



Majority of Canadians staying with current job; one in six looking to change jobs in the next 12 months.

Key Findings

1

FUTURE WORK STATUS

Just under in four Canadians who are currently working say their future work status will likely change in the next 12 months, with 15 per cent who say they will try to change their job and eight per cent who will work less in the future. Younger Canadians are more likely to say they will change their job (aged 18-34) (24%) than older Canadians (aged 35 to 54: 12%; aged 55 plus: 2%).

2

DRIVERS OF CHANGE IN WORK STATUS

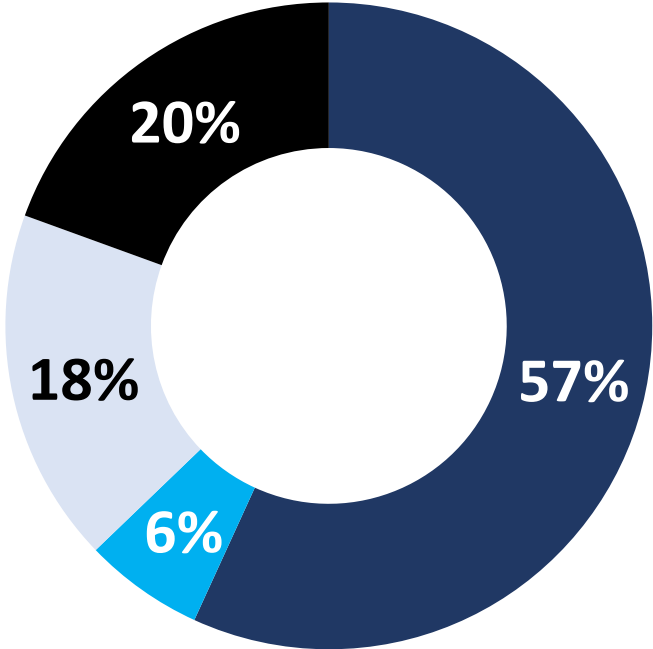
Canadians who are currently working but are thinking of working less or changing jobs most often say it because of better pay (41%), followed by they don't like their employer anymore (28%), or they don't want to work in person at the workplace (21%).

3

TAKING SICK DAYS

Canadians who are currently working are more likely to report taking a sick day when they need it some of the time (34%) or most of the time (27%), than taking one all of the time when they need it (16%). Over one in five report never taking a sick day when they need it (22%). Working Canadians 55 plus are more likely to say they never take a sick day when needed (28%) than those 18 to 34 (17%).

Status of work during the pandemic



- I worked before the pandemic and am working now
- I was working before the pandemic and currently am unemployed
- Before the pandemic I was not actively looking for work and nothing has changed
- None of the above

*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, November 27th to 29th, 2021, n=1,010, accurate 3.1 percentage points plus or minus, 19 times out of 20.

Q

Which of the following best describes your work status during the pandemic?

“

Almost three in five Canadians report working before the pandemic and working now (57%, with about one in five reporting that they were not actively looking for work before the pandemic and nothing has changed (18%), and under one in ten report working before the pandemic but being currently unemployed (6%). Men are more likely to say they were working before the pandemic and are still working (62%) than women (52%).

”



Status of work during the pandemic by demographics

Q Which of the following best describes your work status during the pandemic?



I worked before the pandemic and am working now

Atlantic (n=87)	Quebec (n=250)	Ontario (n=323)	Prairies (n=208)	BC (n=142)
45.8%	59.7%	54.0%	61.3%	59.4%
Men (n=528)	Women (n=482)	18 to 34 (n=273)	35 to 54 (n=338)	55 plus (n=399)
61.5%	52.4%	82.3%	70.8%	26.4%

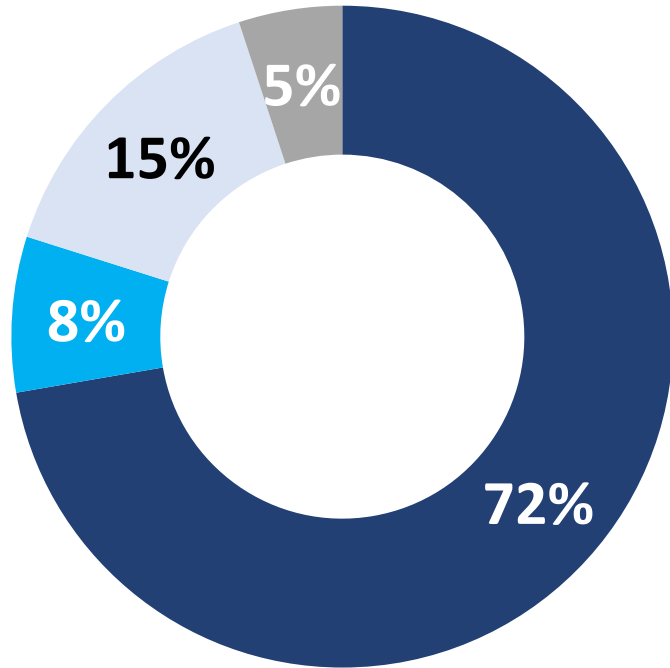
Before the pandemic I was not actively looking for work and nothing has changed

Atlantic (n=87)	Quebec (n=250)	Ontario (n=323)	Prairies (n=208)	BC (n=142)
25.6%	12.2%	19.6%	14.1%	23.1%
Men (n=528)	Women (n=482)	18 to 34 (n=273)	35 to 54 (n=338)	55 plus (n=399)
15.8%	19.6%	3.4%	11.0%	33.9%

*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

Likely future work status in the next 12 months

Q [IF WORKING NOW] Which of the following best describes your likely future work status in the next 12 months?



- I like my job and will likely stay where I am
- I will work less in the future
- I will try to change my job
- Unsure

“ Over seven in ten Canadians who are currently working say they like their job and they will likely stay where they are when asked about their future work status in the next 12 months. Residents of Quebec are more likely to say they like their job (78%) than residents of Ontario (67%). Younger Canadians are much more likely to say they will try to change their job (24%) than those 55 plus (two per cent). ”

*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

Likely future work status in the next 12 months by demographics

Q

[IF WORKING NOW] Which of the following best describes your likely future work status in the next 12 months?



I like my job and will likely stay where I am

Atlantic (n=41)	Quebec (n=146)	Ontario (n=171)	Prairies (n=125)	BC (n=87)
83.5%	77.5%	67.2%	69.2%	76.6%
Men (n=311)	Women (n=259)	18 to 34 (n=221)	35 to 54 (n=242)	55 plus (n=107)
71.2%	73.6%	67.1%	76.4%	74.1%

I will work less in the future

Atlantic (n=41)	Quebec (n=146)	Ontario (n=171)	Prairies (n=125)	BC (n=87)
4.2%	10.4%	5.4%	7.3%	10.3%
Men (n=311)	Women (n=259)	18 to 34 (n=221)	35 to 54 (n=242)	55 plus (n=107)
8.0%	7.2%	4.9%	6.5%	16.3%

*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

Likely future work status in the next 12 months by demographics

Q

[IF WORKING NOW] Which of the following best describes your likely future work status in the next 12 months?



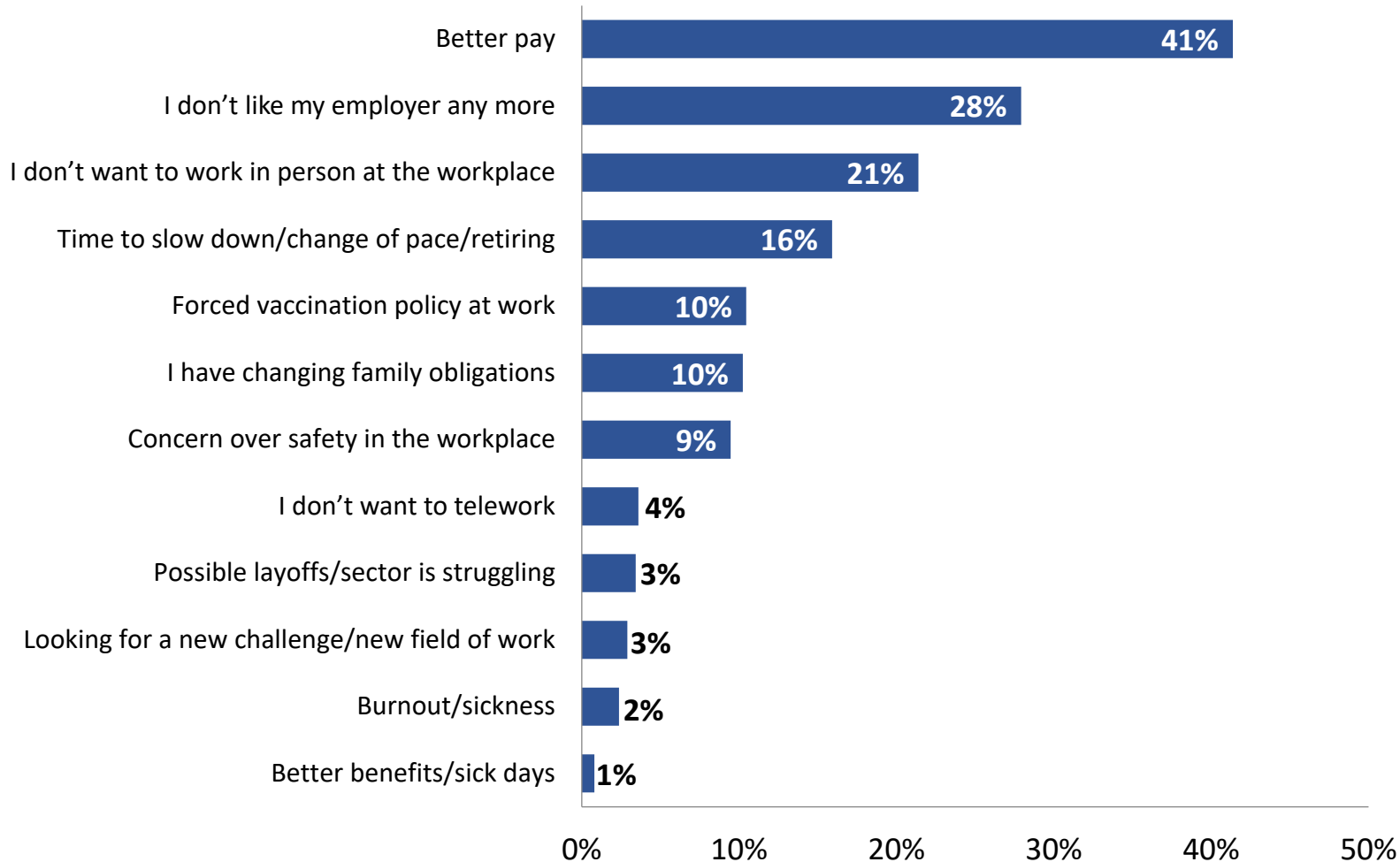
		I will try to change my job				
Atlantic (n=41)	Quebec (n=146)	Ontario (n=171)	Prairies (n=125)	BC (n=87)		
9.0%	8.0%	21.7%	16.1%	11.0%		
Men (n=311)	Women (n=259)	18 to 34 (n=221)	35 to 54 (n=242)	55 plus (n=107)		
18.5%	11.2%	23.8%	12.3%	2.2%		
		Unsure				
Atlantic (n=41)	Quebec (n=146)	Ontario (n=171)	Prairies (n=125)	BC (n=87)		
3.3%	4.2%	5.7%	7.5%	2.1%		
Men (n=311)	Women (n=259)	18 to 34 (n=221)	35 to 54 (n=242)	55 plus (n=107)		
2.3%	8.1%	4.2%	4.8%	7.4%		

*Weighted to the true population proportion.
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Cause for thinking of working less or changing jobs

Q

[IF WORKING NOW BUT WILL WORK LESS/TRY TO CHANGE JOBS] Why are you thinking about working less or changing jobs [RANDOMIZE][SELECT ALL THAT APPLY]



“

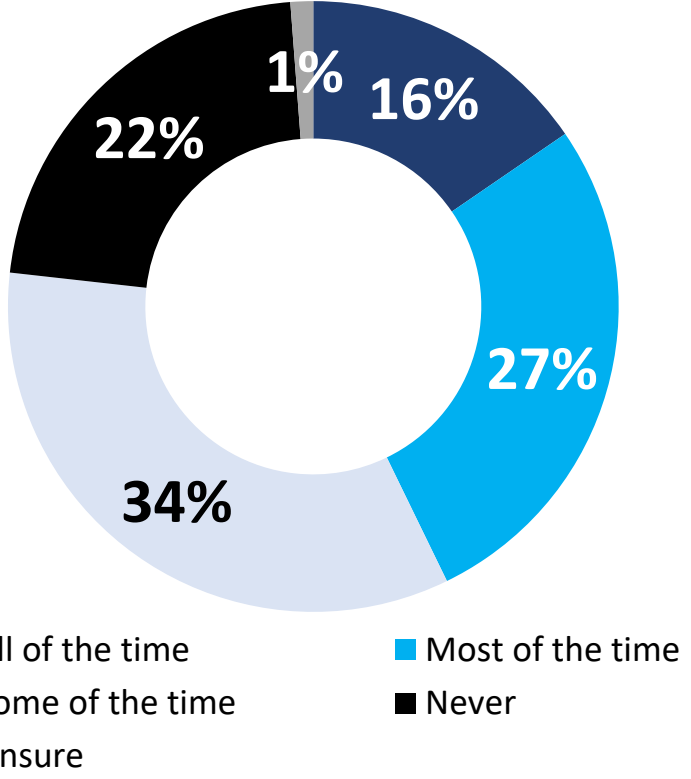
Canadians who are currently working, but are thinking of working less or changing jobs most often say it because of better pay (41%), followed by they don't like their employer anymore (28%), or they don't want to work in person at the workplace (21%).

”

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, November 27th to 29th, 2021, n=128
 Canadians who are currently working but will try to work less or change jobs in the future, accurate 8.8 percentage points plus or minus, 19 times out of 20.

Taking sick days when needed

Q [IF WORKING NOW] Do you take a sick day when you need to all the time, most of the time, some of the time or never?



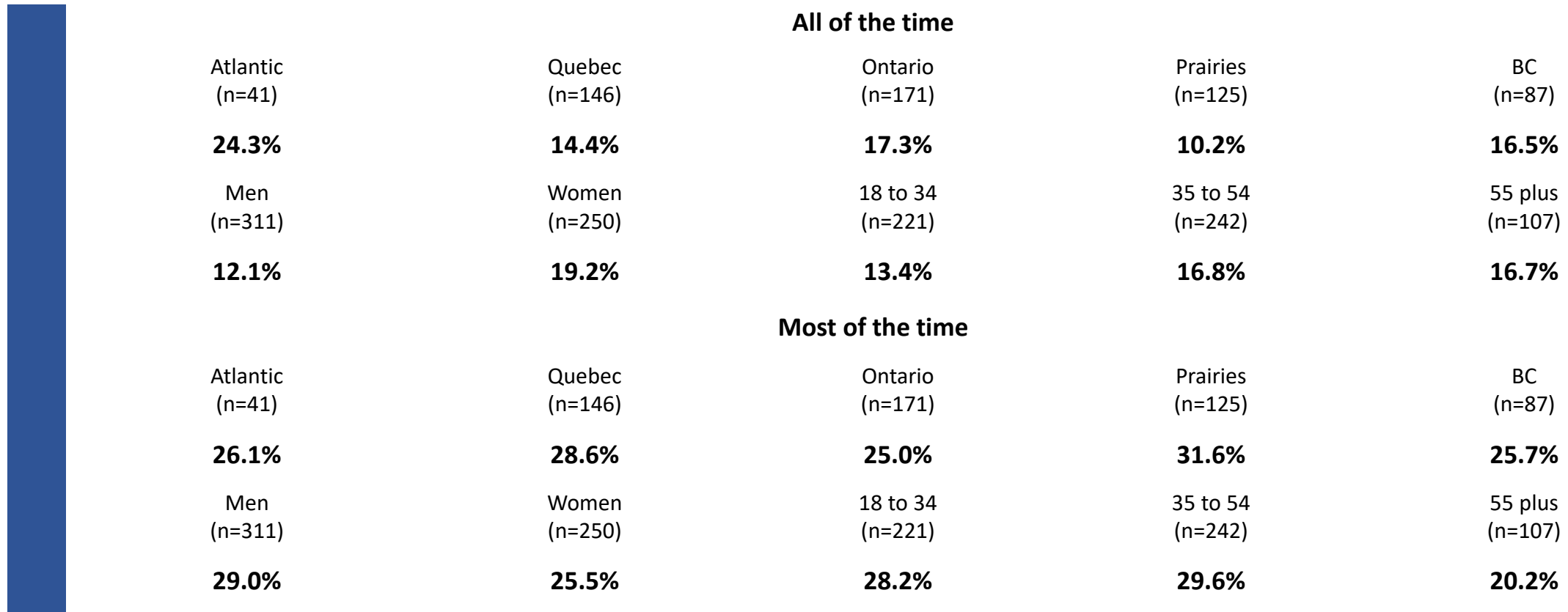
“ About one in three Canadians who are currently working report taking a sick day when they need it some of the time, followed by about one in four who report taking a sick day most of the time, and about one in five who report never taking one. Only sixteen per cent of Canadians report taking a sick day when they need it all of the time. Working Canadians 55 plus are more likely to say they never take a sick day when needed (28%) than those 18 to 34 (17%). ”

*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

Taking sick days when needed by demographics

Q

[IF WORKING NOW] Do you take a sick day when you need to all the time, most of the time, some of the time or never?



*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, November 27th to 29th, 2021, n=570 Canadians who are currently working, accurate 4.1 percentage points plus or minus, 19 times out of 20.

Taking sick days when needed by demographics

Q

[IF WORKING NOW] Do you take a sick day when you need to all the time, most of the time, some of the time or never?

	Some of the time		Never	
Atlantic (n=41)	Quebec (n=146)	Ontario (n=171)	Prairies (n=125)	BC (n=87)
29.5%	29.4%	37.1%	35.5%	33.5%
Men (n=311)	Women (n=250)	18 to 34 (n=221)	35 to 54 (n=242)	55 plus (n=107)
32.3%	35.9%	40.3%	28.1%	34.1%
Atlantic (n=41)	Quebec (n=146)	Ontario (n=171)	Prairies (n=125)	BC (n=87)
20.2%	25.7%	19.4%	22.2%	23.0%
Men (n=311)	Women (n=250)	18 to 34 (n=221)	35 to 54 (n=242)	55 plus (n=107)
25.6%	18.1%	16.9%	24.3%	27.9%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, November 27th to 29th, 2021, n=570 Canadians who are currently working, accurate 4.1 percentage points plus or minus, 19 times out of 20.

Nanos conducted an RDD dual frame (land- and cell-lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 27th and 29th, 2021 as part of an omnibus survey. Participants were randomly recruited by telephone using live agents and administered a survey online. The sample included both land- and cell-lines across Canada. The results were statistically checked and weighted by age and gender using the latest Census information and the sample is geographically stratified to be representative of Canada.

Individuals randomly called using random digit dialling with a maximum of five call backs.

The margin of error for this survey is ± 3.1 percentage points, 19 times out of 20.

This study was commissioned by CTV News and the research was conducted by Nanos Research.

Note: Charts may not add up to 100 due to rounding.



Element	Description	Element	Description
Research sponsor	CTV News	Weighting of Data	The results were weighted by age and gender using the latest Census information (2016) and the sample is geographically stratified to ensure a distribution across all regions of Canada. See tables for full weighting disclosure
Population and Final Sample Size	1,010 Randomly selected individuals.	Screening	Screening ensured potential respondents did not work in the market research industry, in the advertising industry, in the media or a political party prior to administering the survey to ensure the integrity of the data.
Source of Sample	Nanos Hybrid Probability Panel	Excluded Demographics	Individuals younger than 18 years old; individuals without land or cell lines, and individuals without internet access could not participate.
Type of Sample	Probability	Stratification	By age and gender using the latest Census information (2016) and the sample is geographically stratified to be representative of Canada. Smaller areas such as Atlantic Canada were marginally oversampled to allow for a minimum regional sample.
Margin of Error	±3.1 percentage points, 19 times out of 20.	Estimated Response Rate	13 percent, consistent with industry norms.
Mode of Survey	RDD dual frame (land- and cell-lines) hybrid telephone and online omnibus survey	Question Order	Question order in the preceding report reflects the order in which they appeared in the original questionnaire.
Sampling Method Base	The sample included both land- and cell-lines RDD (Random Digit Dialed) across Canada.	Question Content	Topics on the omnibus ahead of the survey content included: views on political issues and views on economic issues.
Demographics (Captured)	Atlantic Canada, Quebec, Ontario, Prairies, British Columbia; Men and Women; 18 years and older. Six digit postal code was used to validate geography.	Question Wording	The questions in the preceding report are written exactly as they were asked to individuals.
Fieldwork/Validation	Individuals were recruited using live interviews with live supervision to validate work, the research questions were administered online	Research/Data Collection Supplier	Nanos Research
Number of Calls	Maximum of five call backs to those recruited.	Contact	Contact Nanos Research for more information or with any concerns or questions. http://www.nanos.co Telephone:(613) 234-4666 ext. 237 Email: info@nanosresearch.com.
Time of Calls	Individuals recruited were called between 12-5:30 pm and 6:30-9:30pm local time for the respondent.		
Field Dates	November 27 th to 29 th , 2021.		
Language of Survey	The survey was conducted in both English and French.		
Standards	Nanos Research is a member of the Canadian Research Insights Council (CRIC) and confirms that this research fully complies with all CRIC Standards including the CRIC Public Opinion Research Standards and Disclosure Requirements. https://canadianresearchinsightscouncil.ca/standards/		



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TABULATIONS



2021-2025 – CTV/Nanos Survey – November - STAT SHEET

			Region					Gender		Age			
			Canada 2021-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - Which of the following best describes your work status during the pandemic?	Total	Unwgt N	1010	87	250	323	208	142	528	482	273	338	399
		Wgt N	1000	67	233	384	183	133	490	510	273	341	386
	I worked before the pandemic and am working now	%	56.8	45.8	59.7	54.0	61.3	59.4	61.5	52.4	82.3	70.8	26.4
	I was working before the pandemic and currently am unemployed	%	6.0	9.8	2.4	7.1	8.1	4.1	5.8	6.2	5.8	7.5	4.8
	Before the pandemic I was not actively looking for work and nothing has changed	%	17.7	25.6	12.2	19.6	14.1	23.1	15.8	19.6	3.4	11.0	33.9
None of the above	%	19.5	18.9	25.7	19.3	16.5	13.4	16.9	21.9	8.5	10.7	35.0	

			Region					Gender		Age			
			Canada 2021-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question – [IF WORKING NOW] Which of the following best describes your likely future work status in the next 12 months?	Total	Unwgt N	570	41	146	171	125	87	311	259	221	242	107
		Wgt N	568	31	139	207	112	79	301	267	225	242	102
	I like my job and will likely stay where I am	%	72.3	83.5	77.5	67.2	69.2	76.6	71.2	73.6	67.1	76.4	74.1
	I will work less in the future	%	7.6	4.2	10.4	5.4	7.3	10.3	8.0	7.2	4.9	6.5	16.3
	I will try to change my job	%	15.1	9.0	8.0	21.7	16.1	11.0	18.5	11.2	23.8	12.3	2.2
Unsure	%	5.1	3.3	4.2	5.7	7.5	2.1	2.3	8.1	4.2	4.8	7.4	

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 27th and 29th, 2021. The margin of error for this survey is ±3.1 percentage points, 19 times out of 20.

2021-2025 – CTV/Nanos Survey – November - STAT SHEET

Question - [IF WORKING NOW BUT WILL WORK LESS/TRY TO CHANGE JOBS] Why are you thinking about working less or changing jobs? [RANDOMIZE] [SELECT ALL THAT APPLY]	Total	Unwgt N	Region						Gender		Age		
			Canada 2021-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
			128	6	27	47	29	19	81	47	64	43	21
		Wgt N	129	4	26	56	26	17	80	49	64	45	19
Better pay	%		41.4			54.9			48.7	29.4	51.1	38.0	
Concern over safety in the workplace	%		9.5			14.6			10.6	7.5	5.5	15.9	
Forced vaccination policy at work	%		10.5			7.1			13.2	5.9	12.2	12.3	
I don't like my employer any more	%		27.9			21.9			23.3	35.5	31.8	32.1	
I don't want to work in person at the workplace	%		21.4			19.1			17.9	27.1	23.3	19.8	
I don't want to telework	%		3.6			4.2			3.8	3.4	6.2	0.0	
I have changing family obligations	%		10.2			11.1			12.2	7.1	10.8	9.3	
Possible layoffs/sector is struggling	%		3.4			4.0			4.8	1.2	2.1	4.8	
Time to slow down/change of pace/retiring	%		15.9			11.7			12.5	21.5	6.0	17.8	
Better benefits/sick days	%		0.8			1.8			0.0	2.1	1.6	0.0	
Looking for a new challenge/new field of work	%		2.9			2.1			3.5	1.8	4.0	2.5	
Burnout/sickness	%		2.4			2.5			1.0	4.6	0.0	6.7	
Other	%		3.4			1.8			3.3	3.6	2.8	3.5	

Question – [IF WORKING NOW] Do you take a sick day when you need to all the time, most of the time, some of the time or never?	Total	Unwgt N	Region						Gender		Age		
			Canada 2021-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
		Wgt N	568	31	139	207	112	79	301	267	225	242	102
All of the time	%		15.4	24.3	14.4	17.3	10.2	16.5	12.1	19.2	13.4	16.8	16.7
Most of the time	%		27.4	26.1	28.6	25.0	31.6	25.7	29.0	25.5	28.2	29.6	20.2
Some of the time	%		34.0	29.5	29.4	37.1	35.5	33.5	32.3	35.9	40.3	28.1	34.1
Never	%		22.0	20.2	25.7	19.4	22.2	23.0	25.6	18.1	16.9	24.3	27.9
Unsure	%		1.2	0.0	1.8	1.3	0.5	1.4	1.0	1.4	1.2	1.2	1.1

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 27th and 29th, 2021. The margin of error for this survey is ±3.1 percentage points, 19 times out of 20.