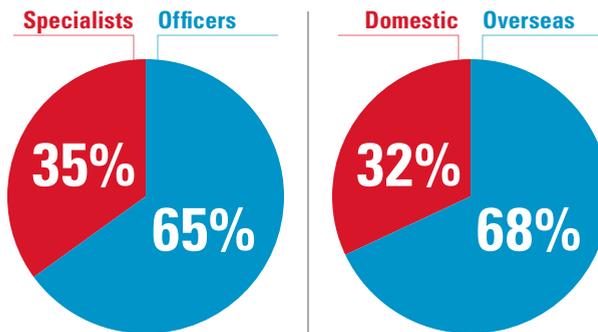


2014 AFSA SURVEY: DEPARTMENT OF STATE

In 2014 AFSA commissioned a third-party survey to better understand members' views of AFSA as a professional association and union, as well as their opinions on AFSA's advocacy and labor management priorities. Of the nearly 3,500 responses, 1,600 came from active-duty State members who responded to State-specific questions. Their answers have given us valuable feedback on quality of work/life, career and professional development and security concerns. This infographic is meant to be read as a complement to the general AFSA-wide membership survey.

RESPONDENT DEMOGRAPHICS



Overseas Participation by Bureau

13%	African Affairs
19%	East Asian & Pacific Affairs
26%	European & Eurasian Affairs
12%	Near Eastern Affairs
12%	South & Central Asian Affairs
18%	Western Hemisphere Affairs

CAREER & PROFESSIONAL DEVELOPMENT

Two-thirds of survey respondents agree or strongly agree that the "pig in the python" problem would have a direct effect on their careers.



And more than two-thirds disagree or strongly disagree that the department recognizes the "pig in the python" problem and has done the requisite analysis and adjustment of positions to ensure satisfying careers for all.

40% agree or strongly agree that slowing promotion rates, limited career advancement, or a lack of professional development opportunities is causing them to consider leaving the Foreign Service.

QUALITY OF WORK/LIFE

 Only 1 in 6 employees believe that the State Department's senior leadership understands the quality of work/life challenges facing Foreign Service employees and has appropriate systems in place to support them.

One-third of respondents say that the lack of adequate childcare facilities is a factor in deciding whether to serve in Washington, D.C.



2/3 Almost 2/3 of respondents disagree or strongly disagree with the statement that the department understands the importance of technology to the profession and has the systems in place to support 21st century diplomacy.

SECURITY

1/4 Only a quarter of active-duty State employees believe that the department has struck the right risk/reward balance.

Less than **<10%** ten percent of Diplomatic Security agents believe that the department has struck the right risk/reward balance.

 Over half of active-duty State employees believe that, post-Benghazi, it is now more difficult for employees to effectively engage overseas.

 25 percent of Diplomatic Security agents believe that, post-Benghazi, it is now more difficult for employees to effectively engage overseas.

60% of active-duty State employees believe that the department has provided them with the appropriate level of training to safely engage overseas.

2/3 of Diplomatic Security agents believe that the department has provided them with the appropriate level of training to safely engage overseas.

 5 out of 6 respondents note that it is important for AFSA to be at the table when the department makes decisions affecting employee security or exposure to risk.

 4 out of 6 DS agents note that it is important for AFSA to be at the table when the department makes decisions affecting employee security or exposure to risk.