

Survey on Employment and Skills Wave 3

Detailed Data Tables for Report 2: Working when Sick: How Workplace Regulations and Culture will Impact the Post-Pandemic Recovery

Field dates: June 1, 2021 to June 28, 2021

**Environics
Institute**
For Survey Research

 **Future Skills** Centre des
Centre **Compétences futures**

**TED
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OF MANAGEMENT**

DiVERSITY
INSTITUTE

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Employment and Skills in Canada - W3 - June 2021

Q33E. In the past year, have you ever gone into your workplace when you were feeling sick?

	Provinces/Territories													Regions						
	TOTAL	NFLD	PEI	NS	NB	PQ	ON	MB	SK	AB	BC	YK	NT	NU	ATL	MAR	PRA	WST	TER	ROC
	(A)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Total	3451	52	18	80	74	796	1347	128	110	378	457	4	4	4	224	171	616	1072	11	2655
Unweighted Total	3956	168	129	176	186	664	903	308	285	399	446	90	90	112	659	491	992	1438	292	3292
Yes, but only rarely	17 SV	21	24	20	17	21 AKL	17	14	13	14	16	22	17	21	20	19	14	15	20	16
Yes, several times	16 UN	8	19 N	13 N	14 N	17 N	17 N	17 N	15 N	17 N	12 N	2	16 N	6	12	14	17 U	15	8	16 U
No, never	52 I	64 HI	48	58	55	48	47	55	60 HI	60 AHI	59 AHI	67 AHI	60	73 HI	58	56	59 AV	59 AV	67 AV	53
I have not gone into my workplace because I have been working from home	12 QSTUDLP	6	5	8	10	12 LP	16 JKLMP	8	9	7	10 P	7	7	*	8	9	8	9	5	12 QSTU
Cannot say	2	2	5	1	3	2	2	6 AFHO	3	2	2	2	*	-	2	2	3	3	1	2

Comparison Groups: ADEFGHIJKLMNOP/AQRSTU
 Paired/Overlap T-Test for Means, Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33E. In the past year, have you ever gone into your workplace when you were feeling sick?

	Urban Area (CMA)					Urban/Rural		Gender		Age					
	TOTAL	Mtl	Toronto	Calgary/ Edmonton	Vanc ouver	Urban	Rural	Male	Female	18-24	25-34	35-44	45-54	55+	25-54
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)
Total	3451	339	645	230	240	2640	303	1795	1634	652	777	729	695	598	2201
Unweighted Total	3956	304	464	244	251	2810	522	1957	1961	782	1102	851	827	394	2780
Yes, but only rarely	17	19	17	14	16	18	18	17	18	22 AM	18	17	15	15	17
Yes, several times	16 N	17	17	15	15	16	12	16	16	19 N	20 AMN	17 N	14	10	17 N
No, never	52 K	49	48	62 ABC	59	52	56	53	50	48	46	52	55 KO	60 AJKO	51 K
I have not gone into my workplace because I have been working from home	12	14	16 DE	8	9	12	13	12	13	10	13	12	14	13	13
Cannot say	2 B	*	2 B	1	2	2	1	2	2	2	3	3	1	2	3 M

Comparison Groups: ABCDE/AFG/AHI/AJKLMNO
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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Employment and Skills in Canada - W3 - June 2021

Q33E. In the past year, have you ever gone into your workplace when you were feeling sick?

	Labour Force Status							work from home					Occupation				
	TOTAL	Labour force	Empl. (FT/PT/SE)	Empl. FT Only	Empl. PT Only	Self-empl. Only	Empl. Perma nent	Unemp loyed	Reti red	Stu dent	WFH new	WFH already	Not WFH	Office	Sales & Service	Trades, Transport & Labour	Profes sional & Executive
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(P)	(Q)	(R)	(S)
Total	3451	3451	3451	2357	722	373	2912	-	-	-	1546	188	1516	707	718	561	932
Unweighted Total	3956	3956	3956	2791	793	372	3267	-	-	-	1735	205	1785	795	836	568	1145
Yes, but only rarely	17 LF	17 F	17 F	19 ABCFG	17	11	17 F	-	-	-	17 L	7	18 L	21 RS	22 ARS	14	15
Yes, several times	16 S	16	16	16	18	17	16	-	-	-	17	15	16	16	21 APS	18	13
No, never	52 PKLF	52 F	52 F	52	56 F	43	53 F	-	-	-	43	39	63 AKL	43	48	60 APQ	55 P
I have not gone into my workplace because I have been working from home	12 QRME	12 E	12 E	12 E	7	26 BCDEG A	12 E	-	-	-	22 AM	36 AKM	1	19 AQR	7	6	16 AQR
Cannot say	2 SK	2	2	2	3	3	2	-	-	-	1	3	2	2	2	2	1

Comparison Groups: ABCDEFGHIJ/AKLM/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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Employment and Skills in Canada - W3 - June 2021

Q33E. In the past year, have you ever gone into your workplace when you were feeling sick?

	Education				Immigration					Language			Pandemic Impact		Children at home				
	TOTAL	HS/ Less	Trades	Coll. only	Univer sity	1st gen	2nd gen	3rd gen	Recent immi grant	Immig. allo phone	Eng	Fre	Other	Affe cted	Not affe cted	At least one child 0-4	At least one child 5-18	At least one child 19-24	No Children
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Total	3451	1245	340	802	1061	771	765	1896	258	0	2533	723	6	2529	881	442	811	388	1811
Unweighted Total	3956	1492	303	633	1509	875	813	2233	378	3	3035	639	54	2940	965	651	1037	408	1860
Yes, but only rarely	17 SOGC	20 C	11	19 C	16	19 G	10	20 AG	20 G	-	17	22 AK	2	19 AO	14	16	20 S	24 AS	15
Yes, several times	16 SODE	19 ADE	23 ADE	12	14	16	19	16	17	47	16	17	19	18 AO	13	25 AQS	17	18	13
No, never	52 RNL	51	50	52	52	51	54	51	51	-	53 L	46	46	50	58 AN	46	52	44	55 APR
I have not gone into my workplace because I have been working from home	12 B	7	13 B	14 B	17 AB	12	15	11	12	53	13	13	17	12	13	10	10	12	14 AQ
Cannot say	2 N	3	2	2	2	3 I	2	2	1	-	2	2	16 AKL	2	2	3	2	1	3

Comparison Groups: ABCDE/AFGHIJ/AKLM/ANO/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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Employment and Skills in Canada - W3 - June 2021

Q33E. In the past year, have you ever gone into your workplace when you were feeling sick?

	Race							Indigenous					Income				Income Adequacy		Job Security		Labour Union		
	TOTAL	White	South Asian	Chinese	Black	Other visib. minor.	Racialized	Non-Indigenous	Indigenous	First Nations	Métis	Inuit	Low	Lower middle	Middle	High	Enough	Not enough	Worried	Not worried	Yes	No	Can not Say
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)
Total	3451	2275	277	207	170	340	1027	3261	149	74	49	15	415	788	1096	929	2567	782	1460	1876	915	2453	84
Unweighted Total	3956	2090	293	330	302	354	1304	3343	562	270	166	86	441	872	1184	1168	2927	897	1757	2090	1147	2697	112
Yes, but only rarely	17 VTO	18	18	14	18	15	16	17	28 AH	24	26	44	25 AOP	22 AOP	13	15	17	19	20 AT	15	23 AVW	16	9
Yes, several times	16 WTQ	15	19	14	19	19	18	16	18	22	7	27	18	15	18	14	15	20 AQ	22 AT	12	16 W	16 W	5
No, never	52 SRMIL	53	52	52	40	55	51 E	53 AIL	38	41	47	8	44	50	53 M	57 AMN	54 AR	46	45	57 AS	51	52	60
I have not gone into my workplace because I have been working from home	12 US	12	10	14	22 ABCFG	8	12 F	12	14	12	19	21	10	11	13	13	12	12	11	14 AS	8	14 AU	12
Cannot say	2 P	2	1	6 ABCE	1	3	3	2	2	1	1	*	3	2	2	1	2	2	2	2	2	2	14 AV

Comparison Groups: ABCDEFG/AHIJKL/AMNOP/AQR/AST/AUVW
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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Employment and Skills in Canada - W3 - June 2021

Q33F. And now thinking about the time before the pandemic, which of the following best describes what would happen if you woke up on a work day feeling a little sick (like you might be getting a cold or the flu).

	Provinces/Territories													Regions						
	TOTAL	NFLD	PEI	NS	NB	PQ	ON	MB	SK	AB	BC	YK	NT	NU	ATL	MAR	PRA	WST	TER	ROC
	(A)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Total	3264	50	18	75	60	749	1286	127	98	350	440	3	4	4	202	152	575	1016	11	2515
Unweighted Total	3751	159	126	164	167	629	864	304	268	377	427	85	75	106	616	457	949	1376	266	3122
I would likely have gone in to work anyway	51 VI	56	57	45	56	57 AFIM	48	50	54	57 IM	47	63 F	76 AFIJM	69	52	51	55 V	51	69 QRSTV A	50
I would likely have called in sick and stayed home	42 UH	40	31	52 GHLNO	35	34	46 AHO	41	41	39	48 GHNO	30	23	31	42 U	43 U	40	43 U	28	44 ASU
Cannot say	7 UOP	4	12 OP	3	9 OP	9 FLOP	7 OP	9 OP	5	4	5	7 OP	*	*	6	6	5	5	2	6 U

Comparison Groups: ADEFGHIJKLMNQP/AQRSTUV
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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Q33F. And now thinking about the time before the pandemic, which of the following best describes what would happen if you woke up on a work day feeling a little sick (like you might be getting a cold or the flu).

	Urban Area (CMA)					Urban/Rural		Gender		Age					
	TOTAL	Mtl	Toronto	Calgary/ Edmonton	Vanc ouver	Urban	Rural	Male	Female	18-24	25-34	35-44	45-54	55+	25-54
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)
Total	3264	320	623	212	232	2517	274	1681	1561	631	747	691	652	543	2089
Unweighted Total	3751	289	448	228	243	2684	480	1846	1868	751	1061	813	778	348	2652
I would likely have gone in to work anyway	51 NC	51	44	63 ABCE	43	51	59 A	50	53	52	52 N	56 AN	52 N	42	53 AN
I would likely have called in sick and stayed home	42 O	38	50 ABD	35	53 ABD	43	35	43	41	43	39	38	42	50 AKLO	40
Cannot say	7 D	11 ADE	6 D	2	4	6	6	7	6	5	8	6	6	7	7

Comparison Groups: ABCDE/AFG/AHI/AJKLMNO
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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	Labour Force Status							Work from home					Occupation				
	TOTAL	Labour force	Empl. (FT/PT/SE)	Empl. FT Only	Empl. PT Only	Self-empl. Only	Empl. Permanent	Unemp. Loyal	Retired	Student	WFH new	WFH already	Not WFH	Office	Sales & Service	Trades, Transport & Labour	Professional & Executive
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(P)	(Q)	(R)	(S)
Total	3264	3264	3264	2275	685	304	2752	-	-	-	1546	-	1516	694	681	547	877
Unweighted Total	3751	3751	3751	2705	753	293	3097	-	-	-	1735	-	1785	771	801	547	1091
I would likely have gone in to work anyway	51	51	51	51	52	51	52	-	-	-	51	-	52	53	53	52	50
I would likely have called in sick and stayed home	42	42	42	42	44	36	42	-	-	-	41	-	44	43	42	42	42
Cannot say	7 PME	7 E	7 E	6	4	13 BCDEG A	7	-	-	-	7 M	-	5	4	5	6	8 P

Comparison Groups: ABCDEFGHIJ/AKLM/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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	Education					Immigration				Language			Pandemic Impact		Children at home				
	TOTAL	HS/ Less	Trades	Coll. only	Univer sity	1st gen	2nd gen	3rd gen	Recent immi grant	Immig. allo phone	Eng	Fre	Other	Affe cted	Not affe cted	At least one child 0-4	At least one child 5-18	At least one child 19-24	No Children
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Total	3264	1177	324	750	1011	736	719	1790	248	0	2411	667	6	2419	805	415	778	378	1694
Unweighted Total	3751	1405	287	600	1440	829	777	2112	367	3	2888	597	49	2807	895	619	992	395	1745
I would likely have gone in to work anyway	51 SF	55 ACE	46	50	49	40	50 F	57 AFG	49 F	91	50	57 AK	62	53 A	47	60 AS	52	53	48
I would likely have called in sick and stayed home	42 PLHB	37	48 B	45 B	44 B	55 AGHI	43 H	37	45 H	9	44 L	35	38	42	44	36	42	42	44 P
Cannot say	7 N	8	7	5	6	6	7	6	6	-	6	8	*	5	8 N	4	6	5	8 P

Comparison Groups: ABCDE/AFGH IJ/AKLM/ANO/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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	Race							Indigenous					Income				Income Adequacy		Job Security		Labour Union		
	TOTAL	White	South Asian	Chinese	Black	Other visib. minor.	Racialized	Non-Indigenous	Indigenous	First Nations	Métis	Inuit	Low	Lower middle	Middle	High	Enough	Not enough	Worried	Not worried	Yes	No	Can not Say
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)
Total	3264	2138	265	192	164	331	985	3082	141	69	46	15	394	732	1045	882	2419	752	1404	1753	897	2286	81
Unweighted Total	3751	1972	280	316	291	342	1252	3177	527	251	159	79	418	825	1126	1109	2775	853	1693	1957	1125	2520	106
I would likely have gone in to work anyway	51 WTC	55 D	40	39	42	45	43	51	54	48	51	70	52	50	50	52	52	52	57 AT	47	51 W	52 W	31
I would likely have called in sick and stayed home	42 SB	38	53 AB	55 AB	53 B	51 AB	52 AB	42	35	41	33	30	39	43	44	43	42	43	38	46 AS	45	41	53
Cannot say	7 USP	7	7	5	5	4	5	6	11	11	16 AHL	*	10 P	8 P	5	4	6	6	5	7	5	7 U	16

Comparison Groups: ABCDEFG/AHIJKL/AMNOP/AQR/AST/AUVW
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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Employment and Skills in Canada - W3 - June 2021

Q33G. Why would you have gone into work even if you were feeling sick?

	Provinces/Territories													Regions						
	TOTAL	NFLD	PEI	NS	NB	PQ	ON	MB	SK	AB	BC	YK	NT	NU	ATL	MAR	PRA	WST	TER	ROC
	(A)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Total	1673	28	10	33	34	427	611	64	53	200	207	2	3	3	105	77	316	523	7	1247
Unweighted Total	1931	89	73	88	88	361	407	143	146	204	188	56	43	45	338	249	493	681	144	1570
Because other people depended on me to be there to do my job, and I didn't want to let them down	46	45	46	50	45	48	47	53	41	42	40	42	69 KLM	68	46	47	44	42	61 STV	45
Because I had to show up for work, or else I wouldn't get paid for that day	43 UNOP	49 NOP	42 OP	51 JNOP	40 NOP	40 NOP	43 NOP	31 OP	41 NOP	46 NOP	46 NOP	15	6	1	46 U	45 U	42 U	44 U	7	43 U
Because I had so much work to do, and didn't want to fall behind	33 QRG	18	31	24	20	31	36 DG	34	33	29	36 G	29	19	39	22	23	31	33 Q	29	34 QR
Because I felt pressured by my boss to keep working	18 UHNP	20 N	10	24 NP	27 HNP	12 N	19 HNP	31 AHKNP	16 N	23 HNP	20 NP	1	-	*	23 U	24 U	24 AU	22 U	*	21 AU
Because I didn't want other people at work to think that I wasn't able to do my job	15 UNO	4	23	26 DNO	19 NO	14 NO	16 NO	22 DNO	17 NO	15 NO	13 O	3	1	19 NO	17 U	22 QU	17 U	15	8	16 U
Because I would feel bored or unproductive if I stayed at home	13	8	3	13	15	15	13	10	8	18	9	10	10	4	11	13	15	12	8	13
Because I didn't have the equipment that I needed to get some work done or stay connected to the office while I was home sick	7	6	2	2	4	8 F	6	14 FO	7	7	6	3	1	6	4	3	8	7	3	6

Comparison Groups: ADEFGHIJKLMNOP/AQRSTUV
 Paired/Overlap T-Test for Means, Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Q33G. Why would you have gone into work even if you were feeling sick?

	Provinces/Territories														Regions					
	TOTAL	NFLD	PEI	NS	NB	PQ	ON	MB	SK	AB	BC	YK	NT	NU	ATL	MAR	PRA	WST	TER	ROC
	(A)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Feeling well enough to go to work / not that sick to stay home / away from work	2 H	2	5	3	4	1	2	*	1	3	3	2	4	7	3	4	2	2	5	3 A
No one to replace me / shortage of staff	1 I	4	*	2	-	1	1	3	2	-	6 AHI	14 HIJKM ADEF	5	-	2	1	1	3 ASV	6 RS	2
I work by myself / on my own / work from home	*	-	-	-	-	*	1	-	-	1	*	3	*	-	-	-	1	*	1	1
Don't have enough sick days / don't want to use sick days unless necessary	*	-	-	-	-	-	1	-	1	1	1	-	-	-	-	-	1	1	-	1
It takes more work to plan a day off / prepare for a replacement	*	4	-	-	-	-	1	1	-	-	-	1	-	*	1	-	*	*	*	1
Other	*	-	-	-	-	-	*	*	-	*	1	1	-	-	-	-	*	*	*	*
Cannot say	3 VI	*	2	4	14 KLMOP ADIJ	6 AIJK	1	1	1	3	3	4	1	1	6 V	8 QSTUV A	2	2	2	2

Comparison Groups: ADEFGHIJKLMNOP/AQRSTUV
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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Employment and Skills in Canada - W3 - June 2021

Q33G. Why would you have gone into work even if you were feeling sick?

	Urban Area (CMA)					Urban/Rural		Gender		Age					
	TOTAL	Mtl	Toronto	Calgary/ Edmonton	Vanc ouver	Urban	Rural	Male	Female	18-24	25-34	35-44	45-54	55+	25-54
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)
Total	1673	164	273	134	99	1292	162	843	825	326	392	387	339	230	1117
Unweighted Total	1931	158	195	125	106	1394	273	920	995	367	551	449	392	172	1392
Because other people depended on me to be there to do my job, and I didn't want to let them down	46 H	40	46	44	39	46	52	41	51 AH	41	48	48	43	49	46
Because I had to show up for work, or else I wouldn't get paid for that day	43	40	40	43	41	42	41	42	44	53 ALMNO	47 NO	39	38	35	41
Because I had so much work to do, and didn't want to fall behind	33 G	34	42 A	29	35	35 AG	22	32	33	29	38	34	31	33	34
Because I felt pressured by my boss to keep working	18 NHB	10	23 B	26 B	19	20 G	12	15	22 AH	21 N	22 N	20 N	15	11	19 N
Because I didn't want other people at work to think that I wasn't able to do my job	15 H	16	15	17	12	16	14	11	19 AH	16	14	12	16	20	14
Because I would feel bored or unproductive if I stayed at home	13	22 A	12	17	13	13	18	15	11	20 AKMNO	12	14	10	9	12
Because I didn't have the equipment that I needed to get some work done or stay connected to the office while I was home sick	7 H	10	4	9	4	7	5	4	9 AH	8	6	6	8	5	7

Comparison Groups: ABCDE/AFG/AHI/AJKLMNO
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Q33G. Why would you have gone into work even if you were feeling sick?

	Urban Area (CMA)				Urban/Rural		Gender		Age						
	TOTAL	Mtl	Toronto	Calgary/ Edmonton	Vanc ouver	Urban	Rural	Male	Female	18-24	25-34	35-44	45-54	55+	25-54
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)
Feeling well enough to go to work / not that sick to stay home / away from work	2 F	1	-	4	4	1	7 AF	2	2	1	1	4 K	2	3	2
No one to replace me / shortage of staff	1 J	1	2	-	1	2	*	2	1	*	2 J	*	3 AJLO	1	2 JL
I work by myself / on my own / work from home	*	-	1	2	*	*	*	1	*	-	*	*	-	3	*
Don't have enough sick days / don't want to use sick days unless necessary	*	-	-	1	1	1	-	-	1	-	*	*	*	2 AKMO	*
It takes more work to plan a day off / prepare for a replacement	*	-	*	-	-	1	*	*	1	-	1	*	1	*	1
Other	*	-	-	1	*	*	-	*	*	-	1	*	1	*	*
Cannot say	3 C	4	*	3	2	3	4	3	3	1	3	3	7 AJKLNO	1	4 AJ

Comparison Groups: ABCDE/AFG/AHI/AJKLMNO
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33G. Why would you have gone into work even if you were feeling sick?

	Labour Force Status							work from home					Occupation				
	TOTAL	Labour force	Empl. (FT/PT/SE)	Empl. FT Only	Empl. PT Only	Self-empl. Only	Empl. Perma nent	Unemp loyed	Reti red	Stu dent	WFH new	WFH already	Not WFH	Office	Sales & Service	Trades, Transport & Labour	Profes sional & Executive
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(P)	(Q)	(R)	(S)
Total	1673	1673	1673	1162	358	153	1420	-	-	-	792	-	786	367	362	287	437
Unweighted Total	1931	1931	1931	1432	348	151	1630	-	-	-	910	-	935	405	413	281	569
Because other people depended on me to be there to do my job, and I didn't want to let them down	46	46	46	46	45	48	47	-	-	-	44	-	49	43	45	43	51
Because I had to show up for work, or else I wouldn't get paid for that day	43 SKD	43 D	43 D	40	55 BCDFG A	34	41	-	-	-	34	-	49 AK	38 S	55 APS	54 APS	29
Because I had so much work to do, and didn't want to fall behind	33 QME	33 E	33 E	36 ABCE	21	39 E	34 ABCE	-	-	-	42 AM	-	25	38 QR	26	27	39 AQR
Because I felt pressured by my boss to keep working	18	18	18	18	22	14	19	-	-	-	19	-	17	18	22	14	20
Because I didn't want other people at work to think that I wasn't able to do my job	15 R	15	15	16	15	14	15	-	-	-	15	-	16	16	14	10	18 R
Because I would feel bored or unproductive if I stayed at home	13	13	13	14	13	8	13	-	-	-	12	-	15	12	13	21 APS	12
Because I didn't have the equipment that I needed to get some work done or stay connected to the office while I was home sick	7 R	7	7	7	5	5	7	-	-	-	9	-	5	10 R	5	2	9 R

Comparison Groups: ABCDEFGHIJ/AKLM/APQRS
 Paired/Overlap T-Test for Means, Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33G. Why would you have gone into work even if you were feeling sick?

	Labour Force Status							work from home			Occupation						
	TOTAL	Labour force	Empl. (FT/PT/SE)	Empl. FT Only	Empl. PT Only	Self-empl. Only	Empl. Perma nent	Unemp loyed	Reti red	Stu dent	WFH new	WFH already	Not WFH	Office	Sales & Service	Trades, Transport & Labour	Profes sional & Executive
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(P)	(Q)	(R)	(S)
Feeling well enough to go to work / not that sick to stay home / away from work	2	2	2	2	2	1	2	-	-	-	1	-	3	2	2	3	1
No one to replace me / shortage of staff	1 KD	1 D	1 D	1	3	5 ABCDG	2 D	-	-	-	*	-	3 AK	1	1	*	3 R
I work by myself / on my own / work from home	*	*	*	*	*	4 BCDEG A	1 D	-	-	-	1	-	*	*	*	-	1
Don't have enough sick days / don't want to use sick days unless necessary	*	*	*	1	-	-	1	-	-	-	*	-	1	2 AQS	*	-	*
It takes more work to plan a day off / prepare for a replacement	*	*	*	1	-	-	1	-	-	-	*	-	*	-	-	1	1
Other	*	*	*	*	-	-	*	-	-	-	*	-	*	*	1	*	*
Cannot say	3 Q	3	3	3	3	3	3	-	-	-	3	-	2	5 Q	1	3	2

Comparison Groups: ABCDEFGHIJ/AKLM/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33G. Why would you have gone into work even if you were feeling sick?

	Education				Immigration				Language			Pandemic Impact		Children at home					
	TOTAL	HS/ Less	Trades	Coll. only	Univer sity	1st gen	2nd gen	3rd gen	Recent immi grant	Immig. allo phone	Eng	Fre	Other	Affe cted	Not affe cted	At least one child 0-4	At least one child 5-18	At least one child 19-24	No Children
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Total	1673	653	148	375	498	291	358	1020	121	0	1211	383	3	1282	382	250	407	199	817
Unweighted Total	1931	742	146	315	724	333	383	1207	155	2	1497	344	18	1496	424	351	503	206	871
Because other people depended on me to be there to do my job, and I didn't want to let them down	46 FIB	40	56 B	49	48 B	32 I	48 FI	49 AFI	20	-	46	46	11	44	51	43	44	47	47
Because I had to show up for work, or else I wouldn't get paid for that day	43 OE	48 AE	49 E	44 E	32	41	36	45 G	41	52	43	42	37	44 AO	36	44	41	49	41
Because I had so much work to do, and didn't want to fall behind	33 ROB	25	26	38 B	41 ABC	34	39	31	31	-	34	31	1	35 AO	27	36 R	37 R	19	33 R
Because I felt pressured by my boss to keep working	18 L	17	16	21	19	20	14	20	20	48	21 AL	11	46	19	16	19	16	21	19
Because I didn't want other people at work to think that I wasn't able to do my job	15 PB	11	13	18 B	18 B	12	15	16	10	-	16	13	1	15	14	9	15	13	17 P
Because I would feel bored or unproductive if I stayed at home	13	12	16	15	12	15	15	12	21	-	13	14	15	13	16	14	13	12	14

Comparison Groups: ABCDE/AFGHIJ/AKLM/ANO/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33G. Why would you have gone into work even if you were feeling sick?

	Education				Immigration					Language			Pandemic Impact		Children at home				
	TOTAL	HS/ Less	Trades	Coll. only	Univer sity	1st gen	2nd gen	3rd gen	Recent immi grant	Immig. allo phone	Eng	Fre	Other	Affe cted	Not affe cted	At least one child 0-4	At least one child 5-18	At least one child 19-24	No Children
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Because I didn't have the equipment that I needed to get some work done or stay connected to the office while I was home sick	7 B	4	8	6	10 AB	5	6	7	6	-	6	8	26	6	7	6	7	6	7
Feeling well enough to go to work / not that sick to stay home / away from work	2 RN	3	*	2	2	2	4 I	2	1	-	2	1	-	1	4 AN	*	1	*	3 APR
No one to replace me / shortage of staff	1 F	1	4	1	1	*	2 F	2 F	-	-	2	1	-	2	1	1	2 R	*	1
I work by myself / on my own / work from home	*	1	1	*	*	*	1	*	-	-	1	*	-	*	1	-	*	-	1
Don't have enough sick days / don't want to use sick days unless necessary	*	*	-	1 AE	*	*	-	1	-	-	1	-	-	1	-	-	*	-	1
It takes more work to plan a day off / prepare for a replacement	*	*	-	-	1	-	1	*	-	-	1	-	-	1	-	1	1	*	*
Other	*	*	-	*	*	*	*	*	*	-	*	-	-	*	*	1	*	*	*
Cannot say	3	4	3	1	3	3	2	4	5	-	2	4	-	3	4	2	3	3	3

Comparison Groups: ABCDE/AFGH IJ/AKLM/ANO/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33G. Why would you have gone into work even if you were feeling sick?

	Race						Indigenous					Income				Income Adequacy		Job Security		Labour Union			
	TOTAL	White	South Asian	Chinese	Black	Other visib. minor.	Racialized	Non-Indigenous	Indigenous	First Nations	Métis	Inuit	Low	Lower middle	Middle	High	Enough	Not enough	Worried	Not worried	Yes	No	Can not Say
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)
Total	1673	1178	105	76	69	149	420	1584	76	33	23	10	205	365	524	461	1252	388	797	824	453	1195	25
Unweighted Total	1931	1124	115	128	123	149	528	1635	279	142	85	26	197	414	587	605	1454	438	924	970	605	1292	34
Because other people depended on me to be there to do my job, and I didn't want to let them down	46 JCG	50 ACFG	27	45	39	33	36	46 J	37	24	45	71	38	41	46	53 AMN	45	48	43	49	44	46	51
Because I had to show up for work, or else I wouldn't get paid for that day	43 QP	42	42	29	62 ABDG	43	45 D	42	39	59 I	31	12	66 ANOP	49 AOP	38	35	39	55 AQ	42	42	43	43	43
Because I had so much work to do, and didn't want to fall behind	33 RMN	33	35	43	29	32	34	33	30	22	33	16	22	27	36 MN	40 AMN	35 AR	26	34	33	29	34	30
Because I felt pressured by my boss to keep working	18	20 A	18	15	6	16	14	18	14	21	14	7	18	22	16	18	17	24 A	20	17	17	19	7
Because I didn't want other people at work to think that I wasn't able to do my job	15	17	9	15	20	12	12	16	8	8	16	*	14	14	13	20 A	14	17	15	15	13	16	21
Because I would feel bored or unproductive if I stayed at home	13	13	17	11	18	10	14	13	18	11	23	12	12	11	13	15	14	10	12	15	14	12	75 AUV

Comparison Groups: ABCDEFG/AHIJKL/AMNOP/AQR/AST/AUVW
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33G. Why would you have gone into work even if you were feeling sick?

	Race							Indigenous					Income				Income Adequacy		Job Security		Labour Union		
	TOTAL	White	South Asian	Chinese	Black	Other visib. minor.	Racialized	Non-Indigenous	Indigenous	First Nations	Métis	Inuit	Low	Lower middle	Middle	High	Enough	Not enough	Worried	Not worried	Yes	No	Can not Say
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)
Because I didn't have the equipment that I needed to get some work done or stay connected to the office while I was home sick	7	8 F	6	3	*	1	4	7	7	10	*	12	7	4	6	9	7	7	5	9 AS	7	7	3
Feeling well enough to go to work / not that sick to stay home / away from work	2	2	2	4	-	2	2	2	*	*	*	*	1	1	4 A	1	2	2	2	2	2	2	-
No one to replace me / shortage of staff	1 QG	2 AG	-	*	-	*	*	1	*	-	*	-	1	1	2	1	1	4 AQ	1	2	2	1	-
I work by myself / on my own / work from home	*	1 A	-	*	-	*	*	1	-	-	-	-	-	1	*	1	*	1	*	1	*	1	-
Don't have enough sick days / don't want to use sick days unless necessary	* VQ	1	-	*	-	-	*	*	-	-	-	-	-	*	*	*	*	*	*	1	1 AV	*	-
It takes more work to plan a day off / prepare for a replacement	*	1	-	-	-	-	-	*	*	*	-	-	-	*	*	1	1	-	*	1	2	*	-
Other	*	*	-	2	*	-	*	*	*	*	*	*	1	*	*	*	*	*	*	*	*	-	-
Cannot say	3 PI	3	3	1	1	6	3	3 I	*	*	1	-	5	5 P	2	1	3	2	3	3	3	3	3

Comparison Groups: ABCDEFG/AHIJKL/AMNOP/AQR/AST/AUVW
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33H. If you did not go into work because you were feeling sick, did you still get paid for work that day?

	Provinces/Territories													Regions						
	TOTAL	NFLD	PEI	NS	NB	PQ	ON	MB	SK	AB	BC	YK	NT	NU	ATL	MAR	PRA	WST	TER	ROC
	(A)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Total	1376	20	5	39	21	258	588	52	41	136	212	1	1	1	85	66	229	441	3	1118
Unweighted Total	1592	63	47	69	63	218	403	140	104	154	212	28	31	60	242	179	398	610	119	1374
Yes, I still got paid when I stayed home from work because I was sick	57 TVJM	57	58	69 JM	57	67 AJM	58 JM	40	56	57	45	61	80	96 IJKLM ADEGH	63 T	64 T	53	49	80 ASTV	55 T
No, I did not get paid when I stayed home from work because I was sick	36 HP	31	41 P	27	37 P	28	33 P	55 AFHIP	41 P	39 P	50 AFHIP	39	20	4	31	32	43 U	46 AQRUV	20	38 AU
Cannot say	7	12	1	3	6	5	9 A	5	3	4	5	-	-	-	6	4	4	4	-	7

Comparison Groups: ADEFGHIJKLMNQP/AQRSTUV
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33H. If you did not go into work because you were feeling sick, did you still get paid for work that day?

	Urban Area (CMA)					Urban/Rural		Gender		Age					
	TOTAL	Mtl	Toronto	Calgary/ Edmonton	Vanc ouver	Urban	Rural	Male	Female	18-24	25-34	35-44	45-54	55+	25-54
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)
Total	1376	121	311	73	123	1071	95	719	646	274	292	263	274	273	829
Unweighted Total	1592	109	225	96	126	1145	189	802	773	332	444	322	341	153	1107
Yes, I still got paid when I stayed home from work because I was sick	57 JKIE	73 AE	62 E	66 E	44	59	61	62 AI	51	43	47	64 AJK	64 AJK	67 AJK	58 JK
No, I did not get paid when I stayed home from work because I was sick	36 MHB	25	33	31	54 ABCD	36	33	32	41 AH	50 ALMNO	46 ALMNO	31	25	29	34 M
Cannot say	7 NB	1	5	3	2	6	5	6	8	7	7	5	10 ALN	3	7 N

Comparison Groups: ABCDE/AFG/AHI/AJKLMNO
Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
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Employment and Skills in Canada - W3 - June 2021

Q33H. If you did not go into work because you were feeling sick, did you still get paid for work that day?

	Labour Force Status							work from home			Occupation						
	TOTAL	Labour force	Empl. (FT/PT/SE)	Empl. FT Only	Empl. PT Only	Self-empl. Only	Empl. Perma nent	Unemp loyed	Reti red	Stu dent	WFH new	WFH already	Not WFH	Office	Sales & Service	Trades, Transport & Labour	Profes sional & Executive
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(P)	(Q)	(R)	(S)
Total	1376	1376	1376	967	299	110	1142	-	-	-	641	-	660	297	285	228	373
Unweighted Total	1592	1592	1592	1125	357	110	1289	-	-	-	718	-	778	331	344	232	463
Yes, I still got paid when I stayed home from work because I was sick	57 QMEF	57 EF	57 EF	67 BCEFG A	34	31	62 ABCEF	-	-	-	65 AM	-	52	70 AQR	37	54 Q	69 AQR
No, I did not get paid when I stayed home from work because I was sick	36 PSKDG	36 DG	36 DG	27	61 ABCDG	54 ABCDG	32 D	-	-	-	29	-	41 AK	23	55 APRS	40 PS	26
Cannot say	7	7	7	6	5	15	7	-	-	-	6	-	7	7	8	6	5

Comparison Groups: ABCDEFGHIJ/AKLM/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33H. If you did not go into work because you were feeling sick, did you still get paid for work that day?

	Education				Immigration					Language			Pandemic Impact		Children at home				
	TOTAL	HS/ Less	Trades	Coll. only	Univer sity	1st gen	2nd gen	3rd gen	Recent immi grant	Immig. allo phone	Eng	Fre	Other	Affe cted	Not affe cted	At least one child 0-4	At least one child 5-18	At least one child 19-24	No Children
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
Total	1376	434	154	338	448	402	310	655	113	0	1050	231	2	1009	357	148	323	159	746
Unweighted Total	1592	574	120	256	639	449	345	787	193	1	1236	202	30	1177	406	244	432	169	747
Yes, I still got paid when I stayed home from work because I was sick	57 NIB	45	53	66 AB	64 AB	54 I	50	62 AGI	43	-	56	61	39	55	66 AN	56	55	50	60
No, I did not get paid when I stayed home from work because I was sick	36 OHD	46 ADE	44 D	26	32	40	43 H	31	53 AFH	100	37	32	61	39 AO	28	33	41	44	33
Cannot say	7 C	8 C	3	8	5	6	7	7	4	-	6	7	-	6	6	11 Q	4	6	7

Comparison Groups: ABCDE/AFGHIJ/AKLM/ANO/APQRS
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.

Employment and Skills in Canada - W3 - June 2021

Q33H. If you did not go into work because you were feeling sick, did you still get paid for work that day?

	Race						Indigenous					Income				Income Adequacy		Job Security		Labour Union			
	TOTAL	White	South Asian	Chinese	Black	Other visib. minor.	Racialized	Non-Indigenous	Indigenous	First Nations	Métis	Inuit	Low	Lower middle	Middle	High	Enough	Not enough	Worried	Not worried	Yes	No	Can not Say
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)	(W)
Total	1376	811	141	106	87	168	515	1301	50	29	15	4	152	312	465	381	1023	323	536	808	403	930	43
Unweighted Total	1592	721	145	172	151	171	649	1346	222	97	64	51	181	357	488	465	1180	371	686	868	471	1068	53
Yes, I still got paid when I stayed home from work because I was sick	57 SRMNF VW	61 ACFG	46	62	62	46	52	58 A	50	63	40	22	39	45	58 MN	72 AMNO	60 AR	49	49	64 AS	71 AVW	52	33
No, I did not get paid when I stayed home from work because I was sick	36 TQPHB U	32	45 B	33	37	46 B	42 AB	35	49	36	60	78	51 AOP	47 AOP	36 P	23	33	46 AQ	46 AT	29	26	40 AU	57 U
Cannot say	7 U	7	9	5	1	8	6	7	1	1	1	-	10	8	5	5	7	5	5	7	3	8 AU	10

Comparison Groups: ABCDEFG/AHIJKL/AMNOP/AQR/AST/AUVW
 Paired/Overlap T-Test for Means; Paired/Overlap Z-Test for Percentages
 Uppercase letters indicate significance at the 95% level.