



# Survey on Work Reduction

Dear Respondent,

Unemployment and the sharing of jobs to help more people get work are topics frequently in the news today. Some people think that there would be more jobs for the unemployed if employed Canadians were willing to work less.

To determine this, Statistics Canada is asking you to fill out this questionnaire. Your answers will help the Conference Board of Canada, a private, non-profit research organization, to decide if unemployment could be reduced if some people worked less.

In this survey, you will be asked if you would like to work more or less than you do now. If you want to work less, you will be asked **how** you would change your work: i.e., would you want to...

- work shorter days or weeks,
- take more time off every year or every few years,
- retire early?

**IF YOU WANT TO REDUCE YOUR WORK HOURS, YOU WILL BE ASKED WHY: WOULD YOU WANT TO...**

- get away from something you don't like at work,
- take care of other things (children, home repairs) or,
- have time for other things (sports, education, travel, hobbies)?

Your responses will be kept strictly confidential, and used for statistical purposes only.

Thank you for your cooperation.

## INSTRUCTIONS

This questionnaire to be completed by \_\_\_\_\_ To answer the questions, enter a check in the appropriate circle  or a number in the box provided  . For example the answer "three" would be entered as  0  3. Mark your answers clearly. As you answer the questions, please keep these things in mind:

- We want to know about changes you would make to your **main** job (if you have more than one job).
- We want to know about changes you would be willing to make within **the next 2 years**.

Please return your completed questionnaire by **June 30, 1985** in the postage paid envelope provided.

|                |   |                          |                          |                          |                          |                          |                          |                          |                          |                          |                          |   |                          |
|----------------|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---|--------------------------|
| 1              | <input type="checkbox"/> 0 <input type="checkbox"/> 6 | 2                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 3                        | <input type="checkbox"/> 0 <input type="checkbox"/> 6 <input type="checkbox"/> 8 <input type="checkbox"/> 5 |                          |
| Form No.       |   | Docket No.               |                          |                          |                          |                          |                          |                          |                          |                          | Survey Date              |   |                          |
| 4              | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 5                        | <input type="checkbox"/>  | <input type="checkbox"/> |
| Assignment No. |   | HRD page-line No.        |                          |                          |                          |                          |                          |                          |                          |                          |                          |   |                          |
| 6              | Given Name  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  |                          |
| 7              | Surname   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  |                          |

The following questions are about working less time for less pay. Assume that you would lose one hour's pay for each hour that you no longer work. Put another way, you would lose 5% of your pay if you work 5% less time.

When you are answering the questions, assume that your job situation stays the same. Your job security or seniority would not be affected. You would not jeopardize your chances for promotion or pay raises. You wouldn't lose your pension or other benefits.

1. IN THE NEXT TWO YEARS, WOULD YOU TAKE A CUT IN PAY IF YOU RECEIVED MORE TIME OFF IN RETURN?

Yes  1  No  2  WHY NOT? →

1  2  3  4  
 Can't afford it.....  
 Like my hours now.....  
 Not possible in my job.....  
 Other reason.....

} Go to question 3

Think about how much of your pay you could afford to give up to work less time. Remember, for every hour less you work, you would lose one hour's pay.

Before answering the next question, here are some figures to help you:

- A week off is about 2% of a full work year (and 2% of your pay); two weeks would be 4%; three weeks would be 6%.
- A half hour less per day all week long for a full work year is about 6% of your time and pay; one hour a day would be 12%; two hours a day would be 24%.
- One day off every week all year long is about 20% of a full work year (and 20% of your pay); two days off would be 40%; two and a half days would be 50%.
- If you worked for 4 years at reduced pay in order to have the fifth year off, you would be reducing your pay by 20%.
- Use the chart below to help you think about these figures.

| A cut in pay of | If your YEARLY EARNINGS are: |          |          |          |          |
|-----------------|------------------------------|----------|----------|----------|----------|
|                 | \$10,000                     | \$20,000 | \$30,000 | \$40,000 | \$50,000 |
| 2% is           | \$ 200                       | \$ 400   | \$ 600   | \$ 800   | \$ 1,000 |
| 4% is           | 400                          | 800      | 1,200    | 1,600    | 2,000    |
| 6% is           | 600                          | 1,200    | 1,800    | 2,400    | 3,000    |
| 12% is          | 1,200                        | 2,400    | 3,600    | 4,800    | 6,000    |
| 20% is          | 2,000                        | 4,000    | 6,000    | 8,000    | 10,000   |
| 24% is          | 2,400                        | 4,800    | 7,200    | 9,600    | 12,000   |
| 40% is          | 4,000                        | 8,000    | 12,000   | 16,000   | 20,000   |
| 50% is          | 5,000                        | 10,000   | 15,000   | 20,000   | 25,000   |

2. WHAT PERCENT OF YOUR PAY WOULD YOU GIVE UP TO HAVE MORE TIME OFF?

% of pay Example: enter 2% as

3. ANOTHER WAY TO GAIN MORE TIME OFF IS TO TRADE ALL OR SOME PART OF YOUR PAY INCREASE. WOULD YOU TRADE SOME OF YOUR INCREASE IN THE NEXT TWO YEARS FOR MORE TIME OFF? (FOR EXAMPLE, GAIN 5% MORE TIME OFF INSTEAD OF A 5% PAY RAISE?)

Yes  1  No  2

4. HOW MUCH OF YOUR INCREASE IN THE NEXT TWO YEARS WOULD YOU TAKE AS TIME OFF?

All of my increase .....  1   
 About half of my increase .....  2   
 A small part of my increase .....  3

• IF YOU ANSWERED 'YES' TO QUESTION 1 OR 3 THEN GO TO QUESTION 5. OTHERWISE, TURN TO PAGE 6 AND ANSWER QUESTIONS 9 TO 17.

5. CONSIDERING THE AMOUNT OF PAY OR FUTURE PAY INCREASES YOU ARE WILLING TO GIVE UP, THERE ARE SEVERAL WAYS YOU COULD TAKE THE EXTRA TIME OFF. BELOW ARE FIVE POSSIBLE WORK REDUCTION OPTIONS. CONSIDER EACH ON ITS OWN, NOT IN COMBINATION WITH OTHER OPTIONS.

A. WOULD YOU BE WILLING TO WORK LESS TIME EVERY DAY?

Yes

No  Go to Part B

HOW MANY HOURS LESS?

- 1/2 hour each day . . . . . 3
- 1 to 1 1/2 hours each day . . . . . 4
- 2 to 2 1/2 hours each day . . . . . 5
- 3 to 3 1/2 hours each day . . . . . 6
- 4 or more hours each day . . . . . 7

B. WOULD YOU BE WILLING TO WORK FEWER DAYS EACH WEEK?

Yes

No  Go to Part C

HOW MANY DAYS LESS?

- 1/2 day each week . . . . . 3
- 1 day each week . . . . . 4
- 1 to 1 1/2 days each week . . . . . 5
- 2 days each week . . . . . 6
- more than 2 days each week . . . . . 7

C. WOULD YOU BE WILLING TO TAKE MORE TIME OFF EVERY YEAR?

Yes

No  Go to Part D

HOW MUCH MORE TIME OFF?

- 1 week a year . . . . . 3
- 2 weeks a year . . . . . 4
- 3 weeks a year . . . . . 5
- 1 month a year . . . . . 6
- 2-3 months a year . . . . . 7
- 4-5 months a year . . . . . 8
- 6 or more months a year . . . . . 9

D. WOULD YOU BE WILLING TO TAKE A LONGER PERIOD OF TIME OFF IN A FEW YEARS?

Yes

No  Go to Part E

HOW LONG A PERIOD?

- up to 2 months . . . . . 1
- 3-6 months . . . . . 2
- 7-11 months . . . . . 3
- 1 year or more . . . . . 4

IN HOW MANY YEARS?

- 1-2 years . . . . . 5
- 3-4 years . . . . . 6
- 5-6 years . . . . . 7
- 7 or more years . . . . . 8

E. WOULD YOU REDUCE OR GIVE UP FUTURE PAY INCREASES IN ORDER TO SAVE UP TIME TO RETIRE EARLY?

Yes

No

6. HOW WOULD YOU MOST LIKE TO TAKE YOUR TIME OFF?  
(mark one circle only)

- A . . . . . Work less time every day? . . . . . 1
- B . . . . . Work fewer days every week? . . . . . 2
- C . . . . . Take more time off every year? . . . . . 3
- D . . . . . Take a longer period of time off in a few years? . . . . . 4
- E . . . . . Retire early? . . . . . 5

7. BELOW ARE SOME COMMON REASONS FOR WANTING TO WORK LESS TIME. CHECK HOW IMPORTANT EACH ONE IS TO YOU.

- |   | Very<br>Important        | Somewhat<br>Important    | Not at all<br>Important  |
|---|--------------------------|--------------------------|--------------------------|
| A) Get away from work pressures . . . . .               | 01 <input type="radio"/> | 02 <input type="radio"/> | 03 <input type="radio"/> |
| B) Get ready for retirement . . . . .                   | 04 <input type="radio"/> | 05 <input type="radio"/> | 06 <input type="radio"/> |
| C) Preserve or improve my health . . . . .              | 07 <input type="radio"/> | 08 <input type="radio"/> | 09 <input type="radio"/> |
| D) Give others a chance to work . . . . .               | 10 <input type="radio"/> | 11 <input type="radio"/> | 12 <input type="radio"/> |
| E) Keep from being laid off myself . . . . .            | 13 <input type="radio"/> | 14 <input type="radio"/> | 15 <input type="radio"/> |
| F) Care for children, family . . . . .                  | 16 <input type="radio"/> | 17 <input type="radio"/> | 18 <input type="radio"/> |
| G) Start a business . . . . .                           | 19 <input type="radio"/> | 20 <input type="radio"/> | 21 <input type="radio"/> |
| H) Study, take courses . . . . .                        | 22 <input type="radio"/> | 23 <input type="radio"/> | 24 <input type="radio"/> |
| I) Travel . . . . .                                     | 25 <input type="radio"/> | 26 <input type="radio"/> | 27 <input type="radio"/> |
| J) Improve family life . . . . .                        | 28 <input type="radio"/> | 29 <input type="radio"/> | 30 <input type="radio"/> |
| K) Look for other work . . . . .                        | 31 <input type="radio"/> | 32 <input type="radio"/> | 33 <input type="radio"/> |
| L) Recover from stress or illness . . . . .             | 34 <input type="radio"/> | 35 <input type="radio"/> | 36 <input type="radio"/> |
| M) Have time for recreation, sports . . . . .           | 37 <input type="radio"/> | 38 <input type="radio"/> | 39 <input type="radio"/> |
| N) Do home repairs, housework . . . . .                 | 40 <input type="radio"/> | 41 <input type="radio"/> | 42 <input type="radio"/> |
| O) Participate in church activities, religion . . . . . | 43 <input type="radio"/> | 44 <input type="radio"/> | 45 <input type="radio"/> |
| P) Run a business I already own . . . . .               | 46 <input type="radio"/> | 47 <input type="radio"/> | 48 <input type="radio"/> |
| Q) Community activities, politics . . . . .             | 49 <input type="radio"/> | 50 <input type="radio"/> | 51 <input type="radio"/> |
| R) Spend time with family, friends . . . . .            | 52 <input type="radio"/> | 53 <input type="radio"/> | 54 <input type="radio"/> |
| S) Hobbies, leisure . . . . .                           | 55 <input type="radio"/> | 56 <input type="radio"/> | 57 <input type="radio"/> |
| T) Work at a second paid job . . . . .                  | 58 <input type="radio"/> | 59 <input type="radio"/> | 60 <input type="radio"/> |
| U) Relax . . . . .                                      | 61 <input type="radio"/> | 62 <input type="radio"/> | 63 <input type="radio"/> |
| V) Improve social life . . . . .                        | 64 <input type="radio"/> | 65 <input type="radio"/> | 66 <input type="radio"/> |
| W) Do work I now pay others to do . . . . .             | 67 <input type="radio"/> | 68 <input type="radio"/> | 69 <input type="radio"/> |
| X) Other reasons (please explain) _____                 |                          |                          |                          |

8. IN GENERAL, WHAT IS THE MOST IMPORTANT REASON WHY YOU WOULD WANT TO WORK LESS TIME? (Check one only).

- There is something about my work I don't like . . . . . 1
- There are other things I have to do (take care of children, chores at home, etc.) . . . . . 2
- I have other interests (sports, education, travel, hobbies, etc.) . . . . . 3
- Other reason, specify \_\_\_\_\_ 4

9. IF YOU CONTINUE TO BE PAID AT THE SAME RATE OF PAY THAT YOU ARE NOW, WOULD YOU WORK MORE HOURS FOR **MORE** PAY?

Yes  1  No  2  Go to Question 11

10. HOW MANY MORE HOURS PER WEEK WOULD YOU WANT TO WORK?

enter hours

11. HOW MANY DAYS OF PAID VACATION WILL YOU GET THIS YEAR? (Do not count holidays such as Good Friday or New Year's Day)

enter number of days

12. OVER THE PAST 12 MONTHS, HOW MANY WEEKS HAVE YOU NOT RECEIVED ANY PAY BECAUSE OF UNEMPLOYMENT, GOING TO SCHOOL, SICKNESS, MATERNITY OR SOME OTHER REASON?

enter number of weeks

13. ARE YOU A MEMBER OF A UNION OR OTHER GROUP WHICH BARGAINS COLLECTIVELY WITH YOUR EMPLOYER?

Yes  1  No  2

14. HOW MANY CHILDREN UNDER 15 YEARS OF AGE DO YOU HAVE AT HOME?

(enter number)

5 years old or less . . . . .  1

6 to 11 years old . . . . .  2  No children under 15 at home  4

12 to 14 years old . . . . .  3

15. IN WHICH RANGE IS YOUR ANNUAL INCOME BEFORE TAXES FROM ALL SOURCES? (Include income from tips, wages, salaries, commissions, pensions, interest and rents, etc.)

- |                                |   |                                |   |
|--------------------------------|---|--------------------------------|---|
| under \$20,000 . . . . .       | <input type="radio"/> 1 <input type="radio"/> | \$50,000 to \$59,999 . . . . . | <input type="radio"/> 5 <input type="radio"/> |
| \$20,000 to \$29,999 . . . . . | <input type="radio"/> 2 <input type="radio"/> | \$60,000 to \$69,999 . . . . . | <input type="radio"/> 6 <input type="radio"/> |
| \$30,000 to \$39,999 . . . . . | <input type="radio"/> 3 <input type="radio"/> | \$70,000 and over . . . . .    | <input type="radio"/> 7 <input type="radio"/> |
| \$40,000 to \$49,999 . . . . . | <input type="radio"/> 4 <input type="radio"/> |                                |   |

16. IN WHICH RANGE IS YOUR HOUSEHOLD'S ANNUAL INCOME BEFORE TAXES FROM ALL SOURCES? (Include income from tips, wages, salaries, commissions, pensions, interest and rents, etc.)

- |                                |   |                                |   |
|--------------------------------|---|--------------------------------|---|
| under \$20,000 . . . . .       | <input type="radio"/> 1 <input type="radio"/> | \$50,000 to \$59,999 . . . . . | <input type="radio"/> 5 <input type="radio"/> |
| \$20,000 to \$29,999 . . . . . | <input type="radio"/> 2 <input type="radio"/> | \$60,000 to \$69,999 . . . . . | <input type="radio"/> 6 <input type="radio"/> |
| \$30,000 to \$39,999 . . . . . | <input type="radio"/> 3 <input type="radio"/> | \$70,000 and over . . . . .    | <input type="radio"/> 7 <input type="radio"/> |
| \$40,000 to \$49,999 . . . . . | <input type="radio"/> 4 <input type="radio"/> |                                |   |

17. HOW MANY PEOPLE CONTRIBUTE TO YOUR HOUSEHOLD'S ANNUAL INCOME?

- one . . . . .  1
- two . . . . .  2
- three . . . . .  3
- four or more . . . . .  4

• THANK YOU FOR FILLING IN THIS QUESTIONNAIRE