

Work Orientations 2025 – Canada Results Report



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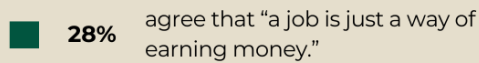
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Attitudes Towards Work in Canada

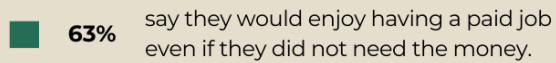
Insights from the 2024-2025 International Social Survey Programme (ISSP)

The ISSP Work Orientations survey explores how Canadians think about work, what they value in a job, and how work fits into their everyday lives. These findings highlight how people balance meaning, flexibility, and personal life in a changing economy.

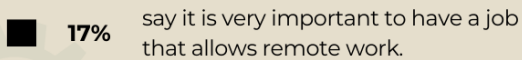
How Canadians View Work



Most Canadians do not see work as only about income.



Work provides meaning, structure, and fulfilment.



Flexibility matters less than expected after COVID-19.

How Work and Personal Life Intefere with Each Other

Your job **sometimes** interferes with your personal or family life



Personal or family life **hardly ever** interferes with your job.



Work affects personal time more than personal life affects work, showing work still takes priority for many Canadians.

Canadians value work for its meaning and enjoyment rather than income or flexibility alone. Yet many still struggle to maintain balance, revealing a tension between what people want from work and how work actually shapes their lives.

Section 1. Infographics of Key Results



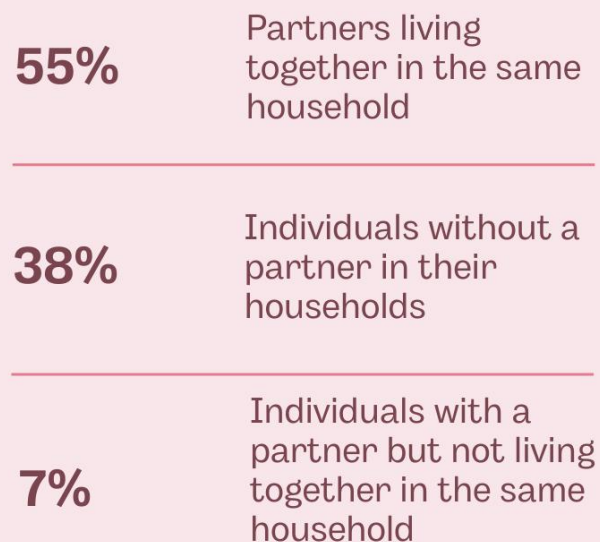


DIGITAL SOCIETIES 2025

Key findings from Canada's latest digital survey results

Relationship Status and Living Arrangements

Exploring the dynamics of partnerships in Canadian digital societies today.



ARE CANADIANS READY FOR THE FUTURE OF WORK?

TRENDS FROM THE INTERNATIONAL SOCIAL SURVEY PROGRAMME

45%

45% of respondents say their job now requires more digital skills than before.

CANADIAN RESPONDENTS IN 2025 ANSWERED...



Almost 80% of respondents are not worried that they will lose their job because of AI, robots or computer programs.

37% of respondents say that relations at their workplace between management and employees are quite or very good.

48% of respondents say that relations at their workplace between workmates and colleagues are quite or very good.



38%

38% of respondents currently in paid work did not complete any job-related courses or training in the year prior to the survey.

98%

98% of respondents currently in paid work say they have enough or more skills than their job requires.



Section 2. Methodology of the Survey

This survey was conducted as part of the larger 2025 **International Social Survey Programme** (ISSP) module on Work Orientations. Dr. Sarah Wilkins-Laflamme from the University of Waterloo is currently the principal investigator for the Canadian portion of this survey programme.

The **Statistical Consulting and Survey Research Unit** (SCSRU) at the University of Waterloo also provided consultation and data collection services including survey programming, testing, hosting the online survey, coordination with the panel firm during fieldwork, daily monitoring of completion rates, and provision of the initial raw dataset.

We are grateful to the SCSRU for their expert administration of this 2025 web survey. We are also grateful to the **Social Sciences and Humanities Research Council** (SSHRC) of Canada who provided funding for this survey through their Insight Grant program.

Geographic coverage of the survey includes the 10 Canadian provinces: British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland & Labrador. These 10 provinces represent 99.7% of the total Canadian population according to 2021 Census data. The three territories in Northern Canada, including the Yukon, Northwest Territories and Nunavut (0.3% of total Canadian population), were not covered in this survey.

Population coverage for this survey included persons 18 years or older who are Canadian citizens or permanent residents. Those without phone and internet access were excluded. According to Statistics Canada's 2019 Survey of Household Spending, an estimated 99% of Canadian households have a telephone (landline or cellular). According to Statistics Canada's 2022 Internet Use Survey, an estimated 95% of Canadian adults are internet users.

The survey was fielded online between March 14, 2025 and April 11, 2025. The survey was conducted online in English and French among Canadians who were recruited using the **EKOS/Probit** web panel. The English-language survey questionnaire

consisted of the background (socio-demographic) variables provided by the ISSP, 2024 ISSP module questions (digital societies theme for a first group of respondents), 2025 ISSP module questions (work orientations theme for a second group of respondents), as well as a handful of questions specific to the Canadian survey. When translating the survey questionnaire into French, the initial translation relied on previous iterations of this survey module run in French in Canada, France and Switzerland, and then was verified by a number of the Canadian research team members.

The survey sample was purchased from EKOS/Probit's Random Digit Dial (RDD) online panel of 90,000 registered Canadian members. This online panel is recruited continuously using a random digit dialing (RDD) methodology with working landline and cellular numbers in Canada. Canadian adults 18 years or older (estimated population of 30,900,000 adults) are randomly contacted by phone and invited to join EKOS/Probit's online panel on an ongoing basis. As a first stage, EKOS/Probit uses Interactive Voice Response (IVR) technology to contact individuals via RDD, which allows respondents to enter their question responses by punching the keypad on their phone, rather than telling them to an operator. The recruit contact begins when the automated IVR call is placed to either a landline or a cell-phone line. Once the person is on the line, EKOS/Probit introduces the concept of doing surveys with them 'from time to time.'

As a second stage of sampling, EKOS/Probit's recruiters contact those reached by IVR (those who expressed interest in becoming an online panel member). During this call, the nature of the online panel is explained in greater detail and the individual is registered as a member of the online panel.

From EKOS/Probit's 2025 online panel of registered Canadian members (joined the panel initially based on RDD invitation), a total of 3,224 adult Canadian respondents were randomly selected to complete the ISSP survey questionnaire online (self-administered). 1,609 of these respondents were randomly assigned the 2025 ISSP Work Orientations section of the questionnaire. Respondents were recruited through EKOS/Probit's RDD online panel to complete the survey hosted by the University of Waterloo's SCSRU. The probability sampling design for this third stage of sampling was a stratified sample. We first determined the proportional size of adult age group, gender,

regional residence and level of education categories based on 2021 Census data in Canada. We utilized 3 age groups (18-34/35-54/55+), 2 genders (male/female), 5 regions (Atlantic Canada, Quebec, Ontario, Prairies and British Columbia), and 2 levels of education (below university degree and university degree) categories for these socio-demographic variables. This included 60 cells (or strata) overall for age, gender, region and level of education to stratify our random sampling, using a mutually exclusive subsets option. For each category on each of these four socio-demographic variables, we ensured that we randomly send out a corresponding proportional number of invitations to complete the survey to registered members of the EKOS/Probit RDD online panel with this given socio-demographic attribute. Quota sampling (filling certain socio-demographic quotas with specific numbers of respondents) was not permitted by the ISSP, so only email invitations were stratified for this survey.

Potential respondents were sent an initial e-mail invitation by EKOS/Probit to complete the web survey, and follow-up email reminders if needed. A total of 43,384 email invitations were sent to Canadian panel members to achieve a final total sample of 3,224 respondents (an estimated response rate of 7.4% for this final stage of sampling). The median survey completion time was 1,597 seconds (just over 26 minutes). In order to encourage participation among harder to reach populations given the length of the survey, the panel firm provided a \$15 Amazon gift card incentive to the following respondents: those under the age of 35, those under 55 years old whose highest level of education is college or lower; those with annual household incomes of less than \$20,000; women in Quebec with a college/CEGEP-level education or less; and those who are born outside of Canada.

During data cleaning, 4 records were identified as “speeders”, i.e., respondents who completed the survey in less than 1/3 of the median time. The threshold ended up being under 491 seconds. The SCSRU also identified 1 completed survey record with a duplicate EKOS/Probit panel firm ID. 170 duplicate partial records were also removed, as the same panel member later went on to complete the survey in its entirety using the same link. Lastly, 128 duplicate partials with unknown eligibility were also removed. These partial records are separate from the ones that were kept that were 80% or more completed.

We captured and reviewed relevant metadata such as IP addresses. If the record contained a duplicate IP address, the record was reviewed and the demographic data and open ends compared to ensure it was a different person in the same household. We also checked Qualtrics fraudulent detection fields. These are used more for non-panel surveys, and we did trust the EKOS/Probit panel firm to provide ‘real’ respondents as each member was assigned a panel firm ID. Therefore, there was a combination of checking the bot detection scores, and confirming by manually checking the data. For example, if Qualtrics flagged a record as a duplicate, we would manually look through the data. If the data was too similar the record was removed, but if it looked like a second person in the same household the record was kept. These scores are not perfect and we did find records (in this study and others) where Qualtrics gave a fraud score greater than 30, but the record was confirmed as a real respondent.

Results in the tables throughout this report have been weighted to be even more representative of the general Canadian adult population. During this weighting process, category proportions on the following variables are matched to those in 2021 Census data: age, sex at birth, region of residence, place of birth, level of education and employment status. This weighting process gives equal weight in the results to types of individuals underrepresented in the survey sample. Post-adjustment weighting factors were generated using an iterative proportional fitting (also known as raking) technique with the six socio-demographic variables. Five iterations were needed to match weighted proportions in the sample to those found in the adult population residing in the 10 Canadian provinces (based on 2021 Census data).

When percentages in the tables throughout this report do not add up to 100% in each table, it is due to rounding.

Section 3. Attitudes Towards Work

Please select one option for each statement below to show how much you agree or disagree with it, thinking of work in general: **“A job is just a way of earning money - no more.”**

Strongly agree	8%
Agree	20%
Neither agree nor disagree	18%
Disagree	38%
Strongly disagree	16%

Please select one option for each statement below to show how much you agree or disagree with it, thinking of work in general: **“I would enjoy having a paid job even if I did not need the money.”**

Can't choose	1%
Strongly agree	14%
Agree	49%
Neither agree nor disagree	16%
Disagree	13%
Strongly disagree	7%

For each of the following, please select one option to show how important you personally think it is in a job. **How important is job security?**

Very important	56%
Important	38%
Neither important nor unimportant	4%
Not important	2%
Not important at all	0%

For each of the following, please select one option to show how important you personally think it is in a job. **How important is high income?**

Very important	21%
Important	59%
Neither important nor unimportant	17%
Not important	3%
Not important at all	0%

For each of the following, please select one option to show how important you personally think it is in a job. **How important are good opportunities for advancement?**

Very important	26%
Important	53%
Neither important nor unimportant	15%
Not important	5%
Not important at all	1%

For each of the following, please select one option to show how important you personally think it is in a job. **How important is an interesting job?**

Very important	51%
Important	38%
Neither important nor unimportant	9%
Not important	1%
Not important at all	0%

For each of the following, please select one option to show how important you personally think it is in a job. **How important is a job that allows someone to work independently?**

Very important	28%
Important	48%
Neither important nor unimportant	20%
Not important	3%
Not important at all	1%

For each of the following, please select one option to show how important you personally think it is in a job. **How important is a job that allows someone to help other people?**

Very important	29%
Important	44%
Neither important nor unimportant	23%
Not important	3%
Not important at all	1%

For each of the following, please select one option to show how important you personally think it is in a job. **How important is a job that is useful to society?**

Very important	32%
Important	46%
Neither important nor unimportant	19%
Not important	3%
Not important at all	1%

For each of the following, please select one option to show how important you personally think it is in a job. **How important is a job that allows someone to decide their times or days of work?**

Can't choose	1%
Very important	18%
Important	38%
Neither important nor unimportant	30%
Not important	11%
Not important at all	2%

For each of the following, please select one option to show how important you personally think it is in a job. **How important is a job that involves personal contact with other people?**

Very important	15%
Important	40%
Neither important nor unimportant	29%
Not important	12%
Not important at all	3%

For each of the following, please select one option to show how important you personally think it is in a job. **How important is a job that allows someone to work remotely?**

Can't choose	1%
Very important	17%
Important	27%
Neither important nor unimportant	35%
Not important	15%
Not important at all	5%

To what extent do you agree or disagree with the following statement:
"Workers need strong trade unions to protect their interests"?

Can't choose	2%
Strongly agree	26%
Agree	32%
Neither agree nor disagree	20%
Disagree	14%
Strongly disagree	7%

To what extent do you agree or disagree with the following statement:
"Strong trade unions are bad for Canada's economy"?

Strongly agree	3%
Agree	6%
Neither agree nor disagree	10%
Disagree	29%
Strongly disagree	24%

Suppose you could decide on your work situation at present. Which of the following would you prefer?

Can't choose	2%
A full-time job [30 hours or more per week]	48%
A part-time job [10-29 hours per week]	30%
A job with less than [10] hours a week	8%
No paid job at all	13%

Section 4. Technology and Work

New types of digital technologies, such as robots, computer programs, and artificial intelligence (AI) are changing the way we live and work. Thinking about the impact that the use of digital technologies will have on jobs of people in Canada. Would you say that ...

Can't choose	7%
More jobs will be created than lost	7%
A similar number of jobs will be created and lost	34%
More jobs will be lost than created	53%

Overall, how worried, if at all, are you that in the next 5 years digital technologies will take over many of the jobs done by humans?

Can't choose	1%
Very worried	12%
Somewhat worried	47%
Not very worried	33%
Not worried at all	7%

Compared to 3 years ago, has your use of digital technologies in your (main) job increased, decreased or remained the same?

Not asked	42%
Can't choose	1%
Does not apply, I did not have a job 3 years ago	1%
Greatly Increased	7%
Somewhat increased	19%
Remained the same	29%
Somewhat decreased	1%
Greatly decreased	0%

To what extent do you think you have the digital and computer skills needed to do your (main) job well?

Not asked	42%
Does not apply: No digital and computer skills needed in my (main) job	3%
Not at all	1%
To a small extent	3%
To some extent	10%
To a great extent	22%
To a very great extent	19%



How worried, if at all, are you that in the next 5 years your own job will be taken over by robots, computer programs, or artificial intelligence (AI)?

Not asked (respondents not currently working for pay)	42%
Very worried	2%
Somewhat worried	9%
Not very worried	17%
Not worried at all	29%

How worried, if at all, are you that your chances of getting a job in the next 5 years will be limited because of robots, computer programs, or artificial intelligence (AI) in the workplace?

Not asked (respondents currently working for pay; or not looking for paid work)	81%
Very worried	2%
Somewhat worried	5%
Not very worried	5%
Not worried at all	6%

In the last 12 months, how frequently did you get paid for providing services via online platforms, such as Uber, Upwork, Freelancer, Clickworker, Hopon, Deliveroo?

Can't choose	2%
Daily or almost daily	1%
At least once a week	1%
At least once a month	2%
At least once during the last 12 months	1%
I provided services more than a year ago, but not in the last 12 months	3%
I have never provided any services via online platforms	91%

Section 5. (Current and Past) Work Situation of Respondents

Over the past five years, did you experience being unemployed for a period longer than three months?

Can't choose	9%
No	58%
Yes, once	19%
Yes, twice	4%
Yes, three times	2%
Yes, more than three times	9%

Over the past five years, did you change your employer?

Can't choose	7%
No	59%
Yes, once	16%
Yes, twice	9%
Yes, three times	3%
Yes, more than three times	6%

Over the past five years, did you change your occupation?

Can't choose	8%
No	66%
Yes, once	16%
Yes, twice	5%
Yes, three times	3%
Yes, more than three times	2%

Over the past five years, did you start your own business or become self-employed?

Can't choose	7%
No	81%
Yes, once	11%
Yes, twice	1%
Yes, three times	0%
Yes, more than three times	1%

Over the past five years, did you take on an additional job?

Can't choose	7%
No	74%
Yes, once	13%
Yes, twice	3%
Yes, three times	2%
Yes, more than three times	2%

How would you generally rate your current financial situation? My current financial situation is...

Very good	13%
Good	39%
Neither good nor bad	30%
Bad	12%
Very bad	6%

Do you or did you supervise other employees?

Not asked	1%
Yes	42%
No	57%

Do you or did you work for a for-profit organisation, or for a non-profit organisation?

No answer	1%
Not asked	1%
For-profit organisation	71%
Non-profit organisation	28%

Do you or did you work for a public (government) employer or a private employer?

Not asked	1%
Public employer	28%
Private employer	71%

Which of the following best describes your current employment status?

In paid work	57%
Unemployed and looking for a job	7%
In education	3%
Apprentice or trainee	0%
Permanently sick or disabled	4%
Retired	27%
Domestic work	2%

Are you or have you ever been a member of a trade union or similar organisation? If yes: is that currently or only previously?

Yes, currently	19%
Yes, previously but not currently	30%
No, never	51%

What was your own total personal income from all sources in 2024, before taxes and other deductions?

No answer	4%
No income	2%
Less than \$10,000	4%
\$10,000-\$19,999	9%
\$20,000-\$29,999	8%
\$30,000-\$39,999	8%
\$40,000-\$49,999	8%
\$50,000-\$59,999	10%
\$60,000-\$69,999	8%
\$70,000-\$79,999	8%
\$80,000-\$89,999	7%
\$90,000-\$99,000	5%
\$100,000-\$149,999	13%
\$150,000 -\$199,999	3%
\$200,000 or more	3%

What was the total income of your household from all sources in 2024, before taxes and other deductions?

No answer	5%
No income	1%
Less than \$10,000	3%
\$10,000 - \$19,999	5%
\$20,000 - \$29,999	4%
\$30,000 - \$39,999	5%
\$40,000 - \$49,999	6%
\$50,000 - \$59,999	6%
\$60,000 - \$69,999	5%
\$70,000 - \$79,999	6%
\$80,000 - \$89,999	6%
\$90,000 - \$99,999	8%
\$100,000 - \$149,999	18%
\$150,000 -\$199,999	11%
\$200,000 or more	11%

Are you currently working for pay?

Yes	58%
No	42%

Respondents who are currently working for pay (58%)

For each of these statements about your (main) job, please select one option to show how much you agree or disagree that it applies to your job: **“My job is secure.”**

Not asked	42%
Strongly agree	16%
Agree	25%
Neither agree nor disagree	9%
Disagree	7%
Strongly disagree	2%

For each of these statements about your (main) job, please select one option to show how much you agree or disagree that it applies to your job: **“My income is high.”**

Not asked	42%
Strongly agree	6%
Agree	17%
Neither agree nor disagree	15%
Disagree	14%
Strongly disagree	6%

For each of these statements about your (main) job, please select one option to show how much you agree or disagree that it applies to your job: **“My opportunities for advancement are high.”**

Not asked	42%
Strongly agree	4%
Agree	15%
Neither agree nor disagree	19%
Disagree	14%
Strongly disagree	5%

For each of these statements about your (main) job, please select one option to show how much you agree or disagree that it applies to your job: **“My job is interesting.”**

Not asked	42%
Strongly agree	16%
Agree	26%
Neither agree nor disagree	10%
Disagree	6%
Strongly disagree	1%

For each of these statements about your (main) job, please select one option to show how much you agree or disagree that it applies to your job: **“I can work independently.”**

Not asked	42%
Strongly agree	21%
Agree	26%
Neither agree nor disagree	6%
Disagree	4%
Strongly disagree	2%

For each of these statements about your (main) job, please select one option to show how much you agree or disagree that it applies to your job: **“In my job, I can help other people.”**

Not asked	42%
Strongly agree	18%
Agree	25%
Neither agree nor disagree	10%
Disagree	4%
Strongly disagree	1%

For each of these statements about your (main) job, please select one option to show how much you agree or disagree that it applies to your job: **“My job is useful to society.”**

Not asked	42%
Strongly agree	19%
Agree	24%
Neither agree nor disagree	11%
Disagree	3%
Strongly disagree	1%

For each of these statements about your (main) job, please select one option to show how much you agree or disagree that it applies to your job: **“In my job, I can decide my times or days of work.”**

Can't choose	1%
Not asked	42%
Strongly agree	8%
Agree	12%
Neither agree nor disagree	9%
Disagree	13%
Strongly disagree	14%

For each of these statements about your (main) job, please select one option to show how much you agree or disagree that it applies to your job: **“In my job, I have personal contact with other people.”**

Not asked	42%
Strongly agree	19%
Agree	27%
Neither agree nor disagree	7%
Disagree	4%
Strongly disagree	1%

For each of these statements about your (main) job, please select one option to show how much you agree or disagree that it applies to your job: **“My job allows me to work remotely.”**

Not asked	42%
Strongly agree	14%
Agree	13%
Neither agree nor disagree	5%
Disagree	8%
Strongly disagree	18%

How often do you typically work remotely, if at all? Please consider your standard working hours.

Can't choose	1%
Not asked	42%
Always or almost always	13%
A few times a week	11%
Once a week	4%
Once or twice a month	2%
Less than once a month	4%
Never	23%

What is the main reason why you never work remotely?

Not asked	77%
My work cannot be done remotely	19%
I prefer not to work remotely	1%
I am not allowed to work remotely	4%

How satisfied or dissatisfied are you with the balance between the time you spend on your job and the time you spend on your personal or family life?

Not asked	42%
Completely satisfied	7%
Very satisfied	12%
Fairly satisfied	21%
Neither satisfied nor dissatisfied	4%
Fairly dissatisfied	10%
Very dissatisfied	2%
Completely dissatisfied	2%

How difficult would it be for you to take an hour or two off during working hours, to take care of personal or family matters?

Not asked	42%
Not difficult at all	23%
Not too difficult	17%
Somewhat difficult	11%
Very difficult	7%

How often, if at all, do you feel that your job interferes with your personal or family life?

Can't choose	1%
Not asked	42%
Always	3%
Often	8%
Sometimes	22%
Hardly ever	20%
Never	5%

How often, if at all, do you feel that your personal or family life interferes with your job?

Can't choose	1%
Not asked	42%
Always	1%
Often	3%
Sometimes	18%
Hardly ever	24%
Never	12%

Which of the following statements best applies to you?

Can't choose	1%
Not asked	42%
I always give priority to my job over my personal or family life.	2%
I often give priority to my job over my personal or family life.	13%
I give equal priority to both.	20%
I often give priority to my personal or family life over my job.	17%
I always give priority to my personal or family life over my job.	6%

Now some more questions about your working conditions. Please select one option for each item below to show how often it applies to your work. **How often do you have to do hard physical work?**

Not asked	42%
Always	4%
Often	7%
Sometimes	11%
Hardly ever	12%
Never	24%

Now some more questions about your working conditions. Please select one option for each item below to show how often it applies to your work. **How often do you find your work stressful?**

Not asked	42%
Always	7%
Often	17%
Sometimes	27%
Hardly ever	7%
Never	1%

How often, if at all, do colleagues, supervisors, managers, customers, or clients contact you about matters related to your work outside of your normal working hours?

Can't choose	1%
Not asked	42%
Daily or almost daily	6%
A few days a week	10%
A few days a month	10%
Less often	10%
Never or almost never	22%

How often does your job involve working on weekends?

Not asked	42%
Always	8%
Often	8%
Sometimes	14%
Hardly ever	15%
Never	13%

Which of the following statements best describes how your working hours are decided? (By working hours we mean here the times you start and finish work, and not the total hours you work per week or month)

Not asked	42%
Starting and finishing times are decided by my employer and I cannot change them on my own	23%
I can decide the time I start and finish work, within certain limits	27%
I am entirely free to decide when I start and finish work	8%

Which of the following statements best describes your usual working schedule in your main job?

Can't choose	5%
Not asked	42%
I have a regular schedule or shift (daytime, evening, or night).	44%
I have a schedule or shift which regularly changes (for example, from days to evenings, or to nights).	8%
I have a schedule where daily working times are decided at short notice by my employer.	3%

Overall, how would you best describe your skills in relation to what is required for your (main) job?

Not asked	42%
I have more skills than are required for my (main) job	27%
I have skills that match the requirements of my (main) job	30%
I have fewer skills than are required for my (main) job	1%

If you participated in any job-related courses or training during the last 12 months, who mainly paid for them?

Not asked	42%
Does not apply, I did not participate in any job-related courses or training	22%
My employer	29%
Myself	7%
Someone else	0%

In general, how would you describe relations at your workplace between management and employees?

Not asked	42%
Can't choose	2%
Very good	14%
Quite good	23%
Neither good nor bad	13%
Quite bad	5%
Very bad	2%

In general, how would you describe relations at your workplace between workmates and colleagues?

Not asked	42%
Can't choose	2%
Very good	20%
Quite good	28%
Neither good nor bad	7%
Quite bad	1%
Very bad	0%

How satisfied are you in your (main) job?

Not asked	42%
Completely satisfied	5%
Very satisfied	18%
Fairly satisfied	23%
Neither satisfied nor dissatisfied	5%
Fairly dissatisfied	4%
Very dissatisfied	2%
Completely dissatisfied	2%

To what extent do you agree with the following statement: I am willing to work harder than I must to help the firm or organisation I work for to succeed

Not asked	42%
Can't choose	0%
Strongly agree	11%
Agree	26%
Neither agree nor disagree	11%
Disagree	7%
Strongly disagree	4%

To what extent do you agree with the following statement: I am proud to be working for my firm or organisation

Not asked	42%
Strongly agree	14%
Agree	26%
Neither agree nor disagree	12%
Disagree	4%
Strongly disagree	1%

To what extent do you agree with the following statement: I would turn down another job that offered quite a bit more to stay with this organisation

Not asked	42%
Can't choose	2%
Strongly agree	3%
Agree	9%
Neither agree nor disagree	14%
Disagree	15%
Strongly disagree	16%

How difficult or easy do you think it would be for you to find a job at least as good as your current one?

Not asked	42%
Can't choose	0%
Very easy	2%
Fairly easy	10%
Neither easy nor difficult	14%
Fairly difficult	21%
Very difficult	10%

All in all, how likely is it that you will try to find a job with another firm or organisation within the next 12 months?

Not asked	42%
Can't choose	1%
Very likely	9%
Likely	8%
Unlikely	15%
Very unlikely	25%

To what extent, if at all, do you worry about the possibility of losing your job?

Not asked	42%
I worry a great deal	4%
I worry to some extent	12%
I worry a little	20%
I don't worry at all	22%

To what extent do you agree with the following statement: In order to avoid unemployment, I would be willing to accept a lower position with lower pay

Not asked	42%
Can't choose	2%
Strongly agree	7%
Agree	22%
Neither agree nor disagree	11%
Disagree	11%
Strongly disagree	6%

To what extent do you agree with the following statement: In order to avoid unemployment, I would be willing to accept temporary employment

Not asked	42%
Can't choose	1%
Strongly agree	10%
Agree	30%
Neither agree nor disagree	9%
Disagree	5%
Strongly disagree	3%

To what extent do you agree with the following statement: In order to avoid unemployment, I would be willing to travel longer to get to work

Not asked	42%
Can't choose	1%
Strongly agree	7%
Agree	23%
Neither agree nor disagree	9%
Disagree	11%
Strongly disagree	7%

Over the past 12 months, in addition to your main job, have you done any other work for pay?

Not asked	42%
Yes, during all that period	6%
Yes, during most of that period	3%
Yes, during some of that period	9%
No	40%

In your (main) job, which of the following describes your present employment contract?

Can't choose	1%
Not asked	41%
No contract	22%
A fixed-term contract	6%
A permanent contract	29%

Respondents who are NOT currently working for pay (42%)

Have you ever had a paid job for one year or more?	
Not asked	58%
Yes	39%
No	3%
To what extent do you agree with the following statement: My last main job was secure	
Not asked	61%
Strongly agree	11%
Agree	13%
Neither agree nor disagree	4%
Disagree	7%
Strongly disagree	4%
To what extent do you agree with the following statement: The income at my last main job was high	
Not asked	61%
Strongly agree	5%
Agree	10%
Neither agree nor disagree	8%
Disagree	11%
Strongly disagree	5%
To what extent do you agree with the following statement: Opportunities for advancement were high at my last main job	
Not asked	61%
Strongly agree	2%
Agree	7%
Neither agree nor disagree	10%
Disagree	11%
Strongly disagree	8%

To what extent do you agree with the following statement: **My last main job was interesting**

Not asked	61%
Strongly agree	14%
Agree	16%
Neither agree nor disagree	5%
Disagree	3%
Strongly disagree	2%

To what extent do you agree with the following statement: **I could work independently at my last main job**

Not asked	61%
Strongly agree	10%
Agree	14%
Neither agree nor disagree	6%
Disagree	7%
Strongly disagree	1%

To what extent do you agree with the following statement: **In my last main job, I could help other people**

Not asked	61%
Strongly agree	13%
Agree	18%
Neither agree nor disagree	4%
Disagree	3%
Strongly disagree	0%

To what extent do you agree with the following statement: **My last main Job was useful to society**

Not asked	61%
Strongly agree	12%
Agree	16%
Neither agree nor disagree	6%
Disagree	4%
Strongly disagree	1%

To what extent do you agree with the following statement: **In my last main job, I could decide times or days of work**

Not asked	61%
Strongly agree	3%
Agree	6%
Neither agree nor disagree	6%
Disagree	13%
Strongly disagree	10%

To what extent do you agree with the following statement: **In my last main job, I had personal contact with other people**

Not asked	61%
Strongly agree	19%
Agree	17%
Neither agree nor disagree	1%
Disagree	1%
Strongly disagree	1%

To what extent do you agree with the following statement: **My last main job allowed me to work remotely**

Not asked	61%
Strongly agree	4%
Agree	4%
Neither agree nor disagree	3%
Disagree	10%
Strongly disagree	17%

How satisfied were you in your last job?

Not asked	61%
Completely satisfied	6%
Very satisfied	13%
Fairly satisfied	12%
Neither satisfied nor dissatisfied	3%
Fairly dissatisfied	3%
Very dissatisfied	2%
Completely dissatisfied	1%

What was the main reason that your job ended?

Not asked	61%
Job contract ended	4%
Business stopped or closed	2%
To look for a better job	1%
Fired, dismissed	2%
Redundancy	1%
Retirement	17%
To seek education and training	1%
Childbirth, care for children	1%
Other family reasons	1%
Illness, injury, disability	6%
Changed place of residence	1%
Other	2%

Would you like to have a paid job now or in future?

Not asked	58%
Yes, now	10%
Yes, in the future	9%
No	23%

How likely do you think it is that you would find a job?

Not asked	81%
Can't choose	1%
Very likely	4%
Likely	6%
Unlikely	4%
Very unlikely	4%

To what extent, if at all, do you worry about the possibility of not finding a job?

Not asked	81%
I worry a great deal	3%
I worry to some extent	4%
I worry a little	5%
I don't worry at all	6%

To what extent do you agree or disagree with the following statements? **In order to get a job, I would be willing to accept a position with low pay.**

Not asked	81%
Strongly agree	1%
Agree	5%
Neither agree nor disagree	5%
Disagree	6%
Strongly disagree	2%

To what extent do you agree or disagree with the following statements? **In order to get a job, I would be willing to accept temporary employment.**

Not asked	81%
Strongly agree	4%
Agree	11%
Neither agree nor disagree	3%
Disagree	1%
Strongly disagree	1%

To what extent do you agree or disagree with the following statements? **In order to get a job, I would be willing to travel a long time to get to work.**

Not asked	81%
Strongly agree	0%
Agree	1%
Neither agree nor disagree	3%
Disagree	6%
Strongly disagree	8%

Thinking about the past 12 months, have you registered at a public employment agency?

Not asked	81%
No	16%
Yes, once or twice	2%
Yes, more than twice	1%

Thinking about the past 12 months, have you registered at a private employment agency?

Not asked	81%
No	17%
Yes, once or twice	1%
Yes, more than twice	0%

Thinking about the past 12 months, have you answered advertisements for jobs?

Not asked	81%
No	11%
Yes, once or twice	5%
Yes, more than twice	4%

Thinking about the past 12 months, have you advertised yourself for a job, for example on the internet or in newspapers?

Not asked	81%
No	17%
Yes, once or twice	1%
Yes, more than twice	1%

Thinking about the past 12 months, have you applied directly to employers?

Not asked	81%
No	10%
Yes, once or twice	4%
Yes, more than twice	4%

Thinking about the past 12 months, have you asked relatives, friends, or colleagues to help you find a job?

Not asked	81%
No	11%
Yes, once or twice	5%
Yes, more than twice	2%

Over the past 12 months, have you had any training to improve your job skills?

Can't choose	1%
Not asked	81%
Yes	6%
No	13%

Are you currently looking for a job?

Not asked	81%
Yes	8%
No	11%

What is your main source of economic support?

Not asked	58%
Current spouse/partner	3%
Other family members	2%
Pension (private/state)	22%
Unemployment benefits	1%
Social assistance/welfare	3%
Occasional work	0%
Student loans/stipends	1%
Savings	4%
Investments or rental income	3%
Other	3%

To what extent, if at all, do you worry about the possibility of losing this main economic support?

Not asked	58%
I worry a great deal	7%
I worry to some extent	8%
I worry a little	12%
I don't worry at all	15%

Section 6. Socio-Demographic Characteristics of Respondents

Average age of respondents: 49.7 years

Sex (at birth)

Male	49%
Female	51%

Identify with male gender: 47%

Identify with female gender: 50%

Identify with another gender: 2%

Place of birth

Born in Canada	70%
Born outside of Canada	26%
No answer	4%

Race/ethnicity

White	81%
Racialized minority	16%
Indigenous	3%

Level of education

Primary/grade school	3%
High (secondary) school diploma or equivalency certificate	40%
Apprenticeship or trades certificate or diploma	6%
College, CEGEP or other non-university certificate or diploma, or university certificate or diploma below bachelor level	25%
University bachelor's degree	14%
University certificate or diploma above bachelor level, but below master's level	3%
Master's degree	8%
Earned doctorate	1%



Province of residence

Newfoundland & Labrador	1%
Prince Edward Island	1%
Nova Scotia	3%
New Brunswick	2%
Quebec	23%
Ontario	39%
Manitoba	4%
Saskatchewan	3%
Alberta	11%
British Columbia	14%

In general, would you say your health is...

Excellent	9%
Very good	26%
Good	38%
Fair	20%
Poor	7%

Do you have a spouse or a steady partner and, if yes, do you share the same household?

Yes, have partner; live in same household	55%
Yes, have partner; don't live in same household	7%
No partner	38%

What is your current marital status?

No answer	3%
Married	39%
Living in common law	14%
Separated	3%
Divorced	7%
Widowed	4%
Not married and not living in common law	31%

Which of the following best describes your spouse's or partner's current employment status?

Not asked	38%
In paid work	37%
Unemployed and looking for a job	2%
In education	2%
Permanently sick or disabled	2%
Retired	17%
Domestic work	2%

Do you belong to a religion and, if yes, which religion do you belong to?

No religion	50%
Catholic	22%
Protestant	16%
Orthodox Christian	3%
Other Christian	2%
Jewish	1%
Muslim	2%
Buddhist	1%
Hindu	1%
Sikh	1%
Indigenous spirituality	1%
Other religion	1%

Apart from special occasions such as weddings, funerals, etc., how often do you attend religious services on average?

Several times a week or more often	2%
Once a week	11%
2 or 3 times a month	2%
Once a month	3%
Several times a year	6%
Once a year	8%
Less frequently than once a year	19%
Never	48%

In our society, there are groups which tend to be towards the top in terms of their status, and groups which tend to be towards the bottom in terms of their status. Below is a scale that runs from the top to the bottom. Where would you put yourself on this status scale?

No answer	1%
1, Lowest, bottom	3%
2	3%
3	6%
4	10%
5	21%
6	21%
7	20%
8	10%
9	2%
10, Highest, top	3%

Would you describe the place where you currently live as...

No answer	3%
A big city	32%
The suburbs or outskirts of a big city	21%
A town or a small city	31%
A country village	7%
A farm or home in the country	7%

Some people don't vote nowadays for one reason or another. Did you vote in the last Canadian federal election in September 2021?

Not eligible to vote in last election	8%
Yes	85%
No	7%

Thinking back to the last Canadian federal election in September 2021, which party did you vote for?

Refused to answer	7%
Not asked	14%
Liberal Party	28%
Conservative Party	20%
NDP	19%
Bloc Québécois	4%
Green Party	5%
People's Party	2%
Other party	1%
Cast an invalid ballot	1%