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 – 002  DoD – 003  FOC – 005  HC – 006  PSPC – 007  Agr – 009  ISEDC – 010  ECCC – 011  TC – 012  IRC – 013  GA – 014  NRC – 015  INAC – 017  VA – 018  DoJ – 019  Herit – 020  FIN – 024  TBS – 026  PCO – 028  WED – 043  PSafe – 053  InfC – 082  SOW – 140 | CRA – 001  Stats – 008  PSC – 021  CAS – 030  ACOA – 032  CSA – 033  EDQR – 034  SSC – 037  TSBC – 039  PHAC – 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 – 075  CFIA - 086  OCLC – 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\_IMP18  EMP\_IMP21 | In my work unit, employees carry out their duties as public  servants in a politically impartial manner | Not at all; To a minimal extent; To a moderate extent; To a great extent | 2018: POL\_Q05F  2021: POL\_Q05F |
| Political impartiality (assessing self) | RESP\_IMP18  RESP\_IMP21 | I understand my responsibilities to be politically impartial in  carrying out my duties as a public servant | Not at all; To a minimal extent; To a moderate extent; To a great extent | 2018: POL\_Q05D  2021: POL\_Q05D |
| Political impartiality (assessing organizational culture) | INFORM18  INOFRM21 | My organization keeps me informed of my responsibilities to  be politically impartial in carrying out my duties | Not at all; To a minimal extent; To a moderate extent; To a great extent | 2018: POLQ03E  2021: 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) | - | - | - | - | - |
| Administrative  agency | - | 1.41\*\*\*  (1.21-1.60) | - | - | - | - |
| Regulatory  agency | - | - | 1.76\*\*\*  (1.11-2.35) | - | - | - |
| Adjudicative agency | - | - | - | 1.97\*\*  (1.22-2.71) | - | - |
| Parliamentary  agency | - | - | - | - | 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) | - | - | - | - | - |
| Administrative  agency | - | 1.25\*\*  (1.06-1.44) | - | - | - | - |
| Regulatory  agency | - | - | 1.83\*\*  (1.15-2.51) | - | - | - |
| Adjudicative agency | - | - | - | 2.31\*\*\*  (1.38-3.23) | - | - |
| Parliamentary  agency | - | - | - | - | 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) | - | - | - | - | - |
| Administrative  agency | - | 1.37\*\*\*  (1.29-1.46) | - | - | - | - |
| Regulatory  agency | - | - | 1.21\*  (1.03-1.39) | - | - | - |
| Adjudicative agency | - | - | - | 1.42\*\*\*  (1.19-1.65) | - | - |
| Parliamentary  agency | - | - | - | - | 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) | - | - | - | - | - |
| Administrative  agency | - | 1.38\*\*\*  (1.18-1.58) | - | - | - | - |
| Regulatory  agency | - | - | 1.00  (0.64-1.36) | - | - | - |
| Adjudicative agency | - | - | - | 1.00  (0.88-1.12) | - | - |
| Parliamentary  agency | - | - | - | - | 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) | - | - | - | - | - |
| Administrative  agency | - | 1.00  (0.89-1.11) | - | - | - | - |
| Regulatory  agency | - | - | 1.24  (0.88-1.59) | - | - | - |
| Adjudicative agency | - | - | - | 1.11  (0.80-1.41) | - | - |
| Parliamentary  agency | - | - | - | - | 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) | - | - | - | - | - |
| Administrative  agency | - | 1.31\*\*\*  (1.22-1.40) | - | - | - | - |
| Regulatory  agency | - | - | 1.29\*  (1.06-1.52) | - | - | - |
| Adjudicative agency | - | - | - | 1.07  (0.88-1.26) | - | - |
| Parliamentary  agency | - | - | - | - | 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