

State of Remote/Hybrid Work

MARCH 2023

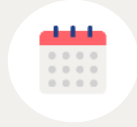


| Methodology



Study

Angus Reid Group fielded this survey to better understand the current state of remote and hybrid work among Canadian employees.



Field dates

February 17-21, 2023



Sample

N=884 employed Canadians. For comparison purposes only, a probability sample of this size would yield a margin or error of +/- 3.3 percentage points at a 95% confidence level.



Next fielding date

TBD

4 Things You Should Know

1

Although the COVID-19 pandemic undoubtedly triggered a major shift towards remote/hybrid work, this narrative often obscures the socioeconomic divides within the Canadian labour force. Nearly three years since the start of the pandemic, half (51%) of employed Canadians continue to work in jobs where it is not possible (even theoretically) to perform their responsibilities from home. Men, lower-income workers and those with a high school education or less are significantly more likely to be employed in such roles.

2

Among Canadian employees who have the ability to work from home, three-in-five (58%) still must abide by company policies mandating how many days (or which days) per week they need to be at their office/worksite. Hybrid models are by far the most common arrangement.

3

One-in-four (27%) employees with a company mandate are required to work in their office full-time. Conversely, only one-in-ten (10%) employees who have the freedom to decide their work arrangement *choose* to be in the office every day.

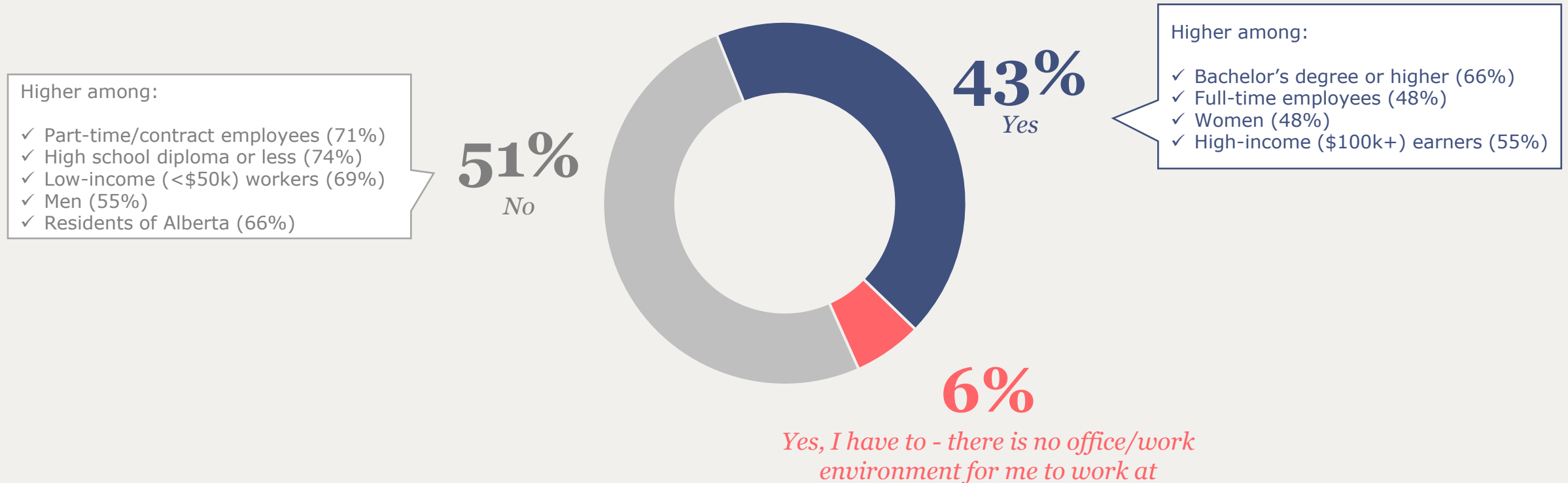
4

There appears to be a massive disconnect between what Canadian employees want in their work arrangement and what employers require. If given the choice, the vast majority (87%) of workers would choose to do their job completely from home or only come in a few days per week. Among those with company mandates, just two-in-five (40%) currently have this arrangement.

Ability to Work from Home in Current Job

Half of employed Canadians (51%) do not have a job where it's possible to work from home, rising to about seven-in-ten among low-income workers, part-time employees and those with a high school education or less.

Do you have the type of job where it's possible to work from home?



Company Mandates on Work-from-Home Policies

Among employed Canadians who have the ability to work from home, three-in-five still have a company mandate on how many days (or which days) they need to come into their office/worksites, with a hybrid model being the most common arrangement. One-quarter of mandated employees have to come into the office all or most of the time.

42%
Entirely my choice



Which best represents your company's mandate?

Employees work a hybrid model (mix of working remotely and working in the office each week)

67%

Employees are in the office all or most of the time

24%

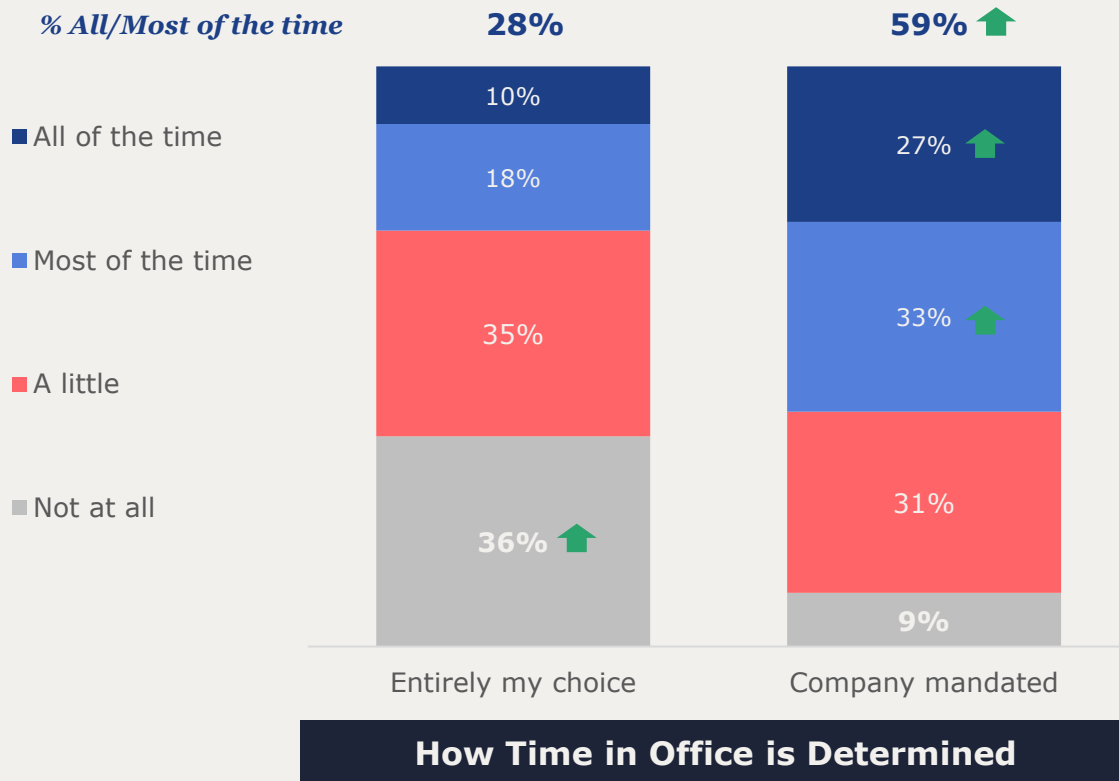
Employees work from home / remotely all or nearly all of the time

9%

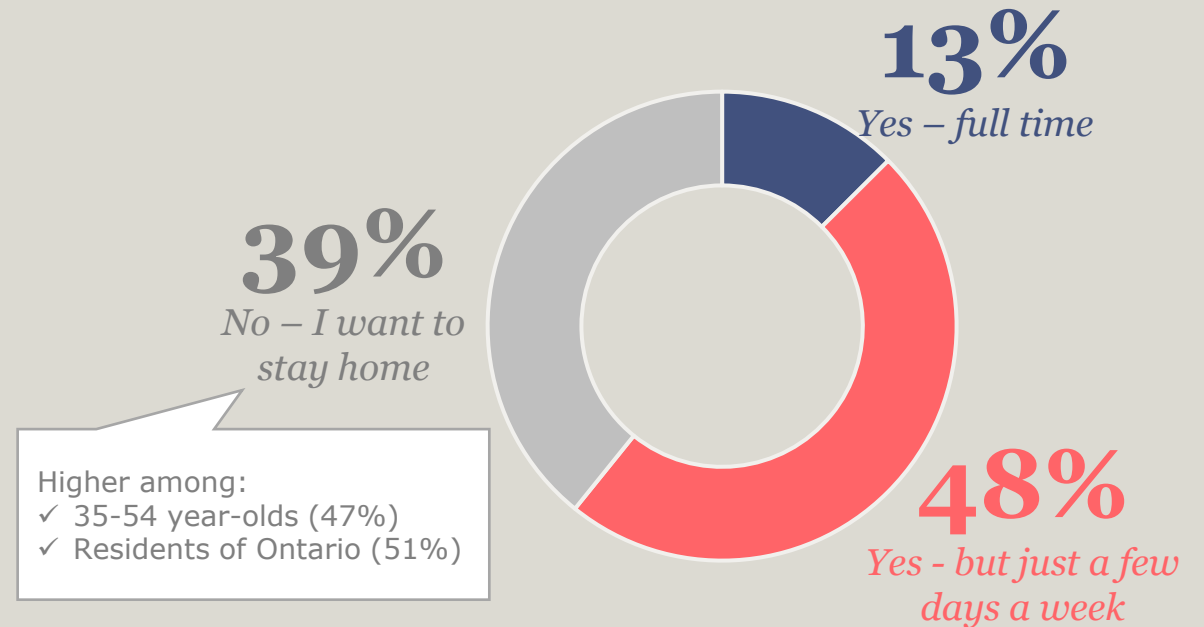
Return to Work Status

Compared to employees with the freedom to choose when they come into the office, employees with company mandates are twice as likely to be working in the office all or most of the time (59% vs. 28%, respectively). If given the choice, the vast majority (87%) of employed Canadians would prefer to work completely from home or come into the office only a few days a week.

Are You Back In the Office/Place of Work?



Would You Want to Return to the Office Regularly?





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