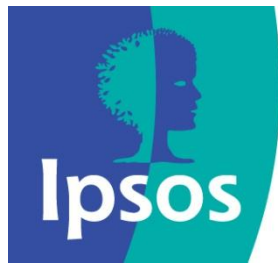


**The Canadian Employment Mobility Landscape:  
46% of Canadians Might Move for Work, 55% Would Not Move  
for Any Circumstance**

*One in 10 (12%) Canadians Have Greatest Willingness to Move in Order to Gain  
Employment*

*Another One Third (34%) Might Be Persuaded to Move if Provided With  
Incentives*

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## **The Canadian Employment Mobility Landscape: 46% of Canadians Might Move for Work, 55% Would Not Move for Any Circumstance**

*One in 10 (12%) Canadians Have Greatest Willingness to Move in Order to Gain Employment*

*Another One Third (34%) Might Be Persuaded to Move if Provided With Incentives*

**Government Housing Incentives Top List of Nine Tested that Would Be Embraced To Spur Mobility**

**Toronto, ON** – A new study conducted by Ipsos Reid on behalf of the Canadian Employee Relocation Council (CERC) and released today shows that, on average, 46% of Canadians might take a job or work contract that would force them to move to a new location.

The study put to respondents five different conceptual circumstances that might occur in allowing them to either take or consider a job involving mobility either within their province or outside of their province.

When averaging the results among the five concepts it's apparent that one in 10 (12%) have the greatest willingness to move and take whatever scenario is offered to them right away – "all things considered, I'd take the job". When averaging the results among the five concepts for the next group of respondents who "might be persuaded to take the job if the right conditions and incentives were in place", about one third (34%) fall into this category. As such, understanding the incentives that could be put in place for this group to actually become mobile should be a particular focus of the outcome of this study.

Of the nine possible government policy incentives tested that might assist Canadians in making their mobility employment choice, the top four embraced were:

- Allowing an employer to provide me with a tax-free housing allowance for up to six months to allow a person to be settled in the new location – 52%
- The ability for my employer to provide a nontaxable interest free loan of up to \$100,000 for the purchase of a home in the new location – 43%
- Allowing a tax deduction for duplicate housing costs to a maximum of \$10,000 per year for up to two years – 38%
- Providing a tax credit for the costs incurred in traveling to a location in order to obtain employment – 36%

The study surveyed 2,008 Canadians and was undertaken between March 18<sup>th</sup> and 20<sup>th</sup>, 2014 just *prior* to controversy swirled in the public domain concerning temporary foreign workers filling jobs in Canadian companies. The following are the key insights:

### *Taking a full-time job in the city in another province...*

Respondents were asked to consider the proposition that they had a job opportunity in the near future that would mean relocating: “how willing would you be to take it based on the following – a full-time job in a city in another province or territory where you would have to relocate from where you live now for a minimum of two years with a 10% raise and paid moving expenses by your employer.”

*In total, 45% of Canadians expressed a willingness to move* – 12% indicated that “all things considered, I would take the job” followed by 33% who indicated that “I might be persuaded to take the job if the right conditions and incentives were in place” with the remaining 55% indicating that they would “not consider or take the job under any circumstance”.

Those indicating the most willingness to move hail from Ontario (47%) and Alberta (47%) followed by British Columbia/Saskatchewan/Manitoba each at 46%, Atlantic Canada (45%) and Québec (41%). Those indicating that all things considered they would take the job as offered are led by those from Atlantic Canada (17%) followed by those in Ontario/Alberta (13%), Saskatchewan/Manitoba (11%) and British Columbia/Québec (10%). Those who might be persuaded to take the job if the right conditions and incentives were in place are foremost from British Columbia (36%) followed by those in Saskatchewan/Manitoba (35%), Alberta/Ontario (34%), Québec (32%) and Atlantic Canada (28%).

Of those currently employed, 54% would consider this proposition – 13% would take the job and another 41% might be persuaded to do so. Of those who are employed on a full-time basis, 56% would consider this opportunity – 13% would take the job and another 43% could be persuaded to do so while 50% of part-time employees (13% would take the job and another 35% might be persuaded to do so) would also consider the opportunity.

65% of those who consider themselves “underemployed” would consider taking the job immediately (19%) while another 46% might be persuaded to do so.

Of the 45% who indicated a willingness to move, a menu of incentives – on top of a 10% raise and paid moving expenses that had already been provided in the preamble – were offered for consideration that might further induce a positive decision to take the offer and move. Note that the results shown here are an average of the respondents and that there are variances to

some degree between categorical groups (i.e. employed full-time/employed part-time). The following is a ranking of those chosen by respondents:

- A 10% raise on top of the 10% already offered – 48%
- A guarantee that you could move back to your current role after two years with further relocation assistance – 39%
- Assistance for your spouse/partner to obtain employment in the new city – 31%
- A trip to visit the city before the assignment so I could see what the city is like, paid for by my employer – 23%
- A one-time relocation allowance equivalent to 5% of your gross salary to cover incidental household expenses – 23%
- Provide temporary housing for up to four (4) weeks – 20%
- If you own a house/condo, would provide a sale or lease agent and would pay the difference in market value if sold at a loss – 18%
- A monthly car allowance – 16%
- Another week of vacation – 12%
- Education courses to upgrade your skills – 11%
- The main language spoken in the city of the new job is the same as my own – 10%
- Provide relocation consultant for home and school search – 9%
- Paid language training if necessary – 8%
- Provide assistance getting provincial accreditation for your profession – 7%

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- Would pay for pet(s) to be shipped to the new address – 5%
- Would cover for loss on sale of autos (up to a maximum of two autos) – 4%

***Taking a full-time job in a city in their own province where they would have to relocate...***

Respondents were asked to consider the proposition that they had a job opportunity in the near future that would mean relocating to a full-time job in the city in their own province where they would have to relocate for a minimum of two years, far enough away that they would have to move, with a 10% raise and paid moving expenses.

***A total of 53% of Canadians indicated a willingness to move*** – including 62% of employed individuals (66% employed full-time and 54% employed part-time) and 66% who are currently unemployed.

Of the 53% of Canadians surveyed, 17% indicated that “all things considered, I would take the job” followed by another 36% who indicated that they “might be persuaded to take the job if the right conditions and incentives were place”.

Of the 53% indicating a willingness to move, the most were from Ontario (56%) followed by those in British Columbia/ Alberta (55%), Saskatchewan/Manitoba/ Atlantic Canada (50%) and Québec (49%). Those indicating that all things considered they’d take the job are most likely to be from British Columbia (20%) followed by those in Atlantic Canada (19%), Alberta (18%), Ontario (17%), Québec (14%) and Saskatchewan/Manitoba (11%). Those indicating that they might be persuaded to take the job if the right conditions and incentives were in

place were foremost from Ontario (39%) followed by those in Saskatchewan/Manitoba (38%), Alberta (37%), British Columbia (35%), Québec (34%) and Atlantic Canada (31%).

Categorically, of those 62% of employed respondents, 16% indicated that all things considered they would take the job followed by another 46% who might be persuaded to do so if the right conditions and incentives were in place; of those full-time employed, 66% indicated a willingness to move (18% said they take the job and another 48% might be persuaded to do so) while a total of 54% of employed part-time individuals indicated a willingness to move – 13% who would take the job all things considered with another 42% who might be persuaded to do so.

Of the 53% who indicated a willingness to move, a menu of incentives – on top of a 10% raise and paid moving expenses that had already been provided in the preamble – were offered for consideration that might further induce a positive decision to take the offer and move. Note that the results shown here are an average of the respondents and that there are variances to some degree between categorical groups (i.e. employed full-time/employed part-time). The following is a ranking of those chosen by respondents:

- Another 10% raise on top of the 10% already offered – 48%
- A guarantee you could move back to your current role after two years with relocation assistance if you choose to do so – 47%
- A trip to visit the city before the assignment so I can see what the city is like, paid for by my employer – 25%
- If you own a house/condo, provide a sale or lease agent and would pay the difference in market value if sold at a loss – 23%

- Provide temporary housing for up to four (4) weeks – 23%
- A one-time relocation allowance equivalent to 5% of your gross salary to cover incidental household expenses – 20%
- A monthly car allowance – 20%
- Another week of vacation – 14%
- Education courses to upgrade your skills – 11%
- Provide relocation consultant for home and/or school search – 7%
- Pay for pet (s) to be shipped to new address – 7%
- Paid language training if necessary – 6%

*A short-term job for six months or less with their current employer to another city in Canada...*

*A total of 54% of respondents indicated a willingness to move* if they had a job opportunity in the near future that would mean relocating and involving a short-term job for six months or less with their current employer to another city in Canada with accommodations supplied. This included 14% who would take the job right away followed by another 40% who might be persuaded to take the job if the right conditions and incentives were in place.

Those expressing the most willingness to move were from Atlantic Canada (61%) followed by Alberta (60%), British Columbia (56%), Ontario (55%), Québec (50%) and Saskatchewan/Manitoba (48%). Those who indicated that all things considered they'd take



the job were led by those from both ends of the country – British Columbia (17%) and Atlantic Canada (17%) – followed by those in Ontario (16%), Québec (12%) and Alberta/Saskatchewan/Manitoba (11%). As for those who might be persuaded to take the job if the right conditions and incentives were in place, those from Alberta (49%) led the way followed by those from Atlantic Canada (45%), British Columbia/Ontario (39%), Québec (38%) and Saskatchewan/Manitoba (37%).

Categorically, of those employed, 54% expressed a willingness to move – 14% who would take the job and another 40% who might be persuaded to take the job if the right conditions and incentives were place; both identical numbers were the case for those employed full-time (14% and 41%) for a total of 55% and those who are employed part-time (13% and 40%) for a total of 52%.

Of the 54% who indicated a willingness to move, a menu of incentives – on top of the accommodations to be supplied offered in the preamble – were offered for consideration that might further induce a positive decision to take the offer and move. Note that the results shown here are an average of the respondents and that there are variances to some degree between categorical groups (i.e. employed full-time/employed part-time). The following is a ranking of those chosen by respondents:

- Provide temporary accommodations, meal allowances, dry cleaning and other living expenses – 62%
- A round-trip ticket for each month of the assignment to return to your city of origin – 55%
- A temporary assignment stipend of up to 5% of your salary – 44%

- A rental car – 44%
- A trip to visit the city before the assignment so I see what the city is like, paid for by my employer – 22%
- Day or home care assistance for family members in city of origin while you are away – 14%
- Pay for pet (s) to be shipped to new address or having it boarded/pet sat while you are away – 12%

***A full-time contract job for six months or less to relocate to another city in their province...***

Respondents were asked to consider an opportunity in the near future that would mean relocating as a result of a full-time contract job for six months or less where they would relocate to another city in their province with transportation out and back being supplied. Note that this was a wide-open offer regardless of employed or unemployed circumstance.

***Of all respondents, 42% indicated their willingness to move*** – 10% who would take the job and another 32% to might be persuaded to take the job if the right conditions and incentives were in place.

Those most likely to indicate a willingness to move were from Ontario/ Atlantic Canada (44%) followed by those in Alberta (42%), British Columbia (41%), Québec (38%) and Saskatchewan/Manitoba (37%). Those who indicated that all things considered they'd take the job were foremost from Atlantic Canada (14%) followed by those in Ontario (11%), British

Columbia (10%), Québec (9%), Alberta (8%) and Saskatchewan/Manitoba (4%). Of those who said they might be persuaded to take the job if the right conditions and incentives were in place, those from Alberta (34%) were foremost followed by those from Saskatchewan/Manitoba/Ontario (33%), British Columbia (31%) and Québec/ Atlantic Canada (30%).

Of those employed, 46% indicated a willingness to move (10% who would take a job in another 36% to might be persuaded to do so), and within those employed full-time 45% expressed a willingness to move – 10% who would take the job and another 35% who could be persuaded – while 48% of part-time employees also expressed a willingness to move – 8% who would take the job and another 40% who might be persuaded to do so.

Because this was a wide open six month contract with no employment/employer qualifier, other categories of workers or unemployed could be considered.

In this regard, 51% of unemployed individuals expressed a willingness to move – 15% who would take the job and another 36% who might be persuaded to do so. Of self employed full-time individuals, 43% indicated a willingness to move which included 7% who would take the job and another 36% who could be persuaded; 51% of self-employed part-time individuals also expressed a willingness to move including 22% who would take the job and another 30% who might be persuaded to do so. Students were the most likely to engage in this proposition with 80% expressing a willingness to move – 23% would take the job right away and another 57% who might be persuaded to do so. One quarter (25%) of retired individuals expressed a willingness to move – 6% who would take the job and another 19% who might be persuaded to do so.

Of the 42% who indicated a willingness to move, a menu of incentives – on top of transportation out and back being supplied that had already been provided in the preamble – were offered for consideration that might further induce a positive decision to take the offer and move. Note that the results shown here are an average of the respondents and that there are variances to some degree between categorical groups (i.e. employed full-time/employed part-time). The following is a ranking of those chosen by respondents:

- Provide temporary accommodations, meal allowances, dry cleaning and other living expenses – 62%
- A round-trip ticket for each month of the assignment to return to your city of origin – 48%
- A temporary assignment stipend of up to 5% of your salary – 44%
- A rental car – 44%
- A trip to visit the city before the assignment so I see what the city is like, paid for by my employer – 28%
- Day or home care assistance for family members in city of origin while you are away – 16%
- Pay for pets to be shipped to new address or having it boarded/pet sat while you are away – 15%

*A full-time contract job for six months or less to relocate to a city in another province...*

Respondents were asked to consider an opportunity in the near future that would mean relocating as a result of a full-time contract job for six months or less where they would relocate to a city in another province with transportation out and back being supplied). Note that this was a wide-open offer regardless of employed or unemployed circumstance.

*A total of 35% of all respondents expressed a willingness to move* – 8% who indicated that they take the job and another 27% who said they might be persuaded to take the job if the right conditions and incentives were in place.

Those most willing to move were from Alberta (38%) followed by those from Atlantic Canada (37%), Ontario (36%), Saskatchewan/Manitoba (35%), British Columbia (33%) and Québec (31%). Those who indicated that all things considered they'd take the job are most likely to be from Atlantic Canada (13%, followed by those in Ontario/Québec (8%), British Columbia (7%), Alberta (6%) and Saskatchewan/Manitoba (3%). Those who said that they might be persuaded to take the job if the right conditions and incentives were in place where most likely to be from Alberta/Saskatchewan/Manitoba (32%), followed by those in Ontario (28%), British Columbia (27%), Atlantic Canada (25%) and Québec (23%).

Four in 10 (39%) of those employed expressed a willingness to move – 8% would take the job while another 32% might be persuaded to do so. And within that category of employed, 39% of full-time employees expressed a willingness to move (7% who would take the job and another 21% to might be persuaded to do so) while 39% of part-time employees also expressed a willingness to move (5% who would take the job and another 34% to might be

persuaded to do so). As for other groups, 35% of full-time self-employed respondents indicated a willingness to move (5% who would take the job and 29% who would consider doing so); 19% of retired individuals who indicated a willingness to move (4% who would take the job and another 15% could be persuaded to do so); and, 69% of full-time students who expressed a willingness to move – 20% who would take the job in another 49% who could be persuaded to do so.

Of the 35% who indicated a willingness to move, a menu of incentives – on top of transportation out and back being supplied that had already been provided in the preamble – were offered for consideration that might further induce a positive decision to take the offer and move. Note that the results shown here are an average of the respondents and that there are variances to some degree between categorical groups (i.e. employed full-time/employed part-time). The following is a ranking of those chosen by respondents:

- Provide temporary accommodations, meal allowances, dry cleaning and other living expenses – 56%
- A round-trip ticket for each month of the assignment to return to your city of origin – 50%
- A rental car – 43%
- A temporary assignment stipend of up to 5% of your salary – 42%
- A trip to visit the city before the assignment so I see what the city is like, paid for by my employer – 30%
- Pay for pets to be shipped to new address or having it boarded/pat sat while you are away – 17%

- Day or home care assistance for family members in city of origin while you were away – 13%

### *Potential government policies to help incent those willing to move...*

All respondents who had indicated that they would either take or consider taking a job or contract were asked generally, and not specific to the previous answer about a job offer they had chosen in the survey, to rank some actions governments could undertake to make job relocation more acceptable to those affected. Considering the sole proposition that they personally had to relocate to another city, respondents ranked the following nine possible incentives that they would want to take advantage of for most important to least important [the following are the top box scores 1/2/3 most important on the scale of 1 to 9 where 7/8/9 was least important]:

- Allow an employer to provide me with a tax-free housing allowance for up to six months to allow a person to be settled in the new location – 52%
- Ability for my employer to provide a nontaxable interest free loan of up to \$100,000 for the purchase of a home in the new location – 43%
- Allow a tax deduction for duplicate housing costs to a maximum of \$10,000 per year for up to two years – 38%
- Provide a tax credit for the costs incurred in traveling to a location in order to obtain employment – 36%

- Provide the ability to write off mortgage interest for up to 24 months on the housing cost differential between the home in the new location (that is of equivalent size and quality to my current home) and your current home – 32%
- Increase the level of the nontaxable allowance for incidental moving expenses from \$650 to one month of a worker's wages – 32%
- Provide a tax deduction for the full costs incurred retraining for a spouse/partner to obtain employment in the new location for up to one year – 29%
- Provide a tax deduction in order to obtain professional licensing/certification in an occupation in the new location – 20%
- Provide a tax deduction for the full cost of child and elder care for up to one year from the date of the transfer to the new location – 19%

*Potential government policies to help incent those willing to move based on the specific scenarios outlined in the survey...*

As previously noted, there were five scenarios provided to respondents to choose from involving mobility to a new opportunity. After going through and ranking potential incentives that governments might offer to those who might wish to move, respondents were taken back to their previous choices and asked to choose just one to take advantage of for job relocation. The results are based on those who would consider taking or be persuaded to take the job noted:



1. *A full-time job in the city in another province where you would have to relocate from where you live now for a minimum of two years with a 10% raise and paid moving expenses by her employer:*
  - Ability for my employer to provide a nontaxable interest free loan of up to \$100,000 for the purchase of a new home in the new city – 24%
  - Allow an employer to provide me with a tax-free housing allowance from the six months to allow a person to be settled in the new location – 19%
  - Provide the ability to write off mortgage interest for up to 24 months on the housing cost differential between the home in the new location (that is of equivalent size and quality to my current home) and your current home – 11%
  - Allow a tax deduction for duplicate housing costs to a maximum \$10,000 per year for up to two years – 11%
  - Increase the level of the nontaxable allowance for incidental moving expenses from \$650 to one month of a worker's wages – 8%
  - Provide a tax deduction for the full costs incurred in retraining for spouse/partner to obtain employment in the new location for up to one year – 8%
  - Provide a tax deduction for the full cost of child and elder care for up to one year from the date of the transfer to the new location – 6%
  - Provide a tax deduction in order to obtain professional licensing/certification in an occupation in the new location – 4%

2. *A full-time job in a city in your province where you would have to relocate for a minimum of two years, far enough away that you would have to move, with a 10% raise and paid moving expenses:*

- Allow an employer to provide me with a tax-free housing allowance from the six months to allow a person to be settled in the new location – 19%
- Ability for my employer to provide a nontaxable interest free loan of up to \$100,000 for the purchase of a new home in the new city – 17%
- Provide the ability to write off mortgage interest for up to 24 months on the housing cost differential between the home in the new location (that is of equivalent size and quality to my current home) and your current home – 13%
- Allow a tax deduction for duplicate housing costs to a maximum \$10,000 per year for up to two years – 13%
- Increase the level of the nontaxable allowance for incidental moving expenses from \$650 to one month of a worker's wages – 10%
- Provide a tax deduction for the full costs incurred in retraining for spouse/partner to obtain employment in the new location for up to one year – 9%
- Provide a tax deduction for the full cost of child and elder care for up to one year from the date of the transfer to the new location – 7%
- Provide a tax credit for the costs incurred in traveling to a location in order to obtain employment – 7%

- Provide a tax deduction in order to obtain professional licensing/certification in an occupation in the new location – 4%
3. *A short-term job for six months or less with your current employer to another city in Canada with accommodations supplied:*
- Allow an employer to provide me with a tax-free housing allowance from the six months to allow a person to be settled in the new location – 26%
  - Allow a tax deduction for duplicate housing costs to a maximum \$10,000 per year for up to two years – 13%
  - Increase the level of the nontaxable allowance for incidental moving expenses from \$650 to one month of a worker's wages – 12%
  - Provide a tax credit for the costs incurred in traveling to a location in order to obtain employment – 10%
  - Ability for my employer to provide a nontaxable interest free loan of up to \$100,000 for the purchase of a new home in the new city – 10%
  - Provide the ability to write off mortgage interest for up to 24 months on the housing cost differential between the home in the new location (that is of equivalent size and quality to my current home) and your current home – 10%
  - Provide a tax deduction for the full costs incurred in retraining for spouse/partner to obtain employment in the new location for up to one year – 9%

- Provide a tax deduction for the full cost of child and elder care for up to one year from the date of the transfer to the new location – 6%
  - Provide a tax deduction in order to obtain professional licensing/certification in an occupation in the new location – 6%
4. *A full-time contract job for six months or less where you would relocate to another city in your province (transportation out and back would be supplied):*
- Allow an employer to provide me with a tax-free housing allowance from the six months to allow a person to be settled in the new location – 24%
  - Increase the level of the nontaxable allowance for incidental moving expenses from \$650 to one month of a worker's wages – 14%
  - Allow a tax deduction for duplicate housing costs to a maximum \$10,000 per year for up to two years – 13%
  - Provide a tax credit for the costs incurred in traveling to a location in order to obtain employment – 11%
  - Ability for my employer to provide a nontaxable interest free loan of up to \$100,000 for the purchase of a new home in the new city – 10%
  - Provide the ability to write off mortgage interest for up to 24 months on the housing cost differential between the home in the new location (that is of equivalent size and quality to my current home) and your current home – 8%

- Provide a tax deduction for the full costs incurred in retraining for spouse/partner to obtain employment in the new location for up to one year – 8%
  - Provide a tax deduction for the full cost of child and elder care for up to one year from the date of the transfer to the new location – 6%
  - Provide a tax deduction in order to obtain professional licensing/certification in an occupation in the new location – 6%
5. *A full-time contract job for six months or less where you would relocate to a city in another province (transportation out and back would be supplied):*
- Allow an employer to provide me with a tax-free housing allowance from the six months to allow a person to be settled in the new location – 26%
  - Increase the level of the nontaxable allowance for incidental moving expenses from \$650 to one month of a worker's wages – 12%
  - Allow a tax deduction for duplicate housing costs to a maximum \$10,000 per year for up to two years – 12%
  - Provide a tax credit for the costs incurred in traveling to a location in order to obtain employment – 11%
  - Ability for my employer to provide a nontaxable interest free loan of up to \$100,000 for the purchase of a new home in the new city – 10%

- Provide the ability to write off mortgage interest for up to 24 months on the housing cost differential between the home in the new location (that is of equivalent size and quality to my current home) and your current home – 9%
- Provide a tax deduction for the full costs incurred in retraining for spouse/partner to obtain employment in the new location for up to one year – 8%

### *Some Other Interesting Findings From The Study Include...*

Of the 2,008 Canadians surveyed for this study, 41% self-identified as employed full-time followed by 16% part-time employed, 18% unemployed and 26% being retired.

Of those who are employed, 74% are full-time employed and 25% are part-time employed. Of full-time employees, 31% have been on the job three years or less, 42% between four and 10 years and 49% more than 10 years. For those employed part-time, 24% have been so three years or less on the job followed by 14% who have been at the job for 10 years and 10% 10 years or more.

Of those employed, 24% of full-time employees consider themselves “underemployed” and 21% of part-time employees also consider this to be the case.

### *Also...*

- 52% of employed Canadians believe that they are “suitably employed – my current employment is generally a good fit for my education/skills/experience” (69% of those employed full-time but only 1% of those employed part-time)

- 13% of employed Canadians believe they “might be underemployed – my current employment is not a perfect fit but it is generally adequate” (17% employed full-time but just 5% employed part-time)
- 6% of employed Canadians believe they are “underemployed – my current employment is not work that makes use of my education/skills/experience” (7% employed full-time and just 1% employed part-time)
- In total, 21% of Canadians believe they are or might be underemployed – including 17% who are employed (12% employed full-time and 32% employed part-time)
- Of those who are employed part-time, 59% indicate they choose to be working part-time
- One quarter (26%) of those employed part-time indicate they “would like to be working full time but can’t find appropriate work”
- Of those who are unemployed (18%), 16% indicate that they “choose to not be working” while 74% would like to be working but can’t find work
- Of all Canadians surveyed, 11% indicate that they or someone in their household has lost a job in the last year – 89% disagree. Interestingly, of the 18% unemployed, 38% indicate that either they or someone in their family has lost their job in the last year. This is also the case for 10% of all employed individuals – 9% who are employed full time and 12% employed part-time. Further, 25% of those who are considered underemployed, 18% of those have three years or less on the job, 21% of those have less than 10 years in Canada and 15% of those with children indicate a job loss either by themselves or someone in their household

- Two thirds (63%) of Canadians own a home – 67% for employed respondents (69% employed full-time and 58% employed part-time) – while 30% of Canadians rent – 26% of employed respondents (26% employed full-time and 30% employed part-time) one third (35%) of employed Canadians have children dependents (36% employed full-time and 31% employed part-time) compared with 28% who are unemployed
- On a gender basis, 53% of men and 47% of women indicated they are employed – 57% of men are employed full-time/35% part-time whereas 43% of women are employed full-time/65% employed part-time





*These are some of the findings of an Ipsos Reid poll conducted between March 18<sup>th</sup> to 20<sup>th</sup>, 2014 on behalf of the Canadian Employee Relocation Council (CERC). For this survey, a sample of 2,008 \Canadians (including n=1,140 employed Canadians overall, with n=817 being employed full-time and n=323 being employed part-time, and n=356 unemployed Canadians) from Ipsos' Canadian online panel was interviewed online. Weighting was then employed to balance demographics to ensure that the sample's composition reflects that of the adult population according to Census data and to provide results intended to approximate the sample universe. The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll is accurate to within +/- 2.5 percentage points had all Canadians adults been polled, within +/- 3.3 percentage points had all employed Canadians been polled, within +/- 3.9 percentage points had all Canadians employed full-time been polled, within +/- 6.2 percentage points had all Canadians employed part-time been polled, and within +/- 5.9 percentage points had all unemployed Canadians been polled. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error, and measurement error.*

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