

Shaping the Future of Work in Canada: Beyond the COVID-19 Pandemic

DRAFT

[Wellness Works Webinar](#)

By Graham Lowe

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Shaping the Future of Work in Canada

About the Project

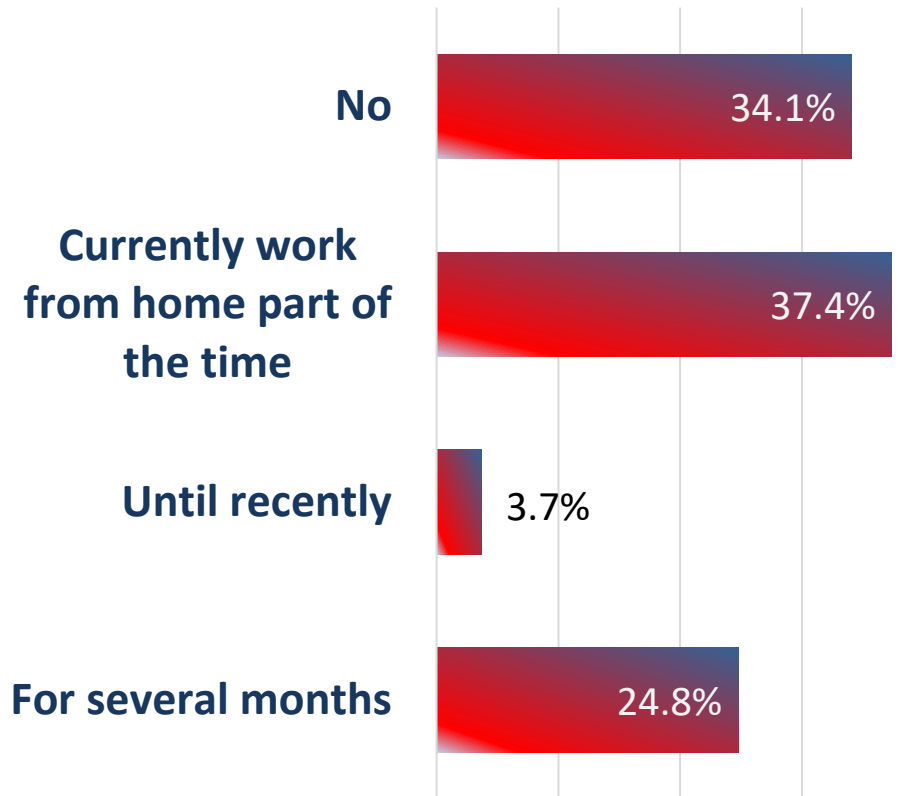
- Project is funded by the [Future Skills Centre](#) and conducted by a Research Consortium: [Merv Gilbert](#), Vancouver Psychological Health + Safety Consulting; [Frank Graves](#), EKOS Research Associates; [Karen Hughes](#), Professor, University of Alberta; [Graham Lowe](#), The Graham Lowe Group; [Jim Stanford](#), Centre for Future Work; [Pamela Sugiman](#), Dean of the Faculty of Arts, Toronto Metropolitan University.
- The survey was conducted using EKOS' unique, hybrid online/telephone research panel, Probit, September 9 to October 4, 2022. A random sample of 5,869 Canadians aged 18 and over who participated in the workforce at any time since March 2020 responded to the survey. Margin of error associated with the total sample is +/- 1.3 percentage points, 19 times out of 20.

Topics

- Who works from home?
- Job quality
- Well-being
- Assessment of working from home
- Future preferences
- Input into post-pandemic work plans

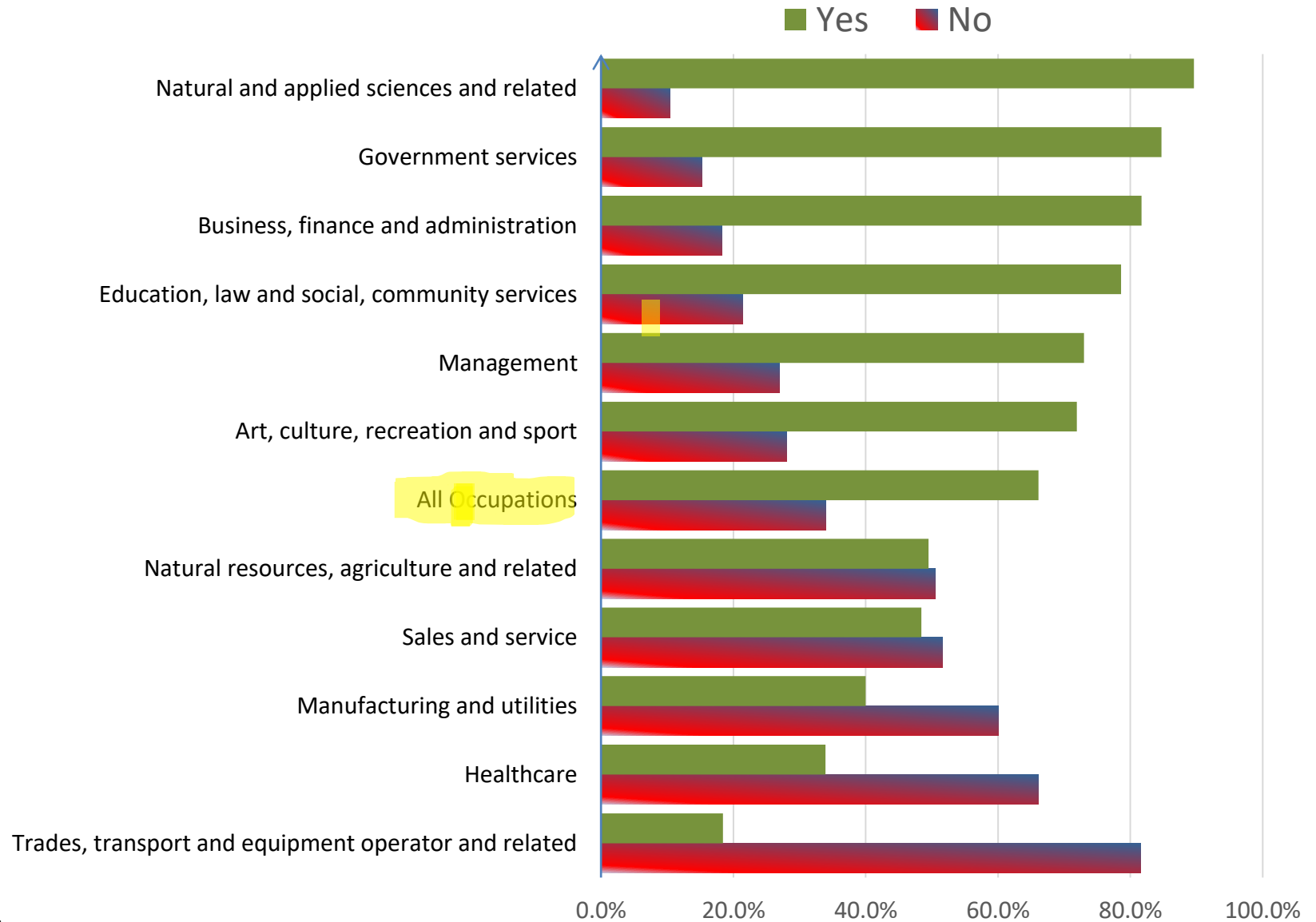
Who Works From Home?

Have you carried out paid work from your home since March 2020?



- Very small gender difference
- 35-54 age range
- High annual household income (81% > \$160,000)
- 82% identify as 'upper class'
- In a public sector union (26%) or professional association (16%)
- Visible minorities (17% vs 13%)
- Undergrad degree (76%)
- Post-grad degree (84%)

Occupation in main job by worked from home any time since March 2020

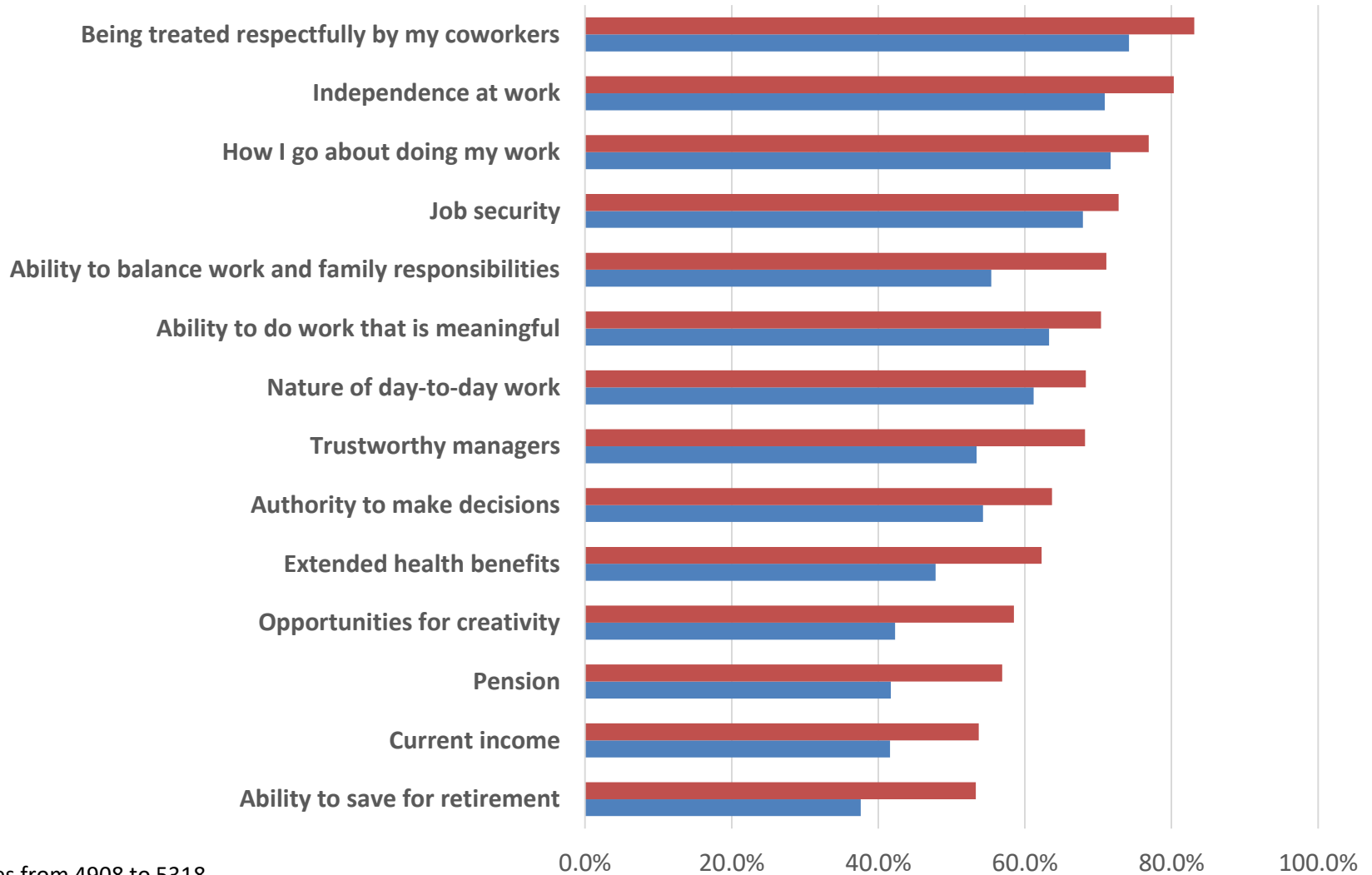


N = 5286

Group differences statistically significant, $p < 0.001$, Chi-Square test

Satisfaction With Specific Job Features by Worked From Home at Any Time Since March 2020

■ YES ■ NO



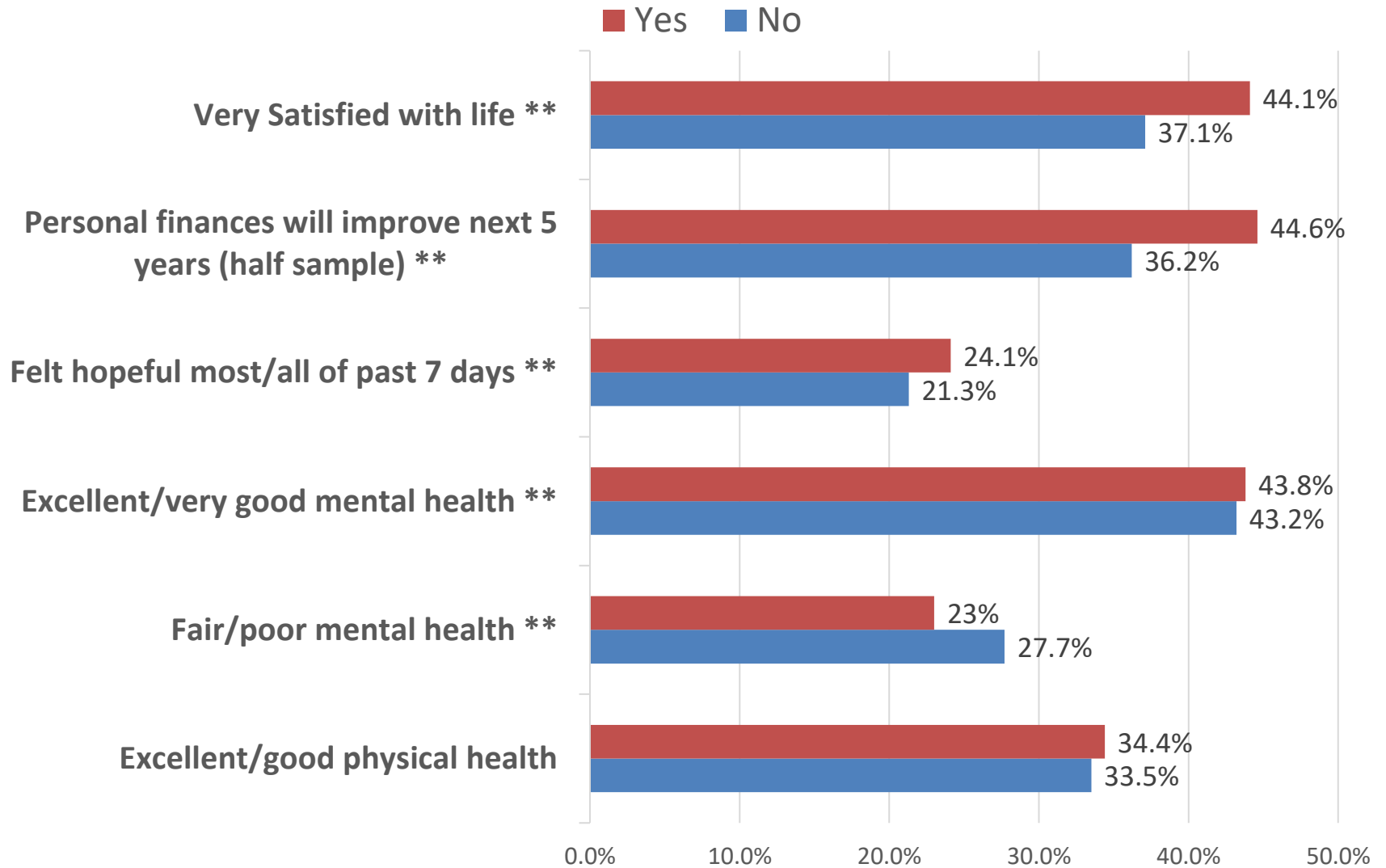
N ranges from 4908 to 5318

Group differences statistically significant, $p < 0.001$, Chi-Square test

Key Job Quality Indicators

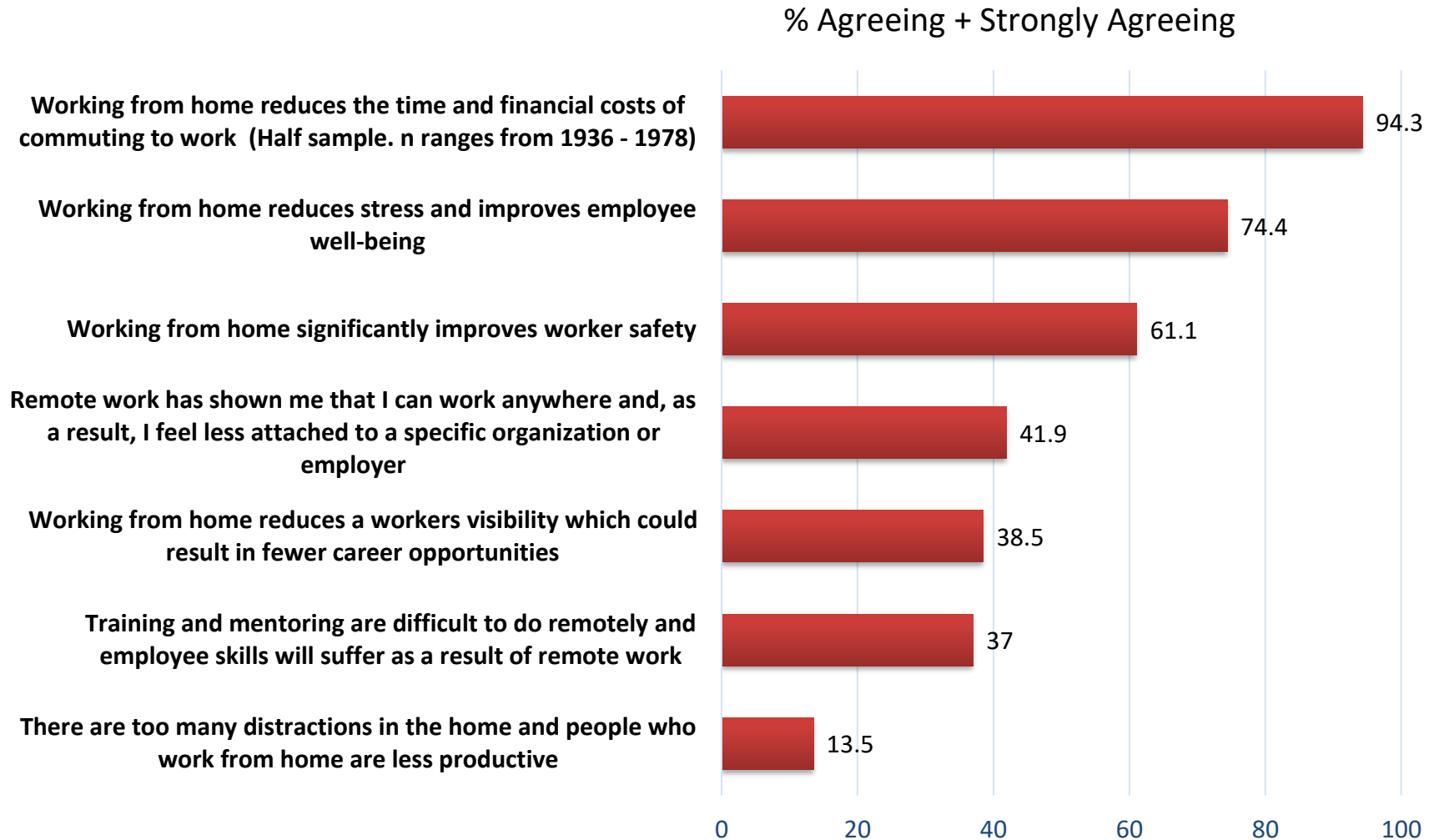
	Worked From Home Any Time Since March 2020 %	No Work From Home %
Satisfied/Very Satisfied with current job **	70.5	57
Able to manage job stress most/all the time	48.6	46.7
Feel burned out by job 0 to 2 days a week*	67.2	63.4
Currently working more than 1 job	18.1	18.3
Agree there is a good chance could loose their job in next few years	12.3	12.7
Usual weekly work hours > 41**	20.2	29.2
N ranges from 5193-5226. **p<.001 / *p<.01		

Key Well-being Indicators by Worked From Home Any Time Since March 2020



N ranges from 5305-5318. Half sample N = 2604
Includes employees and self-employed. **p<.001

Assessing Home Work



Half sample. N ranges from 1936 – 1978.

Includes employees and self-employed currently working from home.

Future work from home preferences

Would you prefer to continue working from home on a permanent basis? (employees & self-employed)



Yes, all of the time	39.6
Yes, most of the time	35.7
Yes, some of the time	20.6
No	4.1

N ranges from 1531 to 2741, half sample

Future Arrangements: Consultation and Intentions

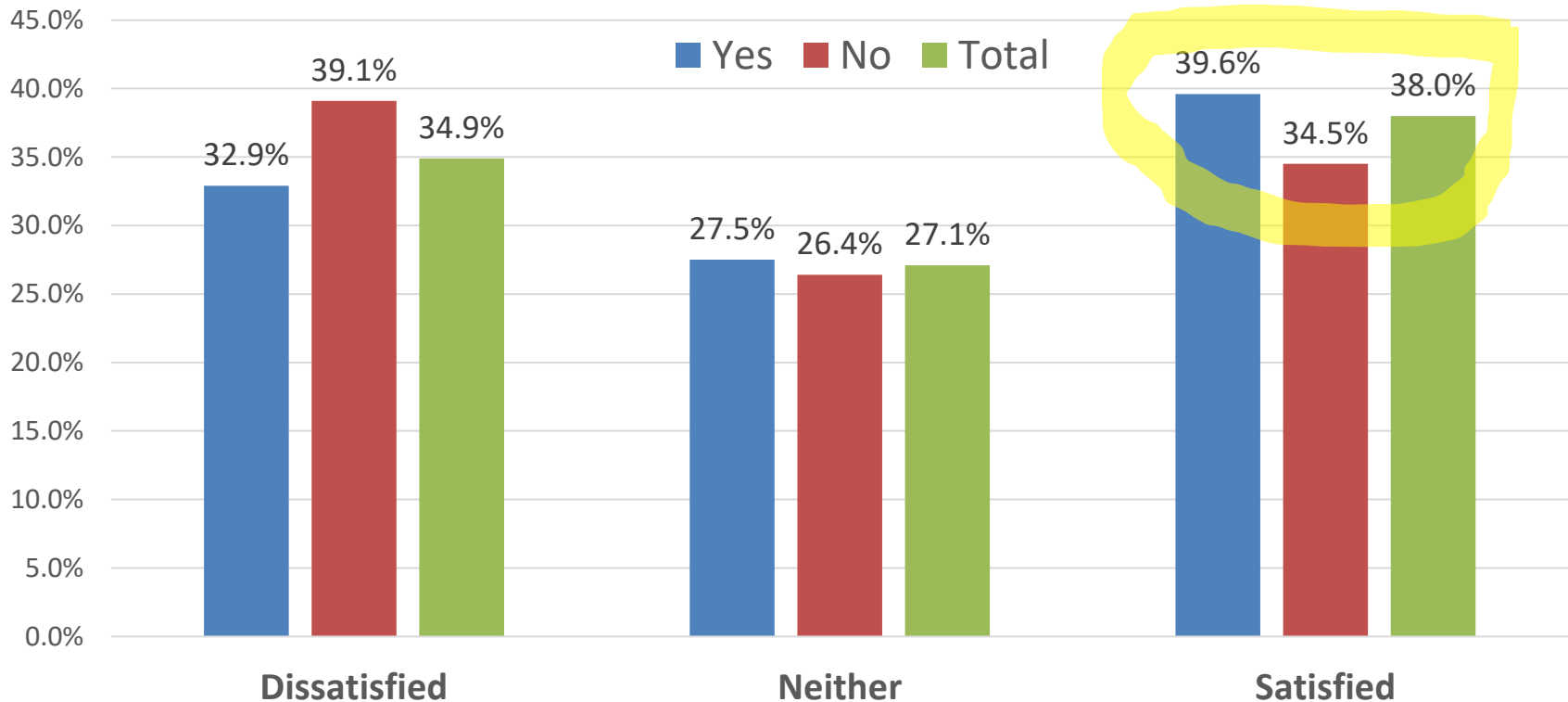
Regarding your future work arrangements, has your employer (% Yes):

Given you the option of a hybrid work arrangement, combining working from home with some days at your traditional place of work?	74.2%
Consulted you on changes to current work from home arrangements?	50.8%
Required you to return to your traditional place of work full-time?	26.2%

If you were asked by your employer to return to the workplace full-time, would you return or would you seek other employment?

I would seek other employment	44.7%
I would return to the workplace full-time	41.6%
Not applicable / I regularly worked from home before the pandemic	13.8%

Satisfaction With Input Into Employer's Post-Pandemic Work Plans by Worked From Home at Any Time Since March 2020



How having input into post-pandemic work plans matters:

- **86% are satisfied with their jobs**
- **73% are unlikely to switch careers**
- **37% of those satisfied with input would seek another job if asked to return to the workplace, vs. 58% of those dissatisfied with input**

Questions & Comments?

