

Reimagining the future of work

Result of 2021 EY Work Reimagined employee survey[©]



As Canada comes to grips with the *extended impact of the pandemic*, businesses and teams are having to continually adjust and react quickly. With vaccinations rolling out, the thinking is shifting gears from temporary health and safety to longer-term ways to reimagine work.

EY teams conducted market research to understand *what will enhance the employee experience of the future and how that varies for different types of employees in different locations*. The survey had 16,264 respondents across 16 countries, including 1,028 Canadian respondents.

Employers are evaluating new strategies to adapt to new and more flexible ways of working.

Employees think they and their employers have responded well so far and will stay for 12+ months

In spite of the challenges posed by the pandemic, employees remain positive about their work.



of employees rate their job satisfaction at 7 or above on a scale of 1 to 10



of survey respondents are likely to stay with their current organization for at least the following 12 months



of employees believe their company culture has changed and gotten better since the beginning of the pandemic, with a net +17% positive score

Select Canadian sectors indicated a higher positive cultural change:



Utilities



Tourism/Hospitality



Technology

While other Canadian sectors indicated a higher negative cultural change:



Transportation



Healthcare



agree that their productivity can be accurately measured whether they work in the office or remotely

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Employees demand permanent flexibility going forward, want company investments and are prepared to quit if they don't get it.



9 OUT OF **10**

employees want flexibility in where and when they work



59%

of Canadian respondents prefer remote working flexibility to some degree, 8% higher than global results



1/3

of employees would like their employers to offer shorter working weeks



64%

want better technology in the office and 48% want their employers to invest in home office hardware



54%

of employees are likely to quit if they aren't offered the flexibility they want, with millennials two times as likely as baby boomers to quit

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Some things have changed permanently, but other pre-pandemic behaviors and preferences will remain.



61%

Health and safety is a new normal, with 61% wanting their company to require the vaccine (subject to exceptions)

Select Canadian sectors indicate a higher number of participants wanting their employer to require vaccines:



95%

of respondents in the utilities industry



83%

of respondents in automotive



80%

of respondents in chemicals



75%

of respondents in technology



56%

of Canadian employees want to continue business travel post-pandemic



20%

of employees would still expect to work five or more days in the office post-pandemic

Key takeaways:

- ▶ People are at the centre of workplace transformation programs and leaders should invest in creating the required employee experiences to enable a future-ready workforce.
- ▶ Use the insights from EY market research to help you develop new strategies that encompass approaches to hiring, policies on where and how work gets done, and workplace and technology changes.
- ▶ Clearly define and communicate your company's flexible work strategy to build and preserve a culture that enables growth, innovation and productivity.
- ▶ Optimize your company's physical footprint and have a plan in place to determine how you can make the most of your business's real estate portfolio and workspaces.

To learn more, visit ey.com/en_ca/workforce