

WHY WE WORK

WORK AS FREEDOM

“It is through work that woman has been able, to a large extent, to close the gap separating her from the male; work alone can guarantee her concrete freedom.”

Simone de Beauvoir, *The Second Sex*

WE WORK TO COVER OUR NECESSITIES, BUT WORK CAN ALSO ALLOW US A **VARIETY OF FREEDOMS**, INCLUDING THE FREEDOM TO CREATE, THE FREEDOM TO OWN PRIVATE PROPERTY, THE FREEDOM TO ENTER INTO NEW CONTRACTS, THE FREEDOM TO CHOOSE ONE’S CAREER, AS WELL AS THE FREEDOM OF CITIZENSHIP AND FINANCIAL INDEPENDENCE – IN SHORT, WORK CAN ALLOW US THE FREEDOM TO DEVELOP OUR POTENTIAL.



Tel Aviv, Israel.
Photo by Daniel Chekalov.

Most hobbies (baking, gaming, running, painting) cost money, travel, training and more. The financial support of a “day job” can give workers the freedom to explore and invest in their passions outside of the workplace.



Regina, Saskatchewan, Canada.
Photo from Anastase Maragos

Influencers have created a market around their own content and personality. By building a personal brand and gaining followers, they secure the freedom to express themselves, to organize their own schedules, and to choose their sponsors and contracts.

Anastase Maragos, the creator of RoyalZProduction, a YouTube channel with automotive video features and event recaps, is shown here reviewing the Zhiyun Crane 3 Lab camera stabilizer.

CIRHR CENTRE FOR INDUSTRIAL RELATIONS AND HUMAN RESOURCES

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Work autonomy

77% of Canadian workers reported a high degree of autonomy in their job, with the opportunity to provide input into decisions that affect work were measured

(StatsCan, 2018)



Control over work schedule

Nearly **42%** of Canadian workers reported the ability to choose the start/end time of the workday

71% of Canadian workers indicated having flexibility to take some hours off for personal matters

(StatsCan, 2018)



79% of employees with a flexible work schedule reported that they were satisfied or very satisfied with their work-life balance

(StatsCan, 2016)



Working to not work

About **7 in 10** Canadians who are not yet retired (69%) are preparing financially for retirement, either on their own or through a workplace pension plan

(StatsCan, 2019)

