJA – 110 OPSI – 143 OCI – 147 OICA – 151  |
| N = 136,652 | N = 18,034 | N = 2,764 | N = 2,673 | N = 39,481 | N = 1,374 |

*Note:* See the SNPS 2018 survey guide for acronym definitions. The numbers are the codes given to each organization in the survey guide book.

**Table A2:** Dependent Variables and Measurement across SNPS Surveys

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Dependent variable | Name in manuscript | Question text in SNPS | Response scale | Q number by year |
| Political impartiality (assessing others in unit) | EMP\_IMP18EMP\_IMP21 | In my work unit, employees carry out their duties as publicservants in a politically impartial manner | Not at all; To a minimal extent; To a moderate extent; To a great extent | 2018: POL\_Q05F2021: POL\_Q05F |
| Political impartiality (assessing self) | RESP\_IMP18RESP\_IMP21 | I understand my responsibilities to be politically impartial incarrying out my duties as a public servant | Not at all; To a minimal extent; To a moderate extent; To a great extent | 2018: POL\_Q05D2021: POL\_Q05D |
| Political impartiality (assessing organizational culture) | INFORM18INOFRM21 | My organization keeps me informed of my responsibilities tobe politically impartial in carrying out my duties | Not at all; To a minimal extent; To a moderate extent; To a great extent | 2018: POLQ03E2021: POLQ03E |

**Table A3:** Covariates Used for Matching Methods and Subsequent Regressions.

|  |  |  |
| --- | --- | --- |
| **Variable** | **Original codes** | **Transformed codes to dummy** |
| Gender | M (1); F (2); Other (3); NS (9) | M (1); rest (0) |
| Years in public service | <1 year (1); 1-3 years (2); 3-10 years (3); 10-20 years (4); 20-30 years (5); 30 years + (6) | >10 years (1); rest (0) |
| Executive | Executive (1); Scientific and Professional (2); Administration and Foreign Services (3); Technical (4); Administrative Support (5); Operational (6); Other (7); NS (99) | Executive (1); rest (0) |
| Region | Atlantic (1); Quebec, excl NCR (2); Ontario, excl NCR (3); Prairies, Nunavut, NWT (4); BC, Yukon (5); National Capital Region (6); Outside Canada (7); NS (99) | NCR (1); rest (0) |

**Table A4:** *EMP\_IMP18* Logistic Regression Results (2018 Matched Data)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Model 1 | Model 2 | Model 3 | Model 4 | Model 5 | Model 6 |
| Intercept | 19.1\*\*\*(17.5-20.7) | 17.88\*\*\*(14.6-21.8) | 26.15\*\*\*(16.6-35.7) | 22.70\*\*\*(13.3-32.1) | 57.27\*\*\*(12.0-103.1) | 20.50\*\*\*(18.4-22.6) |
| Agency (all) | 0.80\*\*\*(0.74-0.86) | - | - | - | - | - |
| Administrativeagency | - | 1.41\*\*\*(1.21-1.60) | - | - | - | - |
| Regulatoryagency | - | - | 1.76\*\*\*(1.11-2.35) | - | - | - |
| Adjudicative agency | - | - | - | 1.97\*\*(1.22-2.71) | - | - |
| Parliamentaryagency | - | - | - | - | 1.84(0.81-2.87) | - |
| Enforcement agency | - | - | - | - | - | 0.63\*\*\*(0.57-0.68) |
| Gender (male) | 0.85\*(0.79-0.91) | 1.02(0.87-1.15) | 0.80(0.52-1.06) | 1.13(0.69-1.56) | 0.74(0.33-1.15) | 0.84\*\*\*(0.76-0.91) |
| Executive | 7.14\*\*\*(2.38-11.9) | 4.75\*\*\*(1.38-8.1) | 10.05(0.88-19.2) | 34.41(0.38-68.1) | 18.42(0.45-36.4) | 3.04(0.78-5.29) |
| Yrs\_in\_PS | 0.97(0.90-1.04) | 0.93(0.79-1.07) | 0.64\*\*(0.41-0.87) | 0.64\*(0.38-0.89) | 0.67(0.28-1.06) | 1.03(0.93-1.11) |
| Region(NCR) | 1.59\*\*\*(1.46-1.71) | 1.29\*\*\*(1.10-1.48) | 1.62(0.98-2.24) | 1.56(0.98-2.13) | 2.05(0.49-3.6) | 1.47\*\*\*(1.30-1.65) |
| Matching N | treated (31,655) | treated (10,229) | treated (1,555) | treated (1,351) | treated (707) | treated (17,813) |

*Note:* Odds ratios, confidence intervals in brackets for 95%. \*p<.05; \*\*p<.01; \*\*\*p<.001

**Table A5:** *RESP\_IMP18* Logistic Regression Results (2018 Matched Data)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Model 1 | Model 2 | Model 3 | Model 4 | Model 5 | Model 6 |
| Intercept | 26.5\*\*\*(23.9-29.0) | 26.68\*\*\*(21.3-32.1) | 26.38\*\*\*(16.5-36.2) | 24.21\*\*\*(13.9-34.5) | 84.44\*\*\*(12.7-156.1) | 27.38\*\*\*(24.1-30.6) |
| Agency (all) | 0.85\*\*\*(0.78-0.92) | - | - | - | - | - |
| Administrativeagency | - | 1.25\*\*(1.06-1.44) | - | - | - | - |
| Regulatoryagency | - | - | 1.83\*\*(1.15-2.51) | - | - | - |
| Adjudicative agency | - | - | - | 2.31\*\*\*(1.38-3.23) | - | - |
| Parliamentaryagency | - | - | - | - | 2.31(0.96-3.65) | - |
| Enforcement agency | - | - | - | - | - | 0.71\*\*\*(0.63-0.78) |
| Gender (male) | 0.90\*(0.83-0.98) | 1.07(0.91-1.23) | 0.91(0.58-1.23) | 0.96(0.57-1.34) | 0.82(0.35-1.28) | 0.91(0.82-1.01) |
| Executive | 11.4\*\*\*(2.67-20.2) | 5.01\*(1.24-8.79) | 5.42(0.92-9.9) | 48.70(1.06-96.3) | 6.33(0.49-12.2) | 3.30(0.72-5.88) |
| Yrs\_in\_PS | 0.94(0.86-1.02) | 0.94(0.78-1.09) | 0.73(0.46-1.00) | 0.69\*(0.41-0.97) | 0.80(0.33-1.27) | 1.00(0.89-1.11) |
| Region(NCR) | 1.30\*\*\*(1.19-1.41) | 1.01(0.83-1.17) | 1.50(0.90-2.11) | 1.57(0.96-2.17) | 1.56(0.26-2.86) | 1.25\*\*(1.08-1.41) |
| Matching N | treated (31,655) | treated (10,229) | treated (1,555) | treated (1,351) | treated (707) | treated (17,813) |

*Note:* Odds ratios, confidence intervals in brackets for 95%. \*p<.05; \*\*p<.01; \*\*\*p<.001

**Table A6:** *INFORM18* Logistic Regression Results (2018 Matched Data)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Model 1 | Model 2 | Model 3 | Model 4 | Model 5 | Model 6 |
| Intercept | 1.89\*\*\*(1.82-1.96) | 1.67\*\*\*(1.54-1.81) | 1.83\*\*\*(1.55-2.11) | 1.45\*\*\*(1.19-1.71) | 2.39\*\*\*(1.35-3.43) | 2.22\*\*\*(2.11-2.33) |
| Agency (all) | 0.87\*\*\*(0.84-0.90) | - | - | - | - | - |
| Administrativeagency | - | 1.37\*\*\*(1.29-1.46) | - | - | - | - |
| Regulatoryagency | - | - | 1.21\*(1.03-1.39) | - | - | - |
| Adjudicative agency | - | - | - | 1.42\*\*\*(1.19-1.65) | - | - |
| Parliamentaryagency | - | - | - | - | 2.42\*\*\*(1.83-3.02) | - |
| Enforcement agency | - | - | - | - | - | 0.68\*\*\*(0.65-0.71) |
| Gender (male) | 0.90\*\*\*(0.87-0.93) | 1.00(0.94-1.06) | 0.94(0.80-1.09) | 0.89(0.74-1.04) | 1.11(0.84-1.35) | 0.86\*\*\*(0.82-0.89) |
| Executive | 3.95\*\*\*(3.03-4.86) | 5.00\*\*\*(3.21-6.80) | 3.65\*\*(2.18-5.13) | 6.68\*\*\*(2.11-12.1) | 3.96\*\*\*(1.68-6.24) | 4.28\*\*\*(2.49-6.08) |
| Yrs\_in\_PS | 1.10\*\*\*(1.06-1.14) | 1.29\*\*\*(1.21-1.37) | 1.15(0.97-1.32) | 1.32\*\*(1.10-1.54) | 0.98(0.74-1.22) | 1.03(0.97-1.07) |
| Region(NCR) | 1.09\*\*\*(1.05-1.13) | 0.92\*(0.86-0.98) | 0.89(0.75-1.03) | 1.11(0.93-1.29) | 0.95(0.54-1.35) | 1.00(0.94-1.05) |
| Matching N | treated (31,655) | treated (10,229) | treated (1,555) | treated (1,351) | treated (707) | treated (17,813) |

*Note:* Odds ratios, confidence intervals in brackets for 95%. \*p<.05; \*\*p<.01; \*\*\*p<.001

**Table A7:** *EMP\_IMP18* Logistic Regression Results (2021 Matched Data)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Model 1 | Model 2 | Model 3 | Model 4 | Model 5 | Model 6 |
| Intercept | 15.64\*\*\*(14.4-16.9) | 16.07\*\*\*(13.4-18.7) | 17.08\*\*\*(11.5-22.7) | 22.70\*\*\*(13.3-32.1) | 67.57\*\*\*(13.3-122.53) | 17.50\*\*\*(15.7-19.3) |
| Agency (all) | 0.66\*\*\*(0.61-0.71) | - | - | - | - | - |
| Administrativeagency | - | 1.38\*\*\*(1.18-1.58) | - | - | - | - |
| Regulatoryagency | - | - | 1.00(0.64-1.36) | - | - | - |
| Adjudicative agency | - | - | - | 1.00(0.88-1.12) | - | - |
| Parliamentaryagency | - | - | - | - | 1.97(0.90-3.04) | - |
| Enforcement agency | - | - | - | - | - | 0.49\*\*\*(044-0.54) |
| Gender (male) | 0.79\*\*\*(0.73-0.85) | 0.78\*\*\*(0.66-0.88) | 1.15(0.73-1.56) | 1.13(0.69-1.56) | 0.84(0.40-1.28) | 0.75\*\*\*(0.68-0.81) |
| Executive | 16.39\*\*\*(3.55-29.2) | 29.23\*\*(2.84-55.6) | 67.34(0.01-133.3) | 34.41(0.38-68.1) | 68.32(0.02-129.9) | 138.32\*(2.01-274.9) |
| Yrs\_in\_PS | 0.99(0.91-1.06) | 0.92(0.78-1.06) | 1.31(0.80-1.82) | 0.64\*(0.38-0.89) | 1.37(0.57-21.16) | 1.00(0.91-1.11) |
| Region(NCR) | 1.90\*\*\*(1.75-2.04) | 1.48\*\*\*(1.26-1.70) | 2.23\*\*(1.31-3.15) | 1.56(0.98-2.13) | 1.10(0.21-1.99) | 1.85\*\*\*(1.63-2.08) |
| Matching N | treated (24,541) | treated (8,731) | treated (1,286) | treated (1,268) | treated (742) | treated (12,541) |

*Note:* Odds ratios, confidence intervals in brackets for 95%. \*p<.05; \*\*p<.01; \*\*\*p<.001

**Table A8:** *RESP\_IMP18* Logistic Regression Results (2021 Matched Data)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Model 1 | Model 2 | Model 3 | Model 4 | Model 5 | Model 6 |
| Intercept | 8.67\*\*\*(8.12-9.21) | 8.92\*\*\*(7.79-10.1) | 9.90\*\*\*(7.32-12.5) | 9.48\*\*\*(6.92-12.1) | 17.70\*\*\*(6.26-29.1) | 9.33\*\*\*(8.54-10.1) |
| Agency (all) | 0.79\*\*\*(0.74-0.84) | - | - | - | - | - |
| Administrativeagency | - | 1.00(0.89-1.11) | - | - | - | - |
| Regulatoryagency | - | - | 1.24(0.88-1.59) | - | - | - |
| Adjudicative agency | - | - | - | 1.11(0.80-1.41) | - | - |
| Parliamentaryagency | - | - | - | - | 3.63\*\*\*(1.90-5.36) | - |
| Enforcement agency | - | - | - | - | - | 0.68\*\*\*(0.63-0.74) |
| Gender (male) | 1.08\*(1.01-1.14) | 1.05(0.93-1.16) | 1,24(0.88-1.59) | 1.05(0.95-1.35) | 1.33(0.76-1.90) | 1.07(0.98-1.16) |
| Executive | 23.69\*\*\*(6.03-41.4) | 26.48\*\*\*(4.11-48.8) | 59.49\*(1.71-117.0) | 117.84\*\*(2.99-233.1) | 382.84(0.19-732.98) | 280.04\*\*(3.92-556.0) |
| Yrs\_in\_PS | 1.01(0.94-1.07 | 1.07(0.95-1.20) | 0.86(0.61-1.11) | 1.03(0.72-1.33) | 1.08(0.58-1.57) | 0.95(0.87-1.02) |
| Region(NCR) | 1.37\*\*\*(1.29-1.46) | 1.16\*(1.03-1.29) | 1.33(0.93-1.73) | 1.24(0.89-1.58) | 1.00(0.34-1.66) | 1.29\*\*\*(1.17-1.42) |
| Matching N | treated (24,541) | treated (8,731) | treated (1,286) | treated (1,268) | treated (742) | treated (12,541) |

*Note:* Odds ratios, confidence intervals in brackets for 95%. \*p<.05; \*\*p<.01; \*\*\*p<.001

**Table A9:** *INFORM18* Logistic Regression Results (2021 Matched Data)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Model 1 | Model 2 | Model 3 | Model 4 | Model 5 | Model 6 |
| Intercept | 2.23\*\*\*(2.14-2.32) | 2.38\*\*\*(2.19-2.58) | 2.60\*\*\*(2.16-3.03) | 2.56\*\*\*(2.11-3.01) | 3.58\*\*\*(2.09-5.08) | 2.54\*\*\*(2.40-2.68) |
| Agency (all) | 0.92\*\*\*(0.88-0.96) | - | - | - | - | - |
| Administrativeagency | - | 1.31\*\*\*(1.22-1.40) | - | - | - | - |
| Regulatoryagency | - | - | 1.29\*(1.06-1.52) | - | - | - |
| Adjudicative agency | - | - | - | 1.07(0.88-1.26) | - | - |
| Parliamentaryagency | - | - | - | - | 2.34\*\*\*(1.72-2.96) | - |
| Enforcement agency | - | - | - | - | - | 0.70\*\*\*(0.65-0.74) |
| Gender (male) | 0.93\*\*\*(0.88-0.97) | 1.00(0.94-1.07) | 0.97(0.79-1.14) | 0.88(0.73-1.04) | 0.96(0.71-1.21) | 0.90\*\*\*(0.85-0.95) |
| Executive | 3.16\*\*\*(2.42-3.90) | 3.83\*\*\*(2.51-5.51) | 3.11\*\*(1.38-4.83) | 4.14\*\*(1.55-6.72) | 2.41\*(1.06-3.76) | 3.69\*\*\*(2.00-5.37) |
| Yrs\_in\_PS | 1.01(0.97-1.06) | 1.10\*\*(1.02-1.18) | 1.05(0.85-1.24) | 1.03(0.83-1.23) | 0.97(0.69-1.24) | 0.98(0.92-1.03) |
| Region(NCR) | 1.24\*\*\*(1.19-1.29) | 0.97(0.89-1.04) | 1.09(0.89-1.29) | 1.13(0.93-1.33) | 0.98(0.56-1.39) | 1.26\*\*\*(1.18-1.34) |
| Matching N | treated (24,541) | treated (8,731) | treated (1,286) | treated (1,268) | treated (742) | treated (12,541) |

*Note:* Odds ratios, confidence intervals in brackets for 95%. \*p<.05; \*\*p<.01; \*\*\*p<.001