

# Key Findings

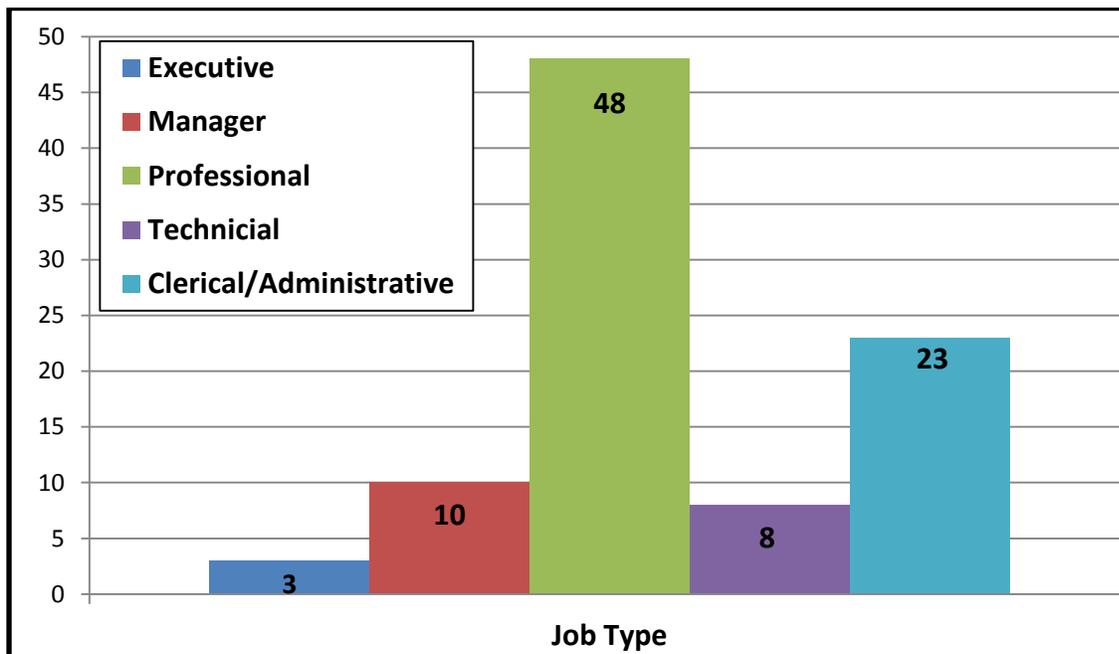
## Revisiting Work-Life Issues in Canada: The 2012 National Study on Balancing Work and Caregiving in Canada

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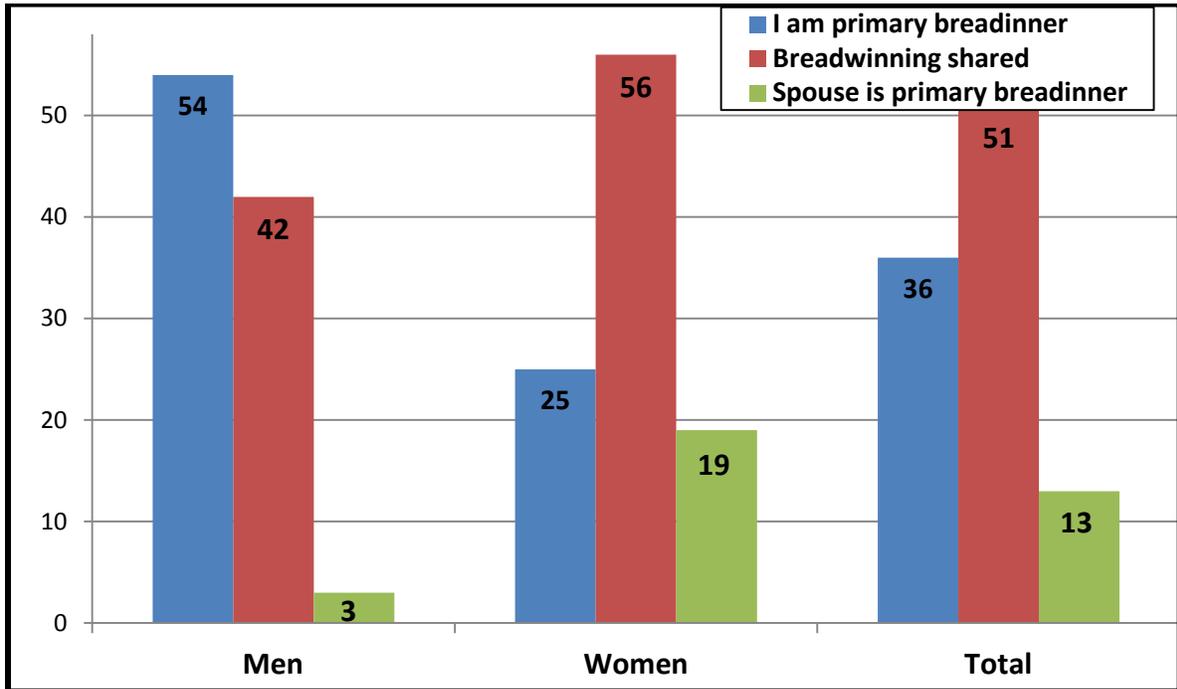
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### Personal Characteristics

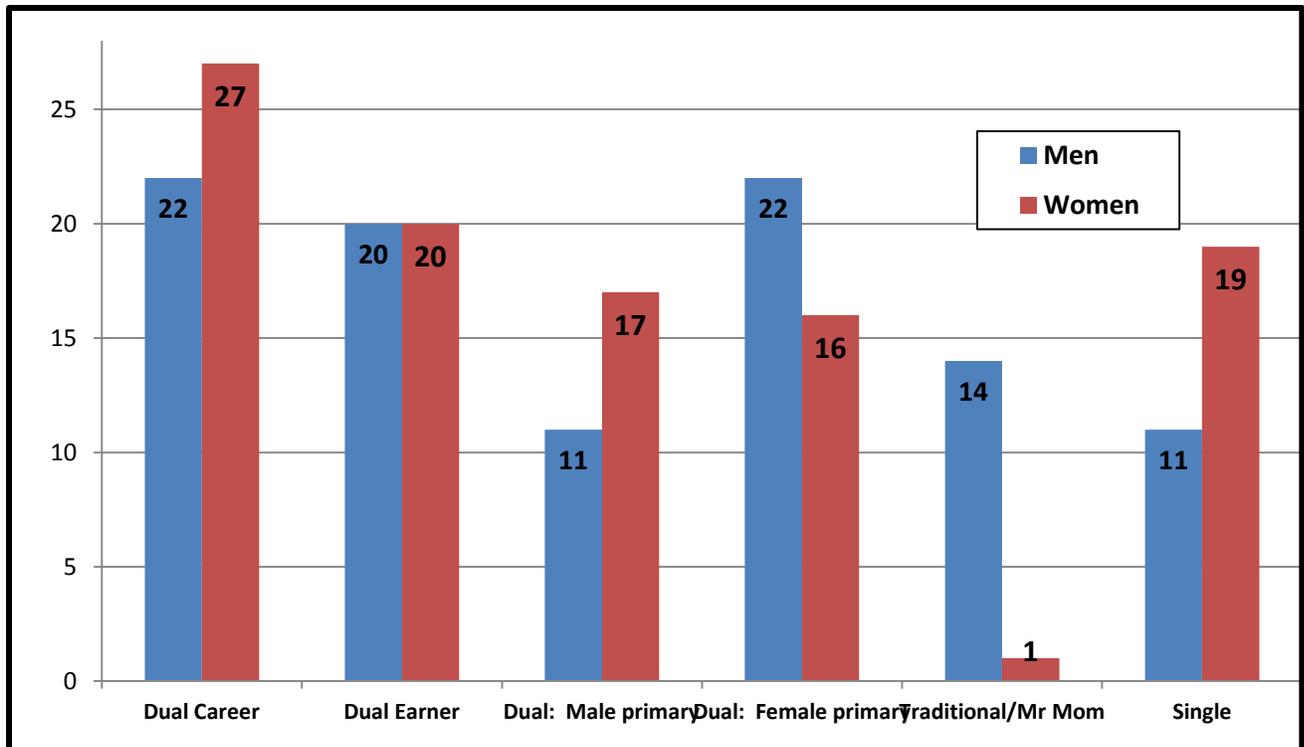
Most of the respondents are knowledge workers



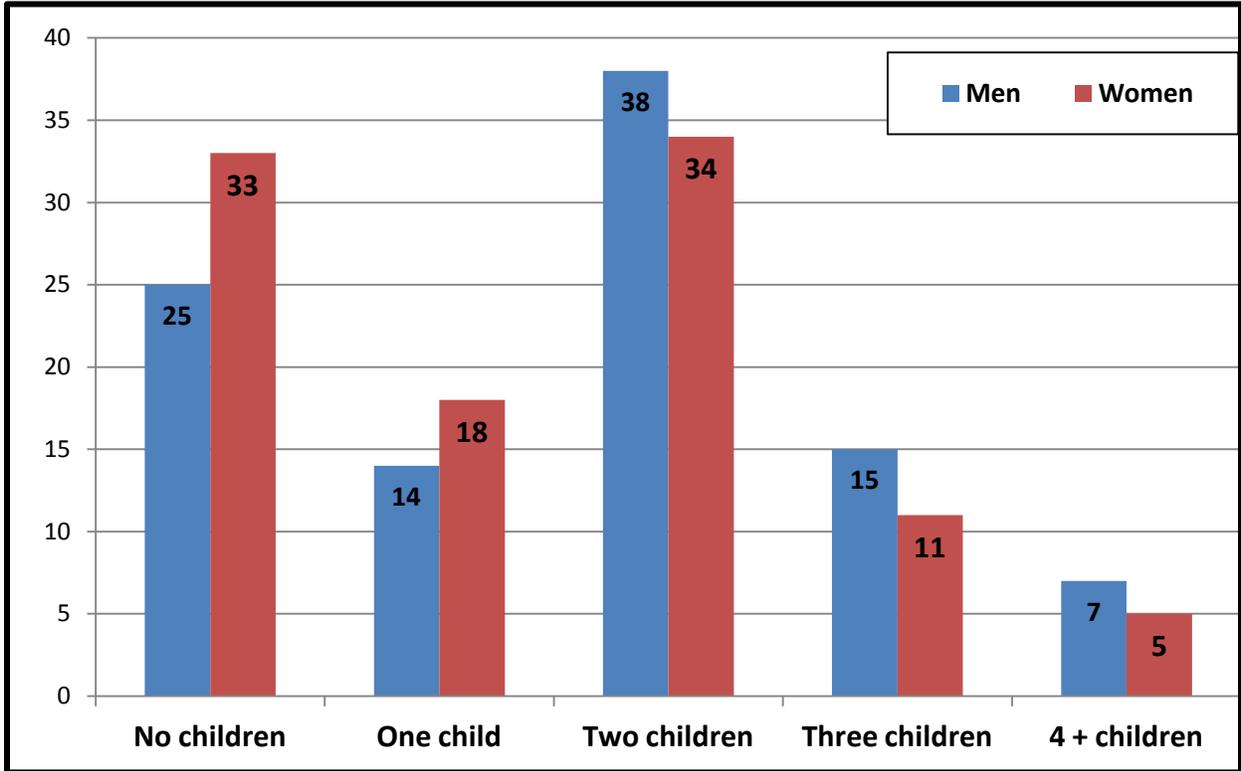
**The breadwinner role is shared in many families**



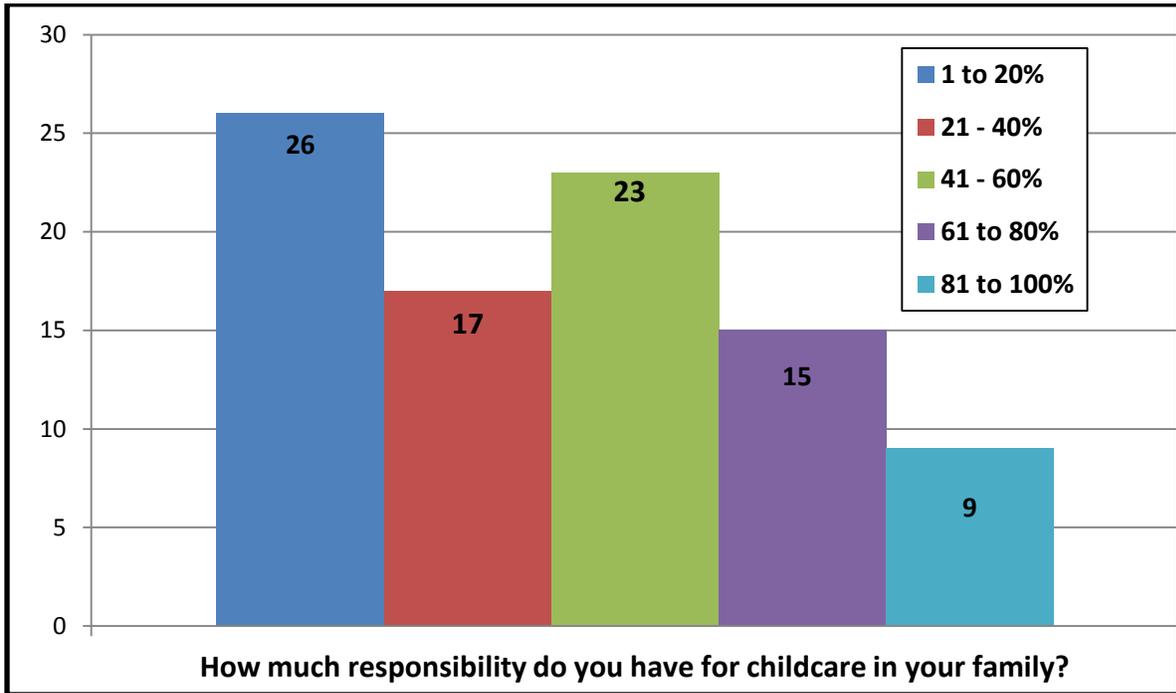
**Our respondents live in a diversity of family situations**



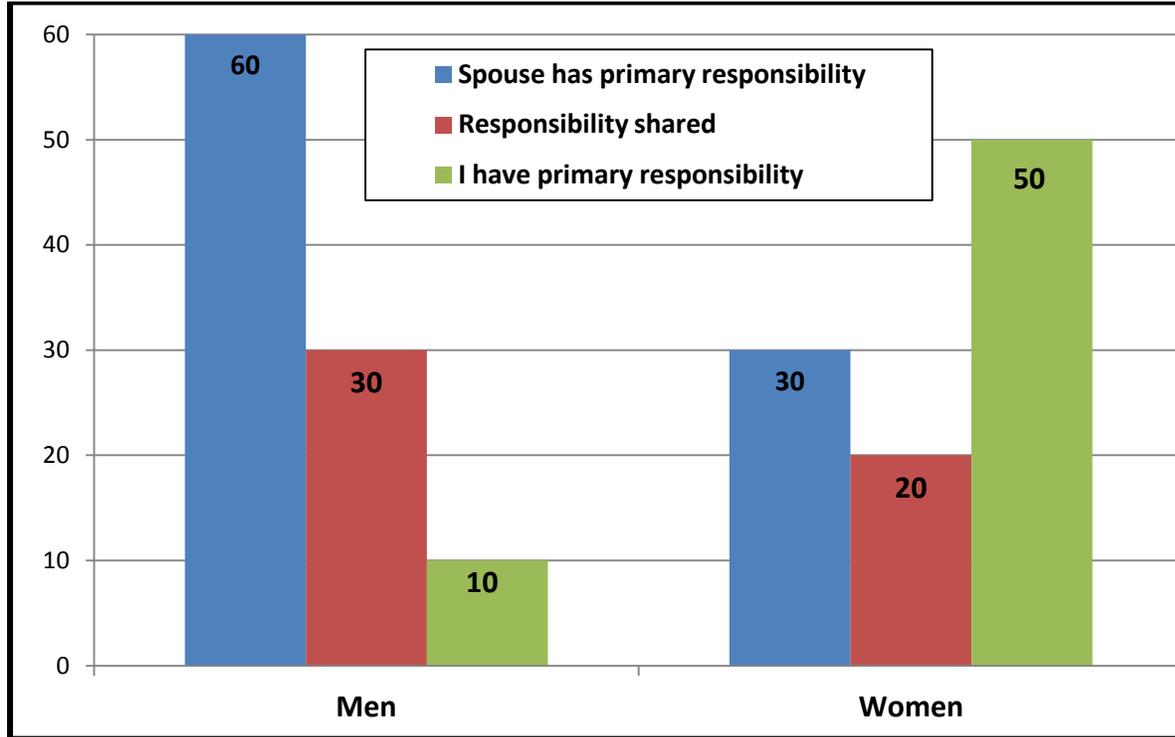
**More of our respondents have no children than have three or more children**



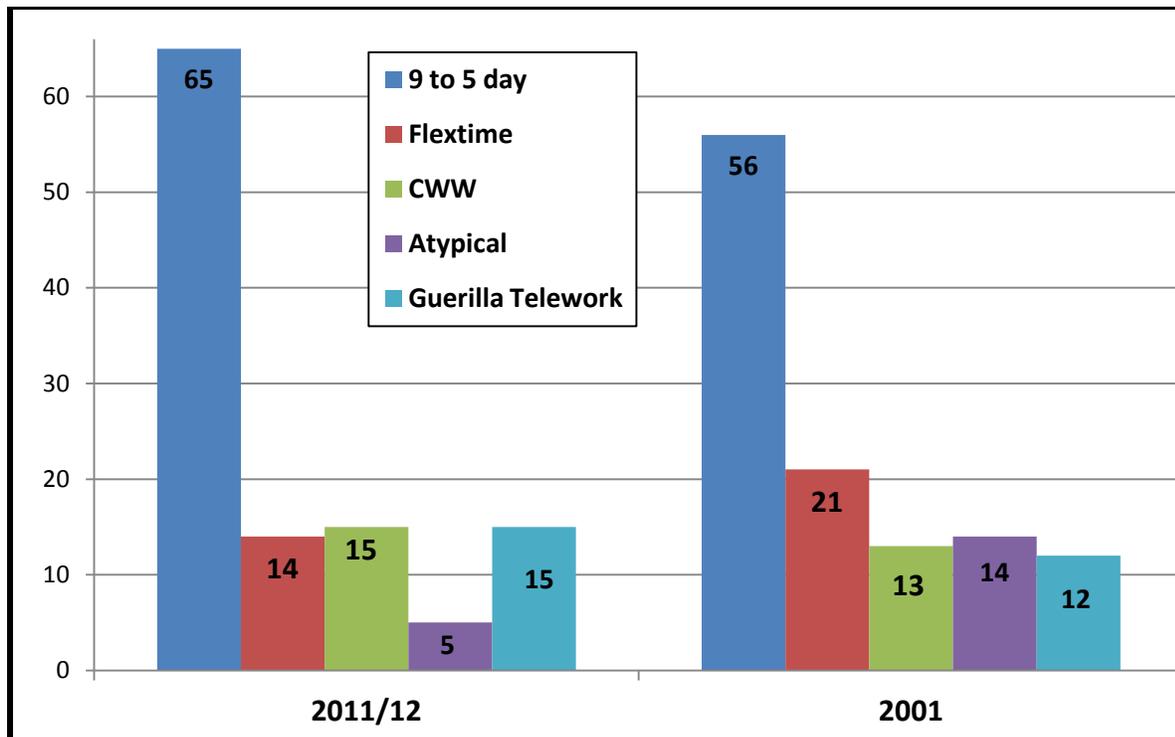
**Responsibility for Childcare is shared in one in four families**



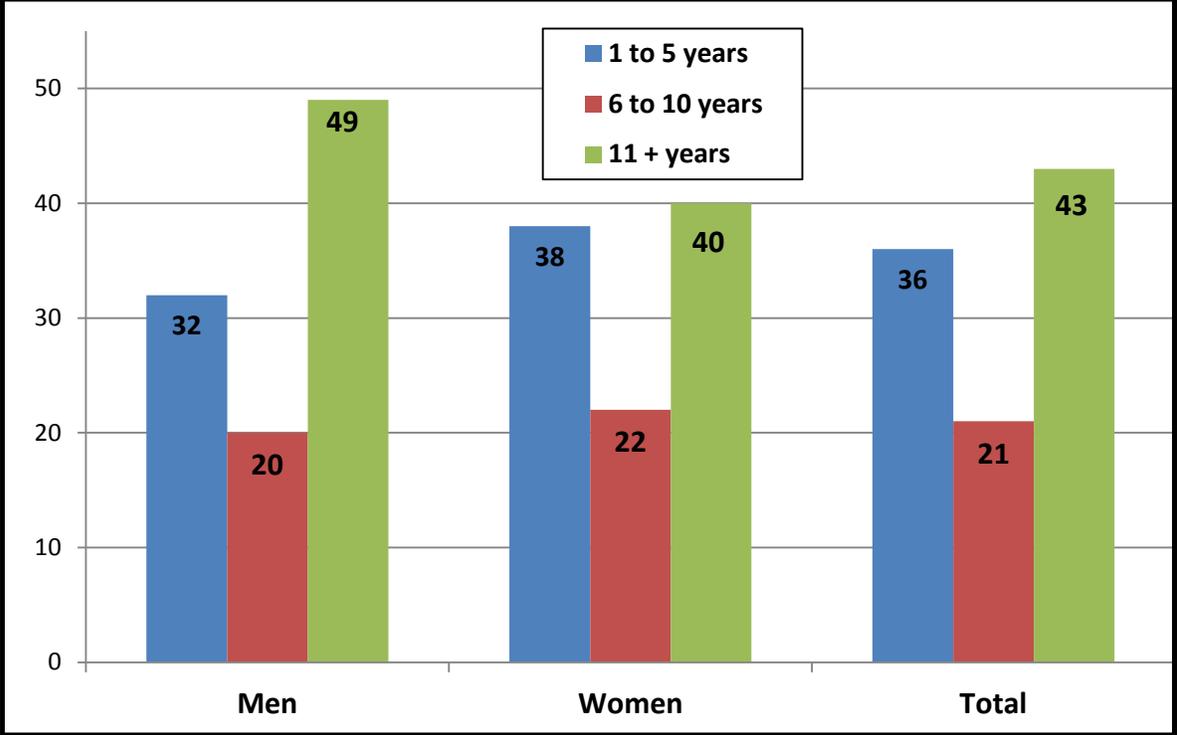
**Women are more likely than men to have primary responsibility for childcare (still!)**



**Most respondents work a fixed, 9 to 5, work schedule**

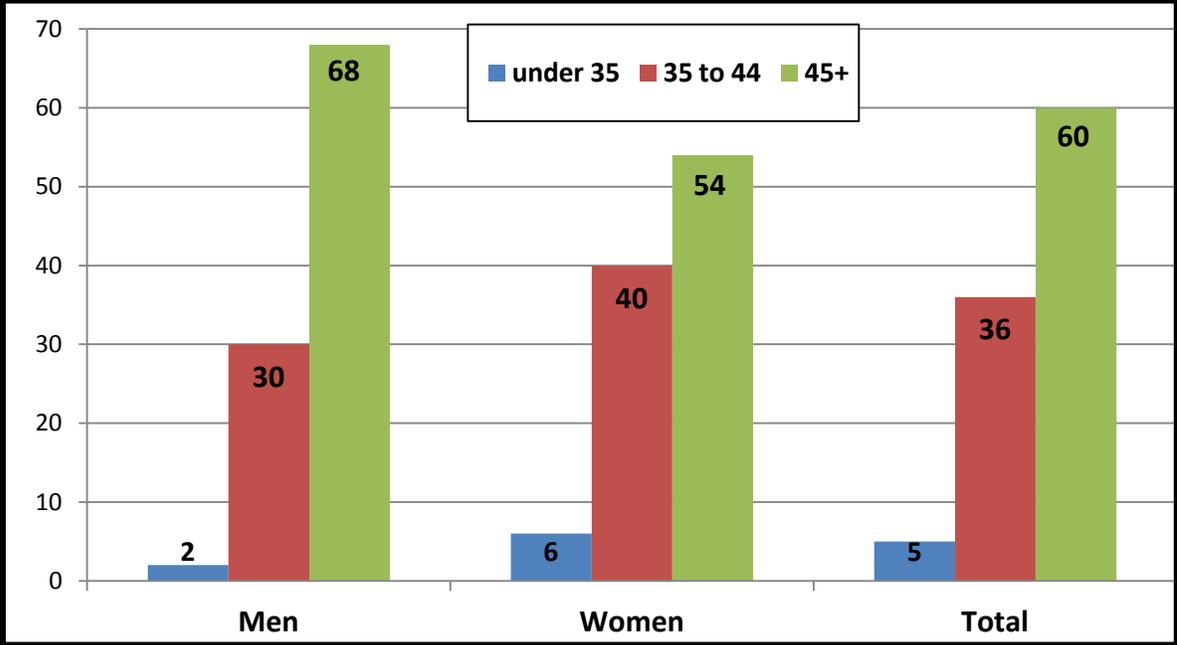


Data on years working for current organization suggest many organizations will have problems with succession planning

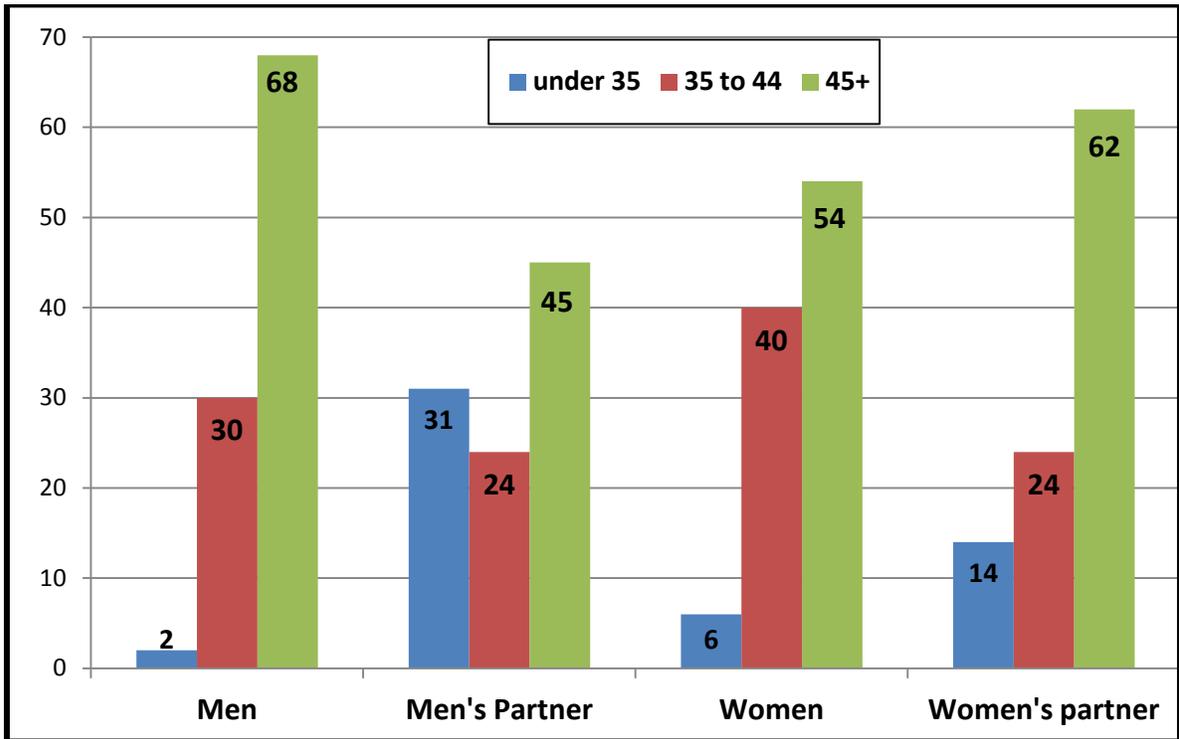


**Demands**

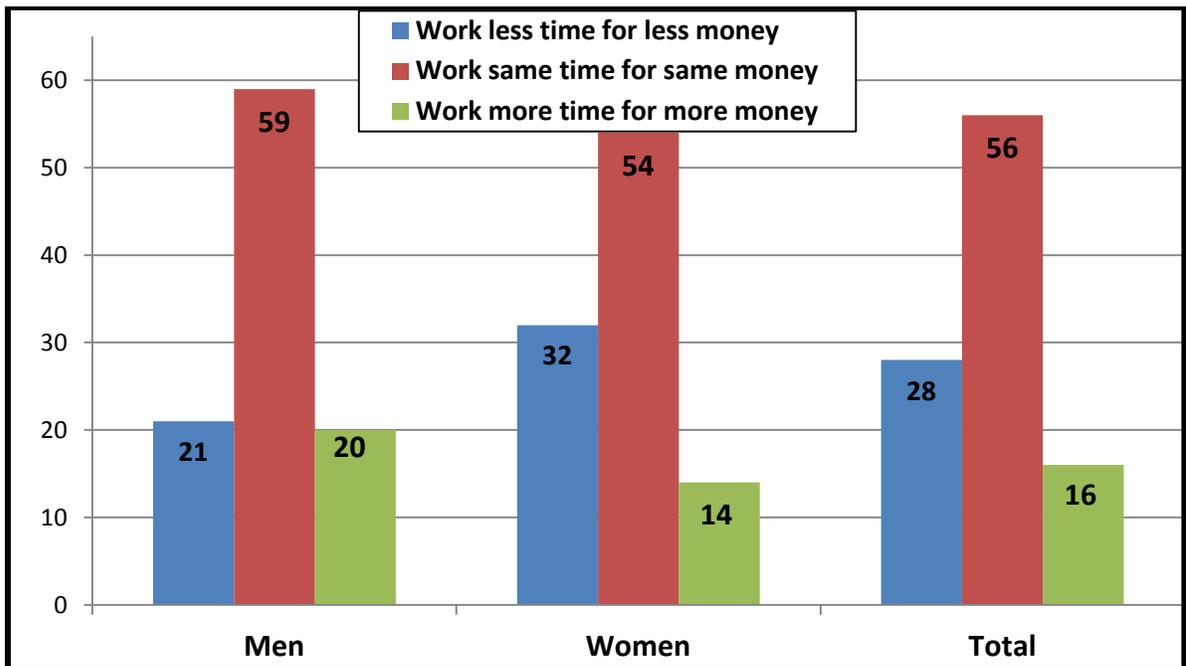
Many Canadians devote long hours to work each week



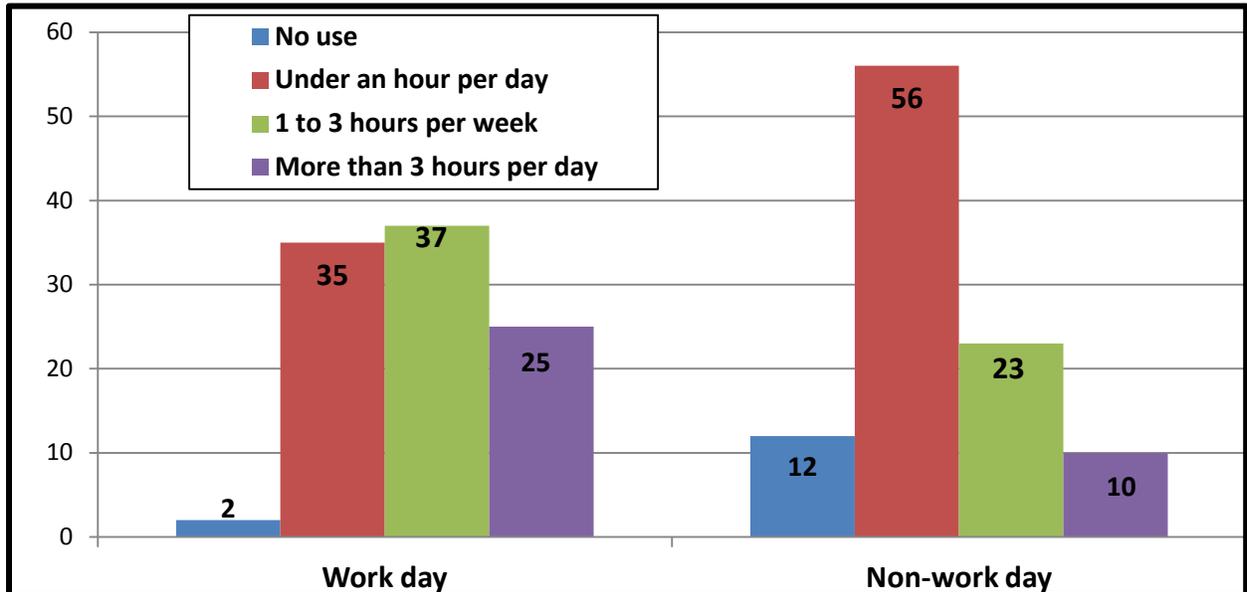
**Both partners in many Canadian families devote long hours to work each week**



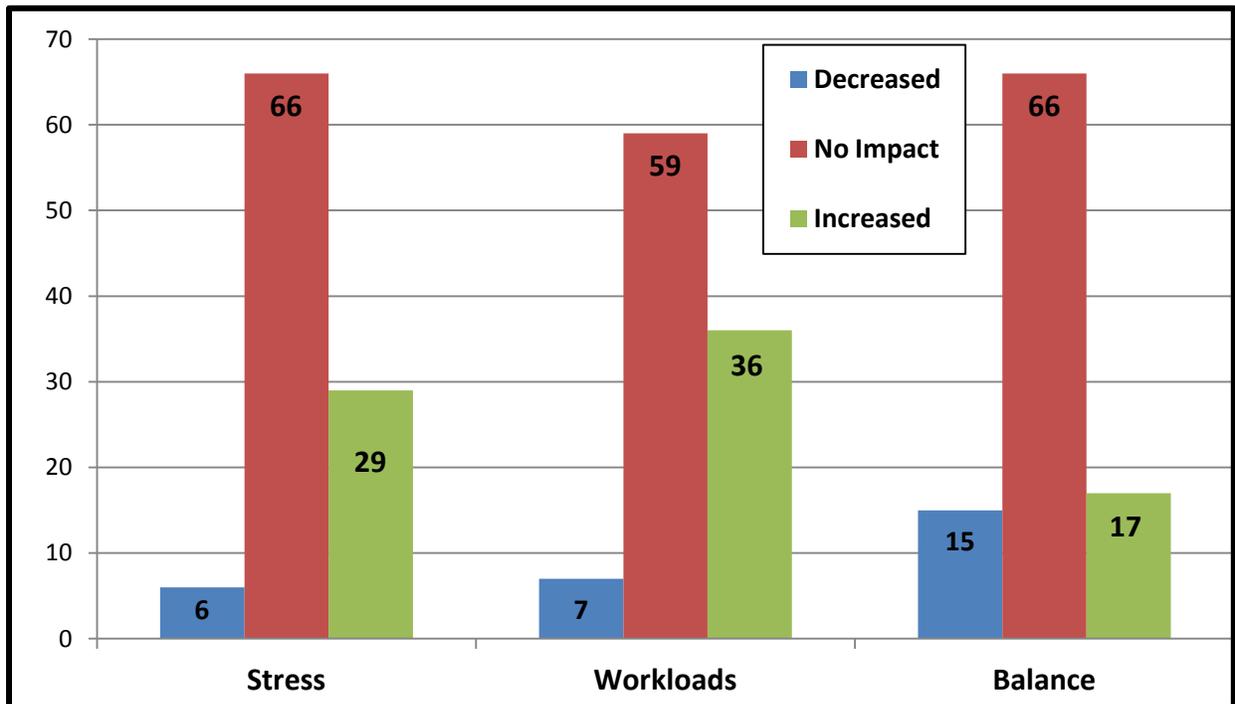
**The data suggests that many employees would like to reduce their work demands**



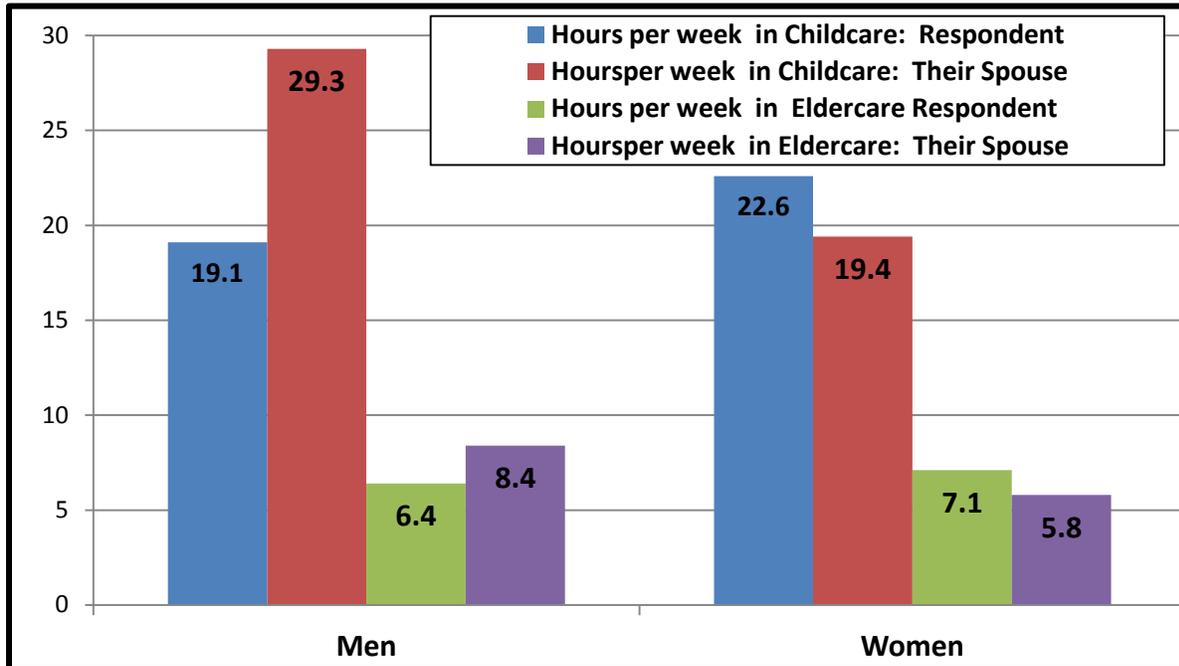
### Canadian knowledge workers are highly reliant on e-mail



### E-mail has a negative impact on approximately one in three respondents



**Many Canadians also spend a significant amount of time each week in dependent care**



**Our respondents are busy people**

<b>% Engaged in Role</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
Employee	100%	100%	100%
Exercise, sports	93%	95%	94%
Home maintainer	91	87%	90%
Spouse/Partner	80%	88%	82%
Volunteer	50%	56%	52%
Supervisor/Manager	46%	61%	50%
Parent - children under 19	45%	48%	46%
Parent - adult children	33%	34%	33%
Grandparent	25%	28%	26%
Caregiver to disabled, ill	18%	16%	17%
Employed - second job	13%	16%	14%
Divorced - shared responsibility	11%	12%	11%
<b>Total Number of Life Roles</b>			
0-3 roles	8%	8%	8%
4-6 roles	59%	51%	57%
7-9 roles	30%	37%	32%
10+ roles	3%	4%	3%

Blue indicates men are higher than women while pink means that women are higher than men.

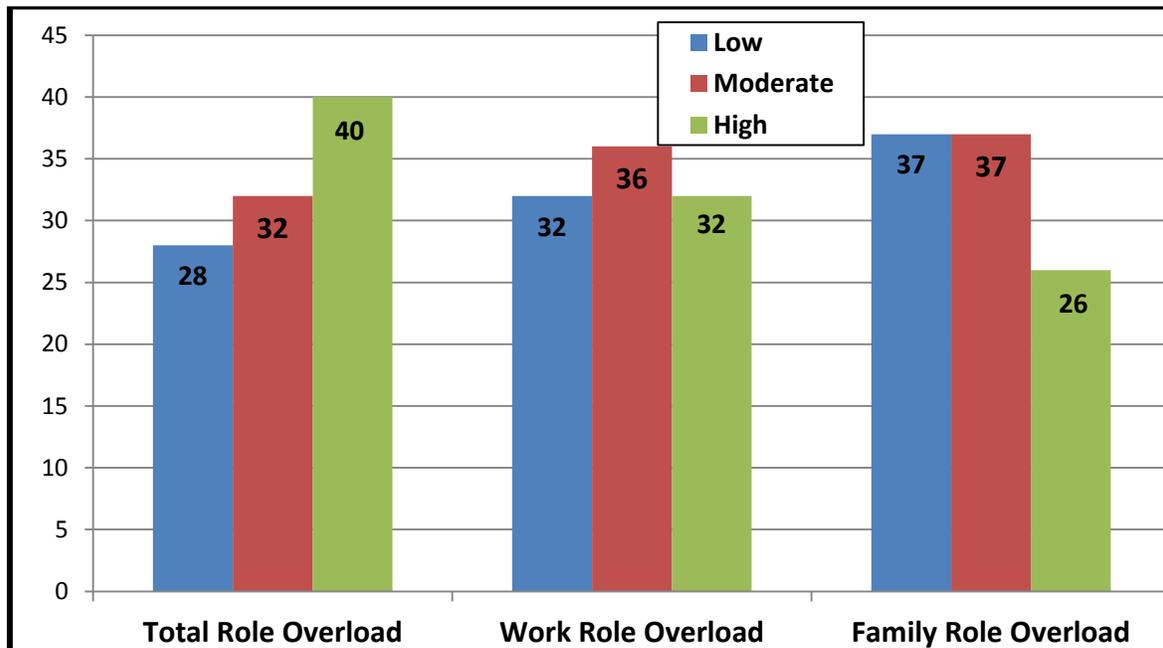
**Caregiving and employment roles require "a lot" of energy**

<b>% saying role requires a moderate to a lot of energy</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
Parent - children under 19	93%	88%	93%
Employee	87%	76%	84%
Spouse/Partner	79%	80%	79%
Home maintainer	81%	61%	75%
Manager/Supervisor	62%	56%	60%
Caregiver to disabled, ill	56%	47%	53%
Employed - second job	54%	46%	51%
Parent - adult children	53%	40%	48%
Divorced - shared responsibility	47%	43%	46%
Exercise, sports	43%	40%	42%
Volunteer	30%	31%	30%
Grandparent	35%	24%	30%

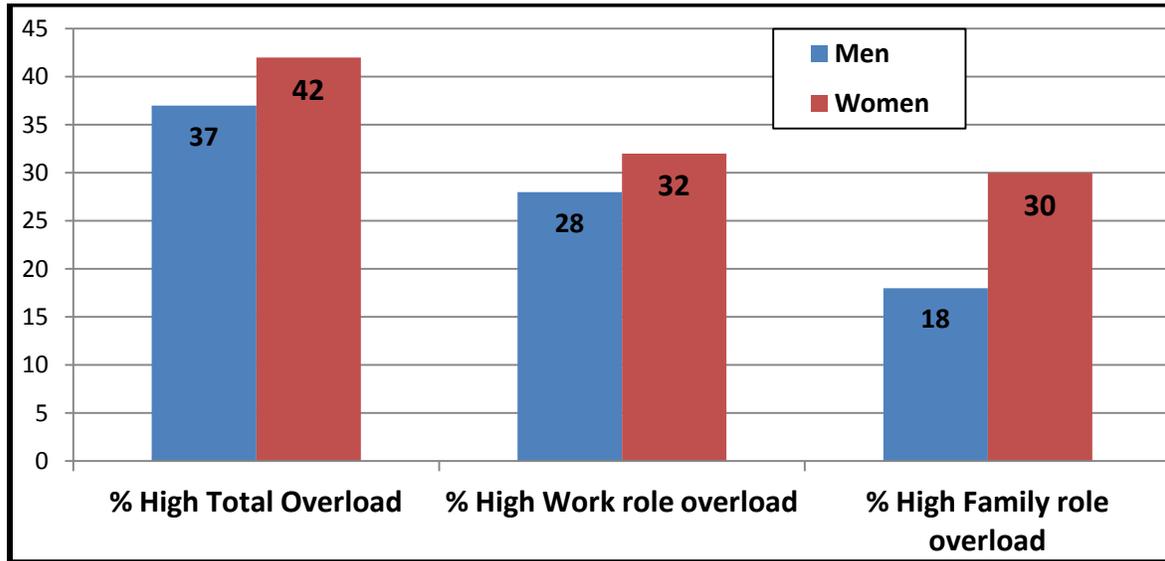
Pink indicates women are higher than men

**Overload**

**Many Canadians report high levels of total and work role overload (i.e. have more to do than time permits)**

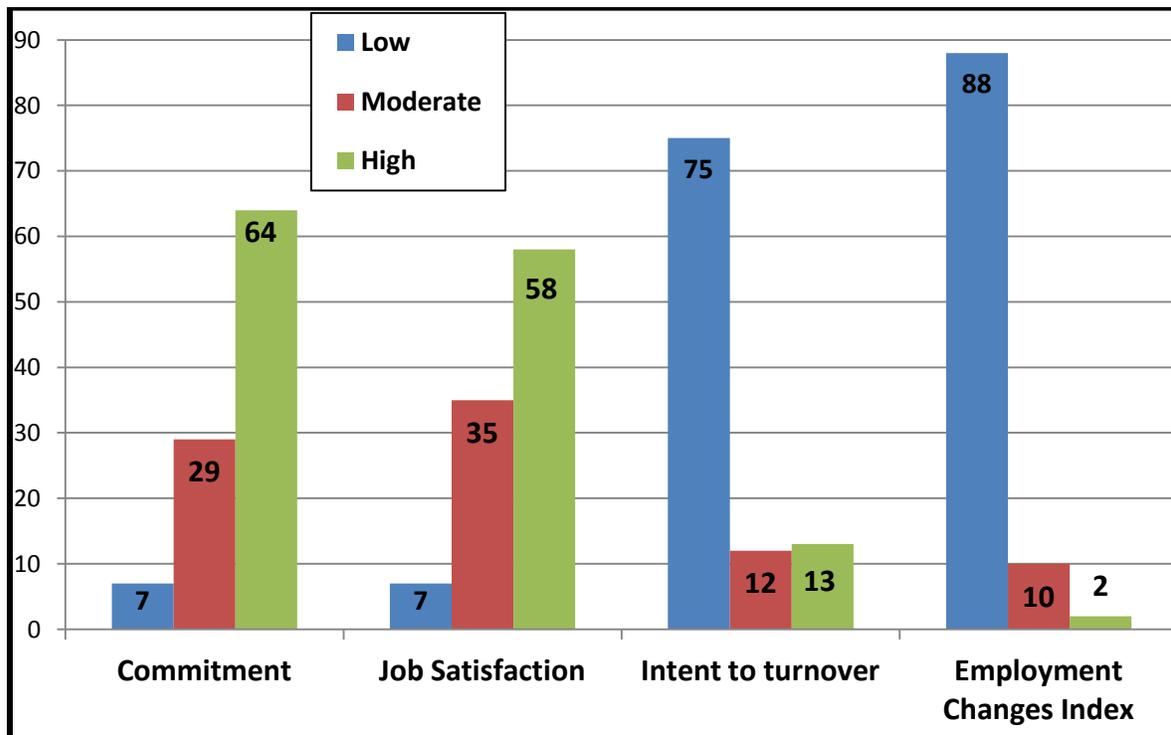


## Women are more likely than men to report high levels of overload



## Organizational Outcomes

### Organizational outcomes: 2011-12



**Work life conflict can negatively impact the bottom line**

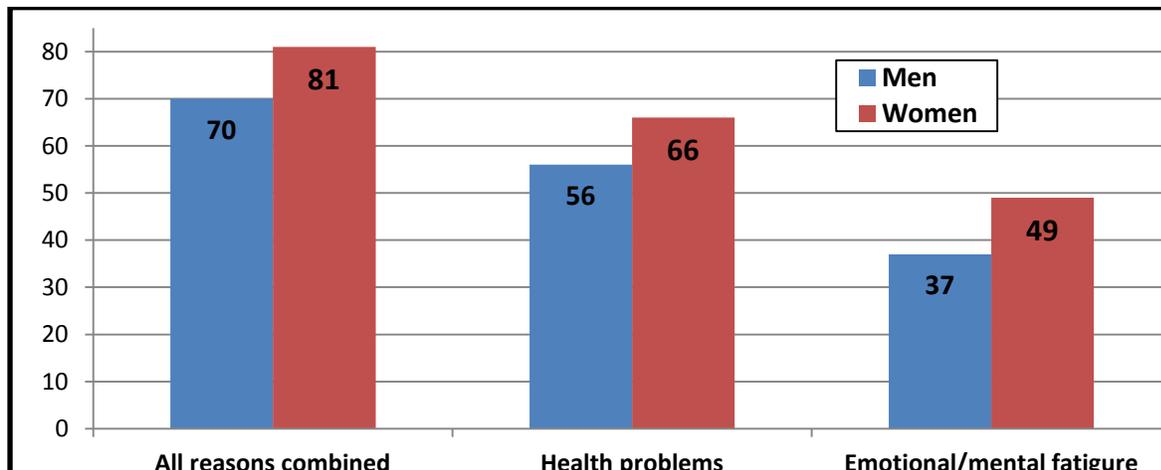
<b>% indicating that work and family challenges had caused them to:</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
Be absent more often from work	27%	21%	25%
Reduce their productivity at work	23%	21%	22%
Increase their use of employee benefits	23%	16%	21%
Reduce their work hours	20%	18%	19%

Pink means that women are higher than men.

**Absenteeism can be linked to work-life circumstances: % absent from in past six months**

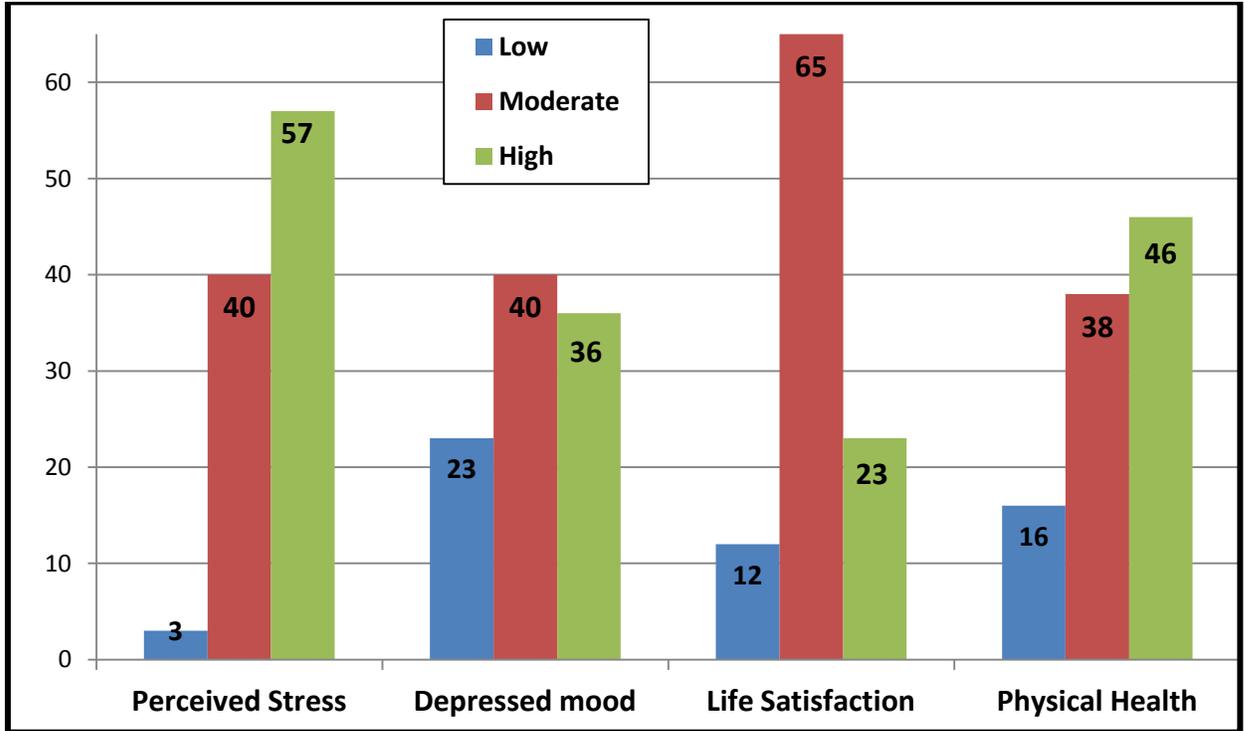


**Women more likely than men to be absent from work: % of sample absent:**

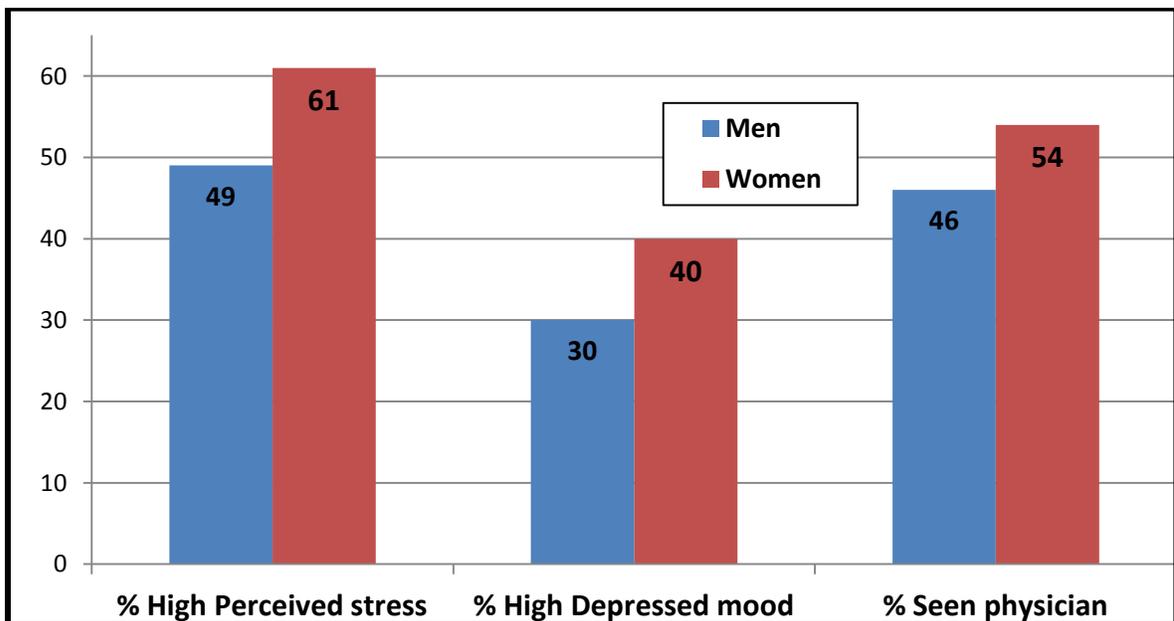


## Employee Well-being

Many employees are in poorer physical and mental health

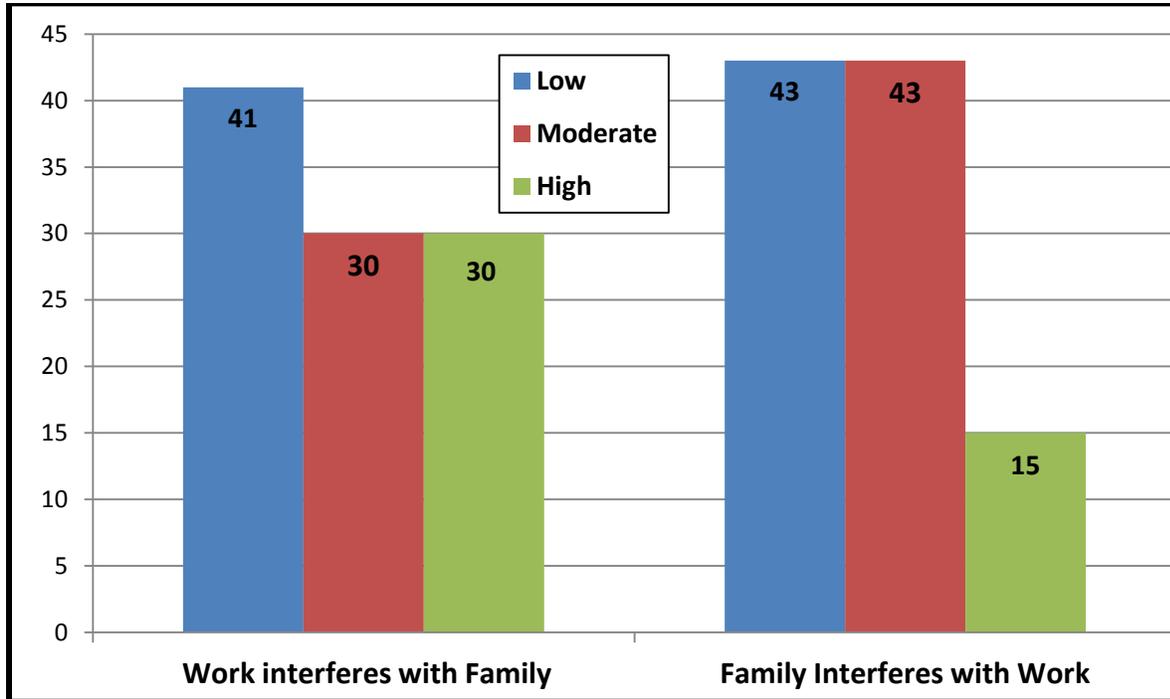


Women are more likely than men to report high levels of stress and depressed mood

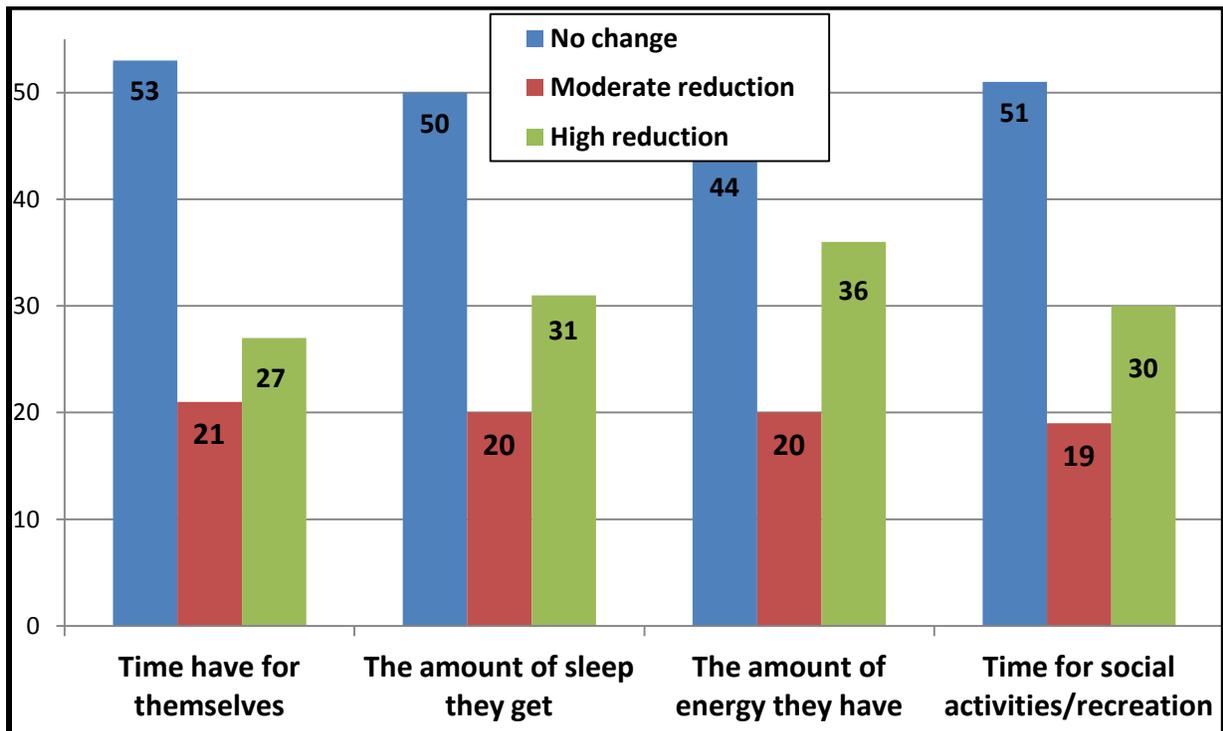


## Work-life Outcomes

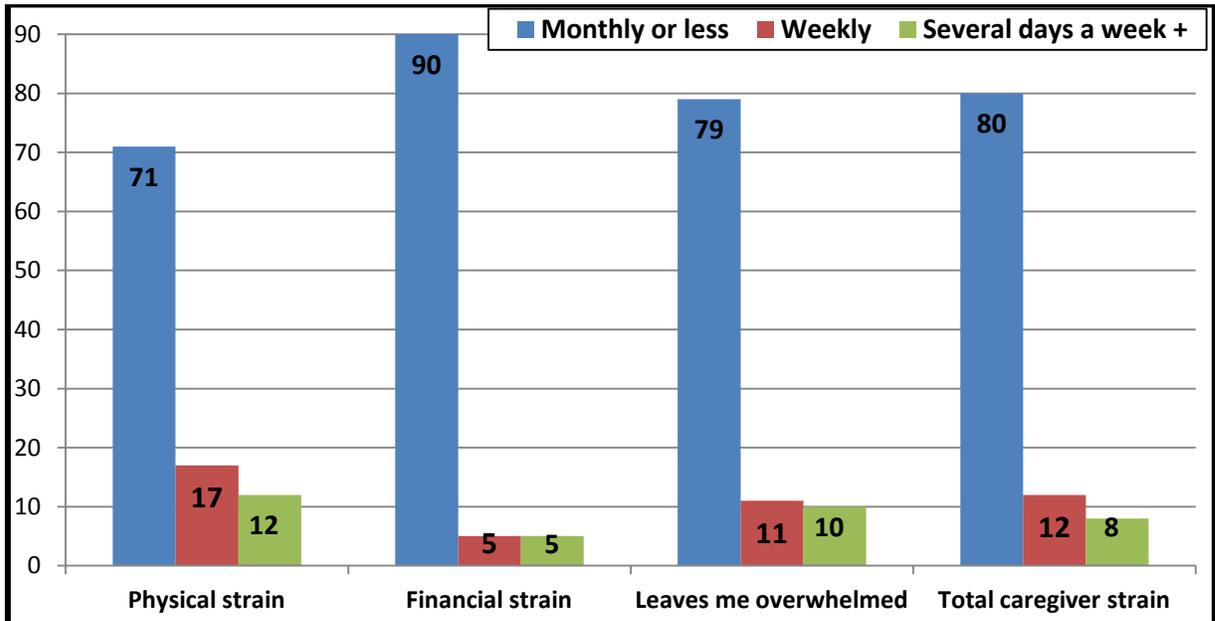
Many employees in this sample make work (not family) a priority



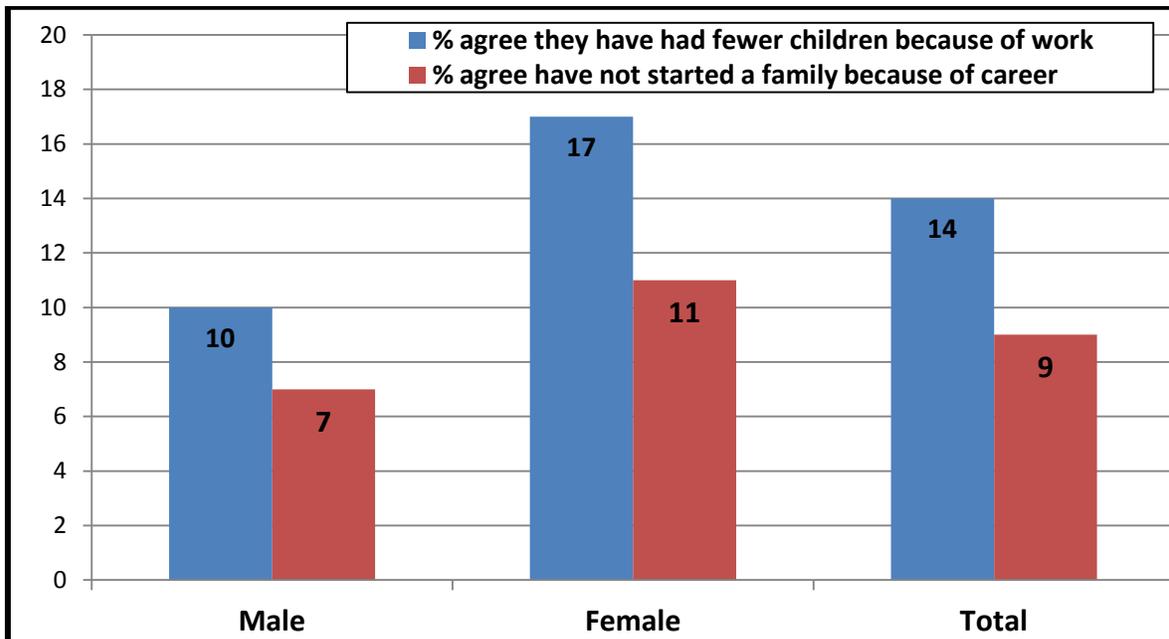
Many of the employees in this sample say that time in work and family is impacting:



**Eldercare leaves many overwhelmed: % reporting they experience caregiver strain**

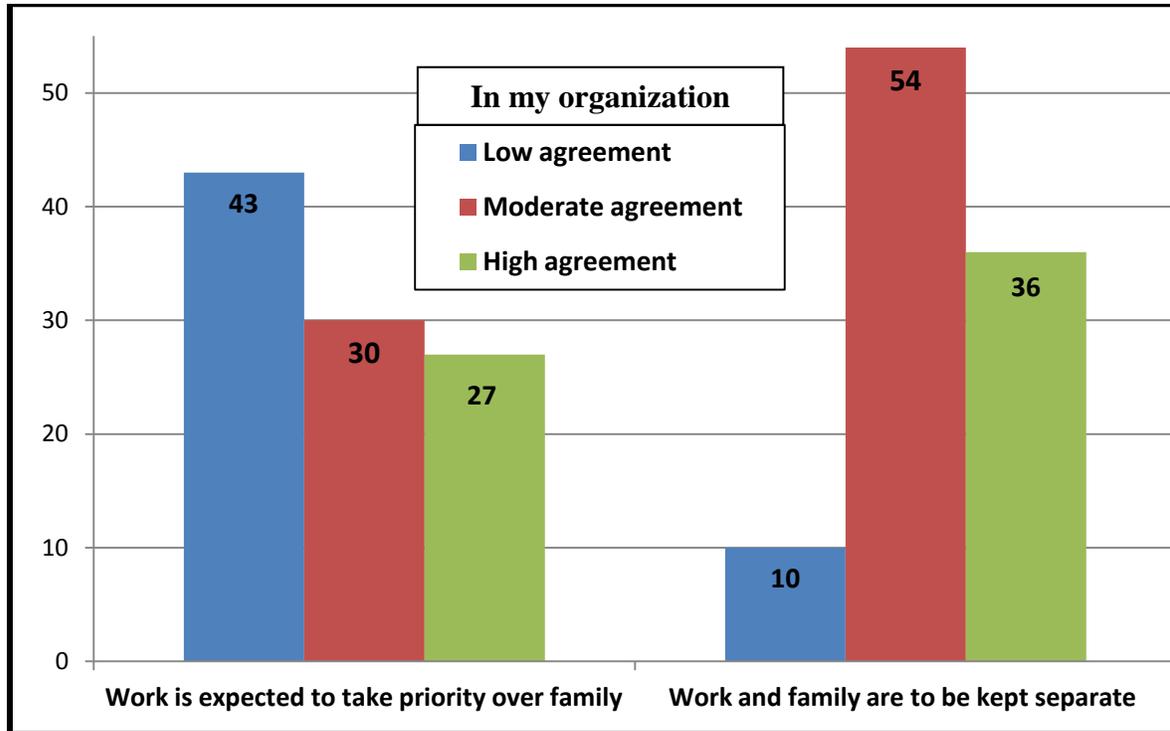


**Many professional women reduce work-life conflict by reducing their family size**



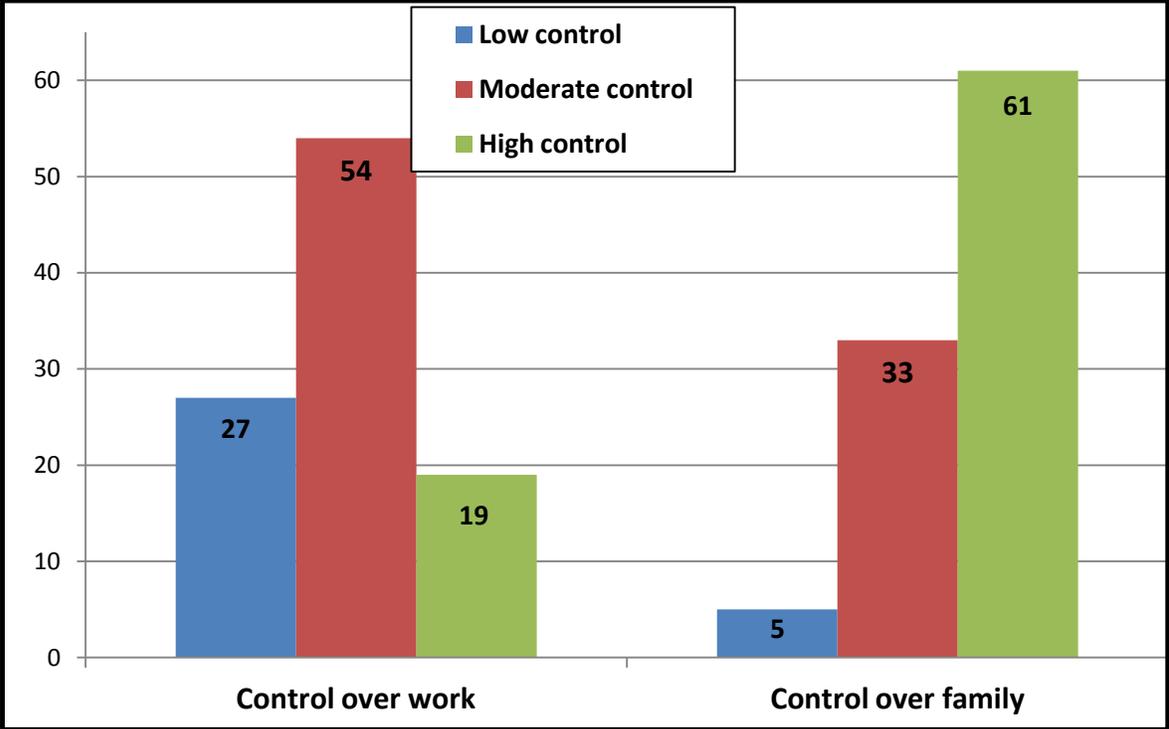
## What makes a difference?

Many respondents feel that the culture in their organization makes balance more difficult

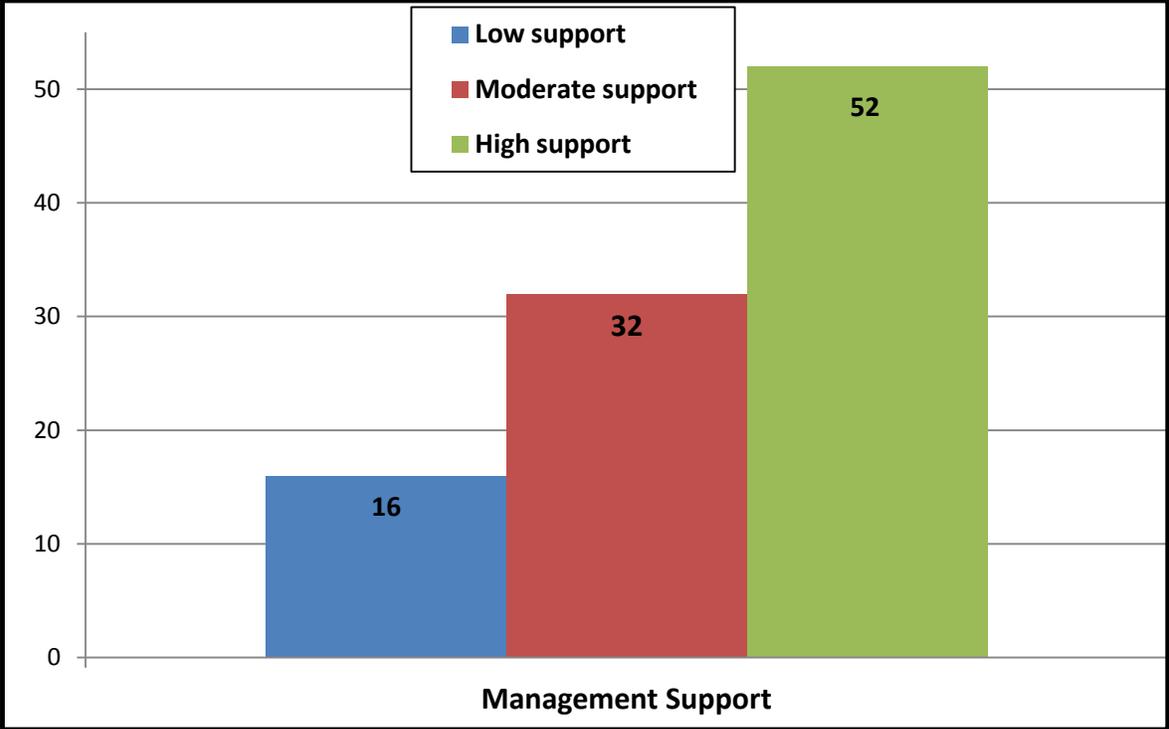


<b>Culture: Work and family to be kept separate (i.e. myth of separate worlds)</b> <i>My organization believes that:</i>	<b>% High Agreement</b>
The way to advance is to keep personal issues out of the workplace	49%
Employees should keep their personal problems at home	47%
<b>Culture: Work takes priority</b> <i>My organization believes that:</i>	
The ideal employee is one who is available 24 hours a day.	60%
The most productive employees are those who put their work before their personal issues	53%
Work should be a primary priority in a person's life.	50%
Employees who take time off work to attend to personal matters are not committed to work.	43%
People who are highly committed to family cannot be highly committed to work as well.	40%

Very few of the employees in this sample have high control over their work circumstances



Half the employees in this sample perceived that their manager is supportive

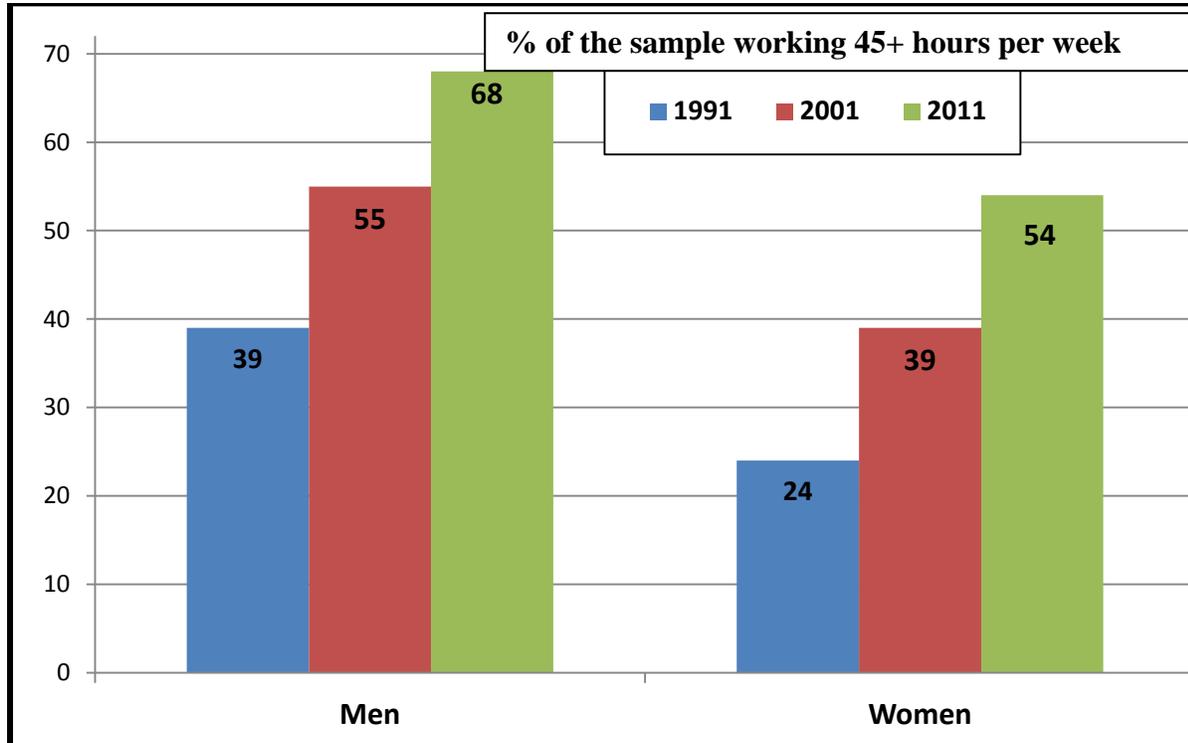


## Many employees have little flexibility with respect to their hours of work

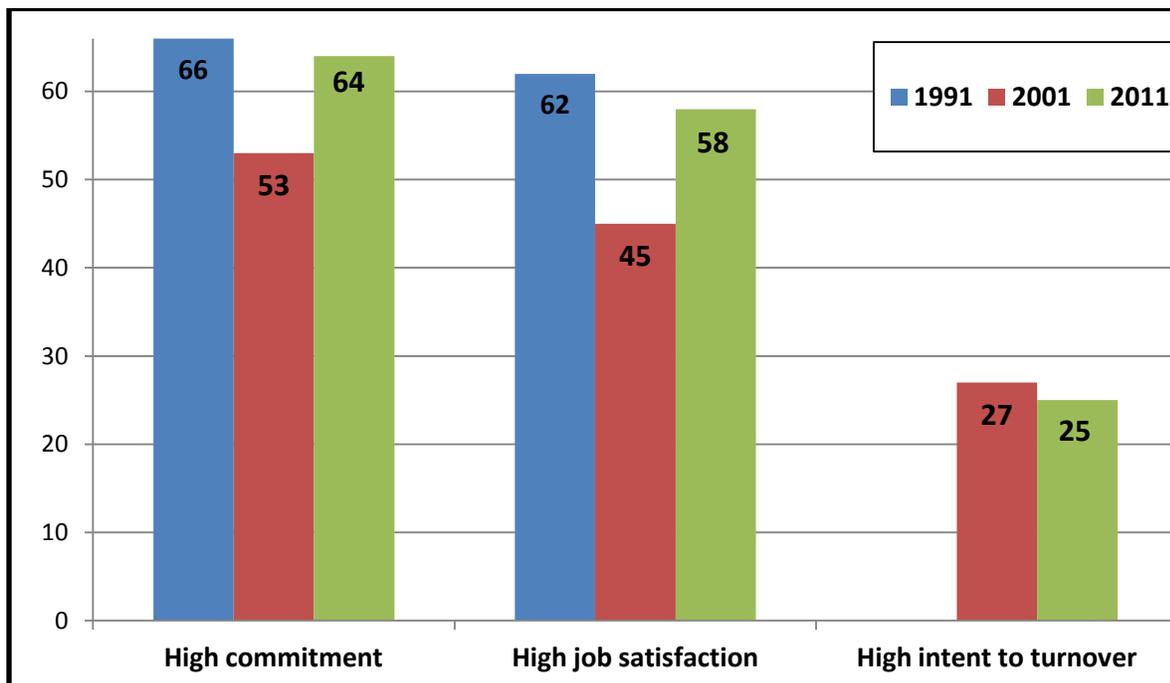
	Females	Males	Total
<b>% of respondents who find it <u>easy</u> to:</b>			
Be home to have meals with the family	60%	52%	57%
Take a paid day off work when a child is sick	56%	57%	56%
Take their holidays when they want	46%	50%	48%
Vary their work hours (arrival and departure time)	43%	43%	43%
Take a paid day off when an elderly relative needs you	42%	45%	43%
Interrupt their work day to deal with a personal/family matter and then return to work	41%	45%	43%
Take time off work to attend a course or a conference	37%	37%	37%
Arrange their work schedule (shifts, overtime) to meet personal/family commitments	36%	37%	36%
Spend some of their day working from home	14%	15%	15%
Be home when your children get home from school	15%	14%	15%
<b>% of respondents who find it <u>difficult</u> to:</b>			
Spend some of their day working from home	71%	69%	70%
Be home when your children get home from school	62%	63%	62%
Vary their work hours (arrival and departure time)	38%	36%	37%
Arrange their work schedule (shifts, overtime) to meet personal/family commitments	38%	36%	37%
Take time off work to attend a course or a conference	35%	33%	34%
Interrupt their work day to deal with a personal/family matter and then return to work	35%	30%	33%
Take a paid day off when an elderly relative needs you	34%	29%	32%
Take their holidays when they want	31%	26%	29%
Take a paid day off work when a child is sick	22%	20%	21%
Be home to have meals with the family	18%	25%	21%

## Changes over time

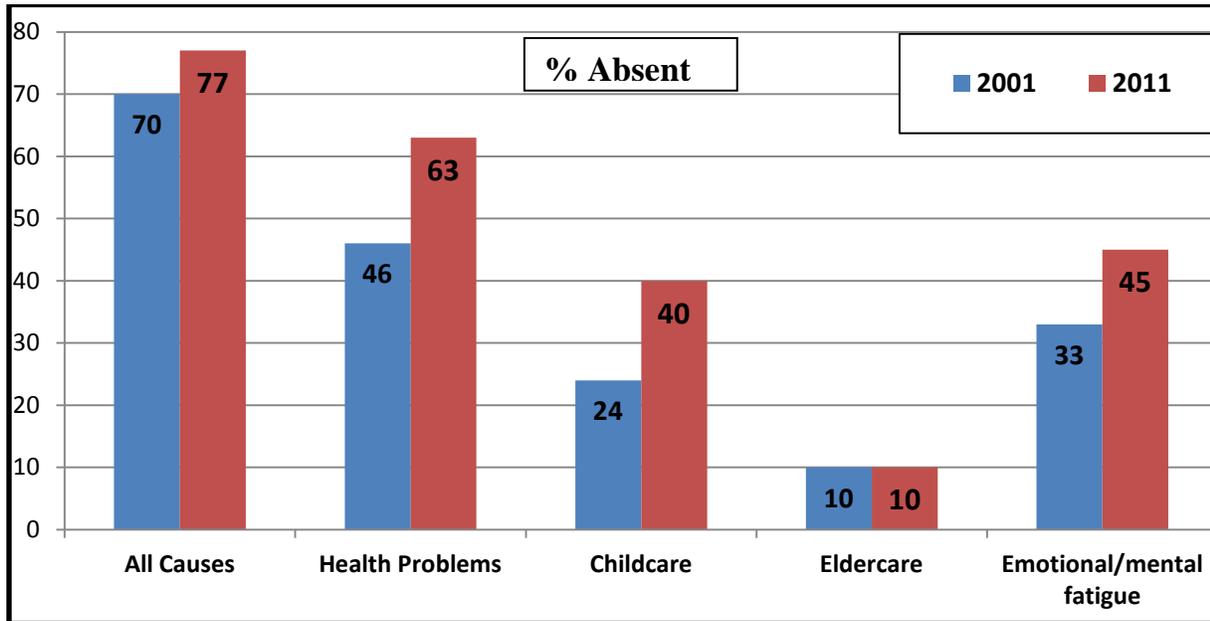
Changes in Work Demands over time: Hours in Work per week by Gender



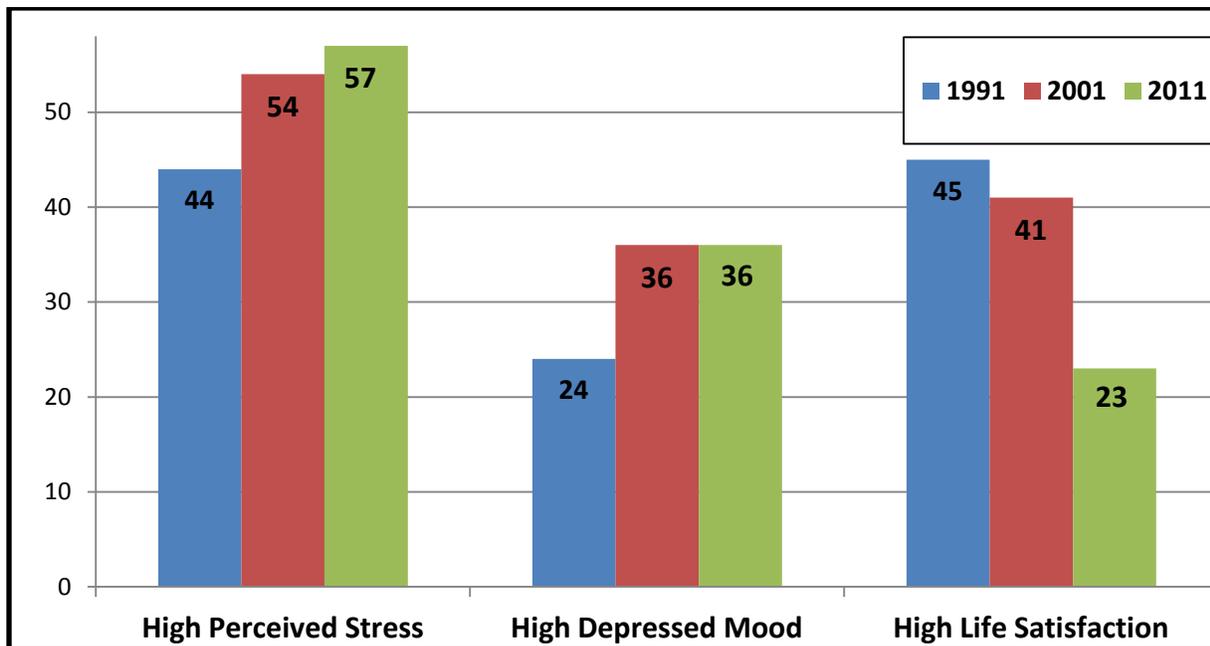
Changes in work outcomes over time



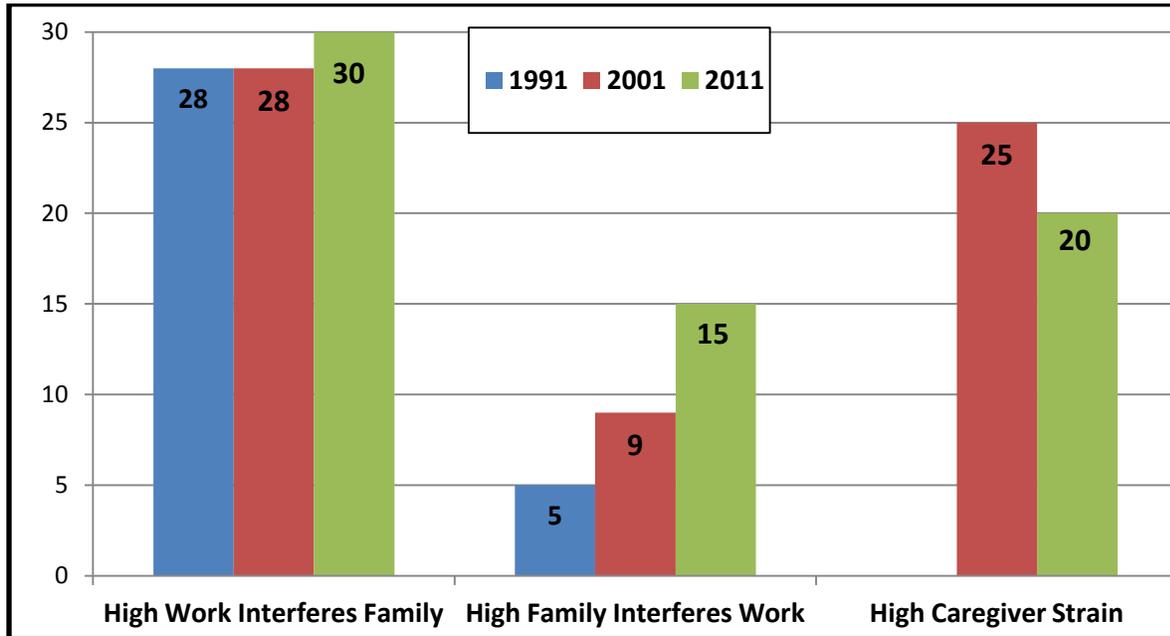
**Changes in absenteeism over time**



**Changes in mental health outcomes over time**



### Changes in work-life conflict over time



### Changes in Perceived Flexibility Over Time

