

# 21<sup>st</sup> Century Job Quality Trends

Canadian Policy Research Networks

Webinar #1

Presenter and moderator: Graham S. Lowe

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# Guiding questions

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1. What are the dominant trends in the quality of jobs and work environments in Canada, and the quality of work-life outcomes associated with these trends?
2. What are the implications of these trends for: workers and their families; communities; employers; and society?
3. How can employers, workers, and policy makers constructively respond to the challenges and opportunities posed by job quality trends?

# Initial list of issues

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- ✓ Work values within and across generations.
- ✓ Stress and work-life balance.
- ✓ Healthy workplaces and productivity.
- ✓ Careers and job security.
- ✓ Corporate culture, ethics and values.
- ✓ Trust, loyalty and commitment.
- ✓ Skills, knowledge and learning.
- ✓ Work-retirement transitions.
- ✓ .....
- ✓ .....

# Changing job quality landscape

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## 1990s

- ✓ **Downsizing, restructuring**
- ✓ **Deindustrialization**
- ✓ **Economic insecurity**
- ✓ **End of work**
- ✓ **Work intensification**
- ✓ **Contingent workforce**
- ✓ **Polarization**

## Today

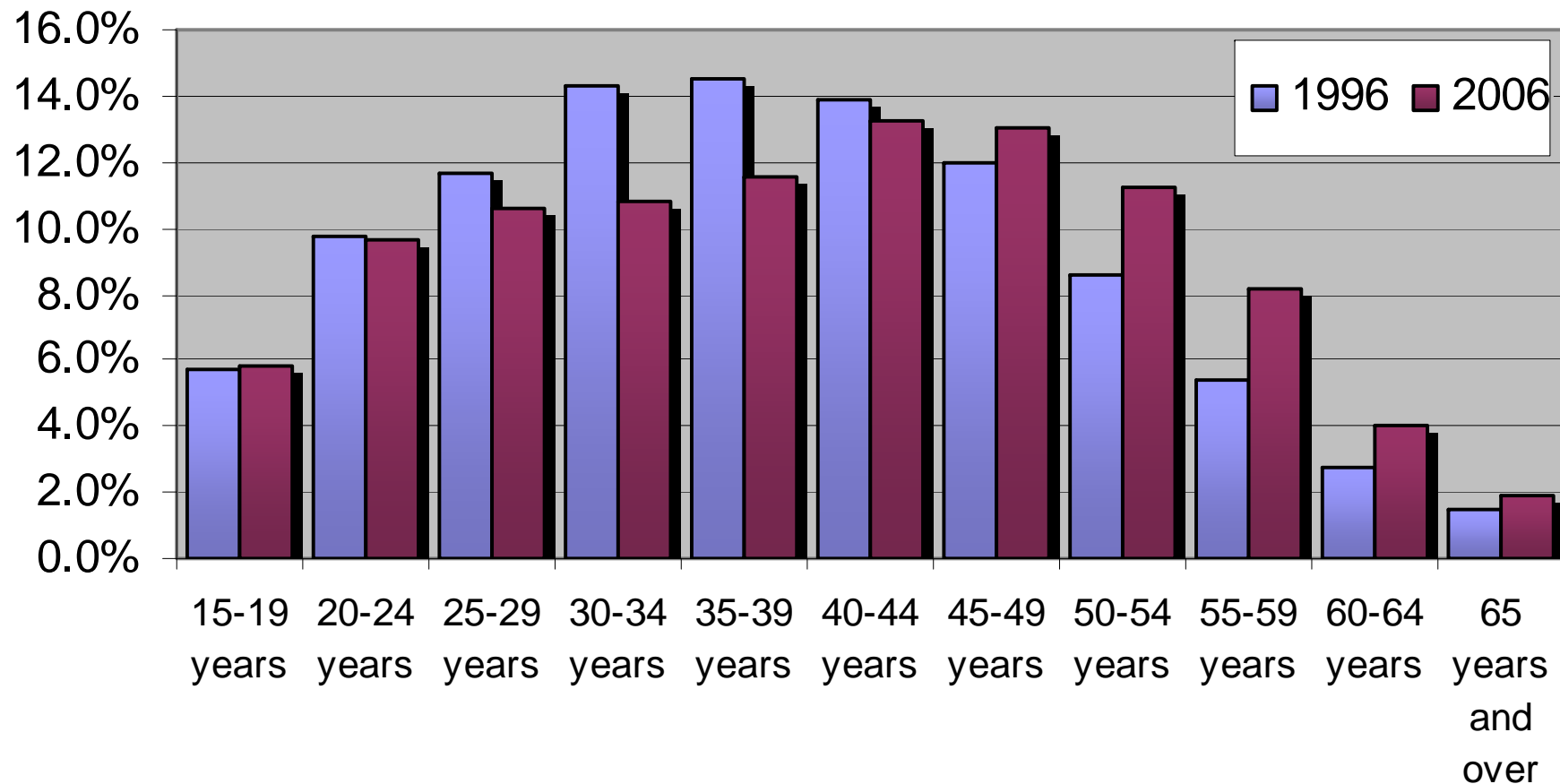
- ✓ **Labour and skill shortages**
- ✓ **Globalization**
- ✓ **Retention and engagement**
- ✓ **Expanding work**
- ✓ **Stress and wellness**
- ✓ **Flexibility**
- ✓ **Living standards**

# Labour market trends

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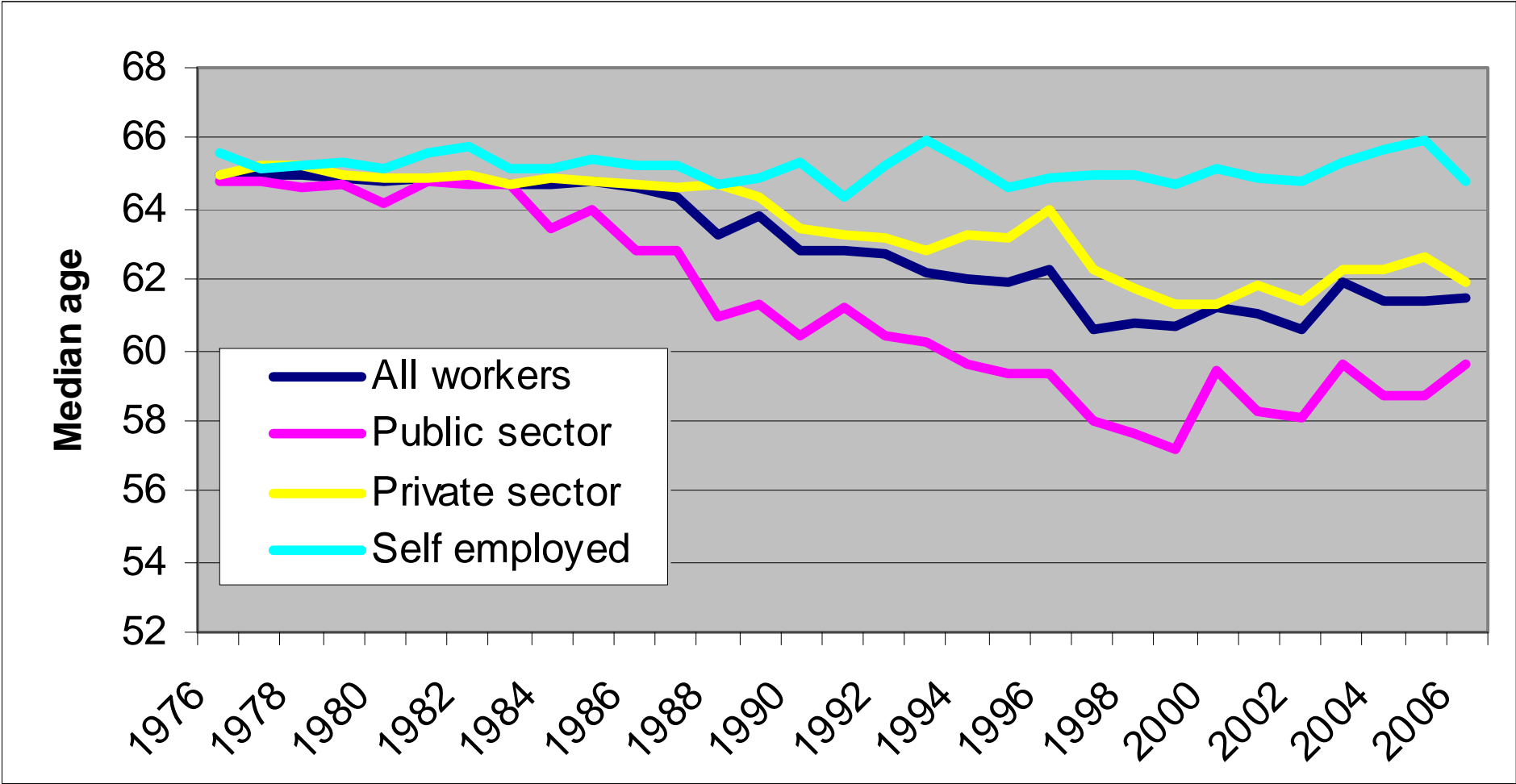
- Aging
- Unemployment
- Contingent work
- Job stability
- Education and training

# Employed population by age group, Canada, 1996 and 2006



Source: Statistics Canada, *Labour Force Historical Review 2006*.

# Median retirement age, Canada, 1976-2006



Source: Statistics Canada, *Labour Force Historical Review 2006*.

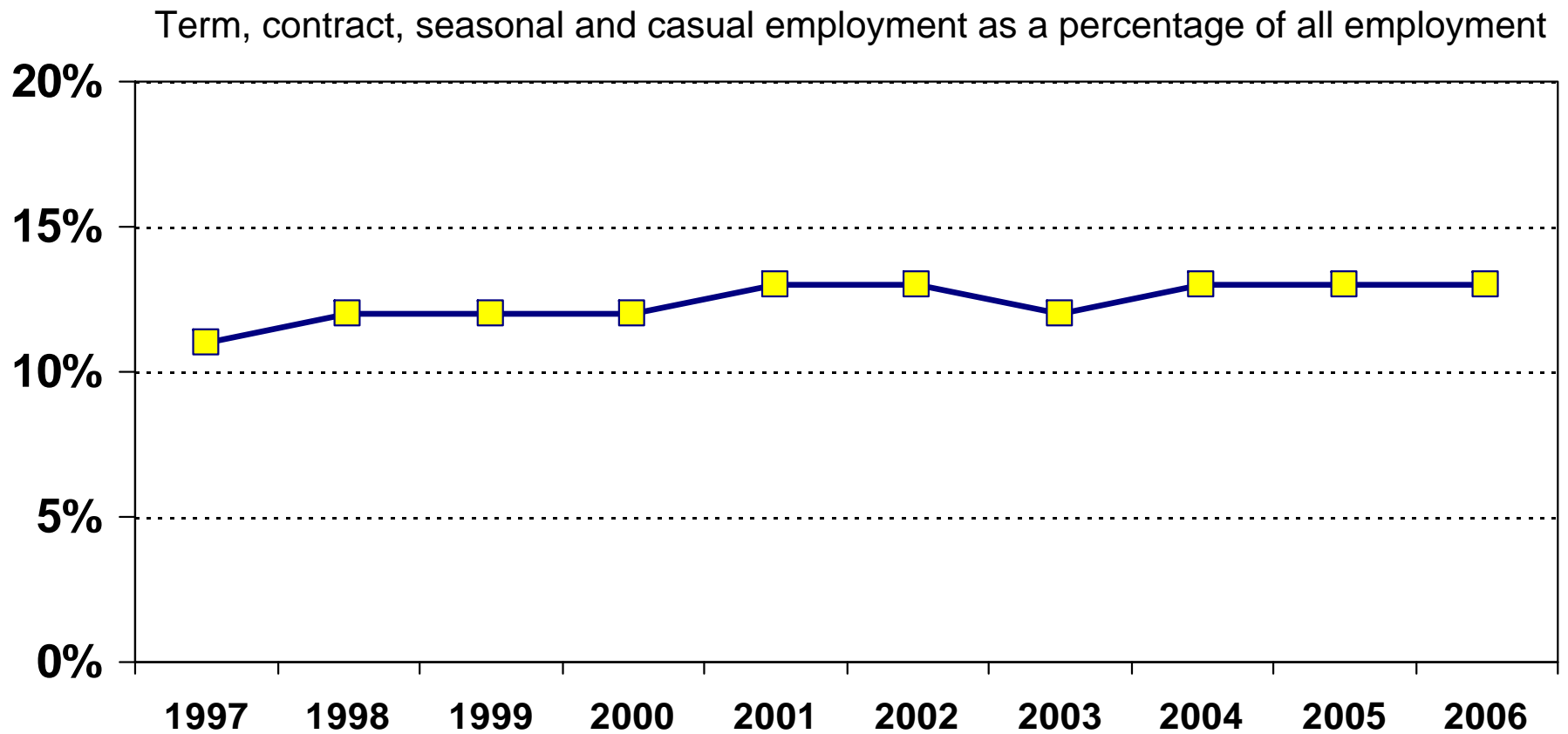
# Unemployment rate, Canada, 1976-2006



Source: Statistics Canada, *Labour Force Historical Review 2006*.



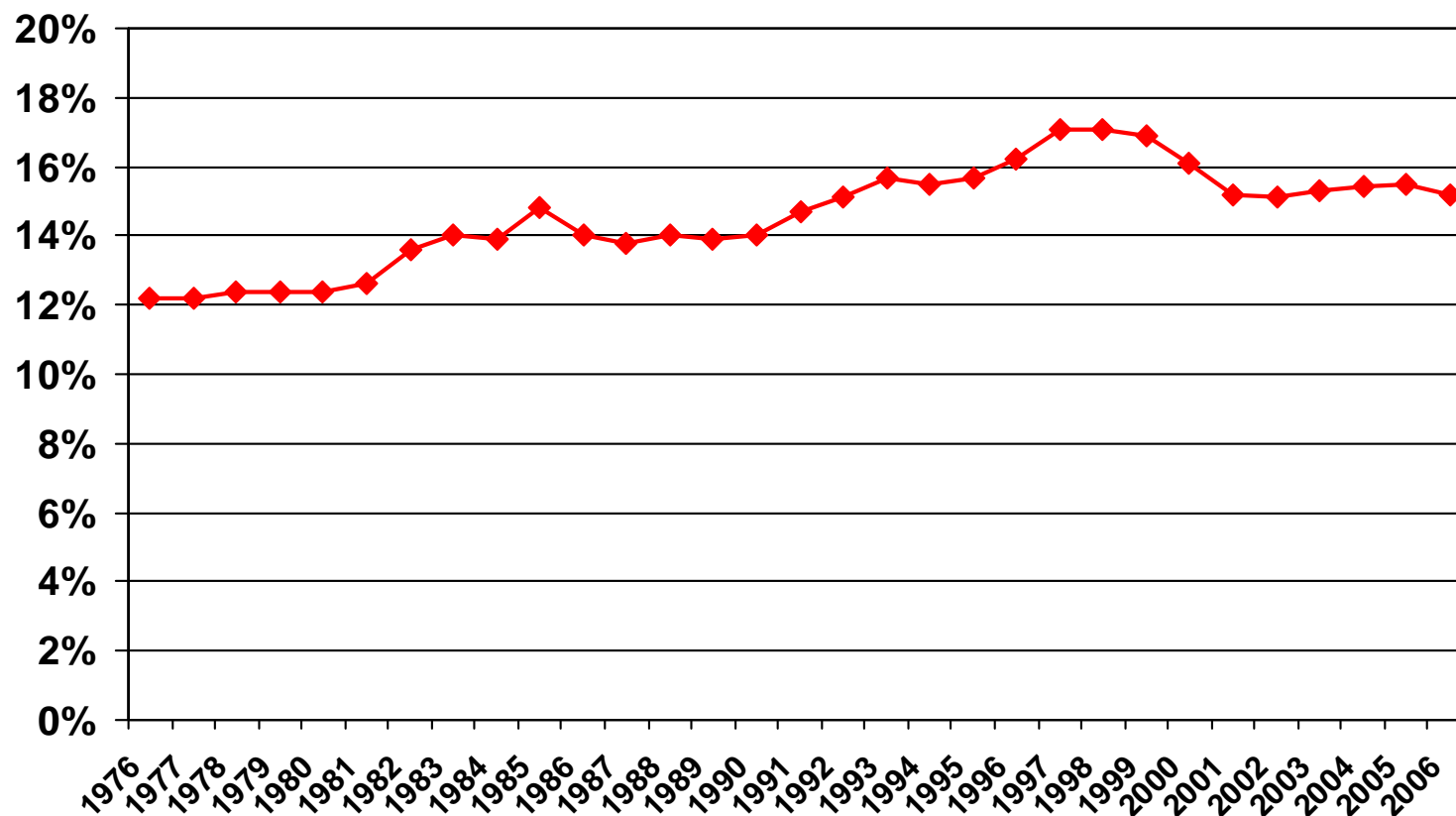
# Rate of temporary employment, Canada, 1997-2006



Source: Statistics Canada, *Labour Force Historical Review 2006*.

# Self-employment rate, Canada, 1976-2006

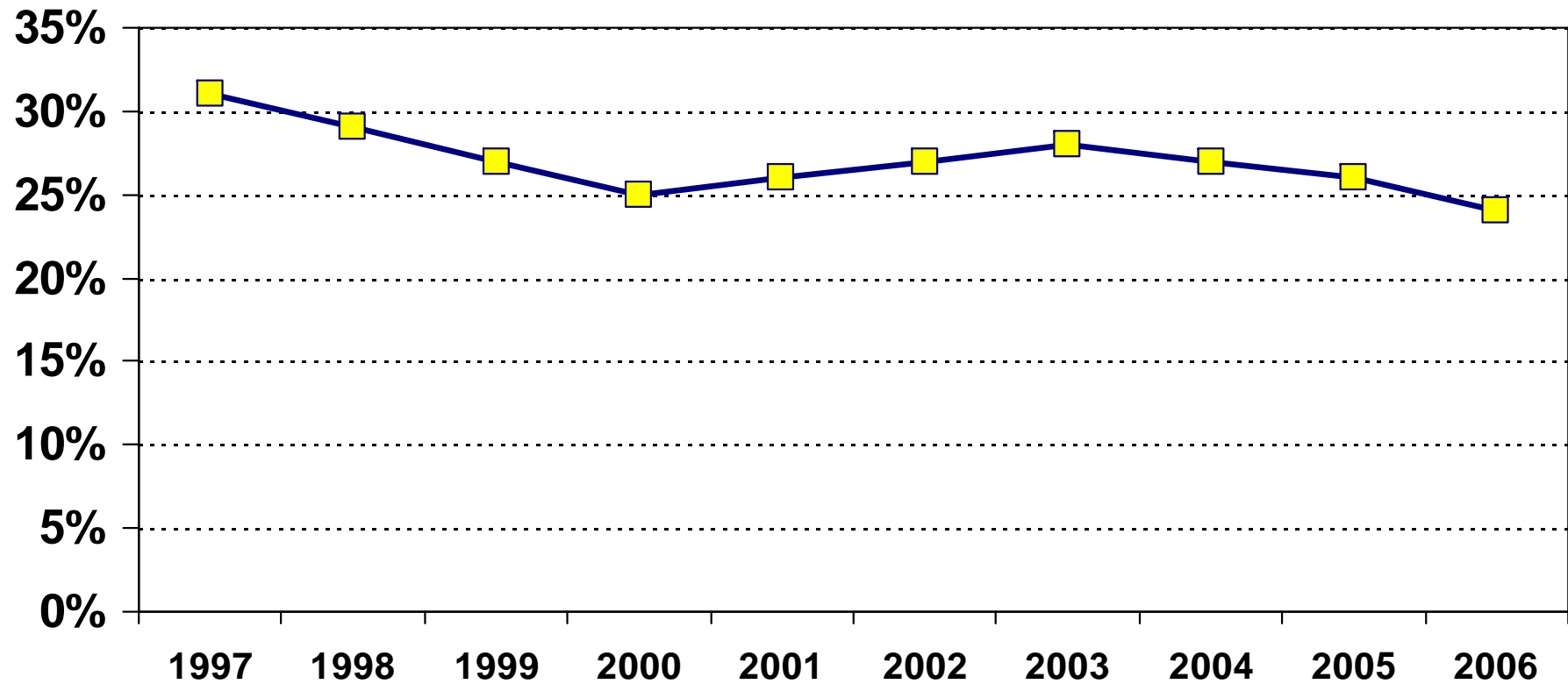
Self-employment as a percentage of total employment



Source: Statistics Canada, *Labour Force Historical Review 2006*.

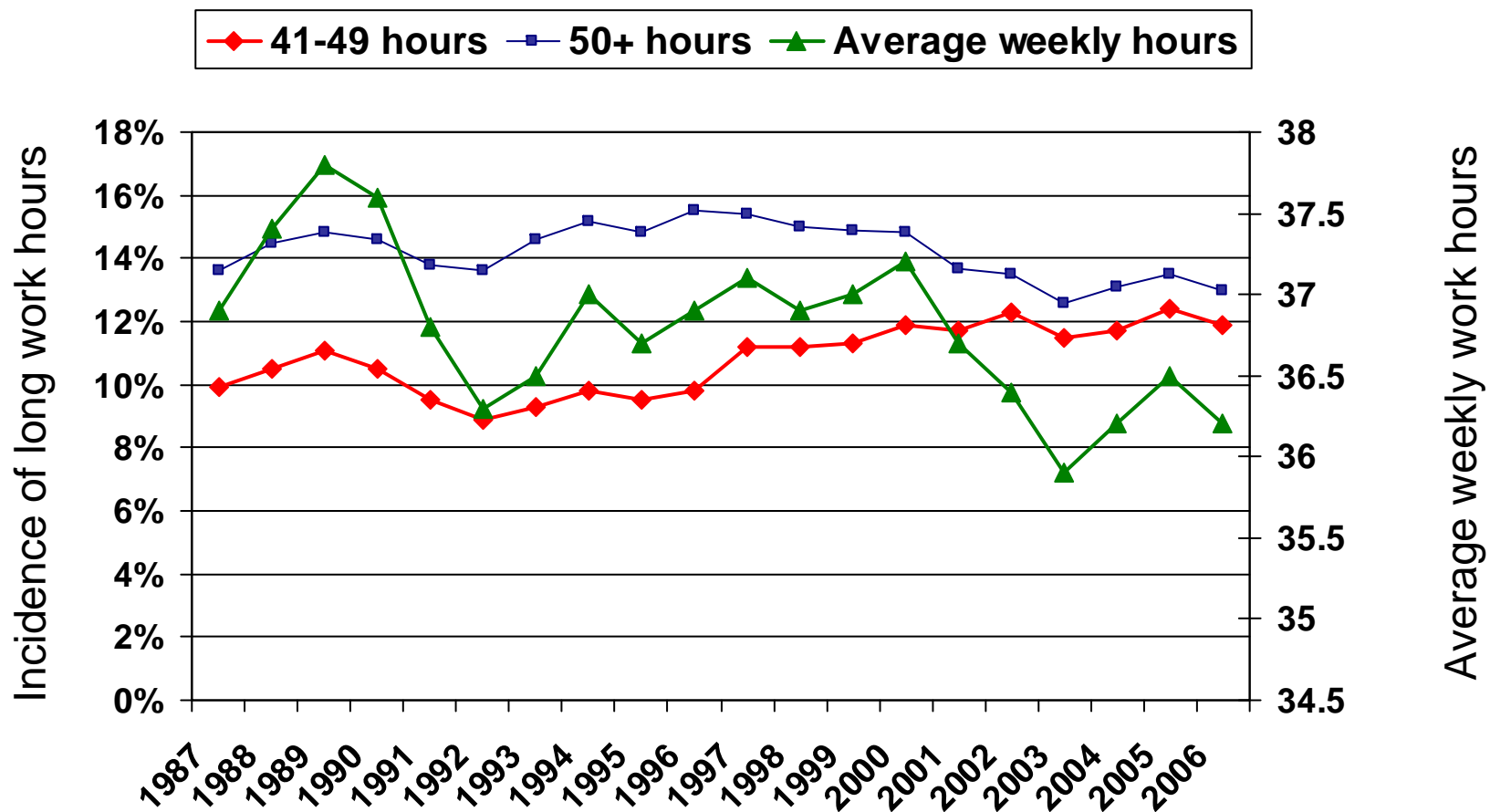
# Rate of involuntary part-time employment, Canada, 1997-2006

Involuntary part-time employment as a percentage of all part-time employment



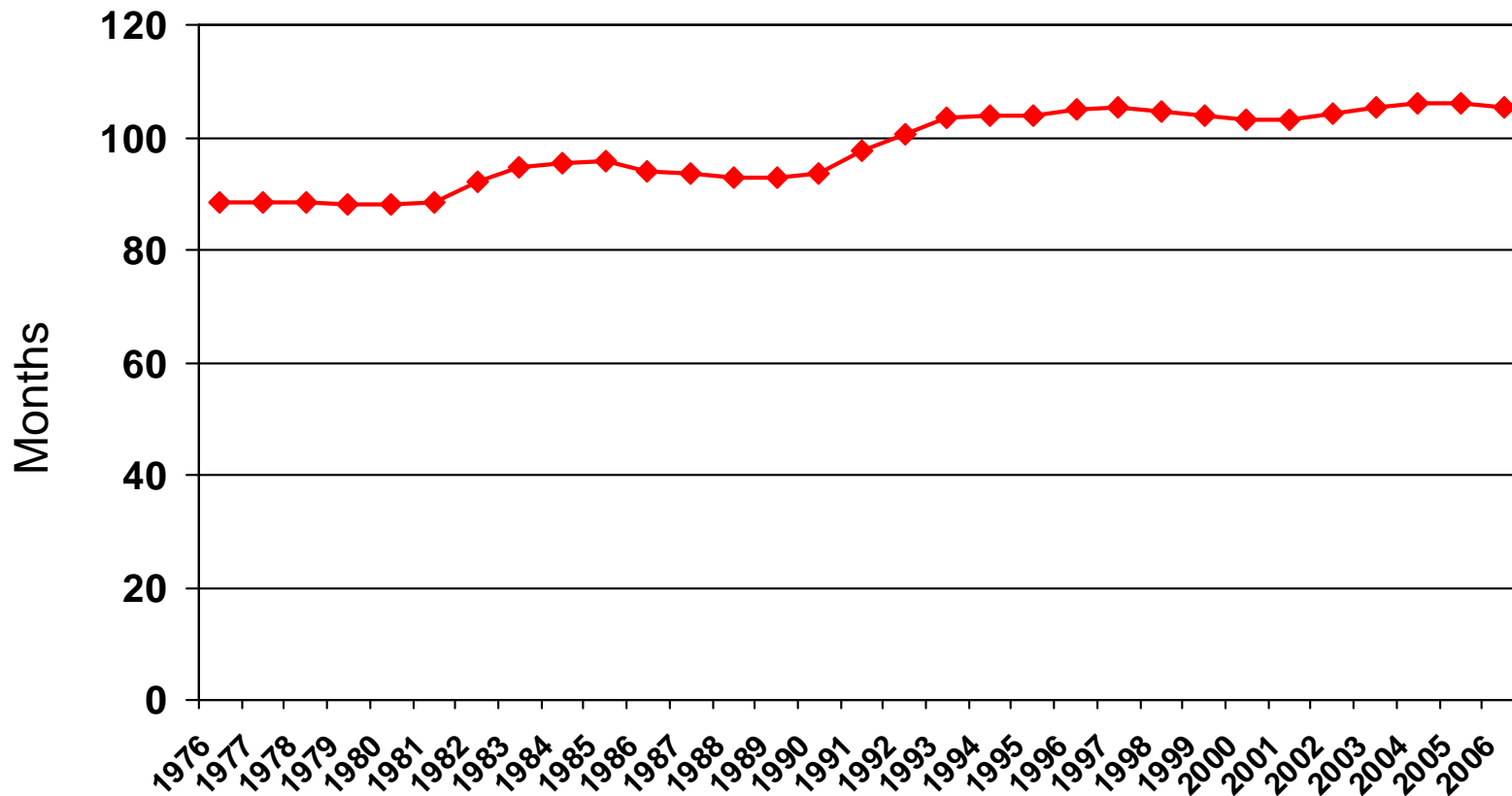
Source: Statistics Canada, *Labour Force Historical Review 2006*.

# Incidence of long work hours and average weekly hours worked, Canada, 1987-2006



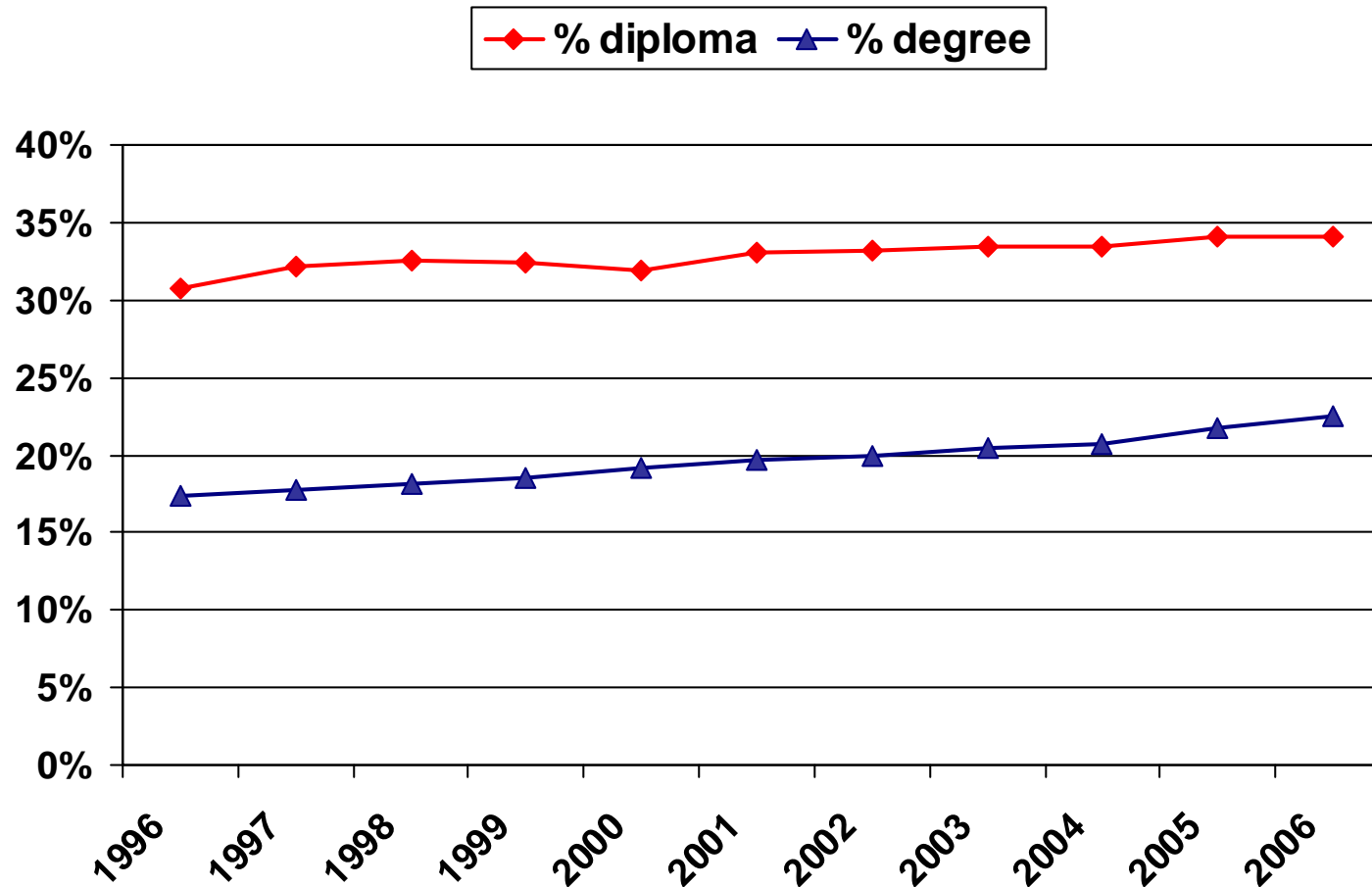
Source: Statistics Canada, Labour Force Historical Review 2006. Graph reports actual paid and unpaid hours in main job, excluding individuals reporting 0 hours, and average actual hours worked.

# Average job tenure in months, Canada, 1976-2006



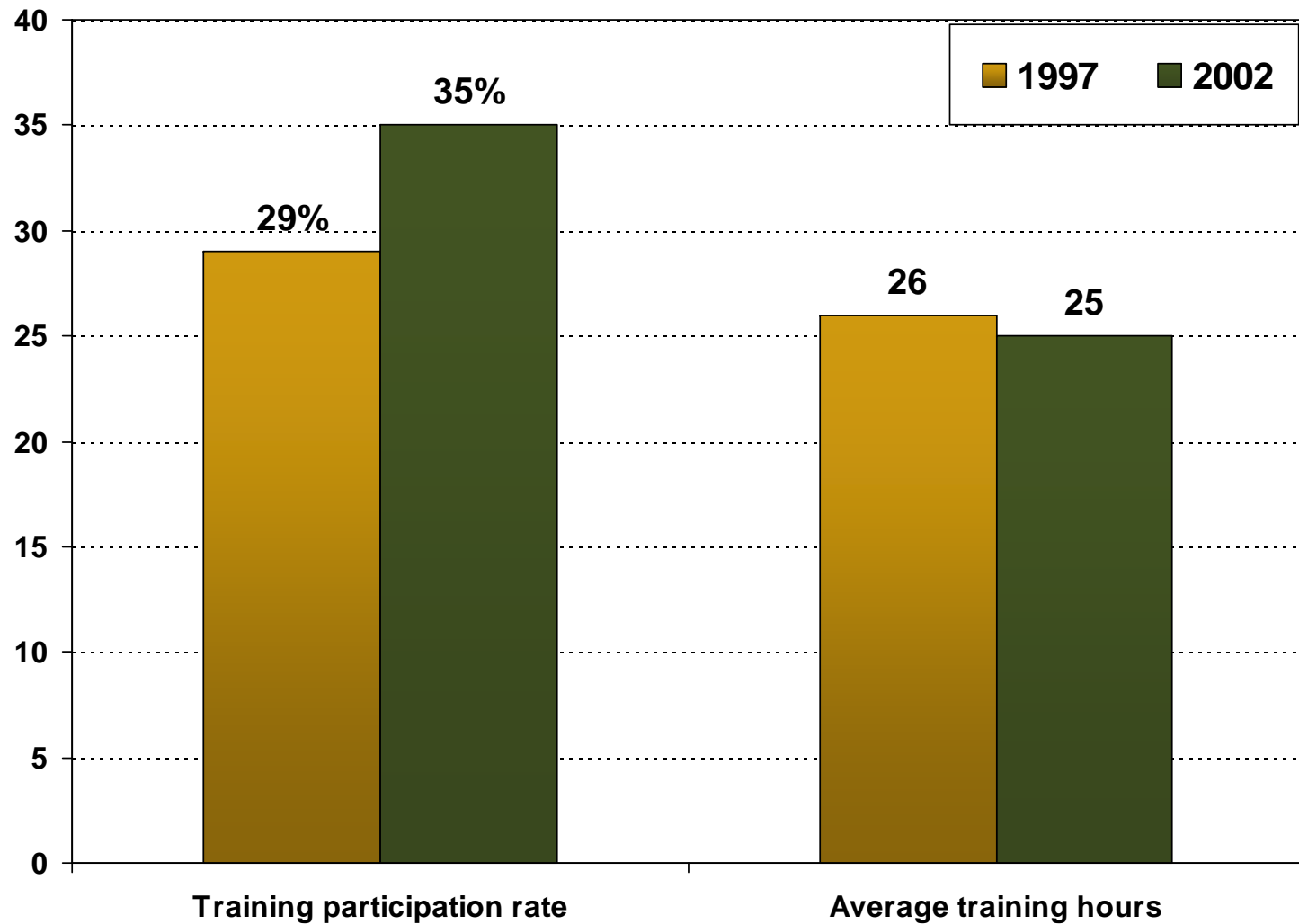
Source: Statistics Canada, *Labour Force Historical Review 2006*.

# Post-secondary educational attainment in the labour force, Canada, 1996-2006



Source: Statistics Canada, *Labour Force Historical Review 2006*.

# Formal job-related training among workers aged 25 - 64, Canada, 1997 and 2002



Source: Statistics Canada, *The Daily*, 30 April 2004. Data are from the Adult Education and Training Survey.

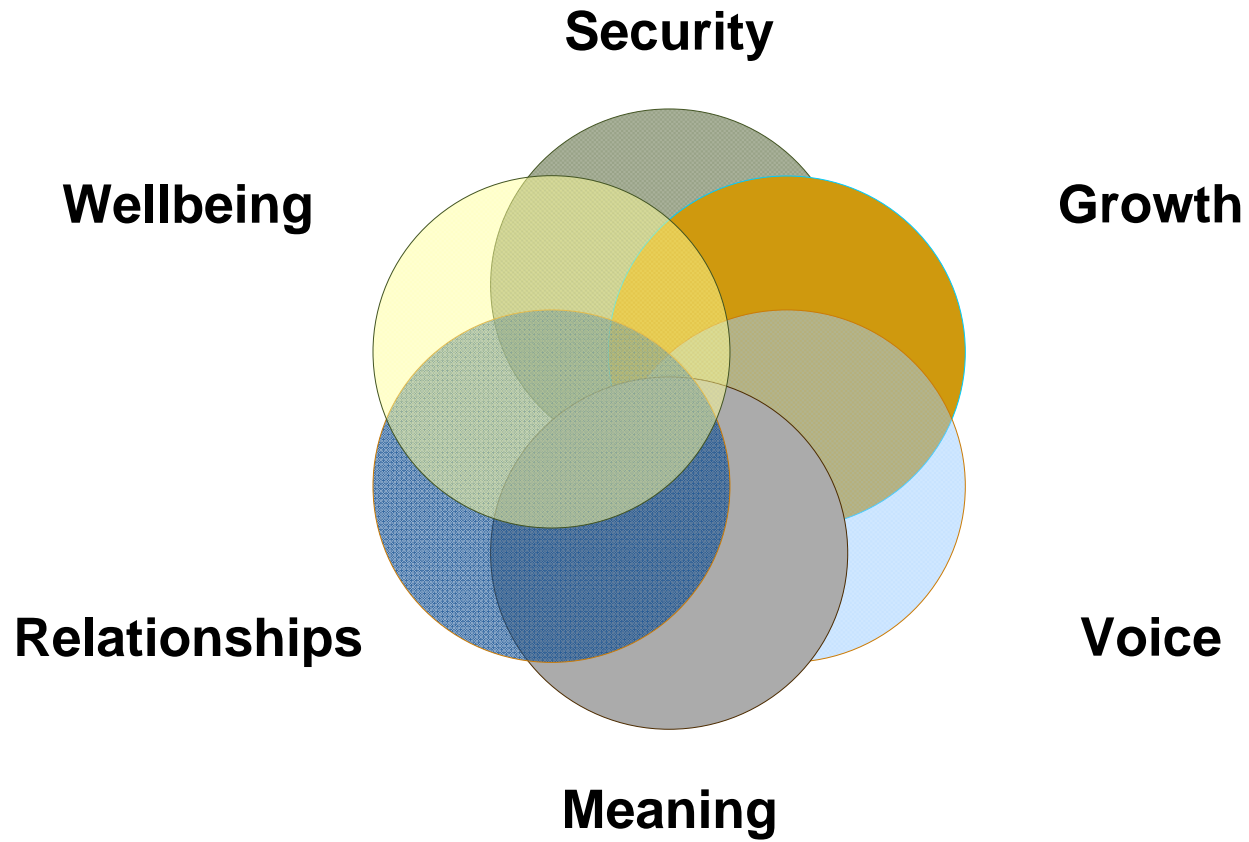
# QWL trends

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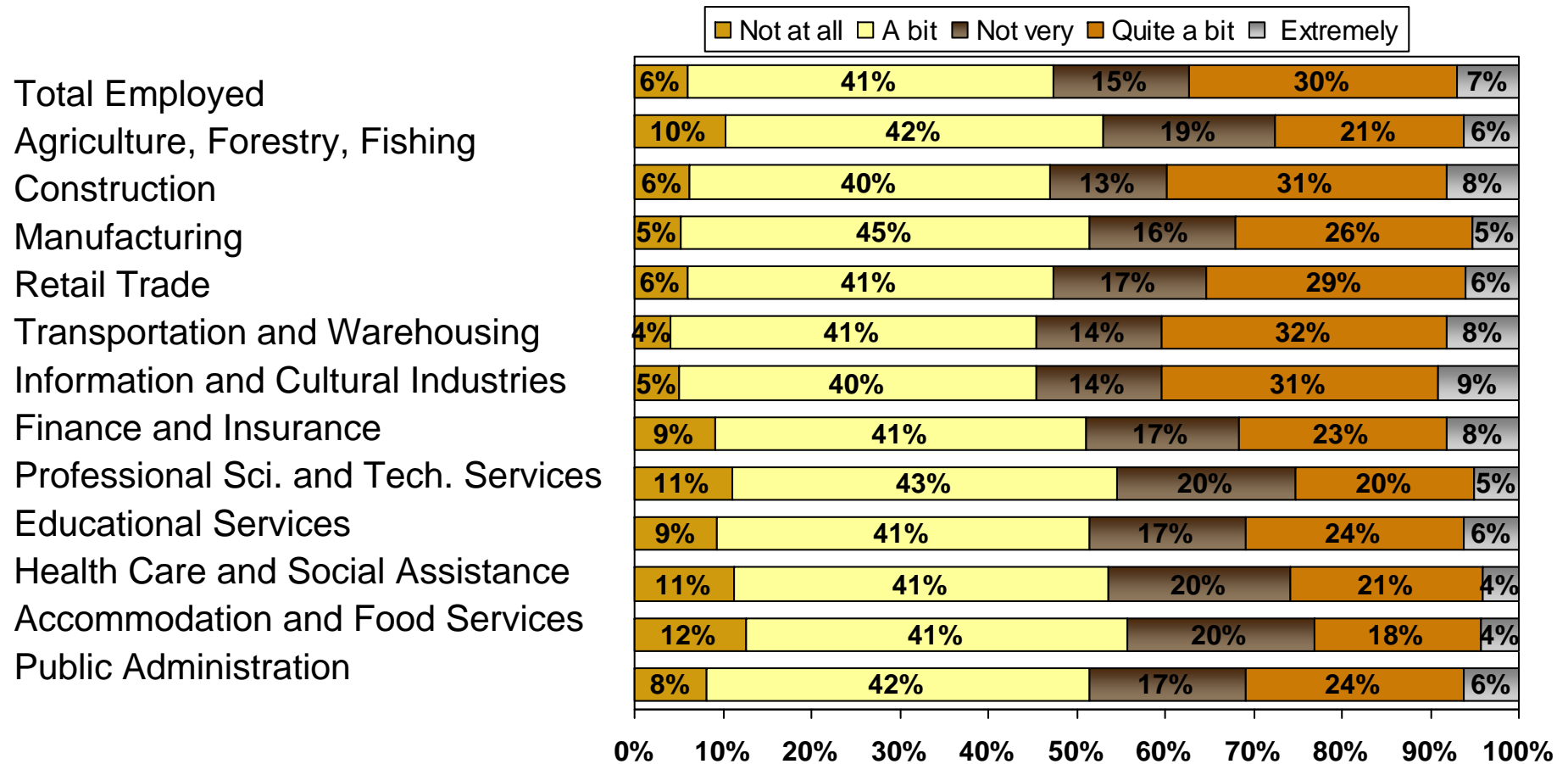
- Stress
- Work – life balance
- Absenteeism
- Expectations gaps



# Job quality components



# Self-perceived work stress by industries, Canada, 2003



Source: Statistics Canada, Canadian Community Health Survey 2003. Includes employed population. Respondents were asked: "The next question is about your main job or business in the past 12 months. Would you say that most days were (not at all stressful, not very stressful, a bit stressful, quite a bit stressful, extremely stressful)?"

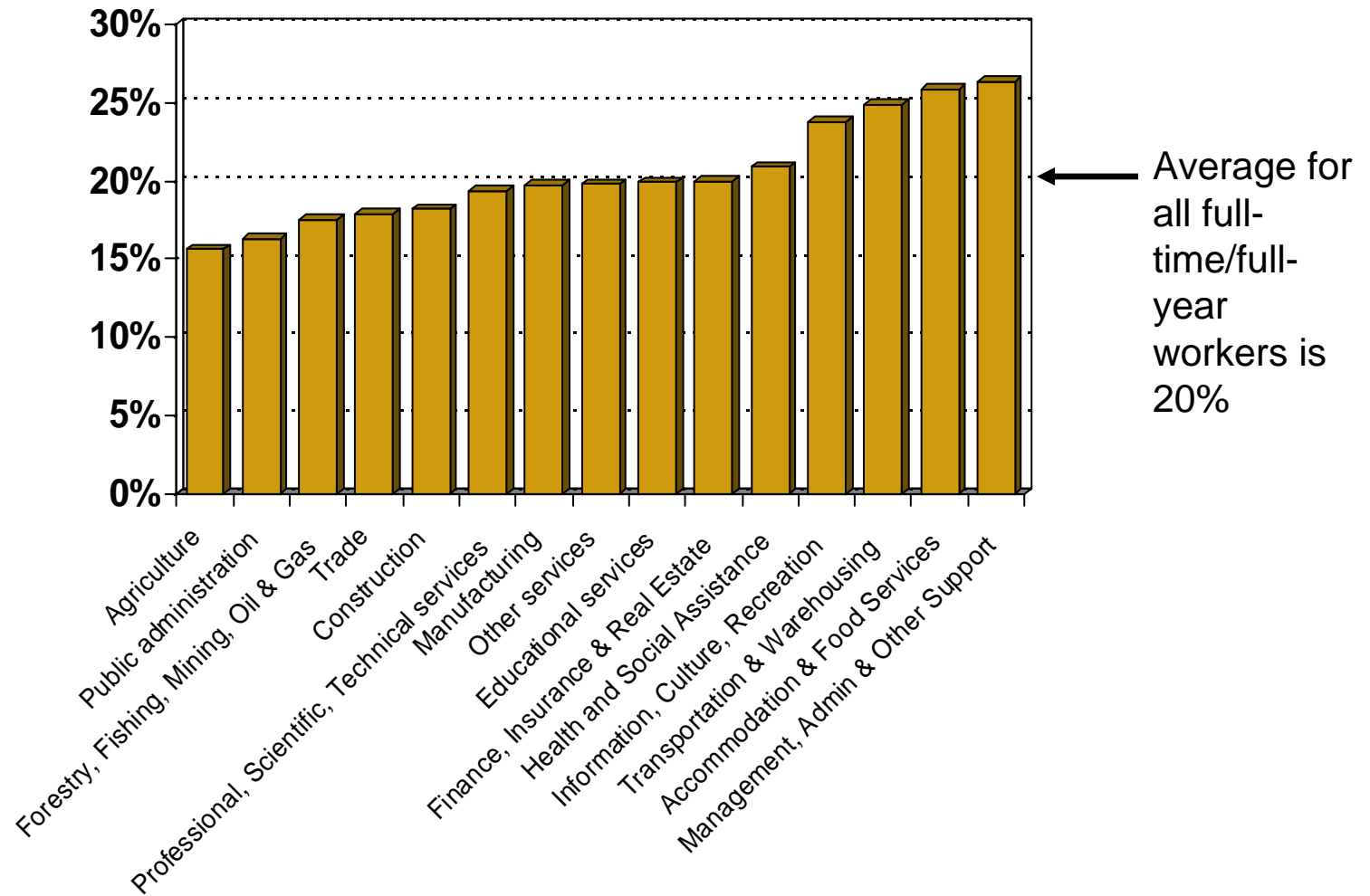
## Dissatisfaction with work-life balance among full-time/full-year workers by selected demographic characteristics, Canada, 1990-2001

	1990	1995	2001	Change 1990-2001
<b>Total</b>	16.7%	18.8%	20.0%	3.3%
<b>Men</b>	16.8%	18.3%	18.6%	1.9%
<b>Women</b>	16.7%	19.7%	21.9%	5.2%
<b><u>Age Group</u></b>				
<b>15 to 29</b>	17.4%	19.0%	17.4%	0.0%
<b>30 to 39</b>	21.7%	23.2%	23.5%	1.7%
<b>40 to 49</b>	15.9%	18.7%	21.6%	5.8%
<b>50 or older</b>	8.5%	11.3%	15.4%	6.9%
<b><u>Region</u></b>				
<b>Atlantic</b>	17.3%	20.0%	18.4%	1.0%
<b>Quebec</b>	21.9%	18.1%	19.1%	-2.8%
<b>Ontario</b>	13.3%	18.2%	20.2%	6.9%
<b>Manitoba &amp; Saskatchewan</b>	13.5%	17.8%	21.3%	7.8%
<b>Alberta &amp; B.C.</b>	18.2%	20.7%	20.4%	2.3%

Source: Statistics Canada, General Social Survey 2001. Includes workers employed 30 or more hours weekly for 49 or more weeks in the preceding year.

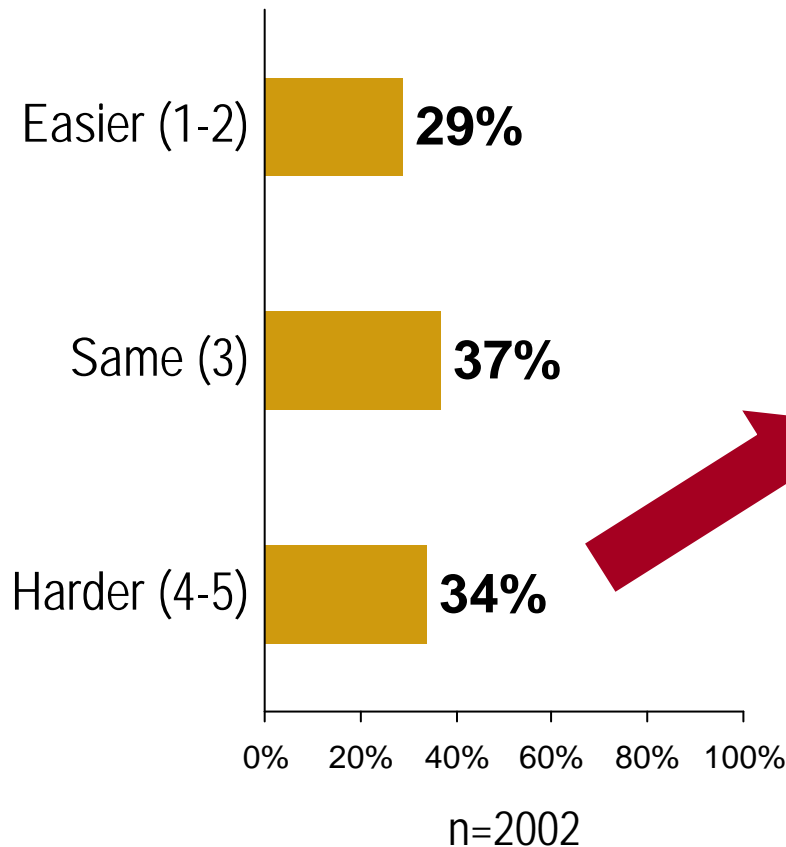
# Dissatisfaction with work-life balance among full-time/full-year workers, by industry, Canada, 2001

Source: Statistics Canada, General Social Survey 2001. Includes workers employed 30 or more hours weekly for 49 or more weeks in the preceding year. Utilities excluded because of small sample size. In 1990, respondents were asked: "Are you satisfied or dissatisfied with...the balance between your job or main activity and family and home life?" In 1995 and 2001, respondents were asked: "Are you satisfied or dissatisfied with the balance between your job and family and home life?" Response categories for all years were: very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied

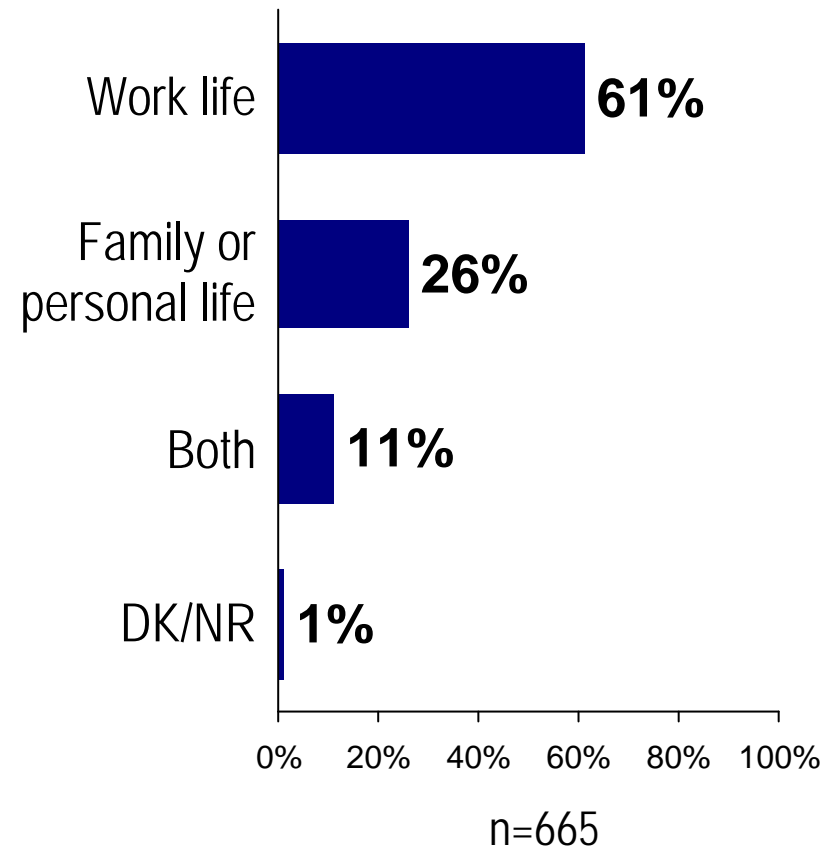


# Recent changes in work-life balance, Canada, 2004

“Do you find that balancing your work and family or personal life has been getting easier or harder over the past few years?”

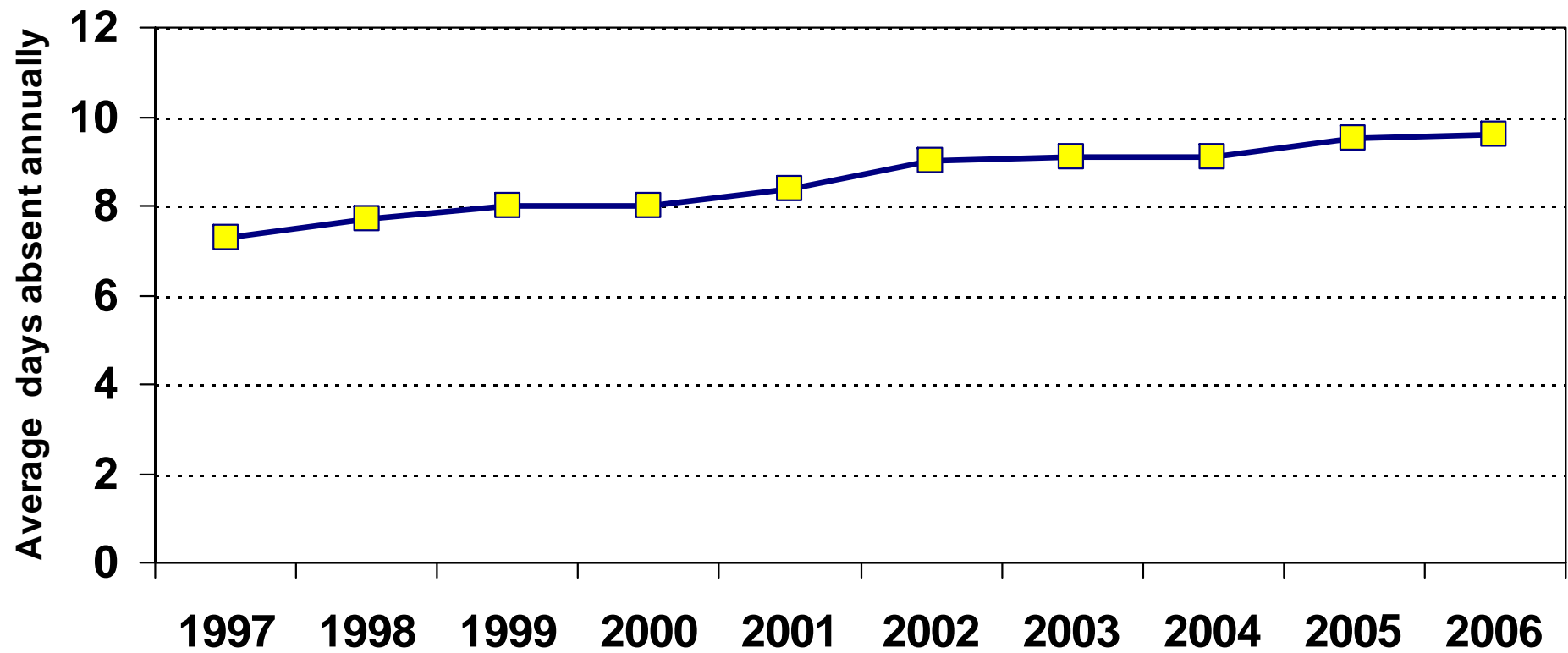


“Overall, which has contributed more to this imbalance (between work and family or personal life) over the past few years?”  
[Those who find balance harder to achieve]



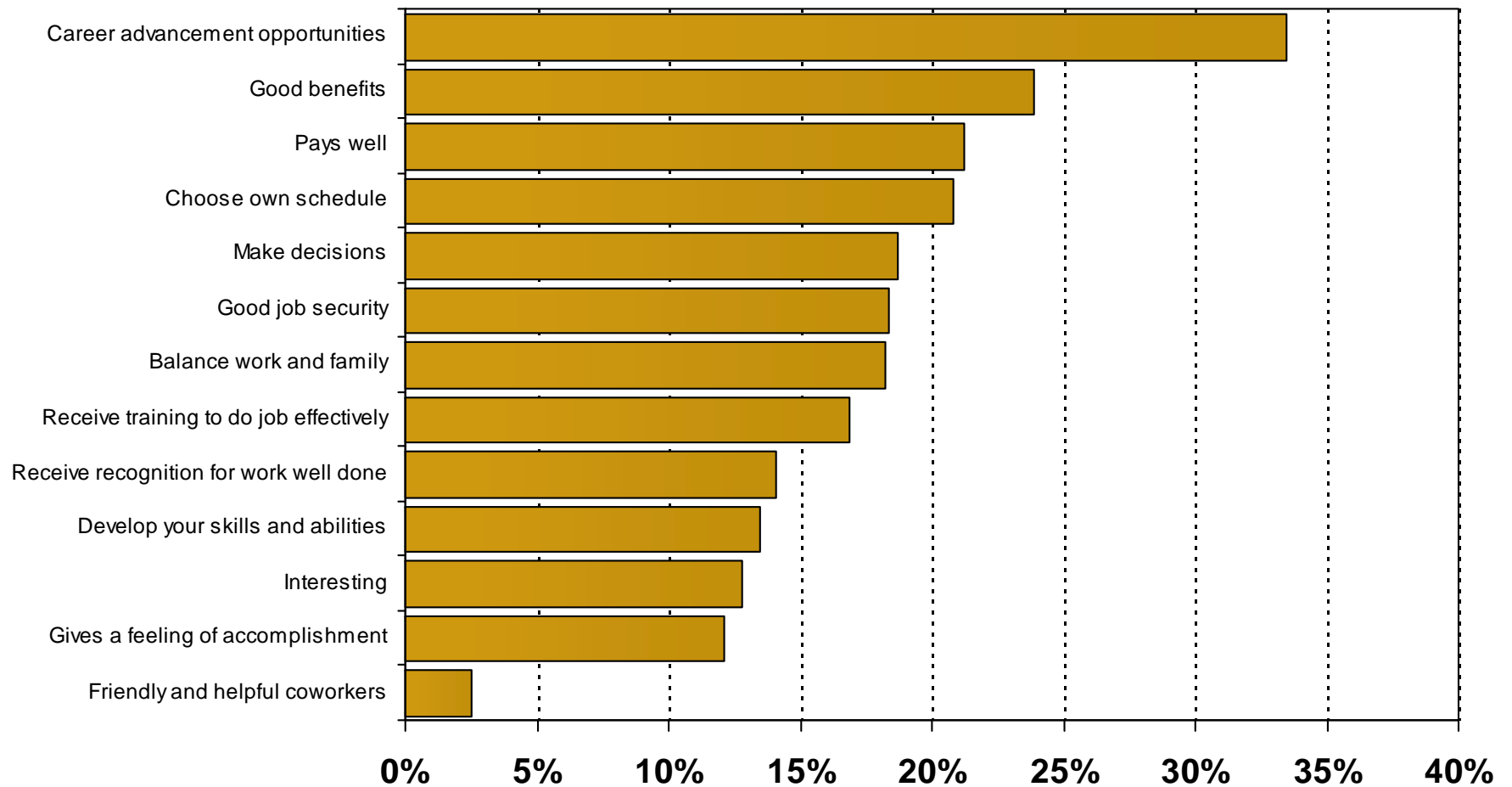
Source: *Rethinking .Work*, Ekos Research Associates – Graham Lowe Group national worker survey, fall 2004. (sample n=2002).

# Absenteeism due to illness, disability or other personal reasons, Canada, 1997-2006



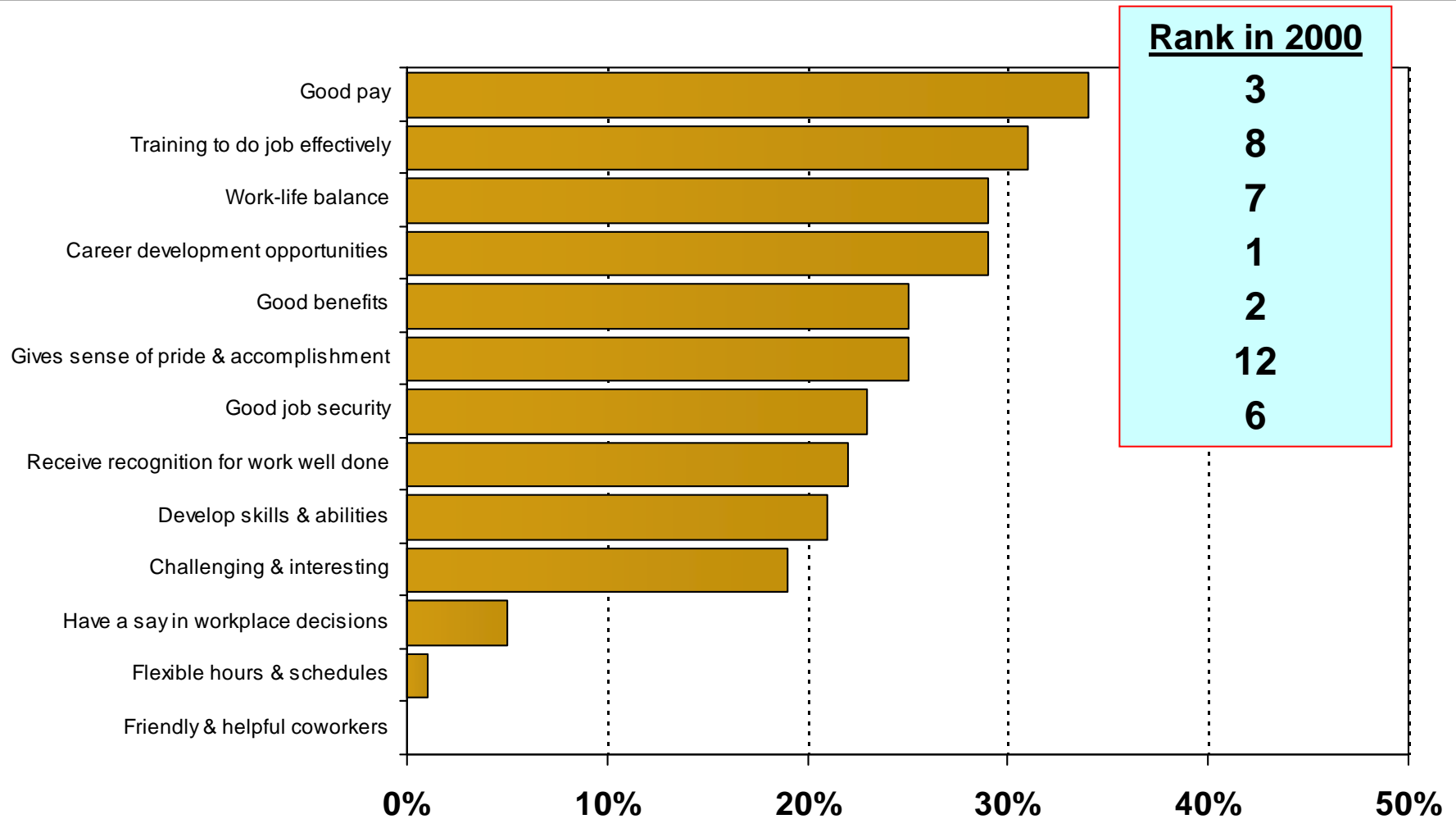
Source: Statistics Canada, Labour Force Historical Review 2006. Excludes maternity leave.

# Expectations gaps between importance workers place on job characteristics and current job conditions, Canada, 2000



Source: CPRN – Ekos Research Associates, Changing Employment Relationships survey. Reports difference between combined 4 and 5 responses on 5-point “agree-disagree” scale for job conditions and “not important - important” scale for importance. (n=2118)

# Expectations gaps between importance workers place on job characteristics and current job conditions, Canada, 2004



Source: *Rethinking .Work*, Ekos Research Associates – Graham Lowe Group national worker survey, fall 2004 (n=2002). Reports difference between 5 responses on 5-point “not at all – to a great extent” scale for job conditions and “not important – very important” scale for importance.



# Discussion questions

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1. Biggest current job quality issue.
2. Emerging job quality issues in the next 5 to 10 years.
3. Initiatives to address emerging issues.
4. Key indicators of job quality to measure progress.