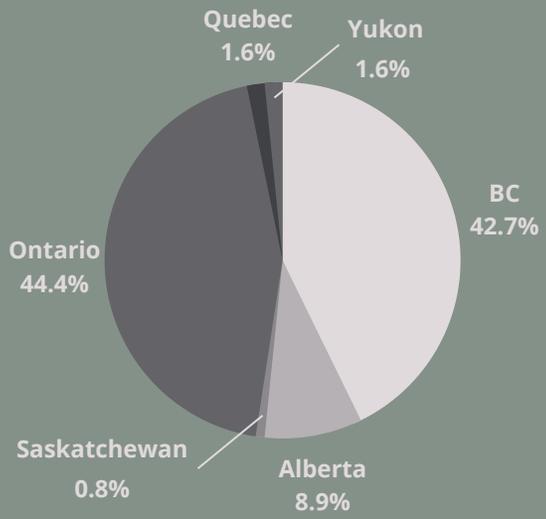


WHO WE HEARD FROM

Respondents from 6 different provinces & territories across Canada



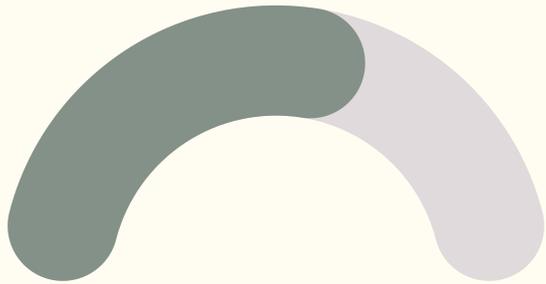
27

Different cities across Canada

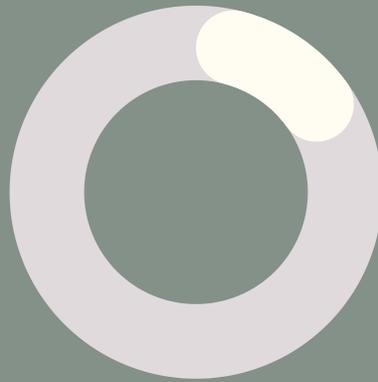


18 different industries

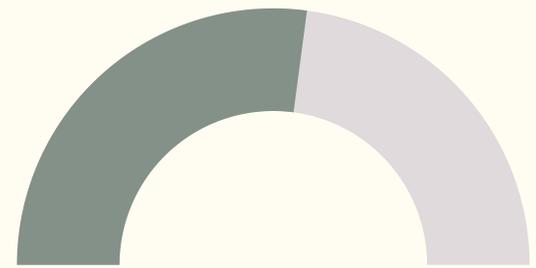
63% of respondents identified as women



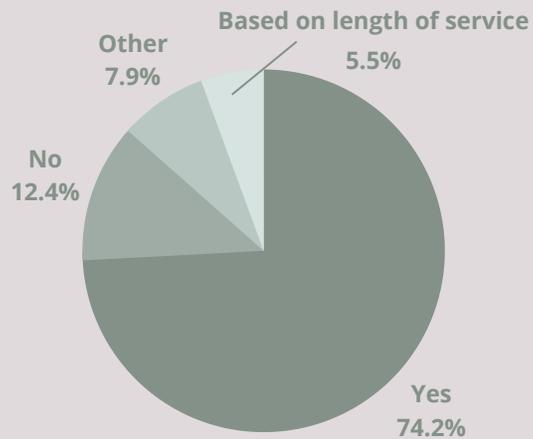
19% of respondents work in the public sector



Of those in the public sector, 54% are members of unions. We heard from respondents of 13 distinct unions

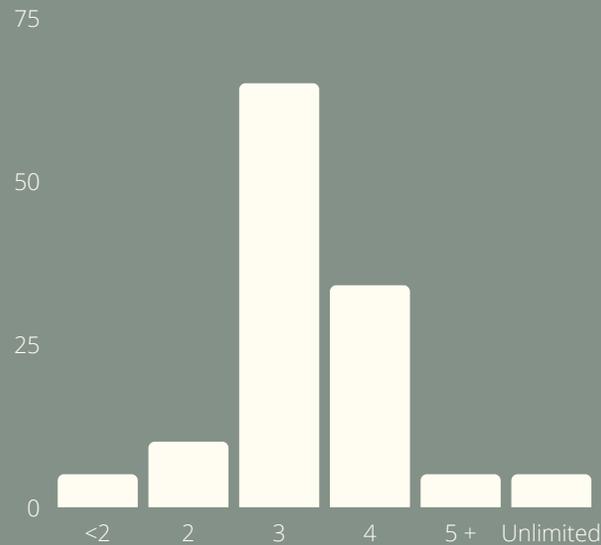


VACATION FINDINGS

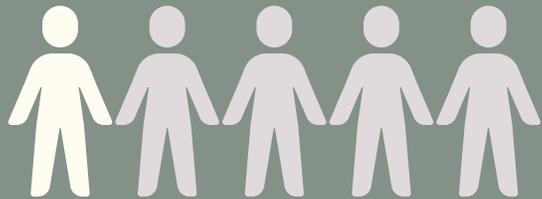
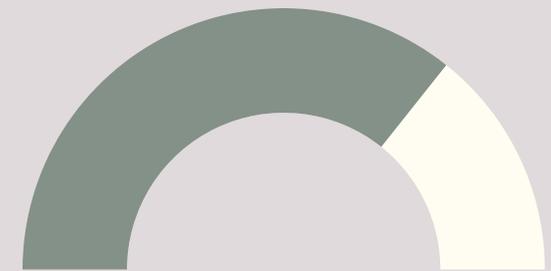


74% of respondents are able to take unpaid leave, but 28% have a limit on the amount per year

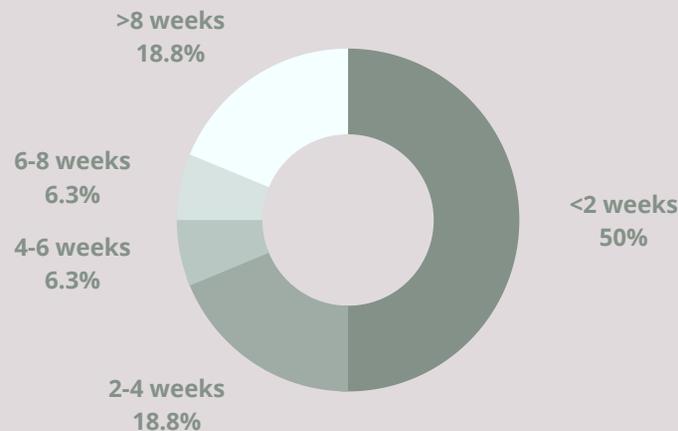
65% of respondents have 3 weeks of vacation or less per year



71% of respondents can carry vacation over into the following year

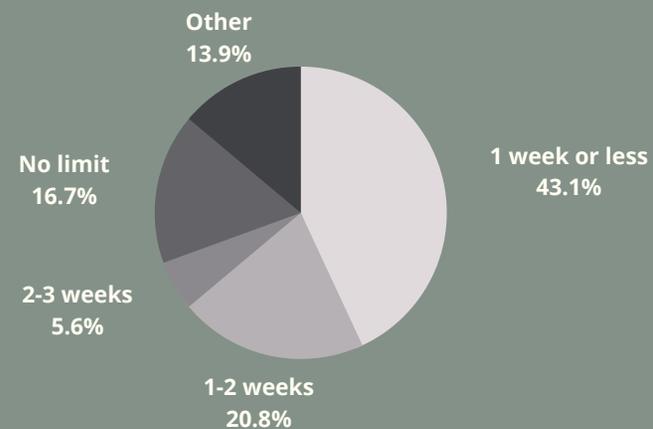


1 in 5 respondents reported they have vacation blackout periods throughout the year where they are unable to take time off



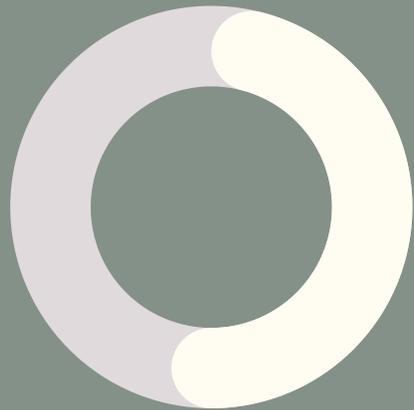
31% of those who reported vacation blackout periods were restricted for more than 4 weeks per year

43% of those who can carry vacation over are limited to 1 week or less



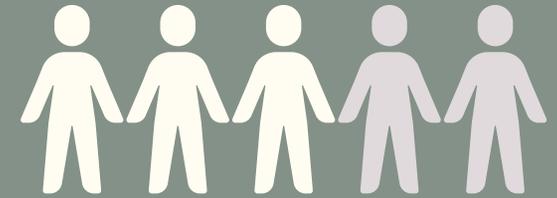
BURNOUT FINDINGS

54% of respondents do not receive flex and/or mental health days (in addition to sick and vacation days)



33%

of respondents do not feel their employer supports them in achieving the work/life balance they want

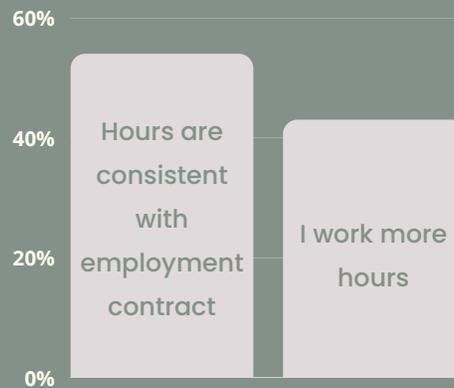


3 in 5 respondents worked overtime hours in a typical work week

Of those that worked overtime in a typical week, half worked more than 9 extra hours per week

9+

HOURS OF OVERTIME/WEEK



43% of respondents work more than their employment contract states or than they understood at job acceptance

45% of respondents are compensated for the overtime hours they work

