

## Half of working Canadians call overtime a “choice”, but the vast majority are doing it

*Managers, executives say they burn the midnight oil most; union members more likely to be compensated*

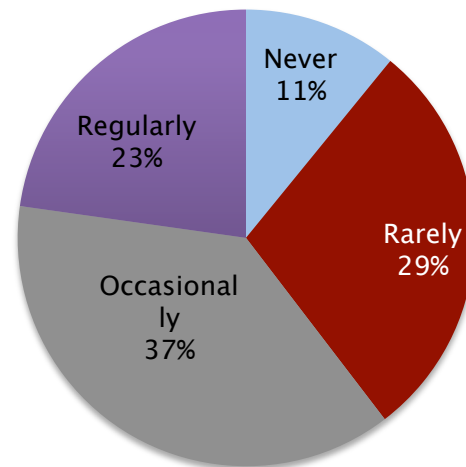
**February 16, 2015** – As Canadians in several provinces mark the last day of a long weekend, new research from the Angus Reid Institute shows just one-in-ten say they never work overtime, while one-quarter say they do so regularly.

The online survey of 894 working Canadian adults canvassed how much overtime we work, why we do it, and who gets paid for it. This follows a study [released last week](#) about Canadians' use of technology at work and the extent to which checking in after-hours is the “new normal”.

### **Key findings:**

- One-in-four (23%) say they work overtime “regularly” and another four-in-ten do so “occasionally”
- 11 per cent say they don’t work overtime at all
- Working overtime is the result of deadlines and workload
- Union members are far more likely to be compensated for overtime work
- For all the extra time they put in, half of Canadians (47%) say it’s a “choice”

### How often, if ever, do you work overtime?



### **METHODOLOGY:**

The Angus Reid Institute conducted an online survey among 1508 randomly selected Canadian adults – of whom 894 are working – who are Angus Reid Forum panelists from January 15-19, 2015. A probability sample of this size carries a margin of error of +/- 3.3%, 19 times out of 20. Discrepancies in or between totals are due to rounding.

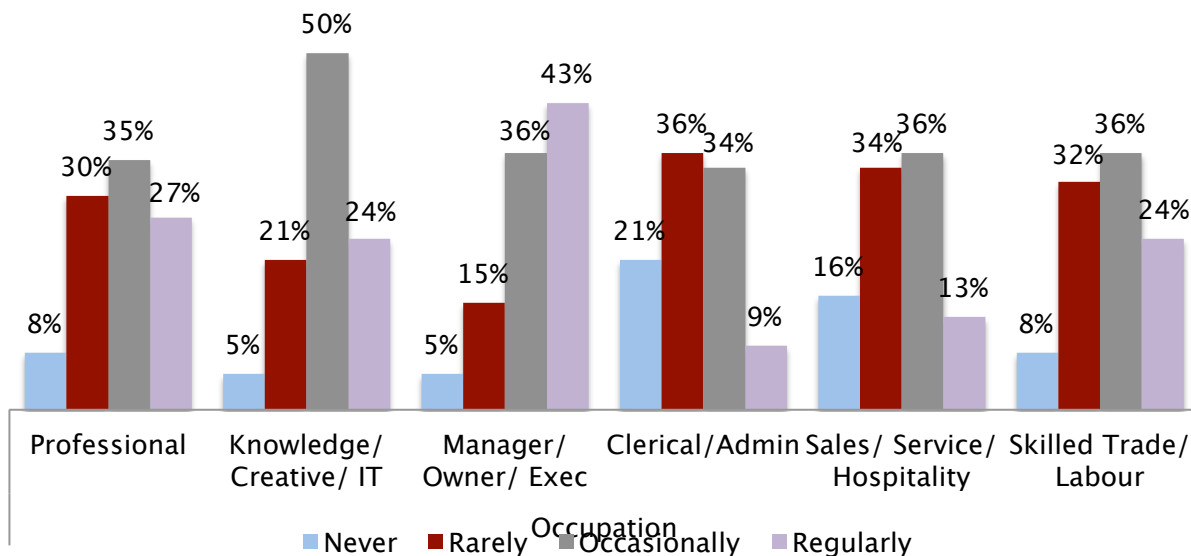
This survey was self-commissioned and paid for by ARI. Detailed charts, tables and regional results are found at the end of this release.

## Who is working overtime?

Certain segments of the workforce stand out for their workaholic tendencies, though the survey shows a full majority of those in most occupational "collars" work overtime regularly or occasionally. Two exceptions where the practice is somewhat less common are clerical and administrative workers and those in sales, service and hospitality jobs. Meanwhile, those who are managers or executives are twice as likely to report working overtime "regularly" than working Canadians overall (43% versus 23%).

Canadians employed in the private sector are more likely to report working overtime regularly or occasionally than those in the public sector, although not by a huge margin (64% versus 53%).

## How often, if ever, do you work overtime?



## Why do we do it?

Asked why they find themselves working outside of business hours, respondents selected from a number of offered reasons, including:

- Deadlines (34%)
- More work than fits the day (32%)
- Seasonal/special project or requirement (24%)
- Boss/colleagues expect a response (8%)
- Time zones feed expectations (7%)
- Like to send an email when I think of something (7%)
- Like being connected (8%)

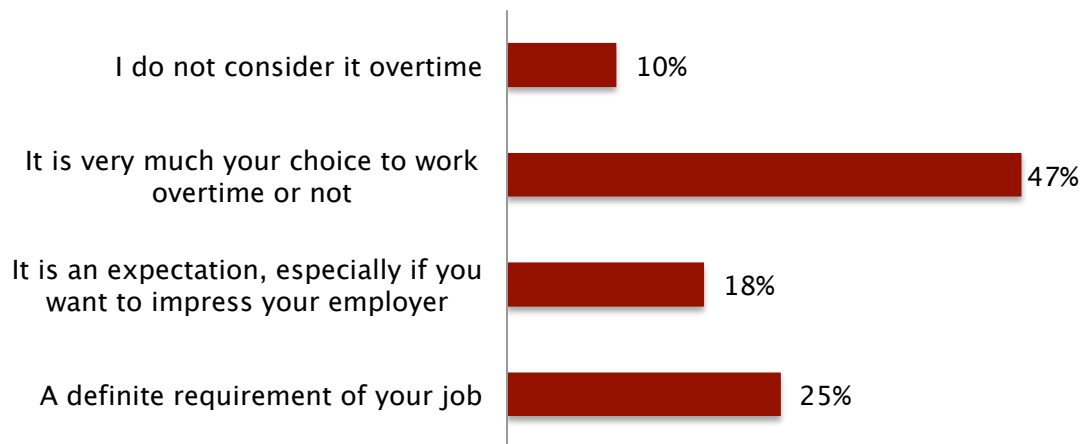
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## **But do we really have to work overtime?**

Interestingly, even as a large majority of Canadians report working overtime, nearly half also say working overtime is “very much their choice” (47%). One-quarter (25%), on the other hand, said it comes with the territory, that working overtime is a “definite requirement”. And then there are the keeners: nearly one-in-five (18%) say the concept of working outside office hours is more of an expectation, and helpful when it comes to impressing one’s employer.

### **When you work overtime is it typically...?**



## **Compensation:**

Notwithstanding their motivations or sense of obligation around overtime work, significant differences exist when it comes to whether Canadians are being compensated for their additional efforts, particularly depending on whether or not they are union members.

Among all employees who reported some overtime work to the Angus Reid Institute, just under half (45%) say they are always compensated, either in pay or time off in lieu. One-quarter (24%) say they are never compensated. There were eight per cent who say they don’t consider their after-hours work to be overtime.

Union members say they are “always” compensated for extra work almost two-to-one over non-union members (68% versus 37%). Conversely, nearly three times as many non-union members say they are “never” compensated for overtime as union members (29% versus 12%).

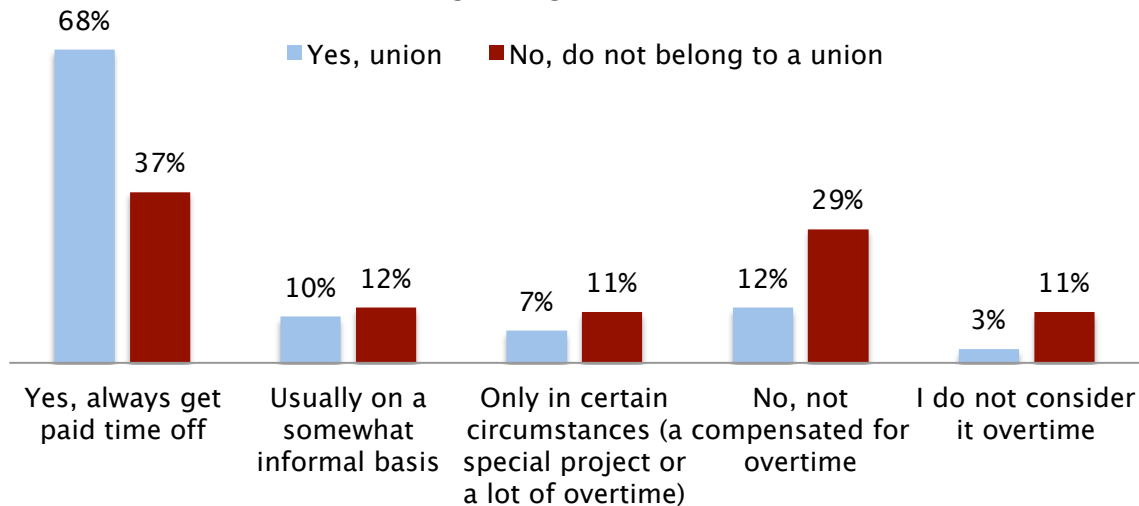
There are other variations in compensation incidence by industry and public-private sector consistent with differing levels of unionization in these respective workforces.

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## When you work overtime, are you paid for the time and/or getting time off in lieu?



The **Angus Reid Institute (ARI)** was founded in October 2014 by pollster and sociologist, Dr. Angus Reid. ARI is a national, not-for-profit, non-partisan public opinion research organization established to advance education by commissioning, conducting and disseminating to the public accessible and impartial statistical data, research and policy analysis on economics, political science, philanthropy, public administration, domestic and international affairs and other socio-economic issues of importance to Canada and its world.

How often, if ever, do you work overtime, that is work that is over and above your regular hours?							
	Total (888)	Occupation					
		Professional (164)	Knowledge/Creative/IT (124)	Manager/Owner/Exec (116)	Clerical/Admin (155)	Sales/Service/Hospitality (140)	Skilled Trade/Labour (168)
Never	11%	8%	5%	5%	21%	16%	8%
Rarely	29%	30%	21%	15%	36%	34%	32%
Occasionally	38%	35%	50%	36%	34%	36%	36%
Regularly	23%	27%	24%	43%	9%	13%	24%

How often, if ever, do you work overtime, that is work that is over and above your regular hours?			
	Total (894)	Public Sector (271)	Private/Charitable Sector (617)
Never	11%	14%	10%
Rarely	29%	34%	27%
Occasionally	38%	33%	40%
Regularly	23%	20%	24%

How often, if ever, do you work overtime, that is work that is over and above your regular hours?								
	Total (894)	Region						
		BC (115)	AB (96)	SK (55)	MB (67)	ON (284)	PQ (219)	ATL (52)
Never	11%	19%	7%	9%	13%	7%	16%	3%
Rarely	29%	26%	27%	39%	27%	31%	26%	30%
Occasionally	38%	32%	44%	22%	39%	38%	36%	47%
Regularly	23%	22%	22%	31%	21%	24%	21%	20%

How often, if ever, do you work overtime, that is work that is over and above your regular hours?						
	Total (894)	Gender		Age		
		Men (449)	Women (439)	18 – 34 (284)	35 – 54 (466)	55+ (138)
Never	11%	8%	14%	11%	9%	15%
Rarely	29%	25%	33%	31%	28%	24%
Occasionally	38%	41%	34%	38%	38%	37%
Regularly	23%	26%	19%	20%	24%	23%

What are the most common reasons you find yourself working outside of your regular business hours? (Choose up to 2)							
	Canadians who work overtime (830)	Occupation					
		Professional (162)	Knowledge /Creative /IT (120)	Manager /Exec/Owner (116)	Office work /Admin (137)	Sales &Service/ Retail/ Hospitality (125)	Skilled Trade/ Labour (156)
Deadlines that need to be met	34%	29%	54%	48%	38%	14%	26%
More work than I have time for in a regular day	32%	35%	34%	34%	39%	18%	31%
Season/special event overtime	24%	17%	22%	19%	22%	37%	29%
Other, specify	14%	15%	7%	11%	11%	18%	17%
My boss/colleagues expect a response when they email	8%	8%	10%	10%	9%	10%	2%
I just like being connected	8%	7%	12%	10%	2%	11%	5%
I just like to send an email when I think of something	7%	13%	4%	12%	5%	6%	4%
Clients/colleagues in other time zones expect prompt responses	7%	8%	11%	12%	3%	8%	2%

What are the most common reasons you find yourself working outside of your regular business hours? (Choose up to 2)				
	Canadians who work overtime (830)	Union Member (233)	Professional Association (50)*	Not a Union Member (547)
Deadlines that need to be met	34%	28%	40%	36%
More work than I have time for in a regular day	32%	31%	39%	31%
Season/special event overtime	24%	26%	19%	23%
Other, specify	14%	17%	7%	13%
My boss/colleagues expect a response when they email	8%	3%	12%	10%
I just like being connected	8%	10%	4%	7%
I just like to send an email when I think of something	7%	8%	6%	7%
Clients/colleagues in other time zones that expect prompt responses	7%	3%	11%	8%

\*Note the small sample size

What are the most common reasons you find yourself working outside of your regular business hours? (Choose up to 2)								
	Total (830)	Region						
		BC (107)	AB (91)	SK (52)	MB (61)	ON (273)	PQ (195)	ATL (51)
Deadlines that need to be met	34%	28%	27%	25%	28%	39%	38%	29%
More work than I have time for in a regular day	32%	37%	46%	34%	36%	28%	27%	29%
Season/Special event overtime	24%	17%	23%	24%	28%	22%	30%	30%
My boss/colleagues expect a response when they email	8%	7%	7%	3%	9%	9%	7%	10%
I just like being connected	8%	7%	10%	8%	6%	9%	5%	7%
I just like to send an email when I think of something	7%	12%	6%	8%	3%	7%	6%	10%
Clients/colleagues in the other time zones that expect prompt responses	7%	10%	9%	3%	5%	7%	5%	13%

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What are the most common reasons you find yourself working outside of your regular business hours? (Choose up to 2)						
	Canadians who work overtime (830)	Gender		Age		
		Men (432)	Women (398)	18 – 34 (271)	35 – 54 (431)	55+ (128)
Deadlines that need to be met	34%	35%	33%	35%	35%	31%
More work than I have time for in a regular day	32%	31%	32%	29%	35%	27%
Season/Special event overtime	24%	25%	23%	25%	22%	29%
My boss/colleagues expect a response when they email	8%	8%	8%	8%	9%	7%
I just like being connected	8%	9%	7%	12%	6%	5%
I just like to send an email when I think of something	7%	9%	6%	9%	6%	9%
Clients/colleagues in the other time zones that expect prompt responses	7%	9%	5%	9%	6%	7%

When you work overtime is it typically...?							
	Canadians who work overtime (830)	Occupation					
		Professional (162)	Knowledge/Creative /IT (120)	Manager /Exec/Owner (116)	Office work /Admin (137)	Sales &Service/ Retail/ Hospitality (125)	Skilled Trade/ Labour (156)
A definite requirement of your job	25%	35%	21%	29%	20%	16%	25%
It is an expectation, especially if you want to impress your employer	18%	19%	23%	17%	20%	20%	11%
It is very much your choice to work overtime or not	47%	40%	47%	34%	50%	57%	58%
I do not consider it overtime	10%	6%	10%	20%	11%	8%	6%



When you work overtime is it typically...?				
	Canadians who work overtime (830)	Union Member (233)	Professional Association (50)*	Not a Union Member (547)
A definite requirement of your job	25%	31%	27%	22%
It is an expectation, especially if you want to impress your employer	18%	11%	31%	20%
It is very much your choice to work overtime or not	47%	54%	34%	46%
I do not consider it overtime	10%	4%	9%	12%

\*Note the small sample size

When you work overtime is it typically...?								
	Total (830)	Region						
		BC (107)	AB (91)	SK (52)	MB (61)	ON (273)	PQ (195)	ATL (51)
A definite requirement of your job	25%	28%	21%	32%	22%	19%	32%	27%
It is an expectation, especially if you want to impress your employer	18%	17%	22%	11%	11%	19%	18%	22%
It is very much your choice to work overtime or not	47%	45%	46%	42%	55%	53%	43%	39%
I do not consider it overtime	10%	10%	11%	15%	11%	9%	7%	12%

When you work overtime is it typically...?						
	Total (830)	Gender		Age		
		Men (432)	Women (398)	18 – 34 (271)	35 – 54 (431)	55+ (128)
A definite requirement of your job	25%	25%	24%	20%	25%	25%
It is an expectation, especially if you want to impress your employer	18%	20%	17%	22%	18%	20%
It is very much your choice to work overtime or not	47%	45%	50%	48%	48%	45%
I do not consider it overtime	10%	10%	9%	9%	9%	10%

When you work overtime, are you paid for the time and/or getting time off in lieu?							
	Canadians who work overtime (830)	Occupation					
		Professional (162)	Knowledge /Creative /IT (120)	Manager /Exec/Owner (116)	Office work /Admin (137)	Sales &Service/ Retail/ Hospitality (125)	Skilled Trade/ Labour (156)
Yes, always get paid time off	45%	40%	31%	16%	48%	55%	70%
Usually on a somewhat informal basis	12%	14%	19%	13%	16%	6%	4%
Only in certain circumstances (a special project or a lot of overtime)	11%	9%	10%	10%	12%	11%	12%
No, not compensated for overtime	24%	30%	28%	40%	21%	23%	10%
I do not consider it overtime	8%	8%	12%	21%	3%	5%	3%

When you work overtime, are you paid for the time and/or getting time off in lieu?			
	Total (830)	Public Sector (249)	Private/Charitable Sector (581)
Yes, always get paid time off	45%	52%	42%
Usually on a somewhat informal basis	12%	13%	12%
Only in certain circumstances (a special project or a lot of overtime)	11%	9%	11%
No, not compensated for overtime	24%	23%	25%
I do not consider it overtime	8%	4%	10%

When you work overtime, are you paid for the time and/or getting time off in lieu?				
	Canadians who work overtime (830)	Union Member (233)	Professional Association (50)*	Not a Union Member (547)
Yes, always get paid time off	45%	68%	26%	37%
Usually on a somewhat informal basis	12%	10%	18%	12%
Only in certain circumstances (a special project or a lot of overtime)	11%	7%	19%	11%
No, not compensated for overtime	24%	12%	30%	29%
I do not consider it overtime	8%	3%	8%	11%

When you work overtime, are you paid for the time and/or getting time off in lieu?								
	Total (830)	Region						
		BC (107)	AB (91)	SK (52)	MB (61)	ON (273)	PQ (195)	ATL (51)
Yes, always get paid time off	45%	45%	38%	45%	50%	40%	54%	48%
Usually on a somewhat informal basis	12%	9%	15%	3%	17%	16%	7%	7%
Only in certain circumstances (a special project or a lot of overtime)	11%	9%	7%	10%	11%	10%	11%	17%
No, not compensated for overtime	24%	24%	32%	24%	11%	26%	21%	19%
I do not consider it overtime	8%	13%	8%	17%	10%	7%	6%	10%

When you work overtime, are you paid for the time and/or getting time off in lieu?						
	Total (830)	Gender		Age		
		Men (432)	Women (398)	18 – 34 (271)	35 – 54 (431)	55+ (128)
Yes, always get paid time off	45%	43%	46%	46%	43%	47%
Usually on a somewhat informal basis	12%	11%	13%	14%	12%	8%
Only in certain circumstances (a special project or a lot of overtime)	11%	11%	10%	11%	11%	8%
No, not compensated for overtime	24%	26%	23%	22%	27%	22%
I do not consider it overtime	8%	9%	8%	7%	7%	14%