

Survey on Employment and Skills Wave 3

Detailed Data Tables for Report 3: Disconnecting from Work: The Varied Experiences of Canadian Workers

Field dates: June 1, 2021 to June 28, 2021

**Environics
Institute**
For Survey Research

 **Future Skills** Centre des
Centre **Compétences futures**

**TED
ROGERS
SCHOOL
OF MANAGEMENT**

DiVERSITY
INSTITUTE

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Employment and Skills in Canada - W3 - June 2021

Q10C. Generally speaking, how often do you feel you can find the right balance between the work you do for your job or at school, the work you do around your house or to care for your household, and the things you like to do for recreation?

	Provinces/Territories													Regions						
	TOTAL	NFLD	PEI	NS	NB	PQ	ON	MB	SK	AB	BC	YK	NT	NU	ATL	MAR	PRA	WST	TER	ROC
	(A)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Total	5913	90	24	160	129	1384	2264	207	177	661	800	6	7	5	403	313	1045	1845	18	4529
Unweighted Total	5913	261	181	287	277	965	1332	456	428	616	660	150	150	150	1006	745	1500	2160	450	4948
TOP 2 BOX	71 V	66	75	65	72	75 AFIJ	70	66	72	70	73	78	80 F	68	68	69	69	71	76	70
I can often find the right balance	36 VJ	45 FGIJ	36	31	29	39 AJ	35 J	24	36 J	35 J	36 J	47 GJ	47 J	44	34 R	31	33	34	46 QRSTV A	34
I can sometimes find the right balance	36 D	21	39	33	43 D	36 D	35 D	42 D	37 D	35 D	37 D	30	33	24	34	38 Q	36	37	30	36
I can seldom find the right balance	15	16	10	21	18	14	15	18	13	17	14	19	14	22	18	19	16	15	18	16
I can never find the right balance	5 H	7	8	5	4	2	6 H	3	8 H	9 AHJN	5	2	2	9	5	5	7 A	6	4	6 A
BOTTOM 2 BOX	20 H	23	18	26 H	21	16	21 H	22	21	25 AH	19	21	16	32	23	23	24 A	22	22	21 A
Cannot say	9 SULNOP	11 NP	7	10 NP	6	9 LNP	9 LNOP	12 LNOP	7 P	5	9 LNP	1	4	*	9 U	8 U	7 U	7 U	2	9 SU

Comparison Groups: ADEFGHIJKLMNQP/AQRSTUV
 Paired/Overlap T-Test for Means, Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

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Q10C. Generally speaking, how often do you feel you can find the right balance between the work you do for your job or at school, the work you do around your house or to care for your household, and the things you like to do for recreation?

	Urban Area (CMA)					Urban/Rural		Gender		Age					
	TOTAL	Mtl	Toronto	Calgary/ Edmonton	Vanc ouver	Urban	Rural	Male	Female	18-24	25-34	35-44	45-54	55+	25-54
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)
Total	5913	614	968	395	378	4617	535	2872	3001	984	985	986	986	1972	2957
Unweighted Total	5913	428	631	378	338	4171	794	2759	3089	1260	1388	1085	1089	1091	3562
TOP 2 BOX	71 MOI	74	76 A	71	73	72 A	71	74 AI	69	69	71	71	66	75 AJMO	69
I can often find the right balance	36 JKLOI	39	32	35	39	37 A	36	39 AI	32	27	26	28	32 KO	50 AJKLMO	29
I can sometimes find the right balance	36 N	35	44 ABE	36	34	36	34	34	37	42 AMN	44 AMNO	43 AMN	34 N	25	41 AMN
I can seldom find the right balance	15 N	15	14	18	16	15	14	14	17 A	21 AN	18 N	17 N	20 AN	7	18 AN
I can never find the right balance	5 NB	1	4 B	6 B	5 B	5	4	5	5	6 N	7 AN	6 N	6 N	3	6 AN
BOTTOM 2 BOX	20 N	16	18	24 B	21	20	18	19	22	27 AN	25 AN	23 N	25 AN	10	25 AN
Cannot say	9 JKLOCD	10 CDE	6	5	6	8	11	8	9	4	4	6	8 JKO	15 AJKLMO	6 K

Comparison Groups: ABCDE/AFG/AHI/AJKLMNO
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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Q10C. Generally speaking, how often do you feel you can find the right balance between the work you do for your job or at school, the work you do around your house or to care for your household, and the things you like to do for recreation?

	Labour Force Status							Work from home					Occupation				
	TOTAL	Labour force	Empl. (FT/PT/SE)	Empl. FT Only	Empl. PT Only	Self-empl. Only	Empl. Permanent	Unemployed	Retired	Student	WFH new	WFH already	Not WFH	Office	Sales & Service	Trades, Transport & Labour	Professional & Executive
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(P)	(Q)	(R)	(S)
Total	5913	3845	3451	2357	722	373	2912	394	1153	287	1546	188	1516	982	903	846	1289
Unweighted Total	5913	4390	3956	2791	793	372	3267	434	644	368	1735	205	1785	979	990	733	1424
TOP 2 BOX	71 HJ	74 AHJ	77 ABHJ	76 ABHJ	78 AHJ	80 AHJ	77 ABHJ	52	75 HJ	57	80 AM	79	75 A	81 AQRS	73	73	75 A
I can often find the right balance	36 MBDHJ	33 HJ	34 BDHJ	32 HJ	38 BHJ	41 BDHJ	35 BDHJ	20	54 EFGHJ ABCD	16	39 AM	38	32	44 AQS	34	40	37
I can sometimes find the right balance	36 I	41 AHI	42 ABHI	43 ABHI	40 I	39 I	42 AHI	32 I	22	41 I	41 A	40	43 A	37	39	33	38
I can seldom find the right balance	15 PI	17 AI	17 AI	17 AI	16 I	14 I	17 AI	21 AI	6	31 EFGHI ABCD	16	14	17	10	15	14	18 P
I can never find the right balance	5 PSKI	5 CGI	4 I	5 I	4 I	4	4 I	11 DEFGI ABC	1	6	3	6	6 K	2	6 P	7 PS	3
BOTTOM 2 BOX	20 PI	22 ACGI	21 I	22 I	20 I	18 I	21 I	33 DEFGI ABC	7	37 DEFGI ABC	19	20	23	12	21 P	21 P	21 P
Cannot say	9 MBCDEFG QRSKL	4 CDEG	2	2	2	2	2	16 DEFGJ ABC	18 DEFGJ ABC	6 CE	1	2	2	7 S	6	6	4

Comparison Groups: ABCDEFGHIJ/AKLM/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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Q10C. Generally speaking, how often do you feel you can find the right balance between the work you do for your job or at school, the work you do around your house or to care for your household, and the things you like to do for recreation?

	Education					Immigration				Language			Pandemic Impact		Children at home				
	TOTAL	HS/ Less	Trades	Coll. only	Univer sity	1st gen	2nd gen	3rd gen	Recent immi grant	Immig. allo phone	Eng	Fre	Other	Affe cted	Not affe cted	At least one child 0-4	At least one child 5-18	At least one child 19-24	No Children
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Total	5913	2566	579	1186	1571	1228	1212	3435	356	0	4357	1229	9	4147	1677	552	1159	591	3611
Unweighted Total	5913	2601	430	832	1981	1247	1150	3426	527	3	4550	901	73	4251	1532	848	1392	612	3061
TOP 2 BOX	71 KB	65	75 B	75 B	78 AB	76 AGH	70	70	79 AGH	91	70	75 AK	59	70	76 AN	75	72	68	71
I can often find the right balance	36 QRNG	34	34	37	37	35	31	37 AG	34	91	35	37	30	33	44 AN	34	29	30	39 AQR
I can sometimes find the right balance	36 SHB	31	41 B	37 B	41 AB	41 AH	39 H	33	45 AH	-	35	38	29	37 AO	33	41 S	43 AS	38	32
I can seldom find the right balance	15 SO	16	15	14	14	14	16	15	14	9	15	15	34	17 AO	11	17	19 AS	22 AS	12
I can never find the right balance	5 OLE	7 ADE	4	4	3	4	4	6	3	-	6 AL	2	7	6 AO	3	6	6	5	5
BOTTOM 2 BOX	20 SOE	24 ADE	19	18	17	18	21	21	17	9	21	17	41	23 AO	13	22	25 AS	27 AS	17
Cannot say	9 PQRNFIE	11 ACDE	7	7	5	6	9 FI	9 FI	4	-	9	8	-	7	10 N	3	3	5	12 APQR

Comparison Groups: ABCDE/AFGHIJ/AKLM/ANO/APQRS
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Q10C. Generally speaking, how often do you feel you can find the right balance between the work you do for your job or at school, the work you do around your house or to care for your household, and the things you like to do for recreation?

	Race							Indigenous					Income				Income Adequacy		Job Security		Labour Union		
	TOTAL	White	South Asian	Chinese	Black	Other visib. minor.	Racialized	Non-Indigenous	Indigenous	First Nations	Métis	Inuit	Low	Lower middle	Middle	High	Enough	Not enough	Worried	Not worried	Yes	No	Can not Say
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)
Total	5913	4109	404	298	248	518	1507	5537	296	149	110	24	1195	1370	1676	1186	4142	1535	2309	3297	915	2453	84
Unweighted Total	5913	3215	410	429	415	539	1828	4928	870	430	266	123	1032	1310	1586	1394	4094	1530	2597	3042	1147	2697	112
TOP 2 BOX	71 SRM	71	73	78	70	70	73	72	68	69	63	65	64	74 M	74 AM	76 AM	79 AR	55	67	77 AS	78 AW	77 AW	58
I can often find the right balance	36 SRFG	37 DFG	33	29	35	28	31	35	43	48	40	14	32	37	37	37	41 AR	22	26	44 AS	36	34	39
I can sometimes find the right balance	36 WTIJB	34	40	50 ABEG	35	42 B	42 AB	36 IJ	25	21	23	51	32	37	38	39 M	38 AR	33	41 AT	33	42 AW	43 AW	19
I can seldom find the right balance	15 TQD	15 D	20 D	7	16	17 D	16 D	15	16	21	9	33	12	14	16	16	12	23 AQ	20 AT	12	16	17	17
I can never find the right balance	5 TQNO	5	4	3	4	7	5	5	6	4	9	1	11 ANOP	2	3	4	3	10 AQ	7 AT	3	4	4	12
BOTTOM 2 BOX	20 TQND	20 D	24 D	10	20	24 D	20 D	20	22	25	17	34	23 N	17	19	21	15	33 AQ	27 AT	15	21	21	29
Cannot say	9 OPHCG UVSQ	9 CG	3	12 CG	9 C	6	7 C	8	11 L	6	20 AHIJL	*	13 ANOP	9 OP	6 P	3	6	12 AQ	5	8 S	1	2	13 U

Comparison Groups: ABCDEFG/AHIJKL/AMNOP/AQR/AST/AUVW
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Q20C. Generally speaking, how often do you find yourself doing work for your job after your regular work day or shift is over - for instance, by answering emails, making phone calls or finishing up other tasks?

	Provinces/Territories													Regions						
	TOTAL	NFLD	PEI	NS	NB	PQ	ON	MB	SK	AB	BC	YK	NT	NU	ATL	MAR	PRA	WST	TER	ROC
	(A)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Total	3451	52	18	80	74	796	1347	128	110	378	457	4	4	4	224	171	616	1072	11	2655
Unweighted Total	3956	168	129	176	186	664	903	308	285	399	446	90	90	112	659	491	992	1438	292	3292
All the time	13 T	22 JM	19	9	10	14	15	8	12	11	10	26 FGJLM	17	8	13	11	10	10	17	13 T
Most of the time	21	17	19	14	17	20	23 F	23	17	19	19	13	18	38 FN	16	16	19	19	24	21
Some of the time	30	22	25	31	22	27	30	35 O	29	30	33	36	15	22	26	26	31	32	24	30
Rarely	19	13	14	25 N	22	19	17	21	25 N	21	21	11	27	8	20	23	22	22	15	19
Never	16 I	22	22	19	26 AIJN	17 J	13	10	18	18 J	16	13	22	24	22 AV	22 AV	17	17	20	15
Cannot say	2 STKL	3 KL	1	2	3	2 KL	2 KL	3	*	*	1	*	*	-	3	2	1	1	*	2 ST

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	Urban Area (CMA)					Urban/Rural		Gender		Age					
	TOTAL	Mtl	Toronto	Calgary/ Edmonton	Vanc ouver	Urban	Rural	Male	Female	18-24	25-34	35-44	45-54	55+	25-54
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)
Total	3451	339	645	230	240	2640	303	1795	1634	652	777	729	695	598	2201
Unweighted Total	3956	304	464	244	251	2810	522	1957	1961	782	1102	851	827	394	2780
All the time	13 I	12	15	12	12	13	13	15 AI	11	12	14	12	15	12	14
Most of the time	21 MNI	22	25	20	21	20	18	23 AI	18	27 ALMNO	24 MNO	20	16	15	20 M
Some of the time	30 G	34	33	28	31	30 G	18	28	32	34 K	26	33 KO	28	27	29
Rarely	19 J	17	16	20	19	19	31 AF	18	20	15	20 J	20	20	19	20 J
Never	16 JKC	12	9	20 BC	15	16	19	15	17	10	13	14	18 JKO	26 AJKLMO	15 J
Cannot say	2 D	2	2	*	1	2	1	1	2	2	3	1	2	1	2

Comparison Groups: ABCDE/AFG/AHI/AJKLMNO
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	TOTAL	Labour force	Empl. (FT/PT/SE)	Empl. FT Only	Empl. PT Only	Self-empl. Only	Empl. Permanent	Unemployed	Retired	Student	WFH new	WFH already	Not WFH	Office	Sales & Service	Trades, Transport & Labour	Professional & Executive
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(P)	(Q)	(R)	(S)
Total	3451	3451	3451	2357	722	373	2912	-	-	-	1546	188	1516	707	718	561	932
Unweighted Total	3956	3956	3956	2791	793	372	3267	-	-	-	1735	205	1785	795	836	568	1145
All the time	13 QME	13 E	13 E	14 E	8	19 E	14 E	-	-	-	19 AM	17 M	7	14 Q	9	13	17 AQ
Most of the time	21 MD	21 D	21 D	19	21	29 ABCDG	20	-	-	-	26 ALM	16	16	17	23	17	24 PR
Some of the time	30	30	30	31	25	31	30	-	-	-	31	30	28	29	29	26	33 A
Rarely	19 SKF	19 F	19 F	20 F	21 F	11	19 F	-	-	-	15	15	24 AKL	23 AS	21 S	17	14
Never	16 SKF	16 F	16 F	15 F	23 BCDFG A	8	16 F	-	-	-	8	21 K	23 AK	16 S	17 S	25 APQS	11
Cannot say	2 PK	2	2	2	2	3	2	-	-	-	1	*	2	1	2	2	1

Comparison Groups: ABCDEFGHIJ/AKLM/APQRS
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Q20C. Generally speaking, how often do you find yourself doing work for your job after your regular work day or shift is over - for instance, by answering emails, making phone calls or finishing up other tasks?

	Education					Immigration				Language			Pandemic Impact		Children at home				
	TOTAL	HS/ Less	Trades	Coll. only	Univer sity	1st gen	2nd gen	3rd gen	Recent immi grant	Immig. allo phone	Eng	Fre	Other	Affe cted	Not affe cted	At least one child 0-4	At least one child 5-18	At least one child 19-24	No Children
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Total	3451	1245	340	802	1061	771	765	1896	258	0	2533	723	6	2529	881	442	811	388	1811
Unweighted Total	3956	1492	303	633	1509	875	813	2233	378	3	3035	639	54	2940	965	651	1037	408	1860
All the time	13 OC	14 C	7	13	14 C	14	12	13	11	-	13	14	*	15 AO	8	14	12	19 AQS	12
Most of the time	21 SO	19	27 BD	18	23	21	24	19	23	47	21	20	20	22 AO	16	26 AS	23 S	24	18
Some of the time	30 HB	26	30	30	33 AB	33 H	32	27	37 H	53	31 A	26	39	31 AO	26	28	33	30	29
Rarely	19 NK	18	24	18	19	19	17	20	19	-	18	20	24	18	23 AN	16	20	15	20
Never	16 QRNFIE	19 ACE	11	19 CE	11	12	13	19 AFGI	9	-	15	18	16	13	25 AN	14	11	10	20 APQR
Cannot say	2 N	3	-	2	1	2	2	2	2	-	2	2	-	1	1	3	1	2	2

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Q20C. Generally speaking, how often do you find yourself doing work for your job after your regular work day or shift is over - for instance, by answering emails, making phone calls or finishing up other tasks?

	Race							Indigenous					Income				Income Adequacy		Job Security		Labour Union		
	TOTAL	White	South Asian	Chinese	Black	Other visib. minor.	Racialized	Non-Indigenous	Indigenous	First Nations	Métis	Inuit	Low	Lower middle	Middle	High	Enough	Not enough	Worried	Not worried	Yes	No	Can not Say
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)
Total	3451	2275	277	207	170	340	1027	3261	149	74	49	15	415	788	1096	929	2567	782	1460	1876	915	2453	84
Unweighted Total	3956	2090	293	330	302	354	1304	3343	562	270	166	86	441	872	1184	1168	2927	897	1757	2090	1147	2697	112
All the time	13 T	13	13	11	16	10	12	13	25 AH	32 AH	14	16	13	10	12	18 ANO	13	14	17 AT	10	15	12	12
Most of the time	21 TB	19	28 AB	22	25	20	23	20	26	27	15	48	22	18	23	21	21	21	26 AT	17	17	22 AU	13
Some of the time	30 B	28	31	33	25	42 ABEG	34 AB	29	33	24	47 AHIJ	32	24	31	30	29	30	30	30	30	28	30	33
Rarely	19 S	20	18	24	22	14	19	19	11	13	14	1	15	22	19	18	20	17	15	22 AS	20	19	14
Never	16 CDEFG SPIJ	19 CDEFG A	7	9	8	10	10	17 AIJ	4	3	9	1	21 AP	17	15	13	16	16	11	19 AS	18	15	12
Cannot say	2 P	2	2	2	3	3	3	2	1	1	1	2	3	2	1	1	1	2	1	2	2	1	16 AUV

Comparison Groups: ABCDEFG/AHIJKL/AMNOP/AQR/AST/AUVW
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

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Q20D. Which of the following reasons, if any, best explain why you end up doing work for your job after your regular work day or shift is over?

	Provinces/Territories														Regions					
	TOTAL	NFLD	PEI	NS	NB	PQ	ON	MB	SK	AB	BC	YK	NT	NU	ATL	MAR	PRA	WST	TER	ROC
	(A)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Total	2186	32	11	43	36	488	911	85	63	226	283	3	2	3	123	90	374	657	7	1698
Unweighted Total	2595	105	81	103	103	429	644	206	166	258	293	68	58	81	392	287	630	923	207	2166
I enjoy my work and don't mind putting in some extra time	34 NO	44 NO	35	31	36 O	39 NO	33 NO	36 NO	32	31	34 NO	17	11	49 NO	36	34	32	33	27	33
I don't have enough time to get everything done during the regular work day	22	23	24	23	27	21	23	22	21	22	21	29	13	16	24	25	22	21	20	22
My employer expects me to be available even when my work day or shift is over	14	11	5	15	15	14	15	15	11	16	12	17	19	4	13	14	15	14	13	14
I have difficulty "switching off" after my regular work day or shift is over	11 U	10	6	10	7	10	11	7	16 P	13	16 JOP	6	3	1	9	9	12 U	14 U	3	12 U
My employer is flexible and allows me to arrange my work day so I can better balance my responsibilities at work and at	8 TJ	5	3	6	5	9 J	10 J	3	7	6	6	11	15	2	5	5	6	6	9	8
Because the changes caused by the COVID-pandemic have made it harder to keep my work and home life separate	5	5	3	11	8	3	5	5	9	5	3	3	10	14	7	8	6	4	9	5

Comparison Groups: ADEFGHIJKLMNQP/AQRSTUV
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Q20D. Which of the following reasons, if any, best explain why you end up doing work for your job after your regular work day or shift is over?

	Provinces/Territories														Regions					
	TOTAL	NFLD	PEI	NS	NB	PQ	ON	MB	SK	AB	BC	YK	NT	NU	ATL	MAR	PRA	WST	TER	ROC
	(A)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Other	2 H	1	6	2	-	1	2	8 AHIK	1	3	4 H	15 HK	29 IJKLM ADEFH	14	2	2	4	4	18 A QRSTV A	3 A
None of these	3	1	18 LMNOP GHIJK ADF	3	2	3	2	4	2	4	3	1	1	1	3	4	4	3	1	2

Comparison Groups: ADEFGHIJKLMNQP/AQRSTUV
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

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Q20D. Which of the following reasons, if any, best explain why you end up doing work for your job after your regular work day or shift is over?

	Urban Area (CMA)					Urban/Rural		Gender		Age					
	TOTAL	Mtl	Toronto	Calgary/ Edmonton	Vanc ouver	Urban	Rural	Male	Female	18-24	25-34	35-44	45-54	55+	25-54
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)
Total	2186	234	471	137	156	1673	150	1175	997	474	500	473	415	324	1388
Unweighted Total	2595	214	340	157	174	1846	312	1335	1232	553	743	557	505	237	1805
I enjoy my work and don't mind putting in some extra time	34 MO	36	31	39	35	35	31	35	34	41 AKLMO	32	30	27	45 AKLMO	30
I don't have enough time to get everything done during the regular work day	22 JH	19	25	23	23	22	23	19	25 AH	17	24	24	27 AJN	16	25 AJN
My employer expects me to be available even when my work day or shift is over	14 N	16	17	11	11	15	12	16	12	17 N	17 N	15 N	12	8	15 N
I have difficulty "switching off" after my regular work day or shift is over	11	8	10	9	17	11	15	11	12	10	14 N	10	13	8	13
My employer is flexible and allows me to arrange my work day so I can better balance my responsibilities at work and at	8 I	13	9	6	8	8	6	10 AI	6	8	7	9	9	9	8
Because the changes caused by the COVID-pandemic have made it harder to keep my work and home life separate	5 H	3	5	3	3	5	5	3	7 AH	4	4	7	4	4	5

Comparison Groups: ABCDE/AFG/AHI/AJKLMNO
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Q20D. Which of the following reasons, if any, best explain why you end up doing work for your job after your regular work day or shift is over?

	Urban Area (CMA)					Urban/Rural		Gender		Age					
	TOTAL	Mtl	Toronto	Calgary/ Edmonton	Vanc ouver	Urban	Rural	Male	Female	18-24	25-34	35-44	45-54	55+	25-54
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)
other	2 JK	1	3	5	1	3	5	3	1	*	1	1	4 JKO	8 AJKLO	2
None of these	3 C	4	1	4	2	3	3	2	3	2	1	4	3	3	3 K

Comparison Groups: ABCDE/AFG/AHI/AJKLMNO
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

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Q20D. Which of the following reasons, if any, best explain why you end up doing work for your job after your regular work day or shift is over?

	Labour Force Status							work from home			Occupation						
	TOTAL	Labour force	Empl. (FT/PT/SE)	Empl. FT Only	Empl. PT Only	Self-empl. Only	Empl. Perma nent	Unemp loyed	Reti red	Stu dent	WFH new	WFH already	Not WFH	Office	Sales & Service	Trades, Transport & Labour	Profes sional & Executive
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(P)	(Q)	(R)	(S)
Total	2186	2186	2186	1502	393	291	1841	-	-	-	1176	119	781	426	433	314	688
Unweighted Total	2595	2595	2595	1843	463	289	2138	-	-	-	1340	143	990	478	528	332	870
I enjoy my work and don't mind putting in some extra time	34 S	34	34	33	37	40	35 D	-	-	-	36	34	32	37	36	36	30
I don't have enough time to get everything done during the regular work day	22	22	22	23 G	20	16	22	-	-	-	22	18	23	20	21	19	27 AR
My employer expects me to be available even when my work day or shift is over	14 F	14 F	14 F	16 F	15	8	15 F	-	-	-	15 L	8	14	15	13	17	13
I have difficulty "switching off" after my regular work day or shift is over	11	11	11	11	10	12	11	-	-	-	10	12	14 A	9	15	10	11
My employer is flexible and allows me to arrange my work day so I can better balance my responsibilities at work and at	8	8	8	9	8	8	8	-	-	-	9	17 AM	7	10	7	9	8
Because the changes caused by the COVID-pandemic have made it harder to keep my work and home life separate	5	5	5	5	5	4	5	-	-	-	4	7	4	4	5	3	5

Comparison Groups: ABCDEFGHIJ/AKLM/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q20D. Which of the following reasons, if any, best explain why you end up doing work for your job after your regular work day or shift is over?

	Labour Force Status							work from home			Occupation						
	TOTAL	Labour force	Empl. (FT/PT/SE)	Empl. FT Only	Empl. PT Only	Self-empl. Only	Empl. Perma nent	Unemp loyed	Reti red	Stu dent	WFH new	WFH already	Not WFH	Office	Sales & Service	Trades, Transport & Labour	Profes sional & Executive
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(P)	(Q)	(R)	(S)
Other	2 D	2 D	2 D	1	2	10 BCDEG A	3 D	-	-	-	2	2	4	2	2	2	4
None of these	3 K	3	3	2	4	3	3	-	-	-	1	2	3	3	1	4	2

Comparison Groups: ABCDEFGHIJ/AKLM/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

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Q20D. Which of the following reasons, if any, best explain why you end up doing work for your job after your regular work day or shift is over?

	Education				Immigration					Language			Pandemic Impact		Children at home				
	TOTAL	HS/ Less	Trades	Coll. only	Univer sity	1st gen	2nd gen	3rd gen	Recent immi grant	Immig. allo phone	Eng	Fre	Other	Affe cted	Not affe cted	At least one child 0-4	At least one child 5-18	At least one child 19-24	No Children
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Total	2186	740	222	490	734	518	521	1135	181	0	1654	438	3	1737	440	298	544	283	1061
Unweighted Total	2595	928	192	381	1083	609	581	1384	267	3	2031	401	36	2058	522	467	704	290	1134
I enjoy my work and don't mind putting in some extra time	34 GC	38 CE	25	39 CE	31	36	29	36 G	42 G	-	34	36	20	35	33	34	34	41	33
I don't have enough time to get everything done during the regular work day	22	20	23	21	24	23	22	22	20	44	23	20	23	23	18	28	23	19	20
My employer expects me to be available even when my work day or shift is over	14	16	19	12	13	14	19 AH	13	15	56	14	16	55 AKL	14	16	17	15	13	14
I have difficulty "switching off" after my regular work day or shift is over	11 PI	10	17 D	9	12	8	11	13 FI	6	-	12	10	1	11	13	6	10	12	13 AP
My employer is flexible and allows me to arrange my work day so I can better balance my responsibilities at work and at	8 B	6	11	9	10 B	9	9	7	6	-	8	10	1	8	9	10	10	7	8

Comparison Groups: ABCDE/AFGHIJ/AKLM/ANO/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q20D. Which of the following reasons, if any, best explain why you end up doing work for your job after your regular work day or shift is over?

	Education					Immigration					Language			Pandemic Impact		Children at home			
	TOTAL	HS/ Less	Trades	Coll. only	Univer sity	1st gen	2nd gen	3rd gen	Recent immi grant	Immig. allo phone	Eng	Fre	Other	Affe cted	Not affe cted	At least one child 0-4	At least one child 5-18	At least one child 19-24	No Children
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Because the changes caused by the COVID-pandemic have made it harder to keep my work and home life separate	5	3	5	4	7 AB	6	4	4	6	-	5	3	1	5	4	4	4	5	5
other	2 OL	3	1	2	2	1	3	3	1	-	3 L	1	*	3 AO	*	*	2	1	4 AP
None of these	3 N	3	*	4	2	2	3	3	5 F	-	2	4	*	2	6 AN	1	3	1	3

Comparison Groups: ABCDE/AFGHIJ/AKLM/ANO/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

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Q20D. Which of the following reasons, if any, best explain why you end up doing work for your job after your regular work day or shift is over?

	Race							Indigenous					Income				Income Adequacy		Job Security		Labour Union		
	TOTAL	White	South Asian	Chinese	Black	Other visib. minor.	Racialized	Non-Indigenous	Indigenous	First Nations	Métis	Inuit	Low	Lower middle	Middle	High	Enough	Not enough	Worried	Not worried	Yes	No	Can not Say
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)
Total	2186	1353	201	135	112	245	708	2037	124	62	37	15	248	468	707	634	1627	505	1057	1069	554	1583	49
Unweighted Total	2595	1262	212	237	210	249	923	2154	410	195	119	62	270	537	805	826	1946	581	1294	1245	741	1787	67
I enjoy my work and don't mind putting in some extra time	34 R	33	33	27	44 D	38	36	34	46 A	55 AH	31	45	37	34	34	35	38 AR	23	34	36	36	34	29
I don't have enough time to get everything done during the regular work day	22 I	22	19	29	23	26	24	22 AI	10	7	15	9	16	23	21	25 M	21	26	24	20	25	21	9
My employer expects me to be available even when my work day or shift is over	14	14	20	11	12	15	15	14	17	15	13	32	15	16	16	12	14	16	17 A	13	14	14	25
I have difficulty "switching off" after my regular work day or shift is over	11 SG	13 ACFG	7	12	6	7	8	11	11	9	17	13	10	9	12	13	11	12	8	14 AS	12	11	16
My employer is flexible and allows me to arrange my work day so I can better balance my responsibilities at work and at	8	8	13 E	13	4	7	9	8	9	9	10	*	8	6	9	8	8	8	8	9	8	9	5
Because the changes caused by the COVID-pandemic have made it harder to keep my work and home life separate	5 TQ	5	6	3	5	4	4	5	1	1	*	*	7	5	4	4	4	9 AQ	6	3	4	5	3

Comparison Groups: ABCDEFG/AHIJKL/AMNOP/AQR/AST/AUVW
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Q20D. Which of the following reasons, if any, best explain why you end up doing work for your job after your regular work day or shift is over?

	Race							Indigenous					Income				Income Adequacy		Job Security		Labour Union		
	TOTAL	White	South Asian	Chinese	Black	Other visib. minor.	Racialized	Non-Indigenous	Indigenous	First Nations	Métis	Inuit	Low	Lower middle	Middle	High	Enough	Not enough	Worried	Not worried	Yes	No	Can not Say
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)
Other	2 UQ	3	*	3	1	1	1	2	5	3	13 AHI	*	1	3	3	2	2	4 Q	2	3	*	3 AU	-
None of these	3 P	3	1	2	5	1	2	3	*	*	*	*	6 OP	4 P	2	1	2	2	3	2	1	3	12

Comparison Groups: ABCDEFG/AHIJKL/AMNOP/AQR/AST/AUVW
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.