

WORKFORCE RECOVERY PULSE SURVEY

AUGUST 2021



Human
Resources
Professionals
Association

Introduction

The COVID-19 pandemic has both created and accelerated massive changes to the labour force in Ontario and around the world. HRPAs members and students have had a unique outlook on the evolving world of work throughout the pandemic, and this quick pulse survey was aimed at gaining an HR perspective on how issues such as economic recovery, the shift to remote and hybrid working, and the growing gig economy can be addressed through policy and legislative changes.

The survey ran between July 21-27, 2021 and had a total of 440 responses. Survey responses were also used to help inform HRPAs' submission to the Ontario Workforce Recovery Advisory Committee.

Key Highlights

Economic Recovery

Survey responses suggest that policy changes that directly support participation in the workforce are most important for facilitating economic recovery in Ontario, with childcare supports (62%) and paid sick leave (61%) being the most popular selections amongst respondents.

Respondents also feel that reskilling workers displaced by the pandemic (72%) and collaborating with post-secondary schools to ensure those entering the workforce have the skills that employers are seeking out (70%) will be critical for Ontario's workforce as the world of work evolves.

The Remote & Hybrid Workforce

The survey results found that employee wellness and mental health is a major concern for HR professionals as many workplaces shift to hybrid or remote work models, with the top three concerns selected all falling under this category:

- 81% of respondents are concerned with employee engagement and isolation.
- 73% of respondents are concerned with employee wellness and mental health.
- 63% believe employee work life balance is a concern that will need to be addressed.

Other survey responses mention employee privacy and health and safety in the home environment as factors that should also be considered to protect remote workers.

The Gig Work Economy

While 16% of respondents feel that no changes should be made to the current system for gig economy workers in Ontario, over half of respondents (56%) feel that gig workers should be afforded some employment standards protections. Likewise, 50% of respondents believe that gig economy workers should have occupational health and safety protections. This highlights the need for clarity around these legislative concerns.

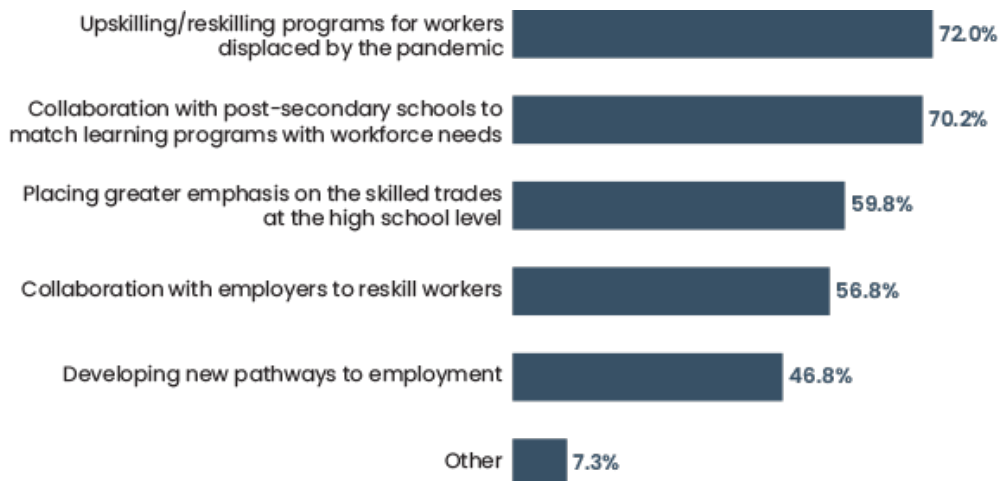
What programs or legislative changes should be made to support workers and businesses and help facilitate economic recovery in Ontario? (n=440)

*Respondents were able to select multiple options.



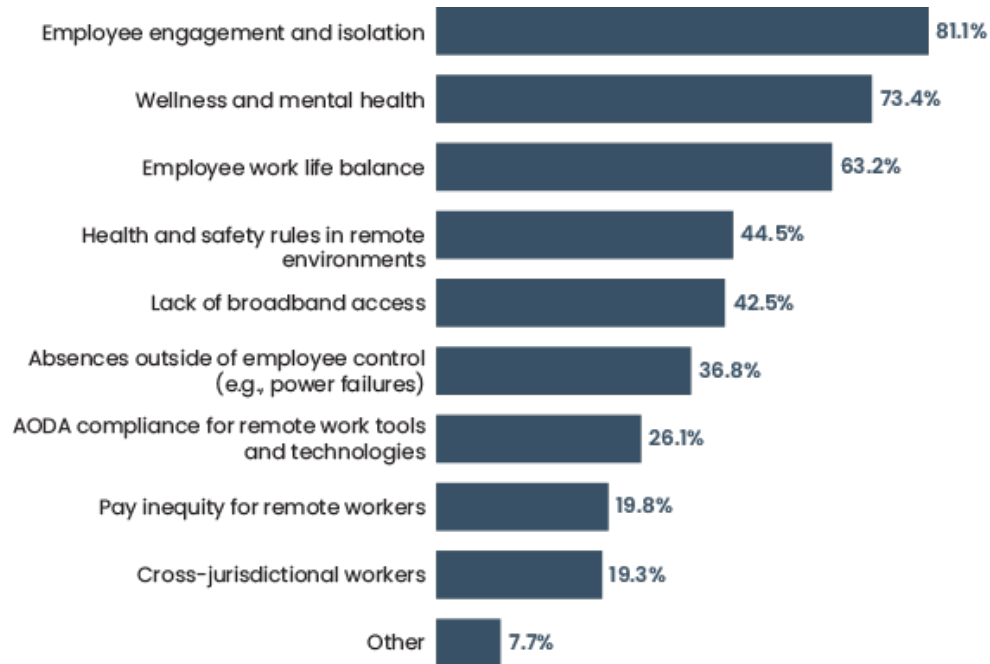
What types of programs or policy changes will help Ontario and its workforce remain competitive as the world of work evolves? (n=440)

*Respondents were able to select multiple options.



With more organizations shifting to remote or hybrid work models, what are the top concerns for remote workers that need to be addressed? (n=440)

*Respondents were able to select multiple options.



Technology platforms that facilitate gig work remain largely unregulated in Ontario. What policy or legislative changes need to be made to better support and protect workers in this industry? (n=408)

*Respondents were able to select multiple options.

