

CANADA'S COMMITTED TO WORK-LIFE BALANCE

Canadian employees often find they have to work extra time immediately before or after taking a vacation. But the good news is workers are putting in almost half as much extra work time this year compared to last.

The Price of Personal Time



71% of working Canadians need to work extra hours before leaving for vacation. Nearly as many (69%) need to put in extra hours following their return.



74% (before) | 70% (after)

Women are slightly more likely than their male counterparts (72% before, 67% afterwards) to work extra hours before and after a vacation.



Those polled expected to work an extra 11.4 hours before or after vacation to meet workload demands.

Better Work-Life Balance

M T W T F

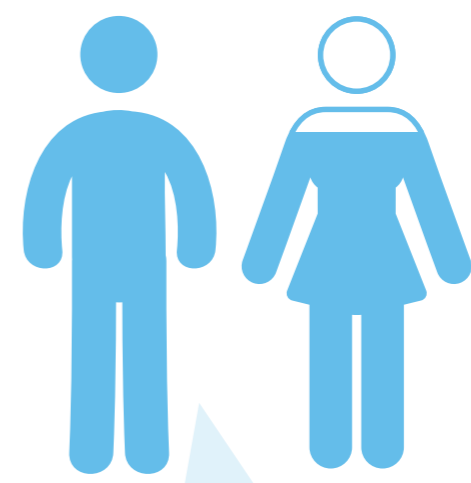
11.5 hours



In 2016, working Canadians expected to work an extra half of a week (21 extra hours) in order to manage workloads and expectations around vacations. This year, those demands are almost half (11.4 extra hours).

13.75 hours

Established workers (aged 35-44) need the most time ahead of or following a vacation to get caught up.



While women are more likely to put in extra time ahead of or after a vacation, men who do the same say they put in more time (12.6 hours vs. 10.5) than women.

Only one in three working Canadians report they take all of their allotted vacation time during a year.



31%

VS.

37%



Women are less likely than men to take all of their allotted vacation time in a given year.

22%

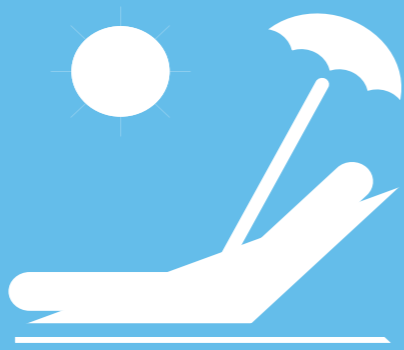
Nearly one in four women say they are able to take less than a quarter of their vacation allotment.



More than one in three workers in Quebec report they take less than half of their allotted vacation time. One in four report they typically take less than one of four days allotted.

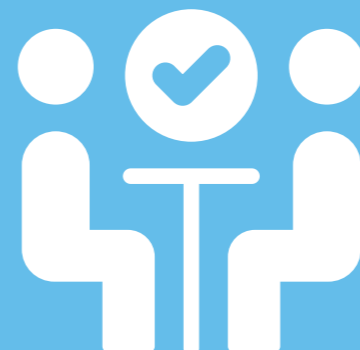
Tips to Better Balance Work and Life, and Promote Performance and Peace of Mind

For Organizations



Foster a culture where taking as much, if not all, of their allotted time-off is not only accepted, but encouraged.

For Managers



Make it a priority to help employees with upcoming time-off prioritize their deliverables early, easing potential last-minute burdens in the weeks leading up to vacation, or immediately following it.

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