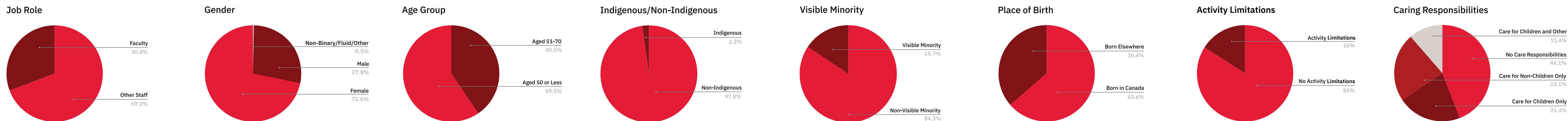


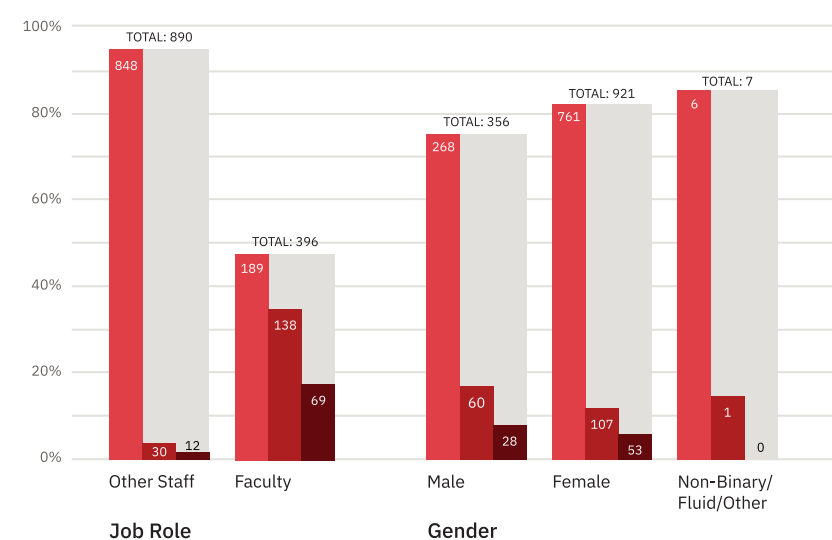
## SAMPLE STATISTICS OF INDIVIDUAL CHARACTERISTICS

This table presents univariate frequency estimates for the individual characteristics that this report focuses on: job role, gender, age, indigenous, visible minority, immigrant status, activity limitations, and care responsibilities.

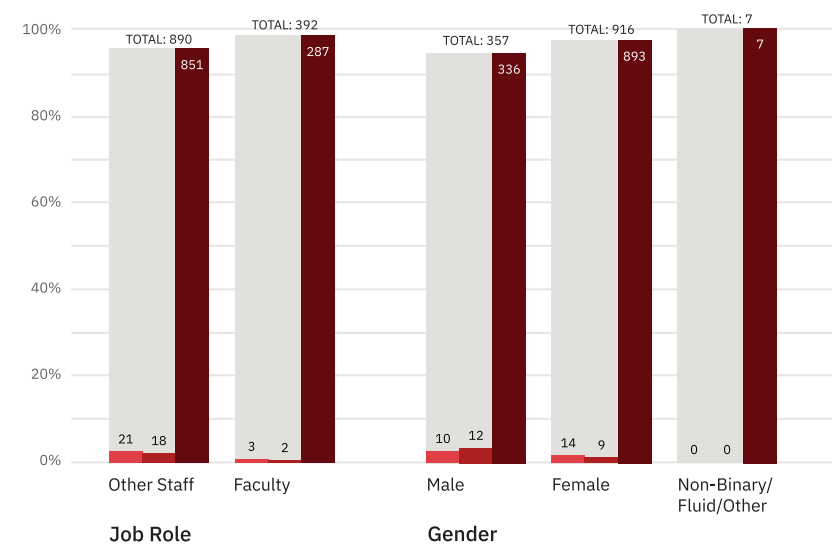


## PREFERRED ARRANGEMENT OF WORK

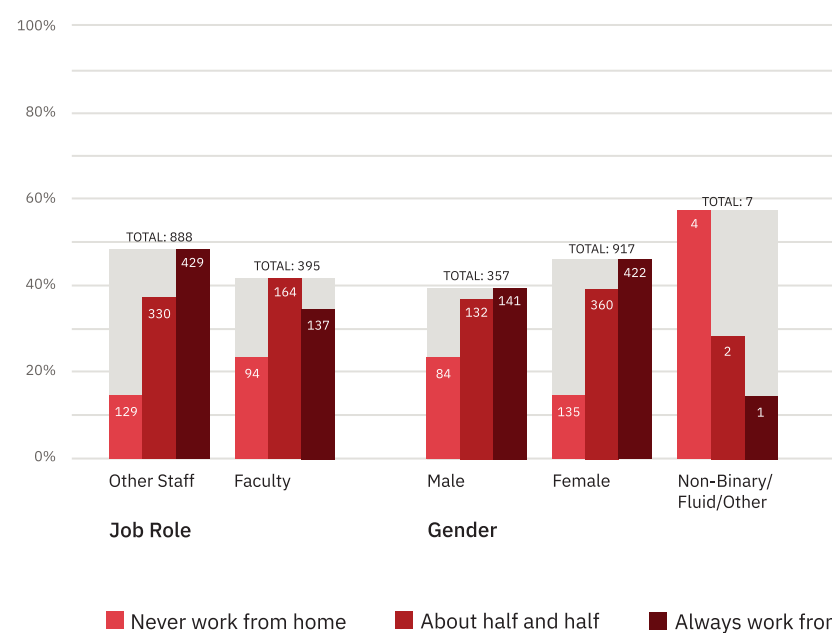
Work from home BEFORE COVID-19



Work from home DURING COVID-19



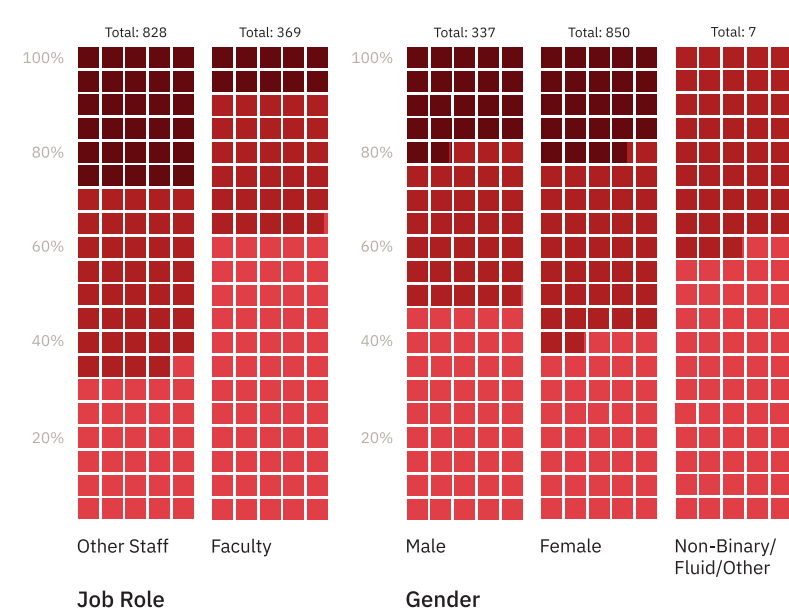
Work from home AFTER COVID-19



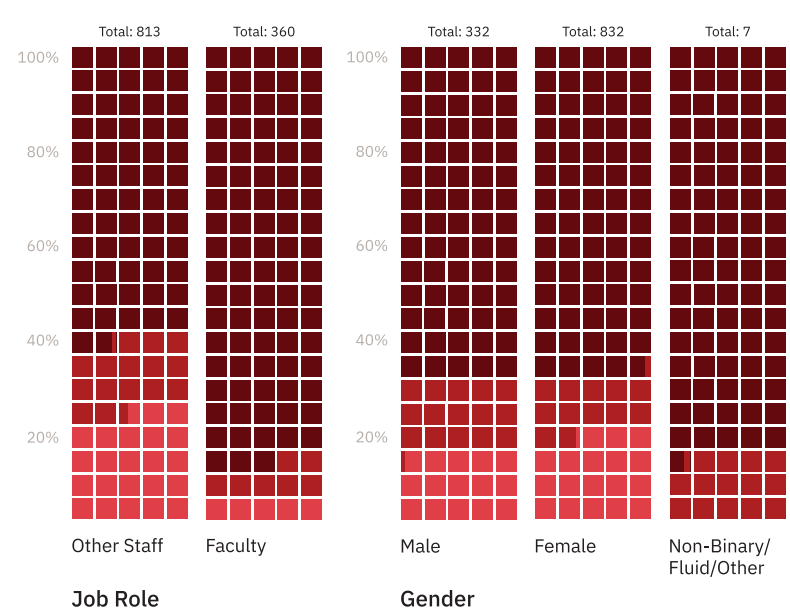
## PERSONAL EXPERIENCE AND SATISFACTION

Do you consider that the following things associated with your personal feelings or well being increased, decreased or remained the same as a result of the changes associated with moving from pre-COVID-19 to COVID-19 working arrangements?

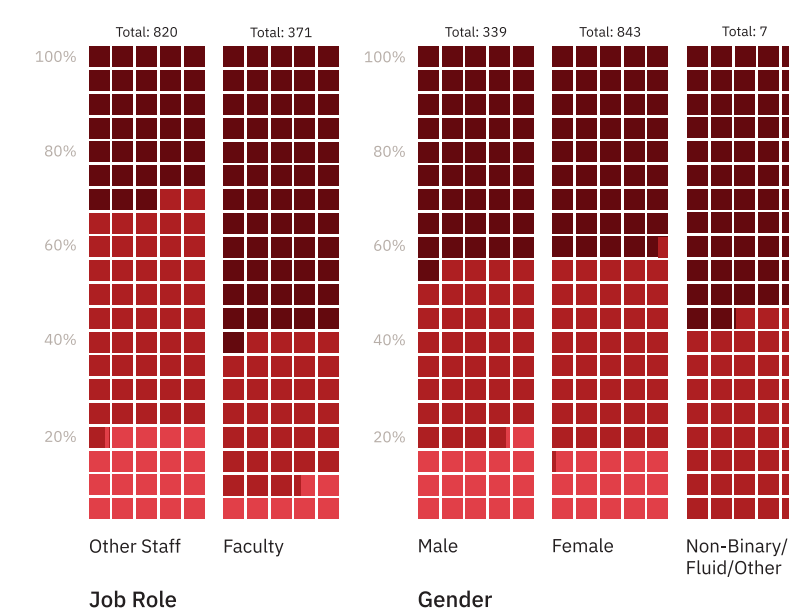
Your job satisfaction



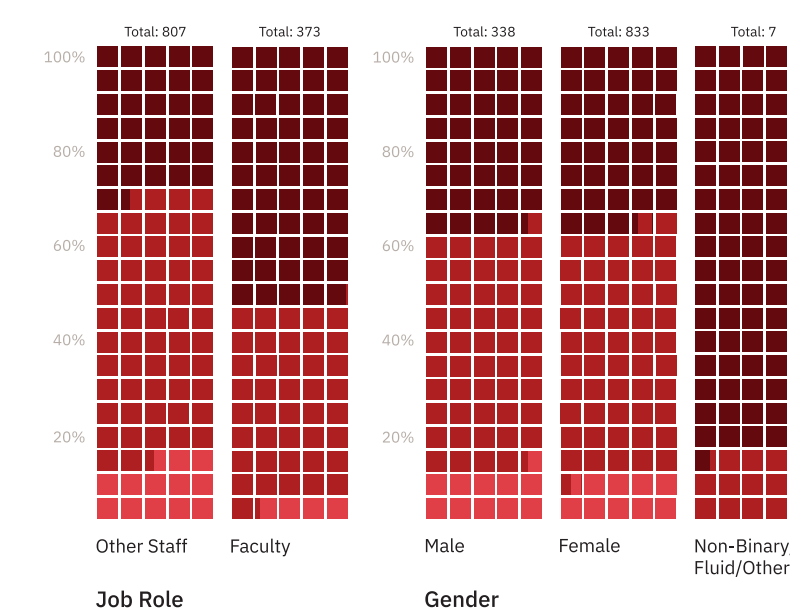
The stress you experience



How much work interferes with your personal life



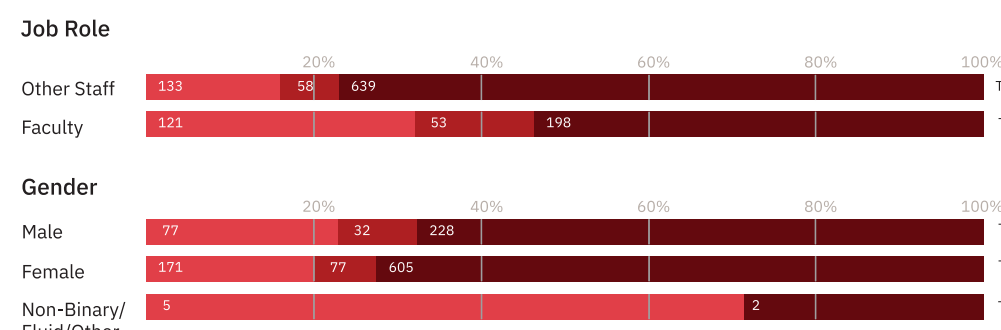
How much your personal life interferes with your work



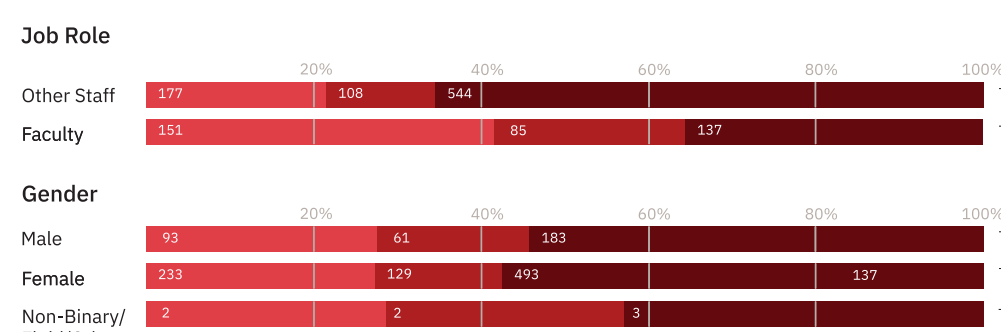
Decreased Stayed the same Increased

## WORK EXPECTATIONS, WORK-SPACE, AND WORK ENVIRONMENT

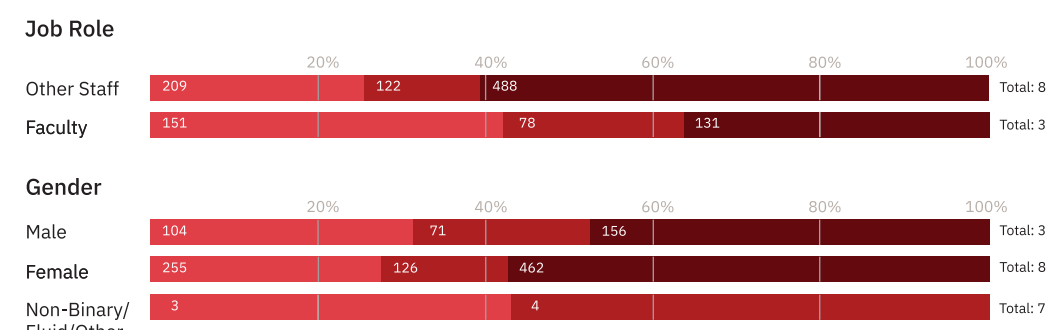
It is clear what is expected of me in my job



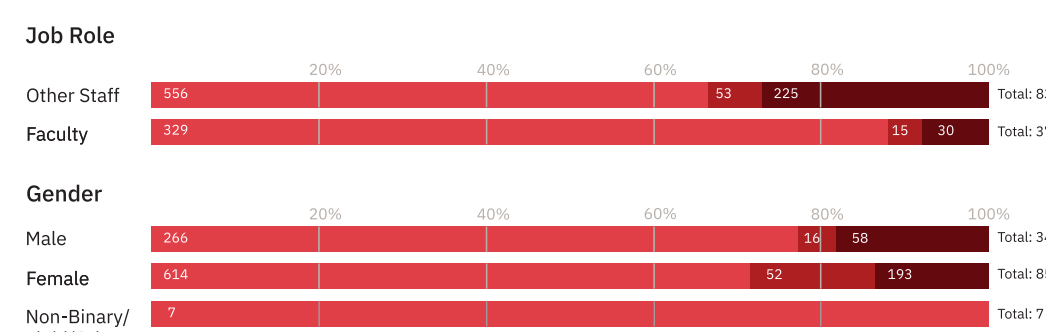
My workload is manageable



The university provided adequate support to enable me to work at home



During my non-work hours, I do not think about work at all



Disagree Neither agree or disagree Agree

**Data Quality:** It is important to note that while the cross-tabulations in this report enable rich comparisons across many characteristics of interest, these results are based on a survey that used voluntary participation. Thus, non-sampling errors (e.g. coverage and nonresponse) may impact the quality of the results; especially, if different sub-groups of the population are systematically underrepresented in the sample.

### Acknowledgements:

This report is based on findings from a survey conducted at York University in August/September 2020. The original survey was designed and led by Professor Emeritus David Peetz and Professor Emeritus Glenda Strachan at Griffith University in Australia, then adapted slightly for the Canadian context, and administered at a total of seven universities in Australia and seven universities in Canada. The local research at York was led by Assistant Professor Kelly Pike, School of Human Resource Management, on behalf of the Global Labour Research Centre. Quantitative data analysis is being led by Assistant Professor James Chowhan, School of Human Resource Management. This research has received ethics review and approval by the Human Participants Review Sub-Committee, York University's Ethics Review Board and conforms to the standards of the Canadian Tri-Council Research Ethics guidelines.

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This report represents the views of the authors and does not necessarily reflect the opinions of York University.

Graphic and information design: poster by Ingrid Wong (BDes '23); website by Sean Reibling (BDes '23) with guidance from Professor Angela Norwood and Lucy Bilson (BDes '16, MDes '20) in the Department of Design/AMPD.