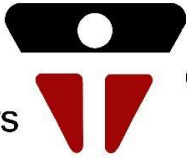


Occupational
Health Clinics
for Ontario Workers



Centre de Santé
des Travailleurs(es)
de l'Ontario

Offensive Behaviours EKOS 2019 Data

John Oudyk MSc, CIH, ROH

May 15, 2020



2016 Survey:



- In conjunction with a recognized Canadian polling organization, an online survey was completed between **February and March 2016**.
- Selection criteria were any **employed Canadians** working in a workplace with **5 or more employees**.
- Survey was made available in **English & French**
- All cases completed were **pre-recruited panel members** among those willing to complete interviews online - a total of **4,113 participants completed the survey online**
- The data set is **weighted** according to the most recent Labour Force Survey data (February 2016) from Statistics Canada on age, gender and region.



Peter Smith (Institute for Work & Health)





2019 EKOS Survey:



- In conjunction with a recognized Canadian polling organization, an **online** survey was completed in **March 2019**.
- Selection criteria were any **employed Canadian** working in a workplace with **5 or more employees**.
- Survey was made available in **English & French**
- **4008 respondents** completed the survey (**636** of whom also completed both the 2016 surveys – surveys could be **linked**)
- EKOS provided **weighting factors** (based on age, sex and region) to adjust the results to the monthly StatsCan Labour Force Survey so that they can be considered **representative** of the Canadian working population



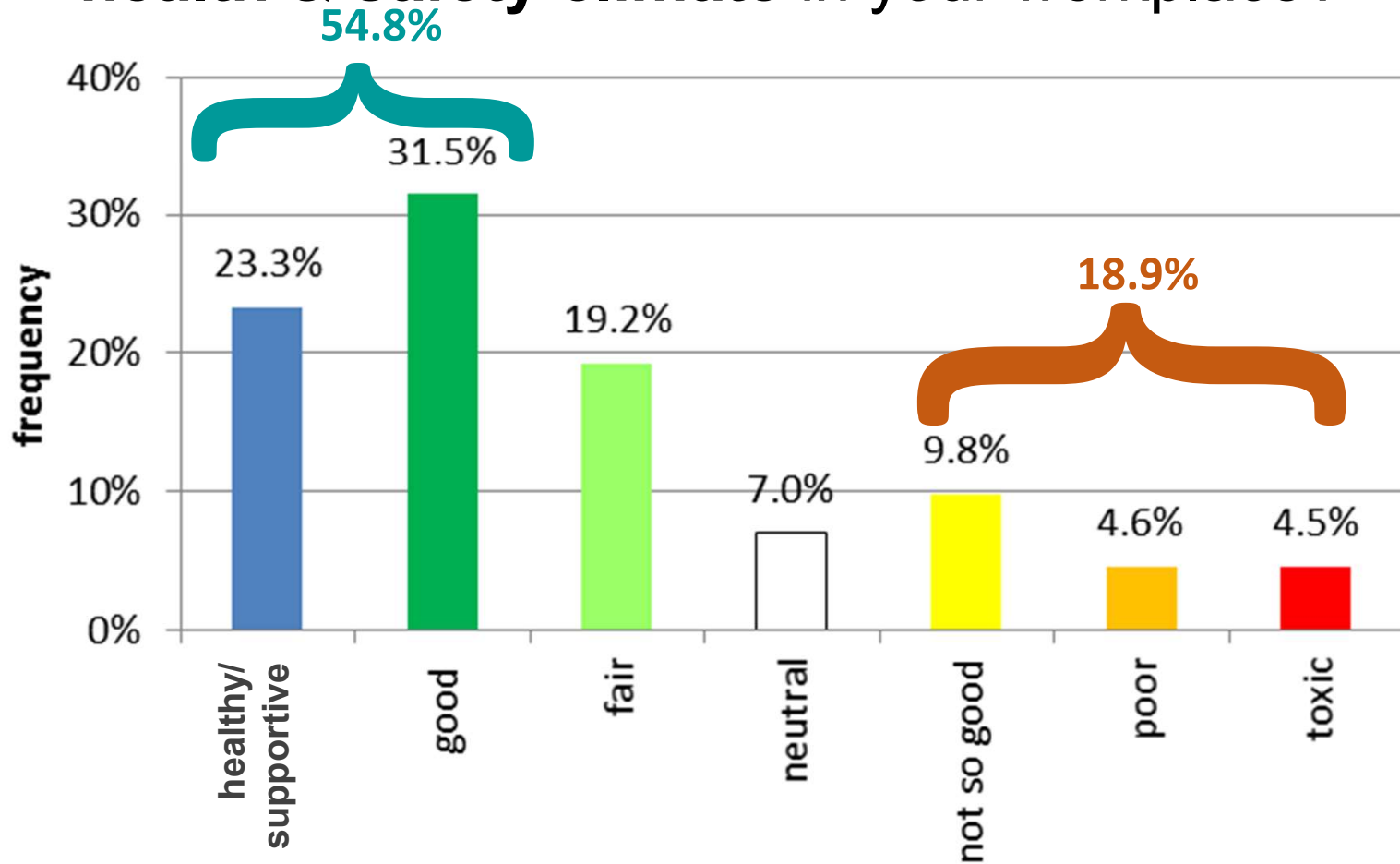


Population Sample:

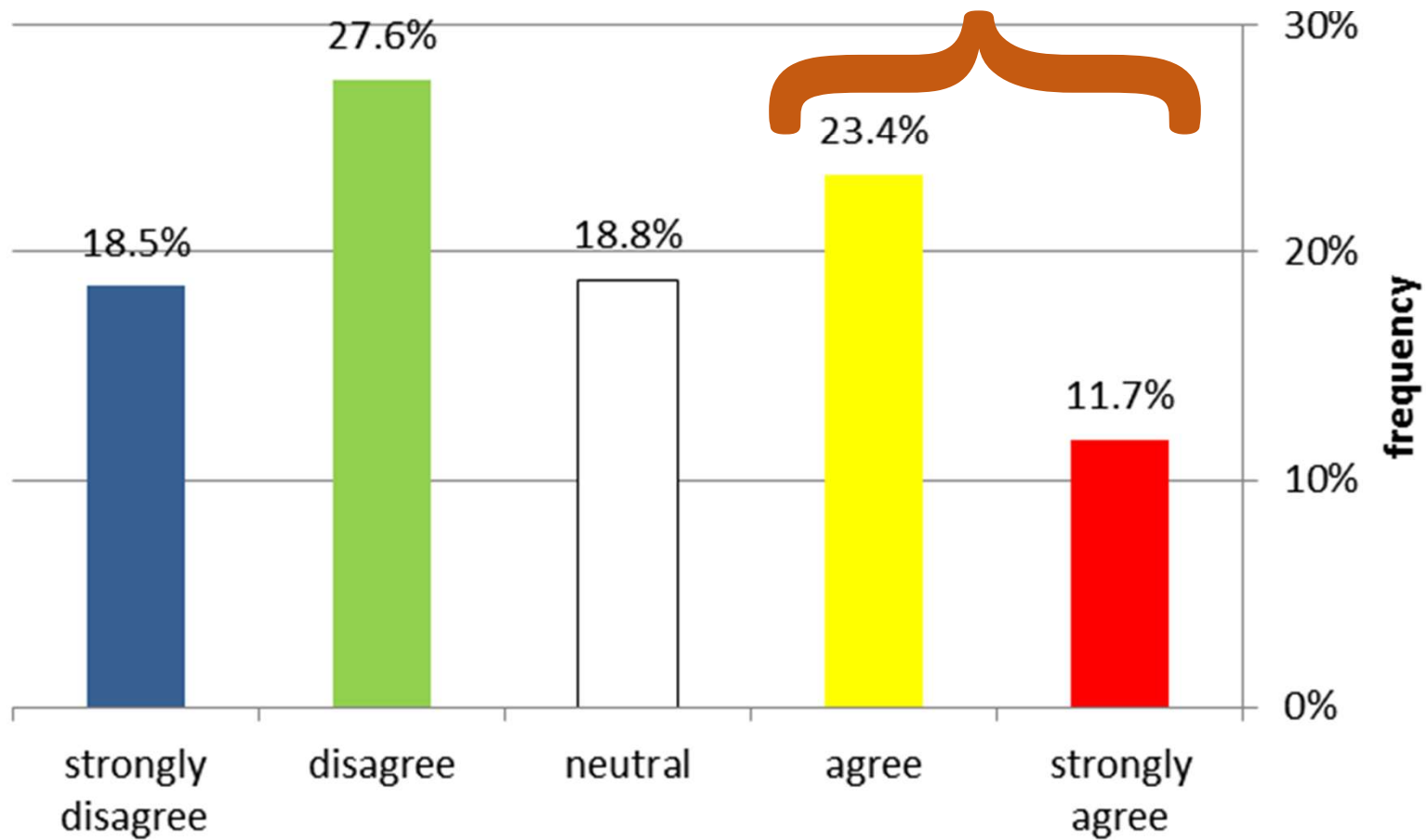
- A total of 4,008 participants completed the survey online.
- This included 1,592 workers in Ontario and 2,416 workers in other provinces in Canada.
- All cases completed were pre-recruited panel members among those willing to complete interviews online.
- 2,543 of the cases were from the EKOS Probit Panel.
- In order to augment the number of cases collected with respondents under 35 years of age, another 1,465 were collected from panel members of the Legerweb Panel among the portion of panel assembled using a random digit dial (RDD) selection process.
- Excluding the 319 records found to be invalid, the valid sample base was 52,547. Including the **4,008 who completed the survey** and the 3,190 who were either screened out as ineligible or because of completed age or region quotas, the **participation rate is 13.7 per cent**.
- The data set is **weighted** according to the most recent **Labour Force Survey data (March 2019)** from Statistics Canada on **age, gender and region**.



How would you rate the **psychological health & safety climate** in your workplace?



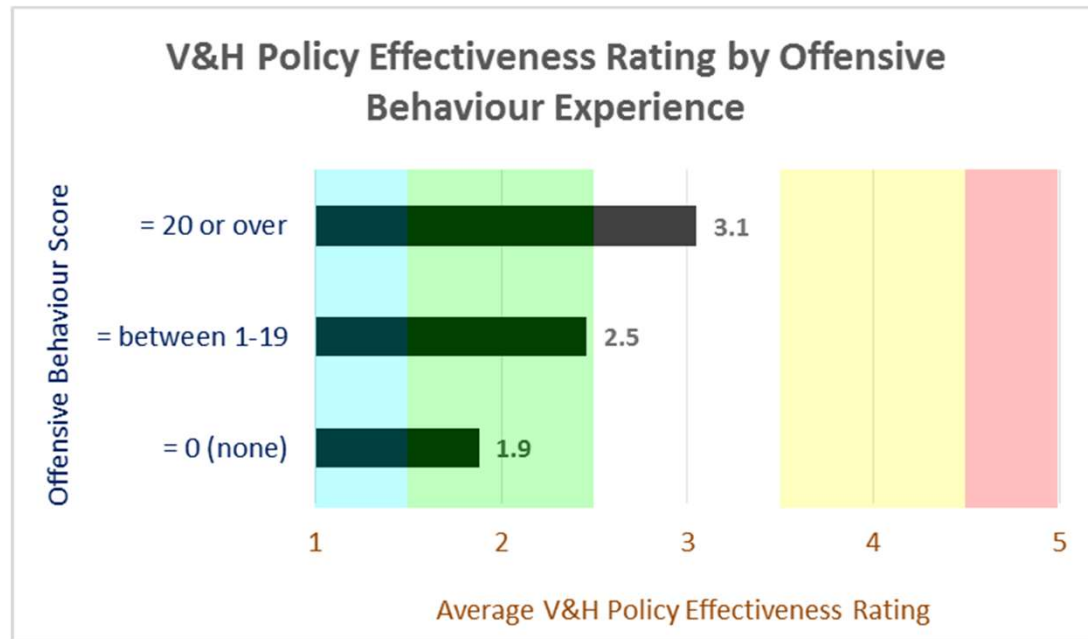
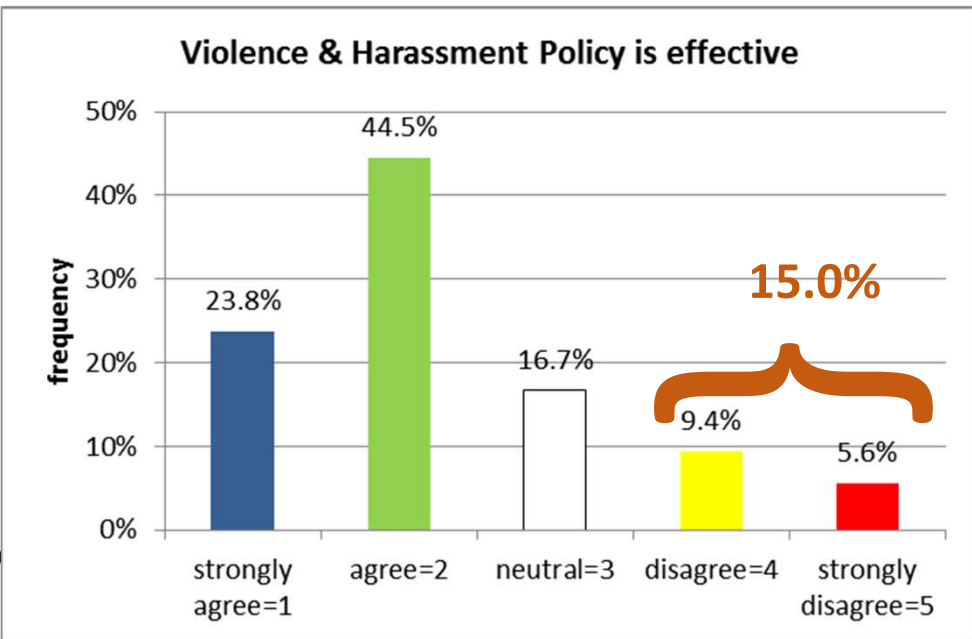
To what extent would you agree that the culture of this organization **tolerates behaviour that harms the mental health** of those who work here?



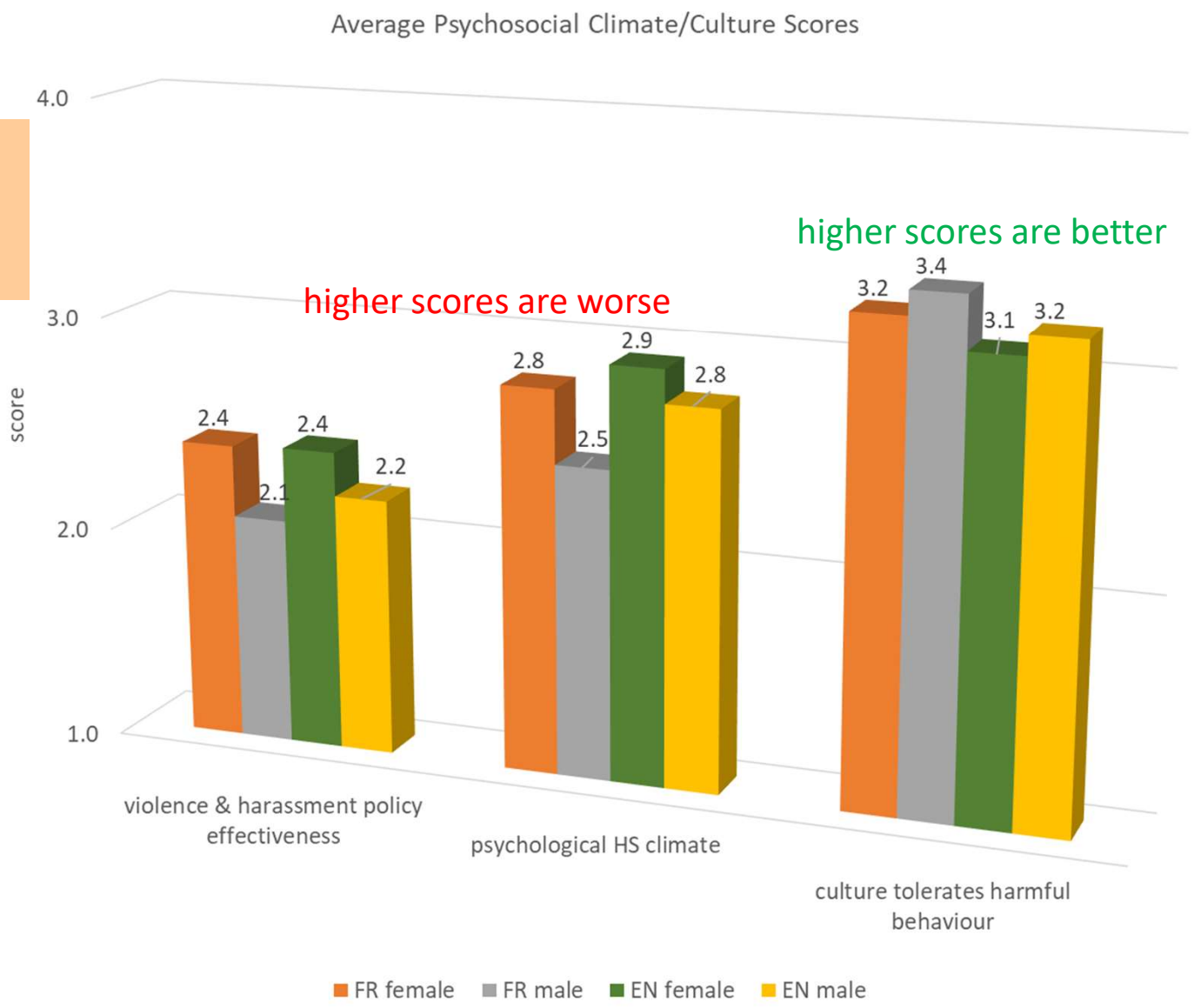
Violence & Harassment Policy:

does your workplace have a violence & harassment policy?

yes 84.8%
no 5.5%
not sure 9.8%

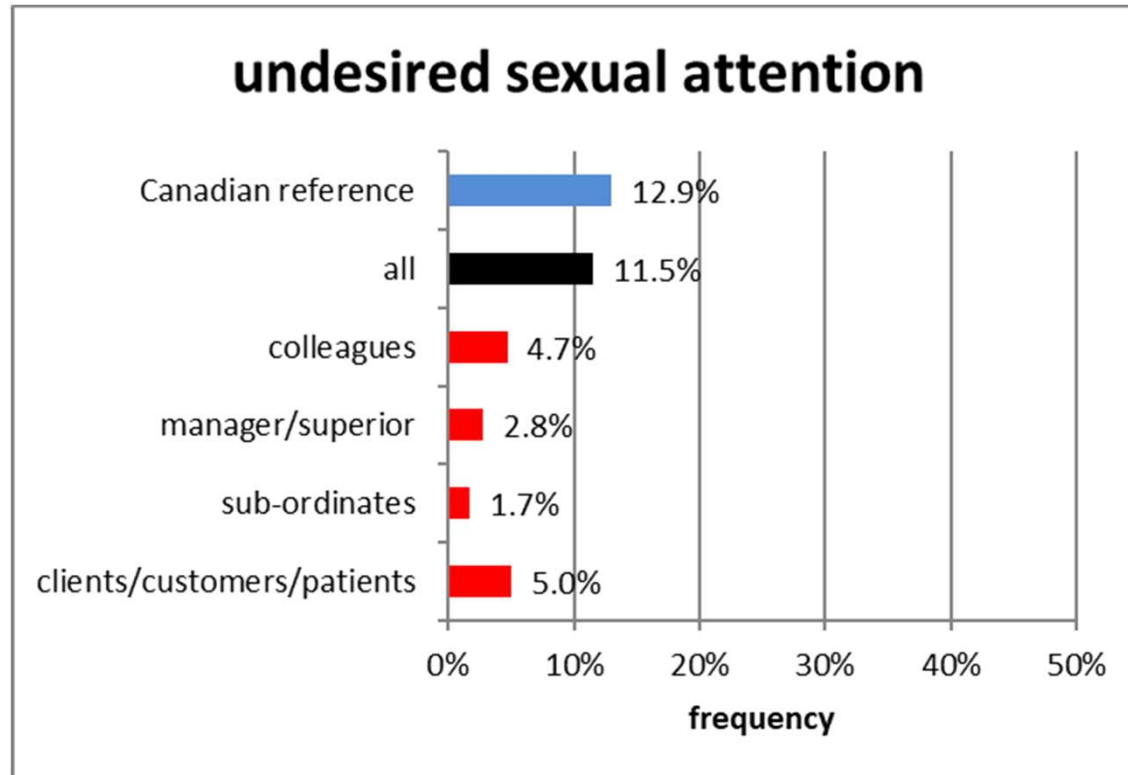


breakdown by language and gender identity



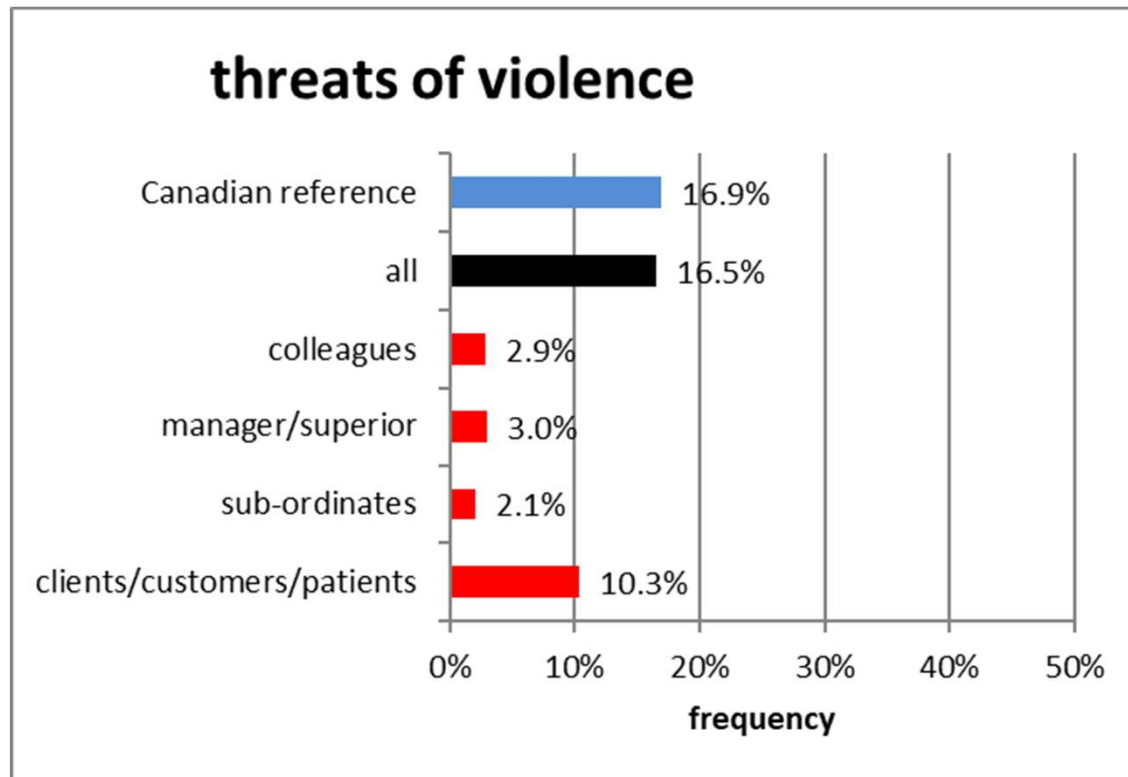
Sexual harassment

Have you been exposed to *[offensive behaviour]* at your workplace during the last 12 months? If yes, from **whom?**



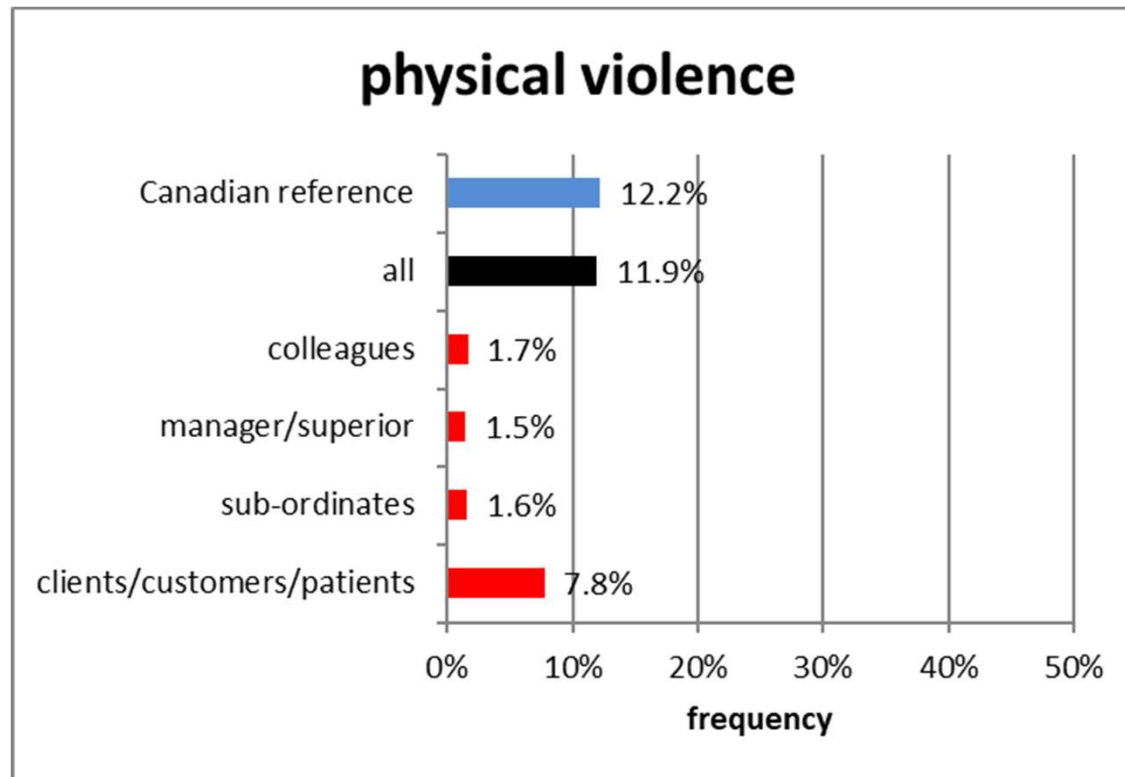
Threats of violence

Have you been exposed to *[offensive behaviour]* at your workplace during the last 12 months? If yes, from **whom?**

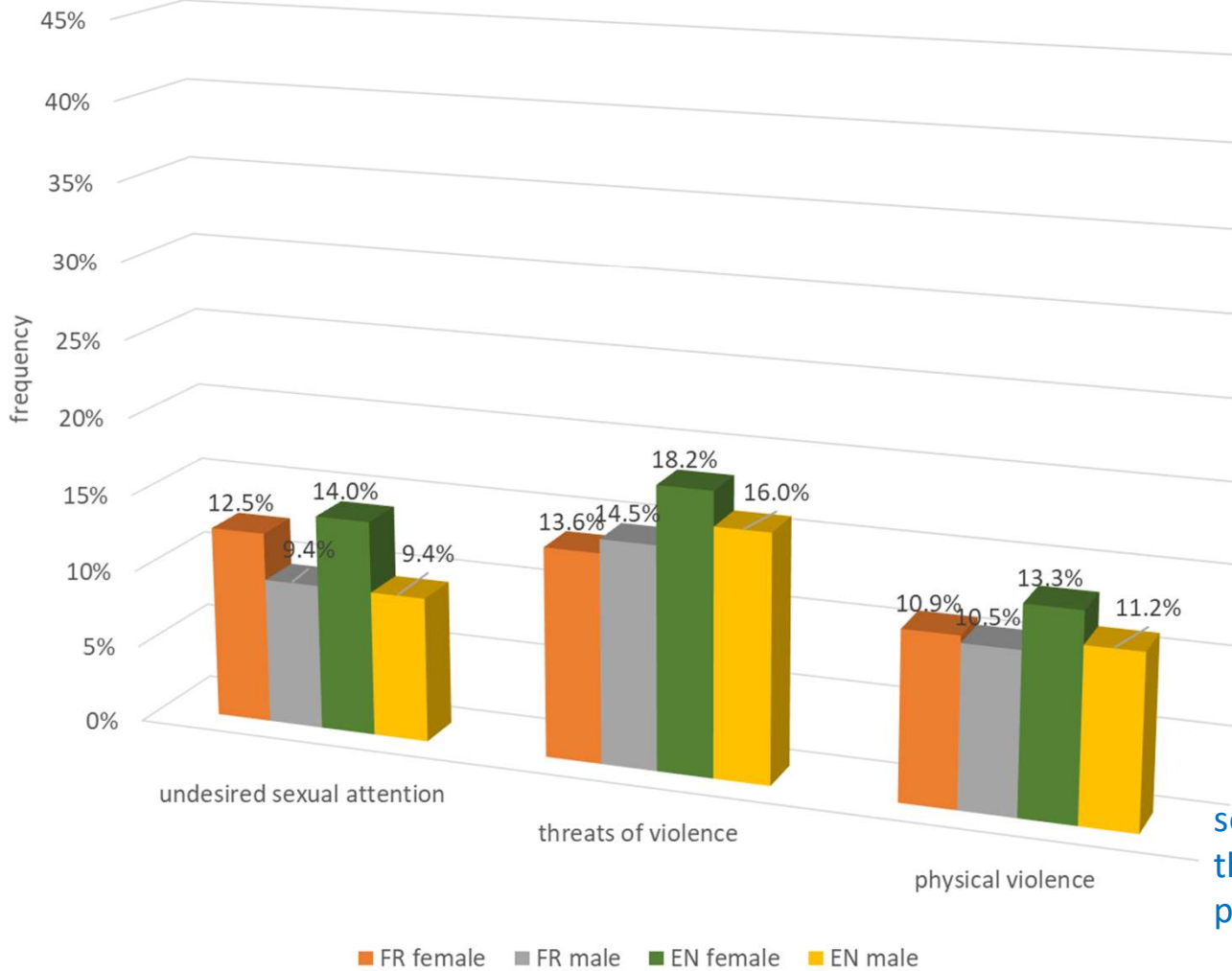


Physical violence

Have you been exposed to *[offensive behaviour]* at your workplace during the last 12 months? If yes, from **whom?**



Frequency of Offensive Behaviours

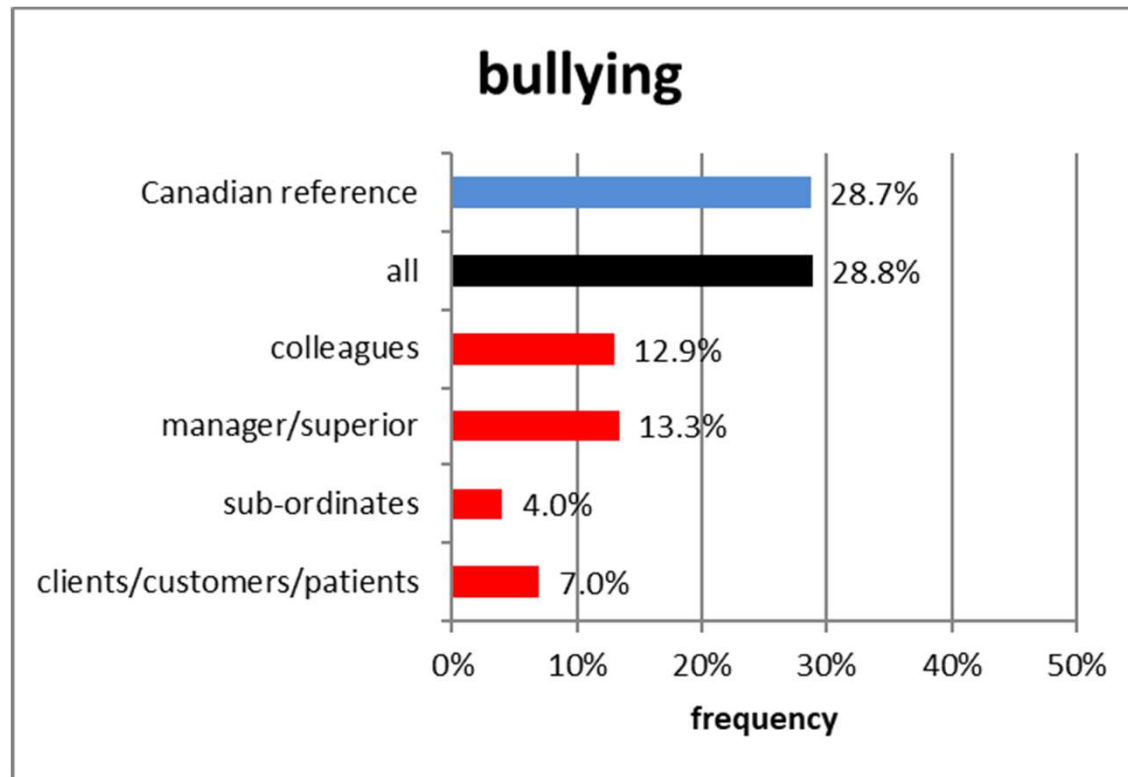


Sweden (2018):
sexual harassment: 6.0%
threats of violence: 10.5%
physical violence: 5.3%



Bullying

Have you been exposed to *[offensive behaviour]* at your workplace during the last 12 months? If yes, from **whom?**

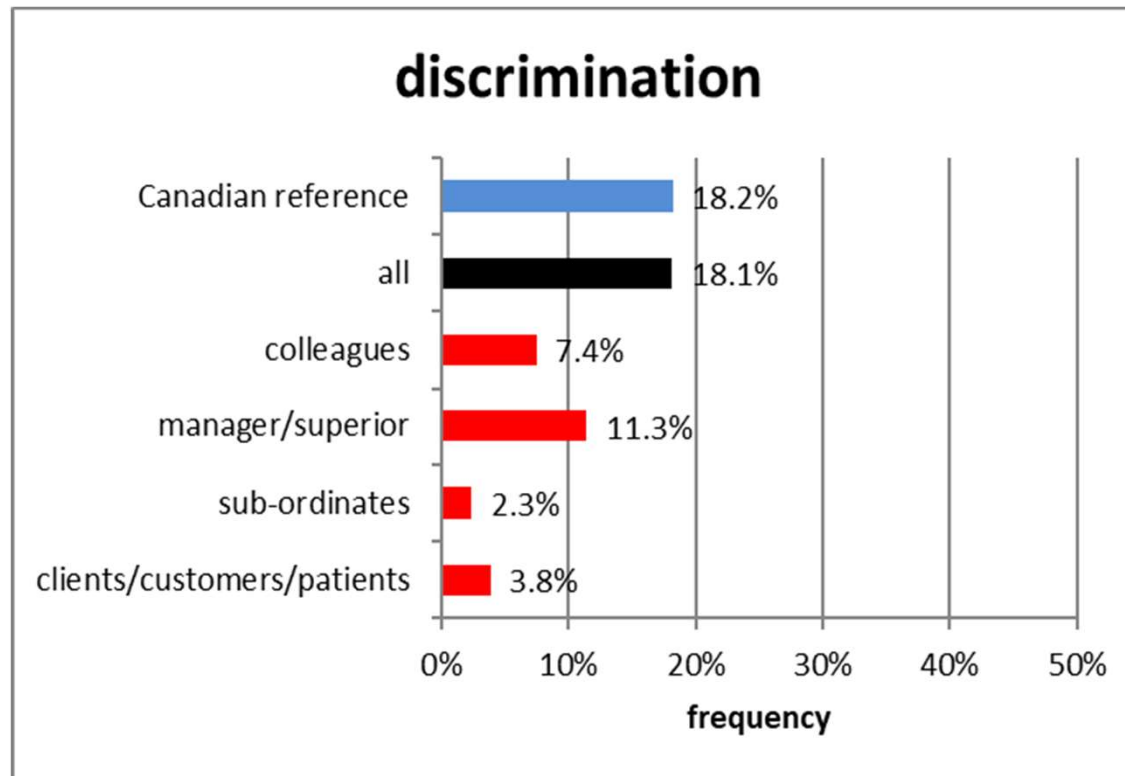


Bullying means that a person repeatedly is exposed to unpleasant or degrading treatment, and that the person finds it difficult to defend himself or herself against it.



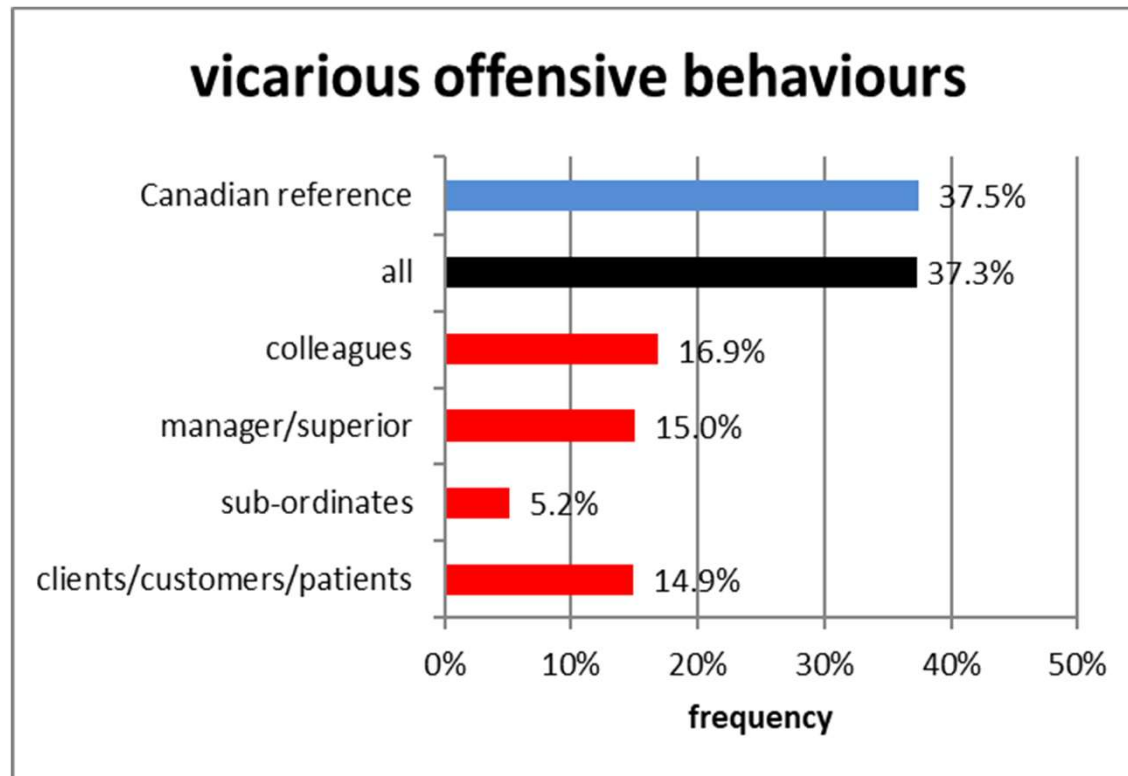
Discrimination

Have you been exposed to *[offensive behaviour]* at your workplace during the last 12 months? If yes, from **whom?**



Vicarious offensive behaviours

Have you been exposed to *[offensive behaviour]* at your workplace during the last 12 months? If yes, from **whom?**



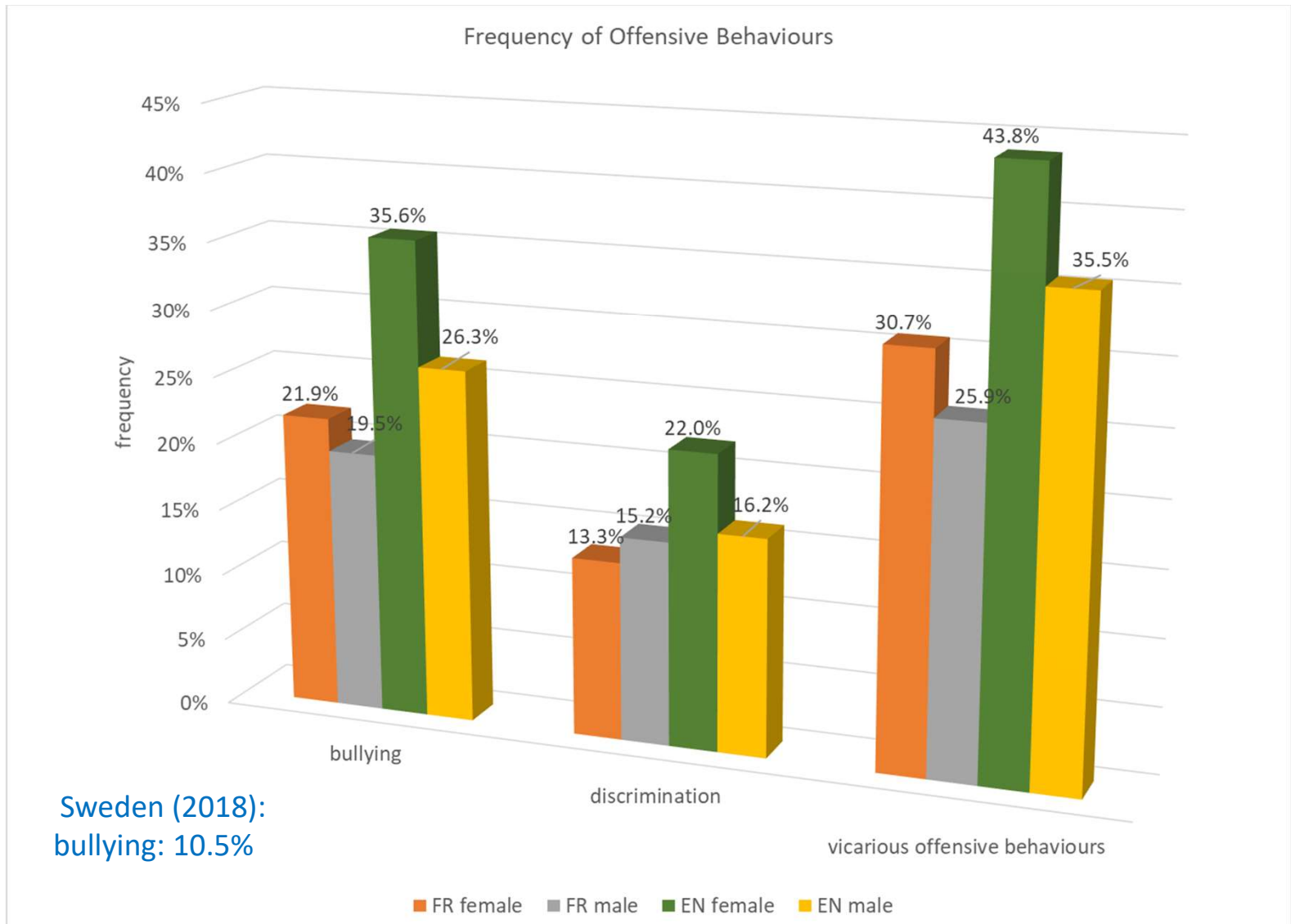
Types of vicarious offensive behaviours:

Have you witnessed any of these offensive behaviours (undesired sexual attention, threats of violence, physical violence, bullying and/or discrimination) aimed at others than yourself at your workplace during the last 12 months?

types of vicarious offensive behaviours:	undesired sexual attention	22.9%
(note: more than one could be selected)	threats of violence	31.3%
	physical violence	20.5%
	bullying	69.6%
	discrimination	41.1%

any offensive behaviour: 49.9%

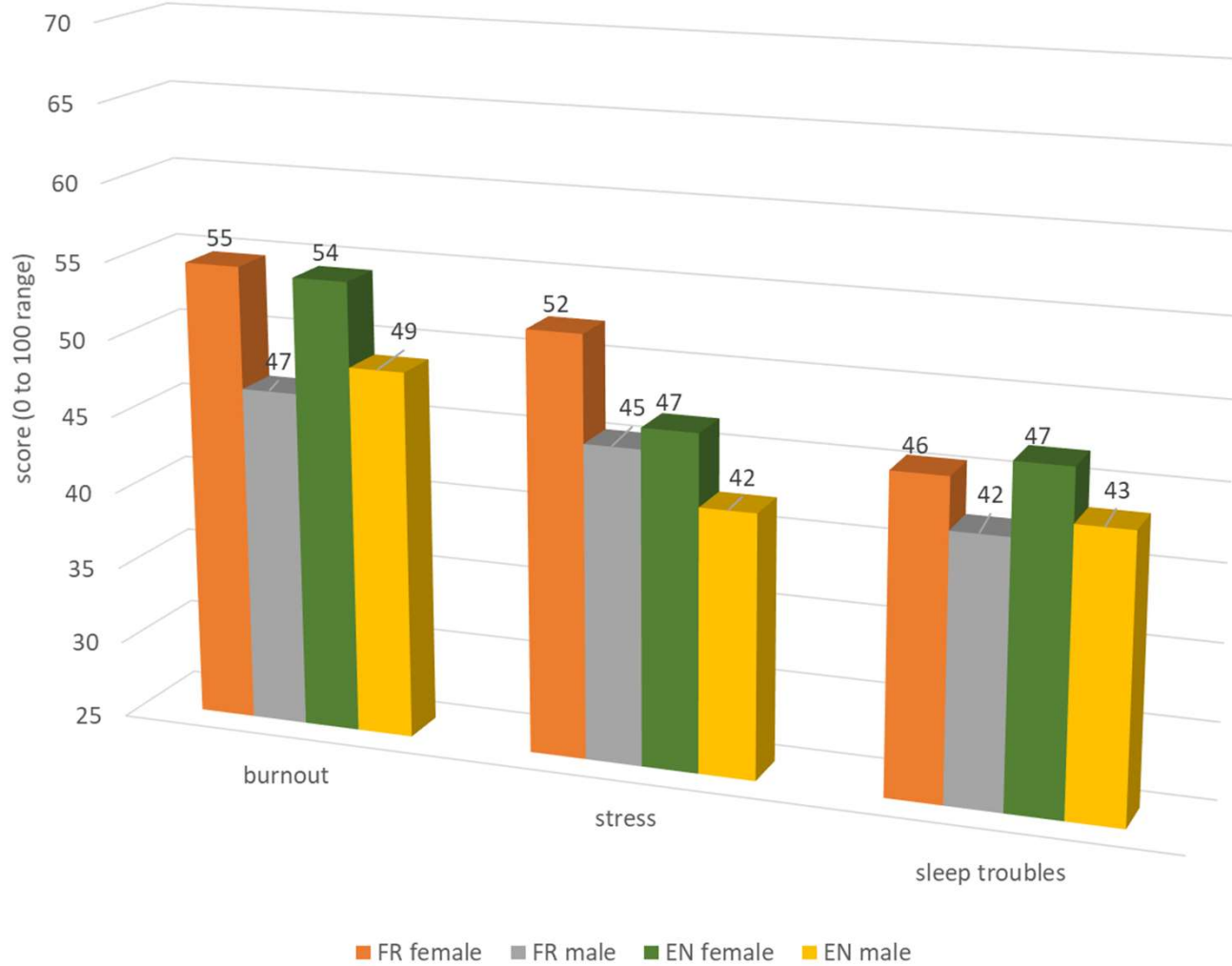




Berthelsen et al (2020) "Validation of the Copenhagen Psychosocial Questionnaire Version III and Establishment of Benchmarks for Psychosocial Risk Management in Sweden", International Journal of Environmental Research and Public Health 2020, 17, 3179; doi:10.3390/ijerph17093179



Average Symptom (1) Scores

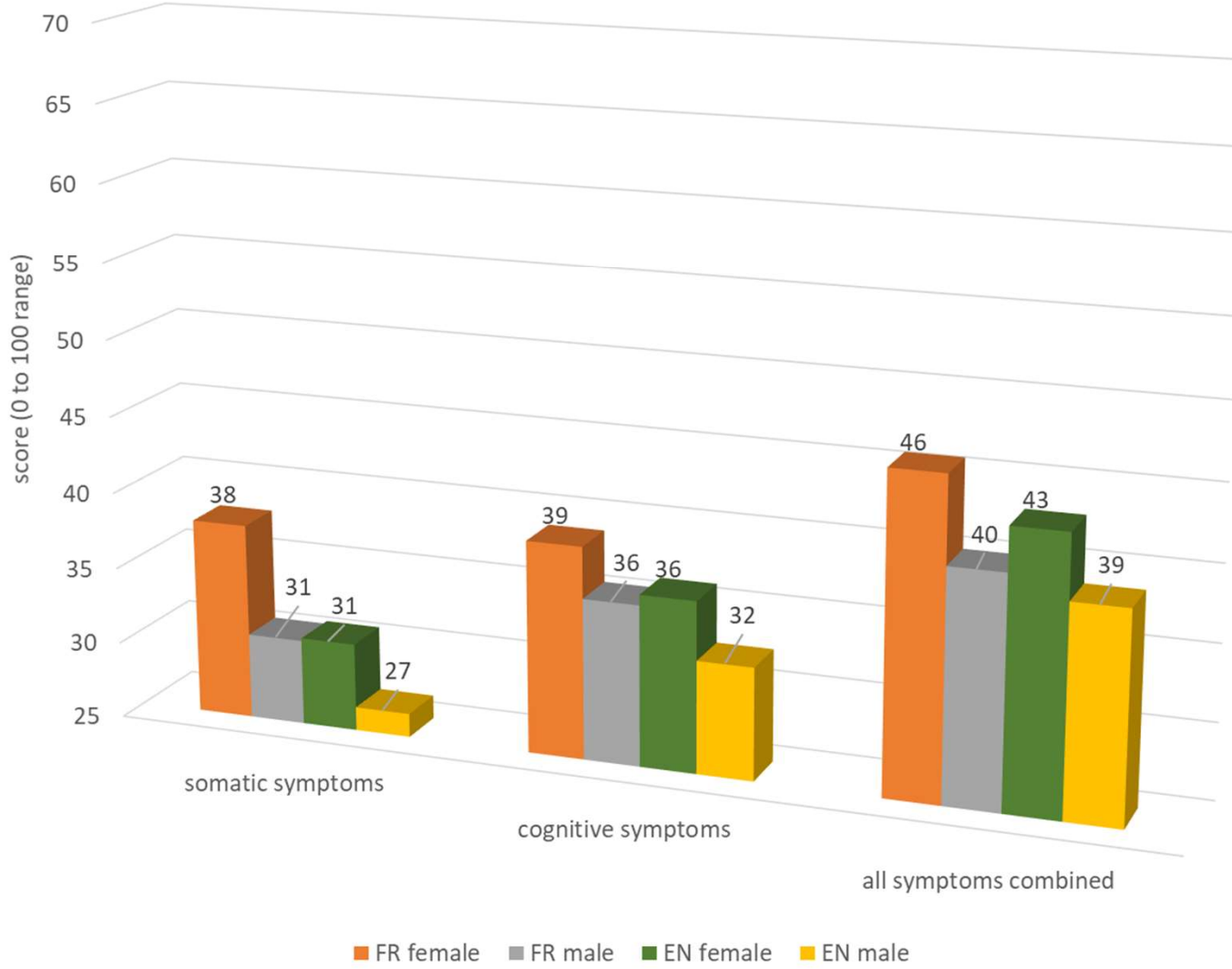


Sweden (2018):
burnout: 36.2
stress: 36.0

Berthelsen et al (2020) "Validation of the Copenhagen Psychosocial Questionnaire Version III and Establishment of Benchmarks for Psychosocial Risk Management in Sweden", International Journal of Environmental Research and Public Health 2020, 17, 3179; doi:10.3390/ijerph17093179



Average Symptom (2) Scores



Symptom experience of Ontario respondents reporting exposure to offensive behaviours

The following table provides the total symptoms scores for those respondents who experience offensive behaviours from a specified source in the past year. These are presented in contrast with the total symptoms scores for those who did NOT experience such offensive behaviours. The higher the number in the cell the higher the symptoms score.

	no experience (past year)	colleagues	manager/ superior	sub-ordinates	clients/ customers/ patients	all sources
undesired sexual attention	39	57	62	52	51	55
threats of violence	39	62	66	49	49	53
physical violence	40	67	70	55	49	54
bullying	37	53	54	52	52	52
discrimination	39	53	54	51	48	53
vicarious offensive behaviours	37	50	52	49	47	49

legend
none = no behaviours reported
< 5 points higher than no experience
5-10 points higher
10-15 points higher
15+ points higher

n/a = less than 3 occurrences, therefore censored



	<25 yrs (n=175)	25-34 yrs (n=808)	35-44 yrs (n=925)	45-54 yrs (n=918)	55-64 yrs (n=954)	≥65 yrs (n=217)
burnout	58	55	54	52	48	37
stress	51	50	49	45	40	30
sleep troubles	45	45	45	45	45	37
somatic symptoms	38	36	34	27	24	17
cognitive symptoms	43	41	38	33	29	22

undesired sexual attention	31.3%	20.7%	13.5%	7.3%	4.4%	2.3%
threats of violence	19.4%	20.2%	18.5%	14.8%	14.1%	9.7%
physical violence	13.6%	14.1%	14.3%	11.8%	8.7%	6.9%
bullying	30.9%	27.3%	27.5%	32.5%	29.2%	20.7%
discrimination	23.9%	17.7%	17.6%	19.7%	17.6%	11.5%
vicarious offensive behaviours	41.1%	39.4%	35.8%	39.2%	37.3%	24.0%



		size of workplace					
		n=5	n=6-9	n=10-19	n=20-49	n=50+	difference:
offensive behaviours	undesired sexual attention	13.3%	10.0%	7.5%	12.3%	12.1%	significant
	threats of violence	13.4%	12.0%	13.8%	20.0%	16.5%	significant
	physical violence	12.2%	8.1%	10.0%	15.2%	11.7%	significant
	bullying	21.6%	26.0%	24.2%	27.4%	30.6%	significant
	discrimination	19.4%	13.1%	14.9%	16.9%	19.5%	significant
	vicarious offensive behaviours	27.6%	28.4%	31.9%	36.7%	39.8%	significant
	any offensive behaviour (past yr):	41.2%	41.9%	43.7%	50.5%	52.1%	significant



	EKOS 2019 (weighted)	EKOS 2016 (weighted)	t-test probability
self-rated health	62	61	0.592121298
burnout	52	51	0.149065251
stress	46	45	0.372904077
sleep troubles	45	44	0.320250446
somatic symptoms	31	29	0.010807828
cognitive symptoms	36	35	0.069578007
all symptoms	42	41	0.075895407

undesired sexual attention	12.9%	↑9%	11.9%	0.194729622
threats of violence	16.9%		16.0%	0.328558764
physical violence	12.2%	↑17%	10.4%	0.014585252
bullying	28.7%	↓8%	31.1%	0.025124338
discrimination	18.2%		19.1%	0.301261112
vicarious offensive behaviours	37.5%	↓9%	41.1%	0.00167411
offensive behaviours	1.27		1.29	0.546069772

Breakdown by economic sectors – caveats:

- The survey was designed to capture a representative sample of Canadian workers (in workplaces with >5 workers) **NOT** to obtain representative samples for each economic sector
- Because of the imbalance in numbers of respondents between sectors even though we have a representative sample of 4000 the proportionate number in some sectors will be small (e.g. 30 in the Utilities (oil, gas and water) sector)
- The numbers are based on the March 2019 Canada Labour Force Survey (which shows a total of 18,922,500 employed Canadians aged 15 years and over, both sexes who could be classified into an economic sector)



economic sector	± % error margin for a score of 50
Goods-producing sector	3.7%
Agriculture	11.0%
Forestry, fishing, mining, quarrying, and oil and gas extraction (Natural resources)	11.8%
Utilities	11.3%
Construction	7.4%
Manufacturing	5.8%
Services-producing sector	1.7%
Wholesale and retail trade	5.0%
Transportation and warehousing	6.7%
Finance, insurance, real estate, rental and leasing	6.2%
Professional, scientific and technical services	6.1%
Business, building and other support services	9.8%
Educational services	4.3%
Health care and social assistance	4.2%
Information, culture and recreation	5.1%
Accommodation and food services	8.9%
Other services (except public administration)	9.5%
Public administration	4.6%

Total employed, all sectors: 1.5%





economic sectors

	6.0%	10.5%	5.3%	10.5%		
	undesired sexual attention	threats of violence	physical violence	bullying	discrimination	vicarious offensive behaviours
Agriculture, forestry, fishing and hunting	14.5%	13.5%	10.6%	24.4%	16.0%	30.4%
Mining, quarrying, and oil and gas extraction	11.4%	11.8%	3.3%	27.2%	18.1%	37.0%
Utilities (electric, gas and water)	15.4%	19.6%	12.2%	29.8%	23.1%	32.8%
Construction	16.4%	21.7%	17.2%	28.3%	20.7%	41.6%
Manufacturing	15.2%	15.3%	9.3%	23.7%	15.2%	35.8%
Wholesale trade	22.1%	18.6%	14.0%	33.7%	28.1%	36.2%
Transportation and warehousing	14.0%	15.2%	8.4%	31.4%	17.0%	38.9%
Information and cultural industries	11.9%	7.5%	5.7%	22.9%	17.9%	27.6%
Finance and insurance	16.0%	12.6%	9.5%	29.5%	21.8%	32.9%
Administrative and support, waste management and remediation services	16.5%	15.6%	9.3%	36.0%	21.6%	29.1%
Educational services	5.7%	20.7%	19.0%	30.4%	17.3%	45.3%
Health care and social assistance	20.4%	32.8%	26.5%	34.9%	17.7%	49.0%
Arts, entertainment and recreation	9.6%	15.0%	6.8%	27.6%	20.4%	31.5%
Accommodation and food services	22.4%	13.3%	9.3%	30.6%	22.5%	51.6%
Public administration	7.4%	14.0%	7.9%	26.3%	20.1%	35.3%
Retail trade	12.4%	11.9%	5.6%	27.6%	17.4%	36.0%
Professional, scientific/tech services & Management of enterprises	7.6%	6.4%	5.5%	23.2%	13.6%	24.1%
Other services (except public administration)	5.2%	6.6%	3.4%	24.6%	7.6%	26.6%
all (EKOS 2019 weighted)	12.9%	16.9%	12.2%	28.7%	18.2%	37.5%

Thank you! ... any questions/comments?
(please use the chat box)

